



Lutheran Outdoor Ministries
Indiana-Kentucky Inc.

Lutheran Outdoor Ministries Indiana-Kentucky • 5215 N 450 W • Angola IN 46703 • 260.667-7750

LOMIK Executive Director Search

Lutheran Outdoor Ministries Indiana-Kentucky (LOMIK) provides Christ-centered programs for building faith and lifelong relationships in a safe, caring, and fun environment. This mission is accomplished through offering youth-focused summer camp programs, retreat programming and facilities, and family camping opportunities.

LOMIK is seeking a dynamic **Executive Director** to maintain the positive direction of growth, guide future strategies for social media outreach, and provide strong leadership to fulfill LOMIK mission and vision goals. This multi-faceted position holds responsibility for management and programming for three separate campsites in Indiana.

Additionally, the position holds accountability in areas including but not limited to Finance, Fundraising and Development, Communications, Human Resources, Planning and Program Development.

An individual with vibrant personal faith, who can confidently minister within the context of Lutheran theology, as well as conduct LOMIK business in a legal, moral, and ethical manner will find great personal reward and success in this role!

AREAS OF RESPONSIBILITY

Financial

- Be responsible for the financial operations of the ministry and ensure that sound management practices are followed.
- Work with the finance committee to develop and manage the annual budget.
- Provide accurate and up-to-date financial reports for each regularly scheduled Board meeting.

Fundraising and Development

- Oversee grant writing and reporting, maintaining positive relationships with representatives of grant foundations that support LOMIK ministry work.
- Plan, oversee and implement successful capital campaigns.
- Develop, cultivate, and foster lasting relationships with donors as well as oversee the planning and implementation of fundraising efforts.

Communications and Outreach

- Actively promote LOMIK programs and facilities through effective marketing, public relations, preaching, and communication with Board members, congregations, pastors, user groups and campers.
- Manage an effective LOMIK website and social media presence.

- Serve as the spokesman for LOMIK and represent the camps at Synod events, Ministeriums, and conferences of outdoor ministry professional organizations.
- Establish rapport with pastors, congregations, user groups, campers, volunteers and supporters, seeking to nurture such relationships through effective communication.
- Prepare and distribute newsletters, summer camp program brochures and event flyers.

Human Resources

- Recruit, train, supervise and compensate all staff, subject to LOMIK policies, and in compliance with all applicable federal, state and local employment laws.
- Create an atmosphere which promotes integrity, Christian values and good staff morale.
- Provide each staff member with a written, annual performance evaluation.
- Supervise all staff and volunteers in the day-to-day camp operation in accordance with standard human resource guidelines.

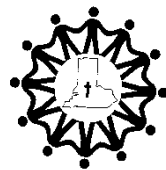
Education / Experience

- Bachelor's Degree. Theological Studies, Ministry or other related field is strongly preferred.
- Clergy education/experience is highly desirable.
- 5-10 years of applied managerial experience with demonstrated success in leadership of a denomination or ministry organization is required.
- Ability to travel on behalf of the organization is required in order to recruit staff, attend meetings, and promote the ministry.
- Must be able to work well with a range of people and practice discernment, honesty, and a high level of integrity in all actions.

The position pays a base salary commensurate with experience and offers a full benefits package including housing, medical, dental, pension, and paid time off.

Applications will be accepted January 1, 2018, through March 15, 2018. Submit resume with cover letter for consideration to search@lomik.org

LOMIK is an equal opportunity employer.



Lutheran Outdoor Ministries Indiana-Kentucky

Executive Director Job Description

LOMIK shall be directed by an individual with a vibrant personal faith, confidently able to minister within the context of Lutheran theology and outdoor ministries, and conduct LOMIK business in a legal, moral, and ethical manner.

Fiscal Management

Work with Finance Committee to:

- Be responsible for the financial operations of the ministry and ensure that sound management practices are followed.
- Provide accurate and up-to-date financial reports for each regularly scheduled Board meeting.
- Create and manage the annual budget.

• **Fundraising & Development**

Work with the Finance Committee to:

- Oversee grant writing and reporting, maintaining positive relationships with representatives of grant foundations that support LOMIK ministry work.
- Plan, oversee and implement successful capital campaigns.
- Be responsible for development, cultivation, and fostering lasting relationships with donors.
- Understand and be able to communicate the different ways in which supporters can give to camp, via estate planning, general donations, in-kind gifts, volunteerism, and other avenues.
- Oversee the planning and implementation of fundraising efforts.

