



Raising the Standard of Care for Leaders

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Today's Presenters



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 **ECFA WEBINAR**

Cyber Security - More Than Just an IT Problem

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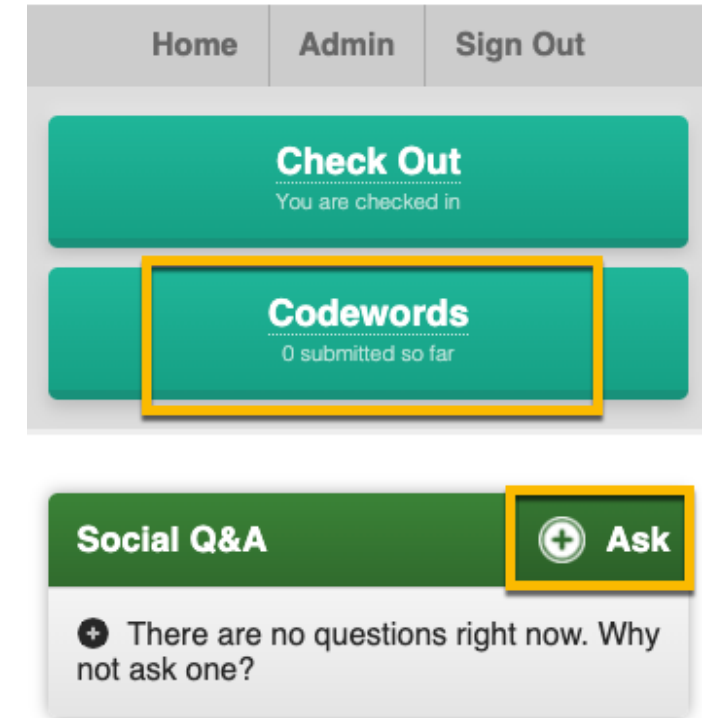
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- PowerPoint Slides – check your inbox or download below
- Continuing Education Credit – to receive 1 credit of CPE and/or CEU, attend 50 minutes of webinar AND submit codewords.
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Questions

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Integrity Standards Enhance Trust



ECFA's Seven Standards of Responsible Stewardship™

Standard 1 – Doctrinal Issues

ECFA requires that each organization subscribe to a written statement of faith that affirms their commitment to the evangelical Christian faith.

Standard 2 – Governance

Ministry failures—or even worse, scandals, can almost always be traced to a breakdown in governance. ECFA requires each organization to have a strong and effective governing body to enhance accountability, maximize excellence in carrying out the Lord's work, and minimize susceptibility to structural breakdown.

Standard 3 – Financial Oversight

The disclosure of the financial statements is key to transparency within the ministry, donors, and the public. ECFA requires each organization to engage with an independent certified public accountant to perform an annual audit, review, or compilation.

Standard 4 – Use of Resources and Compliance with Laws

Accredited organizations must honor the public's trust by fulfilling fiduciary responsibilities. ECFA requires each organization to ensure that all funds are used in conformity with applicable laws and regulations and to fulfill the organization's exempt purposes.

Standard 5 – Transparency

Financial disclosure is the expected and required form of accountability in society, and this represents an even higher standard of openness for Christ-centered organizations. ECFA requires organizations to provide a copies of financial statements and project reports when requested, as well as providing other disclosures as the law may require.

Standard 6 – Compensation-Setting and Related-Party Transactions

This standard assures donors and other supporters that the organization sets compensation and handles financial transactions in the ministry's best interests. ECFA requires every organization to exercise care and n determinations of compensation for the top leader, and integrity in all related party transactions.

