Missio National Council 12-14 June 2023, High Leigh Conference Centre Lord Street, Hoddesdon, Hertfordshire EN11 8SG

Attendees:

Diocesan Directors:

	Fr Philip Baptiste (Mission Together, Westminster), Fr Gary Brassington (Clifton, Trustee), Deacon Anthony Callaghan (Liverpool), Fr Wayne Coughlin (Northampton, Monday afternoon only), Mary Dearden (Shrewsbury, Mission Together), Fr Michael Glover (Birmingham), Fr Tony Grace (Shrewsbury, Monday & Tuesday), Fr Jonathan Hart (Leeds), Canon Michael Loughlin (Middlesbrough), Mrs Helena McGouran (Mission Together, Middlesbrough), Fr Innaiah Maddineni (Portsmouth), Fr Greg Price (Hexham and Newcastle, Trustee), Fr Daniel Rooke (Northampton incoming DD), Fr Carlos Quito (Westminster Monday and Tuesday), Canon Paul Watson (Menevia)	
Trustees:	Bishop Paul Swarbrick (Chair of Trustees, Monday and Tuesday), Robert Binyon, Eamonn Doran, Neil Twist (also Fr Gary Brassington and Fr Greg Price, Diocesan Directors)	
Mill Hill Missionaries:		
	Fr Dermot Byrne MHM (British Regional), Fr Michael Corcoran MHM (General Superior), Fr Joseph Thangaraj MHM (Appealer)	
Missio:	Fr Anthony Chantry MHM (Missio National Director), Theresa Codd (Regional Community Fundraiser, North), Claire Colleran (Mission Together Coordinator), Stephen Davies (Red Box Director, jointly appointed by Missio and MHM), Nicky Pisa (Fundraising and Communications Director) Michelle Slater (Communications Manager), Dave Wheat (Regional Community Fundraiser, South), Allyn Zulver (Finance Director)	
Guests:	Fr Vincent Mwakhwawa (PMS National Director, Malawi), Fr Kizito Nhundu (PMS National Director, Zimbabwe)	
Apologies:	Deacon Tom Kavanagh (Southwark), Fr Patrick Daly (Brentwood), Fr Samuel Ofia MSP (Lancaster), Deacon Michael Tosh (Plymouth)	

Monday, 12 June

Opening session

We began by reflecting on the Church in our local context and the work of Missio in our dioceses.

Some themes included: signs of hope within our Church, including being able to gather with volunteers online and now also in person, people coming back to Mass in person, the work of Diocesan Mission Teams and development of them in new dioceses, with the support from Dave and Theresa, excellent Mission Together resources; as well as the challenges, including aging congregations and volunteers, difficulties of recruiting new volunteers, difficulties in banking, with bank and Post Office branch closures, especially in more rural communities.



Together we are mission: Statement from the Overseas Mission Committee of the Catholic Bishops' Conference of England and Wales

Fr Tony introduced the statement from the committee. The different areas of work of the members of the committee (Missio, Mill Hill Missionaries, CAFOD and the Catholic Missionary Union) can be seen as being in competition with one another. Actually, the various strands of mission, evangelisation and catechesis benefit one another, rather than compete with one another.

You can read the full statement at: <u>https://missio.org.uk/missionaries-announce-to-the-world-a-god-who-loves-and-cares-for-humanity-and-creation-says-catholic-bishops-overseas-mission-committee/</u>

Reflections from Fr Vincent Mwakhwawa (National Director, Malawi), and Fr Kizito Nhundu (National Director, Zimbabwe)

Both National Directors shared from their experience of the Church in their own countries, as well as how Missio is able to minister in those contexts.

Tuesday, 13 June

PMS Renewal Paper

Fr Tony introduced the PMS Renewal Paper which is a vision statement about mission and the role of the Pontifical Mission Societies. It is available and may be a helpful guide when thinking about mission.

Red Box: Potential tools for engagement

Most of Tuesday morning was spent exploring alternative methods of Red Box giving.

Stephen introduced the session using the paper available at missio.org.uk/DDs

In groups, we looked at the pros and cons of four alternative methods of giving to the Red Box (outlined in the paper above):

- 1. Contactless giving
- 2. Round up technology
- 3. QR codes
- 4. Crowdfunding

Notes from discussion around the alternatives is available in annex to these minutes. From the discussions, contactless giving was the most popular to pursue further, followed by QR codes, and then crowd funding. At this time, round up technology was not seen as a priority for us.

