



CONNECTIONS

Supporting each other to better serve our neighbors **November/December 2016**

Coming Attractions

All times are Eastern except as noted

November 30 1 p.m.

Valued Leadership Webinar on Change

December 12 10 a.m. – 2 p.m.

Regional Senior Living CEO Meeting, Mennonite Memorial Home, Bluffton, Ohio

January 24, 2017 12 – 2 p.m

Midwest Chaplains – Greencroft Communities Goshen, IN

February 15, 2017 1 p.m

Valued Leadership Webinar – Leading with Character

February 21-23, 2017

Values-based Leadership Program Mount Pleasant, PA

March 8-9, 2017

Executive Circle Jacksonville, FL

March 9-11, 2017

ELG/MHA Conference Jacksonville, FL

March 12-13, 2017

Gift Development Leadership Initiative Jacksonville, FL

May 17, 2017 TBD

East Coast Chaplains and HR Affinity Group

Don't Go It Alone

Feeling lonely in your leadership? According to a survey conducted in 2012 by the Harvard Business Review, you're not alone. Half of all CEOs nationwide feel isolated, and of that half, 60% feel their isolation negatively impacts their work.

You do not have to be a CEO to testify to the truth in the survey's findings. Even despite its emphasis on community, leadership in Anabaptist contexts is by no means a guaranteed exception from feeling secluded. Indeed, providing direction and oversight at any level, in any setting, can be a lonely quest.

Incidentally, though, your loneliness and isolation can serve as a connecting point with other professionals in equally value-centric organizations who find themselves in similar positions.

One way to make these connections—and then build on them with Anabaptist-rooted resources and support—is through the abundance of programs and materials offered by MHS and MHS Consulting.

Don't go it alone. Get started today with with these five suggestions from MHS:

1 Check Out What's Coming in 2017

As you begin to carve out your calendar for 2017, consider reserving space for one of MHS's hands-on leadership programs.

From a commitment to lifelong learning to the pursuit of practices that encourage intercultural leadership competencies, these interactive programs are designed to provide a wealth of information and connections to guide your entire calendar year. 2017 offerings include...

Executive

CIRCLE

A one-year program for 10 CEOs who desire a safe space to share about their work and to be encouraged in their leadership. Includes three in-person gatherings over the course of 2017.

"Don't Go It Alone" continued >>

Great Transitions

RETREAT

Designed for CEOs age 55+. The Great Transition Retreat equips leaders with resources to take-on the topic of succession and other transition issues. To be held October 10-11, 2017, at Hilton Chicago/Oak Brook Hills, Ill.

For a complete list of programs, contact Emily@mhsonline.org.

Gift Development

LEADERSHIP INITIATIVE

CEOs and CDOs from the same organization will team with fundraising professionals from across the country to establish or bolster a deeply-rooted and well-rounded framework for gift development. Includes three in-person gatherings. Offered through a partnership of Anabaptist Providers Group, MHS and Everence.

2 Keep Collaboration at the Core

The context of Anabaptist and Mennonite institutions is changing and with this shift comes unprecedented opportunities for collaboration.

The Evolving Systems Forum, a joint effort by MHS, Mennonite Education Agency and Everence, invites participants to imagine the possibilities that creative and strategic collaboration can provide in extending mission and service. The interactive workshop will consider models of collaboration that honor local identities while

"Don't Go It Alone" continued >>



Mim Shirk, Senior Vice President

Survey Season Begins

It's that time of year—be on the lookout for the annual Member Satisfaction Survey, to be released in December. This survey provides MHS with essential feedback regarding the services offered through membership and the challenges you face on the horizon.

The survey only takes minutes to complete and the insight collected is vital for developing useful resources for your organization.

Many member boards use our Salary Survey as one benchmark for setting executive compensation. The survey provides unique value as an Anabaptist data set. However, some of you have told us that our relatively small sample size limits the value for your organization. We are working on an alternative way of improving the salary report.

Stay tuned.

increasing capacity, as well as help attendees to clearly envision next steps for their own organization.

Previously called the Enterprise Leadership Forum, the half-day event will be held March 9, 2017, prior to the start of the 2017 Mennonite Health Assembly / Education Leadership Gathering in Jacksonville, Fla.