Standard 7 – Stewardship of Charitable Gifts

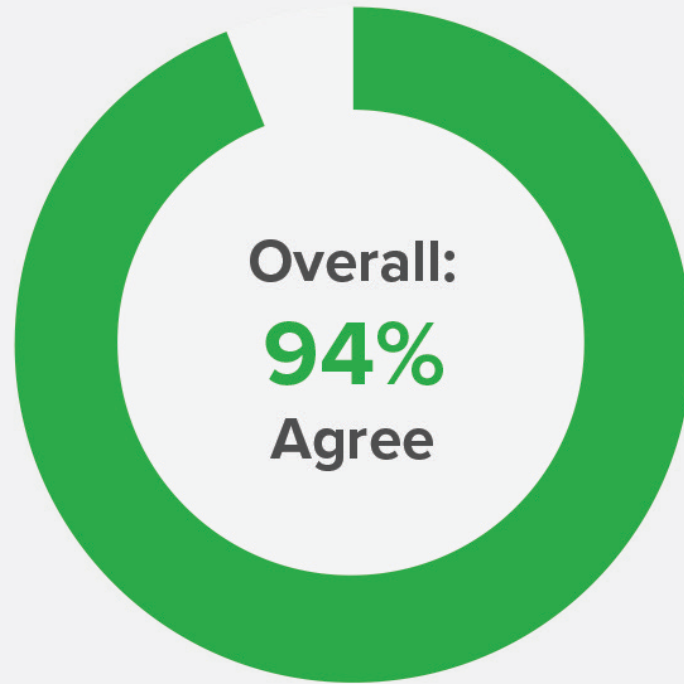
Donors often rely on information the organization provides when deciding whether to support a particular ministry or program. Therefore, organizations are responsible for truthfully representing the facts when communicating with givers. To accomplish this, ECFA requires every organization to anticipate how the typical reader will interpret information. The organization should avoid any words, pictures, graphs, or other information that might cause a typical prospective giver to reach an inaccurate conclusion.

Why ECFA Cares About Healthy Leadership.

ECFA helps Christian nonprofits and churches maintain a healthy and trusted reputation to effectively reach the world for Christ.



Impact of Integrity Failures on Trust



ECFA Members

74% Strongly Agree

20% Agree

The New Leadership Standard

Every organization shall proactively care for its leader and support the integrity of its leader in conformity with ECFA's Policy for Excellence in Supporting Leadership Integrity.



About the New Leadership Standard

- Focused on supporting healthy leadership through the board's proactive care for the integrity of the leader as a whole person.
- ECFA-accredited church and ministry boards will **purposefully come alongside senior leaders to establish biblical character expectations** and to be **proactive in offering care** for them.
- Strong support across the diversity of leaders and ministries of ECFA.



Learn more at [ECFA.org/LeadershipStandard](https://ecfa.org/LeadershipStandard)



Recognize the Real Pressures and Demands of Ministry Leadership

“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



Ministry Boards Have a Unique Opportunity and Responsibility

“As the leader goes, so goes the organization. Therefore, a leader who is firm in their faith because of habits of faith will lead an organization with wisdom. Staying firm in one’s faith is **not an individual endeavor but a team sport**: people who pray for the leader, who encourage the leader, who stride side by side with the leader, who pick the leader up, who ask the leader hard but loving questions. That’s what ECFA’s leadership standards encapsulate – **governance practices that ensure that a leader will be fit in faith and life.**”

Dr. Shirley V. Hoogstra

PRESIDENT

COUNCIL FOR CHRISTIAN
COLLEGES AND UNIVERSITIES



Hope For A New Generation

“I’ve watched **too many young adults walk away from faith** because they’ve seen too many Christian leaders lead poorly and fail spectacularly. Therefore, I’ve always invited our board to ask me hard questions about my life and my leadership. These are tangible ways they support me and fulfill their stewardship responsibility to the ministry. ECFA’s Leadership Standard is **a gift to leaders and to the ministries they serve.**”

