LANDBANK COUNTRYSIDE DEVELOPMENT FOUNDATION INC. (LCDFI)
PERFORMANCE REPORT AS OF DECEMBER 31, 2015
BASED ON GCG-LCDFI PERFORMANCE AGREEMENT FOR CY 2015

GCG PERFORMANCE AGREEMENT CONTRACT								REMARKS
COMPONENT								
			Weight	Formula	Rating Scale	Full Year 2015 Target	Accomplishment as of December 31, 2015	
SOCIAL IMPACT STAKEHOLDERS	**SO 1**	To strengthen LANDBANK borrowing cooperatives						
	SM 1		15%	Number of coop weaknesses with improved operations review rating after LCDFI intervention over total number of coop weaknesses evaluated	Actual/ Target x weight (but not exceed assigned weight) 15% if finished by June 2015 every month delay to be reduced by 1%	set-up database to generate reports on Landbank Assisted Cooperatives	14%	Database completed on July 2015 hence the 1% deduction in weight
	SM 2	% of conducted trainings committed to LANDBANK	15%	Actual number of trainings conducted over total number of trainings committed to LANDBANK during the calendar year	Actual/ Target x weight (but not exceed assigned weight)	100%	15%	LCDFI conducted 79 out of the 79 training programs requested by LANDBANK for CY 2015.
	SO 2	To increase household income of farmers						
	SM 3	Number of farmers assisted under the natural farming technology	10%	Actual number of farmers assisted under the natural farming technology	Actual/ Target x weight (but not exceed assigned weight)	50	10%	87 confirmed validated number of farmers under the Bangon Mini Farm Program
FINANCIAL	**SO 1**	Improved utilization of resources						
	SM 4	Budget Utilization Efficiency	10%	Total amount of used donated funds over total amount of donated funds	every percentage below 90% to be reduced by 1%	≥ 90% usage	10%	Reimbursement basis
	SM 5	Administrative expenses	5%	Admin Expenses should be not more than 30% of Total Expenses		Not more than 30%	5%	25% of LANDBANK donated funds for CY 2015.
	SO 2	Expanded donor base						
	SM 6	No. of new donors	5%	Actual no. of donors	Actual/ Target x weight (but not exceed assigned weight)	1	5%	LBP Insurance Brokerage, Inc. (LIBI)

GCG PERFORMANCE AGREEMENT CONTRACT	

COMPONENT								REMARKS
			Weight	Formula	Rating Scale	Full Year 2015 Target	Accomplishment as of December 31, 2015	
INTERNAL PROCESS	**SO 1**	Reliable database of LANDBANK-assisted cooperatives				Interim Target under SM 1	Interim Target under SM 1	
	SO 2	Compliance with good governance conditions & practices						
	SM 7	The establishment of QMS	10%	Absolute number	5% per key process, 2 processe a year	Manualization of half of all processes	10%	Manuals submitted are the ff: (1) CBU Guidelines; and (2) Accounting Manual approved by BOT in CY 2015.
	SM 8	Acceptable Audit Rating	5%	Absolute adjective rating	The proposed rating scale of LCDFI is 5% for acceptable rating and 0% for unsatisfactory	Acceptable	5%	2015 HOSTAD Rating is Acceptable (issued June 23, 2015)
	SO 3	Strategic partnerships in delivery of LCDFI programs						
	SM 9	No. of partnerhip (ex. CDA, DAR, DA, training institutions)	5%	Actual no. of partnerships	Actual/ Target x weight (but not exceed assigned weight)	1	5%	MOA with DA-III for the Likas Saka Program finalized and executed on Dec 2015.
	SO 4	Increased pool of quality resource speakers						
	SM 10	No. of resource speakers	5%	Total number of LCDFI-accredited resource speakers in the pool	Actual/ Target x weight (but not exceed assigned weight)	15	5%	29 resource speakers
LEARNING AND GROWTH	**SO 1**	To attract, train, development and adequately compensate talent						
	SM 11	Average competency of the organization	5%			develop a competency framework	0	
	SO 2	To reorganize/realign structure to address emerging needs						
	SM 12	Implementation status of realigned structure by 2015	10%	Percentage of completion of organizational restructuring	10% for full implementation; 5% for partial implementation; 0% for not implemented	Realigned structure fully implemented	10%	Realignment approved by BOT last Dec 2014. Special Order implementing realignment issued last Jan 2015.
	Total Weight		**100%**				**94%**	

NOTE: *As reported and noted by the LCDFI Board of Trustees during its meeting held on 27 January 2016.*

Prepared by:

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