

Strategic Initiative #1: Reach out to worldwide and US Franciscan leadership about developing the life and formation at the Mountain.

Champions – Paul and Karen

Action Item	Responsible?	Targeted Completion?
1.1) Develop an expert group on the subject of Franciscan contemplation, helping us become a learning ground for others, nurturing a deeper understanding and formation into the life.		
1.2) Build relationships through outreach to the larger Franciscan community. Garner a greater understanding of their interests in life and ministry, and where the Mountain may be a vessel to help express them. Offer all our gifts to those searching for Franciscan contemplation in their lives.		
1.3) Identify and nurture relationships with friars who share an interest in our way of life, with the possibility of future ministry with us. Understand and break down resistance to friars' interest in living here.		
1.4) Develop specific partnerships to help with this initiative, including: <ul style="list-style-type: none"> a) With the guidance of friends like Kathleen Moffatt, begin to establish relationships with the Franciscan Federation and its membership. b) Visit Holy Name Provincial leadership to share the larger strategic plan, including the potential investment into a hermitage for the larger province. c) Work more closely with SBU friars to bring our collective gifts together as an offering to the larger community. d) Invite Franciscan leadership onto the Mountain's board. e) Meet with Richard Rohr and his organization to share best practices in organizational development and growth. f) Connect with other influential friars about aspirations and see where they may help and we might (i.e. Dan Horan, Bill Short). 		

Strategic Initiative #2: Seek others and develop a diverse community at the Mountain

Champions: Mike New and Katie Trosch

Action Item	Responsible?	Targeted Completion?
2.1) Working closely with the resident community, expand the responsibility of our personnel committee to include all areas of recruitment, application, acceptance and transition into the Mountain community		
2.2) Identify and speak to other communities who live their mission through mixed Franciscan communities (i.e. St. Francis Inn, Center for Action and Contemplation) to see what we can learn from them.		
2.3) Identify the community we aspire for three years from now. Seek a vision for an understanding of the following: How many people live here? Are there multiple communities that live here? Where do they live?		
2.4) Ensure that the mission and the way of life is consistent and being expressed in all who are live here.		

Strategic Initiative #3: Ensure Co-Ministry with SBU helps foster a transformational student experience.

Champions: Mike Fossaceca & Dianne Kuzia Hills

Action Item	Responsible?	Targeted Completion?
3.1)Continue seeking to understand today’s students, through relationship building and frank conversations, receive feedback of their Mountain experience through surveys and periodic focus groups.		
3.2)Foster partnerships on campus, expanding our outreach to the student population through channels including University Ministries and beyond.		
3.3)Consider hiring a minister to more deeply engage the student population.		
3.4)Look for new ways to connect with students directly, inviting them to get more deeply involved		
3.5)Develop consistent messages and solutions to raise student awareness of ability to access the Mountain		
3.6)Form stronger connections organizationally, with the President, senior leadership, our respective boards.		
3.7)Look for ways to serve the staff, faculty and administration of St. Bonaventure.		
3.8)Review, update, and formalize agreements in place with St. Bonaventure.		

Strategic Initiative #4: Expand the Footprint of the Mountain beyond the Mountain.

Champions: Matrecia James & Greg Licamele

Meeting Time: Communications call

Action Item	Responsible?	Targeted Completion?
4.1) Further develop on the road and virtual ministries, ensuring a common experience across all types of gathering, and cultivating local leadership to build their own communities.		
4.2) Deeply review and recommend changes to our communication materials to make it very clear what it is we offer to the world.		
4.3) Develop a Marketing and Digital Ministry plan that provides more ways of sharing the gospel message lived out through the Mountain's life and ministry.		

Strategic initiative #5: Design and development a physical master plan to visualize the future of the Mountain

Champions: Terri Marrie & Sarino Tropeano

Action Item	Responsible?	Targeted Completion?
5.1) This group would help begin to visually shape the future of the Mountain in terms of the location and layout of new structures to support the above initiatives. Naturally this group would work closely with what is recommended from the preceding initiatives. This committee would partner closely with current Buildings and Grounds Committee, as well as the Advancement Committee, to align work and goals.		

Strategic Initiative #6: Create a comprehensive advancement plan

Champions: Kathy Colucci & Jackie Lanzillo

Action Item	Responsible?	Targeted Completion?
6.1) While we currently have a very healthy balance sheet and our friends support the “present” ministry of the Mountain, it has been more difficult to find friends who will support the future of the Mountain. This strategic planning project was the means to develop an exciting, vibrant, future vision that gets friends excited about our future. It’s now time to reach out and ask for their help.		
6.2) Hire an Advancement director to oversee all elements of finding funds to continue our mission.		