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: Help Promote the Curriculum

• The LOM Curriculum Committee would like to ask for your help in spreading the news to the congregations in your area.

• The Bottom Line: We want everyone we can think of to use “From Generation to Generation.”

Page 3-4-5-6: News Shorts

• Journeys, Auction, Awards, and Total Inclusion! All have updates this month.

• The Bottom Line: LOM has some awesome things going on this spring and you should take advantage of them.

Page 7: Reminders and Words

• Are you going to the LTE this year? We know you want to. Also, Don Johnson has words, so we suggest again skipping to page 7 first.

• The Bottom Line: Don’s in a dreaming mood.

Page 8: A New Partner

• We look at Emmanuel Academies, a new LOM ministry partner.

• The Bottom Line: A 5-year pastoral degree.

The Back Page

• We conclude with more leadership thoughts by your newsletter editor.

• The Bottom Line: Getting people involved, doing your homework, and building a community are important tasks that leaders need to attend to.

CALENDAR

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 ZOOM Meeting

April 27-30, 2020: Sustainable Pathways

May 14, 2020: Shape for Women in Outdoor Ministry Retreat 1

September 20-23, 2020: Shape for Women in Outdoor Ministry Retreat 2

Sept. 27-Oct. 3, 2020: Compass Points

November 5-9, 2020: Leadership Training Event

November 9-13, 2020: LOM Conference

January 24-27, 2021: Shape for Women in Outdoor Ministry Retreat 3

More information at www.lomnetwork.org where you can also check out our featured site! Metigoshe Ministries (ND), is our latest camp on the homepage.
COVER STORY

Help Promote the 2020 LOM Curriculum "From Generation to Generation"

The LOM Curriculum Committee would like to ask for your help in spreading the news to the congregations in your area about the 2020 LOM Curriculum. Please take a moment out of your day and share the following information with congregations who support your ministry. LOM has a VBS bundle that we believe could be very useful to many congregations, but we need your help to get the word out! All you have to copy the following and share it!

***Here is wording for you to send to congregations***

As a supporter of our camp, you know about our ministry, but you may not know that we are a part of a larger organization called Lutheran Outdoor Ministries, or LOM. LOM is an organization that exists to empower and equip outdoor ministry organizations, and one of the ways that they do that is by producing an outdoor curriculum each year.

Now, the same easy to use and theologically strong curriculum is available for congregations to use for Vacation Bible School. LOM’s 2020 theme From Generation to Generation will allow campers and their leaders will explore the stories of familiar Bible characters and their responses to God’s call and promised faithfulness in the midst of life’s unpredictability and challenges. The promises of God, first made to Abraham and Sarah, include a place to live, a purpose to live out, and a posterity to carry on God’s promises to all future generations. Freed from fear, we step out, trusting that missteps will not destroy us, that God’s guidance will take us where God has called us to go, creating relationships based on care and compassion. From Generation to Generation focuses on how the enduring love instilled in the promise to Abraham and Sarah continue through Old Testament characters, to Jesus, to the early church, and on to YOU! God’s love endures forever – From Generation to Generation!

Daily themes include:

• Abraham and Sarah (Day 1 focus) were called to step out in faith with a destination unknown, but a promise to assure them of God’s grace and blessing.
• Joseph (Day 2 focus) stepped beyond anger to embrace God’s gifts and use them to bless more people than expected. His story emphasizes that what others might mean for harm, God can use to bring promised blessing.
• David’s story (Day 3 focus) reminds us that God has a propensity for choosing the least expected person to do the most difficult job. God does not call the qualified, but instead qualifies the called. Each one of us can be God’s agent of blessing.
• In that same manner, the story of Mary the mother of Jesus (Day 4 focus) shows us that God goes beyond cultural conventions and our understanding to keep the promises made to Abraham and Sarah and their offspring. Mary’s courageous trust is an example of a life narrative to follow.
• The stories of Paul, Timothy, and Lydia (Day 5 focus) extend the promises beyond the descendants of Abraham and Sarah to all the world, including us. We are invited to experience God’s promised blessing, love, and grace and also to share it with those in our world today.