The session includes three high-energy and well-focused presentations, given in 10 to-15-minute segments, like the popular TED Talks. After, participants will be invited to choose two of four engaging Case Stories to take-in in a small-group setting. Finally, the workshop wraps up with interdisciplinary table group discussions and a blessing for the Assembly ahead.

Interested in attending? Registration can be completed by contacting Emily@mhsonline.org.

3 Support Other Leaders in Their Journey

The first session of the Values-based Leadership Program (VBLP) was held at Laurelville Mennonite Church in Mount Pleasant, Pa., October 18-20, 2016. In only a few short days, 30 strangers became a supportive learning community.

Session one focused on "Leading from the Inside." The new class of VBLP participants were challenged to examine both their own leadership style and the styles of others.

There will be a four-month gap before the second and final session, "Leading and Empowering Others," to be held February 21-23, 2017.

During this intentional gap period, participants are given time to reflect and challenged to put into practice what they are learning in their own contexts.

A joint venture of multiple Mennonite and Anabaptist entities, more than 500 individuals from across the US and Canada have taken part in VBLP since its inception in 2001. Discover for yourself how this program could impact your leadership journey; registration for next year's VBLP is now open to leaders and developing leaders of all backgrounds at www.vblp.org.

"Don't Go It Alone" continued >>

Member News

David Shenk will start as the new CEO at Tel Hai, Honey Brook, Pa., beginning November 14, 2016.



Joe Landis will retire from Peaceful Living, Harleysville, Pa., in the spring of 2017. Peaceful Living has engaged MHS Consulting to complete the Executive Search work.



Elkhart County's (Indiana) system of care was awarded a \$4.9 million grant from the Substance Abuse and Mental Health Services Administration (SAMHSA). The funds will be used to expand SOURCE, a multi-agency network of programs and services for youth with mental health or behavioral challenges and their families. **Oaklawn**, the county's state-designated mental health center, will spearhead the project.

Mennonite Village, Albany, Ore., received state approval for a \$15 million remodel and addition to their nursing home.

According to President and CEO, Ron Litwiller, as reported in the Albany Democrat-Herald, the upgrade will improve the quality of life for residents by creating suites and rooms with bathrooms and showers.

Construction is slated to begin in the spring of 2017.



New Values-based Leadership class participants, with Rick Stiffney.

Mennonite Health Assembly Schedule at a Glance

Thursday, March 9

8:00 am – 12:00 pm Executive Circle
 12:30 pm – 5:00 pm Evolving Systems
 2:30 pm – 4:30 pm Jacksonville's Land and Sea Tour

Friday, March 10

9:15 am – 11:00 am MHS Members Meeting and MEA Meeting
 11:30 am – 12:45 pm General Session
 2:15 pm – 3:45 pm Workshop Session 1
 3:45 pm – 5:00 pm Open Space
 5:30 pm – 8:30 pm Off-site Dinner Event
 6:30 – 9:00 pm DD Dinner

Saturday, March 11

9:15 am – 10:30 am Workshop Session 2
 11:00 am – 12:30 pm General Session
 2:15 pm – 3:30 pm Workshop Session 3
 2:15 pm – 5:15 pm... Leading with Resilience Evolving Systems – Health Care
 4:00 pm – 5:15 pm Workshop Session 4
 6:30 pm – 8:30 pm Banquet, Closing General Session and Keynote

Sunday, March 12

9:00 am – 10:00 Worship
 10:30 – 8:00 pm Gift Development Leadership (concludes Monday)

4 Mark Your Calendar for March 9-11

Speakers, workshops announced for 2017 Health Assembly/Education Leaders Gathering

Perhaps the single most comprehensive display of MHS' commitment to helping individuals and organizations come together is the annual Mennonite Health Assembly, this year held in conjunction with the Mennonite Education Agency's Education Leaders Gathering in Jacksonville, Fla.

In case you needed yet more incentive to schedule your spring visit south, the General Session Speakers and workshops for the March 9-11, 2017 conference have now been announced.

The first of three General Session Speakers is the newly-appointed president of Eastern Mennonite University, Harrisonburg, Va., Dr. Susan Shultz Huxman. Following the annual MHS Members Meeting on Friday morning, Huxman—former president of Conrad Grebel University College, Waterloo, Ont.,—will speak on the importance of storytelling and share how this innately-human tool can be used for advancing the mission of any faith-based organization.

