



ANABAPTIST  
Climate  
Collaborative



CENTER FOR  
Sustainable  
Climate Solutions

Annual Report : 2021-2022

# What were the activities at CSCS in 2021-2022?

Annual reports are an important chance to document and reflect on the impact of an organization. At CSCS (now ACC), we are committed to not just “doing something”, but to prioritizing activities that have real impact. That means both tracking metrics, and telling the stories of successes and challenges. This document does both – narrating some of the impactful highlights of the year, and outlining what the numbers mean for our outputs and outcomes.

## How would we summarize the July 2021 – June 2022 operational year?

1. **Preparing for transition** : We made the momentous decision to become an independent (501c3) organization. The “time is right” for this move, and has energized CSCS and its supporters. It also means a lot of work, and meant prioritizing activities that are needed for this transition.
2. **Embracing a new convening role** : As we assessed where we can have the most impact, it became clear that there is a role we could play in bringing together organizations. We gathered together 18 Anabaptist organizations to explore how CSCS could play a role in helping these organizations collaborate together.
3. **Solid impactful programs** : Five years into our operations, we’ve developed solid programs with students, congregations, global voices and innovative solutions. As we assess their impact, we continue to refine these programs to have ongoing impact.
4. **Staff changes** : We’re grateful for the commitment of long-term and short-term staff that deserve credit for getting us where we are. Some of those staff moved on to next stages in their careers, giving the opportunity for new voices to speak into our direction.
5. **Cultivating higher-end donations from individuals and organizations** : We increased visibility from the successful climate ride, our advancement activities are now focused on engaging with supporters who can substantially contribute to our \$300,000 annual budget.
6. **Committed individuals, and committed organizations** : CSCS is blessed with a community of individuals and organizations that believe in our mission, and are committed to helping us achieve our goals. In the end, this is the biggest factor in what makes us successful!

In the next few pages, we highlight in words and pictures what we believe are some of the most important activities from 2021-22. And then find the metrics behind these stories, and all of our activities, in the subsequent section. We invite you to delve further into these stories and numbers!

The Anabaptist Climate Collaborative works to inspire and equip individuals and organizations to address climate change through the perspective of climate justice, and through Anabaptist values, community and faith. The Anabaptist Climate Collaborative recognizes climate change as one of the most crucial moral challenges of our time, and works toward climate justice through a focus on targeted strategies of: 1) developing emerging leaders who act as catalysts for larger scale changes, 2) empowering diverse voices of those most impacted by climate change, and 3) bringing together individuals and organizations into partnerships that more effectively address climate change. We envision the Anabaptist Climate Collaborative as a leader in addressing climate change by promoting engagement and understanding through the perspectives of justice, peacebuilding, and reconciliation.

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## CSCS current Mission and Vision

### OUR MISSION

The Center for Sustainable Climate Solutions advances thinking and action in Anabaptist and other faith communities to address climate change as one of the most crucial moral challenges of our time. We work towards climate justice by inspiring action, developing leadership, and building networks.

### OUR VISION

The Center for Sustainable Climate Solutions inspires and equips Anabaptists to be fully engaged in actions that address climate change. We envision CSCS as a leader in addressing climate change by promoting engagement and understanding through the perspectives of justice, peacebuilding, and reconciliation.

## OUR VALUES (from the CSCS strategic plan of 2021)

The work and goals of the Center for Sustainable Climate Solutions are built on the following core values: a faith-informed perspective, a priority on marginalized and vulnerable groups, a focus on empowering youth, and an evidence-based approach to solutions.

1. **Faith-informed perspective:** CSCS views climate change as a moral issue for which Anabaptist values such as peacebuilding, reconciliation, simple living, and closeness to the land can uniquely contribute towards understanding and addressing climate change.
2. **Priority on marginalized and vulnerable groups:** CSCS promotes the underrepresented voices of communities who are directly affected by climate change, and focuses on a justice perspective which understands climate change as an intersectional issue that is intertwined with racial justice, land justice, food security, migration and other challenges.
3. **Focus on empowering young adults:** CSCS equips college-aged young adults to be agents of change on campus and in their communities, encouraging and preparing them toward careers that have an impact on climate change. We believe climate change is an intergenerational issue that requires careful attention to the obligation to future generations, and believe youth are uniquely positioned to create change.
4. **Evidence-based approach to solutions:** CSCS believes progress on climate change is best effected by promoting evidence-based solutions from multiple disciplines. We promote engagement on multiple levels from individual behavior to advocacy, use a model of shared values and trusted voices, engage with communities through the power of storytelling, and support researchers and scholars searching for solutions.



# THE CSCS IMPACT: HIGHLIGHTS (2021-22)

## ENGAGING A BROADER AUDIENCE

JULY 2021  
CLIMATE RIDE



The 2021 Climate Ride was a watershed event that raised the visibility of both the climate issue, and CSCS specifically. The 2021-22 year started as the riders passed from the mountains and expanses of the American west into the more populated agricultural and forest eastern half of their trip.

For nearly 60 days, riders engaged with communities across the country, and brought those stories to the CSCS audience.

**600 PEOPLE WERE ENGAGED** directly online and in person. **FACEBOOK REACH INCREASED FROM 100-200 BEFORE THE RIDE, TO 5600** at the culminating event. Our **CONTACT LIST EXPANDED TO OVER 2000** recipients.

