

Beth Ann Coleman

From: Julian Newman <julian@culturecreative.tv>
Sent: Tuesday, June 7, 2022 11:04 AM
To: Anita Genca
Subject: Re: Meeting with Dr. McDowell
Attachments: COPS_CultureCreative_DEIBProposal_060722.pdf; APRIL 2022 Culture Creative Media Kit.pdf

Good morning, Anita.

Here is the information that I promised to Dr. McDowell.

- Julian Newman

On Mon, Jun 6, 2022 at 10:25 AM Julian Newman <julian@culturecreative.tv> wrote:
I actually saw this after our meeting. Please let Dr. McDowell know that we will send an overview like we discussed by this Wednesday.

- Julian

On Thu, May 26, 2022 at 1:24 PM Anita Genca <agenca@collsk12.org> wrote:

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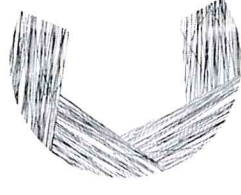
Anita Genca

Administrative Assistant to the Superintendent
Collingswood Board of Education
Oaklyn Board of Education
200 Lees Avenue
Collingswood, NJ 08108
agenca@collsk12.org
856-962-5700 ext 1002
856-962-5723 (fax)

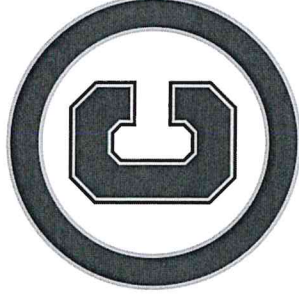
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Julian Newman
Founder/CEO
Culture Creative
Beautiful Together
www.culturecreative.tv

Collingswood & Oaklyn Public Schools DEIB Organizational Assessment



CULTURE CREATIVE
BEAUTIFUL TOGETHER



presented by Culture Creative | 6-7-22



BEAUTIFUL TOGETHER.

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Summary & Objectives

Culture Creative looks forward to coming alongside Collingswood & Oaklyn Public Schools as they expand their leadership development and cultural bandwidth related to the objective of creating a Diversity, Equity, Inclusion, & Belonging (DEIB) strategic plan to benefit the workplace and classroom.

Along this journey, our goal is to make space to hear from all voices to share their perspectives and experiences in a safe and neutral environment within the process of conducting a DEIB organizational assessment.

The objectives of this initial DEIB initiative include 3 facets:

- Phase 1 — Site Visits & Listening/Visioning Session
- Phase 2 — Assessment: Analyze Findings
- Phase 3 — Reporting: Present Report & Recommendations



Proposed Scope of Work

Step #1: Organizational Assessment Prep

- Define objectives
- Discern what information should be gathered
- How data will be captured
- Create survey/questionnaire if appropriate
- Determine who will receive final report and how

Step #2: Site Visits & Listening/Visioning Session

Day 1 — Site Visits (6 - 8 Hours)

- Site Visits with Dr. Fred McDowell & Leadership Team to gain perspective and insights of real time challenges and areas of opportunity

Day 2 — Listening/Visioning Session (6 - 8 Hours)

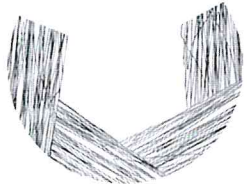
- Introductions
- Ice Breaker / Trust Building Exercise
- Review DEIB Challenges / What's Our Why?

- Review past and present DE&I committee initiatives
- Define what is working and where support is needed
- Discuss catalyst
- Define the vision and desired outcomes

Step #3: Assessment & Reporting

- Review Data and Information Gathered
- Create Report
- Present Findings & Recommendations including a SWOT Analysis and SMART goals





CULTURE CREATIVE
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Contact Us

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@weareculturecreative
#beautifultogether

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CULTURE CREATIVE

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INTERNATIONAL AWARD-WINNING
DIVERSITY & INCLUSION
CONSULTING FIRM

WWW.CULTURECREATIVE.TV

SERVICES



Leadership
Development



Diversity & Inclusion
Consulting



Cultural Bandwidth
Training



Strategic
Visioning

MISSION

Culture Creative empowers organizations to develop more culturally intelligent leaders, employees, and communities to connect in authentic partnership and become more Beautiful Together.

VISION

To work with organizations (corporate, non-profit, and faith-based) to create an environment where every person has the opportunity to achieve their highest human potential.



EMPOWERING ORGANIZATIONS TO CREATE
COMMUNITIES WHERE EVERY PERSON CAN
ACHIEVE THEIR HIGHEST HUMAN POTENTIAL.

PARTIAL CLIENT LIST



Leo Burnett



Culture Creative led a team focused on delivering an experience about race for the first ever Leo Burnett agency-wide event entitled "The Every Day". My team and I had a very clear objective, but were not certain about how or if we would find the "right" speaker to help us achieve our desired outcome. Then we found Julian Newman, Culture Creative's CEO, and our event became the most talked about of the day.



Julian is a powerful speaker who has mastered the art of storytelling. He is engaging, empathetic and relatable, and he grabs the attention of the audience from the moment he starts talking. Julian's message is delivered from a unique perspective, in a digestible way that is comfortable for everyone, but in no way is the importance of what he is saying diminished. We are looking for ways/reasons to bring Julian back to Leo as soon as we can and I would recommend that your organization do the same.

Deirdra Donahue, CPCC
SVP, US Equity & Inclusion Lead
Publics Creative / Leo Burnett Group



WHY DIVERSITY MATTERS

Diversity in the workplace is essential because our work environments need to reflect and represent all of us. For our country and the world to implement lasting change, equal workforce opportunities play a significant role.

Also, diverse workspaces receive a financial return for a multicultural investment. Teddy Brown from FastCo Works (2019) stated that in a 2013 report, companies with a more diverse team were 45% more likely to "report annual market share growth" and "70% more likely to enter a new market".

Having diverse companies benefits the bottom line. It is vital to have DEIB present in business because it is a significant component of how we all become more beautiful together!

Source: Brown, Teddy (2019).
Fast Company.

BEAUTIFUL
TOGETHER.

OUR ROADMAP APPROACH TO DIVERSITY, INCLUSION, EQUITY, BELONGING (DEIB)

Culture Creative works with a range of clients to cultivate and promote diversity initiatives that establish and foster more inclusive and equitable environments! We take companies and nonprofit organizations through a continuum with (3) three points of focus, like a road map and architecture plan to build bridges toward a more beautiful world!

1 YOU ARE HERE

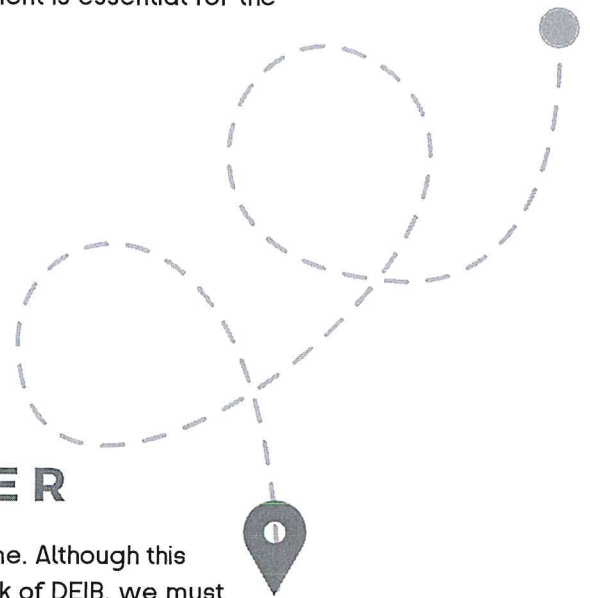
The map's initial point is where the entity is presently from a cultural perspective, "you are here". At this initial stage, taking a DEIB assessment is essential for the organization's growth and success.

