#### Evaluation of President’s Performance

Annual Meeting

# President’s Name:

## Date completed:

Contributors to input: Board Members

### Instructions

Performance feedback is a critical managerial process that is used to define, assess and enhance the success of a leader’s performance, as well as the overall performance of the ministry. Feedback enables a leader to understand expectations and achieve success. This feedback will be used to enable our President to operate at his/her highest level of achievement and develop plans to help him to continue to grow in his/her role as President. The three areas of focus for this evaluation are:

Board Relationships – Ability of the President to work effectively with the members of the Board

Strategic Leadership – Ability of the President to cast a motivating vision and create a positive ministry environment that enables employees to effectively serve the ministry as defined by their individual job descriptions.

Results Orientation – Ability of the President to achieve the results

# Please provide a performance rating between 1-10 where:

# 1 *– Unacceptable* (inconsistently meets expectations and does not consistently demonstrate the performance needed at this level or, while progress has been made, performance is still emerging/evolving),

*5 – Competent* (consistently meets expectations and achieves results; significant impact had been achieved and it enables others to achieve their objectives), or

*10 – Exceptional* (Consistently exceeds expectations; performance is distinctive and substantially above established objectives).

Consolidate your responses to provide an *overall rating*. The additional input section will provide feedback for our President that will contribute to his ongoing development.

Thank you for taking the time to complete this evaluation.

Board of Directors

Evaluation of President’s Performance

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| --- | --- | --- | --- | --- |
| Area | Performance Rating  1 = Unacceptable  5 = Competent  10 = Exceptional | | | General Section Comments or Suggestions |
| 1. Board Relationships – connection to and working relationship with Board of Directors | | | | |
| 1. Assists Board in fulfilling its responsibilities | |  | |  |
| 1. Keeps Board informed with timely and appropriate   reports | |  | |
| 1. Responsive to Board input | |  | |
| d. Effective working relationship with Board Chairperson | |  | |
| 1. Strategic Leadership – direction, staff development, and team leadership | | | | |
| Area | | | Performance Rating  1 = Unacceptable  5 = Competent  10 = Exceptional | General Section Comments or Suggestions |
| 1. **Clear Vision** – articulates direction for the ministry with passion and clarity to internal and external audiences | | |  |  |
| 1. **Mission Centered** – high personal standards, demonstrates unwavering commitment to integrity | | |  |
| 1. Open Communication – open, honest; clearly and succinctly articulates ideas and solutions, actively listens and probes for new ideas; seeks input from others with diverse perspectives and encourages open communication throughout the organization | | |  |
| 1. Developing Others - guides others to discover their talents and find the right fit; provides honest and timely feedback; sets clear expectations and holds people accountable; mentors and supports direct reports in their personal leadership development | | |  |
| 1. Interdependence – effective relationships with various constituencies; understands relationship between own work and the work of others; a team player who works to make the whole ministry effective by contributing to the success of others and sharing resources across boundaries for the common good | | |  |
| 1. **Defining the Organization** – Paints a compelling picture of a new, preferred future that inspires and energizes others to commit; updates strategies and objectives to reflect constant and accelerating change impacting the ministry. | | |  |
| 1. Innovation and Growth – Identifies opportunities for growth and develops new programs and opportunities to serve Ministry, challenges existing organizational capability and encourages alternative solutions | | |  |
| 1. Results Oriented - Achieved objectives and improved organizational performance | | | | |
| Area | Performance Rating  1 = Unacceptable  5 = Competent  10 = Exceptional | | | General Section Comments or Suggestions |
| 1. Mission effectiveness – enables the ministry to be more effective in accomplishing its mission |  | | |  |
| b. External relationships – extended and improved relationships with media, other ministries, businesses, etc. |  | | |
| c. Staff relationships – improved relationships within staff team and strengthened mutual working relationships. |  | | |
| 1. Financial performance – achieved positive growth in key financial metrics |  | | |
| e. Growth of donor base - increased number of donors, average gift, major donors, new programs, and other metric areas |  | | |
| IV. Overall Performance – general, integrated performance assessment |  | | |  |

### Additional Input

## What were the most important achievements or contributions of the President this year?

## Where could efforts or results have been greater this year?

What could have gone better?

## What would you like to see the President focus attention on in the coming year?

Other comments: