

Mt. Irenaeus

Board of Trustees Weekend

April 21-23, 2023

Awakening to a Path of Franciscan Leadership!



**St. Clare of Assisi
The Mirror of Eternity**

**Place your mind before the mirror of eternity,
place your soul in the brightness of His glory,
place your heart in the image of the divine essence
and transform yourself by contemplation
utterly into the image of His divinity,
that you too may feel what His friends feel as they
taste
the hidden sweetness that God himself has set aside
from the beginning for those who love Him.**

**Casting aside all things in this false and troubled
world
that ensnare those who love them blindly,
give all your love to Him who gave Himself in all for**

**Most High
Glorious God
Enlighten the darkness
of my heart**

**And give me, Lord
A Correct faith,
A certain hope,
A perfect charity,
Sense and knowledge,
So that I may carry out
Your holy and true
Will.**

~St. Francis of Assisi

“Conversion and conscience development are lifelong processes. There is not a single moment of revelation. [It is] a journey in which if one is open and attentive, and seeking deeper understanding, the committed traveler must take action and make challenging decisions.”

- Pauline J. Albert, PhD

Franciscans have always been border crossers in their yearning for brotherhood (and sisterhood) which springs from a recognition of all creatures as children of the same father.”

So as **“children of the same God,”** women and men together of various ages and cultural traditions, we risk now and more than ever “crossing borders,” opening, deepening, listening to our hearts, to each other’s hearts and the heart of all creation by gathering like this.

Franciscans give us this ancient practice and process as a way to help us “overcome individualism and isolation, which often mark our lives and our works.”

We become *“mendicants of meaning.”*

As the early disciples:

1. **(Remember)** Broke their silence in order to establish dialogue.
2. **(Reflect)** Learned to interpret their life and experience in light of Sacred Scriptures at the very time the Lord enlightened their hearts.
3. **(Respond)** Stopped their journey and asked Jesus to remain with them.
 - * He entered their encounter and stayed with them.
 - * He took and broke bread ... handed it to them ... their eyes were opened ... they recognized him. (Luke 24:30-31)
 - * They went back to Jerusalem, to “the others” and the work of the Good News.



Awakening to a Path of Franciscan Leadership!

Board of Trustees

April 21-22, 2023

Friday Evening

5:30

Gather for drinks and socialization

Welcome, Introductions and blessing of the meal (Mike, Fr Dan)

Quiet walk to the chapel (Br Kevin)

Song: (Fr. Lou)

Lighting of the Candle (Otto)

Quiet meditation (Br Joe)

Gospel Reading: **On the Road to Emmaus** (Kathy, Mike New)

Now that same day two of them were going to a village called Emmaus, about seven miles^{sq} from Jerusalem. They were talking with each other about everything that had happened. As they talked and discussed these things with each other, Jesus himself came up and walked along with them; but they were kept from recognizing him.

He asked them, "What are you discussing together as you walk along?" They stood still, their faces downcast. One of them, named Cleopas, asked him, "Are you the only one visiting Jerusalem who does not know the things that have happened there in these days? "What things?" he asked.

"About Jesus of Nazareth," they replied. "He was a prophet, powerful in word and deed before God and all the people. The chief priests and our rulers handed him over to be sentenced to death, and they crucified him; but we had hoped that he was the one who was going to redeem Israel. And what is more, it is the third day since all this took place. In addition, some of our women amazed us. They went to the tomb early this morning but didn't find his body. They came and told us that they had seen a vision of angels, who said he was alive. Then some of our companions went to the tomb and found it just as the women had said, but they did not see Jesus."

He said to them, "How foolish you are, and how slow to believe all that the prophets have spoken! Did not the Messiah have to suffer these things and then enter his glory?" And beginning with Moses and all the Prophets, he explained to them what was said in all the Scriptures concerning himself.

As they approached the village to which they were going, Jesus continued on as if he were going farther. But they urged him strongly, "Stay with us, for it is nearly evening; the day is almost over." So he went in to stay with them. When he was at the table with them, he took bread, gave thanks, broke it and began to give it to them. Then their eyes were opened and they recognized him, and he disappeared from their sight. They asked each other, "Were not our hearts burning within us while he talked with us on the road and opened the Scriptures to us?"

They got up and returned at once to Jerusalem. There they found the Eleven and those with them, assembled together and saying, "It is true! The Lord has risen and has appeared to Simon." Then the two told what had happened on the way, and how Jesus was recognized by them when he broke the bread.

Introduction of Tenets of Franciscan Leadership by Pauline J. Albert: (Fr Dan/Karen)

Overall introduction with focus this weekend on the first tenet of Spirit Awake

Reading: (Diane)

A Story of Clare Awakening: ***Clare Commits to Life as a Virgin*** (excerpts from Pauline J. Albert)

Clare's mother had named her *light* because God had revealed to her that her daughter would become a light to the world. This was one of Clare's earliest childhood memories. She knew deeply that she was destined for something special. Clare's childhood reflections included wonderment on how a merciful and loving God could make some so rich, while others were so poor. Perhaps the most dramatic event of her childhood was the time her family spent in exile because of war in Assisi. Clare was provided with a forum through the women in her life for questioning, probing and attempting to understand her opinions. Her father and uncle hoped her beauty would bring a worthy husband who could contribute to the expansion of their territorial lands. Clare however was moved to a decision and commitment to never own land as a result of her own prayer and her conversations with the other women in her household. While it was not uncommon for young girls to commit themselves to lifelong virginity at a young age, the typical route would have been to join a Benedictine monastery with her dowry to support her. Clare chose instead to sell her entire dowry and to forgo a traditional monastic life of comfort. Ultimately this leads Clare to follow Francis and his way of life.

Break into Dyads: Sharing our Stories (Karen)

Suggested reflective question: your group may want to use this reflective question as a starting point or may feel called to move in a different direction.

