

Overview: Performance Evaluations

Status

Implementation status: In Process

Principle (from Streamline)

Lukaszewski's principle (placeholder): Annual performance evaluations protect both the employee and the church — they create a forum for feedback, a record of growth, and a basis for fair compensation and role decisions.

Mayflower's Current Practice

Week 11 of the implementation. Planned work: draft evaluation structure, align evaluation questions with roles, define the evaluation schedule, draft the template, add an evaluation placeholder to the annual calendar. Due June 30, 2026.

Governance & Document References

- Position Descriptions (source of role-specific evaluation questions)
- Employee Handbook (once drafted)

Open Questions

- Annual timing of evaluations?
 - Self-assessment component included?
 - Who conducts each evaluation (elder, board chair, supervisor)?
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Page template: Principle + Mayflower Practice. Part of the Operations Plan, adapted from Michael Lukaszewski's Streamline: How To Create Healthy Church Systems.

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