

CEO Retreat Agenda

Day 1

November 8, 2026 / 4:30pm - 9:00pmET

12:00pm: Arrowmont Check-In

- Participants can check into their rooms as early as noon at Arrowmont. You'll be given a gate access code and a room access code. If you arrive after noon, feel free to check out Gatlinburg before we get started!

3:30pm: Retreat Check-In

- You can begin checking in for the retreat an hour before the retreat starts! Just make sure you're ready to go right at 4:30pm, as we plan to start on time to ensure that we have ample time for everything we have planned!

4:30pm-5:30pm: Welcome and Introductions

- Dr. Kevin Dean, Tennessee Nonprofit Network
- Mike Werner, Mayor of Gatlinburg (pending)
- David Byrd, Arrowmont School for Arts and Crafts

5:30pm-6:30pm: 10 Stupid Questions: A Speed Networking Opportunity

- Engage in rapid, focused networking with fellow nonprofit leaders. Guided by silly challenge cards, participants will share insights and experiences, creating valuable connections and collaborative opportunities and hopefully a few laughs.

6:30pm-7:30pm Tour of Arrowmont School for the Arts + Shopping!

- Take a tour of the historic Arrowmont School of Arts and Crafts in Gatlinburg! This amazing nonprofit provides a vibrant and immersive environment for artists of all levels to explore and develop their craft. The tour will last around 45 minutes, and afterwards you can visit the gift shop and purchase one-of-a-kind handmade gifts!

7:30pm-9:00pm: Dinner w/ Special Presentation

9:00pm-10:00pm: S'MORES and Campfires (OPTIONAL)

Day 2

November 9, 2025 / 8:30am – 8:00pmCT

8:15am: Registration, Breakfast, and Fellowship

9:15am–9:30am: Welcome and Recap

- Dr. Kevin Dean, Tennessee Nonprofit Network

9:30am–12:30pm: Leading From a Full Tank: Boundaries and Sustainable Generosity Part 1

Led by Dr. Bev Vitali, Tennessee Nonprofit Network

- In a condensed half-day leadership lab, Nonprofit CEOs are constantly negotiating limits — with boards, staff, funders, and community members who all want a piece of their time and attention. This session unpacks why boundaries are so hard to set and even harder to hold, then equips leaders with a repeatable framework for communicating limits with clarity and care. CEOs leave with language they can use immediately for their own highest-stakes boundary conversations.

12:30pm–1:30pm: Lunch

1:30pm–4:30pm: Leading From a Full Tank: Boundaries and Sustainable Generosity Part 2

Led by Dr. Bev Vitali, Tennessee Nonprofit Network

- Nonprofit leaders are natural givers — it's often what got them into this work — but that same instinct is what quietly runs them empty. Building on the boundary-setting skills from Session 1, this session (grounded in Adam Grant's research) helps CEOs recognize their own early burnout signals and apply their new boundary framework specifically to protecting their capacity to lead generously for the long haul.

4:30pm–5:00pm Wrap Up

- We'll recap the day, talk about what's next, and conclude our time together!

5:00pm–6:15pm Break

6:15pm–7:30pm Appalachian Wine, Food, and Mocktail Tasting

- Try local wine and food at this fun event! Just don't get too full, as we'll be having dinner immediately after!

7:30pm–8:30pm Dinner

- Food, fun, and fellowship!

Day 3

November 10, 2025 / 8:30am – 1:30pmCT

8:00am: Breakfast and Fellowship

9:00am–12:00pm: Craft Workshop

- Unwind, reset, and tap into your creative side as we finish up this year's retreat. Arrowmont School for the Arts will host hands-on craft workshops exclusively for retreat participants. Guided by Arrowmont's faculty, attendees will gather in small, interactive groups of 10 to 12. These sessions offer a space to step away from daily executive responsibilities, recharge, and connect with fellow leaders in an inspiring setting. Specific workshop options will be announced in September, so stay tuned for details. Please note: You must be registered for the CEO Retreat by October 9th to participate in a workshop.

12:15pm–1:30pm: Lunch and Wrap Up