What life experiences may have helped me to awaken spiritually and impacted my ongoing journey of informing, reforming and transforming?

Return to large group for sharing (Karen)

Petitions (Otto)

Closing Prayer/Sign of peace (Jackie)

Saturday:

Pick up breakfast

9:00 Welcome and opening prayer (Terri)
Quiet Meditation (Fr Lou)

Reading: (Paul)

A Story of Francis Awakening: ***Francis Leaves the World to Become a Penitent*** (excerpts from Pauline J. Albert)

During the first 20 years of his life, Francis followed the social conventions of his time. As a member of the emergent merchant class, he worked with his father and played with his friends. He also fought in a local civil war and this resulted in his imprisonment for a year followed by a year of convalescence. The grand punctuation of this episode is that for perhaps the first time in his life, those 2 years were times when Francis began to pay attention – to awaken. He decided to become a knight and set off in the eloquent knightly regalia as a “knight for Christ” – something his family and culture would have considered noble. He sought the glory and honor of knighthood. Francis, however, had a dream while on the road and in that dream, Francis was asked whom he wanted to follow – Lord or servant. Francis was unsettled and this led to him asking “Lord what do you want me to do?” Francis returned to Assisi but was now actively questioning, probing and seeking what his next steps might be. This led to a revelation that he was to rebuild God’s broken-down church. The call to rebuild ultimately then led to the encounter with the leper, whom Francis embraces and kisses; the inspiration and revelation from that event motivated Francis to commit to something completely new – to rejecting his former life of comfort and dedicating himself to a new life of complete poverty and embracing his Father in heaven.

My Story, Our Story, The Story: Integration of the Spirit Awake Fr Dan/Karen

Large group sharing: (Rob)

- what stories resonate with you
- what might be some of my spiritual and contemplative practices that support my own “spirit awake” in my leadership journey?

Moving into our Board agenda with a renewed sense of “Spirit Awake” (Mike Fenn)

10:00 – 11:30 Update on our Mountain life, and its intersection with our mission and our strategic initiatives.

11:30-12:00 Personnel committee

Finance

12:00 – 1:00 Executive Session followed by lunch.

1:00 – 3:00 Council for Spirit and Life

B+G

Land

Development

Communications

Board Development/Nominations

3:00 Closing Prayer followed by the Sign of Peace

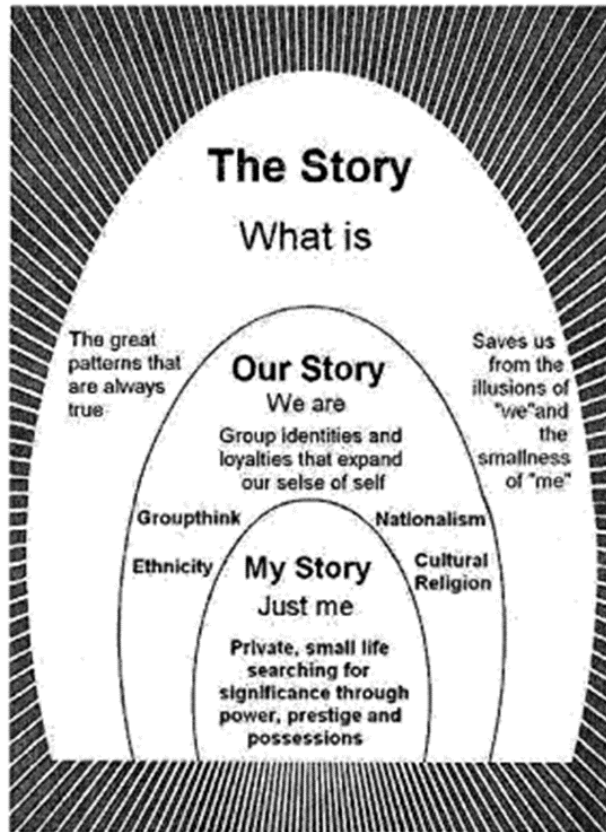


Figure 2. The cosmic egg (Rohr, 2008c, p. 22; Rohr & Feister, 2001, p. 84).
 (Note. From *Hope Against Darkness: The Transforming Vision of Saint Francis in an Age of Anxiety*, copyright 2001 by Richard Rohr with John Feister; taken also from *Things Hidden: Scripture as Spirituality*, copyright 2008 by Richard Rohr. Reprinted with permission of St. Anthony Messenger Press, 28 W. Liberty St., Cincinnati, OH 45202.)

The Padua Program

2018-2019

Tenets of Franciscan Leadership

- **Spirit Awake:** *Contemplative practice supports my leadership journey*
- **Relationship:** *Leadership is a co-created moral relationship*
- **Common Good:** *I am responsible for working in solidarity toward the common good with dignity for all*
- **Just Enough:** *I lead with "charity, humility, and unity"*
- **Gratefulness:** *All we have is from God. I acknowledge my talents, and honor others' gifts, as we faithfully serve together in community*

Pauline J. Albert, PhD

Table 2		
<i>INTEGRAL LEADERSHIP</i>		
<i>Enlightened by the Lives of Saints Francis and Clare of Assisi</i>		
Use of Power		
Strategy/Tenet	Tactics/Supporting Elements	Practices/Programs/Literatures
Spirit Awake	Incarnational Mysticism* Connected yet Detached Open & Holistic	Contemplative Practices Mindfulness Practices Spirituality & Work
Relationship	God and all Creation Family, Friends, Colleagues Community & World	Prayer and Worship Action-oriented Practices Leadership Development Emotional/Social Intelligence Authenticity/Integrity
Just Enough**	Charity Humility Unity	Values-based Leadership Virtue Ethics Philanthropy Servant Leadership
Common Good	Peace & Solidarity Human Dignity Responsible/Accountable	Dialogue & Deliberation Programs Corporate Social Responsibility & Sustainability Programs Governance Systems
Gratefulness	Gifts & Talents Perseverance Faithfulness	Career Development Educational Programs Skills Training and Development

Themes were inspired by: *(Rohr, 2008c, p. 131) **(Nash & Stevenson, 2004)

Mt. Irenaeus
Board of Trustees Meeting
April 22, 2023

Agenda and Reports



On this mountain the Lord of hosts will provide for all peoples a feast of rich food and choice wines, juicy, rich food and pure, choice wines. On this mountain he will destroy the veil that veils all peoples. The web that is woven over all nations; he will destroy death forever. The Lord God will wipe away the tears from all faces; the reproach of his people he will remove from the whole earth; for the Lord has spoken.

