Logic Model for Fieldstone Leadership Network's Clare Rose Sabbatical Program

FieldStone
LEADERSHIP NETWORK

Inputs

Fieldstone Leadership Network	Clare Rose Foundation	Nonprofit Orgs/Executive Directors (EDs) eligible for Sabbatical

Participants	Activities	Outputs	Outcomes	Network Goals
Nonprofit orgs in San Diego and Orange County Executive Directors (ED) Staff Board members Fieldstone Leadership Network Other nonprofit leaders	Sabbatical recruitment – Application – Professional Development Fund Proposal – Site visit(s)/notification Pre-sabbatical orientation Paid Sabbatical for EDs – $40,000 salary and travel – 480-600 hours uninterrupted time off* $5,000 staff professional development fund $2,500 to recognize staff leadership and increased capacity during the sabbatical 12 hours Consultant services USD Study participation Sabbatical Alumni events Courage Retreat Marketing of Sabbatical Program	Number of orgs who apply for sabbatical Number of EDs who go on sabbatical Amount of annual contribution to PD fund after year 1 Number of Staff to receive reward/Amount per staff Number of hours consultant is used per organization Number of EDs who attend alumni events Number of EDs who attend Courage Retreats Number of communications about sabbatical program How long EDs remain at organization after the sabbatical	**STRENGTHEN NONPROFIT LEADERS** Increased well-being – Renewal; physical/emotional/mental health; work/life balance; positive relationships Increased systems thinking – Shared leadership; focus on big picture; complex problem solving **INCREASE NONPROFIT ORGANIZATIONAL CAPACITY** Increased human capital – Staff and board skill development; decision-making; broader understanding of organization Increased social capital – Shared leadership; communication and collaboration between staff, board and executive director; staff commitment to the organization Increased structural capital – Organization restructure; process/policy changes; changes or establishment of professional development fund **SUSTAIN VIBRANT NETWORK** Increased awareness about the sabbatical program as a leadership development strategy – External communications about the sabbatical program; participation by sabbatical orgs in other Fieldstone programs Increased connections between sabbatical recipient organizations – Dialogue or joint projects between sabbatical recipient EDs, staff or board Increased sustainability and stability of the sector – Intention to stay in sector; pride in sector	*Strengthen the nonprofit community by providing a continuum of programs that:* **Strengthen Nonprofit Leaders** - Systemic thinking - Interdisciplinary learning - Problem solving **Increase Organizational Capacity** - Collaboration - Board Governance - Staff Management **Sustain a Collective Vibrant Network** -Multi-generational -Cross sector -Reciprocal