

**APPENDIX A - PERFORMANCE AGAINST NEIGHBORWORKS AMERICA OMBG PERFORMANCE OBJECTIVES**

<b>Performance Objective</b>	<b>Y/N</b>	<b>Performance Objective</b>	<b>Y/N</b>
<b>1. Board Governance</b>		<b>4. Monitor and strengthen the organization and its programs and services</b>	
Recruit and sustain a diverse group of knowledgeable members	Y	Articulate the mission, accomplishments and goals to the public and garner support	
Diversity of board tenure and adequate institutional knowledge. Regular rotation of board and committee chairs.		Hold management accountable for performance against the stated goals, grant and contractual commitments.	
Documented orientation process		Implemented reporting practices at the board (and committee) level that allow for oversight of programs, LOB and operations.	
Documented board (and committee) roles and responsibilities		Adequate financial resources are secured (e.g. healthy liquidity, multi-year surpluses, healthy debt ratios)	
Continuous training opportunities that increase board members' contribution			
Meeting practices that promote constructive dialogue, timely decisions and support fiduciary, strategic and generative leadership			
Documented self-assessment and action plan at least once every three years			
<b>2. Management of the Chief Executive Officer/Executive Director</b>		<b>5. External Support and Compliance</b>	
Documented responsibilities of the CEO/ED		Review of annual audit including adequate financial controls	
Documented goals to be achieved by the CEO/ED. Monitoring of the goals by the board		Adherence to legal standards and required documents (e.g. IRS Form 990, fidelity insurance with NWA as loss payee, whistle blower policy, document destruction policy)	Y
Documented annual evaluation of the CEO/ED		Compliance with contractual obligations and grant agreements	
Identify and resolve issues with or beyond the control of management that present risk		<b>Signed conflict of interest statements annually</b>	
Documented and implemented succession plan		Compliance with by-laws	
<b>3. Strategic Planning and Evaluation</b>		Compliance with NeighborWorks chartering agreement including but not limited to resident representation	
Documented mission statement used in strategic decision making			
Documented strategic plan			
Approved annual operating plan			
Annual budget			