Discussions in Missio will continue, and be shared at the Appealers' meeting in September.

The Missio difference: Communicating Missio

The afternoon was led by Nicky, reflecting on how we communicate who Missio is and what we do, and how we are different to other (similar) charities and organisations. See introductory paper, 'The Missio Difference'.

Groups came up with a poster/ad/film/radio ad to articulate for Missio:

• Who are we?

• Why do we do it?

• What do we do?

• When do we do it?



Feedback from the work in groups will be used to refine our key messages and to inform our future Marketing endeavours.

Wednesday, 14 June: Missio National Council AGM 2023

Bishop Paul, Fr Carlos, Fr Wayne, and Fr Daniel were not with us for the Wednesday morning AGM.

- 1. Minutes of the 2022 National Council The minutes of the Missio National Council AGM 2022 were approved.
- 2. National Director's Report

Update on personnel

Diocesan Directors who have stepped down:

- Deacon Christopher Brighten (East Anglia)
- Father Robert Hayes (Salford)

Newly appointed Diocesan Directors:

- Father Samuel Ofia MSP (Lancaster)
- Deacon John Goggin (Wrexham)

In Northampton Diocese, Fr Wayne Coughlin is finishing his term as Diocesan Director and Fr Daniel Rooke is taking on the role.

Four dioceses are awaiting appointment (Arundel and Brighton, Cardiff, East Anglia, Hallam). A new Diocesan Director for Salford will hopefully be officially in role within the coming weeks. Over half the DDs were present at this year's National Council, and two thirds of the dioceses were represented.

Two new Mill Hill Missionary Appealers have begun this year: Fr Noah Monday MHM and Fr Joseph Thangaraj MHM (who was present).

At the start of the year, the two offices in Freshfield and Maidenhead, from where Red Box Appeals were administrated, were closed, resulting in the five coordinators ending their employment with Mill Hill. Appeals are now administered from Eccleston Square with two administrators employed to do this work: Opeyemi Adeyela and Isobel Mason.

At the end of June, Cedric Burke is retiring as Missio's Finance Director. Fr Tony welcomed Allyn Zulver as the new Finance Director. She is working across both Missio and CaTEW (the Catholic Trust of England and Wales) based at the Catholic Bishops' Conference.

Pope Francis to the PMS General Assembly, May 2023

This report was given on Tuesday morning. Summary by Fr Tony: The Pope's message was that the Church is open to all; it embraces everyone as far as possible. There is an urgency to proclaim the Gospel. Do not reduce the societies (APF, SPA...) to money. We need money as a means, but we are bigger than money. If spirituality is missing, then we become a business and corruption arises. We have to dream with eyes wide open. We must be aware of what the world is about, whilst dreaming of a new era of missionary activity among all the Christian communities.

The text of the address can be found <u>here</u>.



PMS General Assembly finances

Graphs available at mission.org.uk/DDs

Although collections from Africa are up, because of the US\$ exchange rate it looks less positive. However, the grand total is not very encouraging. Money is down globally, with the biggest drop from the 'North' countries.

Mission visits

Whilst keeping expenses down, it is still important to make visits to the countries and communities we are supporting. In June, Fr Tony and Michelle are making a week's visit to Beirut, Lebanon, and will be accompanied by the National Director of Lebanon, Father Rouphaël Zgheib.

Mission experience programme

The initiative where seminarians from England and Wales spend c.6 weeks in a Mill Hill Missionaries' parish (usually in Kenya), will hopefully recommence in 2024 after being suspended during the pandemic. It is a joint venture by Missio and CAFOD with the support of Mill Hill.

Ambassador programme

The scheme continues to work well. Current foci: security wall in a Mill Hill Missionaries' parish in Pakistan; Primary school in Cameroon; Chapel in a Refugee camp in Thailand for people escaping Myanmar; a hostel for Kuchi Kohli boys in Pakistan.

Emergency aid

We are not predominantly an emergency aid organisation. The Church is well served in this regard by Caritas Internationalis. We do not launch an emergency appeal when disaster strikes, but people often give money via Missio. Recently we have been able to distribute money via National Directors for emergency aid in Malawi and Syria.

