



Allegany
Franciscan
Ministries

A Member of Trinity Health

ALLEGANY FRANCISCAN MINISTRIES

Nonprofit Executive Leadership
Sabbatical Program

Overview

Allegany Franciscan Ministries is excited to announce the launch of our Nonprofit Executive Leadership Sabbatical Program. This new program is a premier leadership program offered within our Nonprofit Capacity and Leadership Initiative (NCLI). The overarching vision of the NCLI is for nonprofits and community organizations in Florida and their leaders to have the resources, opportunities, and capacity to thrive as they fulfill their missions.

The Nonprofit Executive Leadership Sabbatical Program is designed:

TO FOSTER

a renewed sense of energy and creativity that enhances leadership effectiveness for nonprofit executive leaders

TO BOLSTER

board engagement and understanding of organizational operations, and provide a more informed governance



TO ADVANCE

the skills and capacity of staff at the grant partner's organization to create more sustainable leadership structures

TO SPARK

critical conversations in the Florida philanthropic sector and shift funding norms toward long-term sustainability and care for the nonprofit sector in Florida



Allegany Franciscan Ministries strives to be a healing presence within our communities and believes this Nonprofit Executive Leadership Sabbatical program will allow our grant partners to create individual and organizational shifts that will lead to greater systemic change.

The increasing prevalence of burnout among nonprofit professionals poses a significant threat to organizational effectiveness and overall mission fulfillment. Nonprofit professionals experience high stress and emotional exhaustion, leading to decreased productivity, high turnover rates, and compromised service delivery. This is coupled with current economic and political climates perpetuating harm to our nonprofit partners and the historically marginalized communities we serve.

Sabbaticals are practical organizational tools to help foster succession planning. As the Florida Nonprofit Alliance *2024 Florida Nonprofits Survey* reports, nonprofits need support in succession planning. With 30% of Florida nonprofits expecting to have a different CEO by 2027, succession planning is crucial for smooth leadership transitions.

At Allegany Franciscan Ministries, we recognize that even the most dedicated changemakers need time to rest, reflect, and reconnect with the passion that fuels their work. We also acknowledge the persistent marginalization and systemic inequities faced by Black, Indigenous, and People of Color (BIPOC), LGBTQ+ individuals, and people with disabilities. To create meaningful change, we prioritize supporting these communities through our programs and initiatives.

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Allegany's inaugural Nonprofit Executive Leadership Sabbatical Program is designed to support five nonprofit executive leaders – specifically our grant partners – and their organizations through a three-month sabbatical, scheduled to take place in 2026.

What is a sabbatical?

The Allegany Franciscan Ministries Nonprofit Executive Leadership Sabbatical program is a three-month period during which our grant partners' Executive Leaders take a leave of absence from their work organizations, completely disconnecting from their organizational responsibilities. Sabbatical recipients use this time to engage in non-professional development activities to aid personal renewal and growth. While the Executive Leaders are on a sabbatical, employers can leverage this opportunity for organizational growth, leadership development, and succession planning.

Sabbatical Ideas

A sabbatical can serve as a powerful opportunity for nonprofit executive leaders to recharge, reflect, and gain new perspectives that can enhance their leadership effectiveness. The purpose of this program is to focus on personal well-being by incorporating wellness activities to enhance resilience and overall effectiveness as a leader.

Here are some ideas on how to approach a sabbatical.

- ✓ Travel
- ✓ Tend to Medical Needs
- ✓ Explore new hobbies
- ✓ Passion Project
- ✓ Wellness Retreat
- ✓ Intentional Family Time
- ✓ Missionary Work
- ✓ Learning Opportunities



Program Benefits

The Nonprofit Executive Leadership Sabbatical Program offers comprehensive support to both executive leaders and their organizations:

Executive Leader Renewal:

A three-month sabbatical accompanied by a wellness stipend of up to \$30,000, enabling leaders to rest, rejuvenate, and pursue personal growth activities.

Organizational Capacity

Building: Access to a Capacity Building Program Consultant who will provide tailored technical assistance to strengthen organizational resilience and effectiveness during the leader's absence.

