

## VISION AND IDENTITY

This concentration offers participants an opportunity to delve into their organization's background, including its history, mission, vision, and values. Attendees will acquire practical tools for identifying and articulating the impact of their ministry. Ample time will be dedicated to reflect on personal call, navigating cultural context, and aligning outdoor ministry philosophies with respective roles. (2021, 2024, 2027)

### **Theology – Faith Formation**

This course on theology will focus on how our faith background and traditions shape us and our outdoor ministry organization. We'll look at a brief history of the Christian church and theological foundations of the Protestant Church. We'll also explore Ecumenism and provide participants an abundance of resources on Christian Theology.

### **Outdoor Ministry Philosophy - Your Philosophy/Mission /Vision**

Dive into understanding the big picture. We will define some key concepts: philosophy, mission, vision, core values. You will be challenged to develop, refine and clearly articulate your personal philosophy and how it shapes ministry choices. What factors shape that philosophy in your OM setting. This course will be taught in three sessions focusing on an introduction to philosophy, creating your personal philosophy, and reflection in small groups.

### **Inclusivity**

This session will help you take a hard look at your organization's inherent bias in traditions, facilities, and program. We'll consider what populations we are currently serving in outdoor ministry and look for opportunities to serve those who are missing. Challenge your assumptions about what is possible at your sites and with your program as we live into our call to welcome all of God's people.

### **Creation Stewardship**

Caring for creation is one of God's commands for us. This course will define environmental stewardship and how each site can live that call to stewardship. We will discuss the theological and practical rationale for making this a high priority for your site. Create strategies to bring creation stewardship to the forefront of your ministry.

### **Financial Development**

The financial health of your organization depends on gifts and donations. A lot of intentional work goes into building and nurturing relationships with those who love your camp and those who you haven't met yet. This work includes a wide variety of strategies from how you invite them into your mission to acknowledging their generosity. Having a good understanding of the key pieces involved in financial development will enable your organization to invite more people into the amazing story you have to tell.

### **Strategic Direction/Initiatives**

Without an intentional direction and strategy, your organization may not align with your mission/vision and long-range goals. You may find yourself going in circles and wonder why no one is coming to your site anymore. This session will help you create actionable steps to keep your camp moving forward, helping you to think and work on how your ministry stays relevant to what your community and our changing world needs.

### **Self-Care/Boundaries/Culture**

Our sites are promoted as a place for self-care for our guests, but they are where we work. Discuss establishing good boundaries in all aspects of your life to help you stay mentally, spiritually, and physically healthy. Everyone has individual needs that are essential to maintaining identity and vision to stay creative and love what you do for the long term.

### **Leadership**

In this course we will define what effective leadership looks like and how it can be different for everyone. This session will help you assess your own leadership style and look at what makes an effective leader in an Outdoor Ministry setting. You'll also take home some good ideas and resources for how to develop your own leadership style.

### **Board & Governance Documents**

Governance documents say a lot about who you are as an organization and how you function. This is important to understand in order to maintain a healthy organization. Without these pieces in place, each new board or executive director can reshape how things operate. This session will help you to understand the distinct roles of the board of directors, executive committee, and staff. You will also gain insight into reading your governance documents which form the basis of your organization's structure.

### **Conflict Management/Style**

As much as we might want to avoid conflict, it is going to happen. Everyone brings their own style of conflict to a situation, which can make working in community a challenge. Finding effective ways to address and manage conflict within your organization and among your staff is going to lead to healthier relationships and work environment.

### **Budget and Finance**

We should all have a budget, but do we all have a budget that reflects our identity, mission and vision? We'll talk about how to develop and manage a budget that reflects your organization's ministry and strengthens telling your ministry story. This session also teaches the important role that good financial management plays in the overall health of an organization along with how it supports strategic directions and initiatives.