What’s Inside
Don’t have time to read the whole issue right now? Here’s a quick summary and the bottom lines:

Page 2: Total Inclusion Getting Started
- A program coordinator has been named and the steering committee was formed and met for the first time.
- The Bottom Line: More information, including a new web page, will be coming out soon. The first symposium is a year away.

Page 3-4-6: Register Now
- International Camp Counselor Program, Compass Points, Maintenance Connection, Sustainable Pathways, and Executive Director Gathering all have registration open now.
- The Bottom Line: There is some really good programming and continuing education coming up.

Page 6: Ensuring and Impacting
- Read stories about how two big LOM names feel connected to the ministry we do together.
- The Bottom Line: LOM matters!

Page 7: Reminders and Words
- Always some housekeeping to do in the newsletter and this one is no different. And, you wait with bated breath to read Don Johnson’s words, so maybe skip to page 7 first.
- The Bottom Line: Don thanks you.

Page 8: Year in Review
- We look back at 2019 and all the good things we did
- The Bottom Line: It was a great year, again.

Pages 9-10: Annual Report
- Our annual list of donors of record for 2019.
- The Bottom Line: We are a network of cool, generous people.

The Back Page
- We conclude with leadership thoughts by your newsletter editor.
- The Bottom Line: Nehemiah teaches us to get things in order, follow-through, and do what you are going to say.

CALENDAR
February 11-14, 2020: ACA National Conference
February 17-21, 2020: Maintenance Connection
March 1-7, 2020: Compass Points Classes
March 16-19, 2020: Program Share-a-thon and Curriculum Rewrite
March 17-19, 2020: Welcomed and Included
March 23-26, 2020: Executive Director’s Gathering
March 26-28, 2020: Shape for Women in Outdoor Ministry Retreat 1
April 27-30, 2020: Sustainable Pathways
May 14, 2020: Shape for Women in Outdoor Ministry ZOOM Meeting
September 20-23, 2020: Shape for Women in Outdoor Ministry Retreat 2

More information at www.lomnetwork.org where you can also check out our featured site! Agape + Kure Beach Ministries (NC), is our latest camp on the homepage.


Welcome to the LOM family, Nicole VanderDoes! Over the next few years, all of us in LOM will be working with you and rooting for your success as you facilitate so much of the Total Inclusion! work that will be so important to LOM and all the member organizations of LOM.

Nicole VanderDoes will be serving as the part-time program coordinator for Total Inclusion! Nicole has a BA in theater from Ohio University and a JD from The Ohio State University Moritz College of Law. A former Ohio trial lawyer, Nicole more recently worked for the American Bar Association’s Standing Committee on the American Judicial System where she planned events, providing communications training, and created educational resources. She is an active member of Luther Memorial Church of Chicago and has facilitated small groups at various churches since 2007.

Update on the Grant

The Steering Committee for the Total Inclusion! Grant has been appointed. Members are:

- Jeff Bluhm
- Anthony Briggs
- Penny Christensen
- LaShonda Curry
- Rev. Lisa Heffernan
- Jessica Hacker
- Don Johnson
- Ross Murray
- Kelly Pierce
- Rev. Darryl Thompson Powell
- Rev. Tim Taylor
- Nicole VanderDoes

Most meetings of the Steering Committee will take place virtually on ZOOM, but the first meeting was held on January 28 and 29, at ELCA Churchwide Office in Chicago. During the meeting, much attention was given to the parameters and process that will be in place for sub-grants for which LOM organizations will be encouraged to apply.

One of the criteria for sub-grant eligibility will be participation in one of the Capacity-Building Symposia to which the executive director and board president of LOM organizations will be invited. Originally, the plan was to have the first of these symposiums this April 27-May 1. After much deliberation, and planning of the program details for the symposiums, the committee decided that it will be best to schedule the first symposium in January 2021, and the second one in April 2021.

The Steering Committee for the Total Inclusion! Grant met at ELCA Churchwide offices in Chicago in late January.
2020 International Camp Counselor Program

Mark Burkhardt, Director, Centers for Congregational Mission, ELCA, is pleased to announce that they will again be bringing up to 40 Lutheran young adults to the United States this summer to serve as leaders in our summer camping programs. All ELCA affiliated camps are eligible to participate. The ELCA is continuing to improve the interview process overseas and are making a strong effort to ensure appropriate conversational skills in the English language. The feedback from the last few summers is positive.