Isaiah 25:6-10

AGENDA

April 22, 2023

- 10:00 – 11:30 Update on our Mountain life, and its intersection with our mission and our strategic initiatives. Areas to cover:
- ⇒ Update on this very active semester,
 - ⇒ Franciscan Federation weekend,
 - ⇒ Cottage planning weekend,
 - ⇒ Master planning,
 - ⇒ SBU Administration and friar conversation.
- 11:30-12:00 Personnel committee
- Finance
- 12:00 – 1:00 Executive Session followed by lunch.
- 1:00 – 3:00 Council for Spirit and Life
- B+G
- Land
- Development
- Communications
- Board Development/Nominations
- 3:00 Closing Prayer followed by the Sign of Peace

Notes from “The Cottage” meetings, April 14-15, 2023 (Br. Kevin)

I. ASSUMPTIONS/ VALUES/ PRINCIPLES

- ◇ Think globally, act locally
- ◇ Be the change you want to see
- ◇ WE, not us and them. Inclusive
- ◇ Common good.
- ◇ Love- Abundance
- ◇ Fear – Scarcity
- ◇ Our society is so divisive and in divided camps. We need to bridge the gulf between us.
- ◇ We need to **re-engage** in society. A Center for **Re-Engagement**
- ◇ Three Companions- If you preach peace, all the more importance to have it in your heart
- ◇ Create a space where people feel safe enough to look at their pain. Mainly because they can see yours.
- ◇ Listen deeply enough that you might be changed by what you hear.
- ◇ Dis- course means changing our course
- ◇ Intellectual humility
- ◇ Con-versatio to change with. Transformation. Itinerarium/ journey.
- ◇ How can I find how to be in the flow with another even when we are very different? Genuinely accept people.
- ◇ This is not a place for consensus but for understanding. Com-passion.
- ◇ Platform - Franciscan Spirituality
 - Name the issues that concern us
 - Where can we be of service?
 - Attend to community and communities
- ◇ Many of our institutions demand/ push us into adversarial relationships.
- ◇ We are working for something and we are working against other things.
- ◇ Pay attention to the drama that is going on within me. Healing bias. Finding peace. How do we co-exist?
- ◇ Ground of who are where you are. Grounded but ever changing.
- ◇ Civil, polite, respectful, civas for the people.

II. OFFERINGS

- ◇ Every day democracy
- ◇ Place, identity and purpose. Create a culture to form relationships and continue to engage
- ◇ A series of containable, not endless series
- ◇ Parallel occasional afternoons or evenings for students on issues such as racism.
- ◇ Is the goal talk or action?
- ◇ Local or international? How does the location of the Mountain help or hinder gatherings?
- ◇ Master class 10-12 people
- ◇ Weekends
- ◇ Train, educate people skills to go back to their neighborhoods. How do you want to be in the world?
- ◇ Peace studies
- ◇ May – August
- ◇ Intergenerational. Youth must help to design.
- ◇ Live life together for a little while – helps bridge the gulf between us.

III. **BUCKETS. We get to build this:**

- ◇ Incorporation. Do we line up with the Mountain or the University's 501 c3? Dotted lines.
- ◇ It will always be mutual with the Mountain's Mission even if we have to separately incorporate. Don't rush too quickly to separately incorporate.
- ◇ Chairperson needs to keep a list of donors and grants and follow through on these.
- ◇ Ask people to help create this. People tend to financially support what they help create.
- ◇ Need for by-laws
- ◇ Mission statement Vision core elements of who we are.
 - Homey
 - Unity
 - Understanding
 - Intimate
 - Acceptance
 - Safety
 - Dialogue not debate
 - Engaging voices creatively
 - Host or sponsor conversations from a platform of just and civil purposes
- ◇ Leadership, the chair person. Hired for mission
- ◇ Business plan: How do we do business?
- ◇ Strategic Plan
- ◇ Marketing, how do we talk about ourselves?
- ◇ Publicity for when we are bringing in speakers or holding discussions
- ◇ Budget. The Cottage would need its own account to keep a close record of expenses and income
- ◇ Academic: Serve this region with excellence.
- ◇ Time line for announcing this, going public

IV. **BUILDING**

- ◇ Elements from Lax Cottage
- ◇ Octagon
- ◇ Porch
- ◇ Restroom
- ◇ Kitchen
- ◇ Office
- ◇ Resource library- Tony Bannon
- ◇ Connection to sleeping Quarters
- ◇ Garden
- ◇ Windows

Mt. Irenaesus Master Planning

Fulfilling our Mission – “To Join with Jesus Christ in Making All Things New,” recognizing that we are living the gospel into a time of post religious practice.

