

## CALENDAR

For more information & events,  
go to [www.lomnetwork.org](http://www.lomnetwork.org).

**November 1-5, 2018:**

[Leadership Training Event](#)

**November 5-9, 2018 (with  
auction on Nov. 7):**

[LOM Conference](#)

**December 3-5, 2018:**

[East Midwest Territory  
Gathering](#)

**March 18-21, 2019:**

LOM Executive Directors'  
Gathering

**May 13-17, 2019:**

[Interim Exec Director Training](#)

**November 10-14, 2019:**

[The Great Gathering](#)

## SOCIAL MEDIA

Did you miss these at  
[facebook.com/lomnetwork](https://www.facebook.com/lomnetwork)

- Comings and Goings
- Who's Going to the Conference
- Election Winners
- Prayer Requests

Check out our featured site! *El Camino Pines (CA)*, is our latest camp to be shown on the homepage at [www.lomnetwork.org](http://www.lomnetwork.org).

## 2019 Curriculum Now Available

**Transformed Community: God's Agent of C.H.A.N.G.E.** conjures up images of a mighty band of superheroes with secret missions. When we take on the mission of being God's agent of change in the world, we must be ready to be transformed—individually and together—and to discover that our not-so-secret identities will probably not conform to the world's expectations. This is not always an easy thing to say yes to, but when the mission is attempted together and in community, we discover that we are aligned with God's will, powered by God's spirit, and that there is purpose and joy in being Christ's life-giving and love-giving presence in the world as God's hands and feet.

### Daily themes include:

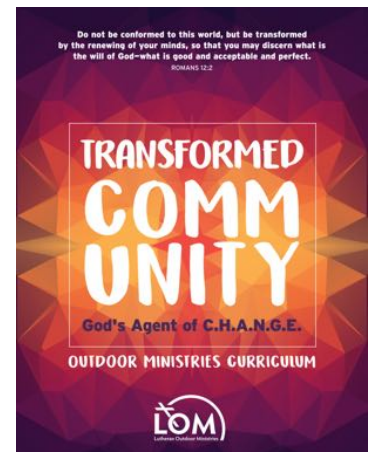
- Day 1: Generosity Transforms Community
- Day 2: Compassion Transforms Community
- Day 3: Inclusion Transforms Community
- Day 4: Justice Transforms Community
- Day 5: Forgiveness Transforms Community

### New for 2019:

- Each curriculum package now has its own table of contents.
- The "Challenge Course Activities" section has been renamed "Group Building Activities."

And of note, a few of the changes from 2018 continue: there is no large group worship or small group devotions sections. And, there is one elementary Bible study (formerly two sections for upper and lower elementary) and one youth Bible study (formerly two sections for junior and senior high).

You can now purchase and download the curriculum on our website at [www.lomnetwork.org](http://www.lomnetwork.org) under the "resources" tab. Products this year include: the entire curriculum, and bundles for Curriculum Development, Youth Ministry, supplemental items, and VBS. LOM Members get a discount, so be sure to click the right price when ordering. And, multi-site organizations will use a discount code, listed on the website, to get a multi-site discount. You pay full price for your first site and a discounted price for other sites.





*Worth Repeating...*

**Register Now!**

## **The LOM Conference Is Just One Month Away and Late Fees Start October 11**

If you haven't already registered for the LOM Conference, now is the time to do it. Late fees of \$100 go into effect on October 11. Get more information, including about financial assistance, and register at <https://www.lomnetwork.org/conference>. Exciting fellowship, engaging discussion, meaningful worship and much more await you at the 2018 LOM Conference at T Bar M Camp and Retreat Center in New Braunfels, Texas from Monday, November 5, to Friday, November 9, 2018.

Gather with outdoor ministry professionals, speakers and leaders to dive into the theme of **Good Works in Grace Spurred in Love**. Together we will explore our theme verse from Hebrews 10:24: "Let us hold fast to the confession of our hope without wavering, for he who has promised is faithful. And let us consider how to provoke one another to love and good deeds." Baptized into the death and resurrection of Jesus Christ we have been redeemed and blessed with God's gracious and eternal love. Everything we have and everything we are is because of God's love for us and this love empowers us – it spurs us on in good works to a life of service for others. We gather as outdoor ministry professionals to celebrate the many gifts God has given and to challenge one another in the development of these gifts, to strive for excellence in our work, that the gifts given are fully utilized and through which all may experience God's love.

