

SAMPLE CEO Evaluation Draft

This questionnaire is designed to evaluate the performance of Camp Director as it pertains to meeting the board approved annual goals and objectives. Respond to each statement by using the following scale and indicating the numeric score that most closely aligns with your evaluation of his performance on that item.

1	2	3	4	5
Strongly Disagree	Disagree	Undecided	Agree	Strongly Agree

Vision/Mission

1. The CEO has developed a clear vision and mission for the ministry.

Score: \_\_\_\_\_

Comments: \_\_\_\_\_  
\_\_\_\_\_

2. The CEO effectively communicates the vision of the ministry to its various constituencies, including the camp Board.

Score: \_\_\_\_\_

Comments: \_\_\_\_\_  
\_\_\_\_\_

Fiscal Management/Operations

3. The CEO has successfully overseen a prudent approach to the ministry's finances that ensures both the short and long-term viability of the camp this past year.

Score: \_\_\_\_\_

Comments: \_\_\_\_\_  
\_\_\_\_\_

4. The CEO has overseen a successful operational budget-building process this past year.

Score: \_\_\_\_\_

Comments: \_\_\_\_\_  
\_\_\_\_\_

5. Working with the staff, the CEO has successfully met the ministry's operational goals within the context of board expectations and the strategic plan.

Score: \_\_\_\_\_

Comments: \_\_\_\_\_

\_\_\_\_\_

#### Program Development

6. The CEO has successfully managed the number, content, and quality of new and existing programs offered by the ministry.

Score: \_\_\_\_\_

Comments: \_\_\_\_\_

\_\_\_\_\_

#### Development/Fundraising

7. The CEO's efforts in fundraising are meeting board expectations and goals as outlined in the strategic plan.

Score: \_\_\_\_\_

Comments: \_\_\_\_\_

\_\_\_\_\_

#### Planning/Capital Projects

8. The CEO has taken leadership in developing a strategic short and long-range plan for the ministry.

Score: \_\_\_\_\_

Comments: \_\_\_\_\_

\_\_\_\_\_

9. The CEO is knowledgeable regarding regional and county regulations regarding current and future capital projects outlined in the ministry's strategic plan.

Score: \_\_\_\_\_

Comments: \_\_\_\_\_

\_\_\_\_\_

10. The CEO has demonstrated successful fiscal management regarding the implementation of capital projects within the strategic plan.

Score: \_\_\_\_\_

Comments: \_\_\_\_\_

\_\_\_\_\_

#### Personal Spiritual Formation

11. The CEO invests in his own spiritual disciplines and self-care to sustain the role as spiritual leader/mentor for the ministry.

Score: \_\_\_\_\_

Comments: \_\_\_\_\_

\_\_\_\_\_

12. The CEO successfully balances work responsibilities with commitment to his/her family.

Score: \_\_\_\_\_

Comments: \_\_\_\_\_

\_\_\_\_\_