



The Network of Camps and Retreat Centers
Affiliated with The Evangelical Lutheran Church in America

Community Expectations Agreement

Introduction

Lutheran Outdoor Ministries (LOM) promotes learning, sharing, and accountability. Our community strives to be inclusive and welcoming to all, regardless of age, ability, family structure, gender identity or expression, sexual orientation, race, ethnic background, or socioeconomic status. The following are clear expectations for creating a community that reflects our core values.

Community Core Values

1. Inclusivity and Respect
 - We value the diversity of each and every person. This diversity includes race, gender expression, orientation, class, ability and more. We honor each person and strive to create an environment and community that is inclusive and respectful. This includes using language and embracing behaviors that reflect our commitment to this value.
2. Accountability and Restoration
 - We value the power of accountability - for people to be held to standards they have set for themselves and that the community has created for all. We do not rush to reconciliation but seek restoration of trust, recognizing that those harmed take the lead in restoring relationship.
3. Learning and Growth
 - We value a growth mindset and commit to continuous learning as the community grows and expands. Learning takes time and growth can be challenging. We commit to the ongoing work that being a community requires.

Expectations for Participants

- Respect and Dignity: Treat all members with respect. Harassment and discrimination will not be tolerated and may result in removal from activities or events.
- Open Communication: Foster open and honest communication. Listen actively and respond thoughtfully.
- Cooperation: Work together to create a welcoming environment. Support others in their learning and growth.
- Responsibility: Leaders are responsible for fostering an inclusive atmosphere, and participants should cooperate to maintain this environment.

Reporting and Accountability

Reporting Issues: If you witness or experience inappropriate behavior, report it to a leader or contact [designated contact].

Response: The LOM Leadership team will address issues promptly, ensuring the reporter is heard and supported. The process will involve dialogue and education. Restoration in a trusted community is a long-term outcome; we understand that this process involves deep and intentional work.

Consequences: Failure to adhere to these guidelines will result in actions including, but not limited to:

- Verbal Warning
- Documentation
- Dialogue with Leadership
- Suspension from specific activities
- Or additional steps as determined by LOM Leadership to ensure community safety and inclusivity

Commitment to Improvement

- We commit to ongoing learning and responding when harm is done.
- These guidelines may be updated as we grow. Updates will be communicated to all participants.

By signing below, I acknowledge that I have read, understood, and agree to abide by these Community Expectations.

Name: _____

Signature: _____ Date: _____

Event Contact: _____

Signature: _____ Date: _____