

**BANK COUNTRYSIDE DEVELOPMENT FOUNDATION, INC. (LCDFI)**  
**Performance Scorecard**

Component		Agreed			LCDFI Submission		GCG Validation		Supporting Documents	Remarks
Objective/Measure	Rating Scale	Target	Weight	Actual	Rating	Actual	Rating			
<b>SO 1</b>	<b>To Strengthen Landbank Assisted Cooperatives</b>									
SM 1	Percentage of COOP Weakness Addressed	Actual/ Target x 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	15%	Database completed in July 2015	14%	Database completed in July 2015	14%	LCDFI Productivity Tool User Acceptance Testing Certification	<p>System Description:</p> <p>1.) The LCDFI Productivity Tool is the proper recording of all training participants of the LCDFI Capacity Building Program.</p> <p>2.) This Tool was developed by the LANDBANK Systems Implementation Department (SID).</p> <p>3.) A Database Officer-In-Charge (IOC) shall be designated to handle database management. LCDFI may have additional personnel to assist in the population of database and/or designated alternate.</p> <p>4.) Capacity Building Unit (CBU) staff shall forward pertinent training documentation to the database OIC and/or</p>

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									<p>designated alternate to populate database.</p> <p>5.) Reports may only be generated and released by database OIC with written approval from the Deputy Executive Director/Executive Director. In the absence of the database OIC, an alternate may be authorized by the DED/ED.</p> <p>The sign-off form certifies that, as of July 31, 2015, the LCDFI Productivity Tool has been accepted and recommended for implementation.</p>	
SM 2	Percentage of Conducted Trainings Committed to Landbank	Actual/ Target x Weight	100% (77/77)	15%	Conducted 79 out of 79 training programs requested by Landbank for CY 2015	15%	100% (79/79)	15%	- List of Landbank Borrowing Cooperatives Training Implementation Report From January - December 2015	Acceptable

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									- Summary of Trainings Conducted as of December 31, 2015 (with the title of module, date, venue, resource speaker, name of enrolled cooperatives, participants per coop and whether or not there is an action plan)	
<b>SO 2</b>	<b>To Increase Household Income of Farmers</b>									
SM 3	Number of Farmers Assisted under the Natural Farming Technology	Actual/ Target x Weight	50	10%	96	10%	96	10%	List of Farmer Beneficiaries of Bangon Mini-farms Program as of December 31, 2015	The Bangon Mini-Farms Program is composed of the following clusters: 1) Kananga; 2) Tabango; 3) Capoocan; 4) Carigara; 5) Tacloban; 6) Palo; 7) Ormoc; and 8) Jaro.
	<b>Sub-total</b>			<b>40%</b>		<b>39%</b>		<b>39%</b>		

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<b>SO 3</b>	<b>Improved Utilization of Resources</b>									
SM 4	Budget Utilization Efficiency	Every percentage below 90% to be reduced by 1%	≥ 90% usage	10%	106%	10%	105.79%	10%	2015 COA Audited Financial Statements	Donation - ₱16,525,890 Program Fund Expenses - ₱12,859,073 General & Administrative Expenses - ₱4,622,855 Total Program Fund Expenses and General & Administrative Expenses - ₱17,481,928
SM 5	Administrative Expenses	Actual/ Target x Weight	Not more than 30%	5%	25% of Landbank donated funds for CY 2015	5%	26.32%	5%	2015 COA Audited Financial Statements	General and Administrative Expense - ₱4,622,855 Total Expenses - ₱17,565,728
<b>SO 4</b>	<b>Expanded Donor Base</b>									
SM 6	Number of New Donors	Actual/ Target x Weight	1	5%	1	5%	1	5%	2015 COA Audited Financial Statements  Deed of Donation and Acceptance	Total donations in 2015 amounted to ₱16,525,890. The LBP Insurance Brokerage, Inc. (LIBI) is the additional donor for year 2015 with a donation amounting to ₱492,759 per COA Audited Financial Statements. In the Deed