In keeping with the goal of moving the program beyond Europe we anticipate hosting 10-15 counselors from Europe and 25-30 counselors from Asia, Africa and Latin America. Consider hosting an international counselor from an overseas church with whom your local ELCA synod has a companion synod relationship. Sometimes, there is financial assistance available through the synod to help fund an international visitor. If you need additional information about the ELCA Companion Synod Program, please give Mark a call at 773-380-2556.

Mark stresses that international counselors should not be looked at as direct substitutes for your regular U.S. counselors. Instead, they should be seen as valuable resources who can bring a global perspective to your camping program. They have also discovered that international counselors work very well in day camp settings. The manual for host camps offers helpful suggestions for making the experience a positive one for all concerned.

If you are interested in hosting an international counselor, please complete the form below and return it to Zara Tunstill by fax or e-mail.

If you are interested in hosting an international counselor, please complete the form and return it to intcampcounselors@elca.org. Requests from camps will be considered in the order they are received, with priority being given to companion synod relationships.


Time to Register for the LOM Executive Directors Gathering

Theme: “A New Decade - Leadership Issues for Outdoor Ministries”

Program Overview:
"Camper numbers are down."
“We are struggling with our budget.”
“Our board cares deeply but does not have imagination for a future that is different from our past.”

The pace of change around us can compromise our organization’s most cherished programs and practices, even our very identity. Things we thought we once knew, ways of being and doing ministry come up short. These losses are deeply challenging for our organizations and for us as leaders. They trigger loss and grief. They compromise the health and capacity of our ministries for mission. They leave us floundering in an in between space – knowing that where we have been is no longer working and yet not quite knowing where we need to go.

These are some of the challenges that will be focusing the support and encouragement we give to each other when we gather for this year’s LOM Executive Directors Gathering.

Dates and Place: March 23-26, 2020, at Coastal Retreat Center, Isle of Palms, SC. Plan to arrive at Charleston International Airport (CHS) by 4:00pm on Monday, March 23. Registration will begin at the Coastal Retreat Center (CRC) at 3:00pm and the first event on the schedule will be dinner beginning at 6:00pm. Shuttle service from CHS to CRC will begin at 12:00pm.

If airline schedules make it necessary for you to arrive on Sunday, March 22, CRC is graciously making it possible for lodging Sunday night at no additional charge. There will be no meal service at CRC until Monday dinner, but there are restaurants and convenience stores within walking distance of CRC. Shuttle service will be provided by CRC; plan for your flight to arrive at CHS by 8:00pm.

The Gathering will conclude after breakfast on Thursday, March 26. Shuttle service will be provided to CHS by CRC on that morning. Your flight departure time should be no earlier than 10:30am on Thursday, March 26.

Presenters: Guiding us in the process will be Rev. Louise Johnson. Louise is now the Director for Leadership Development with LEAD. She just completed a call as President of Wartburg Theological Seminary where she navigated some similar challenges in the world of theological education. She will share with us some of the key ideas and practices from scripture, faith, and leadership that helped Wartburg go from being a struggling organization to having the largest enrollment and fund-raising years in the history of the school. Her time with us will give us plenty of opportunity to share our own stories, learn about some best practices for navigating some of the hairiest leadership challenges we face, and go home with new colleagues and practices for sustaining and navigating the journey.

And if that’s not enough, we’ll once again have Jeff Barrow participating with us. But this time he’s also going to be at the podium a bit. Jeff Barrow was, in his own words, "one of those kids for whom camp was a life-changing experience... that camp challenged me to step outside my comfort zone... led not only to a life of ministry but also blessed my life beyond imagination". Since those childhood days impacted so profoundly by camp experience, Jeff has served the church as a camp director, parish pastor, bishop, interim executive director at two LOM camps, and currently interim program director at an LOM camp. His length and breadth of leadership in the church has led us to invite him to share with us, "what I know now that I wish I knew when I was a camp director."
And if that’s not enough, on Tuesday evening of the Gathering we are going to have a
time to deal with one of the practical realities of this new decade. A local South
Carolinian, George Booth, will make a presentation on “what’s important to keep in mind
when planning active shooter policies and procedures. George is a 33-year veteran of law
enforcement and retired with the rank of Major from the South Carolina Law Enforcement
Division. During his tenure, he formulated an Officer Survival Training Course accredited
through the Academy and attended by hundreds of state and federal officers in North
and South Carolina.