2 CHANGE MANAGEMENT

The second point is discovering and/or understanding what needs to change. It is in this location that we confront the challenges of change.

3 BECOMING MORE BEAUTIFUL TOGETHER

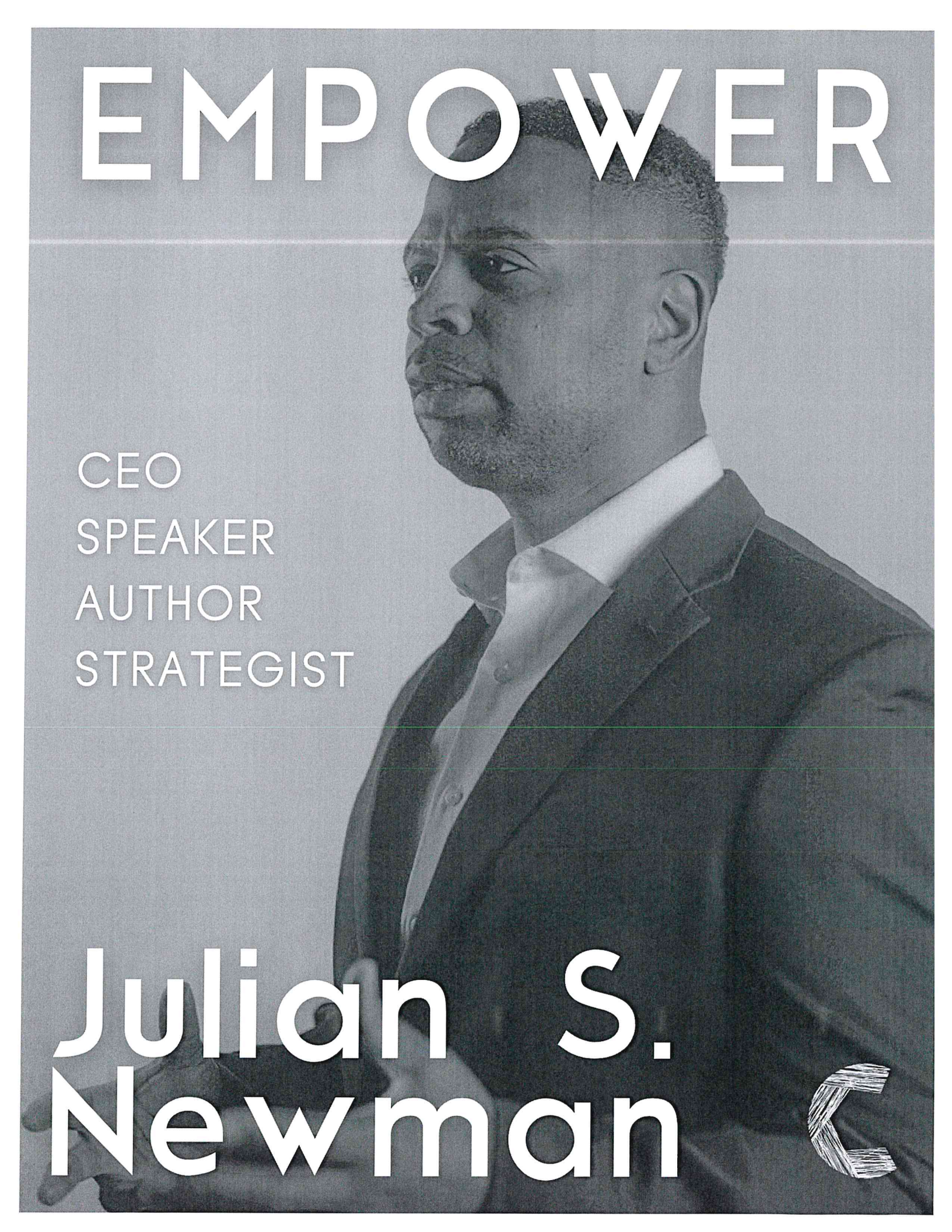
The third and final point is what the company can become. Although this final point is most important because, in a lot of the work of DEIB, we must address areas of change, we can't stop there – Transformation is found in a vision rooted in what an organization can become!



POINT OF DIFFERENCE & PROCESS

Culture Creative's point of difference is we focus on what we can become -- becoming more beautiful together. In addition to crisis management and addressing past challenges, we get "there" by asking questions like, "What's your motivation? What does that, or there look like? What does fulfillment look like for our organization? What is the goal?"

Fulfillment is based in vision. Vision brings energy, and positive energy that comes from having a "becoming" focus allows us to press through the challenges that change brings. We are both solutions based and future focused.

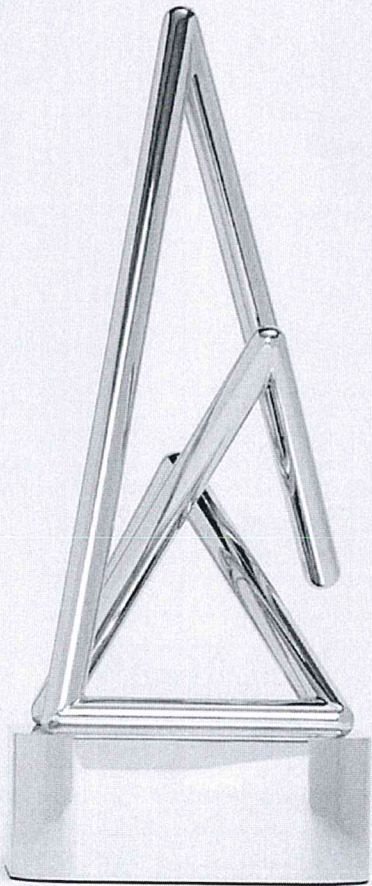
A black and white portrait of Julian S. Newman, a Black man with short hair and a light beard, wearing a dark suit jacket over a light-colored shirt. He is looking off to the side with a thoughtful expression. The background is a plain, light color.

EMPOWER

CEO
SPEAKER
AUTHOR
STRATEGIST

Julian S.
Newman





2021 ANTHEM AWARDS BRONZE HONOREE
Awareness Categories
Leader of the Year for Diversity, Equity, & Inclusion
FutureCast 2021

Inaugural Anthem Award Winner

Julian S. Newman, Founder and CEO of Culture Creative, was recognized as a Diversity & Inclusion Leader of the Year at the Inaugural Anthem Awards for his visionary DEIB conference FutureCast 2021. He was presented with the Bronze Award on February 28, 2022, along with Trevor Noah and The Daily Show (Gold Award), as well as Dr. Candace Warner and People3, Inc. (Silver Award), who won for the same category.

All of them were honored for being an individual person who is an outstanding pioneer and/or innovator leading a team or organization to raise awareness on behalf of a Diversity, Equity, & Inclusion cause.

The Anthem Awards are presented by the Webby Awards and International Academy of Digital Arts and Science to recognize purpose & mission-driven work from people, companies, and organizations worldwide.





ABOUT

Julian S. Newman

FOUNDER & CEO, CULTURE CREATIVE



Julian S. Newman, founder and CEO of Culture Creative, is an Inaugural Anthem Award Winning Diversity & Inclusion Leader of the Year. A certified diversity and inclusion thought leader, Newman is based in Grand Rapids, Michigan. As a cultural intelligence strategist, author and motivational speaker, Julian has spoken to more than 100,000 people nationally and internationally during the past 20 years. Culture Creative's clients include advertising agency Leo Burnett, United Nations (UN) Women, and Michigan State, along with other universities, school districts, and philanthropic organizations.

