



Lutheran Outdoor Ministries  
Indiana-Kentucky Inc.



LOMIK 5215 N 450 W, Angola, IN 46703 • Phone: 260.667-7750 • Email: [info@lomik.org](mailto:info@lomik.org)

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## 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, youth and adult retreat programming and facilities and family camping opportunities.

We are seeking a dynamic **Executive Director** to provide strong leadership to fulfill the organization's mission, vision and 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, Communication, Human Resources, Team Building, Planning and Program Development/Implementation and Facility Management.

An individual with vibrant Christian faith, who can confidently minister within the context of Lutheran theology of the ELCA and/or its ecumenical partners, as well as conduct 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 upward growth of finances within the ministry and ensure that sound financial management practices are followed.
- Work with the finance committee to develop and manage the annual budget.

#### 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.

OUR MISSION: Lutheran Outdoor Ministries Indiana-Kentucky (LOMIK) welcomes all and provides Christ-centered programs for building faith and life-long relationships in a safe, caring, and fun environment.

OUR Values: Faith-Family & Community-Service-Integrity.



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### **Communications and Outreach**

- Actively promote LOMIK programs and facilities through effective marketing, public relations, communication with Board members, congregations, pastors, user groups and campers.
- Manage an effective LOMIK website and social media presence.
- Serve as the spokesperson for LOMIK and represent the camps at Synod events, Ministerium's, 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, mentor and compensate staff, subject to LOMIK policies, and in compliance with all applicable federal, state and local employment laws.
- Create an atmosphere that "builds the team" and one that promotes integrity, Christian values and good staff morale.
- Provide each staff member with a written, annual performance evaluation.
- Supervise staff of 7 full time staff and ~30 seasonal summer staff and volunteers in the day-to-day camp operation in accordance with standard human resource guidelines.

### **Education / Experience**

- Bachelor's degree in theological studies, Ministry, Camp Administration 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 ministry organization is required.
- Ability to travel on behalf of the organization is required 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, monthly retirement contribution and paid time off.

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Applications will be accepted as of October 5, 2024. If interested, please submit resume with cover letter for consideration to [search@LOMIK.org](mailto:search@LOMIK.org) LOMIK is an equal opportunity employer.

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