

Calendar of Events

July 2, 2025
- July 30, 2025

Risk Management for Outdoor Programs

<https://courses.viristar.com>

11:00 a.m. UTC-4

Jeff Baierlein, 206 473 8050

jeff@viristar.com

The course is a combination of five real-time video-conference sessions, spaced one week apart, and independent work periods between live sessions.

Five live online sessions:

Wednesday, Jul 2, 11:00 a.m. UTC-4

Wednesday, Jul 9, 11:00 a.m. UTC-4

Wednesday, Jul 16, 11:00 a.m. UTC-4

Wednesday, Jul 23, 11:00 a.m. UTC-4

Wednesday, Jul 30, 11:00 a.m. UTC-4

Independent individual and group work occurs between live sessions.

Outcomes

Gain critical knowledge of best practices in outdoor program risk management

Learn procedures, systems, and plans essential to meeting key outdoor safety standards

Understand how to apply successful risk management strategies to adventure programs, experiential education, wilderness expeditions, and outdoor trips

Valuable for

Program Coordinators/Managers, Risk Management Officers, Risk Management/Safety Committee members, members of Boards of Directors, executive leadership.

July 16, 2025

Nominating Committee Info Session

ONLINE

12:00 PM - 01:00 PM EST

Interested in Leadership at AORE?

Join us for a Nominating Committee Info Session on Wednesday, July 16 at 12 PM EST to learn more about what the committee does, how it supports AORE's mission, and how you can get involved. We'll cover the committee's role in shaping future leadership, what to expect as a member, and how to apply. Whether you're curious or ready to step up, this session is a great first step!

August 6, 2025
- September 3, 2025

Risk Management for Outdoor Programs

<https://courses.viristar.com>

11:00 a.m. UTC+8

Jeff Baierlein, 206 473 8050

jeff@viristar.com

The course is a combination of five real-time video-conference sessions, spaced one week apart, and independent work periods between live sessions.

Five live online sessions:

Wednesday, Aug 6, 11:00 a.m. UTC+8

Wednesday, Aug 13, 11:00 a.m. UTC+8

Wednesday, Aug 20, 11:00 a.m. UTC+8

Wednesday, Aug 27, 11:00 a.m. UTC+8

Wednesday, Sep 3, 11:00 a.m. UTC+8

Independent individual and group work occurs between live sessions.

Outcomes

Gain critical knowledge of best practices in outdoor program risk management

Learn procedures, systems, and plans essential to meeting key outdoor safety standards

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Program Coordinators/Managers, Risk Management Officers, Risk Management/Safety Committee members, members of Boards of Directors, executive leadership.

August 14, 2025

Outdoor Rec Connect

ONLINE

01:00 PM - 02:00 PM EST

AORE is an association built to help you grow your career and connect with others in the outdoor industry. The community is the most beneficial part of an association, so we are excited to host networking opportunities for you to connect with others you may not otherwise. These are non-facilitated meet-ups that allow both members and non-members to share experiences, exchange tips, and forge new connections.

We encourage you to bring successes, challenges, questions and stumbling blocks you've encountered in your career. You can also submit topics to discuss [here](#).

This session is FREE for AORE members and \$5 for not-yet-members. To learn more about joining AORE, please visit our [membership benefits page](#).

Foundations in the Field: Launching Through Seasonal and Graduate Positions

04:00 PM - 05:00 PM EST

Kick off your career in outdoor recreation and education with insight into two of the most accessible and impactful entry points: seasonal roles and graduate positions. This session will explore the pros and cons of seasonal jobs, strategies for finding work across different times of the year, and how to leverage these experiences for long-term growth. You'll also learn about graduate-level roles — what they entail, where to find them, and how they can set you up for success in this field. Whether you're just starting out or looking to level up, this session will help you chart a clear path forward.

About the Presenters

Audrey Krimm

Originally from Maryland, Audrey completed her M.S. in Leadership Education from the University of Nebraska-Lincoln. She loved Nebraska so much that she decided to stick around and now serves as the Coordinator of Trip Logistics with UNL Outdoor Adventures. She is passionate about creating opportunities for and sharing stories of student development and empowerment through adventure, and when not leading trips can be found flipping kayaks and falling off her mountain bike.