There will be all of this, plus some time to enjoy the beautiful beaches of Isle of Palms, join in some good
worship and meaningful devotional times, have some input into the new strategic plan for LOM, and get
answers to all the questions about the Total Inclusion! initiative.

Because of our time together, the ideas that will be generated, and the sharing from the experience and
expertise of each other, we are confident that, for each participant, there will be:
• New ideas for dealing with challenges that are confronting outdoor ministries, especially in regard
to issues of leadership.
• Deepened relationships with other executive directors throughout the Lutheran outdoor ministry
network.
• Rest and renewal because of time away from normal routines and because of relaxing time spent
with colleagues whose work experience is similar to our own.
• Renewed enthusiasm and inspiration for the work that lies ahead.
• Two or three concrete, practical ideas for handling the myriad of tasks of our day to day
responsibilities.
• Fun!

Cost: $650 (single occupancy) or $500 (double occupancy) will include overnight accommodations, meals,
program, and ground transportation to and from the Charleston International Airport (CHS).

Scholarships: Scholarships are available for this event. Applications can be obtained from Don Johnson,
director@lomnetwork.org or Randy Youngquist-Thurow eventscoordinator@lomnetwork.org ; please do
not register until after your financial assistance application has been processed.

Registration: Registration is now live from the LOM website: https://www.lomnetwork.org/executive-
directors-gathering-registration/. In addition, feel free to contact Don Johnson director@lomnetwork.org
with questions.

Members of the Steering Committee for this event: Janis Sloka, Camp of the Cross (ND); Sarah
Erickson and Adam Erickson, Mount Cross (CA); Joel Abenth, Voyageurs (MN); and Dallas Shealy, South
Carolina Lutheran Retreat Centers.

PRAYER REQUESTS

• Sarah Lefler, executive director of Mar-Lu-Ridge (MD), and Kyle Lefler, program directors of Flathead
  (MT), whose mother and grandmother, respectively, died in early December.
• Kris Hinkeldey, LOM bookkeeper, whose mother died in November.
• Bob Kuehner, who was recently diagnosed with prostate cancer.
• Rick Frederick, who started in his new position as executive director of Agape (PA) in early January.
• Collin Grooms, who began serving Bear Creek (PA) as executive director in early January.
• Art Weiss, executive director of Camp Kuiakos (Alberta, Canada), whose mother died recently.
Ensuring the Future of LOM

Pastor Meggan Manlove was serving on the Board at Luther Heights in Idaho when she was elected to one of the LOM Board positions reserved for the members of the Boards of LOM organizations. She recently completed the limit of two consecutive terms, but she has continued to provide leadership for LOM by now serving as the chairperson of the LOM Education Committee and as you can read here, leading the way to encourage others to provide financial support of all that we do in LOM. She has volunteered to tell part of her story here.

During my last few years on the Lutheran Outdoor Ministries Board of Directors, Executive Director Don Johnson regularly invited the board members to introduce him to people who might be interested and able to help support LOM financially. At my last board meeting, after the annual conference in Texas, I told Don I had three couples in mind. In the spring of 2019, Don scheduled a trip to the Mountain West, including a few nights in Boise. I chose three couples who had given major gifts to the Luther Heights Bible Camp dining hall capital campaign. I knew that if these three couples gave to LOM, they would give above and beyond their congregational and Luther Heights gifts. Still, to avoid any frustration from my congregational pastor colleagues, I intentionally chose people from different congregations. Don and I both communicated ahead of time with Luther Heights’ then new Executive Director Kelly Preboski. Kelly helpfully sent us some reminders of how LOM had been helpful to Luther Heights during executive director transition. I let all three couples know they would be asked for a donation. In June, Don flew to Boise and we met one couple for dinner. The next day we met the second couple for lunch and the third couple for dinner. Then Don drove up to camp to see Kelly and the summer staff, in the midst of training. The trip to Idaho resulted in one one-time gift of $1,500, a gift of $1,000 in 2019 with a $1000 commitment for each of the next two years, and a gift of stock that resulted in a contribution of over $500. Lest anyone thinks that these Luther Heights camp fans gave to LOM because of my last name, nothing could be further from the truth. They gave because of their relationships with me; their relationship with former Luther Heights executive director Eric Olsen, who upheld the work of LOM; and how LOM helped during the executive director transition, particularly Don’s presence at the January 2018 board/search committee retreat.

