



Concordia Lutheran Schools of Omaha Board of Directors
Meeting Minutes • April 22, 2025 • 6pm

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

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

Guests:

Meeting Called to Order 6:04 PM

Devotion: Led by Alison Betten

**Motion to approve agenda by Caleb Kruse, seconded by Alison Betten.
Unanimously approved, Motion carries.**

Report Highlights:

- Nate Domsch presented the revised mission statement and explanation of each statement. Associating the six values of Concordia with its mission statement.
- It has been requested that we would change our organizational design to have three principals. This was approved by the call committee and executive committee.
- Kayla Marty is not able to be called at this time because as of now she is not rostered, but will be working to get herself rostered and able to receive a call.
- Wellness is still a priority at Concordia.
- Office administrative staff has been restructured and staff assignments have been revised. This will have no impact on the schools budget.
- Many staff transitions:
 - High School Counselor
 - Rebecca West is stepping away from education to pursue education and clinical counseling. Tyler Nicholas has been contracted for the role. Tyler has an LTD but fell off the roster due to not filing paperwork while out of Lutheran schools. We will recommend a call when he is reinstated to the roster of callable candidates, which is anticipated at the end of the calendar year or early 2026.
 - Middle and High School Art Teacher
 - Jennifer Handke is stepping away from teaching Kari Johnson recommended for a call.

- Ignite K/1 Teacher
 - Nicholle Bloomenberg is moving to Lincoln Mallory Fink offered a contract
- Middle School Math Teacher
 - Lexi Burrow accepted a call to Trinity in Jefferson City, MO. Tina Kratz is moving to the middle school math role. Sara Maxon is moving to the 6th grade math and science role
- 5th Grade Positions
 - Posted 4.11, interviews ongoing. Also considering candidates for possible Ignite 4/5 position (to replace Kayla Marty in the classroom).
- Facilities
 - Randy Holmes is retiring this summer. We are meeting with a candidate to discuss a contract.
- High School
 - Mr Matt Mueller has accepted a call to be a principal in MO.
- The High School awards ceremony has been changed to May 6, 2025 at 2:00 PM.
- NSLA report has been submitted by Mr. Domsch to the Nebraska District Office.
- 400K dollars were incorrectly recorded as Thrive pledge dollars. This 400K reflected the rent paid by King of Kings.

Consent Agenda:

- February 2025 Minutes
- March 1, 2025 Special Delegate Minutes
- February and March 2025 Financials
- Schools Report
- Development Report

**Motion to approve consent agenda by Rob Lindau, seconded by Matt Rehbein.
Unanimously approved, Motion carries.**

Old Business:

- Mission Clarity Team Update
 - Subcommittee Leads
 - Communication (Ryan Hahn)
 - Governance and stakeholder (Rob Lindau)
 - Need to meet now that all positions have been established.
 - On boarding (Pastor Kruse):
 - working on a survey with new workers.
 - Will turn over to the staff and administration to take over this project.
 - Agreed to dissolve all subcommittees from the mission clarity team.
 - The Governance Committee will be maintained as a committee of the board to update governance documents in line with the new organization structure.
- Mission and Vision Development
 - The document was submitted in the boards documents.

- Vision was not part of this project as an adopted vision at this point would have been generic.
- Nate Domsch recommends completing vision work in conjunction with the next round of strategic planning.
- Continuing attention will focus on the values that have been identified and permeate all throughout Concordia and activities. Staff will be asked to be part of this process to assure these values are taught in all aspects of Concordia.

Motion to adopt the new Mission, Values, and Outcome of Concordia Schools of Omaha by Joe Risko, seconded by Nanette Rassmussen.

Unanimously approved, Motion carries.

- Audit approval
 - The finance committee has reviewed drafts of the 2023-2024 audit and requested finalized versions of the 2022-2023 and 2023-2024 audits for approval at the May 2025 meeting.
- Board member recruitment
 - Scott Sorenson, Sara Bressman, and Nick Montague have been approached about being recommended to bring forward to the delegate meeting in May.
- Foundation/School Board Relationship
 - No update

New Business:

- Budget Draft for Delegate Meeting
 - 4% salary and wage increases to all staff
 - New insurance rates are reflected in the proposed budget
 - Tuition 5% increase from last year's budget
 - Salaries of new staffing with CEO, Director of Education, and three Principals
 - Conservative budget based on 705 student enrollment

Motion to approve the budget to present to the delegates by Rob Lindau, seconded by Matt Rehbein.

Unanimously approved, Motion carries.

- Town Hall and Annual Meeting of the Delegate Assembly
 - Meeting will be held on May 5, 2025 at 7 PM in the main entry lobby
 - Kristin Herrera will send an invitation out through Constant Contact and reserve the space.
- Call Recommendations

Motion to advance a call to Preston Doerr as Concordia Middle School Principal by Caleb Kruse second Alison Betten.

Unanimously approved, Motion carries.

Motion to advance a call to Kari Johnson as art teacher by Alison Betten seconded by Caleb Kruse.

Unanimously approved, Motion carries.

Motion to advance a contract to Kayla Marty to be the principal of Concordia Academy, with an understanding that she will be reinstated on the LCMS roster and become eligible for a call by Caleb Kruse and second Ryan Hahn.

Unanimously approved, Motion carries.

- Association Member Congregation - Our Redeemer (Springfield)
 - Our Redeemer Lutheran Church in Springfield, NE is withdrawing from the CLSO Association. The congregation is using its financial blessings to help start the Lutheran school in Sarpy County.
 - Our Redeemer has initiated its departure from the Association with a congregational vote on April 13. Nathan Domsch shared an email from Pastor Ken Hessel indicating that decision.

Motion to send a letter acknowledging Our Redeemers resignation from the Association by Dusty White and second Matt Rehbein.

Unanimously approved, Motion carries.

Attitude of Gratitude:

- Departing Booster Club Leadership
 - Kelly Patton: Dusty White
 - Marty Herman: Ryan Hahn will write a letter for Marty Herman.
- High School Musical Directors:
 - Peter Klemp and Chris Ebke: Rob Lindau

Closing Prayer: Pastor Caleb Kruse

Meeting Adjourned: 7:57 PM