

Mission and Vision

Mennonite Mission Network exists to lead, mobilize and equip the church to participate in holistic witness to Jesus Christ in a broken world. We envision every congregation and all parts of the church being fully engaged in mission — across the street, all through the marketplaces and around the world.

Values

Christ-centeredness • Collaboration • Belonging • Innovation • Anti-racism

Strategic Priorities and Leadership Goals

1 Organizational Vitality	2 Stakeholder Involvement	3 Peace, Justice and DEI*	4 Mission Participation	5 Congregational Transformation	6 Leadership Development	7 Financial Sustainability
<ul style="list-style-type: none"> Create a healthy organizational culture and renewed identity. 	<ul style="list-style-type: none"> Improve external and internal communications to inform and inspire constituents to engage the agency. 	<ul style="list-style-type: none"> Increase collaborations to achieve peace, justice and anti-racism objectives. Develop new mission education materials and opportunities. <p><small>* Diversity, Equity, Inclusion</small></p>	<ul style="list-style-type: none"> Increase and diversify constituent engagement. Revitalize opportunities that respond to the needs of racial ethnic constituents. 	<ul style="list-style-type: none"> Create and enhance current training and resource materials for church planting, revitalization and discipleship. 	<ul style="list-style-type: none"> Cultivate and increase opportunities for professional and leadership development. Increase positive and productive participation in cross-functional teams, to support initiatives. 	<ul style="list-style-type: none"> Achieve consistent outreach to individuals and congregations, to maximize invitations to provide financial support. Ensure effective use of organizational funds, through ongoing review of rightsize spending and income avenues. Increase awareness and understanding of organizational financial statements.

Ventures Initiatives

Constituent Engagement	Global Partnerships	Training and Resources
<ul style="list-style-type: none"> Connect with more Mennonite Church USA (MC USA) congregations and challenge churches to re-engage in a "culture of mission and service" (see Mission and Service Challenge). Connect with more schools and students, to promote our programs and invite more participants (see Constituent Engagement goals). Strengthen relationships with racial/ethnic groups, such as <i>Iglesia Menonita Hispana</i>; African American Mennonite Association; African, Belizean & Caribbean Mennonite Mission Association; Network of Asian Churches; and Indonesian and Native American constituents. 	<ul style="list-style-type: none"> Develop a plan to support and fund U.S.-based service workers. Evaluate the Ministry Support Teams funding model. Expand the Just Peace Pilgrimage program, by encouraging groups who have already participated in chapter one of a particular pilgrimage to participate in chapter two. Further develop two of our Just Peace Pilgrimage options: "Christ at the Borders" and "Standing in Solidarity with Indigenous Peoples." Work with Training and Resources and Constituent Engagement to help foster a missional imagination in U.S.-based congregations that utilize international service workers when they return for North American Ministry. 	<ul style="list-style-type: none"> In collaboration with MC USA, re-establish a church-planting strategy, with updated learning experiences. Build mission education learning content with a specific focus on the why of Mission Network: new <i>Missio Dei</i>, internal training content, web-based learning.

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Operations Initiatives

Finance	Human Resources	Information Technology
<ul style="list-style-type: none"> Review current external travel/expense vendors. Prepare a list of preferred lodging locations near office locations, by negotiating a corporate account for all travel needs. Improve the usability of the Budget vs. Actuals report. Develop and implement a purchasing process, to help control organizational expenses. Continue to review and improve the 5-year financial plan on a quarterly basis with the executive team. 	<ul style="list-style-type: none"> Develop and maintain intentional efforts to improve communication and address other concerns outlined through employee engagement survey results. Develop and implement a standardized employee review program. Develop and implement enhanced procedures for record keeping and increased awareness for safeguarding purposes. Enhance orientation and onboarding procedures for all category types: staff, Service Adventure leaders, international service workers and associates. 	<ul style="list-style-type: none"> Continue to standardize and promote the use of MennoDocs. Review and update IT policies. Work with other departments to find and support technology tools for new initiatives. Find additional IT related cost savings wherever possible, while maximizing IT value. Provide technical and leadership training opportunities for IT staff. Migrate all Mission Network IT supported devices to Azure Active Directory.

Advancement Initiatives

Development	Marketing and Communication
<ul style="list-style-type: none"> Execute strategy to reverse congregational giving decline. <ul style="list-style-type: none"> » Revise Development Representatives' territories. » Emphasize Interim Executive Director Marisa Smucker's speaking engagements for with congregations, conference gatherings and donors. <ul style="list-style-type: none"> ~ Emphasize maintaining connection with supportive congregations, whether they remain with MC USA or not. ~ Increase support among congregations not currently giving to Mission Network, including intentional outreach to Asian, Black, Hispanic, and Indigenous congregations, per Widerstand anti-racism audit recommendations. Strive to achieve a minimum of \$10k in donations on Giving Tuesday. Explore capital campaigns beginning in the 2024 calendar year. Contact, by mail, all individual donors in database who have not connected with in 3+ years. Continue to reorganize/address effectiveness of Mission Support Team model and management. Expand grant-proposal submissions to other grantors. Continue to submit regularly to Schowalter Foundation. 	<ul style="list-style-type: none"> Re-establish Mission Network's brand, as part of cross-agency collaboration and support. <ul style="list-style-type: none"> » Develop Mission Network promotional video and companion <i>Mission Dei</i>. Clearly explain what differentiates us from other mission agencies — what we do and why we do it. » Develop common language usage, or talking points, describing Mission Network for staff and Board members, website descriptions, brochures, signage, etc. » Relaunch Mission Network website. » Publish a series of articles about the purpose and goals of the re-organization, including feature articles on the newly hired directors. Pitch to <i>Anabaptist World</i> the idea of a special edition on missions. » Focus on peace and justice, by marketing <u>Stir Up Peace</u>, a nonviolent direct action instructional module; reboot <u>MissionWary</u> podcast; and promote <u>Just Peace Pilgrimages</u> and <u>peace/dove pins</u> to congregations. Revise presentation of the annual report. Update the crisis communication plan. Implement anti-racism solutions per Widerstand audit recommendations.