



Concordia Lutheran Schools of Omaha Board of Directors
Meeting Minutes • July 23, 2024

Attendees: Dan Swan, Alison Betten, Matt Rehbein, Kim Sucha, Joe Risko, Nanette Rasmussen, and Charista Baye (via Teams)

Staff: Nate Domsch, Kristin Herrera, Amy Schwarting

Meeting Called to Order 6:01 PM

Opening Devotion: Led by Alison Betten

Agenda unanimously approved

Report Highlights:

- Staff positions have been filled. Newly called workers will be installed at association congregations GraceHill and Living Water as well as at the first chapel of the school year.
- Insurance coverage for wind and hail has dramatically increased and a buy down policy will need to be purchased as the school is not self-insured against a 1% loss.
- The Critical Response Group walk-through went well. A map of the building will be shared with law enforcement and other emergency responders.
- Trina McCollister has started working in development and will attend a razor's edge didactic session with a razor's edge expert.
- Class Intercom is a social media platform which encourages students and teachers to utilize social media for improving communication and updates of events within the school. Staff and select students and parents will be able to create content for review and posting by Concordia administrators.
- Concordia has enrolled one new international student since the last board meeting. Others attempted to enroll but could not get visas. Concordia has seven total international students enrolled for 2024-2025.
- Laura Rice has been doing well in her admissions role. The updated phone number for Concordia Admissions is (531) 200-4022, please contact Kristin if you see it listed incorrectly.

Consent Agenda Unanimously Approved:

- June 2024 Minutes
- June 2024 Financials

- Schools Report
- Development Report

Old Business:

- Audit Update (Alison Betten):
 - The draft update was received and reviewed by the finance committee. A response was sent back to Dana Cole and we are awaiting their final report. Concordia will return to a more typical schedule for the 23/24 audit, which is planned to begin in August.
- Transition Committee Update (Kim Sucha):
 - The work of the organization committee is proceeding well. A meeting is scheduled for July 24 and they are hopeful that their work will be completed by the end of the calendar year.
 - Other committees have met or are planning initial meetings for August.
- Health Insurance Committee Update (Kim Sucha):
 - No new update - the committee meeting is set for July 29.
- Building Project Update (Nathan Domsch):
 - Concordia staff should have access to classrooms and offices on August 1st. August 6th will be the official date that we expect to have occupancy of those new spaces.
 - The installation of all AV for worship art centers will not be completed by the start of school. Anticipated completion is by the end of August.
 - Chad Schwarting (BELFOR) is serving as the general contractor for the Concordia's hail insurance claim.
 - Concordia has an additional expense that stemmed from pulling lighting out of the main contract and subcontracting equipment purchases with Voss lighting. Voss failed to include the electrical backup for the FEMA, which will result in approximately \$38,000 in additional costs.
 - An estimated \$660,446 in additional funding will be needed to complete the project after Thrive dollars given and loan dollars.
 - The foundation is concerned with loaning money to the school.
 - Nate D. met with Dan Brown with LCEF. Using the line of credit from LCEF would be a good option at this point.
 - Use of our line of credit ideally includes a rest period (gets paid down to zero on an annual basis) but LCEF is willing to work with Concordia with this.
 - The hope is that additional Thrive campaign funds will help reduce this funding shortfall.

New Business:

- Budget Adjustment (Nathan Domsch):
 - The board supports the purchase of a wind and hail insurance coverage buy-down policy from 1% TIV per building per occurrence to flat \$15,000 deductible per occurrence for \$16,713.81 total premium

- Teacher Call (Nathan Domsch):
 - Becky Jeseritz is being contracted to cover already budgeted hours in the Academic Success Center.
 - As a former high school teacher with an LTD she is highly qualified to serve in that role.
 - Because Becky is a called church worker the district considers her called and it would be appropriate for the board to call her to this position.
 - The Board approved issuing a call to Becky Jeseritz to work in the Academic Success Center within Concordia School of Omaha.
- Review Committee Assignments (Kim Sucha):
 - Vision Committee: on hold
 - Facilities Planning Committee: decommissioned
 - Lutheran Schools Accreditation Team: decommissioned
 - Chair Governance Committee: pending

Attitude of Gratitude: Amy Schwarting, Kristin Herrera, Kayla Marty, Alice DeBoer, Nate Domsch, and multiple other staff members who have stepped up during this transition. The board will purchase and serve a staff breakfast on August 5th at 7:45 AM, Allison Betten to head up.