And, from Kelly Preboski, executive director of Luther Heights (ID), I share this letter she wrote to me prior to my trip to Boise in June. This really is another story of the Impact of LOM.

Hello Don and Meggan!

I was thinking this morning of your trip out to Boise, Don, to meet with potential donors for LOM. I am sure you have a great strategy for asking for donations, etc. but if it helps you make a personal connection… I would say I would not be at Luther Heights Bible Camp without LOM. I attended the LOM national gathering for the first time in 2017 because of the 1st time scholarship opportunity. My continuing education budget at Pine Lake would not have allowed for me attend that event, and then working for a multi-site location it was only budgeted for maybe 1 person to attend every 2-3 years. The opportunity for me to attend a national conference would have been years away without a scholarship opportunity. My connection to Pastor Meggan that conference led me to feel comfortable considering a call to Idaho. And in the past two years since that conference, not only have I switched roles, but I have also been supported by many great executives and leaders across the country who have helped me learn a great deal and continue to help me connect to the passion behind outdoor ministry. I can truly say, LOM changed my life and equips me to continue to create meaningful experiences for many people who come to Luther Heights.
For your ordering of equipment, supplies, and services...

As an organization member of LOM, you are entitled to some great deals.

- Don’t forget to check out the Business Members of LOM: [https://www.lomnetwork.org/business-members/](https://www.lomnetwork.org/business-members/)
- Many of our LOM Business Members are part of an even larger network of organizations that provide substantial discounts to the Sustaining Organizations of LOM. You can find the list of these vendors at: [https://www.lomnetwork.org/wp-content/uploads/2020/01/Member-Benefit-Providers-2020-1.pdf](https://www.lomnetwork.org/wp-content/uploads/2020/01/Member-Benefit-Providers-2020-1.pdf)
- Please keep in mind that CORD, one of our LOM Business Members, donates back to LOM a percentage of their sales to organization members of LOM.

New LOM Ministry Partner

**The Shape of Leadership**

*The Shape of Leadership* exists to accompany leaders in the church who want to make a significant impact on the future of the church through their own bold leadership. In this ecumenical program, participants gather for one year to develop their leadership—through experimenting with innovative practices; deepening self-awareness; developing a support system; and learning to navigate power, change, conflict, and the daily challenges of leadership. Participants integrate their personal theological and Biblical commitments with leadership concepts and practices from a variety of disciplines, especially the adaptive leadership framework. Core to the program is deepening self-awareness and leading from that place. The program is highly experiential and collaborative and offers the opportunity to develop long-lasting relationships among other exceptional leaders in the church.

Words from Don

This issue of the *LOM News*, the first of 2020, gives us the opportunity to report on the many contributions that LOM received in 2019. As I reviewed these reports, so carefully maintained and compiled by our LOM administrator, Jon Skogen, I’m reminded again of the generosity of all those who engage in this network. In fact, this association we refer to as LOM, would not exist if it weren’t for your generosity. So on behalf of the 90 outdoor ministry organizations affiliated with the ELCA, the staff who are called to this unique and special ministry, the members of the Board of Directors, the campers and retreaters and conference participants, and all for whom it’s important that faith continues to be formed and generation after generation know the grace and love of God through Jesus, I say thank you for what you have so generously contributed once again during this past year. What you contribute makes it a reality that we go into the next year with a renewed enthusiasm for what we can all do together through LOM for strong and vibrant outdoor ministry across this whole land. THANK YOU!!!! --*Don Johnson, Executive Director*
2019 Year in Review


Historic Gathering: About 550 outdoor ministry professionals, board members, and others gathered together for the first-ever ecumenical conference for mainline denominational camp and retreat associations. The Outdoor Ministries Connection Great Gathering was held from November 10-14, at Lake Junaluska, in North Carolina. Under the theme of RelationSHIFT, they built relationships, discovered each other’s gifts, and equipped vital ministries to meet the emerging needs of God’s people. The theme, looked at expanding an understanding of relationship as God’s people.

100th Anniversary: Great Gathering participants celebrated the 100th Anniversary of Lutheran Outdoor Ministry at a special day held on Tuesday of the conference at Lutheridge. It featured a banquet highlighting 10 decades of history as well as the annual LOM Auction. During the celebratory banquet, Margie Fiedler (Flathead, MT) served as Emcee and Retired Director Ralph Yernberg gave history bits. Chandler Carriker and Rev. Tim Canniff-Kuhn provided music for a sing-a-long of camp songs through the ages.