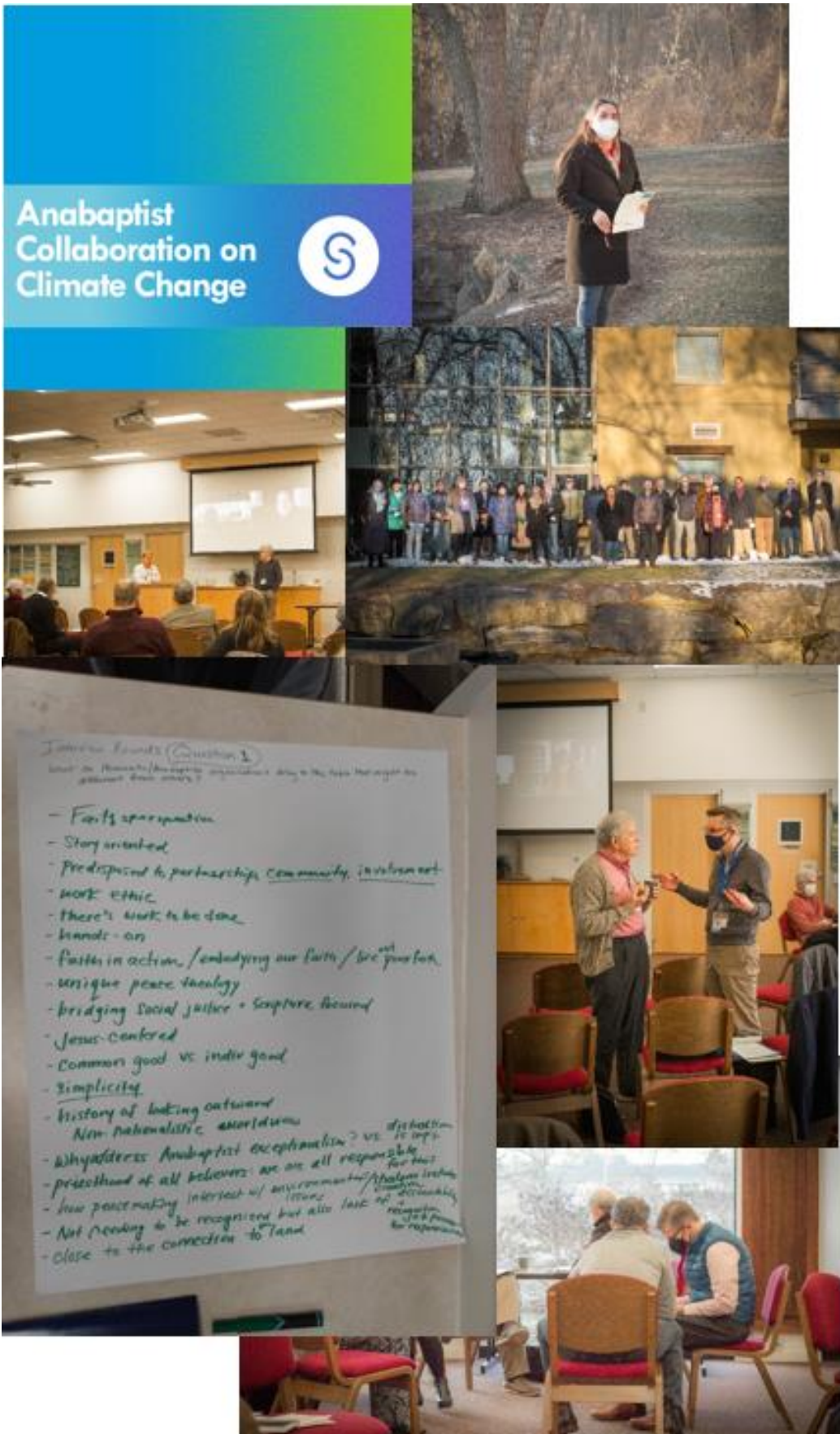
Both riders and followers continue to be engaged with CSCS, and with climate change. **221 PARTICIPANTS JOINED ONLINE FOR A SCREENING OF THE CLIMATE RIDE DOCUMENTARY** 6 months after the ride.



# THE CSCS IMPACT: HIGHLIGHTS (2021-22)

## THE FIRST CONVENING OF MENNONITE ORGANIZATIONS ON CLIMATE CHANGE

JANUARY 2022  
ANABAPTIST  
COLLABORATIVE ON  
CLIMATE CHANGE



In January 2022, CSCS CONVENED THE FIRST EVER MEETING OF ANABAPTIST ORGANIZATIONS SPECIFICALLY FOCUSED ON RESPONDING TO CLIMATE CHANGE.

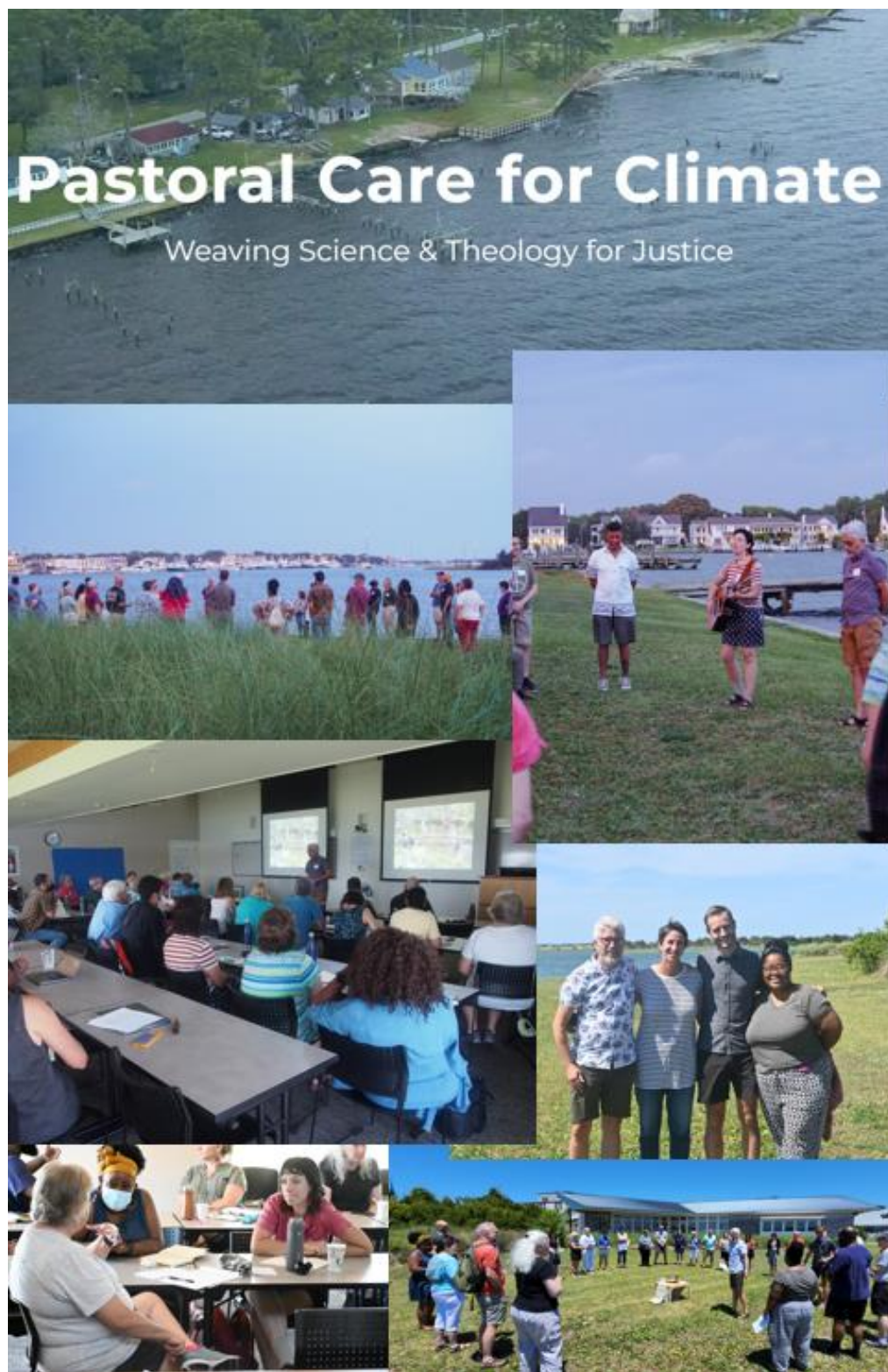
This event was attended by LEADERS FROM 18 ORGANIZATIONS, who spent an intensive 24 hours brainstorming on how Anabaptists as a community might collaborate.