- Elements of our Master plan:

Creating a space
for civil
discourse

Developing and
supporting a
diverse
Franciscan
Intentional
community

Reimagining our
worship space

A community
inspired by Pope
Francis' Laudato
Si

Meet people
where they are
through digital,
on the road
infrastructure

“Many though we are, we one body” Romans 12

From: Gingerich, Jeff <jgingerich@sbu.edu>

Sent: Thursday, April 13, 2023 3:10 PM

To: Seubert, Fr. Xavier <XSEUBERT@sbu.edu>; Marcellin, Michelle <MMARC@sbu.edu>; Mimnaugh, Stephen D <sdmimnaugh@sbu.edu>; Kriso, Br. Kevin J. <kkriso@sbu.edu>; Fenn, Michael F <mfenn@sbu.edu>

Cc: Zak, Tara <tzak@sbu.edu>

Subject: Invitation to dialogue

Dear brothers:

I have spoken with most of you about getting together to discuss the ongoing collaboration and partnership between the three tree branches of our collective St. Bonaventure family: St. Bonaventure Friary, Mountain Friary, and St. Bonaventure University. We have much to discuss about how we can continue to work together with each other into the future. As the “new guy” (how long can I continue to use that label?), it will also be very helpful for me to hear from each of you about the history of our work together. We can also gather all of the (many) agreements that have been drafted or finalized throughout the years.

If you are in agreement that this would be a productive discussion, I would like to propose that we schedule two times to meet this summer for about 2 hours each time. If we are able to find a time where we can enjoy a meal together at the same time, that would be even better. Maybe one time we could meet on campus and one time at the Mountain?

This is the list of those who I am proposing gather together:

- Fr. Xavier Seubert
- Fr. Dan Riley (emailing this to Michelle, please pass along)
- Fr. Stephen Mimnaugh
- Br. Kevin Kriso
- Mike Fenn

Myself

I am cc'ing Tara Zak who can help to set this up. Please let me know if you have any concerns or questions. Thank you for considering this.

Pax et Bonum

Jeff

Jeff Gingerich, Ph.D.

President

St. Bonaventure University

Personnel Committee Report

April 22, 2023

The Personnel committee continues to be focused on actively recruiting candidates for two key positions.

Associate Director

Ministry Coordinator

We have been following a process that assures collaboration in the review of each candidate's background, qualifications and ultimately the decision to hire.

In our October 2022 report we included an outline of the interview process we are following. If you have questions about the process, we would be happy to review it at the upcoming meeting.

Current progress:

We have moved from preliminary interviews/screenings with candidates for the [Ministry Coordinator](#) and the Associate Director and have conducted candidate interviews with our representative panels. We now have finalists, for each position who are moving to the final step of a Mountain/campus visit.

Ministry Coordinator: Natalie Pronio, '09 has been selected by the interview panels as the finalist for the Ministry Coordinator. Natalie has an extensive background in youth and young Adult Ministry and is currently employed at St. Mary's Catholic Church, Annapolis, MD. Natalie will visit the Mountain along with a campus visit including University Ministries on April 24 – 26.

Associate Director: Martha Kopcienski, '85, CPA has been selected by the interview panels as the finalist for this position. Many of you know Martha as a very active member of the Mountain community and a member of the Council of Spirit and Life. [We are in the process of scheduling her visit over the next few weeks.](#)

Because the position will be a three-day a week part time position for Martha, it was decided to change the name to **Project Coordinator**.

Statement of Activities 3-31-23

**UNRESTRICTED
Operating Revenue**

	3/31/2023	Budget	variance	3/31/2022	Variance	FY Budget	Comments
Private gifts and grants	\$54,003	\$41,650	\$12,353	\$ 99,933	-\$45,930	\$50,000	Last year, held Musial estate gift and Les Quick Solar Panel gift here.
Other sources	\$2,546	\$1,666	\$880	\$ 3,012	-\$467	\$2,000	
Overnights	\$27,930	\$24,990	\$2,940	\$ 25,136	\$2,794	\$30,000	
Mt. Fund	\$268,632	\$270,725	-\$2,093	\$ 291,413	-\$22,781	\$325,000	
SBU Operating	\$90,000	\$90,000	\$0	\$ 90,000	\$0	\$90,000	Current agreements state \$125K per year, with a minimum of \$110K
Interest/Dividends	\$638	\$833	-\$195	\$ 745	-\$107	\$1,000	
Mountain on the Road	\$0	\$417	-\$417	\$ 313	-\$313	\$500	
Book Publishing	\$5,474	\$0	\$5,474	\$ 0	\$5,474	\$50,000	
In-kind revenue	\$43,016	\$41,650	\$1,366	\$ 50,705	-\$7,689		
Transfer from endowment	\$75,000	\$192,031	-\$117,031	\$ 75,000	\$0	\$230,530	Will keep endowment draw flat until new hires go through and money is required.
Transfer from special projects	\$0	\$12,495	-\$12,495	\$ 0	\$0	\$15,000	We will draw from special reserves for trips to Rohr, Franciscan Federation conference
Total unrestricted operating revenue	\$567,238	\$676,457	-\$109,219	\$ 636,257	-\$69,019	\$794,030	
Operating Expenses Expense by natural classification:							
Total Salary and Benefits	\$299,269	\$389,341	-\$90,072	\$ 260,418	\$38,851	\$467,396	6 month salary budgeted for 3 FT positions, 12mth mtn companion. increase from last year due to Mtn Companion, student worker, summer companion, COLA and bonus

Insurance	\$27,840	\$20,284	\$7,557	\$	\$3,673	\$24,350	SBU charging back property insurance they've perpetually paid.
Utilities	25,215.40	\$19,159	\$6,056	\$	\$4,742	\$23,000	Oil prices up significantly
Maintenance/Capital surplus	19,380.07	\$81,634	-\$62,254	\$13,172	\$6,208	\$98,000	Roofing work will mostly be capitalized
Programming	9,215.23	\$8,330	\$885	\$7,607	\$1,608	\$10,000	
Book Publishing	\$5,876	\$0	\$5,876	\$0	\$5,876		books we've purchased from publisher
Food	\$20,746	\$19,159	\$1,587	\$16,774	\$3,973	\$23,000	More guests, inflation
Car expenses	\$17,975	\$19,159	-\$1,184	\$21,421	-\$3,446	\$23,000	fewer repairs this year
Supplies/other operating expen	\$85,883	\$76,636	\$9,247	\$77,006	\$8,878	\$92,000	Living Stones expense, new mattresses
Depreciation expense	\$59,508	\$43,630	\$15,878	\$43,648	\$15,860	\$52,377	
In-kind expenses	\$43,016	\$41,650	\$1,366	\$50,705	-\$7,689	\$50,000	
Total unrestricted operating expenses	\$613,924	\$718,981	-\$105,057	\$535,391	\$78,534	\$863,123	
CHANGE IN NET ASSETS FROM UNRSTR. ACT.	-\$46,686	-\$42,524	-\$4,162	\$100,866	-\$147,552	-\$69,093	

CHANGE IN NET ASSETS FROM UNRSTR. ACT.