Since the launch of Culture Creative in 2014, Julian and his team have worked with more than 100 companies and non-profit organizations globally to develop culturally aware leaders, employees, and more empowered communities. Julian inspires people to believe in their inner-hero and be world changers. Julian shares his leadership development expertise with corporate, non-profit, creative, and faith-based clients. He has a unique gift of bringing people of diverse backgrounds together to find common ground and become more beautiful together. Culture Creative empowers them with curated seminars, training materials, and lectures that are specific to a client's needs.

Julian is a #GirlDad of four lovely daughters and advocate for women's empowerment. He speaks on behalf of the National Diversity Council and serves as an advisor to the Disruptive Technologists Think Tank. He earned an altMBA and is a graduate from Compass Film Academy. Julian has published writings with various media outlets, including Relevant Magazine, and he will soon release a series of books and cultural intelligence reports.

20+

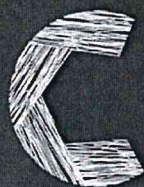
YEARS
EXPERTISE

100K

PEOPLE
REACHED

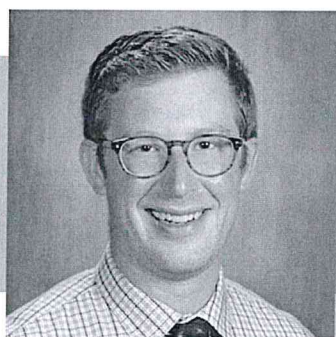
100+

ORGANIZATIONS
EMPOWERED



CULTURE CREATIVE
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MEET THE TEAM



Josh Aldrich

In addition to consulting, Josh Aldrich has a background as an educator. He has taught for the past nine years in a variety of school settings, including charter, public, and private. Additionally, he has served as a founding member of a Diversity, Equity, and Inclusion faculty task-force for a prominent faith-based high school in Grand Rapids, Michigan.

Josh graduated from Grand Valley State University with his BA degree in Secondary English Education, and he is certified to teach English, History, and Political Science at the secondary level. He is currently pursuing his MA in English Literature, and he will be defending his thesis in 2022. Josh is also a National Writing Project Institute fellow.

When Josh is not involved in client projects, teaching, or his academic coursework, you may find him wandering bookstores, going to the movie theater, finding new restaurants, obsessively managing his fantasy football team, or watching The Muppets with his two-year-old son. Josh lives in Grand Rapids with his wife Bridgette, his son Oliver, and their very energetic dog Franny.



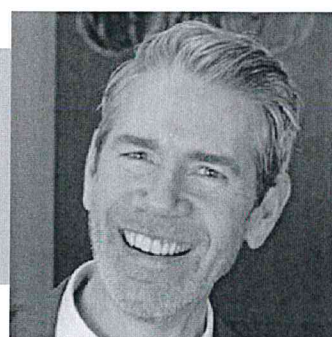
Diana Alonso

Using a blend of creative and operational strengths, Diana Alonso has been successful through her solution-based approach.

Over the last six years, Diana has worked across multiple industries and fields. From operations, marketing, HR, and now organizational psychology. Diana has proven to be multifaceted and a leader. After graduating with a Master's in Applied Psychology, she has rolled up her sleeves and achieved great success in the non-profit world.

Bringing her education and work experience together, Diana thrives in creating order out of chaos, all while making the journey light-hearted and efficient. Her strengths lie in Diversity, Inclusion, and Equity, Strategic Planning, and Employee Development.

In her spare time, she enjoys spending time with her family, friends, staying active, and staying updated with the latest shows. Diana is based in Los Angeles, California.



Bill Boyle

Bill Boyle is the former Director of the Model Center, Bowers Academy and Equity Programming in Bloomfield Hills Schools in Michigan.

He has 31 years of experience as a teacher, athletic coach and administrator at all levels of K-12 education. Bill has worked diligently to form schools that serve as places of belonging for all students as the foundation for learning.

He currently serves as a consultant, coach and facilitator for schools, nonprofits and the private sector specializing in the areas of Restorative Practices and Equity Literacy.

Bill is an instructor for the International Institute for Restorative Practices, and a certified Restorative Practitioner. He is a certified facilitator of Equity and Inclusion learning experiences, has over 30 years of experience of mindfulness practices and is an ordained teacher in the Zen tradition.



Giftii Girma

Giftii Girma was born in Ethiopia, grew up in Germany, and immigrated to Canada. Her life has consisted of understanding various cultures and learning three languages along the way.

Over the years, Giftii became passionate about Anti-Racism. Having grown up in Neo-Nazis in Germany, the experiences of racism and colorism have fueled her passion for education and raising awareness on bias and anti-racism.

For the last ten years, she ran programs and seminars for faith-based organizations, charities, and corporations. She specializes in educating on the current issues helps businesses and organizations gain awareness, hands-on guidance, and continuing support.

As of February 2021, Gifti serves on the Anti-Racism Action Committee with the Calgary Police in Canada.



Michelle Hazelton

Michelle Hazelton has worked as a Virtual Assistant for 7 years and is a tremendous asset to the Culture Creative team.

She has a Bachelor's Degree in Business Administration from Indiana Institute of Technology.

Michelle lives in Warsaw, Indiana, with her husband, Patrick and two sons, Braxton and Kolton.



Evan Lauchie

Evan Lauchié is a Michigan native and attended Grand Valley State University.

Evan has many passions and talents. As a musician, producer, comedian, public speaker, educator, husband and a new father, Evan believes in using every platform provided to be an cultural influencer.

Just like in a song there are many instruments that make a beautiful sound when played together, Evan believes it is possible and is his goal and life purpose, to serve as a producer and bring different backgrounds, ethnicities and colors all together to make a beautiful song in the key of Life.



Timothy Stark

Tim Stark is an urban educator who has taught high school and middle school mathematics in Indianapolis, Chicago, and Detroit. While teaching math, he is always focused on integrating social justice into the curriculum. In addition to classroom experience, Tim also has experience working as a program director for a racial equity nonprofit.

When it comes to racial justice work, Tim believes that impact is more important than intent. Regardless of how well-intentioned a statement or policy may be, it's important to recognize and address the times when they negatively impact marginalized groups.

As a highly regarded speaker and workshop facilitator, Tim has helped schools, nonprofits, and businesses recognize and reconstruct policies that were harmful toward communities of color. Tim is based in Detroit, Michigan, and incredibly excited to be a part of the Culture Creative team, eager to walk alongside organizations in their racial equity journey.



Marla Parker, Ph.D.

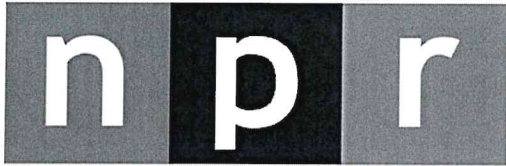
Marla A. Parker, Ph.D., a Michigan native, has nearly 20 years of success in the public and private sectors. She is a valuable asset for organizations and startups strategizing for launching, growth, and pivoting.

Her broad areas of expertise include management, social impact, entrepreneurship, innovation, learning and development, diversity, and inclusion.

In addition, she co-founded the Civic and Social Innovation Group at California State University-Los Angeles (CAL State LA), which promotes creative approaches to social change. She earned her graduate degree in public administration from the University of Illinois at Chicago with an emphasis in science, technology, engineering and math policy.

Dr. Parker lives in Orange County, in Southern California.

