



Concordia Lutheran Schools of Omaha Board of Directors  
Meeting Minutes • August 27, 2024

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

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

**Guests:** Additional Members of the Mission Clarity Team Organizational Design Subcommittee - Dan Thrasher, Liz Cook, Nic Love, Jake Fink

**Meeting Called to Order** 6:04 PM

**Mission Clarity Team Organizational Design Subcommittee Presentation**

- Kim Sucha, Dan Thrasher, Liz Cook, Nic Love, and Jake Fink overviewed their subcommittee work completed to date and presented their proposal for a high level organizational design for board feedback.
- The Organizational Design Subcommittee's next steps will include a time analysis of each block in the proposed plan, comparison of the proposed structure with Concordia's current staffing structure, and an analysis of the potential budget impact of the newly proposed structure.
- Dan Thrasher, Liz Cook, Nic Love, Jake Fink left the meeting following the presentation.

**Opening Devotion:** Led by Ryan Hahn

**Agenda unanimously approved**

**Report Highlights:**

- The Concordia staff are considering values in response to the 2023 Strategic Plan initiative to develop the "Concordia Way." The staff's work brought attention to the need for Concordia's vision and mission statements to be updated as well. The goal of the staff is to have draft values to share with the board by Christmas.
- Jon Bradley has given 4 weeks notice. The IT role at Concordia requires a full time worker, especially in light of the desire to adopt school owned student devices K-12. A job description was shared with the board regarding the IT position. The position will be posted by the end of the week.
- Belfor is documenting damage to the building in response to the insurance companies processing of the hail claim below Concordia's deductible amount.

- The overall project cost has now eclipsed \$17M.
- We anticipate not having to draw from the LCEF line of credit.
- \$217,252 has been collected toward the \$300K Thrive Matching Challenge Grant goal. The total pledged amount toward the goal is \$245,855.

**Consent Agenda Unanimously Approved:**

- July 2024 Minutes
- July 2024 Financials
- Schools Report (with Building Project Update)
- Development Report

**Old Business:**

- Audit Update (Jennifer Shearer):  
The 2023-2024 audit began today. We are still awaiting a response from Dana Cole in regard to the final 2022-2023 audit report. Alison Betten will participate in a final meeting with Dana Cole regarding the 2022-2023 audit.
- Mission Clarity Team Subcommittee Updates (Ryan Hahn):
  - All subcommittees have met or have scheduled an initial meeting.
  - As an alternative to monthly Mission Clarity Team Meetings, each subcommittee lead must fill out a form each to communicate updates regarding their subcommittee's progress.
- Health Insurance Committee Update (Kim Sucha):
  - Concordia can transition health benefits only from Concordia Plans to FNIC, maintaining coverage of workers with Blue Cross and Blue Shield and saving an estimated \$282K per year.
  - The transition would include some changes in benefits, but these options would have changed regardless due to the elimination of the grandfathered plans Concordia offered workers through Concordia plans.
  - **Motion to transition to the FNIC Blue Cross Blue Shield of Nebraska health plan for 2025. Motion approved and seconded and unanimously approved.**

**New Business:**

- Board and School Goals (Nathan Domsch):
  - The board discussed each of the goals in a combined version of the 2023 Strategic Plan and 2024 NLSA Action Plan and addressed the targeted dates and expected outcomes.
  - Some goals are encompassed with other board work and development.
  - **The NLSA action plan items and dates proposed by school staff were approved by the board as an update to the strategic plan.**

**Attitude of Gratitude:** Volunteers and staff working through board initiatives and transitions at Concordia as well as former Head of Schools, Rob Cooksey. Board members were assigned to reach out with thanks as follows:

- Lee Handke: Rob Lindau

- Non-Board Members of the Mission Clarity Team Organizational Design Subcommittee: Kim Sucha
  - Nick Love
  - Jake Fink
  - Marty Senechal
  - Dan Thrasher
  - Liz Cook
- Custodial Staff: Dusty White
- Rob Cooksey: Ryan Hahn

**Board Highlights to Share with Community:**

- To be collected and shared by the Mission Clarity Team Communications Subcommittee

**Closing Prayer and Meeting Adjourned: 8:11 PM**