



VISION: By 2028, LCDFI will continue to be the primary partner of LANDBANK in the delivery of innovative capacity-building services to strengthen organizations of small farmers and fishers and assist them in their development.

MISSION:

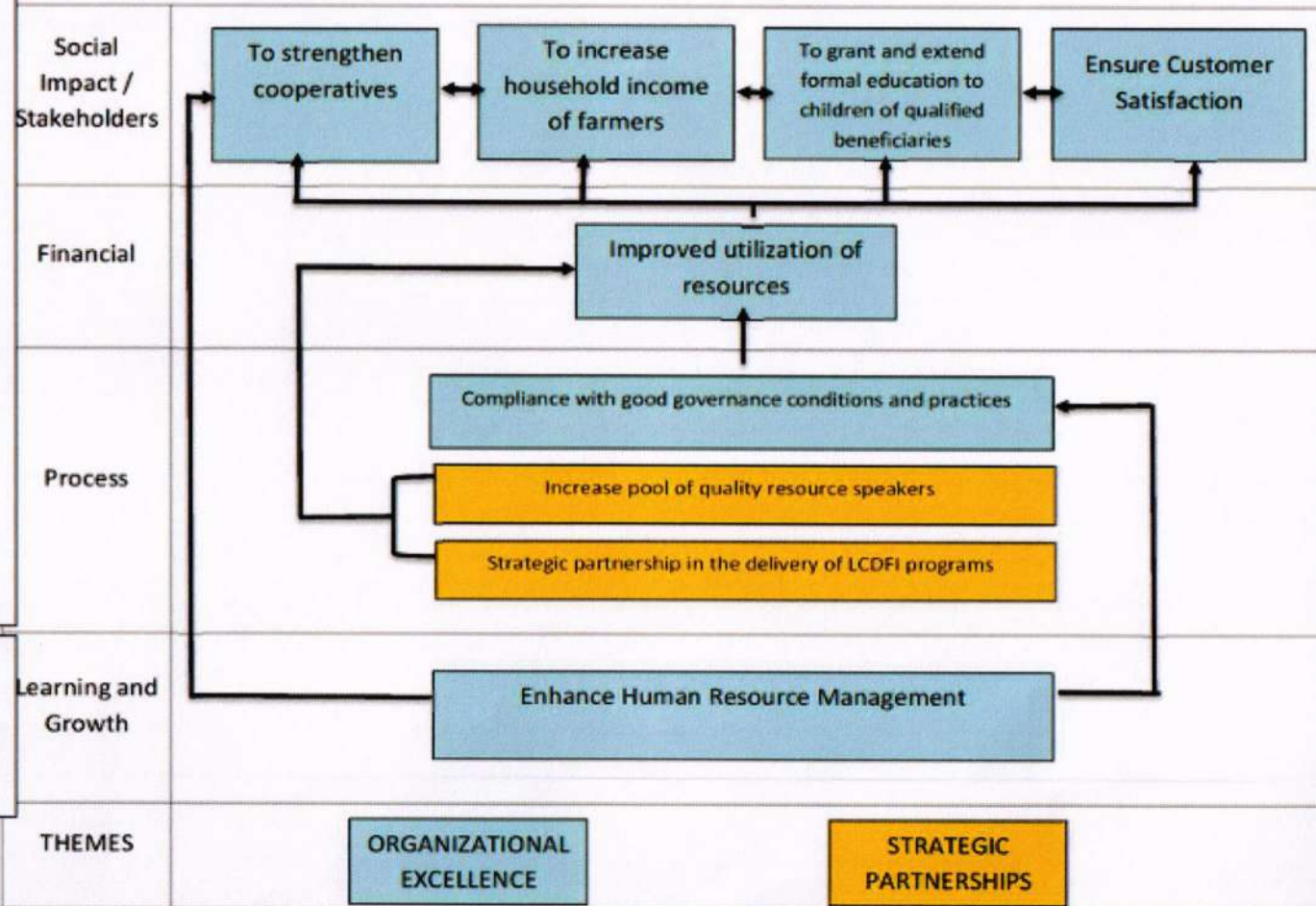
To our Beneficiaries: We will deliver responsive capacity-building services to our beneficiaries while promoting sustainable development.

To our Donors: We will deliver quality program services through effective and efficient use of resources.

To our Employees: We will develop and nurture talents that will exemplify the highest standard of ethics and excellence.