LOM’s VBS package includes all you need to run your own Vacation Bible School program: five full days of Bible Study designed for lower and upper elementary students, crafts, games and graphics. Priced at only $150, your congregation gets the tools that you need to help the children in your community engage with the Bible and their faith. This theme, as well as others, are available on the Lutheran Outdoor Ministries website at www.lomnetwork.org
Submit Journeys

Have you set your adventure camps and servant trips for 2020 or 2021? If so, please submit them for Journeys for Youth. We’d like to list these camps by May 1. For more information and to submit, go to journeys.lomnetwork.org. Remember you can also submit Senior travel programs!

Start Thinking about Auction

It’s never too early to start dreaming about the LOM Auction! If you haven't been involved in the last few years, please thoughtfully consider how you might participate this year. There are two easy ways both you and your organization can be involved. 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. Be creative and let’s add some new adventures for people to share. 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. Again, be creative! We would love to offer a wide variety of items for the silent auction.

Please contact Daniel Kirschbaum at auction@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. See you in November!

Check out Discount Programs

Lutheran Outdoor Ministries (LOM) has partnered with three other denominations to provide special members-only pricing on products used by our camps and retreat centers. You can receive the specifics of these special deals on our website at https://www.lomnetwork.org/partners/vendor-discounts/. Instructions are also there on obtaining the discount codes.

Consider a Monthly Gift

Have you ever thought about being a regular contributor to LOM? You can easily set up recurring monthly donations. Just go to https://www.lomnetwork.org/donate/ and hit the donate now button. You’ll be directed to our Vanco Giving Page, where you can set up recurring donations to LOM.

Worth Repeating

Compass Points Registration

Online registration is now live for the 2020 Compass Points certificate courses. Two classes will be offered at Ferncliff Camp and Conference Center (Little Rock, AR) in March and two will be hosted by Pilgrim Center (Ripon, WI) in September/October. You can learn more about these classes (and register) by going to www.compasspointsprogram.org.

Coaching Event

The Sustainable Pathways event will be held at Jumonville Christian Camp & Retreat Center (Hopwood, PA). The event on April 27-30, will focus on coaching. As experienced camp and retreat leaders, we are constantly called on to help people move past who they are today so they can become who they want to be tomorrow. Coach training is an excellent complement to the skills you have already developed as a outdoor ministry professional. You can learn more about this event (and register) here: http://www.pccccca.net/images/pdfs/MC2020.pdf
Apply for Grant and Awards

Every year LOM announces its annual grant and awards at the Annual Conference. The LOM Recognitions Committee wants you to know that it’s not too early to submit applications and nominations:

The LOM Diversity Grant: LOM will award a $2,000 grant for an LOM member organization to initiate a new project or a new element of an existing program that promotes diversity within the ministry and community. Applications will be reviewed by the Recognitions Committee. A selection will be made, and the grant will be awarded at the LOM Conference in November. The grantee from the previous year will give a presentation about their project at a workshop or similar opportunity during the conference. Applications can be submitted anytime from now until the deadline of October 1. More information and online application available at: https://www.lomnetwork.org/diversity-grant/

The LOM Innovative Program Award: LOM will present this award to an LOM member organization that has highlighted an innovative program in their organization. The $1,000 award will be for a program that could include but is not limited to: a new program, serving your population in a new way, reaching out to new populations in your area, or something that benefits the environment or teaches environmental issues, etc. The application can be submitted anytime from now until the application deadline of October 1. The award will be presented at annual LOM Conference. The recipient from the previous year will give a presentation about their project at a workshop or similar opportunity during the conference. More information and online application available at: https://www.lomnetwork.org/awards/innovative-program-award/

The Manlove-Howells Leadership Award: The Manlove-Howells Leadership Award is presented each year to an individual who has demonstrated outstanding leadership in Christ’s Church through the field of outdoor ministry. It recognizes those who have provided visionary insight, inspired collaborative efforts among colleagues, and offered valuable guidance to current and future outdoor ministry leaders. Nominations can be submitted anytime from now until the application deadline of October 1. The award will be presented at the annual LOM Conference. More at: https://www.lomnetwork.org/awards/manlove-howells-leadership-award/

Total Inclusion Dates for Your Calendar

At the first meeting of the Total Inclusion! Steering Committee, revisions were made to the 3-year program calendar. Here’s some of the important dates you want to keep in mind.

