

Sabbatical Study: Survey of Board Members

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 15 to 20 minutes to complete.

Please tell us about yourself.

1) Which of the following best describes your role on the board when the sabbatical took place?

- Board President
- Other officer
- Member
- Other (please specify)

If you selected other, please specify

2) How long have you or did you serve on this board of directors?

_____ years

3) Are you still with the organization as a board member?

- Yes
- No

4) If you responded no to question 3, do you serve any other role with the organization, and if so, what?

- No
- Yes, please explain below

Additional comments

5) In what year did the awardee take his or her sabbatical?

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

If you selected other, please specify

6) Which of the following foundations or fellowship programs funded the awardee's sabbatical?

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

7) What is the primary field of the organization?

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

If you selected other, please specify

8) At the time of the awardee's sabbatical, what was the organization's approximate budget?

- 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
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Please tell us about the impact of the sabbatical on the awardee from your perspective.

9) At the end of the sabbatical period, you observed that the awardee:

	1- Not At All	2	3	4-Very Much So	Not Applicable
Was rested or rejuvenated	m	m	m	m	m
Demonstrated better work/life balance	m	m	m	m	m
Took regular vacations	m	m	m	m	m
Greater confidence in doing the job	m	m	m	m	m
More productive relationships with other staff	m	m	m	m	m
Decided to stay with the organization longer than he or she had intended	m	m	m	m	m
Left the organization earlier than the board had expected	m	m	m	m	m
More productive relationships with people our organization serves (clients, constituents, customers)	m	m	m	m	m
Better relationships with the community/community partners	m	m	m	m	m
Better relationships	m	m	m	m	m

with the organization's funders					
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10) Now, some months or years after the end of the sabbatical, you observe that the sabbatical awardee has continued to have:

	1- Not At All	2	3	4-Very Much So	Not Applicable
Been rested or rejuvenated	m	m	m	m	m
Demonstrated better work/life balance	m	m	m	m	m
Taken regular vacations	m	m	m	m	m
Greater confidence in doing the job	m	m	m	m	m
More productive relationships with other staff	m	m	m	m	m
Decided to stay with the organization longer than he or she had intended	m	m	m	m	m
Left the organization earlier than the board had expected	m	m	m	m	m
More productive relationships with people our organization serves (clients, constituents, customers)	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

11) Looking back at the sabbatical period, from a governance perspective what were the:

Most serious challenges? _____

Negative aspects? _____

Most important lessons learned? _____

12) Any additional comments?

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

13) Please respond to each of the following statements:

	Yes	No	Not offered/not applicable	Do not know
The sabbatical awardee prepared me and the board well for his/her leave	m	m	m	m
The board of directors actively supported interim leader or leadership team during the awardee's absence	m	m	m	m
The board worked with staff to develop a plan for	m	m	m	m

communication during the awardee's absence				
The sabbatical funder provided me or other board members with an overview of the sabbatical and what to expect at the board level	m	m	m	m
The awardee used coaching, mentoring, and/or consulting that was funded either by the funder or by the board	m	m	m	m
The interim leader or leadership team used coaching, mentoring, and/or consulting funded either by the funder or by the board	m	m	m	m
I "stepped up" more as a board member to support the organization during the awardee's absence	m	m	m	m
The board discussed and/or supported the staff in planning for the awardee's re-entry after the sabbatical	m	m	m	m

14) What other ways would you recommend that funders can help improve the experience of the board of directors during a leader's sabbatical?

15) I contacted the sabbatical awardee during his/her leave

- Yes, please explain below
- No

Additional comments

16) The sabbatical awardee contacted me during the sabbatical

- Never
- Once or twice
- Several times
- With regularity

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

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

	1-Strongly disagree	2	3	4-Strongly Agree
The sabbatical awardee delegates major responsibilities to others	m	m	m	m
The management team has been restructured	m	m	m	m
The board of directors is more effective	m	m	m	m
Board	m	m	m	m

members have a better overview of the organization's strengths and challenges				
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18) As a result of the planning and learning surrounding the sabbatical, we have a succession plan in place for the leader of the organization

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

If you selected other, please specify

19) As a result of the planning and learning surrounding the 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

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

21) The sabbatical experience has resulted in changes to the organization's personnel policies in the following ways:

	Yes	No	Not sure
A sabbatical leave benefit is now available to employees	m	m	m
We have increased the amount of paid	m	m	m

time off for employees			
We are more rigorous in encouraging employees to use their vacation time	m	m	m
We have increased the funding for staff professional development	m	m	m
Other (if yes, please specify below)	m	m	m

22) Did the sabbatical awardee return from his or her leave with a new vision for your organization (at any level: community strategies, programs, management)?

- m Yes (Please comment below)
- m No

23) Please explain

24) If yes, has the board supported the implementation of all or parts of the new vision?

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

25) Please explain:

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

26) 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 leaders	m	m	m	m

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

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

Organization Name: _____

Your e-mail address: _____



Thank You!

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.