This group AFFIRMED THE ROLE THAT CSCS CAN PLAY IN FACILITATING CONTINUED COLLABORATION, and SIGNED ON TO A JOINT STATEMENT expressing their commitment towards further action.

# THE CSCS IMPACT: HIGHLIGHTS (2021-22)

## EXPANDING THE CLIMATE RETREAT TO ECUMENICAL AUDIENCE

JUNE 2022  
ECUMENICAL  
RETREAT



The CSCS Director for Pastoral Ecology developed a CLIMATE RETREAT MODEL FOR PASTORS WHICH IS RUNNING FOR ITS 5TH YEAR.

In June 2022, we partnered with Creation Justice Ministries and Duke University to offer the FIRST ECUMENICAL WORKSHOP using our model.

42 INDIVIDUALS FROM 14 DENOMINATIONS ATTENDED THE 3 DAY EVENT.

CSCS began work on developing a "Caring for Creation" curriculum as a resource for general distribution.



# THE CSCS IMPACT: HIGHLIGHTS (2021-22)

## ENCOURAGING A CLIMATE MOVEMENT ON COLLEGE CAMPUSES

SEPT 2021 - MAY 2022  
ENGAGING  
CAMPUSES ON  
CLIMATE CHANGE



For our fourth consecutive year, we supported campus sustainability ambassadors on Mennonite college campuses. This successful program PROVIDES TRAINING, RESOURCES AND CONNECTIONS with other inspiring students across multiple campuses.

For the 2021-22 academic year, 10 AMBASSADORS ORGANIZED 24 EVENTS THAT REACH APPROXIMATELY 650 INDIVIDUALS.

Examples of events included:

CLIMATE STRIKE  
CLOTHING SWAP  
DOCUMENTARY PRESENTATION  
SUSTAINABLE LIVING SERIES  
EARTH DAY EVENT





# THE CSCS IMPACT: HIGHLIGHTS (2021-22)

## EQUIPPING FOR ACTION

2021 - 2022  
RESOURCES FOR  
ENGAGEMENT



CSCS believes that high quality resources are effective at moving the needle in changing attitudes and motivating people to action. Our strategy is to carefully select projects in which we invest deeper, rather than producing a larger number of pieces that lack depth.

Our resources represent months of work by skilled people. This year we highlighted **5 KEY RESOURCES**:

- ❖ A guide to orient people to COP26
- ❖ A guide to carbon pricing
- ❖ A resource on environmental expressions in Mennonite hymnals
- ❖ A documentary on the climate ride
- ❖ A white paper on what Mennonite churches think of climate advocacy

Resources were **PROMOTED** on social media, through email updates, at meetings, and on our website.

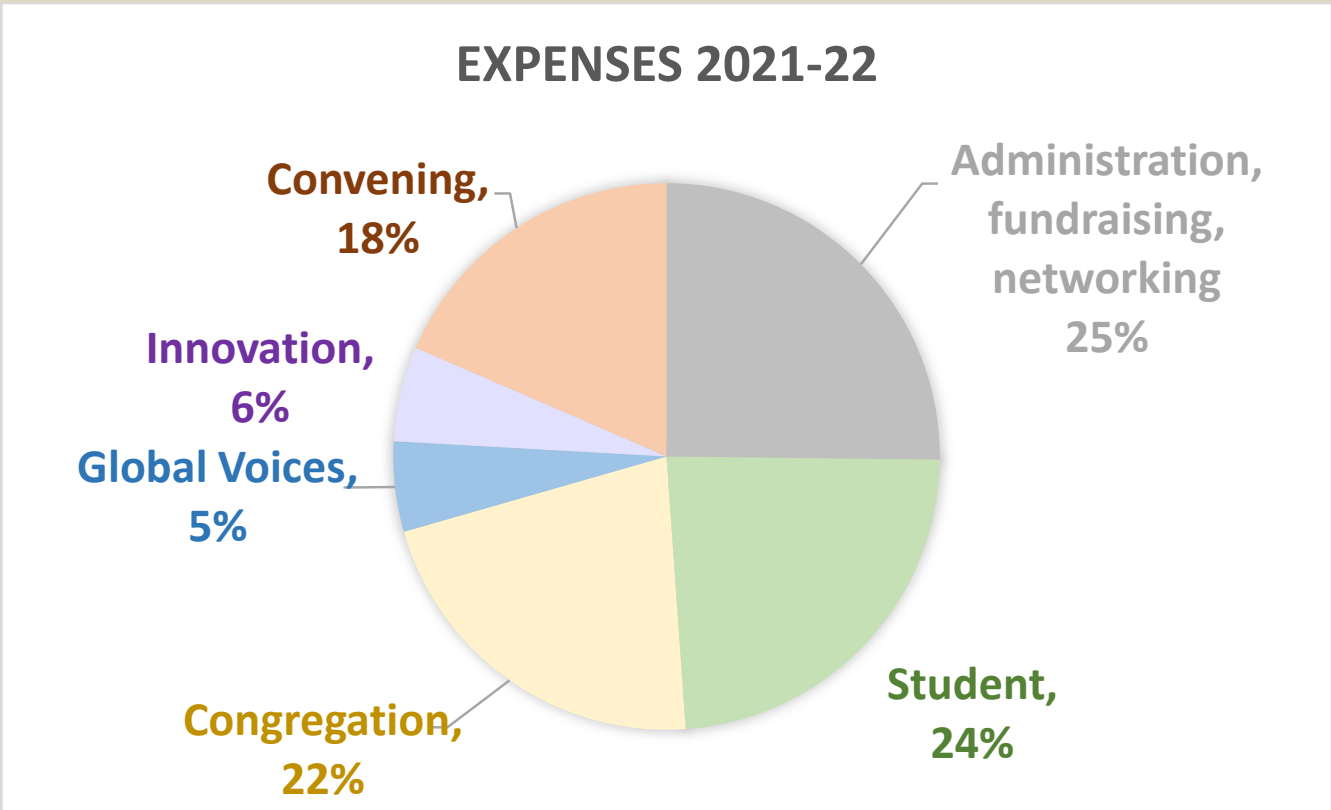
Over **3500 HOURS OF INTERNSHIP HOURS FOR THESE FUTURE LEADERS** provided quality training with supervision by professionals who work on climate change.

# OUR FINANCES

TOTAL FUNDED BUDGET FOR 2021-2022

\$187,437

BUDGET ALLOCATION, 2021-22





# 2021-22 Metrics

## I. Context

CSCS activities are framed by the vision, mission and strategy as articulated by documents that are approved by the Oversight Board, including the most recent strategic plan (from July 2021, attached). CSCS has gone through significant transitions starting in early 2022. **Since many of the formal changes occur in the 2022-23 year, we outline metrics here based on the pre-transition framework. This therefore reflects activities as planned under the older framework, and does not indicate the status and impact of activities under the new framework.** Much of the old framework of metrics will remain after the transition, but there will be also be significant changes reflected in our subsequent framework of metrics.