Recognitions: As part of the LOM recognition program, the third Manlove-Howells Leadership Award was presented at LOM Day at the 2019 Great Gathering. It was given to Jerry Olstad, former director of outdoor ministries for the American Lutheran Church and the fist director of outdoor ministries at the time of formation of the ELCA. The second diversity grant was presented to Luther Height’s New American outreach program. The 2019 Innovative Program Award to Camp of the Cross Ministries (ND) for their program, “Building Bridges with the Three Affiliated Tribes.” The LOM Auction raised $41,460.

New Collaboration: At its meeting on September 12, the LOM Board of Directors approved, with enthusiasm, an agreement with the ELCA Youth Ministry Network (YMN) for a new level of collaboration for our two organizations. In this new arrangement, YMN created a third "Outdoor Ministry" level of partnership for camps and retreat centers that are affiliated with the ELCA (all of the organizational members of LOM). In addition, the YMN and LOM will now provide opportunities for the two organizations to interact in meaningful ways at the Extravaganza and the LOM Annual Conference.

Grant Received: The ELCA Mission Advancement Unit, in collaboration with LOM, received a million-dollar grant for an initiative known as Total Inclusion! Total Inclusion! Widening the Welcome at ELCA Outdoor Ministries is a collaborative effort of the ELCA churchwide organization LOM. Total Inclusion! will be an opportunity to inspire, educate and resource LOM organizations as they move toward a wider and more intentional inclusion of people who have been historically marginalized in the church – especially people of color, people with disabilities and people who identify as LGBTQIA+.

Strategic Planning Task Force: At its meeting on July 18, the LOM Board of Directors, appointed a Strategic Planning Task Force. The prior Strategic Plan for LOM was in place since November 2016, and many of the initiatives identified in that plan have been accomplished or are now embedded into the life and culture of LOM.

LOM Execs Gather: The LOM Executive Directors Gathering was held March 18-21 at Briarwood Retreat Center, TX. Savanna Sullivan, Program Director, Young Adult Ministries – ELCA, and Kaleb Sutherland, Program Director, Scholarship Administration & Student Engagement of the Global Ministry Unit of ELCA, were the keynote presenters. One of the highlights of the event was a Tuesday evening session with eight young adults who helped us to understand what can contribute to good working relationships among our ministry teams.

LTE: An energetic group of 14 students gathered with eight faculty for the LTE in Lake Junaluska. This year’s track was focused on administration and included such topics as budget and finance, board function, risk management, food service, social media policy, financial development, and more. In addition to the faculty, we had four guest lecturers join us and they all did an amazing job!

New Conference Coordinator: Jenny Frantz began her work as the new LOM Conference Coordinator. She took over some of the duties of Randy Younquist-Thurow who continues as our Events Coordinator, with oversight of the conference and LTE. Randy works more closely with the LTE Committee and Jenny works more closely with the conference planning team.
Welcome to LOM’s Annual Giving Report. This report will give you a list of donors of record for 2019. We are grateful for your support! Giving that grows out of our relationship to God is part of living as faithful servants and stewards. Evidence that LOM is part of people’s stewardship is here in this report. We thank you for your continued support, through financial giving and your prayers.

