

Summary of Board of Trustee Survey

Participation: There was 100% participation from the Board. Thank you!

Ability to remain on the board: All board members shared a willingness to stay on for at least another year.

Support of the officer slate: The officers brought forward of Kathy Colucci (Chair), Dianne Dianne Kuzia Hills (Vice Chair), Sarino Tropeano (Secretary) and Fr. Tom Conway, ofm (Treasurer) was unanimous.

Interest in future board leadership: The majority of our board felt they did not have the capacity to step into board leadership roles at this time. Several trustees said that perhaps in the future they would have time to do so.

Recommendation of future leaders: When asked about who would be strong board leaders, there was a good deal of names shared.

Current Committee Involvement: Most noted involvement in current committees and many offered future interest in other committees.

What is enjoyable about being a Mountain Board of Trustee: Responses spoke of being deeply rewarding due to a strong alignment with Mt. Irenaeus's mission, values, and spiritual foundation. Many highlight the meaningful relationships and sense of community that have been developed—with fellow board members, staff, and the broader Mountain network—as a central source of fulfillment. A recurring theme is personal and spiritual growth. Board service is seen not just as governance, but as an opportunity to deepen one's faith, reflect, and grow alongside others in a shared purpose.

Have your skills been utilized? Do you have a voice? Responses were very positive. Trustees feel their voices are heard, valued and welcome. Trustees feel like their talents are being recognized and utilized to support the Mountain. New members said they were still finding their way. There were a few notes of the relatively large size of our board, and a need to ensure that all voices are heard.

Preparedness for board meetings: There is a general sense that board members feel prepared ahead of meetings. There were requests that materials be loaded sooner. Multiple responses, especially from newer trustees, noted an eagerness for more structured onboarding process. Other requests asked to consider historical context of issues when being discussed, having refreshers on board procedures, and utilizing executive session when discussing sensitive issues.

Future Trustees, committee members: Over 20 names were brought forward.

Open question about the direction of the Mountain: Most responses were very positive, with no major concerns, but thoughtful questions about sustaining our future. Trustees generally enjoy the collaborative, welcoming culture we have.

There were several comments about the future of friars at the Mountain, given the declining numbers. Questions about what happens if we don't have friars, the need to create a contingency plan.

The sometimes-confusing delineation of responsibilities and decision making of "The Mountain" by the non-profit organization and Holy Peace friary was noted as needing clarity.

Progress in our relationship with St Bonaventure University was seen as very positive.

While our success and growth is wonderful, there is concern about the ability to keep up for a relatively small community.