

Gateway 2025



MISSISSIPPI
ASSOCIATION OF SUPERVISORS
82 COUNTIES - 1 VOICE

OCTOBER 9, 2018

Mississippi Association of Supervisors



Report of the MAS Vision Committee



Our Association has grown exponentially over the last 10 years, with many new programs and services designed specifically to benefit Mississippi counties being offered to our members. Several years ago, the staff and I began thinking about developing a strategic plan to identify short and long-term goals for the Association. After looking through the files and board minutes, we were unable to locate a prior, formal strategic plan setting out goals and objectives for the Association.

The process of developing this formal plan began with the Board of Directors' trip to meet with Ross King, Executive Director, and the staff of ACCG, Georgia's county association. Mr. King facilitated a working retreat for MAS board members, outlining ACCG's growth and development process. During the Retreat, MAS board members identified four key areas the board felt was critical for MAS' continued success. Those four key areas became the Four Pillars that this Gateway 2025 is built on: Legislative Advocacy, Member Services, Community & Civic Engagement, and Leadership Development.

The purpose of this Gateway 2025 is to provide a broad outline and identify specific objectives to strengthen each of the Four Pillars. The Gateway 2025 is meant to be a "living document" – not a dusty old report sitting on a shelf.

The staff and board of directors will review the report and progress at least annually to ensure the Association continues to grow in sync with the Four Pillars and the strategic goals.

As always, the MAS staff welcomes the suggestions and input of each of the Association's members. We look forward to implementing the Gateway 2025 Vision Plan and fostering continued growth for the Association.

Best wishes,

A handwritten signature in black ink, appearing to read "Derrick Surette". The signature is fluid and cursive, with a long horizontal stroke at the end.

Derrick Surette
Executive Director

Meet the Vision Committee

The Vision Committee members were drawn from around the state and represent a cross-section of large and small, urban and rural, beat and unit counties.

The Vision Committee met in 2017 and 2018 to identify the goals and objectives outlined in this Gateway 2025. The recommendations are based on criteria identified in small-group work sessions during the board of directors' retreat in 2016, member comments and feedback, consideration of services and activities of neighboring states' associations, and the leadership and insight of the Vision Committee.



Hon. Connie Rockco, Harrison County, Committee Chair



Hon. Dwight Norris, Smith County, Committee Vice Chair



Hon. Randy Bosarge, Jackson County



Hon. Peggy Calhoun, Hinds County



Hon. Blaine Lafontaine, Hancock County



Hon. Debra Mabry, Holmes County



Hon. Bricklee Miller, Oktibbeha County



Hon. Joshua Todd, Lauderdale County

Mission Statement

Our Association supports, empowers and unifies all Mississippi counties through advocacy, member services, community and civic engagement, and leadership development.

Pillar One: Legislative Advocacy

Since the Association's inception in 1908, legislative advocacy has been a primary objective for the Association. MAS' governmental affairs team works tirelessly yearlong to foster relationships with state, legislative and Congressional officials to ensure Mississippi counties' interests are protected.

- I. Promote member and public engagement in MAS legislative efforts by communicating MAS's message via white papers, podcasts, emails, social media and other appropriate means.
- II. Provide data and research to substantiate claims and support lobbyist efforts.
- III. Continue building relationships and collaboration with governor's administration, legislators, other state agencies, organizations and associations to develop common platforms and coalitions.
- IV. Continue building relationships and collaboration with U. S. President's administration, U. S. Congress, national and regional associations to advocate for Mississippi counties.

Pillar Two: Member Services

MAS staff work continuously to identify services and programs that can benefit counties and county employees. The Association partners with industry partners to develop and launch programs as varied as the MAS Insurance Trust to the innovative Inmate Medical and Rx Cost Containment Program.

- I. Continue implementing member programs to defer and lower costs, enhance services and provide additional resources for Mississippi counties.
 - A. Create MAS Alumni Membership option with reduced annual dues to allow former MAS members to continue supporting MAS and counties.
 - B. Create county supervisor certification program and provide educational opportunities for continuing education credits at MAS conferences.
 - C. Create and maintain historical records of MAS and provide member access.

- II. Redesign MAS website to increase usability and implement new items such as podcasts, blogs and member discussion boards.
- III. Create data bank with job descriptions and sample interview questions for appointed county positions.

Pillar Three: Community & Civic Engagement

The Association serves our members, and our members serve the citizens and taxpayers of Mississippi. The Association will provide education and support to counties, county employees, and the citizens of Mississippi.

- I. Promote MAS platform to the public by communicating MAS’s message via white papers, podcasts, emails, social media and other appropriate means.
- II. Educate counties and county employees regarding existing programs, including but not limited to:
 - A. MAS County Employee Scholarship Program
 - B. MAS Disaster Relief Fund
 - C. MAS County Employee Discount Card
- III. Create and promote citizen-facing media materials, such as color and activity pages, infographic pieces, web series, etc., to educate citizens on the purpose and work of the various county government offices.
- IV. Assist member counties with economic and community development efforts.

Pillar Four: Leadership Development

One of the primary reasons for the Association’s creation was to educate county officials and foster the exchange of ideas between individuals for the betterment of our counties. Education and leadership development will continue to be a primary role of the Association.

- I. Create curriculum for and launch a Lifetime Learning Leadership Academy.
- II. Create county supervisor certification program and provide educational opportunities for continuing education credits at MAS conferences, regional meetings and other educational opportunities.
- III. Create officer, director and committee member “job descriptions.”

- IV. Create a “Champions for County Government” award, geared towards legislative and statewide officials who support MAS’ platform.
- V. Recognize length of service for retiring supervisors.
- VI. Create blog and/or discussion boards for members to share information and ideas.
- VII. Include a swearing-in ceremony/oath of office for MAS Officers during the transition of officers at the Annual Convention.

Pillar Five: Administrative Support

Columns and pillars require a strong support base to stand. The Executive Director and MAS staff shall provide a strong foundation to support the Four Pillars and the goals of the Association.

- I. Protect and maintain the integrity of the MAS brand.
- II. Update MAS logo to remain current and relevant.
- III. Update MAS’ bylaws to ensure relevance. At a minimum, research pros and cons of allowing Affiliate Members to have a non-voting seat on the MAS Board of Directors.
- IV. Review and assess MAS county membership dues structure annually to ensure it meets the needs of the Association.
- V. The Vision Plan should be reviewed periodically by the MAS Board of Directors.