

Sabbatical Study: Survey of Sabbatical Awardees

Dear Colleagues,

Can you give us 15-20 minutes of your time to tell the nonprofit world about the benefits of sabbaticals?

In return, we will give you a \$20 voucher for use with a major online retailer if you complete the survey by **Wednesday, January 28, 2009**.

Five foundations that award sabbaticals to nonprofit staff--including you in the recent past--are sponsoring the attached survey. The five want to document for other foundations the benefits you derived from your sabbatical. Your survey responses will go to the creators of the survey--staff at Third Sector New England and CompassPoint Nonprofit Services. They will collate the completed surveys and draft a report for the five sponsors. A final report will be produced for distribution to philanthropists in North America. Your responses will be kept **CONFIDENTIAL** by Third Sector and CompassPoint. No names will be attached to data or statements in the report.

You can take the survey and receive your \$20 voucher by clicking on the "Next Page" below. **The deadline for submitting the survey is Wednesday, January 28, 2009.**

If you have trouble accessing the survey, or have any questions, please contact Natasha D'Silva at CompassPoint--natashad@compasspoint.org, 415.541.9000.

THANK YOU!

Alston/Bannerman Fellowship Program
Barr Foundation
The Durfee Foundation
The Virginia G. Piper Charitable Trust
Rasmuson Foundation
Third Sector New England
CompassPoint Nonprofit Services

A couple of instructions about taking the survey: For each question, choose the answer(s) that come closest to being true for you. In some cases, the question instructs you to select a certain number of responses from a list, please choose the number of responses requested. The best way to take the survey is all at once; it takes approximately 20 minutes to complete.

Please tell us about yourself.

1) Which of the following best describes your role in your organization when you received the sabbatical award?

- Executive Director/CEO
- Community Organizer
- Other (please specify)

If you selected other, please specify

2) How many total years have you been in this role at the organization?

_____years

3) How many years were you in this role when you were awarded your sabbatical?

_____years

4) In what year did you take your sabbatical leave?

- 2003
- 2004
- 2005
- 2006
- 2007
- 2008
- Other (please specify)

If you selected other, please specify

5) How many months did you take for your sabbatical leave?

_____months

6) Which of the following foundations or fellowship programs funded your sabbatical?

- Alston/Bannerman Fellowship Program
- Barr Foundation
- The Durfee Foundation
- The Virginia G. Piper Charitable Trust
- Rasmuson Foundation

7) Are you still with the organization that employed you during your sabbatical leave?

- Yes
- No

8) If you responded no to question 7, did you stay in the nonprofit sector?

- No
- Yes and I work in the same field
- Yes, but I work in a different field
- Other (please comment below)
- Not applicable

Additional comments

9) Did the sabbatical contribute in any way to you deciding to transition to a new position and if so, how so?

- No
- Yes, please explain below

Additional comments

10) What is the primary field of the organization for which you work(ed) when you received your sabbatical award?

- Human services (non-healthcare)
- Health/mental health
- Arts/culture
- Environment
- Public benefit/advocacy
- Education
- International/foreign affairs
- Religious/spiritual
- Animal welfare
- Labor/workers rights
- Immigration
- Community organizing/community empowerment
- Other (please specify)

If you selected other, please specify

11) At the time of your sabbatical, what was the paid staff size (both full-time and part-time) of your organization?

- 1-4 staff members
- 5-10 staff members

- m 11-20 staff members
- m 21-50 staff members
- m 51-100 staff members
- m over 100 staff members

12) At the time of your sabbatical, what was the operating budget for the organization?

- m \$0-\$100,000
- m \$100,001-\$500,000
- m \$500,001-\$1,000,000
- m \$1,000,001-\$3,000,000
- m \$3,000,001-\$7,500,000
- m over \$7,500,000

13) How long have you worked as a paid staff member in the nonprofit sector?

_____ years

14) What is your current age?

_____ years old

15) What is your gender?

