

OVERVIEW

Through a special program, the Sapelo Foundation supports our partners who dedicate their lives to advocating, organizing, and engaging their communities by offering Mini-sabbaticals for advocates-in-residence at the [Musgrove Retreat & Conference Center](#) (operated by the Brenn Foundation), an inspiring and intimate space on St. Simons Island, GA. The Foundation will facilitate mini-sabbaticals (4 nights/5 days) for advocates-in-residence (1 to 7 individuals) who are dedicated to a more just and sustainable Georgia and who want to rest, recharge, reflect, restore, rejuvenate, build relationships, and then reengage.

Georgia's advocates are too valuable and valued not to regularly rest, recharge, reflect, restore, rejuvenate, relationship-build, and then reengage. Thus, the primary purpose of each mini-sabbatical is unstructured time without work, because we wholeheartedly believe:

- **The professional work and personal lives of advocates are precious, important, and inextricably linked.**
- **Burnout is real.**
- **Some of the world's greatest advancements were born from the minds of well-rested leaders.**
- **That time at Musgrove is the catalytic start – not a one-time break – for much-needed individual and institutional culture changes that recognize rest as self-care as integral parts of the broader movement.**
- **We will all live in a more just and sustainable Georgia when advocates have sustainable energy and joy.**

APPLICATION & ELIGIBILITY

Application Form: The application form is online [HERE](#).

Deadline: Application cycle opens on July 15th and the due date is September 15th @ 5 pm EST. Deadlines do not shift due to holidays or weekends.

Eligibility:

- **Applicant (“Lead Organization”)** must represent a direct or indirect grantee/investee partner from the last 5 years. See current eligibility list [HERE](#). The applicant will be known as the “Lead Organization.”
- **First Advocate-in-Residence:** At least 1 advocate-in-residence must be a staff/board member of “Lead Organization.”
- **Additional Advocates-in-Residence:** Additional advocates-in-residence (up to the remaining 6 of 7) who participate in a mini-sabbatical do NOT need to be affiliated with the Lead Organization or any other 501(c)(3) nonprofit.
- **Consecutive Years:** All advocates-in-residence are eligible, even if they participated in previous year(s).
- **Family:** Mini-Sabbaticals are meant to be time for professionals either to rest and recharge alone or rest and recharge in community. So, unless family members work together, family members cannot attend.

MINI-SABBATICAL STRUCTURE & SUPPORT

Advocate(s)-in-Residence: Advocates-in-residence are those who participate in mini-sabbaticals at Musgrove. Once selected, an advocate-in-residence should only cancel (or be replaced by a different advocate-in-residence) in the case of an unforeseen situation, and an advocate-in-residence can only be added under certain circumstances.

- **Minimum:** 1 advocate.
- **Maximum:** 7 advocates.

Mini-Sabbatical: Each advocate-in-residence is expected to participate in a 4-night/5-day retreat. If awarded, a final date will be approved by the Musgrove staff and the designated lead advocate-in-residence. Once selected, dates cannot be changed.

Institutional Honorarium: In addition to covering event insurance and facility fees, the Sapelo Foundation further offsets the costs of mini-sabbaticals with an institutional honorarium to the Lead Organization for use at its discretion, including travel, meals, and contributions to the relevant organization(s). Funds are exclusively meant to be dispersed to the institution(s) that sponsor the individuals who participate and are not meant to be dispersed to the individuals themselves. The lead organization has discretion on how to use funds, which could include further distribution to additional organizations that send advocates-in-residence for the shared mini-sabbatical. No other funds or receipt-based reimbursement will be provided.



- **First Advocate (staff or board of Lead Organization that submits Application Form):** \$2,000 honorarium.
- **Additional Advocates:** \$500 added for each additional advocate-in-residence (max: 7).
- **Note:** If more than 1 organization has staff or board members participating as advocates-in-residence, the total honorarium is meant to be split evenly and/or in a way that all organizations/advocates-in-residence agree upon (e.g., more funds may go to the organization that sends the most people, pays for the rental car and meals, etc.).

Buildings & Grounds: Musgrove is a breathtaking 250-acre estate nestled along the banks of Village Creek and includes a compound of many buildings. It is close to St. Simons Island attractions, but its forested surroundings and 1.5-mile-long driveway isolate it from the busyness of the island. While a caretaker is on the property, advocates may be the only visitors. Enjoy hammocks, swimming pool, jacuzzi, sauna, fire pit, walking trail, dock, picnic benches, and more. Building access will depend upon the number of advocates for a given mini-sabbatical and is at the discretion of Musgrove staff.

- **Nursery:** It includes a kitchen, living room, 3 bedrooms (4 beds total), and 2 bathrooms.
- **Carriage House:** It includes 2 separate suites, each with 1 bedroom and 1 bathroom.
- **Cabin:** It includes 2 separate suites, each with 1 bedroom and 1 bathroom.

