



Leadership Standard Insights Report

October 1, 2024

Thank You for Your Insights

When we announced the draft of this proposed addition to ECFA's standards earlier this year, we shared the critical need for better, proactive leader care that we've heard from many of you in our community.

The Leadership Standard helps fill a gap by recognizing the crucial role that Christ-centered boards can play, consistent with ECFA's mission, in encouraging healthy ministry leadership.

We are so thankful for the hundreds of ECFA members who shared their input on the proposed standard.

Learn more by visiting [ECFA.org/LeadershipStandard](https://www.ecfa.org/LeadershipStandard).



Michael Martin

President & CEO, ECFA

“I am convinced more than ever that excellence in leader care leads to more thriving and trustworthy organizations. We appreciate your invaluable insights in helping ECFA raise the standard of care for leaders.”

We Heard From You

220

Senior Leaders

83

CFO/COO

48

Board Members

16

Other

64%

Members indicated a need for prompts to help guide vital board and senior leader conversations

50%

Members indicated a need for a directory of organizations who provide leader care

20%

Members who indicated that more resources from ECFA would be needed to help with compliance

Major Themes

We were impressed by the enthusiastic welcome of many commenters to the Leadership Standard and appreciated the helpful, constructive feedback shared by others as we consider refinements to the proposal. We took your honest feedback and compiled this report with the themes and ideas we heard from you.

Enthusiasm

A number of commenters shared strong words of support for the proposed Leadership Standard. They emphasized that this standard is **timely and needed** now—perhaps even “overdue.” They said that adopting this standard would **undergird and bless** ministries.





Validation

Commenters expressed how this leader care effort encourages them. They noted **feelings of refreshment and validation**, especially in an area that needs attention but is potentially difficult to broach.

Flexibility

We heard appreciation for the standard's flexibility—that it allows churches and ministries to **contextualize care for their senior leader**. On the other hand, the flexibility provided left some feeling that the draft standard was **too vague in its requirements**.





Burden

While many leaders are supportive of the standard, we heard concern that the burden of complying with the Leadership Standard could ultimately fall to the already pressed senior leader. In other words, this could be “**intrusive added work**” or “**just one more meeting.**”

Too Far

Several commenters worried that ECFA was going **beyond its mission** of financial accountability by creating this new standard. Some thought it could be a good resourcing initiative, but a new accreditation standard was either **unnecessary or an overreach**.





Not Far Enough

Some commenters shared that the proposed standard does not go far enough. By only focusing on the senior leader, they believed it **ignores the need for care of the board and other leaders within the organization**. Some also expressed concern that an annual leader care conversation would not be enough.

More Guidance

We heard that organizations may need additional help understanding how to comply with the standard. Most indicated a desire for **more resources from ECFA to accompany the standard**, including prompts to help guide board and senior leader conversations, directories or organizations that can help with leader care, and webinars devoted to the details of this subject.



What's Next

As we at ECFA continue to study your valuable input and prayerfully consider the next steps, we know it will be well worth the effort for all the leaders and ministries that will be served through this initiative!

We look forward to sharing more updates soon. In the meantime, we hope you follow these next steps and join us in prayer over this initiative. Together, we will raise the standard of care for leaders.

Discussion: ECFA's board and leadership will continue to engage with those who provided feedback and evaluate potential improvements to the standard.

Support: During 2025, ECFA will continue to educate and equip members through conferences, webinars, sample policies, and other resources.

Prayer: Please join us in praying for the impact that proactive care can have on not only senior leaders but also the entire organization.

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