



SATURDAY, FEBRUARY 25
Shepherd of the Valley
Apple Valley

The Saint Paul Area Synod's 2023 Tool Kit for Congregational Leaders offers 10 workshops that cover a variety of topics related to the life of a faith community. These sessions are geared toward church staff, council and committee members and other lay leaders. Each person may select a workshop from each of the two sessions; congregations are encouraged to send representatives to cover all of the sessions, then share what was learned! Tool Kit registration is \$20 per person, which includes lunch. Congregations may direct their leaders to either register themselves individually or they may register their whole group in one transaction. **Learn more and register at: www.spas-elca.org.**

Governance, Management and Decision Making for Presidents & Vice-Presidents |

Dave Webb | 10:30 a.m.-12 p.m. AND 1:15-2:45 p.m.

Council presidents and VPs will receive template materials and discuss in both small and large groups critical topics of common interest and concern, from the basics of running an effective meeting and delegating to more complex themes such as pastoral support, conflict resolution, and setting up a process for evaluation. Each part of the forum will focus on different topics to best utilize this workshop time, so please plan to attend both Part 1 and Part 2 (before and after lunch). **Dave Webb** is a former superintendent for South St. Paul Public Schools and the council president at Shepherd of the Hills in Shoreview. Dave is the author of *Homerun Leadership: Your Guide to Better, Faster Team Decisions*.



No More 'Next Time': Effectively Interrupting Harm & Negativity in the Moment |

Seema Pothini | 10:30 a.m.-12 p.m.

This engaging session will provide concrete tools to support all bystanders in speaking up or responding immediately and effectively when microaggressions, bias, or other negative and uncomfortable moments occur in personal or professional spaces. We will use research, personal stories, videos, and participant participation in the important work of providing an inclusive environment where people feel equipped to recognize and respond. Concepts such as bias, microaggressions, allyship, color blindness, and intent vs impact will be discussed. Participants will leave feeling prepared to recognize and speak up in the moment, instead of waiting for the next time, or until it's too late. **Seema Pothini** is Director of Ally Management at Humanize My Hoodie. Seema is an educator who is passionate about racial equity and creating inclusive learning environments.



Understanding Implicit Bias | Anna Stamborski | 10:30 a.m.-12 p.m.

All of us are inundated with information to help our brain make faster and safer decisions. However, those gut reactions can cause us to make judgements about others that aren't accurate. Come learn about what implicit bias is, how we can spot it in ourselves, and what it looks like to work through it. This will be a hands-on experience focused on equipping all with skills to use moving forward, not a guilt session! **Anna Stamborski** is the director of strategic partnerships with Faith and Prejudice. She is a certified restorative justice educator, mediator, licensed public teacher, and qualitative researcher of congregations. She holds a Master of Divinity from Princeton Theological Seminary and degrees in Education and Spanish (BS) from the University of Wisconsin.



Playing Church | Pastor Jen Rome | 10:30 a.m.-12 p.m.

Children and their experience of God belong in worship. In this workshop, participants will experience examples of cross-generational, multi-sensory elements for worship. Participants will explore the methods the presenter uses to create these playful worship experiences. **Jen Rome** is the pastor of Pilgrim Lutheran Church in St. Paul. She has 20 years of experience in bringing people of all generations to deeply experience and creatively connect with God, the world and each other. She, her husband, and their two children live intergenerationally with his parents in a duplex in St. Paul.



Becoming an Effective Treasurer | David Laden | 10:30 a.m.-12 p.m.

The materials covered will provide a basic lesson on budgets, expenditures, cash flow, and balancing the books while keeping good stewardship of your congregation's financial resources in mind. Treasurers and financial administrators encouraged to attend. **David Laden** is the comptroller at Como Park Lutheran, St. Paul, serves as synod council treasurer, and is a member of the synod's Finance Committee.



Hybrid Ministry: What Is It & Why Do It? | Pastor Terri Elton | 1:15-2:45 p.m.

Lutheran Church of Peace in Maplewood recently called a part-time pastor of hybrid ministry. As we tell people about that call many ask: What is hybrid ministry? And why call a pastor to that ministry? This workshop will describe the what and why of hybrid ministry from one congregation's perspective. Participants will learn how experiments during COVID opened imagination, why to invest in this emerging ministry, and what is at the core of this ministry. **Terri Elton** is Dean of Academic Affairs and Professor of Leadership at Luther Seminary. She is also Pastor of Hybrid Ministry at Lutheran Church of Peace in Maplewood. Terri has served at the Saint Paul Area Synod and at Prince of Peace in Burnsville.



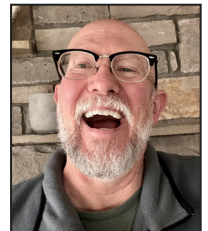
Graceful & Effective Advocacy | Tammy Walhof | 1:15-2:45 p.m.

Faith-based advocacy on issues around poverty, hunger, care of creation, and other concerns should be a reflection of our faith values. Yet in a society in which individuals increasingly identify first by political party, how do we express these values in our advocacy without being partisan ourselves? How do we avoid triggers and keep disagreements from becoming hostile engagements, rather than grace-filled exchanges? How can we share perspectives and viewpoints while respecting the views of those with whom we disagree? This session offers tools to examine interaction styles, messaging, and effective ways to connect with legislators. **Tammy Walhof** is the director of Lutheran Advocacy-Minnesota. Previously, she served as an organizer at Bread for the World. Her passion for justice has led her to volunteer with low-income families in the U.S., work in development in Latin America, travel to African countries, and work in advocacy for 20+ years.



Peer Ministry SKILLS | Lyle Griner | 1:15-2:45 p.m.

LOVE: we preach it, teach it, sing it; seldom do we give the actual SKILLS to live it. Peer ministry is about livable, doable, repeatable relational skills. We are most known for our work with high school youth but, we also have relational skill training for middle school, young adults, upper elementary and yes, even adults! We'll explore the whats, whys and hows of peer ministry leadership through some interactive experiences. Come consider starting a program or weaving the skills throughout existing programs. **Lyle Griner** is a peer ministry leadership director. He is a writer, trainer, speaker and a connoisseur of "Aha" moments as soulfully curious participants wrestle with the nuances of faith and life. Lyle helps congregations of all denominations develop people as peer ministers, living their faith every day, everywhere, in every relationship.



The Power of Calling | Pastor Jeff Marian | 1:15-2:45 p.m.

How would our lives and our congregations be different if more of us lived out of a deep sense of our meaning and purpose in life? This is what would happen if we discovered and embraced God's "callings," both individual and corporate. While calling or vocation is central to Lutheran theology, it is an oft neglected gift to empower our individual lives and our life together. Discover how creating a culture of calling changed one congregation, and how it can empower yours. **Jeff Marian** has served as lead pastor at Prince of Peace Lutheran Church in Burnsville for over 14 years. Jeff has served congregations in Rockford and Gurnee, Ill., and Columbus, Ohio. He is an avid cyclist, a voracious reader and a bourbon enthusiast. He is also a certified leadership coach for both the church and business communities and owner of Marian Coaching, LLC.



Tool Kit is held in conjunction with the synod's conference assemblies, also on Feb. 25 at Shepherd of the Valley. The registration fee for Tool Kit is \$20 per person; there's no charge for those attending only a conference assembly.

Learn more and register at www.spas-elca.org



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