



Concordia Lutheran Schools of Omaha Board of Directors
Meeting Minutes • February 25, 2025 • 6pm

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

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

Guests:

Meeting Called to Order 6:01 PM

Devotion: Led by Joe Risko

Motion to approve agenda by Nanette Rassmussen, seconded by Kim Sucha.
Unanimously approved, Motion carries.

Report Highlights:

- Concordia is working to create a partnership to support K-8 counseling. A grant application pursued in partnership with LFS was not advanced to the summer convention by the LWML. We are continuing to pursue other options including partnership with GracePoint utilizing some funding with Title IV to help with drop in services. More updates to come.
- Building Update: Mecó Henne found a paint product that works. Still waiting for response on insurance claim from Brotherhood Mutual. Otherwise, the project is on track.
- Staff attendance at the Best Practice in Ministry conference was a success. We are looking to expand staff who attend and incorporate both days into the schedule for the 2026-2027 school year and beyond to reduce the budget impact.
- Hiring processes are moving forward for the school counselor, art position, head of wellness and K-8 principal. Processes have concluded for the volleyball and cheerleading coach hires. Announcements and introductions of the coach to team and community are coming in early March.
- Two seniors going into church work, will have a signing day!
- The Chili Cook Off was a great event – 3 churches participated.
- Enrollment is looking strong, on pace to meet enrollment projections for budget. Several classes are at or near capacity.
- Three room sponsorship signs are up above the doors on the music room, staff lounge, and an Ignite classroom.

- Preparations for the Gala are on pace, and it should be a great event!
- Concordia is projecting to be fully cash flowed through June. Department budget reviews have been well received.
- Jennifer Shearer and Mandi Eriksand attended a Lightwell bootcamp on HR, which was valuable.
- Concordia has to update our sick leave policy in line with the new state law. The changes will not have a significant budget impact and we are planning for the new policy to take effect July 1.

Consent Agenda:

- January 2025 Minutes
- January 2025 Financials
- Schools Report
- Development Report

Motion to approve consent agenda by Joe Risko, seconded by Kim Sucha.

Unanimously approved, Motion carries.

Old Business:

- Mission Clarity Team Update
 - The Call Process/Onboarding process work needs to continue to focus on staff onboarding and culture.
 - The Governance Committee will need to meet to update governance documents in line with the new organization structure.
- CEO Call Committee Recommendation
 - The CEO Call Committee unanimously recommends that the board recommend the delegates call Sarah Harper as CEO.

Motion to accept recommendation of the call committee to extend a call to Sarah Harper as the CEO of CLSO beginning July 1, 2025 to be ratified on March 1 by the delegate assembly from committee, seconded by Kim Sucha.

Unanimously approved, Motion carries.

- The compensation package for Sarah Harper was discussed.
- The special delegate meeting to call a CEO has been announced for 9 am on March 1 at Concordia.
- Following the meeting the communication team will send a message to association Pastors that the call for the CEO has been extended.
- The Communication Committee will announce if and when the call for CEO has been accepted. They will also communicate the new organizational design to our Concordia community through email.
- Mission and Vision Development
 - The in-person purpose statement committee work with consultant Kristin Wiersma took place on February 20 and 21.
 - The committee is continuing work over zoom to further develop the mission, values, and outcomes statements for Concordia.

- The goal is to have statements ready for a preview and presented to the board by the April meeting.
- Vision work will need to continue with another group (Board and others, in line with strategic planning).
- 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.
 - Kim Sucha followed-up with the firm about the missing reports and they should be provided by next week.
- Board member recruitment
 - Names have been submitted and are recorded in the Concordia Board Matrix.
 - The board will establish a standing nomination committee to ensure the matrix is updated and the process of board selection becomes more formalized for future years.
 - The Executive Committee will review the list to determine who they would recommend to the board to bring forward to the delegate meeting in May.
- Model Gun Policy Consideration
 - The board reviewed and is aware of the draft Nebraska Board of Education policy.
 - The policy does not indicate how often background checks and psychiatric evaluations should be repeated.
 - The costs associated with adopting the policy, including insurance and cost of training/background checks, would need to be considered.

**Motion to table the discussion concerning the Nebraska Board of Education Model Gun Policy by Dusty White, seconded by Rob Lindau.
Unanimously approved, Motion carries.**

- Foundation/School Board Relationship
 - We are awaiting input from the new CEO to help frame and establish stronger relationships between the CLSO Foundation Board and CLSO Board of Directors.

New Business:

- Review strategic plan
 - Nate Domsch reviewed the strategic plan goals for this year:
 - No formal board committee was established to focus on a sustainable funding model, but it was prioritized in the CEO call process.
 - The values process has expanded to include a wider range of purpose statements and is underway. We have missed some target dates along the way, but will conclude it this school year.
 - More work needs to be done in realigning staff to the model developed through the transition process, work is continuing in that direction and the call of the CEO will be an important step.

Attitude of Gratitude:

- Staff involved in the purpose committee
- Winter sports coaches and leaders

Closing Prayer (Pastor Caleb Kruse)

Meeting Adjourned: 8:00 PM