# Sabbatical Grants Program

December 2012

- a proposal study

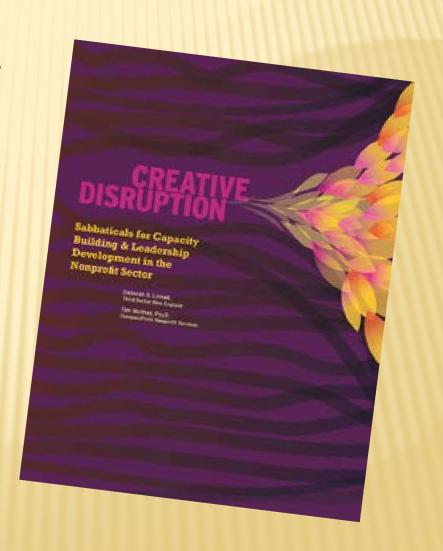


## 2009 STUDY ON SABBATICAL GRANTS

...finds that the creative disruption of a well-planned sabbatical can be productive for the entire leadership of an organization".

Report of joint foundations review of sabbatical programs





### SABBATICAL GRANTS/PROGRAMS

- Innovative practice in philanthropy
- Trustee Interest
- Highly Transformative for:
  - + The Organization
  - + The Executive Leader/CEO
  - + The Board
  - + The "next tier" leaders in the organization
- Great low-cost "capacity" builders for organizations and leadership in the region/sector



### SABBATICALS - BEST PRACTICES IN GRANTMAKING

- For Executive leaders/10+ years experience in leadership
- Last about 90-120 days
- For the ORGANIZATION not just the leader
- Must be "Driven" and centered in the board's stewardship of senior leadership in the organization
- Average cost per organization about \$35k
- Requires the executive leader to return for a minimum of one year following the leave



## SABBATICAL PROGRAM GOALS

- To provide rest, renewal and study for the executive leader on sabbatical
- To strengthen leadership within the entire organization
- To be a platform for faith-based or non-profit leader collaboration or sector collaboration
- \* To be run like other small grant type programs for the Trust (e.g.: New Faculty Start-up, Vision & Call)



#### **GRANT SCENARIOS**

#### Non-traditional

- Short application
- Nominated by organization's board
- 1-2 page letter from board chair
- Peer review panel recommends grantees for MJM Trustee action 2x per year (w/ staff support)
- Managed by MJM PD/adjunct



#### **Normal**

- Typical Trust application (no site visit)
- Assigned to Program Directors
- Recommend 2x per year for MJM Trustee action

\* General Principles here; details to be worked out

# GRANT MAX: \$40,000 - BUDGET EXAMPLE

| 3 months salary/benefits support (organization w/ "skin in the game")       | Up to<br>\$22,500    |
|---|----------------------|
| Travel/Expenses   | Up to<br>\$5,000     |
| CEO & Development staff coach for 40 hours                                  | Up to<br>\$6,000     |
| Staff – Temporary Compensation support (organization w/ "skin in the game") | Up to <u>\$4,000</u> |
|   | \$37,500             |



#### SABBATICAL GRANT RESULTS & BENIFITS

- x 3 year pilot: award 22 to 25 grants/ \$1M
- Low-cost grant type that produces measurable capacity building, especially for smaller & mid-size organizations
- Creates a platform for greater collaboration within the organization
- Life-changing experience for leader—increases quality and length of the service to the organization
- Nurture and sustain leaders in region

