

# SAINT SOPHIA UKRAINIAN ORTHODOX THEOLOGICAL SEMINARY

## LILY GRANT STRATEGIC RETREAT

22-24 APRIL 2025 AGENDA

**TUESDAY APRIL 22**

TIME	ACTIVITY	WHO
8:00	Divine Liturgy – PASCHA 3 – Memorial Church	Metropolitan/ Archbishop
10:00	Brunch at Pokrova Social Center	Everyone
11:00	Registration	Everyone
11:30	Presentation about dual objectives of Strategic Plan Refinement and Lilly Grant Proposal	Fr. Theophan
11:45	Seminary strategic foresight presentation and discussion and presentation of Strategic Plan elements and review	Bill Marianes
1:00	Why Discovery and Existing Core Values review and revision discussion	Everyone - Facilitated by Bill Marianes
2:00	Break	Everyone
2:15	Existing Mission Statement review and revisions	Everyone - Facilitated by Bill Marianes
2:45	Needs of community and modified S.W.O.T. brainstorming and consensus	Everyone - Facilitated by Bill Marianes
4:15	Break	Everyone
4:30	Strategic Area of Focus discussion and determine 3-4 Critical Strategic Goals (CSG) and preliminary Vision discussion and consensus	Everyone - Facilitated by Bill Marianes
5:30	Discussion of How to Gain Alignment of 3-4 CSG with Parish and Parishioner Needs	Everyone - Facilitated by Bill Marianes
6:00	Review, Discussion and Commitment to WHY, Core Values, Mission, SWOT, 3-4 Critical Strategic Goals and Vision	Everyone - Facilitated by Bill Marianes
6:30	Dinner	Everyone

## WEDNESDAY APRIL 23

TIME	ACTIVITY	WHO
8:00	Breakfast	Everyone
9:00	Final review and Commitment to WHY, Core Values, Mission, SWOT, 3-4 Critical Strategic Goals and Preliminary Vision	Everyone - Facilitated by Bill Marianes
9:30	Group Divides into 3-4 CSG groups to develop S.M.A.R.T. Goal and high-level Action Plan	3-4 CSG Small Groups Present to Everyone
11:00	CSG Small Groups present S.M.A.R.T. Goal and high-level Action Plan discussion and consensus	3-4 CSG Small Groups
12:15	Lunch	Everyone
1:00	Presentation of Lilly Grant - 3 Guiding Questions and Previous Grant Recipient Offerings Lilly Grant - 6 Criteria to receive Grants	Fr. Theophan
1:15	Presentation of Lilly Grant 8 Proposal Elements	Fr. Theophan
1:30	Facilitated Discussion about 4 key questions from Proposal Elements 1 & 2	Everyone facilitated by Fr. Theophan and Bill
3:00	Break	Everyone
3:15	Three Separate Small Groups outline their proposed answers to Proposal Elements sections of the grant proposal, focusing on how their initiatives will address the identified challenges and opportunities	Small Groups #3, #4 and #5
5:00	Each Small Group presents their conclusions and rationale to the entire group.	Everyone
6:00	Dinner	Everyone
7:00	Group discussion about proposed Answers to Elements 3, 4 and 5	Everyone facilitated by Fr. Theophan and Bill

## THURSDAY APRIL 24

TIME	ACTIVITY	WHO
8:00	Breakfast	Everyone
9:00	Follow-up comments, thoughts, or proposed changes to Elements 1-5	Everyone facilitated by Fr. Theophan and Bill
10:00	Facilitated discussion about Elements 6, 7, & 8 (part 1)	Everyone facilitated by Fr. Theophan and Bill
11:00	Break	Everyone
11:15	Finish facilitated discussion about Elements 6, 7, & 8 (part 2)	Everyone facilitated by Fr. Theophan and Bill
12:30	Lunch	Everyone
1:15	Finalizing the Grant Proposal Outline † Final edits focusing on coherence and clarity to enhance the proposal's strength (and any remaining items)	Fr. Theophan
2:30	Closing remarks and next steps and closing prayer	Metropolitan/ Archbishop
3:00	Departures	Everyone

