

# Breakout Room Notetaker

**MHS Annual Member Meeting**

## Discussion Questions

1. MHS member top priorities, per the survey results, are available on the next slide (#3). Does your breakout room group agree with the top 3? If not, what are your group's top 3 priorities? Record your group's top 3 priorities on your note taking slide.
2. What strategies, financial resources, and/or human resources do your organizations have in place to address these 3 priorities, if any? Please record these.
3. Consider your breakout room's top 3 priorities. Please record at least 1-2 specific suggestions for ways MHS can support your ministries for each of these.

# Member Priorities Survey Results

Rank	Priority	Rank	Priority
1	Staff Recruitment and Retention	7	Care of Spirit
2	Board Governance	8	Diversity, Equity, and Inclusion
3	Strategic Planning	9	Fundraising
3	Leadership Development	10	Affiliations, Sponsorships, and Partnerships
4	Board Succession Planning	11	CEO Succession Planning
5	Connection to Anabaptist Values	12	Organizational Repositioning
6	Team-Building	13	Executive Leadership Succession Planning



## Breakout Room Discussion Notes

Todd Hanes, Mark King, Delvin Zook,  
Cristal Vincent

General agreement in all 4 organizations regarding staff recruiting and retention as a top priority.

MHS - posting leadership positions,, team training, Anabaptist training, investigate overseas recruiting (nurses), connecting to our colleges grads

Board governance

MHS - leadership training

CEO and Board Succession

MHS - Facilitate discussion, short term and long term thinking.

Strategic plan, this is a high priority.

MHS - facilitation with leadership, board,

Leadership Development and

## *Breakout Room Discussion Notes*

Jen Foster (CCMRS), Roberta Linscheid (Sierra View Homes), Bill Sherer (MSNW), Ryan Goering (Bluestem)

- 1) We agree with the priorities as listed.

Staff Retention and Recruitment is the largest challenge and the “A list” priority so to speak - the rest seem to be secondary or “B List” items.

Board Governance is challenging with educating members to understand industry specifics and current climate takes time and attention. Maintaining bylaw compliance for members and recruiting new members who are well qualified and contribute to the diversity of the group is a challenge as well. When the board is functioning well and is healthy it is easy to neglect this significant area.

Strategic Planning seems to enable an organization to address any of the other priority issues.

- 2) What resources do we have to address these priorities?

Finances in light of the pandemic have been good this year with various subsidy programs, but challenging to predict next year and risk is increased with loans to cover down the road. COVID has challenged all our previous resource streams.

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3) We wonder what resources MHS could help us coordinate with like agencies to develop shared capacity to address these areas.

Strategic planning - opportunity to partner with MHS Consulting and tools of membership - stakeholder assessments, landscape review, board retreats & education are all helpful ways for MHS to help our organizations. Survey administration is helpful as well.

Governance - Core curriculum for board members to equip them to serve effectively in their contexts which could be generally applicable and easily personalized to the organization.

Staff Retention - employee engagement survey has been helpful. Helping create partnerships between educational institutions and member organizations to cultivate future employees and leaders for our agencies.

## *Breakout Room Discussion Notes*

Arlan Yoder, Mark Regier, Daniel Mast,  
Will Barnhart

- 1) Staff Recruitment and Retention
- 2) Board Succession Planning (connects to Board Governance)
- 3) Strategic Planning

Other--(also important

Affiliations, Sponsorships. . .

CEO Succession Planning (& Recruitment)

Organizational Repositioning (connects to Affiliations and Sponsorships)

Fundraising (connected to Strategic Planning)

## *Breakout Room Discussion Notes*

Leland Sapp, Tim Stoll, Jeremy Lakosh,  
Mark Leinbach

Agree with the Top three priorities being true from our experience. We represent different populations that we serve.

Organizational Repositioning was mentioned as a #4 for someone. Board Succession was mentioned at #4 for someone else.

Comments: Good to keep questioning do we have resources to make it happen.

Moved recruitment out of HR and into another department/"putting best talent/resources on it"/ POLL surveys for staff on weekly basis. "BelongU"-program that helps with leadership development-meet once a month-Leland S. Looked for recently retired people who have passion for work-Invited them back to work part-time. State raised minimum wage to \$15/hr-precipitated the move to look at job roles/responsibilities. Kept costs to minimum. MHS-continue to provide survey support. Advisory support on board governance is crucial. Board education-keep working on best practices resources for organizations. Keep coming up with these types of things.



## *Breakout Room Discussion Notes*

Steve, Amanda, Ed, Lynn, Missy

Broad agreement with staff recruitment and retention as #1.

Leadership development was seen as very important for several members of the group and closely connected to staff retention. DEI also closely connected with staff recruitment and retention for some organizations. CEO succession important for BrookLane because of upcoming transition. Board governance important to Amanda as new CEO. The group felt that the survey was representative of the survey respondents and different priorities will vary by location and what orgs are dealing with.

Ideas and resources for recruiting retaining staff:

1. Including marketing team in recruitment
2. Creative staff development
3. Intentional overtime

How could MHS help:: 1. Connecting us to Mennonite Churches in the Central Valley 2. Need to have diversity in MHS presenters, products and everything offered to member staff.

*Breakout Room Discussion Notes*

Add your names, here:

A large, empty white rectangular area intended for participants to write their names and discussion notes. It occupies the majority of the lower half of the slide.