magis: alumni committed for mission

spirituality | service | leadership

2010 – 2013 STRATEGIC PLAN



TABLE OF CONTENTS

l.	Executive Summary3
II.	Organization Description6 A. Historical Background of Magis: Alumni Committed for Mission
	B. Mission Statement
	C. Values – "3-fold Mission"
	D. Programs & Services description
III.	Analysis of Constituency10
	A. Who Magis Serves
	Past Service History
	2. Current Constituency
	3. Future/Target Constituency
	B. Key stakeholders/ partners
	1. Current
	2. Future
	C. Opportunities
	1. Identity Statement
	2. Summary of Unique Niche for Magis
IV.	2010-2013 Strategic Priorities15
	A. Overview
	B. Priority #1: Promote Local and Global Engagement
	C. Priority #2: Foster Authentic Community
	D. Priority #3: Cultivate a Foundational Understanding of Catholic, Jesuit Values
	E. Priority #4: Support Young Alumni Formation and Vocational Discernment
	F. Priority #5: Diversify and Grow Alumni Engagement
V.	Implementation and Evaluation Plan21
	A. Basic Assumptions
	B. Annual Goals and Implementation Schedule
	C. Measurement of Impacts and Evaluation Schedule
VI.	•
	A. Organization Chart
	B. Staff
	C. Magis Advisory Board
	D. Magis Strategic Planning Team
APPEN	
	A. Magis Stakeholders List
	B. SWOT Analysis
	C. Strategy Screen
	D. May 2010 Magis Alumni Survey: Summary of Results

I. EXECUTIVE SUMMARY

"We must remember that our students leave us as works in progress. We must be patient and understand that the impact of a Jesuit education may not be realized until well after graduation."

(Santilli and Gardner)

In the Seattle University Strategic Plan 2000 -- 2010: A Decade of Distinction, Seattle University set forth a commitment to graduates: Seattle University "will continue to develop and nurture a network of alumni who demonstrate through their community service and leadership the value of our educational mission and a commitment to lifelong learning." As a vital opportunity to fulfill this promise and to continue and reflect Seattle University's mission to educate "the whole person, to professional formation and to empowering leaders for a just and humane world", Magis: Alumni Committed for Mission began its work in September 2006 within the Division of Mission and Ministry, and closely aligned to Alumni Relations within University Advancement. Through collaborative partnerships and an integrated vision and approach to formation, Magis serves as a coordinating entity for spiritual, service, and leadership formation and engagement of Jesuit-educated alumni living in the Puget Sound region.

Magis is a Latin term used by St. Ignatius of Loyola, founder of the Society of Jesus. Magis means *more*; however, it is not necessarily about doing more, but about being more and striving to deepen who we are and what we do with our faith in service to the world. Magis: Alumni Committed for Mission focuses its work and programs around three core values – spirituality, service, and leadership – and is propelled by its mission "to deepen the life-long formation of Jesuit-educated alumni in the spirit of the Ignatian tradition and empowering alumni to create a more just and humane world."

In addition to Magis' three core values, Magis will continue to be guided with the following values undergirding the strategic priorities outlined in this plan and everything it does. These foundational values will be evident in its constituents, staff, *modus operandi*, programs and services, and marketing and outreach.

- Community building: Magis will be intentional about building community.
- Inclusivity: Magis will be attentive to how inclusive it is of diversity in its constituents, staff, programs and services, and marketing.
- **Alumni ownership**: Magis will identify, invite, train and support alumni to lead, sustain and have ownership over its programs.
- **Collaboration**: Magis will collaborate with existing and strategically new campus colleagues and community partners, balancing collaboration with signature programs. Magis will be intentional about building collaborations to increase participation of alumni from other Jesuit institutions.
- **Replication**: Magis will look for opportunities to make itself known nationally through outreach to other Jesuit Institutions and attendance and presentations at conferences related to Jesuit Higher Education, with the goal of being a valuable resource for the development of similar programs of alumni formation at other Jesuit institutions.

From its very beginnings, collaborative leadership permeated Magis: Alumni Committed for Mission. Its cofounders, Fr. Mike Bayard, SJ, and Erin Swezey, modeled shared leadership by co-directing Magis while establishing collaborative partnerships with existing programs, departments, faculty and other stakeholders within Seattle University, as well as networking and partnering with local and regional Jesuit/Ignatian apostolates. The collaborative spirit of Magis continues today, as Magis partners with multiple campus and community partners to close to 1,500 Jesuit-educated alumni annually through Magis programs and a variety of other collaborative events and efforts. Magis serves as a valuable resource providing a monthly eNewsletter; annual Magis Signature Programs; opportunities for networking, mentoring, discerning, community building, and personal and professional development; and information and access to Magis partners' programs and events.

This three-year Strategic Plan is designed to provide direction and specific priorities for Magis to move forward organizationally to reach its next level. The organization experienced significant growth in its first four years and each year the number of alumni served and partnerships formed grew in strength and number. There have been many successes and lessons learned to this point and those will be leveraged to grow the organization. Magis is led by a strong team of three committed staff members and is supported by a working Advisory Board. As an organization, Magis is primed to take large strides forward in the fulfillment of its mission.

The major long-term strategic priorities are:

Priority #1: Promote Local and Global Engagement

Magis will develop sustainable, ongoing local and global engagement opportunities for Jesuit-educated alumni. Through education, service, reflection and community-building before, during, and after the experience, Magis will help alumni to grow in being "men and women for others," so that their lives and the lives of others in the local and global community will be transformed through deeper solidarity with one another.

This priority builds upon Seattle University's strategic priority of **Engaging the World** and preparing students through global education. As students move on from their Jesuit education and become alumni, Magis hopes to empower them to live out this education, continuing to engage deeply with and making a positive impact in their global community.

Priority #2: Foster Authentic Community

Through small group and cohort experiences, Magis will help alumni to connect and deepen an authentic sense of community where they can continue to learn, grow, and share life experiences and aspirations with others who desire to live out the Jesuit mission and values. Magis will provide small group experiences that respond to the expressed requests of Jesuit-educated alumni who want to gather for reflection, networking and community-building focused around a common interest or experience related to the Jesuit educational mission. Magis will also develop and provide cohort experiences for alumni committed to focused learning and formation around a common theme related to Ignatian spirituality, service and leadership.

This priority advances Seattle University's strategic priorities of **Academic Excellence** and **Formation for Leadership.** The cohort experiences will further Seattle University's mission of preparing students who are "broadly and well educated, proficient in their disciplines, prepared to make a difference in the world, self-reflective in their pursuit of truth and purpose, and committed to ethical action." Both small group and cohort experiences will continue to help alumni to develop personally and socially, facilitating their ability to integrate all aspects of their education and develop their leadership capacity to make a positive difference in the world.

Priority #3: Cultivate a Foundational Understanding of Catholic, Jesuit Values

Magis will offer a diverse range of programs to meet the needs of Jesuit-educated alumni in various stages of formation and development. Magis will give particular attention to entry-level programs in spirituality, service and leadership, so that more alumni will become familiar and engaged with Magis and the Jesuit educational mission.

