

## JOB PRODUCTS MEASUREMENT

To assure Leadership is meeting their job requirements the following areas should be measured and reported periodically (quarterly or bi-annual)

1. Vision Achievement
  - a. Existence of a documented purpose and vision for the Church.
  - b. Leadership awareness and understanding of the Church's vision.
  - c. Evidence that programs and events are occurring that support the achievement of the vision and purpose of the Church.
  - d. Church is comparing itself with similar churches to assure perspective in evaluation of self.
2. Strategic Plan Aligned to Vision
  - a. Existence of an approved strategic plan.
  - b. Leadership awareness, discussion and fine tuning of the Strategic Plan.
  - c. Periodic assessment of alignment of Strategic Plan with Vision.
3. Annual Budget Aligned with Strategic Plan
  - a. Existence of an approved budget
  - b. Leaders awareness of details of annual budget
  - c. Periodic assessment of alignment of budget with Strategic Plan
4. Budget Review
  - a. Monthly review of budget versus actual results
  - b. Quarterly review of budget versus actual and corrective action as needed
5. Monthly or at least quarterly review of Metrics Measurement Parameters
6. Monthly or at least quarterly review of Compliance with Limitations/Constraints/Boundaries
7. Bi-Annual and prior to hiring evaluation of staff and staff positions aligned with Vision
8. Comprehensive (based on size of Church) current policies and procedures manual
9. Personal spiritual development plan
10. Position annual succession letter (who is best qualified to replace me if I am no longer fulfilling the position).

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