The conference schedule allows for plenty of time for discussion with peers in ministry, as well as dynamic worship and fellowship. The annual conference is the perfect time to connect with old friends, meet new partners in ministry, share ideas and get excited about all the opportunities that our work in Lutheran Outdoor Ministries has to offer. Learn more about all the amazing projects taking place around LOM, spend time getting to know exhibitors and partners in ministry, bid on amazing items at the annual LOM auction and enjoy Texas. See you in November!



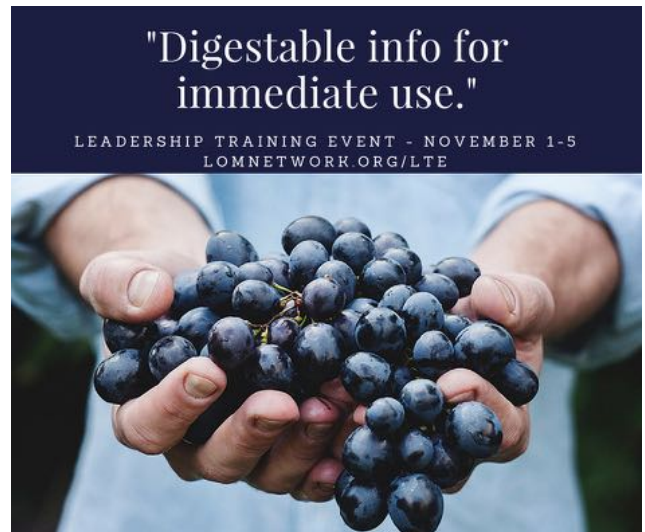
LET US EQUIP YOUR STAFF TO  
BE THE BEST THEY CAN BE!

**Register for the LTE TODAY!**

## Another Reminder: LTE Next Month



Learning Events give Lutheran Outdoor Ministry professionals the opportunity to learn new skills, enhance their understanding of administration and programming of camps, and network with others across the country in similar job positions. The 2018 Leadership Training Event (LTE) Program Track will take place at T Bar M Conference Center, New Braunfels, Texas, from Thursday, November 1, to Monday, November 5, 2018. Cost is \$525 for double occupancy with a late fee of \$100 in effect after October 10. Shuttle service of \$15 to and from the San Antonio Airport is also available. Get more information, including about financial assistance, and to register, go to <https://www.lomnetwork.org/lte/>. That's also the page to see the faculty list/bios and a description of the courses.



November 10-15, 2019 will be “The Great Gathering” of the organization known as Outdoor Ministry Connection. LOM will be joining in on this event and it will serve as our Annual Conference. The design team for the Great Gathering met recently to continue planning. Pictured here are representatives from the American Baptist Association, Episcopal Camps & Conference Centers (ECCC), Lutheran Outdoor Ministries (LOM), Presbyterian Camps and Conference Centers Association (PCCCA), Outdoor Ministries Association of United Church of Christ (OMA), and United Methodist Camp & Retreat Ministry Association. Notice LOM’s own Deb Roberts and Nathan Pile!

## THE LOM AUCTION: Plan Ahead! Great Items to Bid on!

The LOM Auction is coming! There are some amazing trips and packages being put together by our outdoor ministry sites for this year's auction. You will literally get a chance to go to all corners of the USA. We have an Alaskan adventure including rafting and wild game and salmon meals; a Colorado mountain ski trip including lift tickets; a guided canoe trip to the Boundary Waters with VLM; a music and dancing trip to Austin, TX; a fishing and hunting package with Camp Metigoshe; and experiencing Northwest Montana with Flathead just to name a few. We also have GSB donating a survey and analysis package again that will greatly improve your ministry. In addition to the trips and special services, we will have some of the iconic auction items that have made the auction so fun: Christmas cookies for Luthercrest; the very last two mugs from Lutherlyn; pottery from Holden Village; and the infamous custom cribbage boards from Colorado.

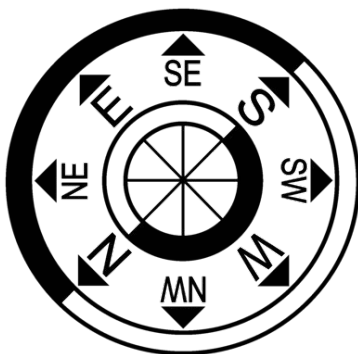


There are two easy ways both you and your organization can be involved in the auction. Consider putting a trip package together that your organization can provide as part of the auction. This could be a week at a beach front cabin, a backpacking trip, a canoe trip, something that your organization specializes in - you get the idea. OR you could provide items for the silent auction that will take place at the same time as the live auction. These items can really reflect your camp or the area that you come from. Anything from locally crafted beers to coffee to custom pottery, and jams and jellies.