National course for overseas clergy and religious

The annual course continues, as a joint venture between Missio, the Mill Hill Missionaries, and the Catholic Missionary Union. It is for Priests and Religious from overseas who have come to England and Wales to minister in communities here. It involves two week-long workshops. Safeguarding is one of the many important areas covered.

3. Mill Hill Missionaries Update: Fr Michael Corcoran MHM

This report was given on Tuesday morning. Fr Michael, General Superior, gave an overview of the Mill Hill Missionaries in 2022-2023.

The Mill Hill Missionaries resonate with the call of Pope Francis not to remain in the sacristy; not to be 'keyboard warriors', organising the Church from behind a desk. We need to be out there, outside the office, outside the sacristy, out where people are.

Mill Hill Missionaries are now mainly in Africa and Asia. In Cameroon, the Mill Hill Missionaries have had a presence for 100 years. They remain because the local bishop wants to have a missionary presence in the diocese, although the local church is able to stand on its own two feet. The bishop says that the missionary presence helps them to be more outward looking.

In 2023, there will be 14 ordinations for the Mill Hill Missionaries: 8 from Anglophone Cameroon, 2 from DRC (both war-torn areas), and the other 4 from Uganda, Philippines and Malaysia.



Fr Michael gave his thanks, and that of the Mill Hill Missionaries to all at Missio, including the Diocesan Directors.

4. Missio Overview 2022-23

Income

In summary:

2022 – escalating energy prices and the fiscal measures from the Liz Truss government hampered giving. Income down by 2.7% on 2021.

In 2021 we received large income via Mass intentions from a specific diocese. This was not repeated in 2022 which is why there is a dip in Mass donations. Legacy gifts were particularly healthy in 2022.

Red Box in 2022 = £2.4million (shared with MHM). WMS was better in 2022 than previous year.

In 2022, expenditure was up due to end of lockdown and the ability to once more travel both internationally and across England and Wales to hold face-to-face meetings and events with volunteers and supporters. Paper costs have also increased significantly.

Expenditure mainly goes to missionary dioceses. Costs of raising funds is small, especially compared to other charities.

Strategic priorities

Priorities for 2023		Focussing on 6 key areas of work*
Α.	Relationship building, especially with	1. Red Box
	our volunteers and key supporters	2. Communications
В.	Developing and increasing our Digital	3. Volunteers
	presence	4. Children and young people
С.	Developing new sources of income,	5. Digital strategy
	specifically through Trusts and donor	6. Demonstrating the impact of our work
	profiling	*these areas overlap

- 1. **Red Box:** conversations from Tuesday morning are part of this, continuing to see how we can develop cashless giving whilst retaining people's affection for the Red Box and their sense of being part of the 'Red Box family'.
- 2. **Communications:** conversations from Tuesday afternoon are part of this, clearly expressing who Missio is and what we do; both printed and electronic communications. We are doing some further research with volunteers about our communications. We are also looking to send *Mission Today* directly to more supporters at least once a year, where appropriate.
- 3. Volunteers: with COVID restrictions lifted, we have been able to do more face-to-face with volunteers, whilst continuing online training sessions. Online training focuses on some of the practicalities of the role, but also the missionary role of the LS in their parish. Informal sessions, like 'Coffee & Chat' on first Friday of the month are also a good touch-point with our volunteers. In-person Masses and events have also increased this year, helping to develop and cement relationships with volunteers. There are few Mission Together volunteers, not least because it is increasingly difficult to get into schools due to the demands on schools. However, there are a few committed, active volunteers with a few more currently being trained/awaiting DBS clearance.



- 4. **Children and young people:** see below for a note on the current schools' context. We have increased our messaging in resources around sharing faith, prayer and taking action, as well as fundraising, given the cost-of-living crisis and the financial pressures on schools and families. *Words for our World* is our new literacy resource based on a reading challenge, encouraging reading and prayer, and potentially fundraising through sponsorship. Children are encouraged to read books from countries throughout the world and pray for the children in those countries. Full details at <u>https://missiontogether.org.uk/words-for-ourworld/</u>. Although teachers finding time to meet has been particularly difficult this academic year, the Education Consultancy Board of Primary School RE leads, and the Materials Developers (two current teachers) help to develop our resources and ensure they are relevant and dynamic.
- 5. Digital Strategy: Digital presence is crucial in connecting with supporters. Online transactions have increased from 252 to 736 year on year, as have donations. Our main social media is via Facebook, Twitter and Instagram; Twitter mainly schools/teacher based. Algorithms for social media platforms keep changing, making it harder to reach out. We have a modest social media budget (as the platforms make it increasingly difficult to reach a wider audience without paying them for advertising). Please follow us on social media! Like and share our content helps spread the message and increases reach. Any chance you can, please promote our social media.
- 6. Demonstrating the impact of our work: hearing from missionaries and National Directors is key, and sharing this with our supporters. For example, current link with Fr Leon, Mill Hill Missionary in Cameroon, is a great way to share first-hand experience in real-time, demonstrating the impact of support from England and Wales.

