



Concordia Lutheran Schools of Omaha Board of Directors
Meeting Minutes • June 25, 2024

Attendees: Dusty White, Charista Baye, Nanette Rasmussen, Joe Risko, Pastor Caleb Kruse, Matt Rehbein, Dan Swan, Ryan Hahn, Alison Betten

Staff: Nate Domsch, Kristin Herrera, Amy Schwarting, Jennifer Shearer

Meeting Called to Order 6:07 PM

Opening Devotion: Led by Charista Baye

Report Highlights: New staff onboarded, enrollment numbers, Thrive campaign updates, Financial overview for May, and updated budget.

Consent Agenda Approved:

- May 2024 Minutes
- May 2024 Financials
- Schools Report
- Development Report

Old Business:

- Audit Update (Jennifer Shearer):
Draft received, no issues. Will review and plan to send a response back to Dana Cole. Planning to return to a more typical schedule for the 23/24 audit, which will begin in August.
- Transition Committee Update (Ryan Hahn):
 - Committee assignments were reviewed and all members should have received a communication. The organization design committee is beginning their work at an initial meeting on Friday, June 28.
 - A unified school improvement plan, combining action items from the 2024 NLSA report and 2023 Strategic Planning was shared with a target date timeline. Board members should review and ready thoughts and comments for the next transition meeting. A particular focus for the Board is on the Sustainable Funding model.
- Health Insurance Committee Update (Jennifer Shearer):
The aim is to achieve significant savings while still maintaining good coverage. Committee members are continuing to review options, which will be discussed at the committee meeting set July 29.

- Building Project Update (Nathan Domsch):
 - Meco-Henne still reports an on-schedule timeline
 - Chad Schwarting is attending OCA meetings alongside Nate Domsch. His knowledge and experience have been very beneficial.
 - The water issue/damage from gym windows is being reviewed. The insurance process is being explored, but does not not appear favorable for a payout. It is likely cost will be added to the current building project at an estimated \$100,000.
 - Concordia's insurer, Brotherhood Mutual, has made an initial payment to Meco-Henne for mitigation from the spring water damage.
 - Additional Expenses for Academy classroom cabinetry, signage, speed bumps, new concrete for bus parking access, and fencing will be added to the project.
 - Savings are expected on classroom furniture and fascia painting will not be added to the contract. Save Circle Door overhang is also being explored as a potential savings.
 - The City of Omaha responded with two options for payments in lieu of sidewalk installation along 156th St. Project costs are likely to increase \$80-90,000 when a final agreement is reached.
 - The Total Building Project cost estimate is nearing \$17 million.
 - The timeline for expenditures is a challenge and Concordia needs to explore funding options for financing up to \$2 million outside of current LCEF loans.

New Business:

- 2024-2025 Board Schedule with Devotions (Ryan Hahn):
 - A schedule of topics and devotions for the next year was shared
 - Transition meetings on the second Tuesday of each month are ongoing
- Conflict of Interest and NDA/Confidentiality Covenant (Ryan Hahn):
 - All board members need to sign and return a Confidentiality Covenant
 - A Non-Disclosure agreement will be used for members of the Organizational Review committee
 - The documents provide a reminder to speak with one unified voice
 - Board members will review board/governance documents and determine the process to add language from the covenant as expectations of board members.
- Conflict of Interest and NDA/Confidentiality Covenant (Ryan Hahn):
 - All board members need to sign and return a Confidentiality Covenant
- Resolution to Update Signers on CLSO Bank Accounts (Jennifer Shearer):
 - The board resolved to add Mandi Ersland, Finance Assistant, as a signer on the Concordia Operating, Payroll, and Benefits Accounts.
 - The Resolution of change was approved

Attitude of Gratitude: New Staff

Board Highlights to Share with Community:

- Board Highlights will be shared via Mustang Memo will include
 - List of board members (with individual bios), and

- High level transition plan notes
- Board members should submit individual bios to Kristin Herrera
- Draft information for the Mustang Memo must be sent to Kristin Herrera by Wednesday noon

Closing Prayer and Meeting Adjourned: 7:39 PM