Please contact Dave Jarvis at [auktion@lomnetwork.org](mailto:auktion@lomnetwork.org) for more details and to get a form to register your auction items. Let's make this the best auction ever! The LOM Auction catalog will start being filled as items come in. Keep checking for updates.

**NEW THIS YEAR:** We are designating a tithe of 10% of the total proceeds of the Auction to a charity. And what's tremendously exciting is that a couple by the name of Sharon and Jack Wiseman have offered a challenge match of the tithe of up to \$4,000! The charity that we have chosen for this year's auction is to donate the tithe to help Camp Roig of Puerto Rico rebuild their summer camp programs for children in the wake of the hurricane that caused so much destruction last year. The Wiseman's will match our tithe from the Auction, dollar for dollar, up to \$4,000.

### Register Now for the Compass Points Classes in October



It is not too late to be a part of the two certificate classes that will be held back-to-back at Kavanaugh Conference and Retreat Center in Crestwood, KY. Non-Profit Business Management is scheduled for October 14-17, 2018, and Articulating Our Mission, Role, and Value will be held on October 17-20. You can learn more about these courses (and register) by going to [www.compasspointsprogram.org](http://www.compasspointsprogram.org).

## Words from Don

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During these post-summer months that remain in 2018, there's lots of activity that will be taking place throughout LOM that's representative of our strategic plan for making this organization as effective as we can possibly be by providing for each other the education, encouragement, empowerment and equipping we need in order to be strong, faith-filled outdoor ministry servant leaders.

For example, one of our goals is that 100% of our member organizations and their leaders feel ownership in the health and relevancy of LOM. We are making a major stride in this direction with the formation of five territories, each with its own Territory Coordinators. If you haven't already heard from your Territory Coordinator, striving to keep you connected to LOM in as many ways as possible, you soon will be. We are very grateful to these folks who have volunteered to serve us in this way:



- EAST: Karen Hesper, Development/Program Assistant - Bear Creek (PA)
- EAST MIDWEST: Jeff Thompson, Program Director – Lutherdale (WI)
- WEST MIDWEST: Dave Holtz, Executive Director – Luther Crest (MN)
- SOUTH CENTRAL: Phil Geleske, recently retired Executive Director – Briarwood (TX)
- WEST: Kyle Lefler, Retreat Coordinator – Flathead (MT)

Another strategic goal for LOM is to identify and engage partners across the ELCA. This will be very obvious at the LOM Annual Conference because of the participation of so many Ministry Partner Members and Business Members of LOM who will be providing financial support for the Conference. Very significant financial support that undergirds LOM all year will be provided by our major sponsors: Mission Investment Fund; Portico; Gronlund Sayther Brunkow; CORD; and the Seminaries of the ELCA. During the next few weeks, I'll be having a meeting with Portico in Minneapolis to explore possibilities of benefit packages more practical for our LOM member organizations. LOM has been invited to meet with leaders of Hispanic Ministries of the ELCA to explore possibilities of LOM hosted Hispanic ministry retreats, especially for those who identify as LGBTQ. We have also been invited by the ELCA seminary presidents to join them for part of their meeting in order to explore deeper collaboration of LOM camps and retreat centers with all of the ELCA seminaries. Both of these meetings will be at Churchwide and Sarah Lefler, executive director of Mar-Lu-Ridge (MD), and Clark Baldwin, executive director of EWALU (IA), will be joining me in representing LOM for these meetings.

Another important goal for LOM is to identify and engage ecumenical partners. We have a huge opportunity coming up that we continue to plan for, and that's the Great Gathering of an organization we wholeheartedly engage in – The Outdoor Ministry Connection. LOM is well represented in the planning of this event with many LOM members serving as part of the planning committees, and Nathan Pile, executive director of Sequanota (PA), serving as co-chair of the whole event. And LOM continues to partner with our Presbyterian, UCC, and United Methodist colleagues for the ongoing Compass Points certification program. We will soon be partnering with our Outdoor Ministry Connection partners in a new survey of all of our sites that will harvest data that will make it possible for us to begin tracking trends over the past six years. And, again in collaboration with OMC, we are participating in having an oversample of OMC camps in the major research project being conducted by the American Camp Association (ACA). Which reminds us of the great deal LOM has with ACA for all LOM camps accredited by ACA to get a 15% discount on their ACA dues.

