

## **Structure and Operations Concentration**

Lutheran Theology  
Philosophy - Organizational - why have it, why is it important  
Risk Management for the organization  
Inclusivity - management focus  
Policy and Procedure Writing  
Human Resources  
Marketing & Communications  
Nonprofit Board Structure and Function  
Food Service Management  
Site & Facility Maintenance  
Networking/Partnerships/Collaborations  
Business Partnerships  
Financial development

## **Service and Program Concentration**

Lutheran Theology  
Inclusivity  
Philosophy - Personal  
Hospitality  
Program Planning  
Risk Management for program  
Creation Stewardship  
Bible Study Development and Teaching  
Program Staffing  
Staff Training (Containing Conflict Management)  
Marketing & Communications - camper recruitment, branding  
Worship & Music

## **Identity and Vision Concentration**

Theology  
Mission and Vision (Philosophy) - Organizational - how to get to steps  
Long-range Planning/Master Site Plans (5 years and beyond)  
Strategic Planning (3-5 years or less) - How mission/vision/core values inform the writing of a strategic plan  
Creation Stewardship  
Self-Care, Work/Life Balance, longevity in camp  
Leadership  
Governance documents -  
Inclusivity - Who am I serving? Who will I be serving? How is this physically lived out?  
Conflict Management/Style  
Financial Development  
Budget and Finance