



Encouraging, Educating, Equipping, and Empowering
Camp & Retreat Center Leaders

Total Inclusion! **LOM Eastern Midwest Territory Symposium** **April 4-7, 2022** **Lutherdale, Elkhorn, Wisconsin**

Total Inclusion! Widening the Welcome of ELCA Outdoor Ministries is a collaborative effort of the Evangelical Lutheran Church in America (ELCA) and Lutheran Outdoor Ministries (LOM), the association of the camps and retreat centers affiliated with the ELCA. consisting of 119 sites and 89 organizations in 31 U.S. states and Puerto Rico. *Total Inclusion!* is 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 persons of color, persons living with disabilities and persons who identify as LGBTQIA+.



Total Inclusion! Symposiums

There will be four Symposium events – one in each of the four LOM territories. Each of them will have almost identical program features. In a context of sharing and dialog, the outcomes which we hope each participant will experience are:

- To become more aware of barriers to the full welcome and inclusion of persons who are often marginalized.
- To begin an assessment of their own camp's barriers that need to be eliminated.
- To prepare for resistance that is often encountered while working for full inclusion.
- To develop strategies for reconciling conflicts that may emerge when total inclusion strategies are implemented.
- To identify strategies for an action plan to make continued progress. There will be time for participants to work on plans so that they can return to their setting prepared to implement the first steps in their action plans.
- To offer recommendations for helpful resources that LOM can provide for camps as Total Inclusion! moves forward.
- To expand awareness of additional Total Inclusion! strategies by hearing what other camps are doing and planning.

Your Resource Persons for this Symposium

Workshops

There will be three times dedicated to Workshops. Each participant will have the opportunity to participate in all three. To maximize the benefit of this Total Inclusion! Symposium, you are encouraged to bring to the workshops your questions/concerns/dilemmas.

Rhonda Hill will be the facilitator for **Total Inclusion! for Persons of Color**. Rhonda Hill has spent over a decade focusing on issues of racism and poverty. She has served as counselor, consultant, coach and group facilitator. She is an analytical, creative, systems thinker with compassion. Her commitment to raising awareness about racism is seen through her previous work with the Milwaukee Social Development Commission, the YWCA, the Greater Milwaukee Synod of the Evangelical Lutheran Church in America, the Interfaith Conference of Greater Milwaukee and as founder of Race and Faith. Rhonda has master's degrees in Marriage and Family therapy and in Theological Studies.

Jamie Bruesehoff will be the facilitator for **Total Inclusion! for Persons who Identify as LGBTQIA+**. Jamie Bruesehoff (she/her) is a writer, speaker, and advocate. She is an openly queer woman married to a Lutheran pastor and mom to three children, including a fifteen year old transgender daughter, Rebekah. Jamie advocates for LGBTQ+ youth and adults creating opportunities for learning and conversation in schools, churches, workplaces, and beyond. Her family and their work have been featured by media outlets and organizations around the world, including Disney, NPR, Good Morning America, USA Today, Forbes, Marvel, and Parents magazine. Jamie holds a B.A. in Religion from Gettysburg College and an M.A. in Religion from the Lutheran Theological Seminary at Gettysburg along with two decades of experience in youth and outdoor ministry. She has partnered with congregations and synods across the ELCA, the ELCA Youth Ministry Network, the ELCA Youth Gathering, and Lutheran Outdoor Ministries. Whether it's in front of ten people or more than thirty thousand, Jamie shares her experience in a way that touches hearts, changes minds, and inspires positive change.

Brian Krause will be the facilitator for **Total Inclusion! for Persons who Live with Disabilities**. Brian Krause is a chaplain at Sanford Health in Bismarck, ND. Brian has been ordained since 2009 and has served congregations in Nebraska and Ohio. Brian served for two years as a hospice chaplain and recently completed his CPE residency at CaroMont Health in Gastonia, NC. He has actively participated with ELCA Disability Ministries for many years and has encouraged the church to do more for people living with mental health issues. Brian has served as a camp counselor at Mount Cross Lutheran Ministries and Green Lake Lutheran Ministries. Brian also led camps for people with disabilities at Joy Ranch in South Dakota.