All of us in LOM have committed to the goal of striving for inclusivity of a more racially, ethnically, and gender diverse body of potential professional members and leaders. At this year's Conference, we have an excellent opportunity to move forward towards this goal. With the generous grant-sharing of the Seminaries of the ELCA, representatives of Rescue, Release, Restore will be participating in our Conference, led by their executive director, Rev. Yehiel Curry. They have so much to share from their experiences with Camp Simba, Camp Simsa, and Camp Myla, and I'm so hoping they will experience LOM in a way that they will find support and encouragement for all their ministries. And, with the same grant sharing from the seminaries, the primary contact person for Camp Roig of Puerto Rico, Rev. David Guadalupe, will also be participating in the conference. And on the gender balance front, 30 of our LOM member organizations (32%) are now being served by a woman who holds the title of executive director or the equivalent.

A major Ministry Result Area of the LOM Strategic Plan is to provide continuing education and support through expanded and dynamic program delivery. One of the signature events for LOM is the Leadership Training Event (LTE), and the former Education Committee is now concentrating on that event as the LOM LTE Committee. We have a newly constituted Education Committee and they are focusing on the overall scope of what LOM provides for educational opportunities. One of their first areas to focus on will be training for Boards of Directors of LOM organizations. In the meantime, I will be representing LOM as your executive director by facilitating Board Development and Transition Planning Retreats, as I will soon be doing with the Crossways (WI) and Lakeside (IA) Boards. And, during the final week of September, an LOM Consultation Team will be on site (actually, on 3 sites) of Crossways (WI). The team will be comprised of Joel Abenth, executive director, Voyageurs (MN); Glen Egertson, executive director of Lutheran Retreats, Camps and Conferences (CA), and Don Hayn, most recently the interim executive director at Lutherlyn (PA).

In order to expand LOM's capacity for mission, the LOM Development Committee has researched and the Board has approved a Gift Acceptance Policy. It's a great tool to have in place for any organization, so if you are interested in taking a look at it for your own organization, let me know. The Development Committee is currently working on an endowment policy so we'll have everything in place when our very limited endowment fund starts expanding.

One of the biggest and most audacious goals of the LOM Strategic Plan is to work toward reduced costs or no costs for services to members. We have a long way to go! But we've been able to find the capacity to keep moving in that direction. Our LOM Board of Directors has prioritized this in the 2018 budget by making scholarships/financial assistance available to our members to the tune of \$15,800. They were distributed as follows:

- \$10,000: 20 - First Time Attendee Scholarships @ \$500 (18 in 2017)
- \$1,000: 5 - Second Time Attendee Scholarship @ \$200 (4 in 2017)
- \$1,500: 5 - Conference Financial Assistance awards @ \$300 (4 in 2017)
- \$1,500: 6 - LTE Financial Assistance awards @ \$250 (6 in 2017)
- \$1,200: 8 - Executive Directors Gathering @ \$150
- \$600: 4 - Endorsed Event participant awards @ \$150 (3 in 2017)

If you have any questions or suggestions, please contact me at [director@lomnetwork.org](mailto:director@lomnetwork.org). If you want more details about the LOM Strategic Plan, you can go to: [http://www.bluemooresolutions.com/lom/wp-content/uploads/2017/02/Brochure\\_FINAL.pdf](http://www.bluemooresolutions.com/lom/wp-content/uploads/2017/02/Brochure_FINAL.pdf).

We are making progress! It sure helps to have a Strategic Plan in place to provide the framework for our growth and development. It's surely a necessity to have colleagues like you who know how important it is for the unique ministries that are part of LOM to work together to assure strong and vibrant outdoor ministries – everywhere. Thank you for your commitment to making all of this happen.

