



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



6

Leadership behavior
is the greatest driver of
Organizational Culture

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

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

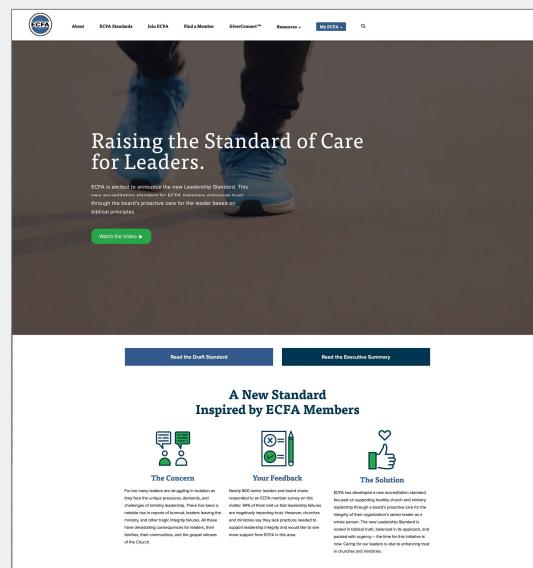


7

Learn more about the Leader Care Standard



8



The screenshot shows the ECFA website with a banner featuring a person's legs in blue jeans and shoes. The text reads: "Raising the Standard of Care for Leaders." Below the banner, there are two buttons: "Read the Draft Standard" and "Read the Executive Summary". The main content area is titled "A New Standard Inspired by ECFA Members" and includes three sections: "The Concern", "Your Feedback", and "The Solution". Each section has a brief description and a small icon.