FROM THE 2021 STRATEGIC PLAN:

### A. OUR VISION

We envision Anabaptists fully engaged in actions which mitigate climate change, and Anabaptist perspectives influencing the larger climate conversation. We envision the church responding to climate change as a moral equivalent to peacebuilding.

### B. OUR MISSION

The Center for Sustainable Climate Solutions advances thinking and action in Anabaptist and other faith communities to mitigate climate change. Our work in research, innovation, education and collaboration catalyzes faith-informed, justice-focused activity that promotes sustainable living, environmental justice and care for creation. To this end, we:

- **Conduct and synthesize** interdisciplinary research to increase faith communities' and faith-based organizations' understanding, engagement, and advocacy around climate change.
- **Develop, implement and document** innovative strategies and programming that individuals and organizations can adopt to mitigate their contributions to climate change.
- **Educate and equip** students and constituents to take action that reduces individual, organizational, and systemic contributions to climate change.
- **Connect and strengthen** advocacy and climate change mitigation efforts across congregations and organizations in order to maximize engagement and impact.

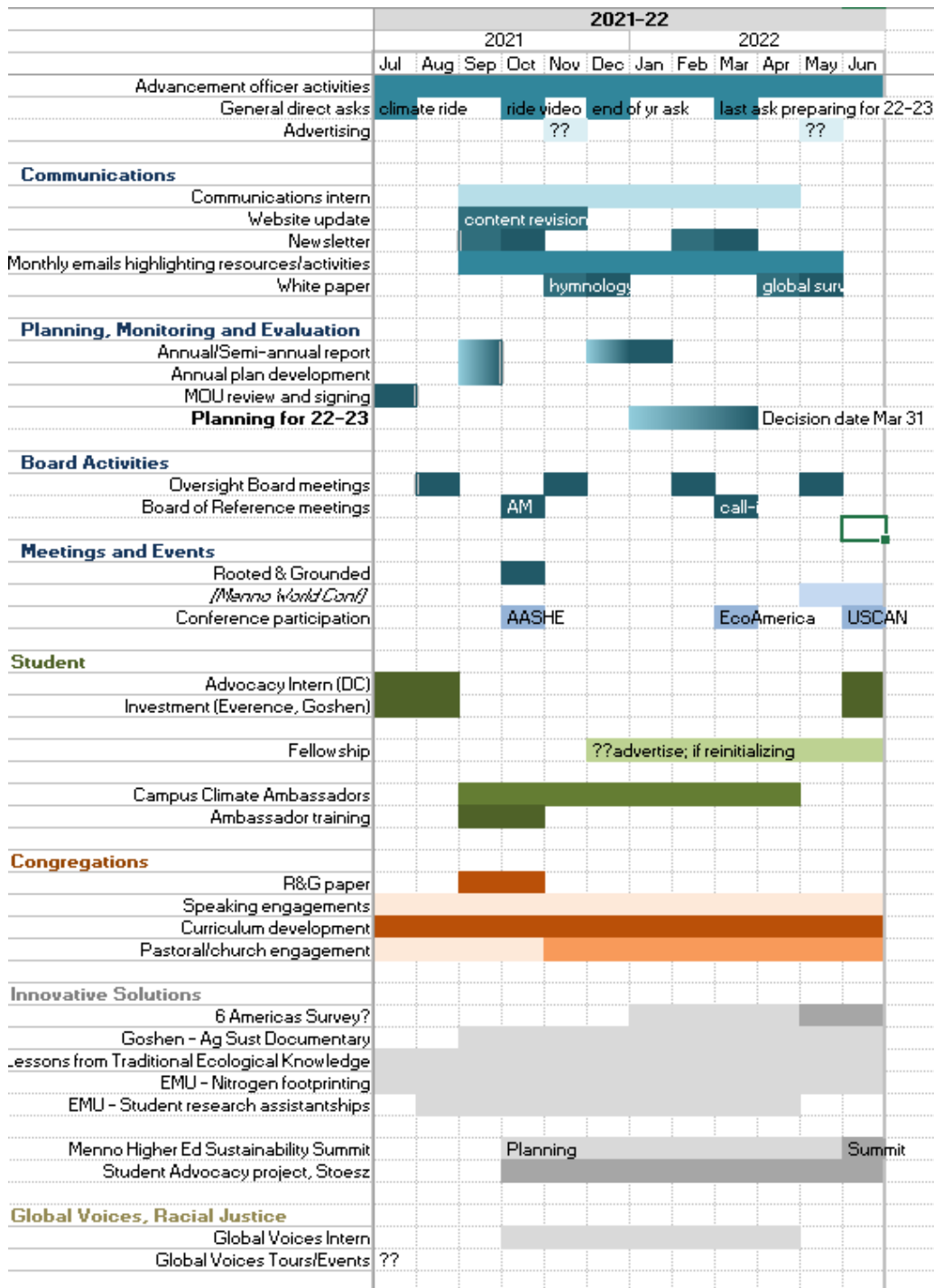
### C. OUR STRATEGY

Our programming is categorized in 4 primary activity areas: global voices, innovation/research, congregations, and students. These are articulated as 4 objectives in the strategic plan, and are the basis for the current reporting.

## II. Annual Gantt Chart for 2021-22

The Gantt chart on this page indicates the activities which were ongoing for the current year, as per the annual plan. This articulates the range and timing of activities for the 2021-22 year, and gave planning guidance in the absence of an explicit annual plan for the current year. Actual activities changed considerably through the year as the direction of the transition became more clear.

A preliminary annual plan is being developed for the 2022-23 year. Because of transitions in the organization, the upcoming annual plan has considerable flexibility and uncertainty compared with previous years.





### **III. Progress : Monitoring & Evaluation**

In the following detailed M&E reporting, we use the MCC M&E framework (“MCC Simple English PME Handbook”, accessed 2016):

Outputs (& Activities) – Referring to the specific events or activities which are held that lead to outcomes. “Activities are the tasks that will lead to the outputs and outcomes, and outputs are the amount or volume of the project’s activities, products, or services.” We report the two together and use the title outputs, since reporting outputs includes listing the activities.

Outcomes – Referring to the changes sought – what results from the outputs. “The change in behavior, attitude, skills, knowledge or situation of the project participants.”

The objectives and associated strategies are those listed on the 2021 strategic plan. This rubric shifts from that used previously, which focused on the main activity areas of students, congregations, global voices and innovation. Since these four activity areas still describe well our work, they are used as categories within the three main objectives. Additional metrics are provided for supporting activities, as has been reported in the past.