RESTRICTED					
Long-term investment activities:					
Realized Inc/gains from LT inv	\$0	\$0	\$0	\$0	\$0
Interest/Dividends	\$53,455	\$0	\$53,455	\$53,135	\$320
Total restricted LT investment activities	\$53,455	\$0	\$53,455	\$53,135	\$320
Capital gift giving activities:					
Capital gifts and grants	\$0	\$0	\$0	\$0	\$0
Private gifts and grants	\$0	\$0	\$0	\$0	\$0
Endowment	1,600.00	\$0	\$1,600	150,100.00	-\$148,500
Mt. Auction	35,891.00	\$0	\$35,891	32,225.00	\$3,666
transfer from unrestricted	\$0	\$0	\$0	\$0	\$0
transfer to unrestricted	\$0	\$0	\$0	\$0	\$0
Other sources	\$0	\$0	\$0	\$0	\$0
Total restricted capital activities	37,491.00	\$0	\$37,491	\$182,325	-\$144,834
Other activities:					
Endowment expense	\$0	\$0	\$0	\$0	\$0
Auction expense	\$4,395	\$0	\$4,395	10,793.00	-\$6,398
Other expense	\$0	\$0	\$0	\$0	\$0
Net assets released from restr	\$75,000	\$0	\$75,000	\$75,000	\$0
Total restricted other activities	\$79,395	\$0	\$79,395	\$85,793	-\$6,398
CHANGE IN NET ASSETS RESTRICTED ACT.					
	11,551.00	\$0	\$11,551	\$149,667	-\$138,116
Net Income	35,135.22	-\$42,524	\$7,389	\$250,533	-\$285,668

ASSETS	3/31/2023	3/31/2022	Variance	
Current Assets				
Cash & cash equivalents	\$0	\$0	\$0	
Petty cash - imprest	\$0	\$0	\$0	
First Tier Petty Cash Checking	\$1,129	\$1,129	\$0	
First Tier NOW Checking	\$22,032	\$62,576	-\$40,544	
First Tier Operating MM	\$212,250	\$453,867	-\$241,617	
First Tier Special Project MM	\$0	\$545,373	-\$545,373	
First Tier PPE Maintenance MM	\$0	\$26,371	-\$26,371	
First Tier Auction	\$2,000	\$31,739	-\$29,739	
ST investment account	\$0	\$0	\$0	
Operating pledges receivable	\$179	\$0	\$179	
ML-Preferred Dep. Acct.	795,584.33	\$0	\$795,584	
Receivables from reimbursement	\$4,705	\$7,038	-\$2,333	
Total Current Assets	\$1,037,879	\$1,128,094	-\$90,214	
Net Property, Buildings & Equipment				
Land	\$237,307	\$237,307	\$0	
Land improvements	\$26,917	\$26,917	\$0	
Buildings	1,183,766	\$1,188,490	-\$4,724	
Vehicles	\$294,714	\$294,714	\$0	
Tools	\$1,000	\$1,000	\$0	
Solar Panels	\$73,864	\$0	\$73,864	
Equipment	\$21,163	\$14,731	\$6,432	
Boiler	\$23,770	\$23,770	\$0	
Tractor	\$17,260	\$17,260	\$0	
Office Equipment	\$21,552	\$21,552	\$0	
Wireless Infrastructure	\$17,194	\$4,897	\$12,297	
Total Property, Buildings & Equipment	\$1,918,505	\$1,830,637	\$87,868	
Accumulated depreciation	-\$1,167,370	-\$1,097,570	-\$69,800	
Net Property, Buildings & Equipment	\$751,135	\$733,067	\$18,068	
Long-term investments				
				<u>3/31/2023</u>
D. P. R. Mt. Sustain. Fund	\$1,100,002	\$1,142,822	-\$42,820	\$1,099,360
Original Endow. Camp.	\$2,916,250	\$3,342,966	-\$426,716	\$2,875,350
Building Maintenance Fund	\$287,769	\$285,986	\$1,783	\$302,185
Pledges receivable	\$0	\$13,403	-\$13,403	\$687
Total Other Assets	\$4,304,021	\$4,785,177	-\$481,157	\$4,277,582
Total Assets	\$6,093,035	\$6,646,338	-\$553,303	

LIABILITIES AND NET ASSETS			
Current Liabilities			
Accounts Payable	\$0	\$0	\$0
Accounts payable and accruals	\$0	\$0	\$0
Current portion of LT debt	\$0	\$0	\$0
Other	\$0	\$0	\$0
Total Current Liabilities	\$0	\$0	\$0
Long-Term Liabilities			
Mortgage	\$0	\$0	\$0
Other	0	\$17,300	-\$17,300
Auto Loan	\$0	\$0	\$0
Suburban Loan	\$0	\$0	\$0
Total Long-Term Liabilities	\$0	\$17,300	-\$17,300
Total Liabilities	\$0	\$17,300	-\$17,300
Net assets			
Net Operating Assets	\$1,583,062	\$1,537,804	\$45,258
Net PPE	\$894,947	\$894,947	\$0
Restricted Assets	\$193,067	\$238,325	-\$45,258
Net Income	\$3,421,959	\$3,957,963	-\$536,004
Total net assets	\$6,093,035	\$6,629,039	-\$536,004
Total Liabilities & Net Assets	\$6,093,035	\$6,646,339	-\$553,304

Buildings and Grounds Committee Report April Board Meeting

On March 17 and 18 the B&G Committee met at the mountain. We enjoyed fellowship and a time of prayer and reflection. On Saturday we spent the day inspecting each of the buildings. Many thanks to Brother Joe for his insight and guidance. And special thanks to Karen who shared her observations from having spent a great deal of time in these buildings preparing them for guests.