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										of Donation and Acceptance however, the donation amounted to P2Million. COA report is based on activity-related expenses charged to the donation. LIBI agreed to credit the remaining P1.51M to the LCDFI Program Development Fund.
	<b>Sub-total</b>			<b>20%</b>		<b>20%</b>		<b>20%</b>		
<b>SO 5</b>	<b>Compliance with Good Governance Conditions &amp; Practices</b>									
SM 7	The establishment of QMS	5% per key process, 2 processes a year	Manualization of Capacity Building Unit (CBU) and Accounting Guidelines	10%	(1) Capacity Building Unit (CBU) Guidelines (2) Accounting Manual  Both approved by BOT in CY 2015.	10%	(1) Capacity Building Unit (CBU) Guidelines (2) Accounting Manual	10%	-Implementing Guidelines on the Capacity Building Program for Landbank Borrowing Cooperatives (BCs) - Manual of Accounting Unit - LCDFI Board Resolution No. 15-045 dated October 7, 2015	Acceptable. Both manuals are uploaded on the website.

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SM 8	Acceptable Audit Rating	The proposed rating scale of LCDFI is 5% for acceptable rating and 0% for unsatisfactory	Acceptable	5%	Acceptable	5%	Acceptable	5%	Memorandum on the Operations Audit of LCDFI as of April 15, 2015	<p>The audit engagement was conducted to render an overall assessment of the effectiveness of internal control and risk management processes in providing reasonable assurance that the LCDFI's operating objectives are achieved. A risk-based audit of LCDFI was conducted from March 9 to April 15, 2015. The audit was conducted in conformance with the International Standards for the Professional Practice of Internal Auditing. The unit was last audited in April 2014 and was rated "Unsatisfactory".</p> <p>This is done by the LANDBANK Head Office Systems and Technology Audit Department (HOSTAD), the audit team appointed by the LCDFI Board of Trustees to serve as internal auditor of LCDFI. The memo is</p>

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										internal to LANDBANK with a copy provided to LCDFI for reporting to the LCDFI Board.
<b>SO 6</b>	<b>Strategic Partnerships in Delivery of LCDFI Programs</b>									
SM 9	No. of Partnerships (ex. CDA, DAR, DA, training institutions)	Actual/ Target x Weight	1	5%	1	5%	1	5%	Certification of Partnership issued by the Department of Agriculture (DA)	LCDFI through its Likas Saka Program has entered into a partnership with the Department of Agriculture - Regional Field Unit III, City of San Fernando, Pampanga since December 2015.
<b>SO 7</b>	<b>Increased Pool of Quality Resource Speakers</b>									
SM 10	No. of Resource Speakers	Actual/ Target x Weight	15	5%	29	5%	29	5%	List of Accredited Resource Speakers as of December 31, 2015	Acceptable. The 29 accredited resource speakers come from different provinces.
	<b>Sub-total</b>			<b>25%</b>		<b>25%</b>		<b>25%</b>		

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<b>SO 8</b>	<b>To Attract, Train, Develop and Adequately Compensate Talent</b>									
SM 11	Average Competency of the Organization	Actual/ Target x Weight	Develop a Competency Framework	5%	None	0%	None	0%	None	LCDFI has not yet started procuring consultant for the competency framework
<b>SO 9</b>	<b>To Reorganize/Realign Structure to Address Emerging Needs</b>									
SM 12	Implementation Status of Realigned Structure by 2015	10% for full implementation ; 5% for partial implementation ; 0% for not implemented	Realigned Structure - Fully Implemented	10%	Realignment approved by BOT -Dec 2014 Special Order Implementing Realignment was issued last Jan 2015	10%	Realigned Structure - Fully Implemented	10%	LCDFI Special Order 001 Series of 2015	Realignment approved by BOT last December 2014. Special Order implementing realignment issued last January 2015.
	<b>Sub-total</b>			<b>15%</b>		<b>10%</b>		<b>10%</b>		
	<b>TOTAL</b>			<b>100%</b>		<b>94%</b>		<b>94%</b>		