## Objective 1, Inspire Action

	Outputs (What we do - Strategies and Activities)	Outcomes (The change we see)
Student Programs (includes recent graduates)	<p><b>Outputs from strategic plan</b></p> <ul style="list-style-type: none"> <li>○ Support student-led activities on college campuses through the ambassador program.</li> <li>○ Equip students with career skills through deeper internship and fellowship opportunities.</li> <li>○ Resource students and recent graduates to mobilize and inspire their colleagues by supporting student-led activities.</li> </ul> <p><b>Metrics for 2021-22</b></p> <ul style="list-style-type: none"> <li>○ 10 climate sustainability ambassadors supported at 9 colleges</li> <li>○ Student Programs coordinator position supports ambassadors and interns.</li> <li>○ Climate futures fellow continued support for work with environmental expressions in Mennonite hymns.</li> <li>○ Advertised to fill coordinator position for Creation Advocacy Teams (grant funded).</li> <li>○ Climate ride supported 17 students.</li> </ul>	<p><b>Outcomes from strategic plan</b></p> <ul style="list-style-type: none"> <li>● Mennonite colleges have more climate related activities and goals.</li> <li>● Students are equipped to engage with their communities and colleagues on climate change.</li> <li>● Churches and young adults are empowered to advocate on issues surrounding climate change.</li> </ul> <p><b>Metrics for 2021-22</b></p> <ul style="list-style-type: none"> <li>○ Ambassadors held 24 different events on campuses, and reached an estimated 650 students with events.</li> <li>○ All ambassadors trained in strategic planning; using planning tools; setting long-term and short-term goals; promoting events; leadership principles; communicating climate issues and strategies; organizing skills; and empowerment.</li> <li>○ Advent series posts connecting to Mennonite hymnology attracted average of 152 reaches</li> <li>○ Web resource created for church hymn use on environmental themes.</li> <li>○ Intern hired to spearhead initial stages of Creation Advocacy Teams.</li> <li>○ Approximately 20 students from 4 campuses attended climate advocacy webinar .</li> <li>○ Climate rider won C. Henry Smith Peace Oratorical Contest at Goshen College. Speech ("Humanizing Our World, One Walkway at a Time") focused on climate ride, providing engagement with a wider audience on climate issues.</li> </ul>



Global Voices	<p><b>Outputs from strategic plan</b></p> <ul style="list-style-type: none"> <li>● Provide events and venues for voices of globally marginalized communities to be heard (e.g. through church or college engagement, speaking at conferences, etc).</li> <li>● Create resources (written, video) which give voice to diverse underrepresented communities.</li> </ul> <p><b>Metrics for 2021-22</b></p> <ul style="list-style-type: none"> <li>○ Identified individuals from Mennonite World Conference survey who can be sources for global stories</li> <li>○ Congregational engagement curriculum plan includes global perspectives components.</li> </ul>	<p><b>Outcomes from strategic plan</b></p> <ul style="list-style-type: none"> <li>● Increased engagement on impacts of climate change on global marginalized communities, and perspectives of these communities.</li> <li>● Constituents are aware and taking action in response to increased awareness of global impacts/perspectives.</li> </ul> <p><b>Metrics for 2021-22</b></p> <ul style="list-style-type: none"> <li>○ Publication of 2 stories from global voices, for Indonesia and Malawi</li> <li>○ 9 writers in curriculum writing from different perspectives.</li> </ul>
Congregational Engagement	<p><b>Outputs from strategic plan</b></p> <ul style="list-style-type: none"> <li>● Provide opportunities, such as retreats, for church leaders which equip them to engage their congregations more with climate change.</li> <li>● Provide opportunities (speaking events, advocacy training, resources, etc) for church members to take action on climate change.</li> <li>● Provide constituents access to resources (written, video, etc) that help them engage with climate issues from different perspectives.</li> <li>● Cultivate continued action in climate issues both within the church, and in general society including through social media networks.</li> </ul> <p><b>Metrics for 2021-22</b></p> <ul style="list-style-type: none"> <li>○ Climate retreat with Creation Justice Ministries is first ecumenical retreat</li> <li>○ Director of Pastoral Ecology spoke at 15 events/meetings outside of retreat and Climate Ride events.</li> </ul>	<p><b>Outcomes from strategic plan</b></p> <ul style="list-style-type: none"> <li>● Church leaders incorporate climate activities in their congregations</li> <li>● Denominations engage more with climate issues in their activities and goals</li> <li>● Church members act on climate change.</li> <li>● Churches and young adults are empowered to advocate on issues surrounding climate change.</li> </ul> <p><b>Metrics for 2021-22</b></p> <ul style="list-style-type: none"> <li>○ Ecumenical retreat had 42 attendees from 14 denominations, 1/3 of participants were non-white</li> </ul>

Innovation	<p><b>Outputs from strategic plan</b></p> <ul style="list-style-type: none"> <li>● Support development and dissemination of novel approaches to addressing climate change.</li> <li>● Provide opportunities to build skills of practitioners and researchers who can provide tangible and effective solutions to climate change.</li> </ul> <p><b>Metrics for 2021-22</b></p> <ul style="list-style-type: none"> <li>○ One policy briefing publishing (critical minerals mining)</li> <li>○ Carbon and nitrogen footprinting research developed for presentation at conferences.</li> <li>○ Participate in 1 national sustainability meeting (AASHE).</li> <li>○ Presentations at other meetings (Rooted and Grounded, School for Leadership Training).</li> <li>○ Climate Town halls organized (two in July 2021) in concert with climate ride.</li> <li>○ 2 newsletters produced.</li> </ul>	<p><b>Outcomes from strategic plan</b></p> <ul style="list-style-type: none"> <li>● Audiences access project results and incorporate results or lessons in their activities, reducing their climate impacts.</li> <li>● Anabaptist institutions have reduced their climate impacts by implementing effective solutions.</li> </ul> <p><b>Metrics for 2021-22</b></p> <ul style="list-style-type: none"> <li>○ CSCS Director and Director for Pastoral Ecology presented or spoke with &gt;100 people at meetings</li> <li>○ 100-200 people attended each of the climate ride town halls in July 2021.</li> <li>○ More than 2000 were recipients of newsletter with resources and stories to inspire action.</li> </ul>
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## Objective 2, Develop Leaders