- m Male
- m Female
- m Transgender
- m Inter-sex
- m Decline to state,
- m Self-identify: please explain

Additional comments

16) What is your race/ethnicity? (Check all that apply)

- q African American
- q Asian/Pacific Islander
- q Latino/a
- q Middle Eastern
- q Native American
- q White/Anglo
- q Decline to state
- q Other (please specify)

If you selected other, please specify

Please tell us about the structure of your sabbatical/fellowship program.

17) I took advantage of the following elements provided by the sabbatical funder and/or my organization as part of my sabbatical experience:

| | Yes | No | Not offered/not applicable |
|--|-----|----|----------------------------|
| I was away on sabbatical for an uninterrupted 3 months or more | m | m | m |
| I was away from my home community for at least one month during my sabbatical leave | m | m | m |
| I avoided contacting my organization during my sabbatical leave | m | m | m |
| The sabbatical funder provided me an orientation or print materials on best practices for maximizing the benefits of my sabbatical | m | m | m |
| I used coaching, mentoring, and/or consulting that was provided to me | m | m | m |
| Funds were provided for training the management staff | m | m | m |
| Consulting and support was | m | m | m |

| | | | |
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| available for the interim leader during my absence | | | |
| Board orientation and involvement was part of the sabbatical planning process | m | m | m |
| I received advice at my post-sabbatical re-entry point on how best to solidify the positive impacts of my sabbatical | m | m | m |

18)

Of the above items you checked, what was the most important element to the success of your sabbatical and why? _____

What other elements would you recommend to help improve your sabbatical experience? _____

19) Post sabbatical networking with other sabbatical awardees:

| | Yes | No |
|---|-----|----|
| I have attended FORMAL gatherings with other sabbatical awardees sponsored by the foundation/fellowship program | m | m |
| I have attended INFORMAL gatherings with other sabbatical awardees | m | m |
| I have developed a personal and/or | m | m |

| | | |
|---|--|--|
| professional bond with other awardees from this sabbatical program (if yes, please explain below) | | |
|---|--|--|

20) If you do feel bonded with other leaders, has this led to any collaborative work or actions, between/among your organizations?

- m Yes
- m No
- m Not applicable

Please tell us about the impact of your sabbatical on your organization.

21) As a result of the planning and learning surrounding my sabbatical, I would say that the organization has changed in the following ways:

| | 1-Strongly disagree | 2 | 3 | 4-Strongly Agree |
|--|---------------------|---|---|------------------|
| I am more comfortable delegating major responsibilities to my supervisees | m | m | m | m |
| My job has been restructured such that some of the duties I previously carried have been delegated to others | m | m | m | m |
| The management team has been restructured | m | m | m | m |
| I share a greater amount | m | m | m | m |

| | | | | |
|---|---|---|---|---|
| of my decision-making with managers in the organization | | | | |
| Managers are better skilled in their positions | m | m | m | m |
| The board of directors is more effective | m | m | m | m |

22) As a result of the planning and learning surrounding my sabbatical, we have created a succession plan for my position

- m Yes
- m No
- m Other (please specify)

If you selected other, please specify

23) As a result of the planning and learning surrounding my sabbatical, we have succession plans in place for some or all of the organization's managers

- m Yes
- m No
- m Other (please specify)

If you selected other, please specify

24) Any additional ways the organization has a stronger culture of shared leadership (distributed leadership) as a result of your sabbatical?

25) My sabbatical experience has resulted in changes to my organization's personnel policies in the following ways:

| | Yes | No | In place prior to sabbatical |
|--------------|-----|----|------------------------------|
| A sabbatical | m | m | m |

| | | | |
|--|---|---|---|
| leave benefit is now available to employees | | | |
| We have increased the amount of paid time off for employees | m | m | m |
| We are more rigorous in encouraging employees to use their vacation time | m | m | m |
| We have increased funding for staff professional development | m | m | m |
| Other (if yes, please specify below) | m | m | m |

26) Did the sabbatical lead you to a new vision for your organization?

- Yes (Please comment below)
- No

27) Please explain

28) If yes, have you been able to implement the new vision?

- Yes (Please comment below)
- No
- Not applicable

29) Please explain:

Please tell us about the impact of your sabbatical on you.

