



**SOCIAL HOUSING FINANCE CORPORATION**  
 5<sup>th</sup> Floor BDO Plaza 8737 Paseo de Roxas, Makati City  
 Telephone No. 7506338-50 Loc. 600

**BOARD RESOLUTION NO. 453, SERIES OF 2015  
 APPROVAL OF THE 2015  
 SHFC-GCG PERFORMANCE AGREEMENT**

WHEREAS, the GCG issued Memorandum Circular 2013-02 dated 29 April 2013 in re: Performance Evaluation System for the GOCC Sector to provide the framework for setting organizational targets of GOCC as a basis for: a) determining the grant of Performance-Based Incentives; b) determining, as one of the component criteria, whether Appointive Directors are eligible for re-appointment; and c) ascertain whether such GOCC should be reorganized, merged, streamlined, abolished or privatized;

WHEREAS, in compliance thereto, the GCG and SHFC conducted a Performance Agreement Negotiation on 01 October 2014 to discuss SHFC's 2015 Performance Targets;

WHEREAS, a Performance Agreement was reached between GCG and SHFC which embodies all targets agreed upon by the parties, including SHFC's counterproposals, except for the weights for Strategic Measure 9 (SM9) and Strategic Measure 10 (SM10) which carries GCG's initial proposal of 5% each instead of SHFC's counterproposal of 3% for SM9 and 7% for SM10, to wit:

	COMPONENT	WEIGHT	RATING SYSTEM	2015 TARGET	
SOCIAL IMPACT	SO 1	Improve the Quality of Life of the Informal Settler Families and Low Income Filipinos through the Provision of Housing Finance			
	SM 1	Utilization of housing subsidies for CMP, HDH and AKPF	10%	Actual/Target% weight (but not to exceed assigned weight)	100%
	Sub-total		10%		
STRATEGIC MEASURES	SO 2	Increase the Number of Empowered Communities			
	SM 2	Number of families assisted through CMP, CISFA and HDH	10%	Actual/Target% weight (but not to exceed assigned weight)	24,254 (CMP-10,500; HDH-7,754)
	SO 3	Expand Collaborative Arrangements			
	SM 3	Number of partnerships developed and institutions capacitated	5%	Actual/Target% weight (but not to exceed assigned weight)	85
	SO 4	Create Widespread Acceptability for FAIR Shelter Solutions			
	SM 4	Number of families of legally organized associations assisted through project development process	5%	Actual/Target% weight (but not to exceed assigned weight)	24,000
	SM 5	Client Satisfaction Survey	3%	All or nothing	Satisfactory
Sub-total		25%			
FINANCIAL	SO 5	Enhance Financial Capacity			
	SM 6	Collection Efficiency Rate	10%	Actual/Target% weight (but not to exceed assigned weight)	85%
	SM 7	EBITDA Margin	10%	Actual/Target% weight (but not to exceed assigned weight)	35%
	SO 5-A	Design Non-Traditional Financing Schemes			
SM 8	Conceptual Framework/Schemes for accessing non-traditional funds	5%	All or nothing	Guidelines crafted/ incentives identified for the developers' participation in the CMP as a mode of compliance to the 30% balanced housing	

	COMPONENT	WEIGHT	RATING SYSTEM	2015 TARGET
INTERNAL PROCESS	<b>SO 5-B Develop Other Long Term Funding Sources</b>			
	SM 9 Issuance of CMP Asset Backed Securities	5%	All or nothing	Issuance of CMP ABS
	<i>Sub-total</i>	<b>30%</b>		
	<b>SO 6 Create Non Mortgage-Based Products</b>			
	SM 10 Number of projects with usufruct arrangements	5%	Actual/Target (weight (but not to exceed assigned weight))	3 SHFC projects with usufruct arrangements financed
	<b>SO 6-A Design, Develop and Deliver FAIR Shelter Solutions</b>			
	SM 11 Develop new framework for financing schemes	5%	All or nothing	Wholesale lending conceptual framework developed and approved by the Board
	<b>SO 6-B Integrate and Upgrade Support Systems</b>			
	SM 12 Automation of system processes through ISSP	5%	All or nothing	80% of 2 modules (Loan Management System and Financial Management Information System modules) out of 4 modules for ISSP developed
	SM 13 Average number of days to process loan applications for CMP and HON	5%	$\frac{11 - [\text{Actual} - \text{Target}] \times \text{Weight}}{\text{Target}}$ (but not to exceed assigned weight)	120 working days
<i>Sub-total</i>	<b>20%</b>			
LEARNING AND GROWTH	<b>SO 7 Develop a Responsive Organization</b>			
	SM 14 ISO Certification for SHFC front-line services	5%	All or nothing	Completed Documenting the QMS
	SM 15 Number of regional hubs established	5%	All or nothing	Four (4) regional hubs established based on RP
	<b>SO 8 Elevate Personnel Competency</b>			
	SM 16 Comprehensive Performance Management System (PMS) established and implemented	5%	All or nothing	Performance Improvement Plan (PIP) in the context of PMS developed and competency mapping and skills assessment project completed
<i>Sub-total</i>	<b>15%</b>			
	<b>Grand Total</b>	<b>100%</b>		

WHEREAS, the Governance Committee in its Committee Report 2015-04 hereby endorses for Board Approval the hereinbefore presented Performance Agreement for 2015 between SHFC and GCG;

WHEREAS, after thorough review and deliberation of Management's presentation, the Board finds the instant subject matter to be in order and impressed with merit;

NOW THEREFORE, be it resolved as it is hereby resolved, that the Board approves as it has hereby approved, the SHFC-GCG 2015 Performance Agreement

**APPROVED** by the Board in its 104<sup>th</sup> Board Meeting held on 29 June 2015 at the SHFC 5<sup>th</sup> Floor Board Room, Paseo de Roxas, Makati City.

(Vacant)  
Chairman, HUDCC  
Chairperson

  
**MS. MA ANA R. OLIVEROS**  
President, SHFC  
Vice Chairperson

  
**DR. FELIXBERTO U. BUSTOS, JR.**  
President, NHMFC  
Member

*(Vacant)*  
DOF Representative  
Member

  
**AUGUSTO C. LOPEZ-DEE**  
BSP Representative  
Member

*(Vacant)*  
DILG Representative  
Member

*(Absent)*  
**USEC. LUZ M. CANTOR**  
DBM Representative  
Member

  
**ATTY. RODOLFO MA. A. PONFERRADA**  
Private Sector Representative  
Member

  
**JOVITO C. LABAJO**  
Private Sector Representative  
Member

  
**DAMASO C. VERTIDO**  
Private Sector Representative  
Member

*(Vacant)*  
Private Sector Representative  
Member

Attested by:

  
**ATTY. JOSE D. MELGAREJO**  
Board Secretary