• **Promotion & Outreach**

Work with the Communication Task Force to:

- Actively promote LOMIK programs and facilities through effective marketing, public relations, preaching, and communication with Board members, congregations, pastors, user groups and campers.
- Serve as the spokesman for LOMIK and represent the camps at Synod events, Ministeriums, and conferences of outdoor ministry professional organizations.
- Establish rapport with pastors, congregations, user groups, campers, volunteers and supporters, seeking to nurture such relationships through effective communication.
- Manage an effective LOMIK website.
- Prepare written materials that is distributed on a regular basis, including newsletters, brochures and event flyers.
- Partner with other organizations and groups to further the mission of LOMIK.

• **Human Resources**

Work with the LOMIK Board of Directors to:

- Recruit, train, supervise and compensate all staff, subject to LOMIK policies, and in compliance with all applicable federal, state and local employment laws.
- Create an atmosphere which promotes integrity, Christian values and good staff morale.
- Provide each staff member with a written, annual performance evaluation.
- Supervise all staff and volunteers in the day-to-day camp operation in accordance with standard human resource guidelines.

• **Facilities**

Work with the Property Committee to:

- Plan for and address short and long-term property needs of LOMIK to ensure that all facilities are maintained and assets are protected.
- Develop and prioritize work day projects and oversee their completion.
- Make site evaluations to assess facility needs.

- Manage and evaluate LOMIK property insurance coverage.
- Manage and provide oversight for new construction projects.

• **Planning & Administration**

Work with the LOMIK Board of Directors to:

- Work to fulfill LOMIK mission and vision goals.
- Develop, manage and continually update short-term (current year) and long-range strategic plans.
- Ensure that LOMIK risk exposures are adequately insured at all times by a reputable insurance company.
- Attend all meetings of the LOMIK Board of Directors and present a written report at each regularly scheduled meeting.
- Direct regular staff meetings and other staff meetings needed to foster personnel growth and skills.
- Engage the LOMIK Board in planning and lead implementation

• **Program**

Work with the LOMIK Board of Directors to:

- Oversee year-round ministry programming.
- Research and make program changes/additions based on trends, needs, and interests that align with LOMIK mission and ministry.
- Set measurable goals to evaluate effectiveness of each program.

• **Other Duties:** The Executive Director will perform whatever other tasks, duties and responsibilities needed to further LOMIK mission and ministry.

• **Evaluation:** The Executive Director's performance and job description will be reviewed as requested by the LOMIK Board of Directors.

• **Supervision:** The Executive Director will have a supervisory role of the year-round and seasonal staff.

• **Qualifications:**

- Has the ability to communicate clearly, both written and oral.
- Is relational and works well with people.
- Practices discernment, honesty and integrity.
- Able to travel to recruit staff, promote the ministry, attend meetings and cultivate donors.

• **Education & Experience:** Minimum of Bachelor degree, Clergy preferred, 5-10 years of applied managerial experience with demonstrated success.

• **Theology:** The Executive Director will be a committed Christian who accepts and lives by the Lutheran Confessions of Faith and has the ability to share that Christian faith with others in a variety of settings and methods.

• **NOTE:** This is not necessarily the entire list of responsibilities, skills, duties, or requirements associated with the position of Executive Director. While this description is intended as an accurate reflection of the current position, LOMIK reserved the right to revise the functions and duties of the job or to require that additional or different tasks be undertaken when such revisions are dictated by a change in circumstances.



Lutheran Outdoor Ministries
Indiana-Kentucky Inc.

A Brief History & Description

Lutheran Outdoor Ministries Indiana-Kentucky Inc. (LOMIK) was formed in 2010 as the umbrella organization that owns and operates the Lutheran Hills, Lutherwald & Lake Luther camp sites and programs. The camps were originally owned and operated by separate Lutheran church bodies—Lutheran Hills and Lutherwald by the LCA and Lake Luther by the ALC. The merger of these church bodies into the ELCA in 1987 brought the three camps and 240 congregations together as the Indiana-Kentucky Synod ELCA. Due to liability issues and the concern over the protection of assets, estimated to be between 16-18 million dollars, the I-K Synod ELCA decided the camps would best be run by an independent not-for-profit (501 c 3) corporation. LOMIK, overseen by a 12-member Board of Directors, now holds the deed to the properties and conducts the ministry and business of Lutherwald, Lake Luther and Lutheran Hills. Each camp runs an 8-week summer camp program from mid-June to early August. The LOMIK summer camp is conducted by 42 college-aged seasonal program staff. LOMIK also provides a traveling day camp program, known as “Luther Road,” at partner congregations 8-10 times each summer. LOMIK employs 6 full-time staff (Executive Director, WOW Director, Bookkeeper, Maintenance Manager, Lutherwald Site Director, and Lutheran Hills Site Director). The LOMIK budget for 2018 is \$805,000. The LOMIK Endowment, as of November 2017, stands at \$675,000.

