Key Topics

ELCA Outdoor Ministries Professional Standards Program

I. Academic Degree Component

Not Applicable

II. Theological Education Component

Any course on these topics from a university, seminary or the SELECT program will meet these standards.

III. LOM School Component

Not Applicable

IV. Administrative Component

Α.

Nonprofit board governance

- 1. Distinctive roles of governance (board) and management (staff and volunteers)
- 2. Board composition and committee structure
- 3. Increasing board effectiveness

Camp risk management

- 1. Analyzing risk exposure
- 2. Comprehensive risk management plans
- 3. Checks and procedures to control risk

B.

Business or nonprofit administration

- 1. Strategic planning
- 2. Legal responsibilities
- 3. Insurance needs
- 4. Managing an effective office

Marketing

- 1. Overview of marketing
- 2. Image and positioning
- 3. Marketing strategies

■ Human resource management

- 1. Interviewing, hiring, training and evaluation practices
- 2. Managing staff and volunteers
- 3. Personnel policies and procedures

Accounting and financial management

- 1. Nonprofit financial statements and analysis
- 2. Basic budgeting
- 3. Tax laws
- 4. Internal controls and external audits

Finance and fundraising

- 1. Master planning
- 2. Annual funds
- 3. Planned giving
- 4. Capital campaigns

V. Programmatic Component

A.

Education or learning theory

- 1. Major learning theories
- 2. Group and individual learning styles
- 3. Curriculum development

Program development

- 1. Threading your mission throughout your program
- 2. Evaluating existing and developing new programs
- 3. Customizing programs
- 4. Integrating experiential and relationship building methods
- 5. Training others to implement programs

В.

Christian education program development

- 1. Faith development theories
- 2. Integrating faith development into program options
- 3. Applying Christian educational theories in an outdoor ministries context

Recreation program development

- 1. Models and theories of recreation programming
- 2. Recreation program planning, implementation, and evaluation

Retreat program development

- 1. Models and theories of retreat programming
- 2. Retreat program planning, implementation and evaluation

Environmental education program development

- 1. Assessing local natural resources, their limitations and gifts
- 2. Models and theories of environmental education
- 3. Developing, implementing and evaluating environmental education curriculum

Challenge program development

- 1. Challenge program models and philosophy
- 2. Safety and risk management
- 3. Equipment and site development and assessment
- 4. Teaching and processing skills

Family or intergenerational program development

- 1. Models and theories of faith formation models through intergenerational connections
- 2. Methods of program design for intergenerational groups
- 3. Ways to simultaneously meet the needs of different demographics

VIII. Diversity Component

Diversity

- 1. Defining diversity
- 2. Challenging personal assumptions and broadening relationships with diverse peoples
- 3. Integrating hospitality principles that recognize needs of diverse groups
- 4. Developing staffing and programs that incorporate diversity