- January 25-29, 2021, at Lutheridge (NC) OR April 19-23, 2021, at an LOM camp in the Midwest (your choice of one or the other) – Total Inclusion! Symposium. Each of these events will be almost identical in program content. The executive director/CEO and Board president/chairperson or designee member of the Board of each LOM member organization will be invited. Participation of both persons will be a prerequisite for an application from LOM member organizations for grants from the Total Immersion! Funds. All expenses of the Symposium, including reimbursement for travel expenses, will be covered by the Total Immersion! Grant.
- June 1, 2021 – Beginning of the time for LOM member organizations to submit applications for grants from the Total Immersion! funds.
- August 31, 2021 – Application deadline for submitting applications for grants from the Total Immersion! funds.
- September-October, 2021 – Selection process for grants from the Total Immersion! funds will take place. This process will be administered by a group to be authorized by the Total Inclusion! Steering Committee.
- November, 2021 - Grants from the Total Immersion! funds will be awarded.
- November, 2021-November, 2022 - Implementation of programs underwritten by grants from the Total Immersion! funds will take place.
- December 15, 2022 – Due date for initial reports to ELCA Mission Advancement from programs underwritten by grants from the Total Immersion! funds.

Questions about this timeline or other aspects of the Total Inclusion! grant can be referred to Nicole VanderDoes, program coordinator for Total Inclusion!, Nicole.VanderDoes@elca.org.
Still 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/](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**

- For Rev. Branden Hunt, member of the LOM Board of Directors, upon the death of his father, on February 9. May God give comfort to Branden and all those who mourn.
- For Carolyn and Jerry Fritsch, as they begin serving as the interim executive directors of Red Willow (ND).
LOM invites you to participate in the Leadership Training Event (LTE) happening November 5-9, 2020 at Luther Park Bible Camp in Chetek, WI. This training is designed for anyone serving in camping ministry - whether you are new to your position or have been doing this for quite a few years. The conversation, fellowship, and learning gives all participants a deeper understanding of their job and their ministry. You also leave the event with a great network of people who will walk with and support you in your work.

The 2020 LTE has a program focus and will be digging deep into program planning, curriculum writing, staffing, risk management and more. Visit www.LOMnetwork.org/LTE for more information on curriculum, faculty, and travel details.

Words from Don

In the February issue of the LOM News, the first one in 2020, we took a look back at the accomplishments of our work together through LOM for strong and vibrant outdoor ministries throughout the church in 2019. Now we are looking ahead to what promises to be one of the most exciting and gratifying chapters in our life together as LOM.

Our Strategic Planning Task Force has begun to gather thoughts and opinions from every nook and cranny throughout the LOM network and beyond as they begin the process of identifying the priorities for our association and developing the strategies that will be important for moving us in the directions that will be important for all of us. Part of this process has been to take stock of progress on the strategic plan that was adopted for LOM in 2016, and it’s amazing how important it was for us to have that plan guiding us in the collaborative work we do together.

What a great opportunity has been gifted to LOM as a result of the Total Inclusion! grant. This will be the first of an exciting three years of growth for LOM and the 90 member organizations of LOM. Lutheran Outdoor Ministries will be leading the way for the whole church in moving toward more intentional welcome of people who have too often marginalized – one of the most challenging for our church throughout our history. As I was quoted as saying in the recent news release about this grant, it will provide the financial resources to actually do something about these challenges, rather than simply dreaming about what we might do.

We will continue, though, to have many opportunities to dream and envision together about how to best unleash the potential of this unique adventure that we refer to as outdoor ministry. So, I hope you will be part of these opportunities – the Executive Directors Gathering, the Program Share-A-Thon and Curriculum Rewrite, the Leadership Training Event (LTE), and the LOM Annual Conference. I’m looking forward to seeing you around the network! --Don Johnson, Executive Director
Emmanuel Academies:
Preparing New Pastors through Innovative 5-Year Pastoral Leadership Degree Program

Before beginning Emmanuel Academies’ 5-Year Pastoral Leadership Degree Program, Frine Donadelli was told by a number of people that she would make a great Pastor. She was very involved in her church, Emmanuel Community Church in Naples, FL first as a volunteer teaching Sunday Bible School and working with youth, and then joining the staff as an administrative assistant. Frine emigrated to the US when she was 20. After taking English classes, she wanted to continue her academic studies and prayed for direction.

It was at about the same time that Emmanuel Academies launched its 5-Year Pastoral Leadership Degree Program to prepare “called” youth and young adults from diverse backgrounds to become Pastors. The program had been a long-time vision of Pastor Steve Wigdahl’s to increase the number and diversity of ordained church leaders equipped within their own communities. Through nationally recognized, accredited partner institutions, selected students earn a Bachelor’s Degree and a Master of Divinity over five years, as they prepare for ELCA ordination. In this unique program, learning is contextual, outcome-based, mentor-oriented, and affordable - with significant scholarships available.