Tom Lin

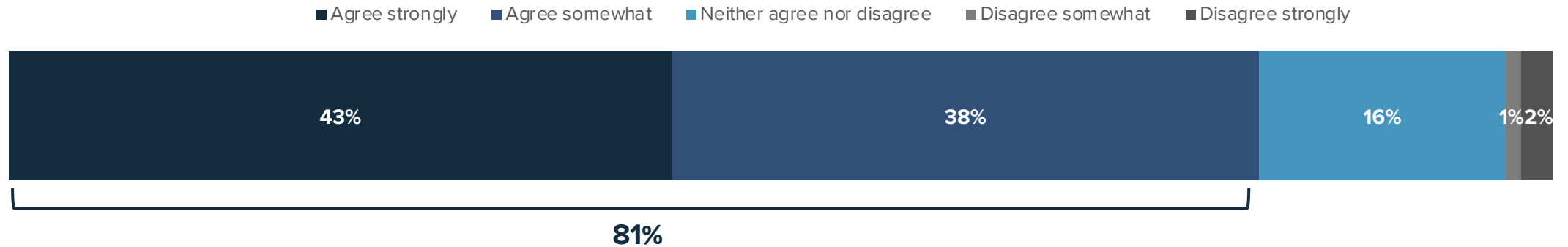
PRESIDENT AND CEO

**INTERVARSITY CHRISTIAN
FELLOWSHIP**



Leader Care Strengthens Donor Trust

*“As a donor, it would help strengthen my trust in churches and ministries if they took steps to **proactively care for their leader’s health and holistic integrity**.*”



n=191 U.S. Protestant adults with 2023 charitable giving of >\$500, 31 - February 5, 2024;



Upcoming Webinar

 **ECFA WEBINAR** | 60-Minutes

APR 30 | 1 PM ET

ECFA's New Leadership Standard Q&A

REGISTER NOW



**Michael
Martin**



**Jake
Lapp**

Register for this webinar at [ECFA.org/events](https://ecfa.org/events)



Two Elements to be a Healthy Leader

- Healthy Human
- Competent Leader



A Healthy Human

- Spiritually
- Intellectually
- Emotionally
- Physically
- Relationally

A Competent Leader

- Character
- Competence
- Chemistry
- Credibility/Track Record



The Impact of Healthy Leadership

Leadership Behavior is the greatest driver of
Organizational Culture which is the greatest driver of
Organizational Performance



Inspirational Leadership

FLOURISH DRIVERS

RELATIVE WEIGHTS ANALYSIS



Healthy Leaders lead to Healthy, Fruitful Ministries

Leadership
Character
Competence
Chemistry
Consistency

A Compelling
Place to Serve

A Compelling Place to
Receive Ministry

A Compelling
Place to Give

Staff
Engagement

Employee
Retention

Employee
Productivity

Ministry
Value

Member
Satisfaction

Member
Loyalty

Growth

Effectiveness/
Experiencing
God

Best Christian Workplaces – Employee Engagement Survey Sample Report



**BEST CHRISTIAN
workplaces**

BUILD A FLOURISHING WORKPLACE



A photograph of a woman with dark curly hair wearing a yellow top and a man with grey hair wearing an orange sweater, both smiling and looking at a tablet held by the woman. They are in an office setting with other people blurred in the background.



A square QR code with a small 'W' logo in the center, set against a green background.

workplaces.org

INCREASE KINGDOM IMPACT

Discover actionable steps for improving your workplace culture.

Current Reality

“Such a time as this” demands the most courageous and humble of leaders to step forward and steward the opportunities ahead of us to see God’s Kingdom come on earth.

Character and competency development and accountability are fundamental to overcoming challenges and cultivating thriving leaders.