Board Highlights to Share with Community:

- The following email will be shared:

Dear Brothers and Sisters in Christ,

The new school year is quickly approaching, and with it comes planning for a new and exciting future for Concordia. Since May, the Leadership Team of Nathan Domsch, Amy Schwarting, and Kristin Herrera, along with the School Board of Directors, have regularly met to create a transition plan. Out of these meetings, the Mission Clarity Team, which consists of board members, staff, and community members, was formed to bring a clear picture of the future of Concordia into focus. As we meet, we outline a future to create more Faith Secure, World Ready, Kingdom Leaders.

The Mission Clarity Teams and our focus and members are outlined below. These teams will be represented at the Mustang Kickoff on August 23rd and will be easily identified by their Mission Clarity Team shirts. Please ask a team member to take you on a tour of the school, share about their specific team, and give insight into the Thrive Campaign.

Transition Committee

Leadership of the complete transition process, from identifying needs to hiring and onboarding the new leader.

Board: Ryan Hahn, Alison Betten, Rob Lindau, Kim Sucha, and the full Board of Directors

Staff: Nate Domsch, Amy Schwarting, Kristin Herrera

Organizational Review Committee

A subcommittee focused on reviewing the current organizational structure and proposing any identified changes for review by the board.

Board: Kim Sucha, Charista Baye, Nanette Rasmussen

Staff: Marty Senechal, Jake Fink, Nic Love

Community: Liz Cook, Dan Thrasher

Board and Stakeholder Relationship Committee

A subcommittee focused on reviewing the relationship between the board and all the stakeholders, including faculty and staff. Proposed changes will need approval from the board, and potential by-law changes will be voted on by the delegates from Concordia's association congregations.

Board: Rob Lindau, Joe Risko, Pr. Dusty White

Staff: Andy Jipp, Peter Klemp

Community: Lee Handke, Pr. Zach Zehnder

Thrive and Fundraising Committee

A subcommittee focused on executing the Thrive Campaign and identifying other fundraising needs through the transition period.

Board: Matt Rehbein

Staff: Kristin Herrera, Matt Mueller

Community: Pr. Greg Griffith

Call & Hiring Process, Onboarding

Review call and hiring process for new leadership, faculty, and staff. Onboarding and transitioning.

Board: Dan Swan, Caleb Kruse

Staff: Rev. Aaron Staub, Matt Marty, Kayla Marty, Ben Ersland

Community: Don Klepser, Pr. Mark Zehnder

Communications

Ongoing efforts to ensure we inform and engage internal and external stakeholders throughout the process with appropriate amounts of transparency.

Board: Ryan Hahn, Rob Lindau, Alison Betten

Staff: Kristin Herrera, Preston Doerr, John DeBoer

Community: Stephanie Pearson

Concordia Lutheran Schools of Omaha Board of Directors

- Ryan Hahn (GraceHill Lutheran Church)
- Charista Baye (King of Kings Lutheran Church)

- Alison Betten (GraceHill Lutheran Church)
- Pastor Caleb Kruse; Pastoral Representative (Lord of Life-Elkhorn)
- Rob Lindau (Zion Lutheran Church)
- Nanette Rasmussen (Divine Shepherd Lutheran Church)
- Matt Rehbein (Zion Lutheran Church)
- Joe Risko (Pacific Hills Lutheran Church)
- Kim Sucha (St. Timothy's Lutheran Church)
- Dan Swan (Pacific Hills Lutheran Church)
- Pastor Dusty White (Coram Deo)

Concordia Lutheran Schools of Omaha Leadership

- Nathan Domsch – Academy Principal / Interim Head of Schools
- Amy Schwarting – Jr.-Sr. High Principal
- Kristin Herrera – Director of Operations / Interim Director of Development

We ask you to join us in praying over Concordia Lutheran Schools of Omaha as we work together to create a transition plan for the successful new future of Concordia.

In His Name,
The Communications Team

Closing Prayer and Meeting Adjourned: 7:13 PM