

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

**Champions/Conveners – Paul and Karen**

Action Item	Progress So Far
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.	<ul style="list-style-type: none"> <li>• Upcoming publication of Fr. Dan’s book</li> </ul>
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.	<ul style="list-style-type: none"> <li>• Ite Nunciature Group gathering at the Mountain in Feb, including friars from across the country, international.</li> </ul>
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.	<ul style="list-style-type: none"> <li>• Friar in formation joining us this summer</li> </ul>
1.4) Develop specific partnerships to help with this initiative, including: <ol style="list-style-type: none"> <li>With the guidance of friends like Kathleen Moffatt, begin to establish relationships with the Franciscan Federation and its membership.</li> <li>Visit Holy Name Provincial leadership to share the larger strategic plan, including the potential investment into a hermitage for the larger province.</li> <li>Work more closely with SBU friars to bring our collective gifts together as an offering to the larger community.</li> <li>Invite Franciscan leadership onto the Mountain’s board.</li> <li>Meet with Richard Rohr and his organization to share best practices in organizational development and growth.</li> <li>Connect with other influential friars about aspirations and see where they may help and we might (i.e. Dan Horan, Bill Short).</li> </ol>	<ul style="list-style-type: none"> <li>• Group attending Annual Franciscan Federation conference in Pittsburgh early June, a chance to share our ministry and invite others into the life.</li> <li>• Trip to visit Richard Rohr and his organization scheduled for early July. Understand our commonalities, share best practices, their sustainability strategies</li> <li>• Steve Patti, ofm considering joining Mtn. board</li> </ul>

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

Champions/Conveners: Mike New and Katie Trosch

Action Item	Progress So Far
<p>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</p>	<ul style="list-style-type: none"> <li>• Karen Pulaski to join core community beginning end of May, 2022</li> <li>• Another candidate visiting as part of discernment, interview process, interested in a year long commitment</li> </ul>
<p>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.</p>	<ul style="list-style-type: none"> <li>• Center for Action and Contemplation visit in July</li> </ul>
<p>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?</p>	<ul style="list-style-type: none"> <li>• Master Planning team and core community working on this. As more people show interest, how do we invite others in a way that is comfortable for all?</li> </ul>
<p>2.4) Ensure that the mission and the way of life is consistent and being expressed in all who are live here.</p>	<ul style="list-style-type: none"> <li>• A draft of a “common life” document has been drafted by Kevin Kriso, based on fundamental documents.</li> <li>• Karen’s leadership to create an orientation book for Summer companions, consolidating from other fundamental documents. Likely has usage for others entering into the life</li> </ul>

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

### Champions/Conveners: Mike Fossaceca & Dianne Kuzia Hills

Action Item	Progress So Far
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.	<ul style="list-style-type: none"> <li>• Research professional willing to help on this when we are ready</li> </ul>
3.2)Foster partnerships on campus, expanding our outreach to the student population through channels including University Ministries and beyond.	<ul style="list-style-type: none"> <li>• Great progress going forward with Health Professions school.</li> <li>• Kevin sits on regular student affairs meetings</li> </ul>
3.3)Consider hiring a minister to more deeply engage the student population, including online students.	<ul style="list-style-type: none"> <li>• All Mountain companions hold a strong interest in Campus Ministry involvement, including potential Minister in Residence.</li> <li>• First draft of job description for a Coordinator of Ministry has begun.</li> </ul>
3.4)Look for new ways to connect with students directly, inviting them to get more deeply involved	<ul style="list-style-type: none"> <li>• Communications intern relaunched student-centric Instagram (mtirenaeus_happenings)</li> </ul>
3.5)Develop consistent messages and solutions to raise student awareness of ability to access the Mountain	<ul style="list-style-type: none"> <li>• Launched regular Sunday van to transport students up to the Mountain for Mass during the school year.</li> </ul>
3.6)Form stronger connections organizationally, with the President, senior leadership, our respective boards.	<ul style="list-style-type: none"> <li>• Mike Fossaceca highly committed to working with us in strengthening relationship between boards/organizations.</li> </ul>
3.7)Look for ways to serve the staff, faculty and administration of St. Bonaventure.	<ul style="list-style-type: none"> <li>• Fr. Dan has sent a welcome package to the incoming president.</li> </ul>
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/Conveners : Matrecia James & Greg Licamele

Meeting Time: Communications call

Action Item	Progress So Far
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.	<ul style="list-style-type: none"><li>• Project to be led by Fr. Dan along with others.</li></ul>
4.2) Deeply review and recommend changes to our communication materials to make it very clear what it is we offer to the world.	<ul style="list-style-type: none"><li>• Have begun a review of website, other communications materials.</li><li>• Research volunteer willing to help review effectiveness of website</li></ul>
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.	<ul style="list-style-type: none"><li>• Consideration of public survey underway. Initial outline of plan forthcoming to connect all strategy areas, existing assets for a plan.</li></ul>

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

Champions/Conveners : Terri Marrie & Sarino Tropeano

Action Item	Progress So Far
<p>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.</p>	<ul style="list-style-type: none"><li>• The work on Common Life text was created to support how others would live as and along with the core community</li><li>• Tammy and Dave Hilbert agreed to support this initiative. Tammy is a professional architect</li><li>• Core common meeting semi-regularly to discuss, dream about the future</li><li>• Land committee has begun meeting once more, working on agreement to acquire Habermehl property (our norther border), a plan is place to engage Eschenbachs (just down the hill)</li><li>• Conversation with Marcia Kelly and others about Robert Lax's house and potentially moving it for use as a place for public discourse at the Mountain.</li></ul>

## Strategic Initiative #6: Create a comprehensive advancement plan

**Champions/Conveners: Kathy Colucci & Jackie Lanzillo**

Action Item	Progress So Far
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.	<ul style="list-style-type: none"><li>• Living Stones update letter soon going out to all friends who have given generously. Will include an update on this process. Will follow up with key donors to engage them</li><li>• A larger effort to engage others will take place when the Master plan is closer to completion.</li></ul>
6.2) Hire an Advancement director to oversee all elements of finding funds to continue our mission.	<ul style="list-style-type: none"><li>• Job description has been completed</li></ul>