The purpose of our meeting was to update our planning for upkeep and upgrades. We recorded notes on each building and the committee will review these notes in detail and make specific recommendations on repairs or replacement. More to come...

The following are general observations.

Exteriors-

Roofs- There were no signs of any issues or need for immediate replacement. We do have a schedule previously prepared by Brother Joe outlining expected roof replacement on several buildings. Of note is the expected replacement of the roof on the House of Peace. We plan on this to occur in 2025.

Siding- Generally the siding has weathered as expected. There were a few spots where minor repairs are needed.

Windows and doors- Most of the windows and doors are in very good condition. Several of the buildings have had new doors and windows installed in the last 3-5 years.

Interiors-

HVAC- Most of the small buildings have compact systems and electric baseboard heating. These are all functioning properly.

Electrical systems- No issues to note.

Plumbing- No issues to note.

Bathrooms- Fixtures are in good condition. Karen pointed out that the shower doors have mold in areas that cannot be reached. We are probably going to recommend replacing those doors. Vanities are older, but in good condition.

Ceilings and Walls- The walls and ceilings are in good condition. There are no visible areas of great concern. The one exception is in the House of peace where there are cracks in the drywall at the seams of the Stress Skin panels. We are discussing possible remedies.

Flooring- Most of the cabins have linoleum flooring that is old and dated. But they are in very good condition. We will discuss and expect to make a recommendation to the Design and Development Committee on this.

Appliances and cabinetry-

The cabins have dated appliances and cabinetry. The cabinetry is in good condition.

The stoves are propane-fired. We are going to recommend replacement of the stoves (and that would require changing the tops).

We also noted that the two stoves in The House of peace need to be replaced. We have discussed changing to electric rather than propane. The committee will make a recommendation to the Core Community after the committee reaches an agreement.

The B&G committee will need time for additional research before making a recommendation on how to replace these stoves.

Furniture-

Beds- new mattresses were installed this year.

The chairs and tables are dated. We would recommend that they are replaced. We can assist Mike and Joe with this process.

Laureen Clark property

Summary of previous conversations:

- Mt. Irenaeus purchases property directly from Laureen
- Laureen leases trailer twelve months following closing.
- Laureen would hold onto her bed, couch, loveseat and dresser. She would move this from the cabin over to the trailer. We would have access to the rest of the furniture and appliances.
- Laureen is willing to care for the property while she is there.
- Laureen is willing to care for minor repairs while she is there, but major breakdowns that occur would be our responsibility.

Agreed upon proposal:

- Mt. Irenaeus would pay \$160,000 for the property.
- With the exception of items noted above and some family heirlooms, both premises will include the furnishings currently in place, including appliances.
- Laureen will reside in the trailer for 12 months following the closing of the transaction.
- During that time Laureen will provide general upkeep to the property, primarily mowing the lawn.
- Looking at Zillow and other websites, the average rentals in the area are ~\$1,000.
- We would compensate you \$400 per month to care for the property while on the premises.
- 12 months rental costs would be \$7,200. We will net this out of our purchase cost, and will pay Laureen \$152,800.
- Laureen would continue to provide routine maintenance and minor repairs to the trailer while she continues to remain a tenant.
- Any “major” repairs to the trailer would be our responsibility. Major repairs would include any issues with the roof, foundation or structural repairs and we can agree on a dollar amount for the same definition, so that any repairs the estimate for which are greater than a certain dollar amount would be considered “major” and therefore, our responsibility.
- This would be contingent on a satisfactory home inspection.
- Also included in the sale
 - ⇒ Power steering riding mower & trailer
 - ⇒ Stihl Chainsaw
 - ⇒ Weed Whacker
 - ⇒ Snow blower

On Mon, Apr 17, 2023 at 10:05 PM Fenn, Michael F <mfenn@sbu.edu> wrote:

Hey Dan – hope you are doing well, and were able to enjoy the brief summer weather we just went through this weekend!

I've been thinking about our conversations over the last year regarding your property, and completely respect and understand the decision you've made. It's really moving to see you how you revere the property, clearly a significant aspect of your life.

In honoring your decision to continue owning the property as you do today, I was wondering if there was another approach that may be beneficial to both you and the future of the Mountain. We want to propose an agreement that would give the opportunity to have the right of first refusal, as well as the chance to match any offer made to you when you may be willing to sell your property. In compensation for entering such an agreement we would provide a one-time payment of \$2,500.

If you can give us a sense whether you would be willing to enter into such an agreement that would be great. I hope the financial incentive of this alongside the peace of mind of knowing the potential to include your beautiful property as part of Mt. Irenaeus in the future is a benefit to us both.

Thanks for considering this Dan, and happy to talk at any time.

Peace,

Mike

From: mountainstosand <dhabermehl64@gmail.com>

Sent: Thursday, April 20, 2023 1:06 PM

To: Cassandra Roger <Castle21cassie@gmail.com>; Fenn, Michael F <mfenn@sbu.edu>

Subject: Re: Another thought about your property

Hey Mike, Thanks for reaching out.

Your offer, is certainly worth consideration and thank you for that.

With so many things in flux right now, I think it is important for Cassandra and I to not confine our options in regards to how we move forward addressing her student loan debt.

The sale or transfer of the Alleghany farm property might play an important role in whatever solution we come up with.

I need to think very deeply about how to best honor my obligations, commitments, friendships, and associations as they relate to the legacy of my property as I move towards a more mature phase in my life.

