

# Sample Leader Care Board Policy

As Christ-centered churches and ministries take steps to strengthen their leader care policies and practices, ECFA aims to support them with equipping resources. Below is a sample leader care policy your board may wish to use or adapt for your own context and specific leader care priorities.

Note that this sample policy's length and specific content are not prescriptive. ECFA simply encourages boards to establish a governance framework that will facilitate the development of substantive, observable, and proactive leader care plans that can be effectively put into practice.

## Senior Leader Care Policy

As part of its commitment to God-honoring integrity in every area of ministry, [ORGANIZATION] aims to support holistic care for its [SENIOR LEADER]. This leader care policy details the responsibilities of the [ORGANIZATION] Board of Directors and our [SENIOR LEADER] in this effort, and it provides a framework for collaboratively establishing a leader care plan to benefit the [SENIOR LEADER]'s well-being as a whole person—spiritually, physically, mentally, emotionally, and relationally—and, by extension, the well-being of our entire organization. The board desires [ORGANIZATION] and every member of its team to flourish in love for the Lord with all our heart, soul, mind, and strength (Mark 12:30).

The [SENIOR LEADER] will pursue a life that is above reproach in accordance with biblical expectations for Kingdom leaders (1 Tim. 3:1-7, Tit. 1:6-9), and [HE/SHE] will take personal responsibility for investing in [HIS/HER] own relationship with Jesus daily. The [SENIOR LEADER] will also take time to be attentive to points of care delineated in the collaboratively established leader care plan and to specific areas in [HIS/HER] life that may need additional care as time progresses. [HE/SHE] will maintain open communication on areas of need with the board's designated senior leader care team.

The [ORGANIZATION] Board of Directors will prioritize the holistic care of the [SENIOR LEADER] as our organization's senior leader. As we co-labor together in this ministry, board members aim to do what we can to support the arms of the [SENIOR LEADER] in the work our organization just as Aaron and Hur held up the arms of Moses (Ex. 17:8-16).

Specifically, the board will:

- **PRAY** as a corporate body and as individual members for the [SENIOR LEADER] regularly.
- **COMMISSION** a designated senior leader care team, led by the [ORGANIZATION] board chair, to collaborate with the [SENIOR LEADER] on developing and faithfully implementing a leader care plan that supports the [SENIOR LEADER]'s holistic health with substantive, observable, and proactive goals. This plan will be revisited for renewal or modification in collaboration with the [SENIOR LEADER] annually.
- **ENTRUST** the designated senior leader care team to reinforce the board's leader care expectations and provide accountability that the [SENIOR LEADER] is pursuing holistic health—spiritually, physically, mentally, emotionally, and relationally—in accordance with the leader care plan. To this end, the designated senior leader care team will periodically visit with the [SENIOR LEADER] in a spiritually-led, supportive, informal, friendly, and enjoyable manner.
- **EMPOWER** the designated senior leader care team to steward (with regular reporting back to the board) an annual sum of [\$] to fund special visits, retreats, or other opportunities to benefit the [SENIOR LEADER]'s spiritual growth, personal rest, or other leader care priorities.
- **RECEIVE** a report from the designated senior leader care team at least annually on its ongoing engagement with the [SENIOR LEADER], including any recommendations from the team regarding spiritual and/or other support that may be beneficial from the board to care for and support the [SENIOR LEADER].

The adoption and subsequent engagement on the leader care plan required by this policy will be recorded at least annually in [ORGANIZATION] board minutes. This documentation need not be detailed regarding interactions between the [SENIOR LEADER] and the designated senior leader care team as those conversations are intended to be informal. The documentation will simply certify establishment and implementation of the leader care plan, and it will demonstrate ongoing collaboration between the [SENIOR LEADER] and the board in this area that is vital for the flourishing of our ministry.