Other developments

Outreach: Examples from some dioceses

Shrewsbury: diocesan team with several Local Secretaries (5). The LSes on the team call their fellow LSes in the diocese to check how they are. Receive great feedback. LSes feeling more supported, and know who to contact if they have questions.

Hallam: no DD, but a team with 2 LSes and Claire. Organised a Mass in Hallam with the bishop. Another Mass planned for this year.

Birmingham: online and in person events and Masses, building to a larger event; starting to form a mission team to support the work in the diocese.

Portsmouth: mission team is very committed, willing to get things going. They have organised a mission Mass themselves in Bournemouth in September.

Thanks to the DDs for their support. We enjoy working together and speaking, so please do keep in touch and let us know what we can help with, or ideas for what we can do together.

Diocesan communications – working with Diocesan Communication Officers helps spread the word about Missio. If you can, contact them to make sure information about Missio is on the diocesan website, as well as in the diocesan directory.

Schools:

Education context: lots of schools now within Academies, sometimes huge Multi Academy Trusts (MATs). A huge amount of work for SMTs in schools. Not always a lack of will, but a lack of headspace. Lots of schools don't want cash collections because it's difficult for them to bank the money.



New RE Directory (RED) has now been released. Its implementation is over the next couple of years. It does have a shift of emphasis and is a big change with an impact on us and the resources we produce. The new Prayer and Liturgy directory for schools is also due out. Both provide a good opportunity for us – our resources tally with the emphasis in the new RED, supporting the Catholic life and mission of a school.

Changing demographics – fewer than 2/3 pupils are Catholic; teaching staff even fewer. Our resources are now very mindful of 'educating the educators' and include an overview of what the feast is about, not assuming that people know the background, then have a stepby-step prayer guide.

SPA (Society of St Peter the Apostle: supporting the training of future priests and sisters): The SPA brings in £500k a year, including £200k via 'sponsorship'.

We currently have 260 sponsors (80% of whom are in the South). 225 sponsor 1 student, 20 have 2 students, and the rest sponsor a lot more (3 sponsor 10+ seminarians). 384 seminarians are being sponsored through us. If wanted, the sponsor and student can correspond (via Missio due to safeguarding). We are promoting groups to sponsor seminarians. A LS in Birmingham organised his parish to do so and featured in Spring's *Mission Today*.

5. Trustees' Update

Missio's Annual Report is filed with the Charity Commission. Neil Twist commended it to the National Council, and encouraged everyone to read it to get a real picture of the whole organisation.

There are currently 8 trustees, with one vacancy.

Neil placed on record his (as Chair of the Finance Committee) and the Trustees' appreciation of Cedric Burke (outgoing Finance Director) for his work since he began at Missio, bringing the finance operations into such a good stead; and welcomed Allyn Zulver as Missio's new Finance Director. Neil also wished to express his appreciation for the management team of Missio.

6. Any other business

There was appreciation expressed for the 'well-oiled machine of Eccleston Square', with the entire team seen as a valuable asset.

The meeting was blessed to have two National Directors present. If possible, to invite NDs at next year's gathering, too.

The National Council asked for its thanks to Cedric Burke to be recorded and communicated to him.

Fr Tony thanked Fr Vincent and Fr Kizito for their presence. He also thanked Fr Vincent for his 10 years of friendship with Missio England and Wales as his second term as ND of Malawi comes to an end, commenting on the reciprocity we have, and the fact our closeness enriches one another, being one family.



Missio National Council 2023

Red Box: Potential tools for engagement

See information paper – see Appendix

In groups, we looked at the pros and cons of four alternative methods of giving to the Red Box (outlined in the paper above):

- 5. contactless giving
- 6. round up technology
- 7. QR codes
- 8. Crowdfunding

From the discussions, contactless giving was the most popular to pursue further, followed by QR codes, and then crowd funding. At this time, round up technology was not seen as a priority for us.