Lutherwald. The camp property, 60 acres along a half-mile of the south shore of South Twin Lake near Howe IN, was purchased in 1949. The property was the former Howe Military School camp in the 1920s. The camp was purchased by congregations of the former United Lutheran Church and the first summer camp for youth and families was conducted in 1950. The property purchase was spearheaded by Rev Fred W Hanes and the first building constructed on the property--the main lodge facility--was named in his honor when it was dedicated in 1955. In the early 2000's, Hanes Lodge received a \$650,000 renovation and today houses the camp infirmary, camp store, laundry, staff lounge/office area, is air conditioned and provides outside as well as inside meeting and dining facilities. The youth camp has 8 log-style cabins, community bathhouse and a staff housing facility. Lutherwald is also the site of the Kempfski Retreat & Conference Center, a lakeside multi-level facility that comfortably hosts groups of up to 50. Lutherwald operates year-round.

Lake Luther. Located 7 miles northwest of Angola IN, Lake Luther has 53 acres along the north and east shoreline of Bell Lake, a 35-acre lake that was rated by the Indiana Dept. of Natural Resources as the cleanest lake in the state in 2001. Founded by 15 congregations of the former American Lutheran Church in 1967, Lake Luther has provided youth summer camp programs continually since 1968. The camp property is divided into 2 areas--a youth camp and a family campground. The youth camp area with recreation playfields, low ropes course, swimming beach, a central main lodge (bathroom/showers, kitchen, inside and outside dining areas, large program room, infirmary, camp store and laundry), 6 youth cabins and a staff cabin that provides both housing, office and staff lounge rooms. The family campground area provides 40 electric campsites, 7 primitive campsites, 2 guest cabins, boat launch, fish cleaning facility and central bath/shower house. The central main lodge, the “Hagen Center,” received a \$250,000 renovation in 2003 and was named and dedicated in honor of long-time caretaker Richard Hagen. Lake Luther is the site of the LOMIK office and the family residence of the Executive Director. Lake Luther is open from Easter to Thanksgiving.

Lutheran Hills. Located 18 miles northeast of Bloomington, Lutheran Hills is 735-acres of heavily wooded hills in northwestern Brown County. The camp has a 17-acre lake, 7 miles of hiking trails, a swimming pool, 8 youth cabins, a main lodge facility, a 15-person retreat center, four small retreat cottages (known as Bear Creek Village), a camp store, summer office and a 100-seat outdoor stadium recreation area and gathering place. The property was purchased in 1966 by the Indiana-Kentucky Synod LCA and has provided youth camp programming since 1967. The camp also has a family campground with electric and water service to 10 campsites, a central bath and shower facility, a boat launch and picnic shelter. Lutheran Hills operates year-round.



Lutheran Outdoor Ministries
Indiana-Kentucky Inc.

LOMIK Executive Director Announces Retirement

After 25 years with the Lutheran Outdoor Ministries Indiana-Kentucky camp program, Pastor Mark Radloff has announced that 2018 will be his final year as LOMIK Executive Director.

Pastor Mark is a graduate of Capital University (BA), Luther Theological Seminary (MDiv), and The University of Georgia (MEd). He was ordained in 1980 and served congregations and camps in Michigan and North Carolina before joining the Indiana-Kentucky Synod staff in 1992, serving as Assistant to the Bishop for Outdoor Ministries under Bishops Ralph Kempinski and James Stuck.

When the I-K Synod Assembly voted to have its three camps--Lutheran Hills, Lake Luther and Lutherwald--go independent in 2009, Pastor Mark was named the first Executive Director of Lutheran Outdoor Ministries Indiana-Kentucky (LOMIK).

LOMIK's greatest accomplishment during Pastor Mark's 25-year tenure has been ministry growth and financial stability. Eliminating debt, establishing and growing an endowment, effective budgeting and cash flow planning, establishing a campership fund, actively seeking grants, a "pay as you go" financial philosophy and practice (not proceeding with major capital projects until having cash in-hand), not deferring maintenance, and filling its Board of Director with good financial minds have been the hallmarks of Pastor Mark's leadership.

Thank you, Pastor Mark, for a quarter of a century of ministry service to our camps. Blessings to you and Sandy as you plan for your retirement!