Mini-Sabbatical Type	Number of Advocates-in-Residence	Honorarium Amount	Building Access
Individual	1	\$2,000	Nursery only.
Small Group	2-3	\$2,500-\$3,000	Nursery only.
Medium Group	4-5	\$3,500-\$4,000	Nursery and Cabin.
Large Group	6-7	\$4,500-\$5,000	Nursery, Carriage House, and Cabin.

Welcome Packet & Event Coordinator: Selected participants will receive a Welcome Packet (map, photos, security information, instructions, etc.) and the event coordinator's contact information, who can assist with arrival, departure, and any questions.

RESPONSIBILITIES & CRITERIA

Lead Organization: Each mini-sabbatical will have a lead organization, a 501(c)(3) nonprofit organization that will submit the Application Form on behalf of 1 to 7 advocate(s)-in-residence and agree to the responsibilities and meet the criteria provided (see Application Form and list below). The first advocate-in-residence must serve on the staff or board of this lead organization. If additional advocates-in-residence participate, those individuals do not need to serve on the staff or board of this lead organization or any 501(c)(3) nonprofit.

- **501(c)3 Status:** Is a 501(c)3 nonprofit organization in good standing with the IRS, where the lead advocate-in-residence serves as a staff member or board member. (Note: As shared above, additional advocates-in-residence may represent different nonprofit organizations, government agencies, corporations, institutions, etc.)
- **Georgia:** Has an office or staff based in Georgia and/or demonstrates significant Georgia-specific program work.
- **Fiscal Sponsor:** Acts as the fiscal sponsor for receiving the institutional honorarium. Funds are exclusively meant to be dispersed to the institution(s) that sponsor the individuals who participate as advocates-in-residence and are not meant to be dispersed to the individuals themselves.
- **Documents:** Submits all documents (e.g., Application, Agreement, Individual Release Forms, Evaluation Form, etc.).
- **Contact:** Serves as the primary point-of-contact.
- **Responsibility:** Takes responsibility for all advocates-in-residence who participate, regardless of whether they represent its own staff or board. This includes taking responsibility for any personal liability or property damage. (Note: The Sapelo Foundation pays for event insurance, separate from the honorarium.)
- **Participation & No Rescheduling:** Ensures all advocates-in-residence participate for the entire retreat and understands that once dates are scheduled and confirmed, the mini-sabbatical cannot be rescheduled.
- **No PTO (Vacation/Personal Days):** Within its power and influence, ensures the mini-sabbatical will not count towards paid-time-off (PTO) for any advocate-in-residence. Rather, paid staff time should be used.

Evaluation & Outcomes: The Lead Organization will submit the Evaluation Form within 2 weeks of departure from Musgrove. It will ask advocates to share

- 1+ plan for long-term integration of resting and recharging.
- Feedback about the experience at Musgrove and what we can do to improve for next time.



HISTORY & PURPOSE

Musgrove is nestled along the banks of historic Village Creek on St. Simons Island, Georgia. Overlooking a picturesque and state-protected salt marsh, this 250-acre estate is the part-time home of the descendants of Smith W. Bagley. When it is not utilized for family gatherings, it serves as a creative retreat for collaborative policymakers, influential thinkers, prolific writers, and progressive advocates, who hail from Georgia and around the world.

U.S. President Jimmy Carter convened his first pre-inaugural Cabinet meeting in the seclusion of Musgrove. Community organizers, environmental activists, journalists, kings, senators, ambassadors, and secretaries of state have all come to Musgrove. For generations, they have debated, reflected, rested, planned, renewed their spirits, and enjoyed each other's company. From campaign finance reform to poultry workers' organizing efforts, to international relations, to the launch of new electoral reform and youth organizations, Musgrove has served as the setting for just systemic change and relationship building. Conversations, laughter, and meals can be shared indoors, as well as around the fire pit, pool, hedge maze, hammocks, picnic tables, and trails.

Musgrove had its beginnings in 1938 when Nancy and Henry Bagley purchased the original tract of land along the banks of Village Creek. Committed to preserving the natural integrity of the estate, the Bagleys built a compound of cottages. Six separate houses accommodate family and guests at Musgrove. The largest building on the grounds, the Grove House, is a spacious, two-storied recreation room. It serves as an ideal place for meetings, seminars, and gatherings. Musgrove is also available for private events such as weddings, retreats, and family reunions.

LEARN MORE

- [The Sapelo Foundation](#)
- [Musgrove Retreat & Conference Center](#)
- [History of the Partnership Between Musgrove & The Sapelo Foundation](#)
- History of Musgrove's namesake, Mary Musgrove.
 - [Mary Musgrove, Colonial Go-Between](#), a short video from Georgia Public Broadcasting Education.
 - [Mary Musgrove](#), a short biography by National Women's History Museum.
- Resources on Rest & Sabbaticals
 - [Creative Disruption: Sabbaticals for Capacity Building and Leadership Development.](#)
 - [The Nonprofit Sabbatical as a Catalyst for Capacity Building: A 5-Year Evaluation Summary of the Fieldstone Leadership Network San Diego's Clare Rose Sabbatical Program](#)

[APPLY HERE](#)