There's a lot going on between now and the conference and I'm sure looking forward to seeing you in New Braunfels, Texas, November 5-9, to let you know how it's all been going. --Don Johnson, LOM Executive Director

## Position Opening

There's still some time for interested persons to apply for the position of camp director at Fortune Lake in Crystal Falls, MI (the Upper Peninsula). More information is available at:

<https://www.lomnetwork.org/jobs/executive-directors/>

## Cooperative Staff Recruiting

Dave Holtz, executive director of Luther Crest (MN) and West Midwest Territory Coordinator, is putting together a schedule of LOM Cooperative Staff Recruiting Events. For more information, or to make sure your camp is part of any or all these events, contact Dave Holtz: [daveh@luthercrest.org](mailto:daveh@luthercrest.org)

So far, the schedule is:

- Jan 29 - U of MN Morris
- Jan 30 - U of MN Mankato
- Jan 31 - Concordia
- Feb 5 - Waldorf
- Feb 11- Augsburg
- Feb 12 - Gustavus
- Feb 13 - St Olaf
- Feb 14 - Luther
- Feb 20 - Winona
- Feb 21 - Luther
- Feb 21 - Morgan State, Baltimore

## PRAYER REQUESTS

- Wayne Harrison, interim executive director of Agape (PA) and former LOM Board president. Wayne is recuperating from major knee surgery following a freak accident at his church on a Sunday morning. Should you desire to send a card, the address is: 4075 West Dublin-Granville Road, Dublin, OH 43017.
- The following have all recently started or soon will start in their new positions: Jesse Weiss, executive director, Amnicon (WI); Steve Flynn, executive director, Lutheran Outdoor Ministries of Indiana-Kentucky; Kelly Preboski, executive director, Luther Heights (ID); Chris Dahl, executive director, Riverside (ID); Jason Gerdes, executive director, Nebraska Lutheran Outdoor Ministries; David Guadalupe, primary contact person, Camp Roig (PR); Kevin Lien, program manager, Camp of the Cross (ND); and Steve Roenfeldt, program director, Green Lake (MN); Sarah Bull, outreach director, Metigoshe (ND).
- And these great leaders who continue to serve as interim executive directors – Wayne Harrison, Agape (PA); Laurie Wilkinson, Crossways (WI); Sara Jonasen, Fortune Lake (MI); Caroline and Jerry Fritsch, Lutheran Outdoor Ministries Center (IL); Matt Baumhardt, Briarwood (TX); Jeff Barrow, Sugar Creek (WI).

## Last Call for Applicants

The **Innovative Program Award** will be presented at the Conference awards ceremony on Thursday, November 8. The deadline for submitting an application for your outdoor ministry to be considered for this award is now October 10. More information at: <https://www.lomnetwork.org/awards/innovative-program-award/>

A new initiative for this year is the possibility for your outdoor ministry organization to receive the **Diversity Grant**, also to be presented at the Conference awards ceremony on November 8. LOM will award a \$2,000 grant for an outdoor ministry organization to complete a project that promotes diversity within the ministry and the community. The application deadline is now October 10. More information at:

<https://www.lomnetwork.org/diversity-grant/>

*From one of our LOM Ministry Partners*



## **Mission Investment Fund**

### **Evangelical Lutheran Church in America**

God's work. Our hands.

#### **Your outdoor ministry can do more with a Mission Investment Fund building loan**

Expanding the capacity for inspiring ministry work—that's what every outdoor ministry hopes to achieve. And that's what the Mission Investment Fund (MIF) hopes to deliver with our loans for building projects. MIF, the lending ministry of the ELCA, provides loans to ELCA-related ministries, including camps and retreat centers, as well as ELCA congregations. MIF funds these loans with investments it offers to ELCA members and ministries. With the new, expanded and refurbished buildings MIF loans help build, outdoor ministries are able to welcome more guests and enhance the outdoor experience.

The Mission Investment Fund has been a partner to dozens of Lutheran outdoor ministries, from Pennsylvania to Texas to California, for many years.

Consider our recent refinancing of a loan to Voyageurs Lutheran Ministry (VLM), home to two sites in northern Minnesota. One year ago, VLM completed the addition of a new, year-round retreat center—with a lodge that sleeps 40, a commercial-grade kitchen and a 120-seat dining hall.

“Once we finished construction, we wanted a longer-term loan with a more favorable interest rate,” says Joel Abenth, VLM executive director. “We knew MIF because of its presence at the Lutheran Outdoor Ministry conference. The partnership between MIF and Lutheran Outdoor Ministries is huge, and we wanted to leverage that. “The new retreat center has allowed our ministry to blossom. The new space and increased capacity have allowed us to host many more guests and a variety of new groups.”



LOM Executive Director Don Johnson agrees. “MIF has been a strong and loyal and responsible partner. MIF understands our culture and the way we work. MIF’s partnership has helped make our outdoor ministries stronger and more robust. We can trust MIF to provide the financial resources for our organization to expand and grow,” Johnson said.