CORE VALUES:

- Social Responsibility
- Trust
- Excellence
- Professionalism



Conrado H. Redilla

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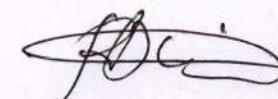
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LANDBANK
COUNTRYSIDE DEVELOPMENT FOUNDATION, INC. (LCDFI)

Component					Baseline		Target	
Objective/Measure	Formula	Weight	Rating System	2021	2022	2023	2024	
SO 1	To Strengthen Cooperatives							
SM 1	Cooperatives Weaknesses Addressed							
	a. Cooperatives with Improved CORE Rating	Actual Accomplishment	5%	(Actual/Target) x Weight	N/A	N/A	One (1) Cooperative with Improved CORE Rating (Cooperatives rated as Poor or Fair using the CORE Instrument)	Two (2) Cooperatives with Improved CORE Rating from Poor or Fair
	b. Number of Cooperative Operations Review and Evaluation (COREs) conducted on LCDFI-Trained Borrowing Cooperatives (TBCs)	Actual Accomplishment	10%	(Actual/Target) x Weight	Conduct of LCDFIs CORE to eight (8) Cooperatives (Maturity Level C & D)	Four (4) Cooperatives (Maturity Level C & D)	Conduct of LCDFIs CORE to eight (8) Cooperatives (Maturity Level C & D)	Twelve (12) cooperatives with Maturity Level C & D
SM 2	Number of Trainings conducted for LBP Borrowing Cooperatives (LBC-BCs)	Actual number of training batches conducted for LBP-BCs	15%	(Actual/Target) x Weight	N/A	46 batches	64 batches	80 batches

SOCIAL IMPACT/STAKEHOLDERS

Amuelo H. Padilla



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Component					Baseline		Target	
Objective/Measure	Formula	Weight	Rating System	2021	2022	2023	2024	
SO 2	To Increase Household Income of Farmers							
SM 3	Number of farmers-group assisted under Financial Literacy Program (FLP)	Actual number of individual farmers trained	10%	(Actual/Target) x Weight	76,045 FLP training participants	111,851 FLP training participants	77,000 training participants	90,000 training participants
		Actual number of farmers-group assisted	5%	(Actual/Target) x Weight	N/A	4 farmers-group	23 farmers-group	60 farmers group
SO 3	To grant and extend formal education to children of qualified beneficiaries							
SM 4	Number of scholars onboarded for the ISKOlar ng Landbank Program	Actual number of scholars onboarded	15%	(Actual/Target) x Weight	N/A	N/A	60 scholars	60 new scholars
SO 4	Ensure Customer Satisfaction							
SM 5	Percentage of Satisfied Customers	Number of respondents who rated at least satisfactory over Total number of survey respondents	5%	(Actual/Target) x Weight If less than 80% =0	0%	0%	90%	90%
	Sub-total		65%					

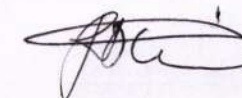
Conrado S. Radilla



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Component					Baseline		Target		
	Objective/Measure	Formula	Weight	Rating System	2021	2022	2023	2024	
FINANCIAL	SO 5	Improved utilization of resources							
	SM 6	Budget Utilization Report (BUR)	Total amount of disbursements over Total budget for the year (both net of PS cost and DME)	5%	(Actual/Target) x Weight	0%	72.69%	90%	90%
		Sub-total		5%					
INTERNAL PROCESS	SO 6	Compliance with good governance conditions & practices							
	SM 7	Compliance to Quality Standards	Actual Accomplishment	10%	All or Nothing	ISO 9001:2015 Re-certification	Passed Surveillance Audit for ISO 9001:2025 Certification	Surveillance Audit Passed	ISO 9001:2015 Re-certification
	SO 7	Strategic partnerships in delivery of LCDFI programs							
	SM 8	Number of partnerships	Actual number of partnerships	10%	(Actual/Target) x Weight	1 new partner	7 new partners	9 new partners	13 new partners

Concepcion H. Padilla





Component					Baseline		Target	
Objective/Measure	Formula	Weight	Rating System	2021	2022	2023	2024	
SO 8	Increase pool of quality resource speakers							
SM 9	Number of resource speakers with Satisfactory Rating	Total number of resource speakers with average satisfactory rating for trainings conducted/ over Total number of speakers with trainings conducted within a year	5%	(Actual/Target) x Weight	100% of RS with Satisfactory Rating	100% of RS with Satisfactory Rating	100% of RS with Satisfactory Rating	100% of RS with Satisfactory Rating
	Sub-total		25%					
SO 9	Enhance Human Resource Management							
SM 10	Percentage of employees with Required Competencies Met	Incumbents meeting required competencies / Filled plantilla	5%	All or Nothing	Improvement in the Competency Baseline of the Organization	Improvement in the Competency Baseline of the Organization 2022: 208.83%; 2021: 197.32%	Improvement in the Competency Baseline of the Organization	Establishment of Baseline
	Sub-total		5%					
	TOTAL		100%					

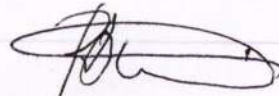
LEARNING & GROWTH

For GCG:


ATTY. MARIUS P. CORPUS
 Chairperson

For LCDFI:


HON. CONSUELO N. PADILLA
 Chairperson


HON. ROY C. OSCILLADA
 OIC/Executive Director