



Raising the Standard of Care for Leaders

Michael Martin
President and CEO, ECFA

ECFA.ORG

ECFA's Seven Standards of Responsible Stewardship™

Commitment to High Standards of Biblical Stewardship



**Doctrinal
Issues**



Governance



**Financial
Oversight**



**Use of
Resources &
Compliance
with Laws**



Transparency



**Compensation
Setting &
Related-Party
Transactions**



**Stewardship
of Charitable
Gifts**



ECFA's Approach to Healthy Leadership

- Multi-year research and discernment process.
- Focused on supporting healthy leadership through the board's proactive care for the holistic well-being of the senior leader.
- Gives members much latitude to implement a process that is best suited for their context, and meets the spirit of the standard.



3

Examples of Leader Care Plan Elements

- The board commits to a pattern of regular prayer for the organization's senior leader, as well as for his or her family.
- The board expects the senior leader to take appropriate time off from work each week.
- The board expects the senior leader to obtain annual physical health examinations and maintain a proactive relationship with healthcare providers (including counselors, as appropriate) to support the leader's physical and mental health.



4

Examples of Leader Care Plan Elements

- The board encourages the senior leader to maintain healthy, supportive personal relationships outside of the organization that allow the leader to safely decompress from work obligations.
- The board encourages the senior leader to have a relationship with a pastor or equivalent to serve as the leader's spiritual mentor and counselor.
- At appropriate intervals, the board offers the senior leader specific opportunities for extended personal rest and spiritual growth (retreats, sabbaticals, or similar experiences).



5

Investing in Leader Care

Leadership behavior
is the greatest driver of
Organizational Culture

which is the greatest driver
of **Organizational**
Performance



6



7

Why Healthy Leadership Matters

*"After decades of leading in Christian ministry, I have discovered that the integrity of an organization is often closely connected to the integrity of its senior leader. I have also found that **the most painful mistakes are made when a leader feels alone, weary, and emotionally overwhelmed** in his/her journey of doing good. I wholeheartedly support ECFA's bold vision to encourage boards to support soul care for their organization's senior leader. **As the leaders go, so goes the organization.**"*

Dr. Derek Grier

**Bishop and CEO
Grace Church**



8

Learn more about the Leader Care Standard



The screenshot displays the ECFA website's announcement for the new Leader Care Standard. The header includes the ECFA logo and navigation links: About, ECFA Products, Join ECFA, Press Media, Global Impact, Resources, and a MyECFA button. The main content area features a large image of a person's legs in blue sneakers, with the headline "Raising the Standard of Care for Leaders." Below this, a paragraph states: "ECFA is excited to announce the new Leadership Standard. This new accreditation standard for ECFA members' national boards through the ECFA's practice care for the leader based on biblical principles." A green "Watch the Video" button is positioned below the text. Two buttons, "Read the Draft Standard" and "Read the Draft Summary", are located below the main text. The section "A New Standard Inspired by ECFA Members" is divided into three columns: "The Concern" (with a speech bubble icon), "Your Feedback" (with a document icon), and "The Solution" (with a thumbs-up icon). Each column contains a brief description of the process and the resulting standard.