



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

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### **Community Expectations**

As a practicing Christian community, we actively promote learning, sharing, accountability, and restoration. Lutheran Outdoor Ministry, LOM, is dedicated to fostering a welcoming and inclusive environment, striving to create spaces that embrace persons of all ages, abilities, family structures, gender identities or expressions, sexual orientations, races and ethnic backgrounds, and socioeconomic statuses. We amplify voices that fight to be heard and work towards unity and fellowship. Recognizing the diversity of thought and cultural awareness within our community, we understand that as individuals we may all need to grow and learn over time.

While each of us may not possess all the necessary tools or cultural awareness to engage in the most inclusive language or behaviors, it is the responsibility of leaders facilitating each Leadership Training Event, LTE, to cultivate an open and inclusive atmosphere. Participants in LTE activities are expected to cooperate in creating such an environment. However, if language or behavior is used that does not contribute to this goal, steps will be taken to address and restore the situation.

As we grow and learn we will support and foster all people, we know that listening and responding to the reporter of an incident is critical to reconciliation. We recognize that this deeper sense of community means learning, forgiveness, and humility. Becoming a more trusting community means living through accountability and reconciliation. The LTE leadership team is responsible for facilitating the reconciliation process that restores the gathered participants to a whole community where all feel welcomed and encouraged to participate without barriers.