**Organizational Giving**
56 organizations totaling $83,255.13

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<tr>
<th>Onward &amp; Upward ($5000+)</th>
<th>Lutheran Outdoor Ministries (NE)</th>
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<tr>
<td>Badlands Ministries (ND)</td>
<td>Flathead Lutheran Bible Camp (MT)</td>
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<td>Camp of the Cross Ministries (ND)</td>
<td>Nebraska Lutheran Outdoor Ministries (NE)</td>
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<td>Camp of the Cross Ministries (ND)</td>
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<td>EWLALU Camp &amp; Retreat Center (IA)</td>
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<td>Luther Crest Bible Camp (MN)</td>
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<td>Crossways Camping Ministries (WI)</td>
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<td>Lake Wapogasset Bible Camp (WI)</td>
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<td>Lutherdale Bible Camp (WI)</td>
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<td>Lutherrhill Ministries (TX)</td>
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<td>NovusWay Ministries (NC)</td>
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<td>Rainbow Trail Lutheran Camp (CO)</td>
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<td>Agape Ministries (PA)</td>
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<td>Cross Roads Outdoor Ministries (NJ)</td>
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<td>Mar-Lu-Ridge (MD)</td>
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<td>Shetek Lutheran Ministries (MN)</td>
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<td>South Carolina Lutheran Retreat Centers (SC)</td>
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<th>Individual Giving</th>
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<td>Includes gifts, auction donations, and in-kind reimbursements of $69,603.66</td>
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<td>Anthony Briggs</td>
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<td>Mark &amp; Louise Burkhardt</td>
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<td>Douglas &amp; Amy Dockter</td>
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<td>Paul Hanson</td>
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<td>Dave &amp; Ellen Herder</td>
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<td>Ben Jarvis</td>
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<td>Dave &amp; Nell Jarvis</td>
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<td>Keith &amp; Laurie Johnson</td>
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<td>David Larsen</td>
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<td>Jake Sorenson</td>
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<td>Jack &amp; Sharon Wineman</td>
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<td>Casey Fuerst</td>
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<tr>
<td>Eric Goldberg</td>
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<tr>
<td>Wayne Harrison</td>
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<td>Chad &amp; Sarah Hershberger</td>
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<td>Dave &amp; Nicole Holtz</td>
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<td>Todd &amp; Lisa Kraft</td>
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<td>Jerry &amp; Linde Manlove</td>
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<td>Lakyn Muilenburg</td>
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<td>Arden &amp; Kathy Norum</td>
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<tr>
<td>Steven Roenfeld</td>
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<td>Richard &amp; Barbara Sayther</td>
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<td>Kathryn Schaefer</td>
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<td>Timothy Schroeder</td>
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<tr>
<td>Brent Seaks</td>
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<td>Jacob Spilker</td>
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<tr>
<td>Kristin &amp; Hans Wiersma</td>
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<thead>
<tr>
<th>Capacity Builders Group ($300-$499)</th>
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<tbody>
<tr>
<td>Jeff Bluhm</td>
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<tr>
<td>Marilyn Brakke</td>
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<tr>
<td>Korey Breutzmann</td>
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<td>Margie Fiedler</td>
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<td>Nick Johnson</td>
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<td>Bob Kuehner</td>
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<td>Sarah Lefler</td>
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<td>Paul Little</td>
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<tr>
<td>Hannah Loeffler-Kemp</td>
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<td>Jim Schmidt</td>
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<td>Darryl Thompson Powell</td>
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<td>Ruth Warmanen</td>
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<td>Jesse Weiss</td>
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<th>Forward Progress Group ($100-$299)</th>
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<tbody>
<tr>
<td>Kjell Bakken</td>
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<tr>
<td>Phil Bramley</td>
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<tr>
<td>Paul &amp; Cornelia Briggs</td>
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<tr>
<td>Frank Brocker</td>
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<tr>
<td>Tim &amp; Mary Canniff-Kuhn</td>
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</tbody>
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Individual Giving List Continued
Deanna Christensen
Penny Christensen
Michel Clark
Gary Cockrell
Mike Dismer
Amy Ecklund
Eric & Peggy Elkin
Judy Engh
Adam & Sara Erickson
Jason Gerdes
Robert Ginglespie
Robert Gingrich
Dale Goodman
Bobby Griffin
Donald Hallberg
Boyd Harris
Christa & Kyle Hassler
Phil Heide
Jen Hellie
Amber Hill Anderson
Branden Hunt
Michael Hutsell
Karen Hutt
Paul Kehne
Daniel Kirschbaum
Jesse Klosterboer
Eric Knueve
Jacob Kvale
Kyle Larson
Steve Lee
Kyle Lefer
Joel Legred
Paul Leslie
Lee Lindeman
Meggan Manlove
David Mareske
Susanna Mayo
Lucille Mills
Paul Mittermaier
Keith Newman
Eric Olsen
Jerry Olstad
Dennis Orsen
Will Osman
Dianna Parks
Nathan & Angie Pile
Jessica Pina
Kelly Preboski
Warren Salveson
Roy Satre
Lindsey Scheid
Bob Sieverson
Dallas Shealy
Jon Skogen
Janis Slokra III
Tom & Becky VonFisher
Jim Wiinanen
Carlee Wood
Deb Yandula
Connie Youse
Mike Youse

LOM Advocates Group
($25-$99)
Joel & Amie Abenth
Amanda Adam
James & Celie Addy
David & Jen Box
Marianne Brock
Sharon Cook
Brad & Hannah Damon
Mark Donald
James Doyle
Jerry & Carolyn Fritsch
Ruth Hanson
Paul Hill
Jon & Ruth Hoyme
Dick Iverson
Paula Kent
Patricia Kobeissi
Julie Kroll
Nancy McCowen
Noah McCoy
Debra & Jeffrey Roberts
Gregory Shepherd
Jeffrey Thompson
Hanna Weimer
Marianne Wilkinson
Mike Zolnosky