The Mission Investment Fund is delighted to be a sponsor of LOM’s upcoming Annual Conference. For more information about MIF loans and investment opportunities, visit MIF’s website, [mif.elca.org](http://mif.elca.org).



*From one of our LOM Business Partners*

## How To Reach Them

*By Penny Hunter*

***Where are the students and why aren't they working at camp?***

Camps aren't the only employers finding it hard to hire students for summer jobs. The deficit is being felt everywhere. An NPR story this summer revealed that, "a summer job, like lifeguarding or scooping ice cream, used to be a rite of passage for teens. Thirty years ago, nearly two-thirds of U.S. teenagers worked summer jobs. Twenty years ago, more than half of them did. Now, only a third of teens are in summer jobs, according to the U.S. Bureau of Labor Statistics."

CCCA has culled some of the best recruitment and hiring practices from our members, and added a few we've discovered from other industries driven by student summer labor. In the most recent issue of InSite Magazine, CCCA has dedicated the issue to the staffing crisis. Members can access the magazine online or in hard copy.

Through The Power of Camp campaign, dedicated efforts to reach quality, Christian college kids and through the CCCA job search portal (which receives more than 400,000 searches a year) CCCA is helping members address the staffing crisis. Many Lutheran Outdoor Ministries members are also CCCA members and can take advantage of the wide variety of benefits available exclusively for members. If you're a member, check out your benefits in [www.ccca.org/go/login](http://www.ccca.org/go/login). If you're not a member, reach out to [cchase@ccca.org](mailto:cchase@ccca.org) for information about joining the association.



**MAKE YOUR SUMMER COUNT**

It's only a few short months but you can make a difference for eternity. Find a great job at camp.

Wranglers, water ski instructors, nurses, counselors, cooks, worship leaders — you'll find some amazing opportunities at [FindACampJob.com](http://FindACampJob.com)

the power of camp

CHRISTIAN CAMP & CONFERENCE ASSOCIATION

the power of camp®

# In Conclusion

*Parting Thoughts*

*from the LOM Webmaster/Communications Coordinator*



## Putting Your Mask on to Lead

If you've flown anywhere on an airplane, you may remember the stewardess telling you that in the event an emergency, an oxygen mask will drop out of the ceiling. She or he may also have told you that you should put your oxygen mask on first before you help others with their mask. Why? It's hard to help others if you don't take care of yourself. If you are gasping for air, you will not have the strength to help others and it may not work out as well as you expect.

As we begin a series of articles on leadership, I'd like to start with this statement: leadership begins with you. When you read that statement, what goes through your head? For me, a few things come to mind. First, I have to lead by example. I can't ask my followers to do something if I'm not modeling that first. Second, I have to lead by being a servant. I can't ask my followers to do something that I'm not willing to do. And third, to be a good leader, I need to look in the mirror and see where my rough edges are so that I can continually work to improve. (As an aside, whenever my wife or I say something that we think the other doesn't always adhere to, we often say, "Look in a mirror!")

We'll explore some of these thoughts in the coming months. One of the reasons that I have been interested in leadership the last decade and a half has been because of my work in the church. As a Christian leader, I like to read and learn about leadership through the eyes of one who follows Jesus. As a camp director and synod communicator, I like to share that knowledge and those learnings with others who also are Christian leaders.

As church leaders, we should work to develop Christian spiritual leaders for our communities, church, and the world. How? By teaching a life of love, discipleship, and service. Jesus epitomizes that type of spiritual leadership. If we focus on his life, ministry and teachings as a guide for faithful living and leadership and seek the Holy Spirit's guidance, I think we will see how God wants us to lead. We can then live a life of discipleship and servant leadership. As Christian leaders, we initiate all those we surround ourselves with into a new way of living, equipping them to do love and service.

Leadership assumes that others will be involved. After all, you can't have a leader without followers! Leaders play a critical part in shaping the present and the future for good or for ill. If a leader fails to engage, inspire, and prepare others to act, leadership training and development will never translate into actual leadership. Leadership, then, serves as a catalyst to rally others.

As you ponder some of these musings, here are some other questions to think about: What makes a person a good leader? Are leaders made or born? Who led you into being able to lead? What challenges are there in being a leader? I'd like these articles to also be interactive, as much as they can be through this medium. If you have questions or answers or something strikes you that you'd like to comment, please feel free to e-mail me at [webmaster@lomnetwork.org](mailto:webmaster@lomnetwork.org). We can use your tips and ideas as material for future articles as we continue to explore leadership. —Chad Hershberger



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