



Concordia Lutheran Schools of Omaha Board of Directors  
Meeting Minutes • January 18, 2025 • 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

**Guests:**

**Meeting Called to Order** 6:07 PM

**Devotion:** Led by Matt Rehbein

**Agenda unanimously approved**

**Report Highlights:**

- This is National Lutheran Schools Week, and we are celebrating under the theme "Endure," based on Hebrews 12:1-3. There have been many highlights, but the biggest has been gathering for K-12 chapel worship. Mr. Jipp received the Nancy Griffith Leadership Award for the 2024-2025 school year at our National Lutheran Schools Week chapel service.
- Lutheran Family Services applied for an LWML Grant in partnership with Concordia, which we hope to see considered at the summer LWML convention. The grant would fund the launch of an additional counseling position to serve K-8 students and those with long-term needs. Concordia would provide space and partner in serving the counselor. The position would receive ongoing funding through billing insurance for services.
- We started the semester by welcoming 11 new students. The total enrollment number for the second semester is 681 students.
- The City of Omaha has given Concordia the final certificate of occupancy. Our general contractor, Meco-Henne, has a few outstanding items to resolve before the project is complete.
- Brotherhood Mutual is considering an insurance claim for hail coverage. Brotherhood responded with a declaration of rights specifying what is covered and what is not. An inspection will take place on January 28.
- We have met and exceeded the Block Challenge. The signs to honor Pastor Block are ordered and will be installed in the next few weeks.

- Our end-of-year appeal is close to accruing \$50,000.
- Gala invitations have been sent out. Gala sponsorships and table sales have grossed \$62,300 to date.
- The Benjamin Protect is associated with Global Doing Good (a non-profit company Concordia connected with through our student travel organizer for the middle school Washington DC trip). Ten students received a \$100 Visa gift card to do “good” in the community. A short video will be shown at the Gala.
- An anonymous donor has given \$5,000 to see this work continue at Concordia. The expansion of this project using donated funds will be called "Growing Giving Hearts" at Concordia.

### **Consent Agenda:**

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

- October 2024 Minutes
- November 2024 Executive Session Minutes
- December 2024 Financials
- Schools Report (with Building Project Update)
- Development Report

### **Old Business:**

- Mission Clarity Team Update (Ryan Hahn):
  - Governance and Stakeholder: Job descriptions are finalized and the committee will revise governance policies to ensure it properly reflects current organizational design. Sub-committee has been asked to readdress the evaluation system of the CEO.
    - The board affirmed that the job descriptions for the CEO and Head of Schools have been approved in prior executive session by the school board.
- Call Committee: There were 25 people considered for the CEO position. Ten initial interviews were conducted by the call committee. Three candidates will be coming for in person interviews. Candidates will meet with foundation board members, school board members, school leadership, the call committee, and teachers. Alison will send out questions to the board for standard questions for each candidate.
  - A Special Delegate Meeting will be held to call the CEO. Ten day notice is required and must be in writing. The Chairman will call the meeting to call the CEO. The anticipated date and time for the special delegate meeting is Thursday the 27th of February at 1800.
- Mission and Vision Development (Nate Domsch)
  - The purpose statement clarification process with Mrs. Kristin Wiersma from Focus Consulting is continuing. The wordsmithing committee is using stakeholder feedback to craft new statements to share with the board in March. Their next meetings will be in person on February 21-22.

## New Business:

- Audit approval
  - The audit firm has not sent the finalized version of the 2022-2023 audit or notes on the 2023-2024 audit, but were onsite to complete the 2023-2024 audit.
  - Members of the finance committee will follow-up with the firm about the missing reports.
- Board member recruitment
  - The board member matrix was updated with the information of current board members
  - Succession planning was discussed for executive committee members. Alison Betten will serve as Chair in 2025-2026 and Nanette Rasmussen is considering serving as Treasurer.
  - The executive committee will serve as a nominating committee and report back to the board in February
- Model Gun Policy Consideration
  - The Nebraska State Legislature tasked the Nebraska Board of Education to draft a policy together to discuss who can carry a weapon on school grounds.
  - Members of the Concordia community have inquired about staff and volunteers carrying weapons on Concordia's campus.
    - There is a concern about finding appropriate personnel to carry a weapon. A candidate would need to be willing to accept the responsibility of caring and be prepared to potentially use a weapon at Concordia, maintain qualification requirements, have a consistent presence on campus, and be willing to respond in an emergency.
    - The impact of policy adoption on costs, including insurance needs to be considered.
    - Non-lethal options, including bean-bag guns or tasers could be considered.
  - A committee will look at this policy and bring a recommendation to the board. Joe Risko and Matt Rehbein to take the lead on this committee.
  - **Motion to acknowledge that any uniformed or non-uniformed police officer may carry weapons, either concealed or openly, on campus for any Concordia or King of King events.**  
**Motion seconded; unanimously approved.**
- Foundation/School Board Relationship
  - The CLSO Foundation Board desires to maintain a closer relationship with the CLSO Board of Directors. Standing committees for communication and development were suggested, but other alternatives could also be explored.
  - Possible arrangements will be discussed and brought back to the board for consideration.
- Rebecca West
  - Rebecca West wrote a letter to the board requesting a peaceful release from her call to Concordia effective March 1, 2025.

- She will continue working at Concordia as a part-time contract worker through the end of the school year.
- Concordia has posted the position and will be pursuing good candidates to fill this position.
- **Motion to grant Rebecca West a peaceful release from her call effective March 1, 2025.**  
**Motion seconded; unanimously approved.**

**Attitude of Gratitude:**

- Call committee: Alison Betten, Dusty White, Andy Jipp, Jacob Fink, Kayla Marty, Liz Cook, Pastor Justin Bell
- Mandi Ersland

**Closing Prayer** (Pastor Caleb Kruse)

**Executive Session:**

- 7:58 PM Board Entered Executive Session
- 8:28 PM Board Exited Executive Session
- **Motion to amend Nathan Domsch's call from Academy Principal to Head of Education at Concordia Schools of Omaha effective June 1, 2025.**  
**Motion seconded; unanimously approved.**

**Meeting Adjourned:** 8:29 PM