

2025 CEO Evaluation

Responses: 10

Likert Scale Definitions

Consistently Exceeds Expectations - CEO consistently surpasses the established goals and performance standards. They demonstrate exceptional leadership, innovation, and strategic vision, significantly advancing the organization's mission. Their actions result in substantial positive impacts in this area setting new standards for excellence.

Consistently Meets Expectations - The CEO reliably meets all established goals and performance standards. They effectively manage the organization's operations and maintain steady progress towards its mission. Their performance is solid and dependable, ensuring this area functions smoothly and continues to be effective.

Does Not Consistently Meet Expectations - CEO occasionally falls short of meeting the established goals and performance standards. There are inconsistencies in their leadership and management, which may hinder the organization's progress. Improvement is needed in this area to ensure results can fully be achieved and effective.

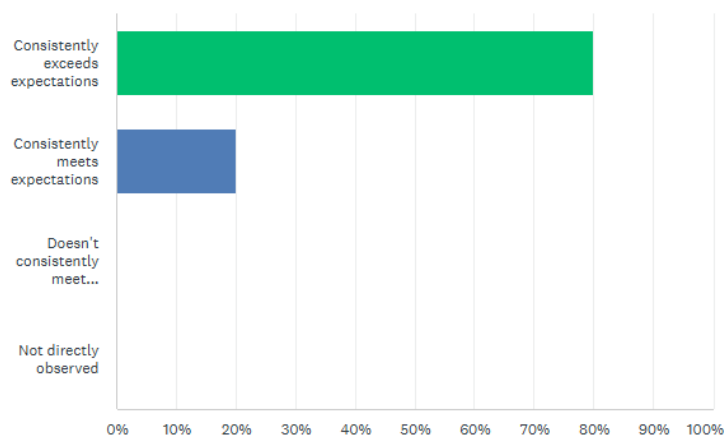
Not Directly Observed - CEO's performance in this area has not been directly observed or assessed. There is insufficient information or opportunity to evaluate the CEO's actions and impact in this specific area.

Governance

In your opinion, the CEO:

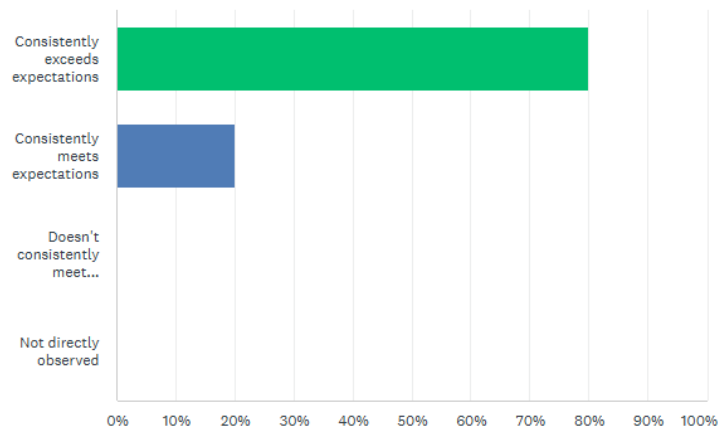
Effectively supported the meetings of the Board

Answered: 10 Skipped: 0



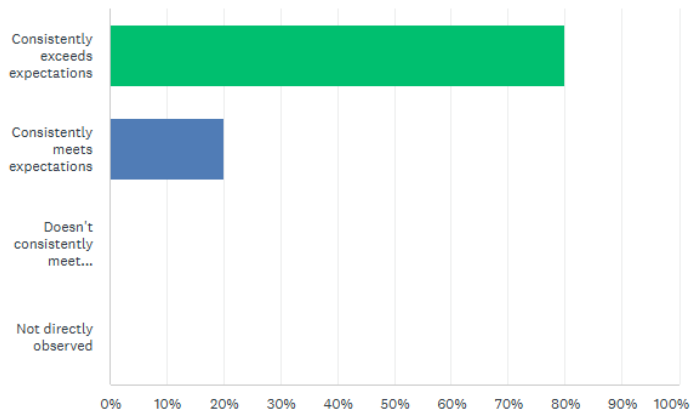
Effectively supported the meetings of the Board Committees

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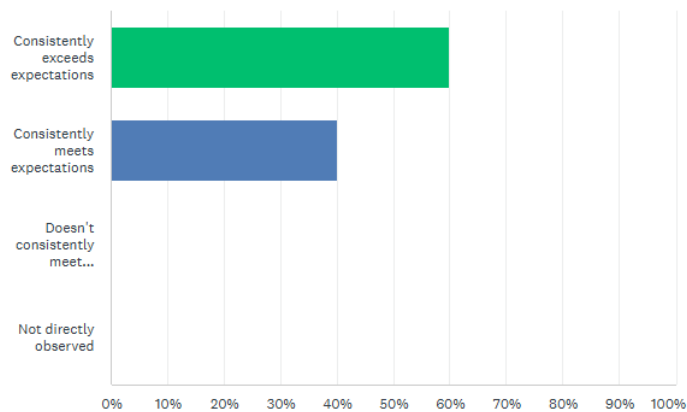
Kept the Board informed of critical operating concerns

