



Concordia Lutheran Schools of Omaha Board of Directors
Meeting Minutes • August 26, 2025 • 6pm

Attendees: Charista Baye, Alison Betten, Sara Bressman, Nanette Rassmussen, Caleb Kruse, Joe Risko, Dan Swan, Dusty White

Staff: Sarah Harper, Jennifer Shearer

Guests: Kyle Hanson and Elizabeth Kimball of Triun3

Meeting Called to Order 6:02 PM

Devotion: Led by Charista Baye

Triun3 Proposal Presentation:

- Kyle Hanson, Executive Director of Triun3, and Elizabeth Kimball, Triun3 HR Director, presented Triun3's proposal regarding fractional CFO and fractional HR manager services
- Focus on shrinking the gap between tuition and expenses - looking at revenue solutions
- The Triun3 team is scheduled to meet with the school leadership team on Wednesday and Thursday for initial kickoff meetings
- Focus on developing 5 5-year budget and planning documents

Concordia's Purpose:

- Sarah Harper presented on Concordia's purpose and highlighted the need to focus on academic excellence.

Report Highlights:

- Jenifer provided updates regarding the insurance renewal costs of 2.5%

Consent Agenda:

- July 2025 Minutes
- July 2025 Financials
- CEO Report
- Education Report
- Admissions
- Development and Communications Report

**Motion to approve agenda by Caleb Kruse, seconded by Nanette Rassmussen.
Unanimously approved, Motion carries.**

Old Business:

- Governance Committee

- Committee formed but has not met, so no updates on Bylaws of Governing Policy updates
- Visionary Funding Committee
 - No update
- Foundation/School Board Relationship
 - Foundation is working on long-term planning goals

New Business:

- CLSO BOD and School Goals - tabled for next meeting
- Discussion regarding Triun3's proposal
 - Discussed CLSO's need for additional CFO and HR expertise and how Triun3 would supplement and work with current CLSO employees
 - Follow-up vote on proposal after meetings with school leadership
- Athletic Complex Project
 - Discussion regarding the proposed approach for a new athletic complex for football, baseball, and track through a multi-phased approach
 - Discussion regarding what will be required before the project can proceed
 - Discussion of financial impact and need for separate/outside funding
 - Discussion regarding CLSO leadership involvement in the fundraising process and its impact on CLSO leadership's other responsibilities
 - Sarah Harper to follow up with families that brought the proposal regarding fundraising needs, timeline concerns, and board support

Attitude of Gratitude:

- Amy Schwarting - high school principal: Sara Bressman
- Preston Doerr - middle school principal: Caleb Kruse
- Kayla Marty - elementary principal: Charista Baye

Board Self-Evaluation

Closing Prayer: Caleb Kruse

Meeting Adjourned: 9:04 PM