THE REST ROUNDTABLE
FUELING A MOVEMENT FOR RENEWAL

Rest on the Rise

An impact report on nonprofit sabbaticals

Published 2026

WHO WE ARE

The Rest Roundtable, powered by **R&R: The Rest of Our Lives,** is a national community of funders who support and invest in sabbaticals through grants for nonprofit leaders. The Roundtable's core purpose is to learn from one another, share strategies, and develop best practices for investing in rest as a tool for leadership sustainability and organizational health. Gratitude to the 14 Roundtable members for contributing to this Impact Report.

$43 million

has been invested by Roundtable members toward nonprofit sabbaticals since 1989 *($25.4 million granted directly to leaders, and $17.6 million provided as in-kind support.)*

IMPACT SNAPSHOT

14
Funders are an active part of the Roundtable

160
Cumuluative years of experience in nonprofit sabbatical investing by Roundtable members

1000+
Nonprofit leaders supported by sabbatical grants since 1989

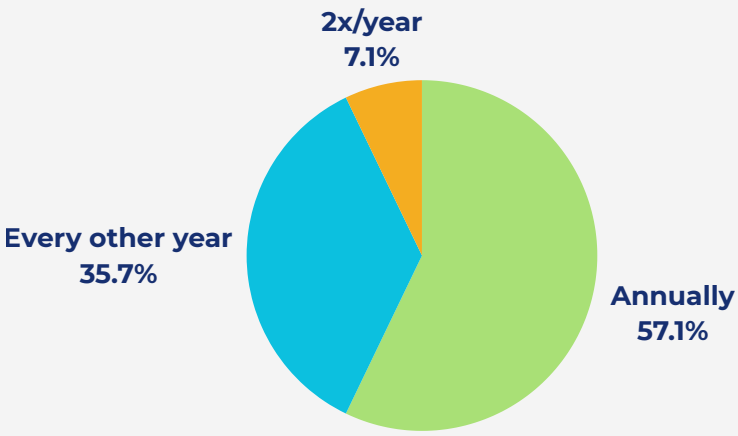
SABBATICAL / *noun*

In the context of this research, the Rest Roundtable defines **sabbatical** as a structured, intentional period of paid or supported leave - typically ranging from a few weeks to six months - granted to a nonprofit leader for purposes of rest, reflection, learning, travel or creative renewal.

From 2023-2026...

$7.3 million was awarded to 175 nonprofit leaders across the U.S. to support them in taking a sabbatical. Despite recent reports of rollbacks of company benefits, this level of philanthropic investment in rest is a reflection of increased talent-investment post-COVID to combat burnout and promote organzational sustainability.

How often do Roundtable funders invest in sabbaticals?



Sabbaticals should not be seen as the exception, but as a norm, that people who fund this work expect to include in funding, and that people who engage in this work expect and need in order to forge healthy solutions to societal problems and injustices.

Ile Kimoyo Sabbatical Grantee

All Roundtable funders provide sabbaticals to CEOs/EDs of their grantees, and **5** funders also provide sabbaticals to senior leaders.

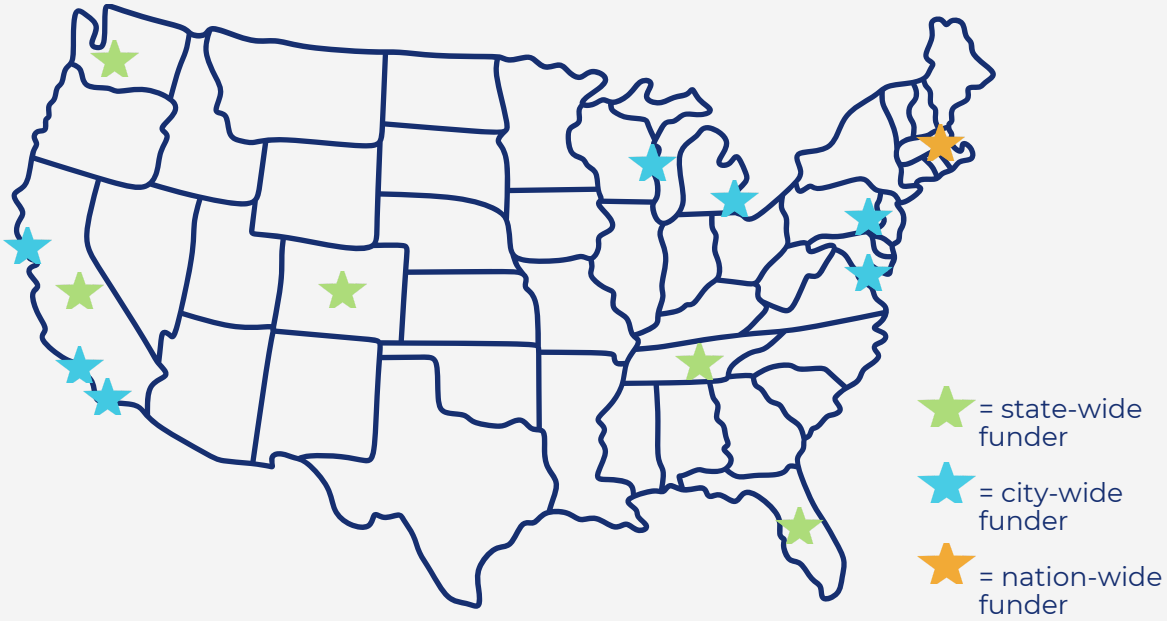
7 out of 14 Roundtable funders explicitly focus granting sabbaticals to BIPOC and marginalized community members.

9 out of 14 Roundtable funders offer financial resources and support for other rest-based programming, in addition to sabbaticals.

In addition to grant investments, Roundtable funders provide the following support to their grantees for their sabbatical:

- Coaching & mentoring
- Support for interim staff
- Peer cohorts and engagement
- Work re-entry programming

Did you know? Sabbatical grants are being provided to nonprofit leaders across the U.S., but there's a noticeable gap of investment in middle America...



The future of this work

R&R & The Roundtable believes in a bright future for this work.

When we imagine what the future could look like, a few questions linger on our minds:

- What might the trend of sabbatical investing mean for the future of work?
- What work needs to be done to meet the need and increase sabbatical investment across the U.S.?
- What is the impact of sabbatical programs on the leaders, organizations, local communities and the nonprofit ecosystem at large?

This Impact Report demonstrates what the Roundtable members knew intuitively: there is a growing and flourishing wellbeing movement within the nonprofit sector, but there is far more to do for the sector to fully thrive.

"Rest is not fuel. It's infrastructure. Investing in rest will lead to a far healthier, effective and successful nonprofit sector. At this point in time, we simply can't afford not to."

Josh Feldman
CEO of R&R: The Rest of Our Lives, lead convener of the Roundtable

About The Rest Roundtable

The Rest Roundtable hosts monthly gatherings where participants exchange ideas, troubleshoot challenges, and build relationships, while also contributing to broader field-building efforts. The Roundtable shifts cultural and philanthropic norms by positioning rest as a strategic investment that supports healthier leaders, stronger organizations, and more sustainable social change.

Thanks to the Roundtable members:

R&R THE REST OF OUR LIVES

The Durfee Foundation

O2 INITIATIVES

Windcall INSTITUTE

ile KIMOYO

Barr Foundation

THE HEALING TRUST

The Colorado Health Foundation

McGREGOR FUND

THE CALIFORNIA Wellness FOUNDATION

MEYER FOUNDATION Rooted in Humanity

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CLARE ROSE FOUNDATION

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This overview was produced by R&R: The Rest Of Our Lives, with support from: gather better

For additional resources & research:

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