This priority advances Seattle University's strategic priority of **Catholic, Jesuit Character.** In focusing on engaging those who may not be as familiar with the Jesuit educational mission, Magis hopes to invite alumni to experiences that introduce them to the fundamental principles and values of the Catholic, Jesuit tradition and that hopefully encourage them to explore their own faith commitments in light of these experiences.

Priority #4: Support Young Alumni Formation and Vocational Discernment

Magis will intentionally outreach to young alumni (in their 20's and early 30's), while continuing to serve alumni of all ages. Magis will develop programs that meet the unique developmental, formational, networking, vocational, communal, and personal needs of young alumni. Magis will support these young alumni through opportunities for lifelong learning, spiritual development, and for making a positive difference in the world through service and leadership

This priority advances all of Seattle University's mission themes. Through engaging young alumni, Magis hopes to empower them to reflect on their education, vocation, and commitment to ethical action in the global community. Magis will do this within the context of community, which will help to facilitate the development of young alumni's leadership potential as they embark on living out the Jesuit educational mission in the world.

Priority #5: Diversify and Grow Alumni Engagement

Magis will effectively welcome and reach out to a diverse population of Jesuit-educated alumni in terms of ethnicity, faith tradition, Jesuit university affiliation, gender, and other life circumstances. Alumni will have a clearer sense of Magis' identity, values, and signature programs; and will be motivated to participate in Magis programs.

Each of the major strategic priorities includes relevant goals and objectives which will facilitate the successful achievement of each priority. Specifics for each goal and objective, including the targeted completion date, person responsible, and evaluation method, are outlined in an implementation and evaluation schedule included in the overall Strategic Plan. The successful implementation of this Strategic Plan is built upon a few basic assumptions. This plan assumes that Magis will have at least three staff, funding will continue at the same level or above current budget, and the Advisory Board will continue to function and support Magis throughout each year of the plan. Magis will formally revisit this Strategic Plan and annual goals at the June Advisory Board meetings to evaluate the past year and review the strategic direction for the year ahead. Magis will also produce an Annual Report and share this broadly with partners, constituents, and the greater public.

Magis' founding vision seeks to serve as "the leaven" to develop further Seattle University's regional alumni groups, as well as to explore collaborations among and between Jesuit alumni associations from other institutions. Magis wants to provide all alumni with a sense of connectedness and community while engaging them in habits of lifelong learning, leadership, and service in the Jesuit mission, which they were immersed in as students at their particular Jesuit institutions. Finally, Magis hopes to establish a replicable model for alumni spirituality, service, and leadership at the other Association of Jesuit Colleges and University's (AJCU) schools across the United States.

Does a Jesuit education make a difference in our communities, regions, country, and world? How do we continue to shape and then measure the impact and distinctiveness that this kind of education can have on the formation of just and humane leaders? These are the questions at the heart of Magis' work that inspire and drive its mission. Magis is committed to further animating Seattle University's mission and to help to measure whether Jesuit-educated alumni live out our common educational mission after graduation. Through a variety of programs, events, and a network of collaborative partnerships, Magis will continue to work to engage Jesuit-educated alumni in integrated programs that cultivate their spirituality, service and leadership in the Ignatian tradition.

II. ORGANIZATION DESCRIPTION:

A. Historical Background of Magis: Alumni Committed for Mission

In the Seattle University Strategic Plan 2000 -- 2010: A Decade of Distinction, Seattle University set forth a commitment to graduates: Seattle University "will continue to develop and nurture a network of alumni who demonstrate through their community service and leadership the value of our educational mission and a commitment to lifelong learning." As a vital opportunity to fulfill this promise and to continue and reflect Seattle University's mission to educate "the whole person, to professional formation and to empowering leaders for a just and humane world", Magis: Alumni Committed for Mission began its work in September 2006 within the Division of Mission and Ministry and closely aligned to Alumni Relations within University Advancement. Not only limited to Seattle University alumni, Magis began its work serving all alumni of any Jesuit university living in the Puget Sound region.

From its very beginnings, collaborative leadership permeated Magis: Alumni Committed for Mission. Its co-founders, Fr. Mike Bayard, SJ, '05 and Erin Swezey, '89, modeled shared leadership by co-directing Magis while establishing collaborative partnerships with existing programs, departments, faculty and other stakeholders within Seattle University as well as networking with local and regional Jesuit/Ignatian apostolates (such as Spiritual Exercises in Every Day Life, Ignatian Spirituality Center, Jesuit Volunteer Corps Northwest, Portland's Jesuit Spirituality Center, Oregon Province's Commission on Spiritual Formation).

Magis' founding vision seeks to serve as "the leaven" to develop further Seattle University's regional alumni groups, as well as to explore collaborations among and between Jesuit alumni associations from other institutions. Magis wants to provide all alumni with a sense of connectedness and community while engaging them in habits of lifelong learning, leadership, and service in the Jesuit mission, which they were immersed in as students at their particular Jesuit institutions. Finally, Magis hopes to establish a replicable model for alumni spirituality, service, and leadership at the other 28 AJCU schools.

B. Mission Statement

Magis: Alumni Committed for Mission is dedicated to deepening the life-long formation of Jesuit-educated alumni in the spirit of the Ignatian tradition and empowering alumni to create a more just and humane world.

C. Values

Core Values

Through an integrated vision and approach to formation, Magis: Alumni Committed for Mission focuses its work and programs around three core values - spirituality, service, and leadership - and is propelled by the following three-fold mission:

• **SPIRITUALITY:** Provide alumni with spiritual offerings so as to continue and deepen their formation within the Ignatian tradition.

- **SERVICE:** Provide on-going and sustained opportunities to serve with local and international communities as a response to a call to partnership in a common mission to empower leaders for a just and humane world.
- **LEADERSHIP:** Cultivate and promote leadership formation from the Ignatian perspective by hosting seminars and forums to discuss distinctive elements of this kind of leadership and its potential impact on the public / private sectors of the Puget Sound region.

Underlying Values

In addition to Magis' three core values, Magis will continue to be guided with the following values undergirding the strategic priorities outlined in this plan and everything it does. These foundational values will be evident in its constituents, staff, *modus operandi*, programs and services, and marketing and outreach.

- **Community building:** *Magis will be intentional about building community.*
- **Inclusivity:** Magis will be attentive to how inclusive it is of diversity in its constituents, staff, programs and services, and marketing.
- **Alumni ownership:** Magis will identify, invite, train and support alumni to lead, sustain and have ownership over its programs.
- Collaboration: Magis will collaborate with existing and strategically new campus colleagues and community partners, balancing collaboration with signature programs. Magis will be intentional about building collaborations to increase participation of alumni from other Jesuit institutions.
- Replication: Magis will look for opportunities to make itself known nationally through outreach to other Jesuit Institutions and attendance and presentations at conferences related to Jesuit Higher Education, with the goal of being a valuable resource for the development of similar programs of alumni formation at other Jesuit institutions.

D. Program and Services Description

Through a variety of programs, events, seminars, and a network of collaborative partnerships, Magis strives to foster a sense of connectedness and community among Jesuit-educated alumni while engaging them in integrated programs that cultivate their spirituality, service and leadership in the Ignatian tradition.

