



**Southeastern Minnesota Synod Council**  
**Meeting Minutes**  
**Thursday, July 21<sup>st</sup>, 2016**

The Southeastern Minnesota Synod Council met on Thursday, July 21<sup>st</sup>, 2016, at Walters Library at Assisi Heights in Rochester.

Members present: Rev. Jay Dahlvang, John Odegard, Rev. Mark Johnson, Cheryl Kylo, Vice President Ann Peterson, Secretary Jodie Archer, Bishop Steve Delzer, Treasurer Jeff Chestnut, Maria Nielsen, Regina Seabrook, Amanda Gebhart, Rev. Heather Culuris, Craig Nelson, Rev. Kerry Eversole, and Rev. Dave Klawiter.

Staff: Kari Maclver, Mary Kay DuChene, and Rev. Emily Carson.

Absent: Rev. Regina Hassanally, Rev. Ashley Osborn, and Rev. Jason Bryan-Wegner

**WELCOME AND INTRODUCTION**

Vice President Ann Peterson and Bishop Delzer welcomed everyone to the Synod Council.

The group participated in an introduction activity.

Ann Peterson provided devotions borrowed from Rev. Ashley Osborn.

Ann provided the role and expectations of Synod Council members. She explained the contents of the binder.

**MISSION STATEMENT & 3 SYNOD PRIORITIES**

It was shared that the former Synod Council recently developed a new mission statement and during the feasibility study, three priorities were identified for the Synod. The mission statement was shared with the group: "Equipping congregations and leaders to follow Jesus into a changing world". The three priorities were also shared: Developing and celebrating leaders; Equipping congregations; and Accompanying global partners.

**COUNCIL BUSINESS**

- The Executive Committee consists of the Bishop, Vice President, Secretary and Treasurer. This Committee also includes

two at-large Synod Council members. The term for each at-large member is for one year. The election of the at-large members takes place after the Synod Assembly during a Synod Council meeting. The election is for one lay member and one clergy member. The members present voted and the clergy member receiving the most votes was Rev. Dave Klawiter. The lay person receiving the most votes was Regina Seabrook. Each will serve a one year term on the Executive Committee.

- It is a requirement that Shirley Gangstad be appointed to her position on the Lutheran Campus Ministry of Minnesota board by the Synod Council.

**SC16.07.01 Motion to appoint Shirley Gangstad to the LCMM board.**

**Motion approved.**

- Rev. Emily Carson assisted with Dropbox training.

The group recessed for supper at 6pm.

The group reconvened at 6:30pm.

**STRENGTHSFINDER LEADERSHIP PART 2**

Mary Kay DuChene, from the Office of the Bishop, is certified in StrengthsFinder training. She provided information for the Council moving forward.

There are four quadrants of similar strengths with Strengthsfinders. Mary Kay asked the Council members to break up into those quadrants and discuss the questions provided on a worksheet based on the quadrant represented. The following information reflects those answers.

**Influencing Quadrant**

- Activator
- Command
- Communication
- Competition
- Maximizer
- Self-Assurance
- Significance
- Woo

**We use the talents in our quadrant well in the following ways:**

Fostering engagement; supporting empowerment; establishing relevancy. Bring out the best in others. Challenge status quo. Bring a sense of urgency. Make things happen.

**Our team would improve if we used the talent themes in this quadrant more. Here are some suggestions and examples:**

Lean on these skills to see the bigger picture. To better recognize when our focus needs to change and creating consensus around this.

**As we look around at our team and the makeup of talent themes, we would like to see:**

More in this theme.

**What does success look like? How will we know when we are using the themes in this quadrant more:**

More people in agreement with changes being made.

#### **Strategic Thinking Quadrant**

Analytical  
Context  
Futuristic  
Ideation  
Input  
Intellection  
Learner  
Strategic

**We use the talents in our quadrant well in the following ways:**

Helpful in goal setting. Provide analysis and structure in mission planning. Pulling in information.

**Our team would improve if we used the talent themes in this quadrant more. Here are some suggestions and examples:**

Involving more input and ideation. Sort out successes. More intentionality, not haphazard.

**As we look around at our team and the makeup of talent themes, we would like to see:**

Work well together – how do we maximize talents, keeping the energy focused. How do we compensate for lack of “influencers”.

**What does success look like? How will we know when we are using the themes in this quadrant more:**

When we fulfill the 3 points and are seeing results that fit the mission. When we can evaluate what is the work of the Synod Council and what is not. Ability to say some things don't fit.

#### **Executing Quadrant**

Achiever  
Arranger  
Belief  
Consistency  
Deliberative  
Discipline  
Focus  
Responsibility  
Restorative

**We use the talents in our quadrant well in the following ways:**

We take an idea and implement steps to make that idea a reality.

**Our team would improve if we used the talent themes in this quadrant more. Here are some suggestions and examples:**

Develop goals in how do we carry out our mission and priorities. Strengths showed a “want” to get things done.

**As we look around at our team and the makeup of talent themes, we would like to see:**

Action

**What does success look like? How will we know when we are using the themes in this quadrant more:**

#### **Relationship Building**

Adaptability  
Developer  
Connectedness  
Empathy  
Harmony  
Includer  
Individualization  
Positivity  
Relator

**We use the talents in our quadrant well in the following ways:**

Bring the Holy Spirit into the work of the Council through connecting and relating to one another. Respecting one another even when we have differences. Stepping back and letting others be heard. Recognizing and naming gifts of others to help them develop their gifts.

**Our team would improve if we used the talent themes in this quadrant more. Here are some suggestions and examples:**

If we did listen more – or draw others out who may be hesitant to speak, then our team would function better and come up with better ideas.

**As we look around at our team and the makeup of talent themes, we would like to see:**

More influencing; Calling out those with the gifts we need and trusting them to move us forward.

**What does success look like? How will we know when we are using the themes in this quadrant more:**

We will see how we are connected and how we are all part of the whole; a well-oiled machine; accomplishing our mission.

The meeting adjourned after a brief question and answer time.

Respectfully submitted,  
Jodie Archer  
Synod Council Secretary

Kari MacIver  
Recorder

Next meeting will be September 9<sup>th</sup>, and 10<sup>th</sup>, 2016.