I appreciate you reaching out and continuing our conversation. At this time we have not reached any decision, but have explored several options.

I will share with you that while I still retain the deed to the property and may decide to do with it what I will, I have paid an attorney and a revocable trust and living estate is now drawn up that transfers the property to Cassandra on my death, which avoids probate and any capital gains tax liabilities to Cassandra since the transfer would be at a stepped up basis.

Thanks again for the communication, enjoy the spring weather, and if anything is decided that I feel you should know, I will be completely transparent and share that with you.

Have a great day!

Mountain Advancement Report

April 12, 2023

Mountain Fund

2022-2023 Budgeted Goal: \$325,000

Summary:

As of 4/12/23 - \$273,949.56 from 1255 gifts and 591 donors (84% of goal of \$325K)

As of 4/12/22 - \$294,418.82 from 1398 gifts and 714 donors (109% of goal of \$270K)

As of 4/12/21 - \$294,073.72 from 1342 gifts and 750 donors (118% of goal of \$250K)

As of 4/12/20 - \$217,037.31 from 1011 gifts and 573 donors (94% of goal of \$235K)

Plans to meet our year-end goal continue through direct mail, a spring newsletter, a spring appeal mailing and our fiscal year email appeal. A total of \$51K is needed in the next six weeks to meet our goal of \$325,000. (FYI-- this year's goal is 55k higher than last year's goal of \$270,000).

To date, 305 alumni gave 693 gifts for a total of \$157,560 and 265 non-alumni gave 525 gifts for a total of \$84,186. There were also 21 donors under another category who gave 36 gifts for a total of \$32,453.56.

Overnights

2022-2023 Budgeted Goal: \$25,000

As of 4/12/23- \$28,470 from 127 gifts and 104 donors

As of 4/12/22- \$28,576 from 113 gifts and 88 donors

As of 4/12/21- \$19,655 from 53 gifts and 44 donors

As of 4/12/20- \$24,510 from 122 gifts and 102 donors

Fr. Dan Riley Sustainability Campaign (Endowment/Major Giving)

Major gift: Contribute \$10,000 or more over a period of no longer than 5 years in addition to annual gifts (Mountain Fund and Auction). Coming out of strategic planning process, we will kickstart this campaign.

Budgeted Goal: \$3.1 Million

Current Endowment Total to Date: \$875,829.99 committed from 726 gifts and 183 donors. This includes \$12,220 in unpaid pledges.

(These numbers are from our current endowment campaign, which began in 2012)

- **6/1/22 to 4/12/23 - \$12,739.97 from 30 gifts and 11 donors**

- With a strategic plan in place, we now have a plan to guide us. This will enable us to envision what the Mountain will look like in the future and include financial estimates of project costs. Our next step will be to visit friends and ask for an investment into our future.

We have engaged Dick Tantillo (SBU '78) who is a friend of Rob Buckla and Kathy Colucci. He has been advancement lead at Hamilton University for many years. He has shown a willingness to help us build a strategy for obtaining our Major Gift goals coming out of the Strategic Plan work.

The SBU VP of Advancement is no longer in the position. There is an interim person in place. We think there is a renewed opportunity to work alongside SBU in terms of making major gift asks. Mike will be meeting with interim person Tuesday April 18th.

FYI: Other historical sources of contributions to our current Endowment Account: In an endowment campaign that began in 2003 and ended in 2011, we raised \$1,350,000. For over 20 years and ending in 2015, 10% of all Mountain Fund Donations were allocated to this endowment account.

Stewardship

On October 14-16, we held our second Living Stones gathering, with approximately 90 people joining us over the week-end. In 2022, we expanded the criteria to include anyone who has donated to the Mountain for 25 years. The reaction to those who were honored was very positive, and achieves the objective of connecting and stewarding those who helped build and have been highly committed to the life of the Mountain.

SBU Endowment for Mt. Irenaeus

(Started with St. Bonas 150th campaign 2008)

Total Balance: \$639,865.43 committed from 396 gifts and 75 donors with \$30,100 in outstanding pledges. This fiscal year we have received \$2,600 from 23 gifts and 4 donors.

We receive approximately 33K a year—continues/remains flat each year.

We are noted as part of the Bolder Bonaventure campaign that has recently reached its public phase. Any dollars received through that campaign go to this account. We annually receive 5% of the gift after a progressive 5-year vesting period.

The Daniel A. Hurley, ofm Legacy Society- Planned Giving

Notified earlier in the year by a friend of the Mountain, that he has included a significant amount to the Mountain in his estate plan/will.

Information about the Legacy Society can be found on our website. A wonderful video of Fr. Dan Hurley is a highlight on the page.

On-Line Auction

2021-2022 Budgeted Goal: \$25,000

Please save the date for our **2023 Mountain Auction --- October 20 – 29!**

2022: \$35,711.32

2021: \$35,692

2020: \$30,805.73

2019: \$22,608

2018: \$23,785

2017: \$21,000

2016: \$14,203

2015: \$7,769.30 (online only)

2015: \$34,792 (online and live)

2014: \$6,320.64 (online only)

2014: \$31,706 (online and live)

2013: \$1,890.71 (online only)

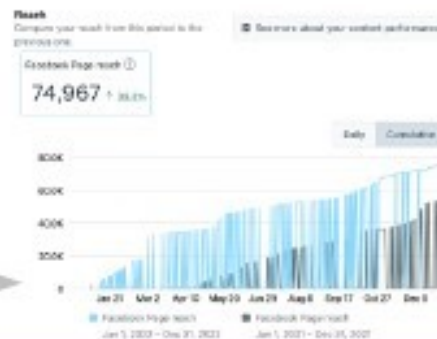
2013: \$44,013.42 (online and live)