Other Contributions and Grants
ELCA
ELCA Endowment for Outdoor Ministry
Region 5 LOM
Mar-Lu-Ridge
East-Central Synod - ELCA (Wisconsin)
Lutherlyn

Auction Item Donations
Joel & Amie Abenth
Jeff Bluhm
Anthony Briggs
Paul Briggs
Margie Fiedler
Casey Fuerst (Tic Tac Toe Marketing)
Jake Hanson
Paul Hanson
Dave & Ellen Herder
Lee Lindeman
Evan & Heather Mollan
Matthew O'Rear
Jim Schade
Susan Troutman
ACA
Cross Trails Ministry (TX)
Flathead Lutheran Bible Camp (MT)
Gronlund Sayther Brunkow
Holden Village (WA)
Luther Crest Bible Camp (MN)
Lutheran Outdoors in SD (SD)
Lutherdale Ministries (WI)
Metigoshe Ministries (ND)
Nebraska Lutheran Outdoor Ministries (NE)

Purchased Auction Items
Joel & Amie Abenth
Amanda Adam
Matt Baumhardt
Carol Bliemothner
Rod Boiaack
David & Jen Box
Maggie Brakke
Phil Bramley
Korey Breutzmans
Anthony Briggs
Paul & Cornelia Briggs
Mark & Louise Burkhardt
Jesse Christensen
Sharon Cook
Mark Coulter
Brad & Hannah Damon
Mark Donald
Amy Ecklund
Adam & Sarah Erickson
Margie Fiedler
Casey Fuerst
Rob Ginglespie
Don Hallberg
Jake Hanson
Ross Hardie
Bo Harris
Christa & Kyle Hassler
Jen Hellie
Amber Hill Anderson
Dave & Nicole Holtz
Mike Hutsell
Dana Isaacson
Dave & Nell Jarvis
Don & Janet Johnson
Nick Johnson
Daniel Kirschbaum
Jesse Klosterboer
Eric Knueve
Robyn Koehler
Bob Kuehner
Jacob Kvale
Kyle Larson
Sarah Lefler
Lee Lindeman
Hannah Loeffler-Kemp
Susanna Mayo
Chris Miller
Evan & Heather Mollan
Lakyn Muilenburg
Keith & Laurie Newman
Will Osman
Dianna Parks
Nathan & Angie Pile
Order Out of Chaos

Arriving at the designated time at Schwab Auditorium on the campus of Penn State University, I walked into a large hallway full of classmates wearing caps and gowns. It was graduation day and after four years of study, I was going to walk across the stage and be given my diploma. With hundreds of graduates, we all crowded in the hallway and were given limited instructions. We had to write our name on a few index cards and we were told, “Just follow the person in front of you.”

It was the best example of organized chaos that I ever witnessed. I left the auditorium with my diploma in hand but it felt a little disjointed as we didn’t have much guidance as to what we were to do expect, well, “follow the person in front of you.”

I was reminded of that day when I read and studied the third chapter of Nehemiah. In that chapter, we are introduced to the various gates in the city wall. As I learned what each gate was used for and what it symbolized, I was reminded that order is important. And that translates to our roles as leaders.

People thrive on organization. Little kids need it. As adults, order helps us feel less anxious. In the public speaking class that I teach, we talk about how being organized with your speech and thoughts will help you overcome some stage fright. I’m a pretty organized person. But lately, as I’ve been doing some decluttering at home and work, I find myself really feeling good when I feel things are put back together in an orderly way. Even if they weren’t too messy to begin with, knowing where things are makes you feel good!

As leaders, keeping a sense of order and stability will help you lead. Two other things that I think go hand-in-hand with that are that you need to follow-through with items you are to do. I like to keep lists and notes to remind me to follow-up with tasks that I said I would do. Being organized and orderly can help you do that as a leader, as well.

And, it strikes me, too, that leaders need to be people of their words. If you say you are going to do something, well you better do it! Your followers will respond better if they know you can count on you.

So, get things in order, follow-through, and do what you are going to say. Nehemiah did that when he was rebuilding the way. It’s a good lesson for us all to learn.

–Chad Hershberger

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