Zach Eigenbrodt

Currently serving as the Executive Director at YMCA of Greater Rochester - Camp Gorham, his journey in the camping world began with an early passion for the wilderness cultivated as a trip leader at Camp Manito-Wish YMCA in Northern Wisconsin. His career flourished over a decade at Frost Valley YMCA, where he progressed from Adventure Director to Senior Director of Camping Services, leaving a lasting impact on the camping programs. His understanding of the natural world is further enriched by a Bachelor's degree in Geoscience from the University of Wisconsin - Stevens Point. Beyond the activities themselves, his true passion for camping lies in the profound connections it fosters: connections with oneself, with others, and with the natural world. It was within this enriching camp environment that he met his wife, Megan, and they now share their adventures with their one-year-old son, Elliot, and their dog, Finley.

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About the Series: Pathways to the Outdoors: Careers, Certifications, and Sustainable Futures

Whether you're just stepping into the outdoor industry or planning your next professional move, this series offers a roadmap to building a purposeful and sustainable career in outdoor recreation, education, and leadership. Explore a variety of topics ranging from entry-level opportunities to advanced certifications, niche careers, risk management strategies, and wellness in the workplace.

Each session in this series is designed to equip you with practical tools, insider insights, and real-world strategies to help you grow as a confident, informed, and impactful outdoor professional. From seasonal jobs and resume building to mental health resilience and climate-adaptive programming, join experts and peers to shape a future that is not only career ready but also community and sustainability minded.

Ideal for current students, job seekers, seasonal staff, and mid-career professionals looking to expand their role in the outdoor industry.

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This webinar series is free for AORE professional members, \$5 for AORE supporter members, and \$20 not yet AORE members.

August 28, 2025

Building a Competitive Outdoor Industry Resume

01:00 PM - 02:00 PM EST

What does it really take to stand out in the outdoor industry? This session will help soon-to-be grads understand which skills and experiences matter most, how to highlight them effectively, and what employers are looking for across a range of roles—from the field to the office.

About the Presenters

Dustin Smucker

Dustin began leading outdoor trips in the late-1900s. After years of seasonal field instructing, he has managed outdoor adventure programs for the last 20+ years. He currently serves as a Program Manager at UC Santa Cruz Adventure Rec, supporting student leaders to discover and practice their potential.

Augie Donovan

Brock Gudeman

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September 3, 2025
- October 1, 2025

Risk Management for Outdoor Programs Training

Online

11:00 AM - 01:00 PM EST

Jeff Baierlein, 206-473-8050

jeff@viristar.com

Online Training Course for Outdoor Professionals

The course is a combination of five real-time video-conference sessions, spaced one week apart, and independent work periods between live sessions.

Five live online sessions: (Times/dates based on New York time, UTC-4/-5)

Wednesday, Sep 3, 11:00 am – 11:45 am UTC-4

Wednesday, Sep 10, 11:00 am – 12:30 pm UTC-4

Wednesday, Sep 17, 11:00 am – 12:30 pm UTC-4

Wednesday, Sep 24, 11:00 am – 12:30 pm UTC-4

Wednesday, Oct 1, 11:00 am – 12:30 pm UTC-4

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Outcomes

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Valuable for

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Managing Impactful Spring Break & Semester Outdoor Programs

01:00 PM - 02:00 PM EST

Discover how to design and lead outdoor programs during spring break and May semesters that balance adventure, education, and professional development for students.

About the Presenters

Christina Spohn

Christina Spohn has been an outdoor educator in collegiate, expeditionary and educational outdoor programs since 2012. She is an avid nordic skier and whitewater rafter, and loves the combination of field work and trip logistics that comes from a career in outdoor education. Christina's teaching niche are classes and programs that focus on the human - environment interplay across the recreational user spectrum.

Emily Philpott

I have been involved with summer camps, nonprofit organizations, commercial rafting, and collegiate recreation for the past 8 years. In my current position, I have led or supported several extended break trips and have learned a lot (and been reminded that I have a lot left to figure out!). I'm excited to connect with folks who are doing similar work or are trying to expand their programming to share ideas and strategies!

Joey Parent

Joey Parent was born and raised in the Blue Ridge Mountains of Virginia. He started exploring rivers and trails on an old BMX bike that his father pulled out of a dumpster and a hand-me down canoe that his mother gave him. Since then, the gear has gotten nicer and the trips have gotten longer, but a yearning to explore has remained the same. Joey currently directs the Outdoor Adventure Program at VCU where he hopes to inspire others to live their own adventures.

