CHIEF EXECUTIVE OFFICER PERFORMANCE GOALS FORM

Annual Performance Goals: Prior to or at the start of the fiscal year, use this form to document the annual goals agreed upon between the CEO and Board. Enter up to three goal statements for each functional area along with the measurement you will use to track the goal. Not all goals are equal so determine the weight of each goal and enter it in the "Goal Weight" box. Weighting goals allows you to prioritize and acknowledge time and effort needed for each goal. The form will auto sum the goal weights at the bottom. DO NOT exceed 1.00. Once done, sign, date, share a copy and keep a copy on file.

Operational Goals

Goal Statement	Measures	Goal Weight	Additional Details
Ex. Increase Average Daily Attendance (ADA)	**Ex. Increase 5% to 1,050 youth**	**Example: .20**	***Ex. Increase School Year ADA by 10% and Summer ADA by 15%. Currently serving 100 members a day with capacity to serve 150 a day.***

Financial Goals

Goal Statement	Measures	Goal Weight	Additional Details
Ex. In Partnership with Board Increase Revenue	**Ex. Increase 5% to $5,250,000**	**Example: .10**	***Ex. Focused on growth of Individual Giving from x to x. Increase event giving from x to x.***

Individual Performance Goals

Goal Statement	Measures	Goal Weight	Additional Details
Ex. Cultivate Key Donors for continued support	**Ex. Meet with 20 top donors to gain/maintain annual support**	**Example: .25**	***Ex. Meet with each donor with a Board Member to recognize their giving and share opportunities to expand giving.***
	Total Weight (must = 1.00)	0.00	

CEO Name _____ Date _____

CEO Signature _____

Board Chair Name _____ Date _____

Board Chair Signature _____