LUTHERAN OUTDOOR MINISTRIES
ENCOURAGE • EDUCATE • EQUIP • EMPOWER

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

FINANCIAL REPORTS: 2025 FINAL through December 31
Management Discussion & Analysis

In regard to the **Restricted Funds Report -**

- In January, $902.99 from MIF was posted for interest earned on the CD for the final quarter of 2024. In April, $903.67 was posted for interest earned in the first quarter of 2025. Interest of $944.77 for the second quarter was posted in July. This CD had a principal of $72,500, interest rate of 4.76%, yield of 4.85%, reached maturity on September 13, 2025. The total in this account as of maturity was $79,713.13 ($6277.46 total interest for the life of the CD through July + $935.67 additional interest posted at maturity) = $79,713.13. As approved at the Board meeting in June, that amount was used to establish a new CD for a 3-year term, fixed rate of 4.329% with 4.4% APY. We have arbitrarily assigned $60,000.00 for the Board Discretionary Reserve line and $19,713.13 to the line for LOM Endowment. Interest was posted in December for the new CD: $869.79.
- Restricted funds on deposit in the Thrivent Money Market account normally earn a small amount of interest which is posted monthly. In June, however, $21,771.27 was posted to this line of restricted funds in addition to the routine interest of $181.46. This windfall resulted from the dissolution of the Thrivent Credit Union and the formation of the Thrivent Bank. Total interest earned in 2025, through September, was, therefore, $23,371.50. In December, as the Board discussed at the November meeting, we transferred this $21,771.27 into the interest line of the 2025 operating account, in addition to the $6,900.00 that the 2025 budget mandated. This was $153.89 more than the interest that had accumulated for 2025, which is why the debit amount for December is $28,517.38.
- As approved by the Board at its meeting in January, $10,000 was added in February to the Scholarships -General line of the Thrivent Money Market Account from the 2024 balance of 2024 operating funds. With the balance of $9,01.73 brought forward from 2024 in this line, combined with a total of $1,250 of scholarships awarded in April to

participants in the Executive Directors Gathering, and $9,250 awarded to participants in the LTE, the balance now, at the end of December, stands at $401.73.

- As approved by the Board at the September, 2025, meeting, $1,800 was transferred from the Board Discretionary Reserve in order to cover the expense of exhibit space at the OMC Great Gathering in November. A major focus of this exhibit was to showcase the LOM curriculum in order to have more sales to our ecumenical colleagues. The withdrawals in October, November and December were all ofr expenses related to the Executive Director Search process.
- All of the entries for February, March and April in the line for Total Inclusion! Capacity Building were for expenses incurred for the LOM Leaders Forum. The reason for the $1,468.52 addition in April corrected an error in the withdrawal for February. In addition, $1,022.76 was paid in July to reimburse for a late request from the LOM Leaders Forum. $1,895.29 in November were to reimburse for Total Inclusion emphases at the LTE.
- The restricted fund – Support of Territory Activities – had withdrawals in February and March. They were for expenses incurred for support of the West Midwest Territory Gathering at Luther Crest (MN) in January. Withdrawals in November and December were to support the East Midwest Gathering at Warburg Seminary in December and the upcoming East Territory event at Camp Sequanota in January, 2026.
- In the line for Gold Sponsor ELCA Youth Gathering, there is a withdrawal of $2,006.13 in February. This was according to action taken at the January meeting of the Board to reimburse LOSD for the unspent portion of the $5,000 gift they contributed for support of LOM presence at the ELCA Youth Gathering. This brought this line back to zero.
- As of the end of September, $2,445 has been contributed to the Don Johnson Scholarship Fund. This now appears in the Restricted Funds that remain in the checking account (Operating Account – Restricted Funds). In addition, there is $45.00 resulting from sale of the book, *Common Book of Camping,* the proceeds from which are restricted for use as scholarships.

In regard to the P&L report -

- We ended the year better than anticipated at the November Board meeting. The major shortfalls in the income side of operations were curriculum sales, contributions from individuals, contributions from other organizations (even with a $10,000 contribution from Thrivent, directed by one of their Board members), and the auction, though still very impressive, was less than the budget anticipated.
- Curriculum Sales were only 64% of sales in 2024, and almost $11,000 short of the budget anticipation. Our investment of $1,800 to have exhibit space at the OMC Great Gathering, plus an additional promotional expense for materials, was primarily to encourage curriculum sales to our own LOM organizations as well as to an ecumenical audience. This does not seem to have had the results for which we were hoping.

- Income of $20,000 in the Conference Sponsorships line represents payments from all 5 of the sponsors for the 20th Anniversary Celebration at LOM Day during the Great Gathering. Those sponsors are MIF, ELCA Foundation, Portico, Seminaries of the ELCA, and GSB. Total expenses of $18,247.11 for Lutheran Day during the Great Gathering appear in the Fall Conference line of the Educational Events section of the expense budget.
- The Great Gathering had a balance of Income from registrations and from the exhibit hall. After taking out a $50,000 start up for the next GG (so LOM and the other associations won't have to make loans to the planning team next time), there is an additional balance. The agreement with our partner associations was to return such a balance to each of the sponsoring associations in the same proportion as each was represented by participants at the GG. Using the full-time on site registrations as a base we had 419 from our various denominations (ECCC 26, LOM 137,UCC 26, UCCI 6, PCCCA 88, UMC 139). As a result, a check was sent to LOM from Outdoor Ministries Connection in the amount of $13,793.16. This is the amount that appears on the Fall Conference line of the Income budget.
- The Investments/Interest line includes the fortunate windfall of asset adjustments at the time the Thrivent Credit Union dissolved upon the formation of the Thrivent Bank. $1,454.01 was the adjustment to the checking account. $21,771.27 was the adjustment to the money market account and was transferred in December from the restricted funds. An additional $6,900 of accumulated interest was transferred as was included at the time that the 2025 budget was approved.
- A major source of satisfaction is the financial support in 2025 from the Organizational Members of LOM. The amount of income on this line exceeds the budget amount of $80,000, which we felt was a major stretch. This is in spite of the fact that a contribution check of $1,700 from Agape Kure Beach Ministries has not been received, even though it was mailed on December 3. They have assured us that a new check is on its way. There are an additional 10 camps that promised a total of $12,175 but, after last-minute reminders, have still not been received. I am providing a list of those camps to Nate in case a decision is made for additional follow-up.
- The expense of $1,098.00 for LOM participation in the ACA Faith-Based Camp Convening as part of the Character at Camp initiative is an expense that had not been anticipated when preparing the LOM 2025 budget.

In regard to the **Balance Sheet** –

- The Balance Sheet, identical to the Income/Expense Report, shows excess/(deficiency) of the income over expenses in the operational column of $19,245.38 - third line from the bottom of the report. This is identical to the bottom line of the P&L Report and represents the income minus expenses for the year 2025. This compares to $13,543.84 at the end of 2024. **I recommend that the surplus of $19,245.38 be transferred to the Thrivent Money Market Account restricted fund for Scholarships – General.**

- Current Assets, Prepaid Expenses - $29,365.60 – includes 2026 expenses that have already been paid in 2025:
    - $609.53 Randy Youngquist-Thurow – 2026 Fall Conference Planning Team
    - $10,020 Camp Tejas – Conference Deposit
    - $922.00 Church Mutual – Worker Comp Insurance
    - $2,079.00 Don Johnson – Reimburse payment of Whova conference app software
    - $3,302.25 Lutherhill (TX – Deposit for single rooms insufficiently available at Tejas
    - $7,775.00 Lutherhill (TX) – Deposit for LTE
    - $1,404.37 Lutherhill (TX) – Deposit for Board Meeting at conclusion of Conference
    - $1,027.16 Nathan Berkas – Reimburse for laptop purchase
    - $418.97 Nathan Berkas – Reimburse for airfare, January travel
    - $1,155.00 PCCCA – 2026 Membership Benefits program
    - $135.60 Nathan Berkas – Reimburse for Executive Director Office Expenses
    - $516.72 Outdoor Ministries Connection (OMC) – LOM share of a fund for legal expense incurred from preparing for OMC to be officially incorporated
- $3,200.00 appears in Current Liabilities, Prepaid Deposits. This is the amount of reservation deposits that individuals paid for the 2020 Executive Directors Gathering that was cancelled and still have not yet been transferred by those individuals to other uses.
- Earlier this year in Liabilities and Net Assets, Long term Liabilities, we carried payments that totaled $12,500.00 for a planning loan LOM made to OMC for preparations. This amount was paid back in October, so they are now in the balance of funds in the checking account.
- Cash in the Thrivent checking account (first line of the Balance Sheet) is roughly $2,000 more than this time last year.
- Cash in the Money Market Account is $66,680 less than this time last year. Withdrawals from the Money Market Account are discussed in the Restricted Funds portion of this report.

Respectfully submitted,

Don Johnson, Executive Director Emeritus