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September 11, 2025

Routesetting & Climbing Industry Careers: From Gym to Crag

01:00 PM - 02:00 PM EST

Learn about career pathways in routesetting, climbing gym management, and outdoor climbing instruction. Understand the required certifications, skills, and opportunities for growth in this specialized field.

About the Presenters

Emery Carlson?

Emery recently earned their BA in philosophy from the University of Minnesota where they also worked as one of the head routesetters at the university climbing wall for two years. They have been climbing for almost a decade and have a particular affinity for outdoor sport climbing--especially the Red River Gorge in Kentucky. Recently they have been exploring the interplay between their interests in climbing and philosophy and, to this end, have been in contact with some of the scholars who are pioneering the burgeoning academic subfield focusing on the philosophy of climbing in terms of ethics, aesthetics, and even metaphysics.

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Future Horizons: Explore Alternative Career Paths in Outdoor Recreation

01:00 PM - 02:00 PM EST

Discover diverse outdoor careers beyond traditional guiding and facilitated recreation. This session will highlight opportunities in federal agencies, conservation, outdoor program administration, and other industry roles.

About the Presenters

Dakota Anderson

Dakota is an Education & Outreach Manager with the City of Boulder Open Space & Mountain Parks, where he has worked for over 7 years. Dakota oversees a team focused on providing information and education to the public through visitor centers, trail outreach, public programs, and events. Dakota also serves on the board for the Society of Outdoor Recreation Professionals.

Eboni Preston

Led by a call to action, Eboni is a management professional with a background in operations, partnerships, community engagement, and workforce development. She has spent the last decade working with public land management agencies on research and data collection, programming, policy, and hiring practices. She also works as an adjunct professor in business and social work departments. Outside of work, Eboni serves as a board member for the Association for Outdoor Recreation and Education, the Appalachian Trail Conservancy, the Next 100 Coalition, Georgia Conservation Voters, and Justice Outside. Eboni holds a BA from Duke University, an MSSW from Columbia University, an MBA and MPA from Kennesaw State University, a certificate in business analytics from the Wharton School, and a PhD in public policy from Southern University and A&M College.

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Stress Resilience for Outdoor Professionals

01:00 PM - 02:00 PM EST

Outdoor excursions carry the risk of incidents and near misses that have the potential to be traumatic both to field staff and participants. We recommend staff training and organizational planning to manage the risk of stress injury.

This webinar will introduce a share language for stress injury, with the goal of helping outdoor professionals identify the risks and manage the impact of stress exposures. We will cover how stress injuries are formed and discuss the importance of including structured support for stress exposure within organizational risk management plans.

About the Presenters

Josie McKee?

Josie's career in the outdoor industry includes NOLS Wilderness Medicine Instructor, Search & Rescue Technician and long-time Outdoor Educator/Guide. Stress exposure throughout her career gave her personal insight into the importance of resilience training. Her experience sparked curiosity to learn more about the psychology of stress and resilience in order to help others through similar experiences. She now serves on the resilience team for Lander Search & Rescue and facilitates stress resilience training for Responder Alliance.

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October 1, 2025
- October 29, 2025

Risk Management for Outdoor Programs Training

Online

11:00 AM - 01:00 PM CHI

Jeff Baierlein, 206-473-8050

jeff@viristar.com

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Five live online sessions: (11:00 am Singapore time UTC+8. Times and dates based on Singapore time, UTC+8)

Wednesday, October 1, 11:00 am – 11:45 am UTC+8

Wednesday, October 8, 11:00 am – 12:30 pm UTC+8

Wednesday, October 13, 11:00 am – 12:30 pm UTC+8

Wednesday, October 22, 11:00 am – 12:30 pm UTC+8

Wednesday, October 29, 11:00 am – 12:30 pm UTC+8

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Outcomes

Gain critical knowledge of best practices in outdoor program risk management

Learn procedures, systems, and plans essential to meeting key outdoor safety standards

Understand how to apply successful risk management strategies to adventure programs, experiential education, wilderness expeditions, and outdoor trips

Valuable for

Individuals overseeing outdoor programs, including program coordinators, risk management officers, safety committee members, lead training staff, Board members, and executive leadership.