Guidance for Total Inclusion! Leadership

Aubrey Thonvold will be leading this plenary session that will be focused on **conflicts that often emerge** when total inclusion strategies are implemented. Aubrey Thonvold (she/her) is a lifelong Lutheran who is committed to work centered in justice and equity for LGBTQIA+ people and their families within religious and faith communities. With a master's degree in Transforming Spirituality from The School of Theology and Ministry at Seattle University, she strives to bring people in and invite all to the table. She leads this work at ReconcilingWorks with a sense of call to this holy ministry. Aubrey has worked on

marriage campaigns in Washington, Hawaii, and Oregon, organizing outreach, education, and advocacy and encouraging faith communities to support the freedom to marry for LGBTQIA+ couples. Aubrey and her spouse Heather both have a call to ministry, a love of adventures, and enjoy time with family and friends.

Chaplain

Rev. Matt James, pastor, Lutheran Church of the Redeemer, Racine, WI. Prior to that, Matt has served as Director of Admissions at the Lutheran School of Theology at Chicago, and Associate Pastor of Trinity Lutheran Church in Worcester, Massachusetts. Throughout his ministry Matt continues to find great joy in walking with God's people as they live out their baptismal call to love God in service of our neighbor. Originally from Colorado, Matt served a year in Lutheran Volunteer Corps in Washington, DC, and is a graduate of The Lutheran Theological Seminary at Philadelphia where he met his husband, Deacon John Weit, who currently serves as Executive for Worship for the Evangelical Lutheran Church in America. Matt, a longtime camp aficionado and advocate, will be leading us in worship and devotional times.

Your Hosts

For the ELCA - **Josiah Benedict** serves as the program coordinator of Total Inclusion!

For LOM – **Don Johnson** serves as executive director of LOM.

Schedule

Monday, April 4

3:00 p.m. Registration begins

4:30 p.m. Welcome Session and Getting Acquainted – here's when we will begin to share questions and hopes you are bringing to the Symposium.

6:00 p.m. Dinner

7:00 p.m. Initial spiritual grounding for the Symposium and opening worship

8:30 p.m. Fellowship time

Tuesday, April 5

8:00 am. Breakfast

9:00 a.m. Devotions

9:30 a.m. Opening Event – a preview of what's coming up with the workshop leaders

10:45 a.m. Break

11:00 a.m. Workshop Session 1

12:30 p.m. Lunch

2:00 p.m. Workshop Session 2

3:30 p.m. Break

3:45 p.m. Emmaus Walk - Camp Pairs: Possible goals and dilemmas for our camp.

6:00 p.m. Dinner

7:30 p.m. Two Breakout Groups - Sharing from the afternoon camp pairs session

8:30 p.m. Devotions

9:00 p.m. Fellowship time

Wednesday, April 6

8:00 am. Breakfast

9:00 a.m. Devotions

9:30 a.m. Speaker – Rev. Brenda Maynor: Anticipating conflict; plans to consider having in place for Inclusion and Diversity initiatives - Interactive approach with opportunities for small group reflection, reaction, and discussion

10:45 a.m. - Break

11:00 a.m. Workshop Session 3

12:30 p.m. Lunch

2:00 p.m. Facilitated large group sharing/interaction about what camps and retreat centers need from LOM and Total Inclusion! – what resources do outdoor ministry organizations need to continue the work. Where are the gaps?

3:15 p.m. Camp pairs to reflect and plan with your organization and continue work on your action plans

6:00 p.m. Dinner

7:30 p.m. Reprise session – large group sharing of take-aways and plans going forward

8:30 p.m. Closing Devotions followed by Fellowship time

Thursday, April 7

8:00 a.m. Breakfast and prayers for the journey