	Outputs (What we do - Strategies and Activities)	Outcomes (The change we see)
Student Programs	<p><b>Outputs from strategic plan</b></p> <ul style="list-style-type: none"> <li>○ Train students with skills, and provide opportunities to apply skills to work on their campuses, and to their future careers.</li> <li>○ Provide opportunities which empower students to creatively seek approaches and solutions.</li> </ul> <p><b>Metrics for 2021-22</b></p> <ul style="list-style-type: none"> <li>○ Coordinator had 4 call-in's in the year for reporting/ planning and response.</li> <li>○ Ambassadors attended two days of training (virtual).</li> <li>○ Weekly email check-in's for summer interns, along with three virtual meetings (for May-Jul 2020 period).</li> <li>○ 2 internships supported for summer 2021, in the following areas: <ul style="list-style-type: none"> <li>○ Advocacy</li> <li>○ Videography</li> </ul> </li> <li>○ 1 internship supported spring 2022 for advocacy.</li> <li>○ Hosted webinar on climate advocacy for students across Mennonite Colleges</li> <li>○ Supported student ambassador participation in wider conferences (AASHE, Rooted and Grounded)</li> </ul>	<p><b>Outcomes from strategic plan</b></p> <ul style="list-style-type: none"> <li>○ Students engage in activities that lead the charge on climate action on their campuses.</li> <li>○ Alumni of student programs go on to positions working on climate change, and/or pursue additional training/ education equipping them to work on climate change.</li> </ul> <p><b>Metrics for 2021-22</b></p> <ul style="list-style-type: none"> <li>○ Ambassadors held 24 different events on campuses, and reached an estimated 650 students with events (<i>reported for objective 1 also</i>).</li> <li>○ All ambassadors gained experience as leaders on sustainability efforts at their respective campuses.</li> <li>○ Student intern gained experience with promoting and organizing advocacy events on campuses.</li> <li>○ Initial sustainability ambassador position has led to application for climate futures fellowships or internships at CSCS for 4 students.</li> <li>○ 8 ambassadors attended 2021 Global AASHE meeting (virtual); 1 ambassador attended Rooted and Grounded.</li> <li>○ Training results in students and recent graduates having skills in: <ul style="list-style-type: none"> <li>○ Organizing and promoting events</li> <li>○ Effective communication (verbal, written, social media)</li> <li>○ Moderating discussions (e.g. at events)</li> <li>○ Advocating on climate issues (at campus/local/national level)</li> <li>○ Meeting with school administration regarding campus climate issues</li> </ul> </li> </ul>

Global Voices	<p><b>Outputs from strategic plan</b></p> <ul style="list-style-type: none"> <li>● Provide leadership opportunities for those from communities who have been given less voice in climate issues (through Global Voices tours/events, and through other programs such as student programs)</li> </ul> <p><b>Metrics for 2021-22</b></p> <ul style="list-style-type: none"> <li>○ Helped to facilitate contacts of Global Voices participants with opportunities for sharing their stories.</li> </ul>	<p><b>Outcomes from strategic plan</b></p> <ul style="list-style-type: none"> <li>● Global Voices participants take leadership roles on climate issues, including by building networks with climate justice organizations, and working at intersectionality.</li> </ul> <p><b>Metrics for 2021-22</b></p> <ul style="list-style-type: none"> <li>○ Previous Global Voices participant continues to participate in climate events within Anabaptist denominations.</li> </ul>
Congregational Engagement	<p><b>Outputs from strategic plan</b></p> <ul style="list-style-type: none"> <li>● Equip church leaders through retreats, webinars, and other resources to lead congregations on climate issues.</li> </ul> <p><b>Metrics for 2021-22</b></p> <ul style="list-style-type: none"> <li>○ Summer interns (2) worked on resources.</li> <li>○ Curriculum planned with 9 lessons, 7 writers; planned roll-out for fall of 2022.</li> <li>○ Pastor training program selected as a feature of Yale Climate Communications.</li> </ul>	<p><b>Outcomes from strategic plan</b></p> <ul style="list-style-type: none"> <li>● Pastor and other church leaders include climate issues within their worship and ritual life, engaging in practices of both celebration and lament that lead to hopeful action.</li> <li>● Congregations become centers of communal climate conversation and action with impact in households and broader communities.</li> <li>● Leaders help congregations move to next level on advocacy and action</li> </ul> <p><b>Metrics for 2021-22</b></p> <ul style="list-style-type: none"> <li>○ ClimateRide documentary posted to youtube; over 200 joined premier screening online.</li> <li>○ Critical minerals mining resources promoted for congregations and other groups.</li> <li>○ Videos created for each of 7 sessions in new curriculum</li> </ul>

Innovation	<p><b>Outputs from strategic plan</b></p> <ul style="list-style-type: none"> <li>● Support practitioners and researchers as they become leaders in novel approaches to addressing climate change in their fields.</li> <li>● Lead the climate conversation in Anabaptist communities understanding what climate change means (for example, through intersectional issues, or through lenses of peacebuilding and reconciliation).</li> </ul> <p><b>Metrics for 2021-22</b></p> <ul style="list-style-type: none"> <li>○ 1 former fellow supported on scholarships writing project (Joseph Harder, hymnology).</li> <li>○ 2 projects supported on campuses: <ul style="list-style-type: none"> <li>○ Nitrogen footprint</li> <li>○ Connections between migration and climate (AMBS)</li> </ul> </li> <li>○ Supported an author's talk and book signing.</li> </ul>	<p><b>Outcomes from strategic plan</b></p> <ul style="list-style-type: none"> <li>○ Practitioners and researchers are resourced as experts in their fields.</li> <li>○ Climate conversations in the Anabaptist communities incorporate themes of intersectionality, climate justice, peacebuilding and reconciliation, and other leading-edge concepts)</li> </ul> <p><b>Metrics for 2021-22</b></p> <ul style="list-style-type: none"> <li>○ One manuscript submitted for publication in Mennonite Quarterly Review. Currently under revision.</li> <li>○ Two faculty across two institutions (EMU, AMBS) engage with climate research projects.</li> <li>○ Internal paper produced "Migration in an era of climate change, a literature review". (Continued research on paper for eventual publication)</li> <li>○ Two students at EMU engaged with climate research project.</li> <li>○ Approximately 50 people attended book event, in person and online.</li> </ul>
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### Objective 3, Build Networks

	Outputs (What we do - Strategies and Activities)	Outcomes (The change we see)
Student Programs	<p><b>Outputs from strategic plan</b></p> <ul style="list-style-type: none"> <li>● Maintain ambassador program for engaging Mennonite student leaders together.</li> <li>● Build a network of leaders and professionals who have worked with us as students, and that CSCS can continue to resource.</li> </ul> <p><b>Metrics for 2021-22</b></p> <ul style="list-style-type: none"> <li>○ 10 campus sustainability ambassadors supported for full-year work.</li> <li>○ Connected with Church of Brethren college (Messiah) on potential ambassador for the first time.</li> </ul>	<p><b>Outcomes from strategic plan</b></p> <ul style="list-style-type: none"> <li>○ Students on Mennonite campuses collaborate in a common effort to initiate campus climate activities (through ambassador program).</li> <li>○ Additional campus connections and activities results from students serving as conduits for connecting with broader campus efforts (for example, through the planned sustainability summit).</li> </ul> <p><b>Metrics for 2021-22</b></p> <ul style="list-style-type: none"> <li>○ Student climate movement maintained and expanded through sharing with each other about campus activities.</li> <li>○ Joint project on climate advocacy provided a common collaborative goal for campuses.</li> </ul>



