



Concordia Lutheran Schools of Omaha Board of Directors
Meeting Minutes • October 22, 2024 • 6pm

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

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

Guests:

Meeting Called to Order 6:03 PM

Opening Prayer: Led by Caleb Kruse

Agenda unanimously approved

Report Highlights:

- Mrs. Marty received the NE District Elementary School Teacher of the Year Award
- 12 staff went to Nebraska Lutheran Schools meeting in Kearney
- Values work for staff still undergoing, captured in Mr. Domsch report to the board
- Jason Johnson has started as director of technology
- Griffith Center will be open at the beginning of November, King of Kings will move in for worship in mid November.
- Development is bringing in more than projected, but we will need to draw around 400K on our line of credit (details in report to BoD).
- After Jon Bradley left, we had a power surge which resulted in no internet access for a portion of the academic day.
- Jason Johnson has been a great addition and taking over the tech aspect of day to day operations.
- We have a new security system
- **Gala March 7th, 2025**
- Improved relationship with our churches as Tammy Latimer is focusing on this aspect of Concordia's mission.
- 300K challenge, a donor who has never given to a campaign reached out and gave 20K to complete the 300K challenge and an additional \$30,000.
- The Block challenge is still underway.
- There have been no changes in enrollment in October

- The 2023-2024 audit report has not yet been returned

Consent Agenda:

Motion to approve and seconded. Motion carries, all approved.

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

Old Business:

- Mission Clarity Team Update (Ryan Hahn):
 - Organizational Review: Have developed a draft of job descriptions. Nick Love is doing a time study of the current staff.
 - Governance and Stakeholder: Met last week still waiting for job descriptions to make the bylaws more applicable to the new org structure.
 - Pastor Kruse noted the state of Nebraska requires 10-60 day notice for a meeting of the corporation (Concordia's Delegate Assembly). Our current bylaws state Concordia delegates can have a meeting on short notice if no one objects in person at the beginning of the meeting. We will need to change this in the by-laws, because it is not in line with state statutes.
 - Call Committee: Worked through and created a draft call process document. Current document is tailored for the top position but is modifiable. Will need to get a formal call committee together. All the committee's work has been downloaded into the School Board shared drive for review. Still working through the discussion of what positions are called positions and non-called positions.
 - Need to get the formal call committee together, need to get a budget together for the call process probably bringing 2-4 candidates for in person interviews.
 - All board members should review the work in the Call Committee Folder on the shared Google Drive and respond with any feedback in the next week.
 - Communication Committee: No updates
- Mission and Vision Development (Nate Domsch)
 - Value portion is being completed, need to refine a mission statement aligned with values and outcomes.
 - Discussion on whether to bring in a consultant versus doing this on our own without a consultant.
 - Proposal to use \$7,850 to consult Mrs Kristin Wiersma of Focusing Consulting to finish the work on the values and then align vision, mission, and outcomes.

Motion to approve and seconded. Motion carries, all approved.

New Business:

- Set 24/25 tuition rates/Introduce working budget (Nate Domsch/Jennifer Shearer)

- Five drafts of budget scenarios were shared with the board in the School Board shared drive.
 - Goal is a 4% salary and wage increase
 - Increase enrollment by 30 to 700 students
 - Proposed budget scenarios did not include any new staff. There are four positions being proposed by the Organizational Design Team that are not in the budget projections.

Motion to increase tuition of 25-26 school year by approximately 5%:

- Graded K-5: \$7825
- Ignite K-5: \$8725
- Junior High: \$9875
- High School: \$12975

Motion seconded. Motion carries, all approved.

- Call committee(s) for leadership position(s) at Concordia as determined by the results of the organizational review (Ryan Hahn)
 - Discussed in Mission Clarity Team Update from the Call Committee Sub-Committee, all board members should review proposal in the coming week.

Attitude of Gratitude:

- Jason Johnson (Alison Betten)
- Meco-Henne [Beau Bleacher and Nick Jones] (Ryan Hahn)
- Kristin Herrera (thanks and applause from all board members in attendance)

Meeting Schedule Reminder - Next Meeting 1/28/25

- The next scheduled board meeting will be on January 28, 2025.
- The board will likely meet to move forward with the transition process in November and/or December.
- The January meeting is scheduled to include audit approval and board member recruitment. Board members should begin considering the needs of the board and possible names to suggest for recruitment.
- The Head of Schools evaluation was scheduled to be completed by a sub-group in conjunction with the January board meeting.

Motion to move the Head of Schools evaluation from January to May on the board calendar.

Motion seconded. Motion carries, all approved.

Closing Prayer (Pastor Caleb Kruse) and Meeting Adjourned: 8:16 PM