



The Nonprofit Executive Leadership Sabbatical Program

Brittney Frazier | July 10, 2025



Reflection

LET YOURSELF REST

If you're exhausted, rest.

If you don't feel like starting a new project, don't.

If you don't feel the urge to make something new, rest in the beauty of the old, the familiar, the known.

If you don't feel like talking, stay silent.

If you're fed up with the news, turn it off.

If you want to postpone something until tomorrow, do it.

If you want to do nothing, let yourself do nothing today.

Feel the fullness of the emptiness, the vastness of the silence, the sheer life in your unproductive moments.

Time does not always need to be filled.

You are enough, simply in your being.

Jeff Foster



Our Mission

We, Allegany Franciscan Ministries and Trinity Health, serve together in the spirit of the Gospel as a compassionate and transforming, healing presence within our communities. We are guided by this mission and rooted in the vision of the Franciscan Sisters of Allegany.



The increasing prevalence of burnout among nonprofit professionals poses a significant threat to organizational effectiveness, the sustainability of nonprofit talent, and the overall fulfillment of the mission.



Overview

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



Program Objectives

This 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.



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



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



To bolster board engagement and understanding of organizational operations and provide a more informed governance.



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




WHAT IS A SABBATICAL?




- A leave of absence from work, completely disconnecting from organizational responsibilities.
- Sabbatical recipients will utilize this time to engage in non-professional development activities that support personal renewal and growth.


Sabbatical Ideas

 Wellness Retreat


 Tend to Medical Needs

 Missionary Work

 Intentional Family Time

 Personal Growth Opportunities

 Passion Project

 Travel

 Estate Planning



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Program Benefits

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

A wellness stipend of up to \$30,000, enabling leaders to rest, rejuvenate, and pursue personal growth activities.

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

A \$20,000 general operating support grant to help the organization address any unforeseen operational needs.

Program Benefits

Access to a capacity-building consultant to support the organization.

Personalized wellness and executive coaching sessions.

Participation in peer-to-peer networking opportunities.

Interim leader support, including a \$1000 wellness stipend and an Executive Coach.



Eligibility Requirements

- **Serve** as the organization's Executive Director for at least 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.*
- **Secure** approval from the organization's Board of Directors. Instructions will be provided in the application.
- **Reside** in the state of Florida.
- **Maintain** status as a 501(c)(3) tax-exempt entity in good standing with the Internal Revenue Service.
- *Priority will be given to Executive leaders who identify as BIPOC, LGBTQ+, or a person with a disability.*

Key Considerations

Employers can
guarantee
employment
and benefits

Operational
Continuity

Limit
organizational
contact



Leadership
Responsibilities



External
Commitments

Plan
Ahead

Application Process

- The application will be accessible via Foundant.
- The Executive Director must complete the application.
- Less than 20 questions; including narratives and uploads.
- Not best to complete in one sitting.
- A sample application is available on the website.



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Logon

Email Address*

bfrazier@afmf.org

Password*

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Log On

Create New Account

[Forgot your Password?](#)

Welcome to Allegany Franciscan Ministries' online grant portal!
Google Chrome is the preferred internet browser.

New & Improved Apply Page and Applicant Dashboard starting July 1, 2025! Reference resources to help navigate: [Information Webinar Recording & Slide Deck](#) and [Written Tutorials on Apply Page & Applicant Dashboard](#).

First time here?

Click "Create New Account". Be sure to keep your login information for your records.

Been here before?

If you've already used our online grant portal but have forgotten your password, please enter your email address, click "Forgot Your Password?" and follow the instructions. Otherwise, log in using your email address and password.

Not sure?

For account questions, assistance needed, or any other portal-related questions, please contact Carla Batts at cbatts@afmf.org or 727-507-9668.



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 (In-Person, Tampa Bay)

Sabbatical Program Begins

- January 1, 2026 (90-Day advance notice)

Sabbatical Program Ends

- December 31, 2026

Weekend Wellness Retreat

- March 2027 (In-Person, South Florida)

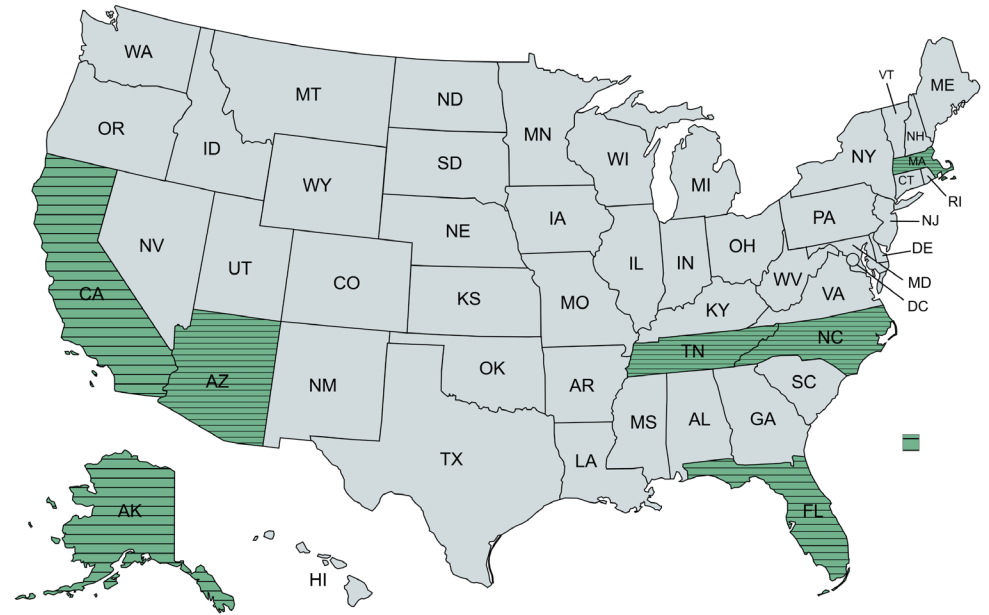


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Sabbatical Changemakers

- Durfee Foundation, **California**
- Healing Trust, **Tennessee**
- Z. Smith Reynolds Foundation, **North Carolina**
- The California Wellness Foundation, **California**
- The Rasmuson Foundation, **Alaska**
- The Virginia G. Piper Trust, **Arizona**
- The Clare Rose Foundation, **California**
- The Barr Foundation, **Massachusetts**
- The O² Initiative, **California**
- **Allegany Franciscan Ministries, Florida**



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Resources

- [Allegany's Sabbatical Panel Discussion](#)
- [Durfee Foundation Sabbatical Report](#)
- [Healing Trust, *Sabbatical Stories*](#)
- [The Stanford Social Innovation Review](#)

Contact

✉ bfrazier@afmfl.org

☎ 727-489-0499



Brittney Frazier

Director of Leadership, DEI,
and Capacity Initiatives

Questions & Answers

Thank You