Signature Programs

Each of the three programming areas – spirituality, service, and leadership – serves to provide Jesuit-educated alumni opportunities to continue to deepen their experience of the Jesuit mission and values. Over the course of the past four years, Magis: Alumni Committed for Mission has established multiple Signature Programs that are offered annually.

SPIRITUALITY:

- **Ignatian Silent Retreat** is held every fall. Partnering with the Office of Jesuit Mission and Identity, this retreat provides ten spots for alumni to participate in a weekend silent retreat, along with Seattle University faculty and staff, centered on St. Ignatius' Spiritual Exercises.
- Transitions Retreat is an annual weekend retreat facilitated by three retreat leaders/spiritual directors reflecting on issues of life transitions and discernment. Since Summer 2007, Magis has sponsored three such retreats.

- Alumni Day of Prayer is a daylong retreat held every spring. The format includes two
 presenters around a selected theme. The day includes opportunities to experience
 engaging presentations, quiet reflection, and small group faith sharing. The day of
 prayer is held in the Chapel of Saint Ignatius at Seattle University.
- **Spirituality on Tap** is an event co-sponsored with the Ignatian Spirituality Center each February. This winter event provides great opportunities for young alumni to gather and reflect more deeply on issues of vocational discernment.
- The Public Square Forum is a yearly lecture bringing speakers/authors representing various faith traditions to engage the Seattle University community in interfaith and ecumenical dialogue around a contemporary issue. Magis often hosts reading groups along with a conversation with the author.
- Living Into Your Life Discernment Series is for 8-10 Jesuit-educated alumni in their 20's and 30's. It invites young alumni to be part of a small cohort that journey together for five months to discern life callings, whether that is around work, relationships, or other life questions. Through a series of programs, participants learn more about vocational discernment, gain tools from the Ignatian tradition to guide decision-making, share insights with undergraduates as an act of service and leadership, and end with a retreat as a way to reflect upon and integrate their experience. Participants receive the gifts of time, tools for discernment, and a supportive community to help them "live into the life" to which they are called. Magis began offering this opportunity Winter Quarter 2010.

SERVICE:

PAST (2006- Spring 2010):

- Serve Seattle is an annual fall event that gathers the entire university community in a
 day of service in the Seattle area. Magis partnered with the Center for Service and
 Community Engagement and Alumni Relations on this event for three years, fall 20072009.
- Labor of Love takes place in the Winter and Spring Quarters providing opportunities for alumni to work alongside current Seattle University students in a particular area of service in the greater Seattle area. Past service days have included working with the elderly and environmental issues. Magis partnered with the Center for Service and Community Engagement on this event for four years, winter 2006-2010.

FUTURE (Fall 2010 and beyond):

Under the strategic priority of Promote Local and Global Engagement, Goal 1 states that
Magis will establish consistent, local opportunities for Jesuit-educated alumni to
engage and serve the children and families living within the footprint of the Seattle
University Youth Initiative. These new local service opportunities will become Signature
Programs and replace Magis' past Signature Service Programs which have been
increasingly unsuccessful in engaging alumni and meeting their distinct needs and
interests.

Under the strategic priority of Promote Local and Global Engagement, Goal 2 states that
Magis will establish an annual global engagement immersion trip for Jesuit-educated
alumni. This will become a future Signature Program.

LEADERSHIP:

- Justice Education Forum is an annual program that gathers leaders from different sectors in the Seattle area for in-depth discussion and exploration of current topics of social justice. Leaders come from such communities as business, health care, public service, church, labor, education, and other sectors to learn and converse together, as well as to broaden their networks of relationship. In 2007–2008 and 2008–2009, Magis explored Immigration through public addresses, book discussion groups, and classroom discussions. In 2009-2010 Magis explored the past, present and future of Africa through public lectures and book discussion groups. Magis took responsibility for this forum in 2007.
- Engaging Justice Advocacy Skills Workshops are a bi-annual, free weekend workshop opportunity with presenters who guide and provide faculty/staff, students, and alumni with tools for advocacy on all levels. The Advocacy Workshop looks to sharpen advocacy skills so that our alumni might consider leadership and champion social justice locally, regionally or globally. Magis partners with Catholic Relief Services, the Provost's Office, and the Center for Service and Community Engagement on this opportunity. Magis began co-sponsoring these workshops in 2007–2008.
- Making a Living, Making a Difference Dinners gather current students and alumni and provide a space to discuss practical ways to put the Jesuit mission and values into action after graduation. Magis has held these gatherings for a number of different university populations since May 2007.

Other Programs & Services

In addition to its Signature Programs, Magis: Alumni Committed for Mission provides many other opportunities for Jesuit-educated alumni living in the Puget Sound area to gather. These opportunities have included: table sponsorship at campus and community partner events (e.g. Alumni Relation's Downtown Breakfast; JVC Northwest Benefit Dinner; St. Joseph Baby Corner); co-sponsoring the Novena of Grace with the Ignatian Spirituality Center; the Alumni Advent Mass in conjunction with Alumni Relations; special dinner conversations with a variety of guest speakers engaging alumni in spirituality and justice topics; Calcutta Club Reunion; sponsorship for alumni to attend Jesuit and Ignatian Solidarity Network Teach-ins and other justice/faith-centered conferences; and a variety of small group opportunities. Magis also serves as an important resource for Jesuit-educated alumni living in the Puget Sound Region, primarily by providing information regarding upcoming events and programs via its monthly eNewsletter and occasionally providing financial support for individual alumni volunteering or serving internationally.

III. ANALYSIS OF CONSTITUENCY

A. Who Magis Serves

1. Past Service & Program Participants History

Program	FY 08 Participants	FY 09 Participants	FY 10 Participants
Justice Education Forum & Book Group	337	170	190
Public Square Forum	**	220	100
Spirituality on Tap	50	100	100
Alumni Day of Prayer	56	14	39
Transitions Retreat	15	15	17
Making a Living, Making a Difference Dinners	40	20	55
Living Into Your Life	**	**	8
Jesuit Teach-In	5	**	**
Engaging Justice Advocacy Workshop	14	14	9
Ignatian Silent Retreat	10	6	11
Advent Mass & Christmas Reception	350	325	350
Serve Seattle	21	11	5
Labor of Love	20	10	5
Total Participants Per Fiscal Year	918	905	889

^{**} indicates program did not exist that year

	FY 08	FY 09	FY 10
Magis eNewsletter Recipients	411	1003	1120

2. Current Constituency

Magis primarily serves Jesuit-educated alumni living in the Puget Sound Region. Most alumni who participate in Magis programs are looking for an experience of community, while engaging in lifelong learning, as expressed through the Jesuit mission and values of spirituality, service and leadership. All alumni of Jesuit educational institutions or programs (such as the Jesuit Volunteer Corps) are eligible for Magis programs, as well as family members of Jesuit-educated alumni. Some Magis programs are open to the greater Seattle University community and wider public.

In May 2010, Magis administered an online survey to 1120 Magis participants who receive the Magis monthly eNewsletter. The Magis survey achieved a 12.5% response with 140 total respondents. Respondents were given the option to provide their demographic information, which provides a rough snapshot of who Magis currently serves. Those respondents who opted to provide their demographic information are heavily female (75%), white Caucasian (78%), Roman Catholic (73%), and Seattle University alumni (66%). Also, roughly 46% of respondents

are in their 20's or 30's (with 34% in their 20's); 30% are in their 40's or 50's; and 24% are in their 60's or 70's. These demographics seem to represent who Magis staff have observed in attendance at Magis programs and events.