PRESS + CONTACT US



WGVU / PBS / NPR



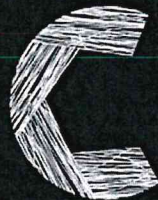
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MLIVE



Medium



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From: Julian Newman <julian@culturecreative.tv>
Sent: Wednesday, March 8, 2023 12:54 PM
To: Beth Ann Coleman
Subject: Re: Registration

Okay. Thank you.

On Wed, Mar 8, 2023 at 12:51 PM Beth Ann Coleman <bcoleman@collsk12.org> wrote:

This is what I found:

If you have not registered but are required to have this certificate, you will need to complete Form NJ-REG. Representatives of the Division's Customer Contact Center activity are available to assist in the registration process. Call 609.292.9292.

#bekind

Beth Ann Coleman, MPA, SFO, RSBA, QPA

Assistant Superintendent for Business and Operations

Collingswood and Oaklyn Public Schools

200 Lees Avenue

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p-856-962-5700

f- 856-962-5723



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I am going through the registration process and I am getting stumped at the EIN location code (below). I put in my number and have tried to put in a variety of 3 digit "location codes" but haven't been able to figure it out and advance to the next screen.

- Julian

STATE OF NEW JERSEY
NJ DEPARTMENT OF THE TREASURY
DIVISION OF REVENUE AND ENTERPRISE SERVICES
BUSINESS FORMATION

Help

Business Information >

Registered Agent >

Board of Directors / Incorporators >

Other Provisions >

Signatures >

Review >

Payment >

Business Name Business Data Business Purpose Business Address

You have chosen to file a DomesticForProfitCorporation named: JULIAN NEWMAN ENTERPRISES

Business Data

Business Information Required Fields (*)

Employer Identification Number (optional) Input a EIN*

84380675 Must be a 9 digit EIN and a 3 digit location code

NAICS Code (optional) Input NAICS code*

Duration

Perpetual

Effective Date

03/08/2023

Stock (Total Number of Shares) *

100

Continue Back Cancel

--

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84380675

NAICS Code (optional) What NAICS code?

Duration
Perpetual

Effective Date
03/08/2023

Stock (Total Number of Shares) *
100

Continue < Back Cancel

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The screenshot shows the 'BUSINESS FORMATION' page from the State of New Jersey Department of the Treasury, Division of Revenue and Enterprise Services. The page is titled 'Business Formation' and has a 'Help' link. On the left, there is a sidebar with a 'Business Information' menu and a list of steps: Registered Agent, Board of Directors / Incorporators, Other Provisions, Signatures, Review, and Payment. The main content area is titled 'Business Data' and shows the user has chosen to file a Domestic For Profit Corporation named 'JULIAN NEWMAN ENTERPRISES'. The 'Business Information' section contains the following fields: Employer Identification Number (optional) (need a EIN?) with the value '84380675' and a note 'Must be a 9 digit EIN and a 3 digit location code'; NAICS Code (optional) (need NAICS code?) with a dropdown menu; Duration with a dropdown menu set to 'Perpetual'; Effective Date with a date picker set to '03/08/2023'; and Stock (Total Number of Shares) * with the value '100'. At the bottom, there are buttons for 'Continue -->', '<-- Back', and 'x Cancel'.

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Duration
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100

Continue > < Back Cancel

Julian Newman
Founder/CEO
Culture Creative
Beautiful Together
www.culturecreative.tv

Beth Ann Coleman

From: Julian Newman <julian@culturecreative.tv>
Sent: Wednesday, March 8, 2023 12:27 PM
To: Beth Ann Coleman
Subject: Registration

I am going through the registration process and I am getting stumped at the EIN location code (below). I put in my number and have tried to put in a variety of 3 digit "location codes" but haven't been able to figure it out and advance to the next screen.

- Julian

The screenshot shows the 'Business Formation' registration page for the State of New Jersey. The header includes the state seal and the text 'STATE OF NEW JERSEY', 'NJ DEPARTMENT OF THE TREASURY', 'DIVISION OF REVENUE AND ENTERPRISE SERVICES', and 'BUSINESS FORMATION'. A 'Help' link is in the top right. On the left is a sidebar menu with options: 'Business Information', 'Registered Agent', 'Board of Directors / Incorporators', 'Other Provisions', 'Signatures', 'Review', and 'Payment'. The main content area has tabs for 'Business Name', 'Business Data', 'Business Purpose', and 'Business Address'. Below the tabs, it states 'You have chosen to file a DomesticForProfitCorporation named: JULIAN NEWMAN ENTERPRISES'. The 'Business Data' section is active, showing a 'Business Information' box with the following fields: 'Employer Identification Number (optional) Need a EIN?' with the value '84380675' and a note 'Must be a 9 digit EIN and a 3 digit location code'; 'NAICS Code (optional) Need NAICS code?' which is empty; 'Duration' set to 'Perpetual'; 'Effective Date' set to '03/08/2023'; and 'Stock (Total Number of Shares) *' set to '100'. At the bottom of the form are 'Continue', 'Back', and 'Cancel' buttons.

Julian Newman
Founder/CEO
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Beth Ann Coleman

From: Beth Ann Coleman <bcoleman@collsk12.org>
Sent: Monday, March 6, 2023 11:51 AM
To: Julian Newman
Cc: Fredrick McDowell, Ed.D.
Subject: Re: Next Steps: Culture Creative/ Colls PS
Attachments: IMG_2545.jpg; IMG_2546.jpg; IMG_2546.jpg; IMG_2545.jpg

Apologies

Try this one

<https://www.state.nj.us/treasury/revenue/busregcert.shtml>

We will issue you a PO. Once signed and services rendered we can pay.

On Mon, Mar 6, 2023, 11:42 AM Julian Newman <julian@culturecreative.tv> wrote:
Thank you Beth and Fred.

Attached is the requested agreement and proposal on our company letterhead.

However, our business affairs team clicked on the link that you provided and all links on the page related to registering for the NJ Business registration certificate are not active. See the attached screen shots below.

Is there a direct link that can be provided for us to file online?

Also, since the 13th is next Monday and the Board approval is still in process we recommended that this upcoming first session be via Zoom for our participation.

Please confirm receipt and next steps regarding how to submit an invoice for processing and what is the payment process?

Thank you,
Julian



Sent from my iPhone

On Mar 4, 2023, at 10:15 PM, Beth Ann Coleman <bcoleman@collsk12.org> wrote:

It's the law in NJ.

On Sat, Mar 4, 2023, 8:52 PM Julian Newman <julian@culturecreative.tv> wrote:

We can look into it, yes. Please forgive me for asking this, but how is this relevant to the work that we are doing in the district? Not trying to be difficult by any means, I am just trying to see the connection.

On Sat, Mar 4, 2023 at 12:45 PM Beth Ann Coleman <bcoleman@collsk12.org> wrote:
Are you able to apply for one?

On Sat, Mar 4, 2023, 11:53 AM Julian Newman <julian@culturecreative.tv> wrote:
No. No we do not.

- Julian

On Sat, Mar 4, 2023 at 9:21 AM Beth Ann Coleman <bcoleman@collsk12.org> wrote:

Do you have a NJ Business registration certificate?

https://www.nj.gov/dca/divisions/dlgs/programs/lpcl_faq.html

#bekind

Beth Ann Coleman, MPA, SFO, RSBA, QPA

Assistant Superintendent for Business and Operations

Collingswood and Oaklyn Public Schools

200 Lees Avenue

Collingswood, NJ 08108

p-856-962-5700

f- 856-962-5723

<image002.jpg>

From: Julian Newman <julian@culturecreative.tv>

Sent: Friday, March 3, 2023 2:22 PM

To: Fredrick McDowell, Ed.D. <fmcdowell@collsk12.org>
Cc: Beth Ann Coleman <bcoleman@collsk12.org>
Subject: Re: Next Steps: Culture Creative/ Colls PS

Thank you, Dr. McDowell.

