

Monteverde Friends Meeting Development Plan 2026-28
(Approved Oct. 12, 2025)

This strategic plan, developed after nearly a year of deep listening and discernment, is intended to guide our Meeting's work over the next 2 years and serve as a framework for continuing development. Our hope is to strengthen our spiritual community and enhance our ability to make a positive impact on our local community and the world at large. Listed below are our mission and vision statements, along with the *commitments* (what we commit to working toward on an ongoing basis) and *strategies* (how we will maintain our commitments), that will guide us. The specific *actions* we propose to take under each strategy to maintain our commitments are listed in a companion document (see MFM Action Tracking Form, 2026-28).

MISSION Statement: The Monteverde Friends Meeting is a spiritual community who worships in unprogrammed silence, nurturing the Inner Light we recognize in all, and helping each other put our faith and love into action.

VISION Statement: We intend to be a welcoming, vibrant, diverse and intergenerational Meeting where Friends/seekers from our community and around the world worship, learn, and serve together. Open to transformation by the Spirit, we seek to live the values of simplicity, peace, integrity, community, equality, and care for all creation to make a more just and compassionate world.

Guided by Spirit, we commit to:

COMMITMENT 1: We commit to nurturing growth, vitality, and inclusiveness among our Members/attenders/supporters that are needed to sustain our worship, local programs, and global activities.

Strategy 1.1 Cultivate new relationships outside of our Meeting to enrich our programs, strengthen our impact, and expand community awareness of our ministries

Strategy 1.2 Maintain diverse activities that serve to deepen our spiritual experiences and introduce Quakerism in a variety of creative ways

Strategy 1.3 Support a diverse set of activities that nurture our community

COMMITMENT 2: We commit to being an organization with an effective and efficient structure and administration.

Strategy 2.1 Maintain the organizational structure and administrative systems needed for the Meeting to operate its programs and activities in an effective and efficient manner with appropriate coordination, support and communication among the Meeting's programs and activities and between these and the Meeting's members/attenders

Strategy 2.2 Maintain effective clerking by Meeting and Committee Clerks

Strategy 2.3 Ensure that Meeting members/attenders follow Quaker principles and processes, abiding by best practices for Spirit-led, loving and joyful process that strengthens

our Meeting. (Note this where positive guidance aka eldering goes as action steps)

COMMITMENT 3: We commit to mobilizing the resources needed to support the Meeting's programs and activities in a sustainable manner.*

Strategy 3.1 Develop and implement an effective and diverse fundraising plan

Strategy 3.2 Build and maintain Operating Reserve Funds

Strategy 3.3 Ensure that new programs/activities are launched with a reasonable funding plan and commitment to sustain the program/activity in the short term

Strategy 3.4 Ensure that all ongoing programs are either self-sustaining in terms of income generation or intentionally offset by funding from alternative sources

* In future plans, we hope to combine Commitment #3 with Commitment #2 by adding the phrase 'that operates in a financially sustainable manner' to the end of the Commitment #2 sentence. They are separate in this plan in recognition of the great deal of work that needs to be done on financial sustainability at this time.