3. Future/Target Constituency

As expressed by Magis' marketing priorities - Strategic Priorities #4 and #5 - Magis will target its outreach over the next three years towards <u>young alumni</u>, <u>alumni of other Jesuit institutions</u> (<u>non-Seattle University alumni</u>), and others currently underserved by Magis (<u>non-Catholics</u>, <u>people of color</u>, <u>and males</u>). Magis will intentionally outreach to young alumni (in their 20's and 30's), while continuing to serve alumni of all ages. Magis will also collaborate with campus and community partners to effectively welcome and reach out to a diverse population of Jesuit-educated alumni in terms of ethnicity, faith tradition, Jesuit university affiliation, gender, and other life circumstances. Magis will work to expand its reach and diversity, while increasing its engagement and participation of Jesuit-educated alumni in the Puget Sound region.

B. Key Stakeholders & Partners

1. Current

The nature of Magis' work and resources available require Magis to collaborate with other departments and divisions within Seattle University and multiple community partners, primarily other Jesuit apostolic works. Magis also often co-sponsors events both in terms of marketing and financial resources. Magis calls upon the resources and expertise of other campus and community partners to serve our Jesuit-educated alumni. On campus, Magis collaborates closely with academic programs (particularly the School of Theology and Ministry and the Academic Salons Program) as well as the Provost's Office; (particularly the Catholic Relief Services (CRS) partnership and the Center for Service and Community Engagement (CSCE)). Magis collaborates with the Student Development Division (Career Services; Vocational Discernment; and Leadership Development). Magis also collaborates closely with Alumni Relations. Magis often seek assistance from Marketing and Communications, Event Services, and Information Technology. In the greater community, Magis partners with a number of Jesuit apostolic works both locally and nationally. Below is a list, including brief descriptions, of Magis' current campus and community partners.

Campus Partners

Mission & Ministry

The Division of Mission & Ministry at Seattle University attends to the Jesuit and Catholic character of Seattle University, and seeks to make it a pervasive, energizing part of the entire fabric of the university. The division includes the offices of Jesuit Mission and Identity, Chaplain for Faculty & Staff, Magis: Alumni Committed for Mission, and Campus Ministry, which also coordinates campus chapels and all liturgical services.

Campus Ministry

Rooted in the Jesuit, Catholic tradition, Campus Ministry serves a vibrantly diverse, yet inclusive community of young men and women committed to exploring, understanding, and deepening a faith that does justice in their lives.

Office of Jesuit Mission & Identity

The Office of Jesuit Mission and Identity offers programs and services designed to foster a deeper understanding of the Jesuit and Catholic mission of Seattle University. Many of the programs are oriented toward faculty and staff, though other populations served include alumni, students and university board members.

Alumni Relations

The Office of Alumni Relations serves Seattle University and its alumni by creating and promoting opportunities for alumni to connect with the Seattle University community through its diverse programs, services, and endeavors.

Career Services

Career Services engages students and alumni in vocational discernment and professional formation through resources, mentorship, trainings, career counseling, etc.

Center for Service & Community Engagement

The Center for Service and Community Engagement serves as the main entry point for students, faculty, and staff who want to serve and learn in the community. The Center also acts as the focal point for community-based organizations and government institutions seeking University support to address unmet community needs. The Center encourages all forms of community engagement including direct service, philanthropy, activism, political participation, social entrepreneurship, community-based research, and advocacy.

Student Development

The Division of Student Development is committed to creating a vital and engaged campus community that challenges and supports undergraduate, graduate and professional students to learn and develop the knowledge, skills, and values needed to lead and serve in an interdependent, global society.

Academic Salons

The Seattle University Academic Salons Program, a collaborative intellectual bridge between the university's academic programs and student development, explores the university mission of "Equity and Diversity for a Just and Humane World."

School of Theology and Ministry

The School of Theology and Ministry educates and forms women and men as leaders in Christian ministry to serve, challenge, and heal churches, communities, and all creation.

Community Partners

Ignatian Spirituality Center

The Ignatian Spirituality Center is an ecumenical and interfaith outreach ministry seeking to serve the spiritual needs of the people of Western Washington. The Center brings together lay people, vowed religious, and Jesuits trained in Ignatian and other spiritualities to provide programs designed to deepen spiritual growth.

Intercommunity Peace & Justice Center

The Intercommunity Peace & Justice Center acts for justice in the church and in the world. IPJC is sponsored by sixteen religious communities and collaborates with Catholic, ecumenical, interfaith and other organizations in carrying out this mission.

Oregon Province Jesuits

The Society of Jesus, Oregon Province are Catholic religious priests, brothers, and scholastics united in shared experience of God at work in the world and committed to collaborative ministry and lifelong service, to the greater glory of God.

Jesuit Volunteer Corps Northwest

Jesuit Volunteer Corps (JVC) Northwest connects women and men with one or more years of volunteer service that focus on the core values of community, spirituality, simple living and social and ecological justice. JVC Northwest provides opportunities for young, motivated individuals to reach out to persons living on the margins of society and vulnerable places throughout the Pacific Northwest.

Gonzaga Seattle Alumni Chapter

The primary goal of the Seattle Alumni Chapter is to allow alumni, parents, and friends of Gonzaga to network and further the mission of Gonzaga University in the area.

Krista Foundation for Global Citizenship

The Krista Foundation trains and nurtures young leaders. They provide a perspective and context for volunteerism and service values that enables their colleagues - both during and after their volunteer time - to integrate their service experiences as a way of life.

Catholic Archdiocese of Seattle:

Missions Office

The Missions Office educates Catholics to the needs of the Church throughout the world and raising funds for evangelization, relief, and development. It represents Catholic Relief Services, Catholic Campaign for Human Development, and the Pontifical Mission Societies.

Faith Formation

The Office of Catholic Faith Formation provides oversight and planning of standards, policies, and programs of Catholic Faith Formation for all lay ministers and the faithful of the Archdiocese, and implements programs for lay ministers. The Office includes Catholic Social Teaching, Cultural and Ethnic Faith Formation, Family Life, Lay Ecclesial Ministry, Library Media Center, Parish and School Faith Formation (Religious Education), and the Missions Office.

Young Adult Ministry (OYYAM)

OYYAM provides programs, services, and resources for ministry to diverse youth and young adults within the local Church. Working to implement archdiocesan goals and priorities, the Office offers archdiocesan-wide special events, as well as service, retreat, and leadership development programs.

St. Joseph Parish

St. Joseph Church is the local Jesuit parish in Seattle whose mission is "Ignited by the Eucharist to Love & Serve."

2. Future

In order to actualize the goals outlined under each of the five priorities in this 2010-2013 Strategic Plan, Magis will outreach to additional campus and community partners, with the hope of establishing and growing new partnerships. In terms of Seattle University campus partners, Magis will connect with the alumni officers and boards of the individual schools and colleges;

offices and programs that primarily serve students of color; and Jesuit-educated faculty and staff. As for community partners, Magis will reach out to the Alumni Relations offices and local chapters of the other 27 U.S. Jesuit universities; other local, national and international Jesuit apostolic works; and local parishes and other diverse faith communities.