Discussions in Missio will continue, and be shared at the Appealers' meeting in September.

Summary of discussions

1. Contactless giving

- The personal touch is the key. Without a Missio Volunteer being able to explain Missio and the Red Box it will not be as successful.
- Using a contactless device is also dependant on how the Red Box is administered in the Parish.
 - If there is the opportunity to meet face to face when collecting the Red Boxes in, contactless can work as an alternative.
- A committed Local secretary and Parish Priest will help the scheme work as they will hopefully be able to explain the alternate way of giving. It would also help in terms of administering payments and reporting them to Missio.
- A Red Box weekend in a parish would provide a good focus on gathering donations as well as GAD information
 - We could look further into resourcing Local Secretaries and parish to use their static contactless devices for RB weekend/WMS/other opportunities.
- Extracting GAD and supporter information can slow the process down and put people off donating.
 - It must be seen as optional and SIMPLE forms available
- Danger of losing sight of the Iconic Red Box The Contactless machine is white in colour
 - Could we mount it within a Red Box?
 - Could we brand it as Missio?
- Is there a point, in hanging onto the Red box at all costs? (Fr Dermot)
- Small Scale giving can be claimed as Gift Aid without details. Is this possible for WMS?

2. Round up technology

- Better understanding needed
- Awareness raising? (Mission Together?)
- Secondary contact point
- Unconscious effort?



- Less likely to use app based technology
- Implementation costs?
- Fees/Costs associated with donation
- Learn from others
- Who has done it?
- Different access
- Opportunity
- No personal touch
- Partner with an organisation- No selling of products
- Gift aid?
- Rising competition
- Zero relationship?
- Complicated
- Marketing/Awareness of 'Missio'
- No data/ Connection/ Engagement leading to faith formation
- Option: Access
- Small amounts?
- Younger generation
- Option amongst other charities
- Investment?

3. QR codes

Pros

- Easy to use
- Doesn't need banking app
- Cheap
- Can provide QR sticker for Red Box/ church benches / posters. Can be added to parish newsletter/website.
- Data tracking QR codes for particular purpose (Red Box/WMS) enable Missio to know the pot into which the money is to go/where donations coming from.
- QR codes more familiar after Covid.
- Onboarding (Fr Michael's, Birmingham DD comment about data capture and then can regularly contact the donor).
- Could be directed to different QR webpages depending on where QR code used information, donation page, sign up to newsletter.
- Could use for a Missio parish project have a unique QR code for particular purpose.

Cons

- Need smartphone/app
- Scam fears is QR code really taking you to the Missio website.
- Link must remain same i.e. don't want QR code to expire.
- Experience of a PP (Fr Michael, Birmingham DD) QR codes not much used in his parish (has them on bench ends).
- Would probably require lots of steps to ensure know which parish the income was being generated from. How do you keep track of/capture the source of the donation.
- Gift Aid a step too far?



Considerations/Comments

- Must be smooth/slick donation process when user/scanner lands on webpage.
- Could you have a QR code for each parish i.e. their own dedicated webpage?
- Need a call to action alongside the QR code.
- What information is collected from the user when you scan a QR code?
- Need a way of thanking donors is this possible? Data capture.
- Needs to be simple donate, e-mail, capture who the donor is.

4. Crowdfunding

Pros

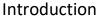
- Easier to give
- Can be anonymous
- Ability to gift aid
- Easier to ask for money
- Good way to engage with existing and new supporters
- Brilliant means to extend reach through social media and WhatsApp
- Provides different ways to promote campaigns can create Just Giving pages that focus on specific projects
- Opportunity to engage younger audience is they see messaging and follow example of older supporting relatives. Seeing such support shows the Missio is respected and trusted by significant peers.
- Could work well with parishes that are active on Facebook and/or WhatsApp

Cons

- Would need a lot of investment (esp. time) to revise campaign pages
- Concern around dominance of Just Giving (takes 15%)
- Promotes irregular giving/one off donations
- If parishes rather than individuals set up a Missio crowdfunding campaign, would they require text and images to populate page?
- What about parishes that are not digitally literate?



