

Sabbatical Grants Program

December 2012

- a proposal study



M·J·Murdock
Charitable Trust

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



M.J. Murdock
Charitable Trust



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 \$22,500
Travel/Expenses	Up to \$5,000
CEO & Development staff coach for 40 hours	Up to \$6,000
Staff – Temporary Compensation support (organization w/ “skin in the game”)	Up to <u>\$4,000</u>
	\$37,500



SABBATICAL GRANT RESULTS & BENEFITS

- ✘ 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