Executive Coaching:

Personalized wellness and executive coaching sessions for the Executive Director, fostering leadership development and well-being.

Interim Leadership Support:

Executive coaching for the interim leader stepping in during the sabbatical period, along with a \$1,000 wellness stipend to support their transition and effectiveness.

Operational Support Grant:

A \$20,000 general operating support grant to help the organization address any unforeseen operational needs arising from the executive leader's temporary leave.

Flexible Wellness Coaching:

Access to wellness coaching sessions that can be utilized before, during, or after the sabbatical to support personal goals and provide check-ins as needed.

Professional Development & Networking:

Participation in peer-to-peer networking opportunities, fostering shared learning and collaboration among nonprofit leaders.

Leadership Visibility:

Opportunities to co-present with Allegany Franciscan Ministries staff at local, regional, and national convenings, enhancing professional visibility and influence.

Program Stewardship:

The chance to serve on the Review and Planning Committee for future sabbatical program cohorts, contributing to the program's ongoing development and impact.



Eligibility Requirements

To qualify for the Nonprofit Executive Leadership Sabbatical Program, applicants must meet the following requirements:

- **Hold** the title of Executive Director and report directly to the organization's governing body.
- **Serve** as the organization's executive leader for a minimum of five years.
- **Have** received a grant from Allegany Franciscan Ministries within the past ten fiscal years (July 1, 2015 – June 30, 2025). Eligible grant programs include Tau, ACOR, St. Clare, Climate Justice and Care for Creation, Major Grants, Common Good Initiative, and Nonprofit Capacity and Leadership grants.
- **Maintain** status as a 501(c)(3) tax-exempt entity in good standing with the Internal Revenue Service. Note: Fiscally sponsored organizations, government agencies, and educational institutions are not eligible.
- **Reside** in the state of Florida.
- **Secure** approval from the organization's Board of Directors. Instructions will be provided in the application.
- **Commit** to remaining employed by the organization for at least twelve months after sabbatical return.



To ensure a successful sabbatical experience

The **employing organization** is expected to:

- **Provide Board Endorsement:** Submit a letter of support from the current Board Chair, demonstrating the Board of Directors' and senior staff leadership's backing of the Executive Director's sabbatical.
- **Ensure Operational Continuity:** Maintain adequate staffing and resources to sustain regular operations during the Executive Director's absence.
- **Guarantee Employment and Benefits:** Confirm the Executive Director's continued employment status and maintain all associated benefits throughout the sabbatical period.
- **Participate in Pre-Sabbatical Orientation:** Engage in a virtual onboarding session prior to the sabbatical, involving the Executive Director, interim leader, and Board Chair. The orientation date will align with the commencement of the sabbatical leave.

Participants are expected to:

- **Attend Pre-Sabbatical Training:** Participate in a full-day, in-person training session in Tampa Bay on November 7, 2025. Travel accommodations will be provided and covered separately.
- **Provide Advance Notice:** Inform Allegany Franciscan Ministries of your intended sabbatical start date at least 90 days in advance to allow adequate time for required training and transition planning.
- **Engage in Wellness Coaching:** Complete at least one wellness coaching session prior to the commencement of your sabbatical.
- **Limit Organizational Contact:** Minimize or eliminate contact with your organization during the sabbatical period to fully disengage and recharge.
- **Share Post-Sabbatical Insights:** Upon returning, integrate your experiences and share insights gained with your team to enrich organizational growth.
- **Participate in Post-Sabbatical Retreat:** Join a weekend wellness retreat with fellow program participants and coaches in March 2027. The location is to be determined. Travel accommodations will be provided and covered separately.

Program Timeline

Application Opens

July 14, 2025

Application Deadline

September 8, 2025

Finalist Interviews

October 1 – October 10, 2025

Orientation for Sabbatical Participants

November 7, 2025

Sabbatical Program Begins

January 1, 2026

Sabbatical Program Ends

December 31, 2026

Weekend Wellness Retreat

March 2027

Sabbaticals must commence between January 1 and October 1, 2026, and be completed by December 31, 2026. This defined timeframe ensures alignment and commitment among all parties involved.



Contact

Brittney Frazier

727-507-9668 | bfrazier@afmfl.org



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