NOTE: Please reference the *Magis Stakeholders List*, which was completed as part of the strategic planning process and is included as **Appendix A**.

C. Opportunities

1. Identity Statement

Magis: Alumni Committed for Mission is a unique ministry for all Jesuit-educated alumni living in the Puget Sound area, and is dedicated to life-long formation in the spirit of the Ignatian tradition. Magis provides spirituality, service, and leadership programs through guest speakers; community engagement & service opportunities; book groups; retreats; and small groups, while fostering community building and networking. Magis programs are free or low cost. Although sponsored by Seattle University, Magis serves all those who are Jesuit-educated, and has a special focus on young alumni, in order to provide extra support during the formative transitional years of their adulthood. Magis provides an open and hospitable community for all, regardless of faith background. We invite you to join the Magis community, and are excited to help you find ways to connect, engage, and grow.

2. Summary of Unique Niche for Magis

"We must remember that our students leave us as works in progress. We must be patient and understand that the impact of a Jesuit education may not be realized until well after graduation," states Santilli and Gardner. Magis is a unique ministry that further animates Seattle University's Jesuit mission and can help to measure whether Jesuit-educated alumni live out this common educational mission after graduation. As students move on from their Jesuit education and become alumni, Magis hopes to empower them to live out this education, continuing to engage deeply with and making a positive impact in their local and global community. Magis is also a unique way to engage and connect Puget Sound area Jesuit-educated alumni (including many Seattle University alumni) with Seattle University.

Additionally, although Magis serves alumni of all ages, it fills a particular need for young alumni searching for community and formation. In his recent book, *After the Baby Boomers: How Twenty- and Thirty Somethings Are Shaping the Future of American Religion*, distinguished sociologist Robert Wuthnow examines the lifestyles and beliefs of Americans in their 20's and 30's. He points out that there is substantial institutional support for young Americans up through the age of 21 including parental guidance, schools, welfare programs, and colleges, but after 21, when young adults are making life-changing decisions about getting married, having children, and pursuing a career, there is a lack of institutional support. Professor Wuthnow argues that, "Unless religious leaders take young adults more seriously, the future of American religion is in doubt." Magis: Alumni Committed for Mission is a unique new response to the profound challenge that Wuthnow outlines, as well as an attempt to spur young adults to engage in lifelong formation in the areas of spirituality, service and leadership.

NOTE: Please reference the *SWOT* (*Strengths, Weaknesses, Opportunities and Threats*) *Analysis*, which was completed as part of the strategic planning process and is included as **Appendix B**, to learn more about Magis' greatest opportunities.

IV. 2010-2013 STRATEGIC PRIORITIES

A. Overview

This three-year Strategic Plan is designed to provide direction and specific priorities for Magis to move forward organizationally to reach its next level. The organization experienced significant growth in its first four years and each year the number of alumni served and partnerships formed grew in strength and number. There have been many successes and lessons learned to this point and those will be leveraged to grow the organization. Magis is led by a strong team of three committed staff members and is supported by a working Advisory Board. As an organization, Magis is primed to take large strides forward in the fulfillment of its mission. By year-end 2013, Magis intends to have successfully completed the goals and objectives outlined in detail under each strategic priority below.

Over the next three years, Magis will focus on the following five strategic priorities:

- Promote Local and Global Engagement
- Foster Authentic Community
- Cultivate a Foundational Understanding of Catholic, Jesuit Values
- Support Young Alumni Formation and Vocational Discernment
- Diversify and Grow Alumni Engagement

The 2010-2013 Magis Strategic Plan timeline is organized as follows:

Year 1: FY11- July 1, 2010 - June 30, 2011 Year 2: FY12- July 1, 2011 - June 30, 2012 Year 3: FY13- July 1, 2012 - June 30, 2013

NOTE: Please reference the *Strategy Screen*, which was completed as part of the strategic planning process and is included as **Appendix C**. The *Strategy Screen* outlines particular criteria the planning team established to guide the selection and development of Magis' strategic priorities.

B. Priority #1

PROMOTE LOCAL AND GLOBAL ENGAGEMENT

Lead: Brooke Rufo Hill

Related to Seattle University priority: Engaging the World

Magis will develop sustainable, ongoing local and global engagement opportunities for Jesuit-educated alumni. Through education, service, reflection and community-building before, during, and after the experience, Magis will help alumni to grow in being "men and women for others," so that their lives and the lives of others in the local and global community will be transformed through deeper solidarity with one another.

This priority builds upon Seattle University's strategic priority of **Engaging the World** and preparing students through global education. As students move on from their Jesuit education and become alumni, Magis hopes to empower them to live out this education, continuing to engage deeply with and making a positive impact in their global community.

Goal 1: Establish consistent, local opportunities for Jesuit-educated alumni to engage and serve the children and families living within the footprint of the Seattle University Youth Initiative (SUYI). [FY11]

O#1: Magis staff and alumni leaders will design selection criteria Fall Quarter 2010 for potential partner organizations and service opportunities to ensure that these opportunities meet both the needs and desires of those in the local community, and the interests, gifts, skills and expertise of Jesuit-educated alumni.

O#2: Magis will establish an Alumni for Community Engagement (ACE) taskforce of alumni leaders Fall Quarter 2010 to explore potential partner organizations within SUYI, collaborate with existing opportunities that are already associated with Seattle University, and make recommendation to the Magis staff regarding local service and community engagement opportunities.

O#3: Magis will formalize partnerships with 2-3 service and/or faith-based organizations within SUYI to create monthly or quarterly opportunities for alumni to serve and reflect in community by the end of Spring Quarter 2011.

O#4: Magis will invite, train, form and support alumni leaders and participants for these opportunities.

Goal 2: Establish an annual Magis global engagement opportunity incorporating both service and education for Jesuit-educated alumni. [FY12-FY13]

O#1: Magis will create global engagement selection criteria to ensure that these opportunities meet both the needs and desires of those in the global community, and the interests, gifts, skills and expertise of Jesuit-educated alumni. [FY12]

O#2: Magis will identify and explore potential global partner and/or receiving organizations, collaborating with existing opportunities that are already associated with Seattle University and/or the greater network of the Society of Jesus. [FY12]

O#3: Magis will design a comprehensive curriculum to facilitate participants' education and reflection before, during and after the immersion trip. [FY12]

O#4: Magis will invite, train, form and support alumni leaders and participants for the first Magis global engagement immersion trip which will take place FY13. [FY12 & 13]

Overall Timeline: Goal 1 will be achieved by the completion of Year 1, and **Goal 2** will be realized over the course of Years 2 & 3.

Budget Implications: The cost of establishing and offering on-going, local service opportunities for alumni, while integrating reflection and community building, will necessitate a new budget request, while the cost of future global engagement immersions trips will be covered via alumni participation fees.