To kick-start day two, Executive Director of the Ministers Council of the American Baptist Churches, USA, Rev. Dr. Debora Jackson, will inspire conference goers with her dynamic presentation, "Leading Fearlessly."

"What would you change in you if you were freed from your anxieties and empowered to go forth with boldness?" Rev. Dr. Jackson asks.

To close Saturday evening, professor in theology at Messiah College, author and activist Dr. Drew Hart will serve as the Assembly's keynote speaker. His talk, "Hidden in Plain Sight: Seeing Human Strength and Weakness Beyond the Racial Gaze" will explore the challenges of recognizing individuals' gifts without letting unconscious racial filters skew perspective.

Each of these presentations will be framed by attendees' choice of dozens of workshops. The combined gathering promises a wide variety of offerings, including...

- **"Identifying & Nurturing the Buried Treasure of Leadership within our Organizations"**

Led by MHS Consulting Managing Director, Tim Ficker, explore how you might identify and develop untapped natural leaders that can benefit and strengthen your organization's current mission.

- **"The Future's So Bright: The Intersection of Technology & Aging"**

We utilize technology in virtually every aspect of our lives. Yet older adults living in senior living communities are left out of this revolution. Learn

best practices to successfully implement person-centered engagement technology, including how to gain buy-in from staff, families and the residents themselves. Led by Jack York.

- **“Essential Perspectives for Board Members”**

Review the responsibilities of nonprofit boards, governance perspectives, boundaries and best practices. Facilitated by LaVern Yutzy.

- **“Peering into the Future of Mennonite Church USA”**

Ervin Stutzman will lead a workshop to examine the spiritual, social and financial trends that have shaped Mennonite USA over the past several years. Hear how this information might predict what the denomination will look like five years from now.

- **“Leading an Intercultural Team”**

Jubilee Association of Maryland has about 250 employees, 80% of whom are either African or African American. In this workshop, Gilberto Perez and Tim Wiens will explore how race and nationality contribute to teambuilding and communication within their organization.

All of these workshops and speakers are open to individuals of all backgrounds and all ages. Young adults are especially encouraged to attend. If you know a young professional who has an interest in leadership or board service at an Anabaptist education or health care organization, consider nominating them as an Emerging Leader. Thirty select applicants will receive a highly discounted registration rate as a part of this special opportunity.

For more information about all aspects of the 2017 Health Assembly / Education Leadership Gathering, including how to register today, contact Emily@mhsonline.org.

5 Sponsor a Future Leader

You can provide an opportunity for future leaders to attend Mennonite Health Assembly / Education Leaders Gathering by sponsoring one or more students. \$750 per student will cover their registration and lodging. The student and /or school will cover transportation.

There will be opportunities to interact with the students in structured and informal settings. HR leaders can participate in a Q&A about navigating a job search.

To learn more or sign up for a student sponsorship, contact Mim Shirk at mim@mhsonline.org.

Online Resources

Web

mhsonline.org

Valued Leadership

valuedleadership.org

Facebook

facebook.com/pages/Mennonite-Health-Assembly

Rick's Blog

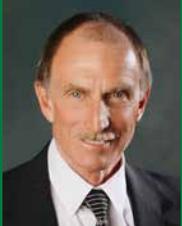
mhsalliance.wordpress.com

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Rick Stiffney, President/CEO

The Last Word: Collaboration is Essential for Our Future

For leaders in healthcare and aging services, the current landscape can appear a bit daunting. A complicated healthcare payment system paired with growing competition is creating pressure for those at the helm.

In this climate, some organizations are thriving and others are struggling; but last month's leaders' gatherings, held in San Jose, Calif., and Goshen, Ind., revealed a common commitment to fidelity to mission and to figuring out how to adapt.

Facilitated by Fellowship of Brethren Homes, Friends Services for the Aging and MHS, executives and board members from 25 senior living communities

discussed the current challenges given today's realities. This included everything from waning support from congregations to finding enough staff to serve a growing population of seniors.

If anything is clear amidst such turbulence, solutions will require an ongoing commitment to work with one another. The prevailing sense from the October gatherings was that significantly deeper collaboration may be essential to the future of our faith-based organizations.

For now, action plans were created for time-sensitive matters and the groundwork is being laid for the next meeting.