



Concordia Lutheran Schools of Omaha Board of Directors  
Meeting Minutes • January 27, 2026 • 6pm

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

**Absent:** Matt Rehbein

**Staff:** Sarah Harper, Jennifer Shearer, Kyle Hanson (Triun3), David Quartuccio (Triun3)

**Meeting Called to Order** 6:01 PM

**Devotion:** Led by Nanette Rasmussen regarding Acts 9:1-6

**Triun3 Presentation**

- Kyle and David presented on YTD December 2025 financial statements including comparison to budget, profit by school, current enrollment figures, and operating versus restricted activities
- Triun3 shared preliminary 5 year forecast based on expected enrollment growth, tuition rate increases, staff additions, additional capital expenditures, inflation adjusted operating expenses, and debt payments
  - Based on initial draft, Concordia is projected to operate in a surplus over the next 5 years to allow for strategic growth
- Triun3 shared recommendations for changes to consolidate bank accounts and make additional changes to improve internal controls based on work with Jennifer Shearer and Pinnacle Bank

**Motion to authorize Jennifer to work with Pinnacle banker to consolidate bank accounts based on recommendations by the treasurer based on discussions with Jennifer and Triun3 by Nanette Rasmussen, seconded by Nick Montague.**

**Unanimously approved, Motion carries**

**Motion to approve agenda by Caleb Kruse, seconded by Joe Risko.**

**Unanimously approved, Motion carries**

**Motion to enter executive session by Caleb Kruse, seconded by Nick Montague**

**Unanimously approved, Motion carries**

**Executive Session entered at 6:49**

**Executive Session exited at 7:02**

**Report Highlights:**

- Sara Bateman hired as facilities manager
- Working on hiring a Director of Development

- Sarah Harper planning on going to China in 2026 for Education training program

**Consent Agenda:**

- October 2025 Minutes
- October, November, and December 2025 Financials
- CEO Report
- Education Report
- Admissions
- Advancement 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
  - Committee worked with Nate Domsch to review Bylaws and Policies
  - Have outstanding questions for CLSO's attorney
  - Continue to work on finalizing recommendations to be ready for Delegates meeting
- Foundation update after next meeting

**New Business:**

- Affirmation of digital votes

**Motion to affirm digital votes from between meetings:**

- Advance call to Theron Jenkins for music position
- Approval of Summer Camps
- End COOP with Brownell Talbot for baseball and girls soccer

**by Caleb Kruse, seconded by Dusty White.**

**Unanimously approved, Motion carries.**

- BOD Recruitment
  - Develop list of names for potential board members based on needed skill sets

**Attitude of Gratitude:**

- Nate Domsch - overseeing operations: Sarah Bressman
- Kristen - interim role: Dusty White
- Jennifer Shearer - interim role: Nanette Rasmussen

**Board Self-Evaluation**

**Closing Prayer:** Caleb Kruse

**Meeting Adjourned:** 8:03 PM