Global Voices	<p><b>Outputs from strategic plan</b></p> <ul style="list-style-type: none"> <li>● Build a diverse network of organizations that CSCS works with on climate issues.</li> <li>● Use networks provided through MCC and other organizations to connect globally with folks working on climate action and mitigation.</li> <li>● Strengthen Global Voices participants personal networks, as well as the CSCS network of contacts.</li> </ul> <p><b>Metrics for 2021-22</b></p> <ul style="list-style-type: none"> <li>○ Organized and successfully undertook a meeting of 18 key Anabaptist organizations.</li> <li>○ Hired intern to develop global voices stories, partnering with Mennonite World Conference on contacts.</li> <li>○ Significant new connections established with organizations through the Climate Ride.</li> <li>○ Initiated connection with Mennonite Men, planning for making the JoinTrees effort collaborative.</li> <li>○ Director is chair of Creation Care Task Force for Mennonite World Conference.</li> </ul>	<p><b>Outcomes from strategic plan</b></p> <ul style="list-style-type: none"> <li>● Global impacts and perspectives of climate change are highlighted through networking with other organizations.</li> <li>● Collaborations initiated through networks established with Global Voices participants, and through organizations that work globally.</li> </ul> <p><b>Metrics for 2021-22</b></p> <ul style="list-style-type: none"> <li>○ Organizational climate meeting was first joint meeting on climate for Anabaptist organizations, with focus on climate justice.</li> <li>○ 17 of 18 organizations attending organizational climate meeting (plus 2 additional organizations) signed common statement on climate.</li> <li>○ Organizations participated in Climate Ride events: MEDA, Climate Nexus, Dismantling the Doctrine of Discover Coalition, Mennonite Men</li> <li>○ CSCS gained global visibility in MWC through Creation Care Task Force.</li> </ul>
Congregational Engagement	<p><b>Outputs from strategic plan</b></p> <ul style="list-style-type: none"> <li>● Build a network of pastors and church leaders who are passionate about climate change.</li> <li>● Build a network of churches who are engaged in and interested in advocacy.</li> </ul> <p><b>Metrics for 2021-22</b></p> <ul style="list-style-type: none"> <li>○ Maintained list of congregations engaged in pastoral retreats.</li> <li>○ Continued close collaboration with MCCN in congregational outreach.</li> <li>○ Global Voices participants and Director for Pastoral Ecology ran sessions Brethren in Christ Peace and Justice Project meeting at Messiah College.</li> <li>○ Partnered with AMBS on Rooted and Grounded Conference.</li> <li>○ Workshop at School for Leadership Training (Eastern Mennonite Seminary)</li> </ul>	<p><b>Outcomes from strategic plan</b></p> <ul style="list-style-type: none"> <li>● Church networking results in pastors and their congregations increasing climate-related activities.</li> <li>● Church advocacy activities are enhanced by connecting churches together in their advocacy efforts.</li> </ul> <p><b>Metrics for 2021-22</b></p> <ul style="list-style-type: none"> <li>○ Networked through 15 speaker engagements at churches/district/colleges, reaching 600 people (DK)</li> <li>○ Approximately 25 attended BIC meeting at Messiah College.</li> <li>○ Engaged with approximately 50 (SLT, R&amp;G) through conference presentations</li> </ul>

Innovation	<b>Outputs from strategic plan</b> <ul style="list-style-type: none"> <li>● Create, collect and house a network of resources that can be used by CSCS for communication, teaching, etc.</li> <li>● Build an interdisciplinary network of practitioners and researchers who are passionate about climate action and its role in the Anabaptist community</li> </ul>	<b>Outcomes from strategic plan</b> <ul style="list-style-type: none"> <li>● A diverse set of resources is available for individuals, congregations and groups engaging with climate change.</li> <li>● Practitioners and researchers are connected together through venues (e.g. meetings) or other mechanisms (e.g. publication sharing).</li> </ul>
	<b>Metrics for 2021-22</b> <ul style="list-style-type: none"> <li>○ Continued addition of maintenance of resources online.</li> <li>○ [see inspire action category for metrics on resources created]</li> <li>○ CSCS was a co-sponsor of Rooted and Grounded.</li> </ul>	<b>Metrics for 2021-22</b> <ul style="list-style-type: none"> <li>○ [see inspire action category for metrics on resources created]</li> <li>○ Approximately 100 individuals came together for Rooted and Grounded.</li> </ul>

## Supporting Activities

To give adequate support for, and to maintain best practices in, administration of CSCS programs and vision. Ensure that CSCS activities are financially sustainable, and communicated to a broader audience.

Advancement		
	Outputs	Outcomes
a. Plan and implement a robust advancement program with adequate personnel support.	<ul style="list-style-type: none"> <li>– Reviewed advancement plan</li> <li>– Hired new advancement director at approximately 3/8 time.</li> <li>– Developed strategy to engage organizations in ongoing financial support.</li> </ul>	<ul style="list-style-type: none"> <li>– Convening of 18 Anabaptist organizations as part of advancement strategy to garner institutional support for CSCS.</li> </ul>
b. Create and maintain a community who support CSCS through generous giving (financially, and other means).	<ul style="list-style-type: none"> <li>– Maintain list of CSCS contacts (donors, prospects, newsletter/email list).</li> <li>– Cultivated donations through general media (newsletters, social media).</li> <li>– Cultivated higher-end donations through personal relationships with existing supporters.</li> </ul>	<ul style="list-style-type: none"> <li>– Contact list stayed steady at approximately 2000 names.</li> <li>– 52 new donors added for the year; \$20,890 secured from new donors.</li> <li>– Newsletters included asks for all on contact list.</li> </ul>

	– Main records of donor contracts through CRM software.	
c. Communicate and coordinate with core partner advancement activities.	– Consulted with core partner advancement directors about upcoming organizational transitions.	– Solicited advice and ideas from core partners on moving forward with transition.
d. Pursue and acquire grant funds.	<ul style="list-style-type: none"> <li>– Developed list of potential larger awards.</li> <li>– Funds from 3 awarded grants utilized for programming.</li> </ul>	<ul style="list-style-type: none"> <li>– Screening foundation list guided approach to applying for a larger grant; identified need to have a foundation connection and/or a specific program match.</li> <li>– Funded programs through grant projects – curriculum development, sustainability summit, and student advocacy. (Activities had been delayed due to COVID)</li> </ul>

