









39. Successfully recruits and retains a diversity of employees to reflect the communities and constituencies served by the organization.
- Strong need for training  Moderate need for training  No need for any further training
40. Manages utilization of resources to ensure that they are in line with the organization's mission and goals.
- Strong need for training  Moderate need for training  No need for any further training
41. Ensures that expenditures are allowable and appropriate and that allocated funds are available throughout the fiscal year.
- Strong need for training  Moderate need for training  No need for any further training
42. Monitors revenue and expenditures at regular intervals to ensure that budget assumptions are consistent with anticipated income and expenses.
- Strong need for training  Moderate need for training  No need for any further training
43. Oversees equitable allocation of funds based on such indicators as surveys/audits, outcomes, and historical precedent.
- Strong need for training  Moderate need for training  No need for any further training
44. Monitors expenditures to ensure that operating units have sufficient resources to offer quality services, using dashboards and other visual tools to link expenditures to outcomes.
- Strong need for training  Moderate need for training  No need for any further training
45. Prepares and manages organizational budgets in a manner that maximizes utilization of available funds for client service and complies with requirements of funders (when applicable).
- Strong need for training  Moderate need for training  No need for any further training
46. Develops and implements a system of internal controls that adequately safeguards the resources of the organization.
- Strong need for training  Moderate need for training  No need for any further training
47. Demonstrates effective actions to protect the organization and its employees from liability by both managing and ensuring risks incurred within the scope of discharging established responsibilities.
- Strong need for training  Moderate need for training  No need for any further training



57. Protects the agency from undue risk by ensuring that appropriate policies and procedures exist in all areas of operation.

Strong need for training

Moderate need for training

No need for any further training

58. Establishes systems for monitoring all areas of the organization where there may be potential risk (e.g., client services, record keeping, accounting, purchasing).

Strong need for training

Moderate need for training

No need for any further training

59. Ensures adherence to all laws, regulations, contracts, and legal agreements

Strong need for training

Moderate need for training

No need for any further training

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Executive Director Printed Name

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Executive Director Signature/Date