APPENDIX: Red Box Strategy Update, June 2023



We need to plan for the future. We do not want to lose the iconic Red Box, but to see how we can develop ways of fundraising so that the Catholic community of England and Wales can continue to support, both financially and spiritually, communities around the world, continuing God's mission.

The role of the Local Secretary is more than collecting money from the Red Box. They help to build community within the supporters of the Red Box and promote a missionary spirit.

Some statistics

Until the pandemic, just over 60% of **Red Box income came via Local Secretaries** in the parish into the diocesan bank account (or to Mill Hill). Since the pandemic, this **has levelled out at just over 40%** via this route. In 2022 it was 43%, with **19% of income came via cheques** sent to Eccleston Square, and **16% through Direct Debits** (Standing Orders were 6%).

4772 people have pledged to and given regularly to the Red Box through Direct Debits and Standing Orders in 2022. This is 44 fewer than 2018, although there are 500 more people giving via Direct Debit. However, the amount raised via the regular gifts has increased by £43,000 to £363,000.

New ways of donating

We want to look together at the pros and cons of a range of options that we discussed last year.

For each donation method please discuss and note the pros and cons and answer this question: Through these methods of giving, how do we help supporters feel part of the organisation and that their support is making a difference?

Contactless giving

We now have 20 contactless devices which can receive donations using credit/debit cards or electronic pay (i.e. Apple / Google Pay). We first trialled them in parishes for World Mission Sunday 2021. Three Appealers have started taking them out on Appeals (although an Appeal is not a direct ask for money). In 2022, over £11,000 was raised using them. We are currently also trialling them with a few Local Secretaries.

Some parishes have their own contactless giving set up, which we should try to dovetail with. For parishes who do not have this capability, one idea is for a cluster of parishes/Local Secretaries to share a contactless device. Several times a year, a Local Secretary can ask people to make a contactless payment instead of / on top of their Red Box donations. They could have the device available after all Masses over a weekend or two consecutive weekends. We cannot directly Gift Aid, but could manually record information and then process it.

We use **SumUp** for our contactless giving: <u>sumup.co.uk</u> SumUp is the company/mechanism behind most other contactless giving, even if it is branded differently.



Round up technology

People choose to download a third-party app, give access to very limited data from their bank account, and can 'round up' their purchases up to an amount they decide. This is then given to charity. So, if they buy a coffee for £2.85, rounded up to the nearest pound means that 15p goes into a 'pot'. This happens on all purchases (round up amount decided by the individual), up to a predefined amount (e.g. £5 a week). Whatever is in that pot at the end of the week is donated to the chosen charity (i.e. the Red Box).

It uses Open Banking, where limited information from your bank is shared, and is increasingly common. Within the functionality of the app, we have the option to add content. For example, stories from communities we are supporting, prayer resources, etc.. We are reliant on people going into the app to view these, but the incentive to visit the app is to see how much they have donated / update the amounts they are happy to give.

Key investment is not in the functionality (between 5% and 10% per transaction is the only real cost), but resourcing how we market it, update information (e.g. the stories and resources), and where possible syncing with our database so that money is attributed to donors/parishes etc.. *For example, Ripples: joinripples.org*

QR codes

We can print bespoke QR codes which, when accessed using an individual's phone camera, will take someone to a webpage to make a donation (or to find prayer resources or stories from communities around the world). These could be tailored, so a particular QR code could send someone to a fundraising page directly linked to their parish.

The biggest investment here would, again, be to the online donation process, so that it is technically as easy as possible to donate (i.e. payment details filled in automatically where possible / use of Apple Pay / PayPal where details are already stored in a person's computer or phone). Where possible, we would also want this to sync to our database.

Crowdfunding

We could invest in devloping our JustGiving pages and encouraging parishes/groups to donate together towards a virtual Red Box. Alternatively, we can develop bespoke fundraising wepage(s) with the infrastructure to do this. These could be bespoke per parish and/or diocese, encouraging communal fundraising.

There is a cost, but the biggest investment would be in helping to develop and maintain the webpages once they are built, and supporting Local Secretaries to develop their own parish Red Box fundraising pages.

Our JustGiving page: <u>justgiving.com/missio</u> Example bespoke pages:

https://www.stockcrowd.com/standard-d0bb102c-3de6-4a37-b3c8-bff69bd8e5da#K18 https://www.atlasdigibus.com/