The Journey to Thriving

- 2019 New Vision: *Every Christian Leader Thriving*
- 2020 The Global Test for all Christian leaders
- The difference between Executive Leadership and Personal Leadership
- Unveiling the Myth of Executive Leadership: Competency versus Character



The Journey to Thriving

- A 3-year Season of Seeking
- Commissioning the Research – Azusa Pacific University Department of Organizational Psychology with Dr. David Dunaetz and six graduate students
- Thriving defined: *“Thriving is feeling able to successfully face the difficulties in one’s life and feeling that the important things in one’s life are going well.”*
- Identifying popular and biblical personal leadership practices

The Journey to Thriving

- In the results were consistent by generation, gender and ethnicity
- Identified the mentoring opportunities for younger leaders
- Spiritual disciplines and Soul Care are vital to thriving
- Validated by the numbers and response to the Personal Leadership Track introduced in 2021.
- The Alliance Response to it: The Launch of the Thriving Leader Series in Fall of 2024



The Thriving Leader Series – Building Character

- A collection of 5 – 10 week training modules
- Outcomes Academy Online Learning Experience - Professionally Facilitated Cohorts
- Each 10-week course is divided into 5 sessions
- Components include: Inspirational reading, course reading, topic presentations, discussions, and reflections
- Completion of series followed up with a one-year accountability and mentoring experience



Credential Christian Nonprofit Leader Program (CCNL) – Increasing Competency

A Focus on Operation Excellence from a CEO Perspective

- **Leadership**
 - Personal leadership
 - Executive leadership
 - Board Governance
- **Stewardship**
 - Financial Management
 - Risk Legal
 - People Management and Care
- **Relationship**
 - Resource Development
 - Communications and Marketing
 - Internet and Technology



CCNL Leadership Course

Personal Leader

Review of fundamentals from the Thriving Leader Series: Servant and Steward Leadership principles

Executive

Essential Leadership Characteristics of a CEO

Board Governance

Fundamental Responsibilities of a Board
The Relationship between CEO and Board



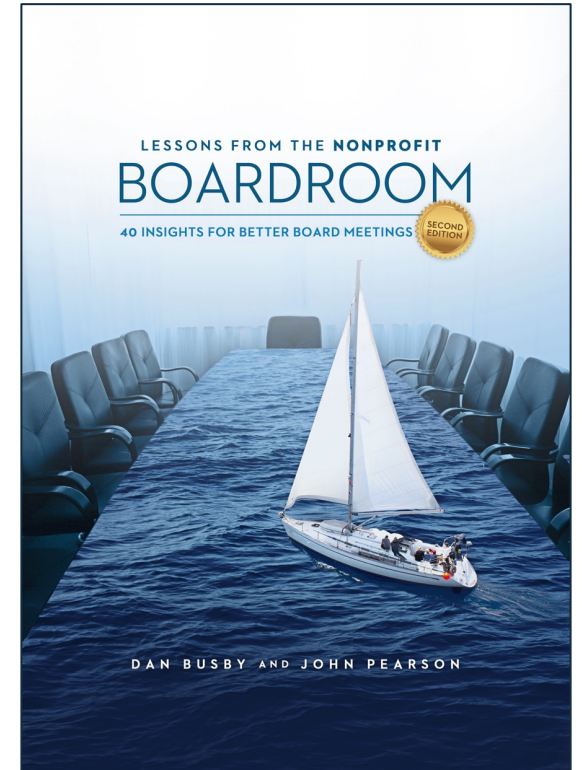
Board Governance – Top 3/10

- Determine and articulate the organization's vision, mission, and core values
- Recruit and select the organization's chief executive
- **Support, encourage, and assess** the performance of the organization's chief executive



Board Governance – Support and Encourage

- Daily time in the Word, prayer, and reflection
- Both a day off and a Sabbath each week
- Take time for his or her soul on retreat
- Full use of vacation time each year
- Pursuit of both self-care (body) and soul-care (spirit)
- Cultivating friendships, both inside and outside the ministry
- Hobbies and interests outside of the work of the ministry
- Adopt best practices for personal accountability
- A culture of soul care for all employees



[Read more!](#)

Assessment – Personal and Professional

- Top 3-5 Accomplishments?
- Top 3-5 Disappointments?
- What did you learn that will change what you do in the future?





**the outcomes
conference**

therefore ►

JACKSONVILLE, FLORIDA — APRIL 9-11, 2024

Questions

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