



WORKSHEET: MONITORING AGENCY PROGRAMS & THE CEO'S PERFORMANCE

MONITORING AGENCY PROGRAMS

Nonprofit programs are the activities provided by the organization for its clients.

When monitoring programs, what are some important things you should know as a new board member?

1: _____

2: _____

3: _____

True effectiveness is when the data backs up the stories.

Provide the definition for each term below:

Term	Definition
Output	
Outcome	
Impact	

Program goals should focus on systemic impact over output or outcome.

Why is program evaluation essential?

1: _____

2: _____

3: _____



CEO REVIEW - PERFORMANCE & COMPENSATION

List four potential positive outcomes from a performance review:

1: _____ 2: _____

3: _____ 4: _____

Reviewing the Executive Director is a fundamental responsibility of the Board of Directors.

Circle the topics typically included in a performance review:

Compensation	CEO's personal life	Fundraising
Programs	Fiscal management	Relationships with board & staff

Your responsibility as a board member: Ask questions to make sure the CEO is formally reviewed each year. If asked, participate in the review process, especially in areas where you have personal experience with the CEO's performance.