C. Priority #2

FOSTER AUTHENTIC COMMUNITY

Leads: Brooke Rufo Hill/Maria Ochoa

Related to Seattle University priority: Academic Excellence, Formation for Leadership

Through small group and cohort experiences, Magis will help alumni to connect and deepen an authentic sense of community where they can continue to learn, grow, and share life experiences and aspirations with others who desire to live out the Jesuit mission and values. Magis will provide small group experiences that respond to the expressed requests of Jesuit-educated alumni who want to gather for reflection, networking and community-building focused around a common interest or

experience related to the Jesuit educational mission. Magis will also develop and provide <u>cohort</u> <u>experiences</u> for alumni committed to focused learning and formation around a common theme related to Ignatian spirituality, service and leadership.

This priority advances Seattle University's strategic priorities of **Academic Excellence** and **Formation for Leadership.** The cohort experiences will further Seattle University's mission of preparing students who are "broadly and well educated, proficient in their disciplines, prepared to make a difference in the world, self-reflective in their pursuit of truth and purpose, and committed to ethical action." Both small group and cohort experiences will continue to help alumni to develop personally and socially, facilitating their ability to integrate all aspects of their education and develop their leadership capacity to make a positive difference in the world.

Goal 1: 8 young alumni will participate in Magis' signature Living Into Your Life (LIYL) discernment series and cohort. [FY11]

O#1: Magis will recruit 8-10 Jesuit-educated alumni in their 20's and 30's for the Living Into Your Life (LIYL) discernment series.

O#2: Magis' Assistant Director will facilitate the LIYL cohort in collaboration with one of last year's participants.

Goal 2: Establish an integrated, 2-year *Contemplative Leaders in Action* (CLIA) program at Seattle University for 2 cohorts of 12-15 Jesuit-educated alumni in their 20's & 30's who are emerging leaders. Note: Once the *Contemplative Leaders in Action* program is established, Magis will cease to offer the LIYL cohort and former LIYL participants will be encouraged to deepen their formation through the CLIA Program. [FY12 & FY13]

O#1: Magis will work closely with the Jesuit Collaborative, interested alumni and other CLIA sites across the country to develop Magis' curriculum for Year 1 of the CLIA cohort at Seattle University. [FY11]

O#2: Magis will recruit during summer 2011 12-15 Jesuit-educated alumni in their 20's and 30's to participate in the first CLIA cohort. [FY12]

O#3: Magis will hire a Graduate Student Worker beginning fall 2011 to work part-time and serve as the CLIA Program Manager. [FY12]

O#4: Magis will work closely with the Jesuit Collaborative, interested alumni and other CLIA sites across the country to develop Magis' curriculum for Year 2 of the CLIA cohort at Seattle University. [FY12]

O#5: Magis will recruit during summer 2012 an additional 12-15 Jesuit-educated alumni in their 20's and 30's to participate in the second CLIA cohort. [FY13]

Goal 3: Establish and support small groups (Examples include: reunions of mission-based groups, faith sharing groups, parenting groups, book groups, etc.) that respond to the expressed interests of alumni, and relate or bring life to the core Magis values of service, spirituality and leadership. [FY12 & FY13]

O#1: Magis will publicize the opportunity to form and/or participate in a Magis-sponsored small group to Jesuit-educated alumni living in the Puget Sound region.

O#2: Magis will generate sustainable leadership from within these small groups and help groups to develop ownership of these experiences.

O#2: Magis will serve as a resource for these groups, connecting them to existing Magis and partner programs and providing meeting space, books and/or other materials as appropriate and available.

Overall Timeline: Goal 1 will be realized in Year 1 and **Goal 2** will be achieved Years 2 & 3. **Goal 3** will be implemented in Years 2 & 3.

Budget Implications: The cost of establishing and offering small group experiences will be covered by Magis' current operating budget. However, the cost of developing and offering cohort experiences, in particular a 2-year Contemplative Leaders in Action program, will necessitate a combination of a new budget request and alumni participation fees.

D. Priority #3

CULTIVATE A FOUNDATIONAL UNDERSTANDING OF CATHOLIC, JESUIT VALUES Lead: Maria Ochoa Related to Seattle University priority: Catholic, Jesuit Character

Magis will offer a diverse range of programs to meet the needs of Jesuit-educated alumni in various stages of formation and development. Magis will give particular attention to entry-level programs in spirituality, service and leadership, so that more alumni will become familiar and engaged with Magis and the Jesuit educational mission.

This priority advances Seattle University's strategic priority of **Catholic, Jesuit Character**. In focusing on engaging those who may not be as familiar with the Jesuit educational mission, Magis hopes to invite alumni to experiences that introduce them to the fundamental principles and values of the Catholic, Jesuit tradition and that hopefully encourage them to explore their own faith commitments in light of these experiences.

Goal 1: Review and evaluate current Magis programs in light of the various stages of alumni personal, professional, and faith formation. [FY11]

O#1: Magis will complete an inventory of current Magis signature programs, ranking the developmental/formational stage that each program targets and/or is appropriate for.

Goal 2: Offer introductory programs to engage alumni beginning to explore their connection and commitment to spirituality, service and leadership and the Jesuit educational mission. [FY12 & FY13]

O#1: Magis will incorporate new learnings from the program inventory exercise to develop innovative introductory programs.

O#2: Magis will ensure that there are spiritual and faith formation offerings for those who identify as seeking and/or wanting to deepen their faith.

O#3: Magis will ensure that there are low-commitment, socially-oriented community-building events incorporating service and leadership.

O#4: Magis will help these alumni continue to grow in their development through deeper engagement with Magis and the mission of Jesuit education through individual follow-up after introductory events, and personal invitations to future programs.

Overall Timeline: Goal 1 will be completed by the end of Year 1, while **Goal 2** will be realized over the course of Years 2 & 3.

Budget Implications: The inventory of current Magis programs and the development of initial introductory programs should be covered by Magis' current operating budget. However, depending on the nature and number of new introductory programs there may be new operating budget requests that materialize in Years 2 & 3.

E. Priority #4

SUPPORT YOUNG ALUMNI FORMATION AND VOCATIONAL DISCERNMENT Lead: Liz Coz

Related to Seattle University priorities: Academic Excellence, Engaging the World,
Catholic, Jesuit Character, and Formation for Leadership

Magis will intentionally outreach to young alumni (in their 20's and early 30's), while continuing to serve alumni of all ages. Magis will develop programs that meet the unique developmental, formational, networking, vocational, communal and personal needs of young alumni. Magis will support these young alumni through opportunities for lifelong learning, spiritual development, and for making a positive difference in the world through service and leadership

This priority advances all of Seattle University's mission themes. Through engaging young alumni, Magis hopes to empower them to reflect on their education, vocation, and commitment to ethical action in the global community. Magis will do this within the context of community, which will help to facilitate the development of young alumni's leadership potential as they embark on living out the Jesuit educational mission in the world.

Goal 1: Engage young alumni through relevant programs and resources, staying attuned to their unique needs. [FY11]

O#1: Magis will collaborate with Alumni Relations at SU and other Jesuit institutions to reach out to young, Jesuit-educated alumni.

O#2: Magis will outreach to current Seattle University graduating students each Spring Quarter.

O#3: Magis will engage young alumni where they are. (e.g., offer a social after 11 am Mass at St. Ignatius, develop outreach through Facebook, etc.)

