



Concordia Lutheran Schools of Omaha Board of Directors
Meeting Minutes • September 23, 2025 • 6pm

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

Staff: Sarah Harper, Jennifer Shearer, Nate Domsch

Meeting Called to Order 6:03 PM

Devotion: Led by Sara Bressman

Concordia's Purpose:

- Sarah Harper presented on Concordia's purpose and highlighted Concordia's mission to share Christ with the world

**Motion to approve agenda by Joe Risko, seconded by Matt Rehbein.
Unanimously approved, Motion carries**

Report Highlights:

- Triun3 updates regarding meetings with staff and work on enrollment, development of budget, and market analysis

Consent Agenda:

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

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

Old Business:

- Review/Update CLSO Bylaws and Governing Policies
 - Governance Committee to begin review work
- Foundation/School Board Relationship
 - Foundation meets in October - should have update at next meeting
- Athletic Complex Project
 - Gathering team and working through campus Master Plan that is already in place

New Business:

- CLSO BOD and School Goals
 - Discussion about updating BOD goals
 - BOD Recruitment and On-boarding Process: February 2026
 - CEO Evaluation Process: May 2026
 - Timeline for Strategic Planning: May/June 2026
 - Visionary Funding Committee: Started process
 - Governance and Bylaws: May 2026
- Strategic Planning and BOD Retreat
 - Need to update Strategic Plan
 - Aegis Leadership, Tim Schneider
 - 1 day with school leadership
 - 1 day with BOD
 - Data gathering from various constituents
 - Timing in late May or early June
 - 2 days in either timeframe: May 28-30, or June 4-6

Motion to advance call to Amanda Wood as Spanish teacher by Joe Risko seconded by Caleb Kruse.

Unanimously approved, Motion carries.

Motion to COOP with Brownell Talbot for boys swimming by Caleb Kruse seconded by Nanette Rassmussen.

Unanimously approved, Motion carries.

Motion to engage Triun3 for fractional CFO services and HR services by Nanette Rassmussen seconded by Caleb

Unanimously approved, Motion carries.

Attitude of Gratitude:

- Jake Fink - Homecoming leadership: Alison Betten
- Student Council chair - homecoming leadership: Sara Bressman

Board Self-Evaluation

Closing Prayer: Caleb Kruse

Meeting Adjourned: 7:31 PM