Beth, what would be best to connect about next steps?

- Julian

Sent from my iPhone

On Mar 3, 2023, at 10:50 AM, Fredrick McDowell, Ed.D. <fmcdowell@collsk12.org> wrote:

Good Morning Julian,

Hope all is well. Please connect with our Asst Superintendent for Business & Operations Beth Ann Coleman to discuss next steps based on Phase I of our work together this fiscal year.

We are seeking Board Approval this month (March 13th) and will need a few operational items. (NJ Business Registration Certificate, Proposal on Company Letterhead, etc.)

Phase I: Leadership Alignment

1. March 2023: Board of Education/District Leaders Meeting (Discussion about process, and approach, as well as an opportunity to get to know the group)
2. April 2023: Strategic Planning Session * (The information that comes out of this session can and will be implemented throughout the year)
3. May 2023: 3rd Space Leadership (How to Navigate Polarity)

Cost: March 2023 - May 2023

(\$3600.00 per session \$10,800)

Phase II and III will need approval for the fiscal year beginning July 1 at a later date.
(May Meeting)

Thanks again!

<image001.jpg>

Collingswood School District email is intended for professional communication. Messages sent via email may not be secure. Administrators may review communications to ensure the responsible use of the system. If you are not the intended recipient or authorized to receive this for the intended recipient, you must not use, copy, disclose or take any action based on this message or any information herein. Please notify the sender if you have received this in error, then delete the message. Collingswood School District does not accept liability for any errors or viruses contained in this email.

--

Julian Newman

Founder/CEO

Culture Creative

Beautiful Together

www.culturecreative.tv

--

Julian Newman

Founder/CEO

Culture Creative

Beautiful Together

Beth Ann Coleman

From: Julian Newman <julian@culturecreative.tv>
Sent: Monday, March 6, 2023 11:43 AM
To: Beth Ann Coleman
Cc: Fredrick McDowell, Ed.D.
Subject: Re: Next Steps: Culture Creative/ Colls PS
Attachments: CPS_CultureCreative_Contract_030623.pdf; ATT00002.bin

MASTER SERVICES AGREEMENT

This MASTER SERVICES AGREEMENT ("Agreement") is made as of March 6, 2023 ("Effective Date"), by and between Collingswood Public Schools ("Client") with a principal place of business at 200 Lees Avenue, Collingswood, NJ 08108, and Julian Newman Enterprises (D.B.A. Culture Creative), with a principal place of business at 1059 Wealthy Street, Unit 304, Grand Rapids, MI 49503 ("Agency"), with reference to the following facts:

WHEREAS, Agency is engaged in the business of consulting, advising, speaking, process development and other systems integration, maintenance, and support services; related to leadership development, cultural bandwidth and diversity and inclusion training, and

WHEREAS, Client desires to retain Agency for the purpose of providing certain of the foregoing services, as further described in this Agreement;

NOW, THEREFORE, in consideration of the mutual conditions and covenants set forth herein, the receipt and sufficiency of which are hereby acknowledged, the Client and Agency agree to the following terms and conditions:

1. DEFINITIONS. As used in this Agreement, the following terms have the following meanings:

1.1. "Content" means all data, text, pictures, sound, graphics, logos, marks, symbols, video, and other materials supplied by Client to Agency under this Agreement, as such materials may be modified from time to time by the parties.

1.2. "User Content" means all data, text, pictures, sound, graphics, logos, marks, symbols, video, and other materials provided by Internet users.

1.3. "Statement(s) of Work" means Exhibit A and any subsequently attached or amended Statements of Work, Retainer Agreements or change orders that describe the Services to be performed pursuant to this Agreement, that is signed by an authorized representative of each party. Except as otherwise agreed by the parties in writing, all Statement(s) of Work shall be written in the form of the Exhibit A attached hereto. As each subsequent Statement of Work is agreed to by each party, each shall state that it is to be incorporated and made a part of this Agreement and shall be consecutively numbered as A-2, A-3, etc.

1.3. "Services" means the related services described in each Statement of Work which are incorporated herein by their reference.

1.4. "Domain Name" means the domain name specified for the Website by Client.

1.5. "Delivery Schedule" means the schedule for development and related Services described in the Statements of Work.

1.6. "Agency Tools" means any and all tools, both in object code and source code form, that Agency has already developed or that Agency independently develops or licenses from a third party, excluding any tools that Agency creates under this Agreement. By way of example, Agency Tools may include, without limitation, toolbars for maneuvering between pages, search engines and open source code.

1.7. "Intellectual Property Rights" means, on a worldwide basis, any and all now known or hereafter known tangible and intangible (a) rights associated with works of authorship including, without limitation,

copyrights, and moral rights, (b) trademark and trade name rights and similar rights, (c) trade secret rights, (d) patents, designs, algorithms, and other industrial property rights, (e) all other intellectual and industrial property rights of every kind and nature and however designated, whether arising by operation of law, contract, license, or otherwise, and (f) all registrations, initial applications, renewals, extensions, continuations, divisions, or reissues thereof now or hereafter in force (including any rights in any of the foregoing).

1.8. "Specifications" means Client's requirements and deliverables set forth in the Statements of Work or otherwise agreed to in writing by the parties.

1.9. "Work Product" means all codebase files, raw graphics files, rendered graphic files, animation files, data files, technology, scripts, and programs, both in object code and source code form, all documentation, and all other items and information, whether tangible or intangible and in whatever form or media, created, written, conceived, made, or discovered by Agency or any Agency Personnel (as defined below) in connection with the performance of this Agreement and Exhibits.

2. SERVICES; AGENCY PERSONNEL

2.1. SERVICES. Agency shall provide to Client the Services described herein, in accordance with the terms and conditions of this Agreement.

2.2. AGENCY TOOLS. If any Agency Tools are incorporated into or are used in conjunction with the Website, or any Agency Tools are used to manipulate Content for distribution on the Website, then Agency hereby grants to Client exclusive use through the duration of this agreement only.

2.3. AGENCY PERSONNEL. Qualified subcontractors or other third parties, if any, shall collectively constitute the "Approved Subcontractors." Agency shall use only its own employees and/or Approved Subcontractors to perform Services under this Agreement.

Such employees and Approved Subcontractors shall collectively constitute the "Agency Personnel."

"Agency Perreement. Such employees

2.4. PERFORMANCE. Agency hereby guarantees the performance of all Agency Personnel to the full extent necessary to cause Agency to comply with Agency's obligations under this Agreement and shall ensure that all Agency Personnel shall be bound by all relevant terms and conditions of this Agreement.

2.5. DELIVERY OF CONTENT. Client shall deliver to Agency all Content that Client intends for Agency to incorporate into the individual projects (the "Content").

2.6 ADDITIONAL SERVICES, Client may add additional Services to this Agreement by notifying Agency in writing and completing any and all additional forms or addenda, in the form of a Statement of Work. Upon acceptance by Agency of the additional Services, the additional Services shall be subject to all of the terms of this Agreement except the following: i) the term of the additional Services shall commence on the date set forth in the Statement of Work, and ii) the additional service fees associated with implementing Services shall be set forth in the Statement of Work.