HIGHLIGHTS

- Christine Cusick and Claire Fisher reignited our monthly email newsletter beginning in January; if anyone has content ideas or information to share, reach out to Christine, Mary or Greg.
- Close to finishing and then sharing for review updated Mountain Style Guide.
- Podcasts produced: "Clouds and Sun" episode #270; "Franciscan Lectio" episode #1!
- Website enhancements include:
 - New Instagram feed on homepage that automatically updates when Fr. Dan posts
 - New section capturing email newsletter reflections about evenings, weekends and other experiences
 - Continued additions to Franciscan Lectio book page
- Additional website plans include strategic plan presence, Living Stones page and robust electronic library.
- Laying foundational work for a profile of the Mountain in St. Anthony Messenger.
- Onboarding Chris Fien to manage our online prayer requests. If you have a prayer request or wish to pray for the intentions of others, visit <http://mountainonline.org/pray>

ANNUAL METRICS	2022	2021
Website Pageviews	39,468	37,925
Podcast Listens	6,003 19 episodes	5,904 16 episodes
Facebook Reach	➔	



Committee Charter: Established in 2013 as a core, cooperative and collaborative team to provide professional communications guidance, skills and insight in support of the Mountain's mission. Our work will help guide many aspects of communications to help ensure a common message, voice and palette to the many people who minister on behalf of or share life with us. Our work will help shape the Mountain's voice in an increasingly fragmented communications world.

Minutes

Nominating Committee

*Meeting Date: April 11, 2023, 3:00
Minutes submitted on 4/6/2023 by Terri Marrie*

In Attendance

Br. Kevin, Mike Fenn, Fr. Dan, Karen Pulaski, Terri Marrie, Kathy Colucci, Diane Hills, Rob Buckla

Opening Prayer

Mike volunteered to lead opening prayer.

Approval of Minutes

We really skipped this part. A review of the March meeting might have helped deepen understandings of this committee's work.

Summary

Kathy shared the [Journey of Engagement Document](#). In our discussion, we noted that

- We should ask Otto for help with language on a pathway for people to join the BOT when we are out of compliance.
- We should somehow note how to be flexible and allow people to join the BOT quickly when needed.

Other suggestions that we will work on include

- Transitioning the new VP to prevent gaps in a working nominations committee
- Encouraging that VPs are not major voices on other committees, keeping the VP role active in nominations and as a minor supporter on other committees

We noted that this is a 12–18-month process that starts with checking in on the person and how they might want to be more involved with the Mt. Interested people join a committee and a pod while discerning interest and fit.

Actions to complete before the next call

1. Committee members will review the [Journey of Engagement Document](#) and get revision comments to Kathy by next week.
2. Kathy will then revise and resend the above document
3. Terri will type up and submit minutes and send them to Michelle for distribution to our committee
4. Terri will ask Michelle to create a Doodle Poll to help us select our next meeting date

5. Mike will work on understanding SBU board and how that might impact our decisions.
 6. Rob could you please consider who might be donors that we should have on the list
 7. Everyone could you please look at the short list and think about this for our next meeting. We must come to a better place of knowing that we have the best people on the short list. I don't think we are there.
 8. Terri will possibly begin to contact the people on the list to gauge initial interest.
-

New Business/Agenda for Next Meeting

At our next meeting we will

- a. Further discuss who are the top (7) people to contact
 - b. Hear updates regarding SBU BOT
 - c. Share revised [Journey of Engagement Document](#)
 - d. Slate a launch process that involves our committee members and possibly other community members to develop pods
-

Announcements

See the large current list on the following pages.

Next Meeting

Journey of Engagement for potential Mount Irenaeus Board Members

18-month Cycle with Activities Beginning in the Prior Year

January	February	March	April - May	June - July	August - October
<ul style="list-style-type: none"> Nominating Committee led by BOT Vice Chair maintains list of potential board candidates Process begins with early input from Father Dan, friars, and Exec Director on potential candidates. Nominating Committee solicits, reviews and discusses names of potential candidates "Get on the same page" moment 	<ul style="list-style-type: none"> Understand current Board requirements Discuss # of potential nominees Analyze and begin to narrow larger list 	<ul style="list-style-type: none"> Utilize robust conversations and spreadsheet tool Conclude on pool of potential BOT nominees for current cycle 	<ul style="list-style-type: none"> Each potential nominee meets with a Nom. Committee member Discern interest Complete an application Begin engagement with a Mt. I community Partner or Pod As appropriate, consider BOT Committee guest assignments or other Mountain engagement 	<ul style="list-style-type: none"> Potential nominees attend one or more summer weekend retreat weekends Follow-up conversation with partners/Pod reflecting on the experience 	<ul style="list-style-type: none"> Each Nominee continues in conversation with Partners/Pod As appropriate, nominees continue with BOT Committee guest assignments or other Mountain engagement Receive feedback from current Mountain community and BOT members
<ul style="list-style-type: none"> Potential nominees attend last Fall BOT meeting Follow-up conversations with Partners/Pod reflecting on experience Continued BOT Committee or other Mountain engagement activities 	<ul style="list-style-type: none"> Each nominee has continued meeting with Partners/Pod to discern if this will be a decision to move forward 	<ul style="list-style-type: none"> Potential nominees presented to the Board of Trustees for discussion Formal vote to begin board service on June 1st Approved nominees notified Continued Partner/Pod support and dialogue 	<ul style="list-style-type: none"> Approved nominees begin their BOT service Continued Partner/Pod support and dialogue 	<p>Role of Partners or a Pod:</p> <ul style="list-style-type: none"> Meet regularly to help potential nominees be a part of "informed, reformed, transformed" culture conversations. <ul style="list-style-type: none"> How do I listen? What is my idea of collaboration, management, and leadership? How do I participate as an individual and group member? What do I do to make decisions? How do I process information and experiences? Strengthen and model our Franciscan faith and values BOT duty and work conversations including legal, fiduciary and ethical responsibilities 	

Note: There may be times when the Nominating Committee approves a more expedited process, to remain in compliance with board bylaws or due to other special circumstances.