O#4: Magis will offer the Discernment Series and Contemplative Leaders in Action program for alumni in their 20's and 30's to help them deepen their leadership formation in the Jesuit tradition, so that they may make a positive difference in both the private and public sectors.

O#5: Magis will expand mentoring opportunities for young alumni, both as mentors and mentees through the Discernment Series and Contemplative Leaders in Action programs, also engaging older alumni to mentor young alumni.

Overall Timeline: Goal 1 will be implemented on an ongoing basis over the course of the 3-year strategic plan.

Budget Implications: With the exception of the establishment of the Contemplative Leaders in Action program, all activities related to Outreach to Young Alumni will be covered by Magis' current operating budget. Please see budget implications related to the Contemplative Leaders in Action Program under Priority 2: Small Group and Cohort Experiences.

F. Priority #5

DIVERSIFY AND GROW ALUMNI ENGAGEMENT Leads: Maria Ochoa/Liz Coz

Magis will effectively welcome and reach out to a diverse population of Jesuit-educated alumni in terms of ethnicity, faith tradition, Jesuit university affiliation, gender, and other life circumstances. Alumni will have a clearer sense of Magis' identity, values, and signature programs; and will be motivated to participate in Magis programs.

Goal 1: Clarify Magis' branding, including its name, identity, mission and values, through marketing and outreach. [FY11]

O#1: Magis will review its name, values and logo to provide more clarity around its mission and who it serves.

O#2: Magis will enhance its monthly E-newsletter and website.

O#3: Magis will provide at least 2 "Introduction to Magis" open houses annually.

Goal 2: Expand reach to local alumni of other Jesuit institutions. [FY11]

O#1: Magis will collaborate with the leadership of local alumni chapters of other Jesuit institutions.

O#2: Magis will collaborate with Jesuit Volunteer Corps Northwest to engage current Jesuit Volunteers and former Jesuit Volunteers living in the Seattle area.

Goal 3: Strengthen Magis' collaboration with Alumni Relations at Seattle University to expand reach to local SU alumni. [FY12]

O#1: Magis will elucidate its relationship to Alumni Relations at Seattle University and work to establish a mutually beneficial relationship between both offices.

O#2: Magis will collaborate with Alumni Relations to develop closer relationships with other Seattle University alumni offices (e.g. Albers, Law School).

O#3: Magis will work with local SU Alumni Chapters to increase diversity in terms of the ethnic/cultural backgrounds of those served.

Goal 4: Increase Magis participation of non-Catholics, people of color, and males (and others currently underserved by Magis). [FY12 & FY13]

O#1: Magis will work with the Office for Multicultural Affairs at Seattle University to expand reach to SU alumni who are people of color. [FY12]

O #2: Magis will develop and hold at least 3 focus groups with targeted underserved constituencies to both market Magis and its programs, and solicit input and feedback. [FY12]

O#3: Magis will engage diverse faith communities in the Seattle area to reach those Jesuit-educated alumni who worship outside of Catholic parishes. [FY13]

Overall Timeline: Goal 1 will be achieved in Year 1, while Goals 2, 3 & 4 will be implemented on an ongoing basis over the course of the 3-year strategic plan, with work on Goal 2 beginning in Year 1 and work on Goals 3 & 4 beginning in Year 2. Goal 3 will be prioritized in Year 2 & 3 once SU's Alumni Relations has hired their new Director and has an overall vision under their new leadership. Budget Implications: Efforts to effectively outreach to Jesuit-educated alumni can be realized with funds in Magis' current operating budget. However, efforts could be greatly expanded resulting in a broader reach sooner, by hiring an additional staff member to assist with both marketing and programs. This would necessitate a new budget request and additional funding to pay this salary. There is no specific new budget request at this time; however, it is something to be mindful of as we work towards achieving the goals and objectives of this strategic plan.

V. IMPLEMENTATION AND EVALUATION PLAN

A. Basic Assumptions

This Strategic Plan describes goals and objectives to achieve the expansion and growth projected for Magis over the next three years. Within the plan there are key steps and critical success factors that must be met, and dependencies between these, that impact the ability of Magis to achieve the goals detailed. Inherent in any plan are assumptions. The following addresses several identified during planning stage.

Underlying successful implementation are the following basic assumptions for each year of the plan:

- Magis will have the full support of the VP of Misson & Ministry and Seattle University.
- Magis will have the full support of a well functioning Advisory Board.
- Magis will have at least 3 full to nearly full-time staff and one student worker.
- Magis have funding at the same level or above its current budget.

B. Annual Goals and Implementation Schedule

Each of the Magis Strategic Priorities includes relevant goals and objectives which will facilitate the successful achievement of each priority. Specifics for each goal and objective, including the targeted completion date and lead person responsible are outlined in annual goals (included below) and an implementation schedule that will be utilized by Magis staff and Advisory Board members.

2010-2011 GOALS

- 1. 8 young alumni will participate in Magis' signature Living Into Your Life (LIYL) discernment series and cohort.
- 2. Review and evaluate Magis signature programs in light of the various stages of alumni personal, professional and faith formation.
- 3. Engage young alumni through relevant programs and resources, staying attuned to their unique needs
- 4. Clarify Magis' branding, including its name, identity, mission, values and signature programs in its marketing and outreach.
- 5. Expand Magis' reach to local alumni of other non-SU Jesuit institutions.

2011-2012 GOALS

- 1. Establish consistent, local opportunities for Jesuit-educated alumni to engage and serve the children and families living within the footprint of the Seattle University Youth Initiative (SUYI).
- 2. Establish the first of two Contemplative Leader in Action cohorts for 15-18 Jesuit-educated alumni in their 20's & 30's who are emerging leaders.
- 3. Establish and support small groups that respond to the expressed interests of alumni, which relate or bring life to the core Magis values of service, spirituality and leadership.
- 4. Strengthen Magis' collaboration with Alumni Relations at Seattle University to expand reach to local SU alumni.

2012-2013 GOALS

- 1. Offer an annual Magis global engagement opportunity incorporating both service and education for Jesuit-educated alumni.
- 2. Offer introductory programs to engage alumni beginning to explore their connection and commitment to spirituality, service and leadership and the Jesuit educational mission.

- 3. Increase Magis participation of non-Catholics, people of color, and males (and others currently underserved by Magis).
- 4. Establish the second of two Contemplative Leaders in Action cohorts for 15-18 Jesuit-educated alumni in their 20's & 30's who are emerging leaders. [Fall 2013]

C. Measurement of Impacts and Evaluation Schedule

Magis will formally revisit this Strategic Plan and its annual goals on a yearly basis at the June Advisory Board meeting. The Advisory Board and staff will evaluate the past year and review the strategic direction for the year ahead. The Strategic Plan will be a "rolling plan" where appropriate adjustments and additions may be made to the upcoming year's Implementation Schedule. Magis will also produce an Annual Report and share this broadly with partners, constituents and the greater public.

In order to measure program and marketing impacts, Magis will continue to utilize a number of quantitative and qualitative methods, including program evaluations that are completed by participants immediately following events, pre and post questions for cohorts, and focus groups with particular populations. Magis will also track numbers of program participants and eNewsletter recipients to ensure that it is continually broadening and diversifying its reach and increasing the number of Jesuit-educated alumni served.