Communications			
	Outputs	Outcomes	
a. Maintain website presence which effectively communicates CSCS's mission and ongoing activities, provides resources, draws in donations, and is an entry point for involvement with CSCS.	<ul style="list-style-type: none"> <li>– Regular news articles developed for website.</li> <li>– Maintenance of website, addition of new components</li> <li>– New website theme implemented in summer 2021</li> </ul>	<ul style="list-style-type: none"> <li>– 11 news (website) article.</li> <li>– Selected components of current website added (e.g. solar economics, climate action plans)</li> <li>– New website theme prevents website from crashing, in addition to providing an improved aesthetic</li> </ul>	
b. Maintain social media presence which keeps CSCS community connected and informed, expands our visibility, and deepens involvement of CSCS supporters.	<ul style="list-style-type: none"> <li>– Regular social media posts, 72 for the year period (1.5 per week).</li> <li>– Climate Ride posts were made daily.</li> <li>– Director of Pastoral Ecology featured on Spanish-language Merienda Menonita podcast</li> </ul>	<ul style="list-style-type: none"> <li>– Facebook followers increased from 189 in Dec 2019 to 623 July 1 2021, and 703 in June 30, 2022.</li> <li>– Facebook reach for posts went from 100-200 before Climate Ride to &gt;1000 regularly during the Ride (peaking at 5600 for the culminating event).</li> <li>– Most posts ranged from a reach of &lt;100 to ~300.</li> <li>– Higher impact (climate ride, student, Anabaptist) and lower impact (global voices, resources) posts identified.</li> <li>– Twitter followers increased from 202 in August 2021 to 221 in July 2022.</li> <li>– Instagram followers have held steady through the year at about 700.</li> </ul>	
c. Create and disseminate reports which articulate CSCS impacts and	– Compiled report information for major donors, and boards.	– New design used for newsletters.	



operations, and which are novel contributions to the understanding of climate issues.	<ul style="list-style-type: none"> <li>- Graphic designer engaged to revamp newsletter</li> <li>- Two newsletters published, distributed to mailing list.</li> <li>- Annual report produced.</li> <li>- Impact report served as midyear report.</li> </ul>	<ul style="list-style-type: none"> <li>- Open rates (40%, 51%) and click rates (7.2%, 6.6%) on emails were about double the industry standard for nonprofits.</li> <li>- Communication with contact list of 2000 recipients (for newsletter and other communications).</li> <li>- Impact report (as midyear report) distributed to Anabaptist organizations and promoted online; annual report and annual plan developed and distributed.</li> </ul>
d. Maintain a presence in media publications.	<ul style="list-style-type: none"> <li>- Stories written for climate ride and Anabaptist Collaboration on Climate Change, sent to media contacts.</li> <li>- Advertising campaign for Climate Ride.</li> </ul>	<ul style="list-style-type: none"> <li>- Series of online advertisements prior and during Climate Ride (AW, Canadian Mennonite)</li> <li>- High profile <a href="#">interview with Doug Kaufman</a> on Yale Climate Connections.</li> </ul>

Operations			
	Outputs (July-Dec 2020)	Outcomes	
a. Offset carbon emissions from Center operations.	<ul style="list-style-type: none"> <li>- No emissions calculations were made for this year, largely because we simply didn't have time for this item. There are also increasing questions about the validity of offsets which reduced the priority of this item.</li> </ul>	- [No outcomes]	
b. Work towards diversity in our representation (staff, funded projects, board members).	<ul style="list-style-type: none"> <li>- Diversity considerations when selecting/hiring paid individuals within CSCS.</li> <li>- Advertising broadly to reach diverse audiences.</li> </ul>	<ul style="list-style-type: none"> <li>- 2 of 15 climate riders BIPOC; 5 female, 2 non-binary*, 8 male riders; 10 of 15 riders requested scholarship support.</li> <li>- Ambassadors, 4 male, 6 female, ? non-binary*</li> <li>- Positions were advertised on Indeed, a widely used employment platform.</li> <li>- Applicants for positions were low in diversity; we did not succeed in increasing diversity in staff.</li> </ul> <p><i>*not known; we do not ask specifically questions of gender identity</i></p>	

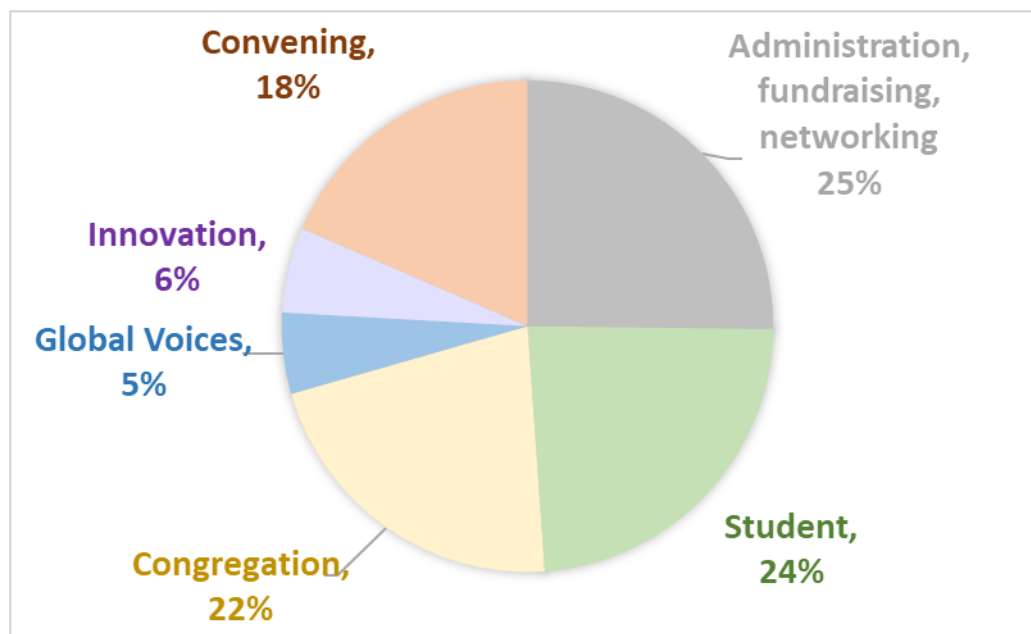
## IV. Financial Status and Sustainability

### A. Key points with respect to financial status are:

- Yearly expenses were \$187,437 (compared to \$269,211 in 2020-21).
- Actual expenses were less than budget approved by Oversight Board (\$216,957). Somewhat lowered actual costs were due to 1) Continued disruption due to Covid (such as fewer in person pastoral retreats), 2) Lowered expenditures on innovation through EMU, Goshen and MCC (as efforts shifted to an organizational transition).
- A preliminary budget of ~\$325,500 is approved by the Oversight Board. Plans for 2022-23 are outlined in the annual plan (see separate document).

### B. Categories

The pie chart below indicates budget assignments by programming. (Projects are assigned to 1 or more program areas; for instance expenses in core staffing are broken down to reflect time spent on student programs, etc), As shown below, there were some shifts since last year in programming efforts, mainly due to 1) increased efforts for the transition process and for advancement activities, 2) fewer projects with the core partners (innovation and global voices), 3) less expenses with student programs as the fellowship program was not run, and 4) initiating the new convening role.



*For reference the breakdown of expense areas for the previous year (2020-21) is:*