3. PAYMENTS

3.1. FEES. As compensation for Agency's Services, Client agrees to pay Agency the rates provided in the Statements of Work and invoices. All payments are non-refundable and due upon receipt or on the specified invoice date. Payments and fees rendered for monthly retainers are considered fully earned and non-refundable, Compensation outlined for the agreed schedule shall be paid in full even if Client terminates the agreement prior to the term ending.

3.2. EXPENSES. Client shall reimburse Agency for all reasonable out-of-pocket expenses that Client has approved in writing in advance and that Agency incurs in the performance of Services under this Agreement, including without limitation, travel and lodging expenses, long distance calls, and material, supply and hosting costs within fifteen (15) days after Client's receipt of expense statements including appropriate receipts or other documentary evidence of the expense.

3.3. ADDITIONAL COSTS. The pricing specified in the Statements of Work includes the Agency's fee only, along with 15% of any procured grants on behalf of the Client.

3.4. LATE PAYMENT. Unless otherwise specified in the Statements of Work, all invoices are payable and due upon receipt or on the specified invoice date. Any late payment will be subject to any costs of collection (including reasonable legal fees), will result in work cessation and a monthly late charges of 1.75% (APR of 21%) will be assessed on unpaid balances every 30 (thirty) days. Payments will be credited first to unpaid monthly service

charges and next to the unpaid balance. Client shall be responsible for all reasonable collection expenses or legal fees necessitated by late or default payments. Agency reserves the right to withhold delivery and any transfer of ownership of any work if accounts are not current or overdue invoices are not paid in full. All grants of any license to use or transfer of ownership of any intellectual property rights under this Agreement are conditioned upon receipt of payment in full on a delivery by delivery basis which shall be inclusive of any and all outstanding additional costs, taxes, expenses and fees, other charges included in the Statements of Work or the costs of changes.

3.4. CHANGE ORDERS. In the event that Client requests changes to the Services outlined herein or in a Statement of Work, Agency shall provide an estimate for requested changes. If the proposed change will, in the Agency's reasonable opinion, require a delay in the delivery of the work product or result in additional expense, then the Client and the Agency shall confer. If Client elects to execute changes, Client, with prior approval, shall pay additional fees on a time and materials basis, billed at a full hourly Agency Rate unless otherwise mutually agreed upon in writing. Such charges shall be in addition to all other amounts payable under related Exhibits, despite any maximum budget, contract price or final price identified therein. Agency may extend or modify any delivery schedule or deadlines in related Exhibits as may be required by such changes.

3.5 TIMELINESS. All dates specified herein and on the Statements of Work are dependent on the timeliness of delivery of materials and information by the Client. In the event materials are not timely delivered, the specified delivery dates are automatically extended by the number of dates in which the Client's materials are late. In the event that Agency becomes unable to deliver by the completion date because of events outside of Agency's control, or if the Client, after execution of this Agreement, orders options or creates the necessity for overages, then Agency shall give reasonable assurance of the new completion date.

4. TERM AND TERMINATION

4.1. TERM. This Agreement shall be for an initial one-year term, with the renewal of additional 1-year agreements effective date first above written, unless sooner terminated by (i) in writing made for such purpose by either party at least thirty (30) days before the expiration of the initial or any renewal term hereof, or (ii) by either party upon providing written notice of termination to the other in accordance with Sections 4.2, 4.3, or 4.4 of this Agreement.

4.2. TERMINATION FOR CAUSE, Either party may terminate this Agreement at any time, on thirty (30) days prior written notice to the other party, if such other party materially breaches any term or condition of this Agreement and fails to cure that breach during that thirty (30) day period.

4.3. TERMINATION FOR INSOLVENCY. Either party may terminate this Agreement at any time, on written notice to the other party, if such other party ceases to conduct business in its normal course; makes an assignment for the benefit of creditors; is liquidated or otherwise dissolved; becomes insolvent; is adjudicated bankrupt; or a receiver, trustee or custodian is appointed for it.

4.4. ACCEPTANCE OF WORK. The Client will have 48 hours following the date of delivery to assess and for test the work product or deliverables ("Acceptance Period"). If the Agency delivers the work product in accordance with the Specifications, then the Agency will be deemed to have completed its delivery obligations ("Completion").

5. WARRANTIES AND COVENANTS

5.1. WORK PRODUCT WARRANTIES. Agency represents and warrants to Client that no Work Product, Agency Tools, or Agency-made changes to any Content shall: (a) infringe on the Intellectual Property Rights of any third party or any rights of publicity or privacy; (b) violate any law, statute, ordinance, or regulation; (c) be defamatory, trade libelous, unlawfully threatening, or unlawfully harassing; (d) be obscene, pomographic, or indecent; and (e) intentionally contain any viruses, Trojan horses, trap doors, back doors, Easter eggs, worms, time bombs, cancelbots, or other computer programming routines that are intended to damage, detrimentally interfere with, surreptitiously intercept, or expropriate any system, data, or personal information.

5.2. ADDITIONAL WARRANTIES. Agency represents and warrants to Client that: (a) the Services shall be performed in a competent and professional manner by knowledgeable, trained, and qualified personnel, using sound, professional practices; (b) all Work Product shall conform to the specifications in the Statements of Work; and (c) there is no outstanding contract, commitment, or agreement to which Agency is a party or legal impediment of any kind known to Agency that conflicts with this Agreement or that might limit, restrict, or impair the rights granted to Client under this Agreement. **THIS WARRANTY IS EXCLUSIVE AND IN LIEU OF ALL OTHER WARRANTIES, WHETHER EXPRESS OR IMPLIED, INCLUDING THE IMPLIED WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE AND NONINFRINGEMENT.**

5.3. CUSTOMER COVENANTS. During the term of this Agreement, Client shall not knowingly provide Agency with any Content that: (a) infringes on the Intellectual Property Rights of any third party or any rights of publicity or privacy; (b) violates any law, statute, ordinance, or regulation; (c) is defamatory, trade libelous, unlawfully threatening, or unlawfully harassing; or (d) is obscene, pornographic, or indecent. Client further warrants that: (a) Client will indemnify and hold Agency harmless from any and all claims arising out of Agency's use of materials supplied by Client in connection with work performed by Agency on Client's Website; (b) Client gives permission to Agency to refuse at any time to print or place on the Website any artwork or any kind that Agency,

in Agency's sole discretion, believes is an invasion of privacy, degrading, libelous, unlawful, obscene, pomographic, in bad taste, or which in the sole judgment of Agency is an infringement on a trademark or copyright belonging to others; provided that Agency shall have no affirmative obligation to review the Website for any such infringement; and (c) Client agrees to cooperate with Agency, to keep Agency informed of developments relating to the website and be responsive to Agency in a reasonably timely manner, to perform the obligations Client has agreed to perform herein, to pay all bills in a timely manner, and at all times to keep Agency informed of Client's address, telephone number, and all other information related to efficient communication.

5.4. DISCLAIMER OF WARRANTIES. EXCEPT AS SET FORTH IN SECTIONS 5.1, 5.2, AND 5.3, EACH PARTY EXPRESSLY DISCLAIMS ANY AND ALL OTHER WARRANTIES, CONDITIONS, OR REPRESENTATIONS (EXPRESS, IMPLIED, ORAL OR WRITTEN), RELATING TO THE WEBSITE OR ANY PART THEREOF, INCLUDING, WITHOUT LIMITATION, ANY AND ALL IMPLIED WARRANTIES OF QUALITY, PERFORMANCE, MERCHANTABILITY, TITLE, NONINFRINGEMENT, OR FITNESS FOR A

PARTICULAR PURPOSE. AGENCY MAKES NO WARRANTIES RESPECTING ANY HARM THAT MAY BE CAUSED BY THE TRANSMISSION OF A COMPUTER VIRUS, WORM, TIME BOMB, LOGIC BOMB OR OTHER SUCH COMPUTER PROGRAM. AGENCY FURTHER EXPRESSLY DISCLAIMS ANY WARRANTY OR REPRESENTATION TO ANY THIRD PARTY. WITH RESPECT TO ANY WORK PERFORMED BY ANY PARTY OTHER THAN AGENCY, THE ENTIRE RISK AS TO THE QUALITY AND PERFORMANCE OF THE WEBSITE IS WITH CUSTOMER. SHOULD THE WEB SITE PROVE DEFECTIVE, CUSTOMER ASSUMES THE ENTIRE COST OF ALL NECESSARY SERVICING, REPAIR OR CORRECTION.

