

# **Concentration - Structure and Operations - 2023**

## **Theology**

We will review key Christian theological concepts. The session will include how our theology is the foundation for all of our programs and practices in Lutheran Outdoor Ministries.

## **Philosophy - Organizational**

What is your organization's philosophy of outdoor ministry? Explore WHY having a philosophy of outdoor ministry is important. Why do you do what you do, and what is your role in implementing your organization's philosophy?

## **Risk Management**

Risk management is a necessity for your organization. Learn the components of risk management and find out how to manage risks. Understand the importance of developing and implementing a risk management plan and understand the importance of establishing and following standards such as ACA and/or State requirements.

## **Inclusivity**

This session will challenge you to take an honest look at your organizational structure, systems, and programs, and evaluate your culture of inclusivity. Where are you unintentionally exclusive? What more could you be doing to ensure that "all are invited and welcome"?

## **Policy and Procedure Writing**

Why do we have policies and procedures? How do your policies and procedures reflect the mission of your organization? What are the best practices when it comes to writing, updating, editing and enforcing policies and procedures?

## **Human Resources**

How do you manage and care for your organization's number one resource – the staff? Discover ways of creating a positive work environment where staff are cared for and can flourish through effective leadership.

## **Marketing & Communications**

Do people know and recognize your brand and what you do? This session will help discover effective ways to tell the story of your organization.

## **Nonprofit Board Structure and Function**

Learn how to work effectively with your board by looking at roles and responsibilities of boards.

## **Food Service Management**

Food service is a key aspect of every outdoor ministry. This session will include hospitality, customer service, kitchen management, and the staff's role in creating an inclusive, safe, and positive dining experience.

## **Site & Facility Maintenance**

Site and facilities are vital, yet so often overlooked. The condition of facilities is the first thing noticed by guests - how then do we ensure a positive experience? We'll explore the components of a master maintenance plan with the how-tos, the why-fors, and the who-wills.

## **Networking/Partnerships/Collaborations**

Assess your organization, the surrounding resources, partnerships or collaborations, to help build a strong structure and make you a valuable resource.

## **Financial Development**

Explore the difference between annual funding, capital campaigns, and planned giving. We will look at the distinction between the roles of staff, board and consultants related to financial development.