October 9, 2025

Risk Management Roundtable: Extreme Weather Changes and Policy

01:00 PM - 02:00 PM EST

Weather patterns have been changing over the past decade, and the increase of fires, flooding, and hurricanes are impacting programs. This roundtable is made to share thoughts, resources, and policies associated to risk management and program planning, as well as a place to discuss new changes programs may have made in response to these shifts in weather patterns.

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November 4, 2025
- November 7, 2025

2025 Outdoor Professional Conference
San Diego Convention Center
111 W Harbor Drive
San Diego, CA 92101

Team AORE, 810.299.2782
nationaloffice@aore.org

The Outdoor Professional Conference (OPC) is the gathering for professionals from across the industry who facilitate participant-facing outdoor recreation. This event is designed for attendees to be empowered, get connected, and stay relevant.

Through workshops, education sessions, networking opportunities, and the exhibit hall, the OPC focuses on addressing the trends, issues and challenges within facilitated recreation and also allows for shared learning for those who lead others.

We are working to intentionally connect employers with potential employees, brands with decision makers, and attendees with fellow trailblazers. We invite seasoned professionals to share their insight and experience with emerging professionals as we all come together to advance the outdoor profession and professional.

The Outdoor Professional Conference strives to empower participant facing outdoor recreation and education providers and facilitators by:

expanding collaboration between the outdoor industry and outdoor recreation and education

offering high quality educational opportunities

building and strengthening professional skills and knowledge

broadening networking opportunities

educating on advocacy and public policy efforts within the industry

amplifying the value and impact of outdoor recreation

November 5, 2025
- December 3, 2025

Risk Management for Outdoor Programs Training

Online

11:00 AM - 01:00 PM EST

Jeff Baierlein, 206-473-8050

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Five live online sessions: (11:00 am New York time UTC-5. Times and dates based on New York time, UTC-5)

Wednesday, Nov 5, 11:00 am – 11:45 am UTC-5

Wednesday, Nov 12, 11:00 am – 12:30 pm UTC-5

Wednesday, Nov 19, 11:00 am – 12:30 pm UTC-5

Wednesday, Nov 26, 11:00 am – 12:30 pm UTC-5

Wednesday, Dec 3, 11:00 am – 12:30 pm UTC-5

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Outcomes

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Valuable for

Individuals overseeing outdoor programs, including program coordinators, risk management officers, safety committee members, lead training staff, Board members, and executive leadership.

December 3, 2025
- December 31, 2025

Risk Management for Outdoor Programs Training

<https://www.viristar.com/product/dec-25-live-session-times-1100-am-singapore-time-utc8/>

11:00 am Singapore time UTC+8. Times and dates based on Singapore time, UTC+8

Jeff Baierlein, 206-473-8050

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Wednesday, December 10, 11:00 am – 12:30 pm UTC+8

Wednesday, December 17, 11:00 am – 12:30 pm UTC+8

Wednesday, December 24, 11:00 am – 12:30 pm UTC+8

Wednesday, December 31, 11:00 am – 12:30 pm UTC+8

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December 11, 2025

Outdoor Rec Connect

ONLINE

01:00 PM - 02:00 PM EST

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January 7, 2026
- February 4, 2026

Risk Management for Outdoor Programs Training

<https://www.viristar.com/product/jan-26-live-session-times-1100-am-new-york-time-utc-5/>

11:00 am New York time UTC-5. Times and dates based on New York time, UTC-5

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Wednesday, Jan 7, 11:00 am – 11:45 am UTC-5

Wednesday, Jan 14, 11:00 am – 12:30 pm UTC-5

Wednesday, Jan 21, 11:00 am – 12:30 pm UTC-5

Wednesday, Jan 28, 11:00 am – 12:30 pm UTC-5

Wednesday, Feb 4, 11:00 am – 12:30 pm UTC-5

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February 4, 2026
- March 4, 2026

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Wednesday, February 4, 11:00 am – 11:45 am UTC+8

Wednesday, February 11, 11:00 am – 12:30 pm UTC+8

Wednesday, February 18, 11:00 am – 12:30 pm UTC+8

Wednesday, February 25, 11:00 am – 12:30 pm UTC+8

Wednesday, March 4, 11:00 am – 12:30 pm UTC+8

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