When Frine learned about Emmanuel Academies’ program, she believed it was part of God’s plan! Last January, Frine started online university courses, and this past fall participated in her first seminary class on The Reformation, which helped her gain a deeper understanding of Lutheran Theology. She applies what she has learned in life and in her expanding role at Emmanuel Lutheran Church, as she prepares to be an ordained pastor.

For those young adults with a bachelor’s degrees, the accredited MDiv program is available at a monthly cost of $300!

To learn more about this innovative program, contact Laurie Sullivan, Recruiting Specialist, at Laurie@EmmanuelAcademies.org or 630.863.5329 or visit www.EmmanuelEd.Org.
LOM Conference 2020 TOTAL INCLUSION

November 9-13, 2020

Minneapolis, Minnesota

Great Wolf Lodge

The LOM 2020 conference is inspired by the ELCA Total Inclusion grant initiative and will focus on opportunities and resources as we work towards a wider and more intentional inclusion of people who have been historically marginalized in the church.

We are thrilled to welcome these three leaders to be our Keynote notes speakers and Worship leaders.

**Pastor Lenny Duncan**

ELCA Mission Developer, Jehu’s Table, Brooklyn, New York.

Author, “Dear Church: A Love Letter from a Black Preacher to the Whitest Denomination in the U.S.”

**Rev. Jodi Houge**

ELCA Mission Developer, Humble Walk, St Paul MN.

**Bishop Yehiel Curry**

Bishop of the Metropolitan Chicago Synod of the ELCA.

Former ELCA Mission Developer, Shekinah Chapel.

Former Executive Director SIMBA/SIMSA camps.

They will be joined by several others who will serve as Workshop leaders, panel participants and conference resources to inspire and lead us in this important initiative. Other conference highlights include a large group service project at *The Sheridan Story* and a celebration dinner with the *Sioux Chef* and closing worship at *Central Lutheran*, Minneapolis.

Registration coming soon!
In Conclusion

Parting Thoughts
from the LOM Webmaster/Communications Coordinator

Some More Lessons

I don’t know if you have this issue or not at your camp, but I often get frustrated in the summer when some of our alumni staff come to visit. They can be a distraction. Of course, I could prohibit it; but, I also want them to feel part of the camp community and enjoying “coming home.” Often, I have to remind myself that they want to come back because we do a pretty good job of building community.

We’ve been looking at some leadership lessons from the book of Nehemiah. Before we move ahead, let’s continue to look at some learnings from the second chapter. In the book, “Nelson’s New Illustrated Bible Commentary,” the author lists three principles we should consider and one of those is that leaders build community. We’ll get to that in a bit. But first...

Leaders Leverage Their Power

As leaders, we must get our followers to do stuff. We must influence people to participate in our ministry. Nehemiah did this when he used his position to include the king, getting a leave of absence, getting letters of recommendation, and getting building materials. How do we use our position and our contacts to get things done for our camps?

Leaders Conduct Research

We have to know where we are going. As we map out how we will get there, we need to do research. We just can’t say, “Siri, build me a new dining hall.” Siri might be able to look up some potential plans, though. Research is important. Nehemiah did this by looking at his task at hand and surveying what needed to be done. Then, he formulated some strategies and began to work his plan.

Leaders Build Community

Instead of having an “us” versus “them” attitude between leaders and their followers, it’s important to build community so that both feel like they are on a team. Nehemiah gathered people and gave a speech to mobilize the people around the building project. He also used words like “we” and “us” when talking about the task at hand. Clearly, he saw this as a group effort and tried to bridge any divides in class structure that might be perceived.

Getting people involved, doing your homework, and building a community are important tasks that leaders need to attend to. Nehemiah did this as he prepared to rebuild the wall around Jerusalem. How you do these things as you lead your camp in your latest “big projects?”

–Chad Hershberger

LOM News is a publication of Lutheran Outdoor Ministries. Permission is granted for organizations to reproduce this newsletter and share with boards and other supporters. Send newsletter information to webmaster@lomnetwork.org

Make a gift to LOM at http://www.lomnetwork.org/donate.html. To explore the possibility of including LOM in your planned giving strategies, please contact Executive Director Don Johnson at director@lomnetwork.org or 603-848-9904.