30) At the end of my sabbatical, I had:

| | 1- Not At All | 2 | 3 | 4-Very Much So | Not Applicable/No improvement was needed |
|---|---------------|---|---|----------------|--|
| Improved work/life balance | m | m | m | m | m |
| Better connections with my family | m | m | m | m | m |
| Better physical health | m | m | m | m | m |
| Greater confidence in doing my job | m | m | m | m | m |
| A changed vision for the organization and its mission | m | m | m | m | m |
| Decided that I would stay in my job longer than I had previously projected | m | m | m | m | m |
| More productive relationships with my supervisees | m | m | m | m | m |
| A better partnership with the board of directors | m | m | m | m | m |
| Better relationships with the people our nonprofit serves (clients, constituents, etc.) | m | m | m | m | m |

| | | | | | |
|--|---|---|---|---|---|
| Better relationships with the community/community partners | m | m | m | m | m |
| Better relationships with the organization's funders | m | m | m | m | m |

31) At the end of my sabbatical, I made a decision to leave my position within a year

- m Yes
- m No
- m Other (please specify)

If you selected other, please specify

32) Now, some months or years after the end of my sabbatical, I have maintained:

| | 1- Not At All | 2 | 3 | 4-Very Much | Not Applicable |
|---|---------------|---|---|-------------|----------------|
| Improved work/life balance | m | m | m | m | m |
| Better connections with my family | m | m | m | m | m |
| Better physical health | m | m | m | m | m |
| Greater sense of confidence in doing my job | m | m | m | m | m |
| A changed vision for the organization and its mission | m | m | m | m | m |
| Decision that I would stay in my job longer than I had previously projected | m | m | m | m | m |
| More productive relationships with my supervisees | m | m | m | m | m |
| A better | m | m | m | m | m |

| | | | | | |
|---|---|---|---|---|---|
| partnership with the Board of Directors | | | | | |
| Better relationships with the people our nonprofit serves (clients, constituents, etc.) | m | m | m | m | m |
| Better relationships with the community/community partners | m | m | m | m | m |
| Better relationships with the organization's funders | m | m | m | m | m |

Please tell us about any negative impacts of your sabbatical.

33) There were negative impacts (downsides) for the organization to my taking a sabbatical

- Yes (Please describe one or two below)
- No

34) Please describe one or two negative impacts on the organization

35) There were negative impacts on me from taking a sabbatical

- Yes (Please describe one or two below)
- No

Additional comments

36) Please describe one or two negative impacts on you

37) Any additional comments?

Please tell us about any impacts of your sabbatical on the local nonprofit community.

38) The impact of the sabbatical program on the local nonprofit community has been that:

| | 1- Not At All | 2 | 3 | 4-Very Much So |
|---|---------------|---|---|----------------|
| Sabbaticals as a strategy for rejuvenating and retaining nonprofit leaders are more prevalent | m | m | m | m |
| There is greater interconnectedness among nonprofit leaders who have received sabbatical awards | m | m | m | m |
| There is greater attention on developing the next generation of nonprofit | m | m | m | m |

| | | | | |
|---------|--|--|--|--|
| leaders | | | | |
|---------|--|--|--|--|

39) Any other impacts that you see from the sabbatical program that extend to the community?

40) In order for us to send you your \$20 gift card, we will need the following information:

Organization name: _____

Your e-mail address: _____

In order to understand in greater depth the impact of a sabbatical on an awardee's organization, we would like to invite your interim leader and a board member who was active during your sabbatical period to take a similar survey to gain their perspective. If you would like your interim leader and a board member to participate in this study (and receive the \$20 voucher), please forward them the following link: www.compasspoint.org/sabbaticalstudy. Upon hitting submit, you will be automatically taken to the site.



Thank You!

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We will be e-mailing you your \$20 voucher on Friday, January 30. Please check your junk mail folder to ensure that it does not get sorted incorrectly by your spam filter. Please contact Natasha D'Silva at natashad@compasspoint.org if you have any questions.