LOM Annual Meeting Minutes
November 11, 2025

Call to Order at 1:46 pm ET Call - President Rev. Matthew O'Rear
Matt opened the meeting in prayer. Everyone is welcome, regardless of what we bring to this event. Don Johnson is not present today due to COVID; he will bring his greetings via Zoom later.

Agenda Approval
Moved by Dallas Shealy, seconded by Tami Lewis-Ahrendt. Motion carried.

Minutes from 2024 Annual Meeting
Minutes stand as approved and will be filed.

Welcome by Bishop Emily Hartner, North Carolina Synod
Welcome from Lauri SoJourner, CEO of NovusWay

Sponsor Greetings - Drew Tucker

- Mission Investment Fund - Deacon Jerry Johnson

2026 Budget Proposal - Dallas Shealy, Board Treasurer
The budget was created with a successful Executive Director transition in mind. One strategic proposal has the addition of a part-time Associate Executive Director mid-year. The budget has a small proposed surplus of approximately $1,000.

> **MOTION**: Approve 2026 Annual Budget
> Moved by the Board of Directors, no second required. Motion carried.

Recognition - Matt O'Rear

- Board member completing service - Amanda Rasner

LOM Nominating Committee - Grace Crevier

- Grace Crevier introduced and thanked the Nominating Committee members: Diana Edelblute, Charlotte Strom, Hannah Loeffler-Kemp, Matt Kindsvatter, Deanna Christensen
- Voting commenced for one LOM Professional and one At-Large position
- Tami Lewis-Ahrendt was previously reelected as Current/Former Board Member of an LOM Organization by the boards of our organizations

Sponsor Greetings - Leah Pletscher, Phil Geleske

- ELCA Foundation - Marianne Brock
- Portico - Andrea Arey

Recognitions

- Thank you to Recognitions Committee members: Chad Hershberger, Dan Scharnhorst, Amy Ecklund, and Phil Geleske
- First time LOM attendees (received carabiners): there were many!
- 5 Years of Service (received compasses): Jacob Mattes, Marly Finlea, Charlotte Strom
- 10 Years of Service (received plaques handmade by Joel Abenth): Amy Ecklund, Jeff Fairfax, Chris Moe, Randi Newlin, Karen Rumage, Nicole McCarthy
- 20 Years of Service (received handcrafted mugs made by Bethel Horizons): Marianne Brock, Susan Troutman, Jesse Klosterboer, Dallas Shealy
- 30 Years of Service (received walking sticks): Anthony Briggs, Karl Ogren, Deanna Christensen
- 40 Years of Service (received Patagonia jacket): Keith Johnson

Leadership Training Events (LTE) - Karen Rumage

- Since its inception, participation has increased from 18 to 36!
- This year there were two participants who completed the 3-year LTE cycle: Skylar Schwab from Metigoshe and Bryan Hepner from Caroline Furnace
- Added two ecumenical partners on the faculty of nine

Results of Election - provided by Grace Crevier, presented by Matt O'Rear

- At-Large Position: Jennie Wolf-Smith (64) was elected over CJ Clark (47)
- Professional Position: Anthony Briggs (95) was elected over Jacob Spilker (22)
- Nominating Committee: Ashleigh Ellsworth-Keller (69) and Sam Garcia (71) were elected over Jeff Fairfax (39) and Kyle Rydell (42)

Sponsor Greetings - Rozella Haydee-White

- Seminaries of the ELCA

Updates:

- ELCA Affiliation - Rev. Ed Kay
  The Task Force is gathering materials from organizations to affirm camps' relationships and affiliation with the ELCA. Ed encouraged people to talk with him with questions, concerns, or thoughts.
- Education Committee survey - Jessica Jackson, Interim Chair
  Jessica thanked committee members: Jesse Klosterboer, Mary Katherine Goyne, Abby Vander Laan, Judy Smith, and Kaitlyn Blend. Surveys regarding welcome in LOM are available and are due by November 30.

Farewell Executive Director's Report - Don Johnson

- Written report was submitted to Annual Meeting which was provided ahead of time via the LOM website
- Don provided personal reflections including these themes:
    - Affirming calls in young people – including Don! – and collaborative work among LOM (and its predecessor bodies) professionals
    - The success of Interim Director Training to provide stability in times of transition
    - A public announcement: LOM has received a 3rd round of Total Inclusion Grant through Margaret A. Cargill Foundation
    - Don has personally visited all but six of the 119 LOM sites!
    - Special thanks to: Don's spouse Janet Johnson, LOM contract staff, territory coordinators, boards of directors, all LOM professionals

Executive Director Search Committee - Anthony Briggs, Chair

- Thank you to committee members: Leah Pletscher, Jessica Gulseth, Rozella Haydee-White, Matt O'Rear, Charlotte Strom, Kevin Beebe
- The committee worked hard, as there were many strong, qualified candidates. The new Executive Director has been selected. Due to constraints at their current employer, they will be formally announced the first week of December.

Announcements -

- Rev. Ed. Kay: The ELCA is currently hiring a part-time remote Program Manager for Total Inclusion! Everyone is encouraged to consider and share the position.
- 2026 LOM Conference Planning Team: Curtis Bradbury, Chair
    - Tejas Camp & Retreat in Giddings, TX
    - Theme: "All My Love" based on 1 Corinthians 13:13

Adjournment at 4:01 pm ET - Matt O'Rear

Respectfully submitted by Amanda Rasner, Board Secretary