



Concordia Lutheran Schools of Omaha Board of Directors  
Meeting Minutes • October 28, 2025 • 6pm

**Attendees:** Charista Baye, Alison Betten, Sara Bressman, Nick Montague, Nanette Rasmussen, Joe Risko, Dan Swan, Dusty White

**Absent:** Caleb Kruse, Matt Rehbein

**Staff:** Sarah Harper, Kyle Hanson (Triun3)

**Meeting Called to Order** 6:04 PM

**Devotion:** Led by Nick Montague regarding sabbath rest and wisdom

**Concordia's Purpose:**

- Sarah Harper presented on Concordia's purpose and highlighted the importance of faith as our foundation

**Motion to approve agenda by Joe Risko, seconded by Nick Montague.  
Unanimously approved, Motion carries**

**Report Highlights:**

- Discussed potential organizational structure changes to development and facility operations

**Consent Agenda:**

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

**Motion to approve consent agenda by Joe Risko, seconded by Nanette Rasmussen.  
Unanimously approved, Motion carries.**

**Old Business:**

- Review/Update CLSO Bylaws and Governing Policies
  - Governance Committee to begin review work in November/December
  - Discussion with Bob Ziegler of NE District regarding potential change to budget approval process

**New Business:**

- Financial Review from Kyle with Triun3 (joined meeting remotely)
  - Kyle reviewed the September financial packet
  - Kyle presented the recommendations for 26/26 tuition rates including data on tuition rates from other peer schools and analysis of the operating costs by school levels:
    - Recommended tuition increases:
      - High School: 4.8%
      - Middle School: 3.3%
      - Elementary: 4.8%
      - Ignite: 8.9%
    - Discussed best practices related to tuition and fees as a % of total revenue and total operating expenses
    - Triun3 also recommended including a flat activity fee for all students instead of charging separate fees for all activities
      - Trinu3 presented data on historical activity fees
    - Benefits for the change include:
      - Simpler to administer and track
      - Eliminates the "surprise fees" associated with new activities
      - Allows families to better budget for total costs - the fees can be part of the payment plans
  - Discussed potential for other sources of revenue in the future including summer programming

**Motion to approve tuition rates and single activity fee as proposed by Triun3 by Nanette Rassmussen, seconded by Charista Baye.**

**Unanimously approved, Motion carries.**

- Staff Christmas Gift (Bonus)
  - Discussed a potential change to coordinate the Staff Christmas Gifts via the school and send out an email to coordinate the gift
    - Tabled for further discussions with giving options and support discovery

**Attitude of Gratitude:**

- Fall Activity Coaches: Board of Directors
- Diane L. - support for Concordia:

**Board Self-Evaluation**

**Closing Prayer:** Dusty White

**Meeting Adjourned:** 8:29 PM