VI. MAGIS STRUCTURE

Magis: Alumni Committed for Mission is an internal Seattle University organization with two significant structural components: (1) **Staff** who lead the daily operations, deliver to tactical and strategic goals and objectives and have primary interface and impact on the experience of participants. The organization is managed by a Director who reports to the VP for Mission and Ministry. (2) **The Advisory Board** who serves in an advisory capacity and provides feedback, guidance, and vision for the Magis staff on programming and on the overall mission of Magis; and supports the programs and staff through presence at Magis events.

A. Organization Chart



B. Staff



Brooke Rufo Hill Director Responsibilities:

Strategic Planning; Partnerships; Magis Advisory Board; Contemplative Leaders in Action (CLIA)



Maria Ochoa
Assistant Director
Responsibilities:
Oversees Magis Programs; Marketing; Alumni Chapter Partnerships



Liz Coz

Program Assistant

Responsibilities:

General Magis Programs; Marketing & Outreach; Alumni Chapter Partnerships

STAFF BIOS

Brooke Rufo Hill, Director

Brooke Rufo Hill originally joined the Magis team as Assistant Director in July 2009. Beginning July 2010 she assumed the role of Director for Magis. She previously participated on the Magis Advisory Board and served as the Service & Education Manager at Agros International, a Seattle-based international development organization working in Mexico and Central America. Brooke has worked in program development in a variety of non-profit settings, including serving as a Training and Resource Specialist at School's Out Washington, a program of the YWCA of Seattle, King County & Snohomish County. Prior to returning to Seattle in July 2006, Brooke served for two years as a Peace Corps volunteer in the Dominican Republic, where she worked in positive youth development and provided technical support and training to teachers. Brooke also served for two years in the Jesuit Volunteer Corps (JVC) in both East Los Angeles and Seattle. She has a B.A. in Spanish and Liberal Studies from Seattle University (1999) and a Masters in Social Work with a macro concentration in Program Planning & Development, Management, and Community Organization from Boston University (2003).

Maria Ochoa, Assistant Director

Maria began with Magis: Alumni Committed for Mission as an Advisory Board member in 2006 and joined the Magis team as a Program Assistant in July 2007. Maria is a graduate of Gonzaga University (2002) with a B.A. in Art and Italian studies. In 2002, and upon Maria's return from studying abroad in Florence, Italy, Maria focused on owning and operating two art galleries in the Seattle area where she dedicated her work in the areas of marketing & sales, event coordination and artist/community relations. Over the years, Maria's experience working with people one-on-one deepened her interest for working in a ministerial context. In 2004, Maria helped to develop a young adult (20's & 30's) ministry at St. Joseph's Parish, eventually becoming the pastoral assistant for young adult ministry at St. Joseph's, as well as working in program coordination for KUOW 94.9 FM Public Radio. Currently, Maria is pursuing a Masters in Transforming Spirituality degree at the School of Theology & Ministry at Seattle University. Maria loves to blend her art background with her ministry work, often facilitating creative meditations, retreats, and workshops in art & spirituality.

Tom Norwood, Former Assistant Director (July 2011-August 2012)

Tom Norwood joined the Magis team in July 2010. Tom has worked for many years in young adult and urban ministry and he has a Masters of Divinity from Fuller Theological Seminary. He was part of the charter class of colleagues in the Krista Foundation for Global Citizenship and has continued his involvement with the Krista Foundation in the areas of retreat and program development. In 2007, Tom, along with three MBA students from Seattle University's Albers School of Business, won the Harriet B. Stephenson Annual Business Plan Competition and launched Vera Fitness. In 2009, the same team launched Motif Wellness.

Liz Coz, Program Assistant

Liz Coz, originally from Cincinnati, Ohio graduated from Saint Louis University with a BA in Communication and minors in French, Theology and Marketing. Liz served as a Jesuit Volunteer in Seattle from 2008-2010 and worked as the Volunteer Coordinator at Recovery Café, where she stayed on as the Communications, Donor and Special Events Coordinator through mid-October 2011. Formerly on the Magis Advisory Board, she is excited to be now working for Magis and intends on starting the Masters in Public Administration program at Seattle U in the fall 2012. In addition to being the Residential Minister in Chardin Hall, Liz enjoys yoga, getting into the mountains, charting new running courses across the city, live local music, cooking with friends, and reading, especially food and design blogs.

C. Magis Advisory Board

Magis Advisory Board Members represent the following:

- Campus Partners (5)
 - o Center for Service and Community Engagement
 - o Albers School of Business
 - Career Services
 - Campus Ministry
 - Student Development
- Community Partners(4)
 - o Jesuit Volunteer Corp NW
 - o Gonzaga University Seattle Alumni Chapter
 - Krista Foundation
 - o Ignatian Spirituality Center
- Alumni (9)
- Current Seattle University Student (1)
- Jesuit (1)

2010-2011 Magis Advisory Board Members

Kelly	Benkert	SU '10	Campus Partner	CSCE	2012
-		Holy Cross '09/JVCNW '09-			
Brendan	*Mackinson	11	Community Partner	JVC NW	2011
Dana	*Questad	GU '07, 10	Community Partner	Gonzaga Chapter	2013
		University of Puget Sound			
Valerie	*Norwood	'95	Community Partner	Krista Foundation	2013
Maggie	*Wykowski	SU' 11	Student	Seattle University	2011
Annie	Lee	SU '05	Alumni	Alumni BOG	2012
Darrell	Goodwin	BC ' 03	Alumni	(Student Development)	2012
Donna	Whitford	SU '04	Alumni	(Alumni Relations)	2010
				Albers School of	
Greg	Scully	SU '84, SU '10	Campus Partner	Business	2011
James	*Vive	SU '09	Campus Partner	Career Services	2013
Jim	Cheatle	USF '74	Alumni		2011
Katrina	Freeburg	GU '98, JVC '98-99	Alumni		2011
Lindsay	Leeder	SU '02, JVC '02-03	Alumni		2013
			Alumni/Community		
Liz	Coz	SLU '08, JVC '08-10	Partner	JVC	2010
Marilyn	Nash	JVC '92-94, SU' 09	Campus Partner	Campus Ministry	2012
				Ignatian Spirituality	
Mary	Hartrich	SLU '71, SU '81, JVC' 72-73	Community Partner	Center	2013
Michele	Murray		Campus Partner	Student Development	2011
Rob	Deltete	SU '69	Alumni	(Philosophy)	2011
Tony	Pehanich	SU '03, SCU '07, JVC '03-04	Alumni		2011
				Society of Jesus,	
Jack	Bentz, SJ	GU	Jesuit	Oregon Province	2013

D. Magis Strategic Planning Team

2009-2010 Strategic Planning Team Members:

Andrea Fontana Katrina Freeburg
Brooke Rufo Hill Darrell Goodwin
Maria Ochoa Annie Lee
Greg Scully Emily Cohen
Mary Hartrich Steve Lindell

Lindsay Leeder

APPENDICES

- A. Magis Stakeholders List
- **B. SWOT Analysis**
- C. Strategy Screen
- D. May 2010 Magis Alumni Survey: Summary of Results