5.5 NON-SOLICITATION OF EMPLOYEES & CONTRACTORS. For the effective term of this Agreement and a period of four (4) years after expiration or termination of this Agreement, the Client agrees that neither it nor any of its affiliates will directly or indirectly solicit the employment of any person who is currently employed by the Agency or performing consulting services for the Client (or who becomes so employed or retained as a consultant during the services effort) and who is or becomes in any way related to the performing of services hereunder.

6. INDEMNITY & HOLD HARMLESS

6.1. CLIENT INDEMNITY. Client shall defend Agency against any third party claim, a proceeding alleging facts that (if true) would constitute a breach of any covenant contained in Section 5.3, and Client shall indemnify Agency for all losses, damages, liabilities, costs, and expenses (including without limitation, reasonable attorney fees) incurred by Agency as a result of a final judgment entered against Agency in any such claim, action, suit, or proceeding.

6.2. AGENCY INDEMNITY. Agency shall defend Client against any third party claim,

action, suit, or proceeding (a) alleging facts that (if true) would constitute a breach of any warranty contained in Sections 5.1 or 5.2; or (b) otherwise arising from any alleged act, omission, or misrepresentation by Agency or any Agency Personnel under this Agreement Agency shall indemnify Client for all losses, damages, liabilities, costs, and expenses (including without limitation, reasonable attorney fees) incurred by Client, its affiliates, or its and their officers, directors, employees, and shareholders as a result of or in connection with any such claim, action, suit, or proceeding.

6.3. INDEMNITY PROCESS. The indemnifying party's obligations under this Section 6 are conditioned on the indemnified party's (a) giving the indemnifying party prompt written notice of any claim, action, suit, or proceeding for which the indemnified party is seeking indemnity under Section 6.1 or 6.2; (b) granting control of the defense and settlement to the indemnifying party; and (c) reasonably cooperating with the indemnifying party at the indemnifying party's expense.

7. CONFIDENTIAL INFORMATION. Client's "Confidential Information" includes all passwords used in connection with the Website (including any part of the Website made available on a password-protected server for testing and evaluation purposes), all Work Product, Content, and any other materials or information that Client designates as confidential and/or proprietary, or that Agency should reasonably believe to be confidential and/or proprietary. Agency's "Confidential Information" includes the source code of any Agency Tools. Agency understands and agrees that Client does not want any other Confidential Information of Agency, and should the parties believe that additional confidential information of Agency needs to be disclosed to Client, the parties shall execute a separate non-disclosure agreement regarding such information. Each party shall hold the other party's Confidential Information in confidence and shall not disclose such Confidential Information to third parties nor use the other party's Confidential Information for any purpose other than the purposes of this Agreement. The foregoing restrictions on disclosure shall not apply to Confidential Information that (a) is already known by the recipient, through no wrongful act or omission of the recipient, (b) becomes publicly known, through no wrongful act or omission of the recipient, (c) is received by the recipient from a third party without a restriction on
tu shall hold the other hand narties nor use the
foregoing restrictions

disclosure or use, or (d) is independently developed by the recipient without reference to the providing party's Confidential Information.

8. LIMITATIONS ON LIABILITY. EXCEPT WITH RESPECT TO BREACHES OF SECTIONS 5 AND 6 AND EACH PARTY'S INDEMNITY OBLIGATIONS UNDER SECTION 6, LIABILITY SHALL BE CONFINED TO ACTUAL DAMAGES AND IN NO EVENT SHALL EITHER PARTY BE LIABLE FOR ANY LOST PROFITS OR SPECIAL, INCIDENTAL, PUNITIVE OR CONSEQUENTIAL DAMAGES ARISING OUT OF OR IN CONNECTION WITH THIS

AGREEMENT (INCLUDING BUT NOT LIMITED TO LOSS OF DATA, BUSINESS INTERRUPTION, OR LOSS OF PROFITS, ARISING OUT OF THE USE OF OR THE INABILITY TO USE THE WEBSITE OR BY REASON OF ANY ACT, OMISSION, NEGLIGENCE, INCLUDING GROSS NEGLIGENCE, OR ANY ERROR OR OMISSION IN THE SERVICES OR ANY USE OR APPLICATION THEREOF, MISREPRESENTATION, IMPRUDENCE, LACK OF SKILL OR ERROR IN JUDGMENT ON THE PART OF AGENCY), HOWEVER CAUSED AND ON ANY THEORY OF LIABILITY, EVEN IF SUCH PARTY HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH DAMAGES, AND NOTWITHSTANDING ANY FAILURE OF ESSENTIAL PURPOSE OF ANY LIMITED REMEDY OF ANY KIND; PROVIDED, HOWEVER, THAT NOTHING CONTAINED IN THIS PARAGRAPH IS INTENDED TO LIMIT ANY OF CUSTOMER'S RIGHTS UNDER SECTION 9.12.

9. GENERAL PROVISIONS

9.1. GOVERNING LAW. This Agreement shall be governed and construed in accordance with the laws of the State of Michigan, without reference to rules regarding conflicts of laws. Any dispute arising out of this Agreement shall be submitted to a state or federal court sitting in Grand Rapids, Michigan, which shall have the exclusive jurisdiction regarding the dispute and to which court's jurisdiction the parties irrevocably submit.

9.2. DISPUTES. The parties agree that, in the event of a dispute relating to this Agreement, they will work together in good faith first, to resolve the matter internally by escalating it to higher levels of management and, then if necessary, to use a mutually agreed alternative dispute resolution technique prior to resorting to litigation. If the parties cannot reach agreement on an alternative dispute resolution technique, disputes shall be settled by arbitration administered by the American Arbitration Association in Grand Rapids, Michigan, in accordance with its then-existing commercial arbitration rules. This provision shall not apply to disputes involving confidentiality or infringement of intellectual property rights (in which case either party shall be free to seek available remedies in any forum).

9.3. FURTHER ASSURANCES. Agency shall cooperate with Client, both during and after the term of this Agreement, in the procurement and maintenance of Client's rights to intellectual property created under this Agreement and to execute, when requested, any other documents deemed necessary by Client to carry out the purpose of this Agreement.

9.4. COMPLIANCE WITH LAWS. Each party shall comply with all applicable laws and regulations in the course of performing under this Agreement.

9.5. SEVERABILITY. If any court of competent jurisdiction finds any provision of this Agreement to be invalid or unenforceable, such provision shall be interpreted to the maximum extent to which it is valid and enforceable, all as determined by such court in such action, and the remaining provisions of this Agreement shall, nevertheless,

continue in full force and effect without being impaired or invalidated in any way.

9.6. HEADINGS. Headings used in this Agreement are for reference purposes only and in no way define, limit, construe, or describe the scope or extent of such section or in any way affect this Agreement.

