



**FACA**

*Florida Association for Community Action (FACA), Inc.*

**Faith Pullen  
Executive Director  
Performance Evaluation Results**

**Summary of Results for Core Values/Competencies**

Exceeds	Meets	Approaching	Deficient
137	75	8	0
62%	34%	4%	0%

**Summary of Results Performance Expectations Outlined in Contract**

Exceeds	Meets	Approaching	Deficient
26	41	11	0
33%	53%	14%	0%

**Summary of Results Both Core Values and Performance Expectations**

Exceeds	Meets	Approaching	Deficient
163	116	19	0
55%	39%	6%	0%

**Results for Overall Job Performance**

Exceeds	Meets	Approaching	Deficient
7	5	1	0
54%	38%	8%	0%

**Top 5 Performance Areas**

- Maintain a good working relationship with FACA Board
- Positive Culture
- Commitment
- Accountability
- Integrity

## Opportunities for Improvement

- Utilize social media to provide regular updates and accomplishments
- Increase FACA Conference Registration (5% deficient in meeting performance goal)
- Utilize a team approach by collaborating with board members and board committees to accomplish goals and achieve results
- Enhance budgeting and fiscal management skills

## Recommendations for Compensation

Bonus 8.2% - \$7,000.00

No increase in base pay due to budget uncertainty and length of time in position

## Executive Director Remarks

I appreciate the Performance Evaluation tool and feedback shared by the Board. When I began my tenure on October 9, 2017, I knowingly took on a position that would require focus and assertive business acumen in order to ensure the Association's sustainability and secure a path to future growth. With that as my focus, I successfully implemented a plan for 40% reduction in occupancy and accounting costs, achieved a 20% increase in conference registration revenue which while slightly short of the goal, is commendable considering the short timeframe for conference planning and lack of staff. Additionally, I worked with DEO and the FACA Board Chair to attain \$50,000 in funding from DEO for the 2018 Annual Conference. I feel that my performance during the evaluation period has overall exceeded expectations.

The Association is in desperate need of competent high level staff such as project coordinator/program manager in order to achieve the goals set forth in the strategic plan and execute the expected deliverables in the upcoming funding agreement between FACA and DEO. I have been able to achieve what I consider to be tremendous accomplishments for the Association and I will continue to give my all to move FACA forward and plan to hire effective staff immediately upon availability of funding.

While it was my hope and request that the Board award the full merit increase allowable and a base salary increase due to the unexpected volume of work beyond what was known by myself and the Board when I began, I would like to thank you all for the recommendation of a merit increase of 8.2%.

I look forward to working with you all for another fantastic year!

Faith Pullen  
Printed Name

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Signature

\_\_\_\_\_  
Date

Berneitha McNair  
Board Chair

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Signature

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Date