

2022

# INTERIM EXECUTIVE DIRECTOR TRAINING EVENT

Sponsored by: **The Outdoor Ministries Connection**



**When:** September 26, 2022, beginning at 4:00 PM CDT, and concluding on September 30, 2022, 10:30 AM CDT.

**Where:** Camp Allen (Episcopal Diocese of Texas), Navasota, TX.

**Cost:** \$575/person includes single-occupancy room, meals, and program. This event is being subsidized with the commitment of funds from the association partners of the Outdoor Ministries Connection. Participants are encouraged to inquire with their denominational association if a financial assistance grant is necessary in order to participate.

**Accommodations:** Overnight accommodations will be provided in single accommodation hotel-style rooms with private bath. Meetings will be held and meals will be served in the Camp Allen Conference Center. These accommodations are comfortable, well appointed, and designed for adults.

**Enrollment deadline:** Enrollment will be on a first come- first served basis, and enrollment applications will be accepted through **August 1, 2022**.

**Confirmation of reservation:** We will confirm receipt of your reservation application by email with a participant information to be completed and returned by August 10. All reservations will be confirmed shortly after the reservation deadline of August 1. The minimum number of participants for this event has been established as 12.

**Travel: We advise you to make airline reservations only after your event reservation has been confirmed.** The airport to and from which transportation will be provided (at an additional charge of \$75) is George Bush Intercontinental Airport (IAH), about a one-hour-and-15 minute drive from Camp Allen.

**Sponsors:** The event is being sponsored by the Outdoor Ministries Connection (OMC) – the outdoor ministry associations of:

- Episcopal Camps and Conference Centers (ECCC)
- Lutheran Outdoor Ministries (LOM)
- Outdoor Ministry Association–United Church of Christ (OMA-UCC)
- Presbyterian Church Camp and Conference Association (PCCCA)
- United Methodist Camp and Retreat Ministries (UMCRM)
- United Church Camps of the United Church of Canada

We are grateful for the collaboration of LuTMA–the Lutheran Transitional Ministry Association--which provided two of our trainers.

**The need:** The time of executive transition, which can be challenging, can also lead to positive change and renewal in an organization. More and more outdoor ministries are engaging the services of trained interims, whether as site directors or judicatory staff members. Because systems “open” during executive transitions, intentional interims can help a system take a fresh look at itself: evaluating strengths and weaknesses, clarifying mission, and identifying needs for the next several years. Through this time of ministry assessment and learning, a strong platform can be built for the success of the permanent successor.

This event will be an opportunity:

- for an individual to be trained in the skill sets needed to serve as an interim executive director of an outdoor ministry organization.
- for the outdoor ministry associations of OMC to create a roster of persons to contact when the services of an interim executive are needed.

**The content:** This event will provide an overview of the interim ministry process and explore leadership-related skills and strategies within the unique context of outdoor ministry organizations. Included in the course content will be core philosophies of interim ministry, including:

- ***process tasks of the interim executive director***, which also highlight the importance of assessing oneself and self-differentiating
- ***focus points of an organization***, which include exploring culture, partnerships, leadership, future, and mission
- ***various types of tools*** through which decision-makers review leadership patterns/styles, examine current realities, and work toward a more vibrant future
- ***a learning journey*** within the organization that embraces systems thinking and adaptive leadership
- ***strategies for managing difficult realities***, like conflict or misconduct
- ***emphasis in governance*** on clarifying responsibility, accountability, and authority within a particular context
- ***spiritual pilgrimage***, where we seek to be conscious of God's desires (and not just our own wants)

The intentionally small group size will provide opportunities for interactive learning. There will also be some required reading beforehand (1 small book, 1-2 articles), which will form a basis for discussion during the event. The schedule will be full, with only minimum blocks of free time. Participation in the complete experience of the event is expected.

**The faculty** includes the following:

**Three trainers** *The first two are faculty from the Lutheran Transitional Ministry Association*

- **Rev. Dr. Don Carlson:** Don has a wide range of experiences: program director in camping ministries, parish pastor (settled and interim), Assistant to the Bishop (leadership), and leader of multiple study pilgrimages to Turkey and Greece (titled *In Search of Paul*).
- **Rev. Dr. Beth Marie Halvorsen:** Whether as a settled or interim pastor, Beth Marie likes the challenge and opportunities of transitions. Her D.Min. work—*Centered Flexibility*—helps people and organizations manage themselves in healthy ways, even when the setting is difficult.
- **Melinda Trotti:** Melinda has great experience as a director of UMC and UCC camps and retreat centers throughout the country (settled and interim). She is also a certified spiritual director, retreat leader, and teacher (Personnel Management for Not-for-Profits: Drew Seminary, conflict management, camper supervision). Melinda also has a deep passion for issues of justice.
- **Allyson Ashmore** will be Chaplain for the event. She is the Chairperson of the Coordinating Council for the Compass Points Outdoor Ministry Continuing Education Program. She also serves as the Camp Director at Camp Hopewell in Oxford, MS (PCCCA camp).
- **Bill Bourdon**, executive director of Outdoor Ministries Association-United Church of Christ (OMA-UCC), will be the host for the event on behalf of the Outdoor Ministries Connection (OMC).

**To enroll:** Registration is online now:

<https://www.episcopalccc.org/interim-director-training>

Your enrollment will be confirmed with an email including more detailed information about the event and Camp Allen, as well as some required work before training begins.

**Questions or concerns about the event?** Contact Don Johnson, Executive Director, Lutheran Outdoor Ministries at [director@lomnetwork.org](mailto:director@lomnetwork.org) or 603-848-9904.