

Request for Action
By
Board of Commissioners

Approval of Executive Director's FY 2026 Performance Goals

A. SUMMARY OF REQUEST

This Request for Action is for adoption of the Executive Director's performance goals for the fiscal year 2026.

B. DISCUSSION

Pursuant to the Executive Director's July 2, 2025, employment agreement, the Board will evaluate the Executive Director's job performance annually on the basis of her promotion of RIHousing's public mission under its enabling legislation and achievement of specific goals and metrics set by the Board. The Executive Director and the Management Committee have mutually developed eight performance goals for the current fiscal year as set forth in Attachment B. Broadly, the goals address optimizing collaboration with the Executive Office of Housing, program improvement, targeted review of internal organization, and investment efficiency.

C. RECOMMENDATION

The attached resolution adopting FY 2026 performance goals for the Executive Director is recommended for adoption.

D. ATTACHMENTS

- A. Resolution of the Board of Commissioners of RIHousing
- B. Executive Director's FY 2026 Performance Goals

Attachment A

Resolution of the Board of Commissioners of Rhode Island Housing and Mortgage Finance Corporation

Whereas: the Executive Director's July 2, 2025 employment agreement provides for the evaluation of the Executive Director's job performance annually on the basis of her promotion of RIHousing's public mission under its enabling legislation and achievement of specific goals and metrics set by the Board, *inter alia*, and

Whereas: in furtherance of such provision, the Executive Director and Management Committee have identified the goals set forth in Attachment B as reasonably related to and illustrative of the Executive Director's role for the current fiscal year;

NOW, THEREFORE, IT IS HEREBY:

Resolved: the performance goals set forth at Attachment B are hereby adopted for purposes of the fiscal year 2026 performance evaluation of the Executive Director by the Board; and

Resolved: the Board may request that the Executive Director provide any information and documentation that may enable the Board to conduct such evaluation of her job performance; and

Resolved: that the Chair of the Board is hereby authorized and directed to take any and all actions she deems necessary and appropriate to carry out the foregoing resolutions.