9.7. ASSIGNMENT AND SUBCONTRACTING. This Agreement and Agency's rights, duties, and obligations hereunder are personal to Agency, and Agency may not assign its rights, delegate its duties, or subcontract its rights without the prior written consent of Client. The parties' rights and obligations shall bind and inure to the benefit of their respective successors and permitted assigns.

9.8. INDEPENDENT CONTRACTORS. The parties to this Agreement are independent contractors, and no agency, partnership, joint venture, or employee-employer relationship is intended or created by this Agreement. Neither party shall have the power to obligate or bind the other party. Agency personnel shall work exclusively for Agency and shall not, for any purpose, be considered employees or agents of Client. Agency assumes full responsibility for the acts of Agency personnel while performing Services under this Agreement and shall be solely responsible for their supervision, direction and control, compensation, benefits, and taxes.

9.9. NOTICE. Except where provided otherwise, notices under this Agreement shall be in writing and shall be deemed to have been fully given and received when delivered by hand, sent by nationally recognized overnight courier, or sent by registered or certified mail, return receipt requested, postage prepaid, and properly addressed to the offices of the respective parties at the addresses set forth below the parties' signatures.

9.10. AMENDMENT; WAIVER. This Agreement may be amended only by a written instrument signed by each of the parties. A waiver of any right under any provision of this Agreement by either party shall be valid only if such waiver is in writing and signed by the party to be charged. No waiver of any right under any provision of this Agreement on any occasion shall be a waiver of any other right or under any other provision or on any other occasion. No extension of time for performance of any obligation or act shall be deemed an extension of the time for performance of any other obligation or act.

9.11. COUNTERPARTS. This Agreement may be executed in one or more counterparts, each of which shall be deemed an original and all of which shall be taken together and deemed to be one instrument.

9.12. INJUNCTIVE RELIEF. Agency hereby waives any right to injunctive relief or rescission and agrees that its sole and exclusive remedy for any breach or alleged breach, termination, or cancellation of this Agreement by Client shall be an action for damages and termination of its Services hereunder. Agency acknowledges that Agency's

Services are unique and that Client may suffer irreparable harm in the event of any breach by Agency and that monetary damages in such event would be inadequate to compensate Client. Consequently, Client shall be entitled, notwithstanding Section 9 and in addition to monetary damages or any other available remedy, to such injunctive or other relief as may be necessary to restrain any threatened, continuing, or further breach by Agency, without showing or proving actual damage sustained by Client and without posting a bond.

9.13. ORDER OF PRECEDENCE. In the event of any conflict or inconsistency between or among the terms and conditions of this Agreement and any Exhibit, the terms and conditions of this Agreement shall control.

9.14. ENTIRE AGREEMENT. This Agreement, together with all related Exhibits, Statements of Work and schedules constitutes the entire understanding and agreement between the parties with respect to the subject matter hereof and supersedes any and all prior or contemporaneous oral or written communications with respect hereto, all of which are merged in this Agreement. Neither party is relying on any warranties, representations, assurances, or inducements not expressly set forth in this Agreement.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the Effective Date.

Agency: Julian Newman Enterprises
Date: 3/6/2

Client: Collingswood Public Schools
Date: _____

Julian S. Newman
CEO, Julian Newman Enterprises

Print Name

Title

Signature

Addendum A
Statement of Work & Payment Terms

Statement of Work:

Phase I: Leadership Alignment

March 2023: Board of Education/District Leaders Meeting
(Discussion about process, and approach, as well as an
opportunity to get to know the group)

April 2023: Strategic Planning Session *(The information that
comes out of this session can and will be implemented throughout
the year)

May 2023: 3rd Space Leadership (How to Navigate Polarity)

Payment Terms:

\$3600.00 per session March 2023 - May 2023

TOTAL: \$10,800 Due upon receipt of invoice.

Beth Ann Coleman

From: Julian Newman <julian@culturecreative.tv>
Sent: Monday, March 6, 2023 11:42 AM
To: Beth Ann Coleman
Cc: Fredrick McDowell, Ed.D.
Subject: Re: Next Steps: Culture Creative/ Colls PS

Thank you Beth and Fred.

Attached is the requested agreement and proposal on our company letterhead.

However, our business affairs team clicked on the link that you provided and all links on the page related to registering for the NJ Business registration certificate are not active. See the attached screen shots below.

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Also, since the 13th is next Monday and the Board approval is still in process we recommended that this upcoming first session be via Zoom for our participation.

Please confirm receipt and next steps regarding how to submit an invoice for processing and what is the payment process?

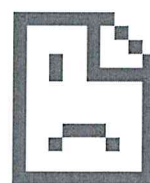
Thank you,
Julian



OFFICIAL SITE OF THE STATE OF NEW JERSEY



NJ.gov



This site ca

www6.state.nj.us

ERR_CONNECTION_

Sent from my iPhone

On Mar 4, 2023, at 10:15 PM, Beth Ann Coleman <bcoleman@collsk12.org> wrote:

It's the law in NJ.

On Sat, Mar 4, 2023, 8:52 PM Julian Newman <julian@culturecreative.tv> wrote:

We can look into it, yes. Please forgive me for asking this, but how is this relevant to the work that we are doing in the district? Not trying to be difficult by any means, I am just trying to see the connection.

On Sat, Mar 4, 2023 at 12:45 PM Beth Ann Coleman <bcoleman@collsk12.org> wrote:

Are you able to apply for one?

On Sat, Mar 4, 2023, 11:53 AM Julian Newman <julian@culturecreative.tv> wrote:

No. No we do not.

- Julian

On Sat, Mar 4, 2023 at 9:21 AM Beth Ann Coleman <bcoleman@collsk12.org> wrote:

Do you have a NJ Business registration certificate?

https://www.nj.gov/dca/divisions/dlgs/programs/lpcl_faq.html

#bekind

Beth Ann Coleman, MPA, SFO, RSBA, QPA

Assistant Superintendent for Business and Operations

Collingswood and Oaklyn Public Schools

200 Lees Avenue

Collingswood, NJ 08108

p-856-962-5700

f- 856-962-5723

<image002.jpg>

From: Julian Newman <julian@culturecreative.tv>
Sent: Friday, March 3, 2023 2:22 PM
To: Fredrick McDowell, Ed.D. <fmcowell@collsk12.org>
Cc: Beth Ann Coleman <bcoleman@collsk12.org>
Subject: Re: Next Steps: Culture Creative/ Colls PS

Thank you, Dr. McDowell.

Beth, what would be best to connect about next steps?

- Julian

Sent from my iPhone

On Mar 3, 2023, at 10:50 AM, Fredrick McDowell, Ed.D. <fmcowell@collsk12.org> wrote:

Good Morning Julian,

Hope all is well. Please connect with our Asst Superintendent for Business & Operations Beth Ann Coleman to discuss next steps based on Phase I of our work together this fiscal year.

We are seeking Board Approval this month (March 13th) and will need a few operational items. (NJ Business Registration Certificate, Proposal on Company Letterhead, etc.)

Phase I: Leadership Alignment

1. March 2023: Board of Education/District Leaders Meeting (Discussion about process, and approach, as well as an opportunity to get to know the group)
2. April 2023: Strategic Planning Session * (The information that comes out of this session can and will be implemented throughout the year)
3. May 2023: 3rd Space Leadership (How to Navigate Polarity)

Cost: March 2023 - May 2023

(\$3600.00 per session \$10,800)

Phase II and III will need approval for the fiscal year beginning July 1 at a later date.
(May Meeting)

Thanks again!

<image001.jpg>

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Julian Newman
Founder/CEO
Culture Creative
Beautiful Together
www.culturecreative.tv