Answered: 10 Skipped: 0



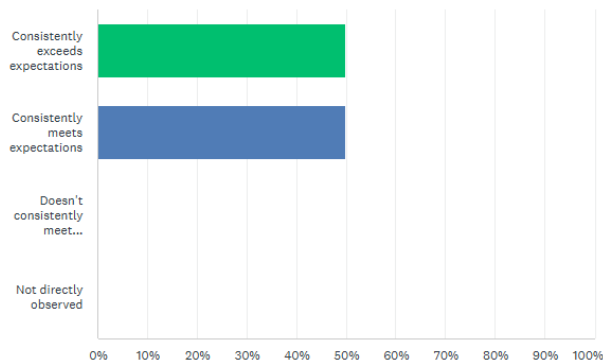
Kept the Board informed of new opportunities for the organization

Answered: 10 Skipped: 0



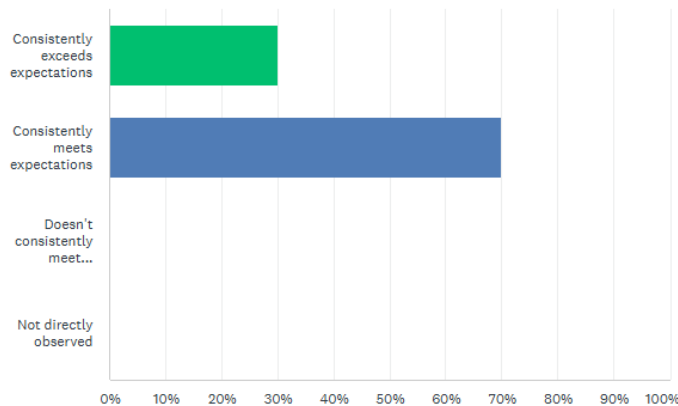
Provided the board with appropriate information on the performance of the agency in the area of justice.

Answered: 10 Skipped: 0



Brings to the Boards attention the bi-annual policy review process and informs the Board of policies that may need to be addressed.

Answered: 10 Skipped: 0



Comments

- ☐ Our CEO is really good and keeping the board informed and engaging the board as required.
2025-05-22 09:01 a.m.
- ☐ DeAnn goes above and beyond, keeping the board well-informed and consistently prepared for meetings.
2025-05-15 01:27 p.m.
- ☐ DeAnn navigated the governance pieces of enCompass this past year without having the support of an Executive Assistant which can make it difficult to be consistent, but from a Board perspective she managed this well and pulled together meetings and materials that were more than just consistent. Due to some of the governance pieces she was managing without assistance would have limited her ability to go above and beyond with others such as policy reviews. In addition, due to some of the challenges enCompass was managing the conversations were more situational versus about the overall performance of the Agency in the justice sector.
2025-05-13 08:13 p.m.

☐ Appreciate the insights DeAnn has brought re: the challenges of Transition Place and options for the Board to consider. She has objective and purposeful in her approach.

2025-05-13 02:58 p.m.

☐ I feel that DeAnn works proactively and cooperatively with the Board. It is obvious that when he debates whether something needs to be brought to the Board's attention, she errs on the side of over-disclosing, which is much appreciated.

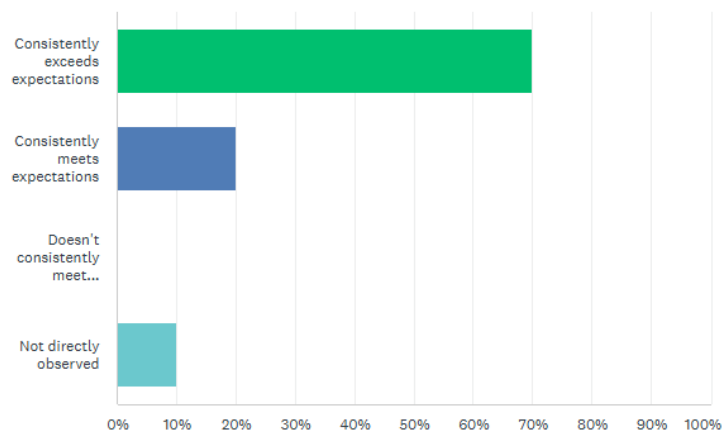
2025-05-03 08:36 a.m.

☐ The CEO has demonstrated a strong commitment to effective governance. This is evident in the renewal of the policy manual, enhancements to board committee structures, implementation of a risk management framework aligned with the strategic direction, and improvements in the board recruitment process. The CEO has effectively kept the Board informed of both operational risks and emerging opportunities, contributing to informed decision-making. Board support and engagement have clearly been priorities throughout the year.

2025-05-02 10:49 a.m.

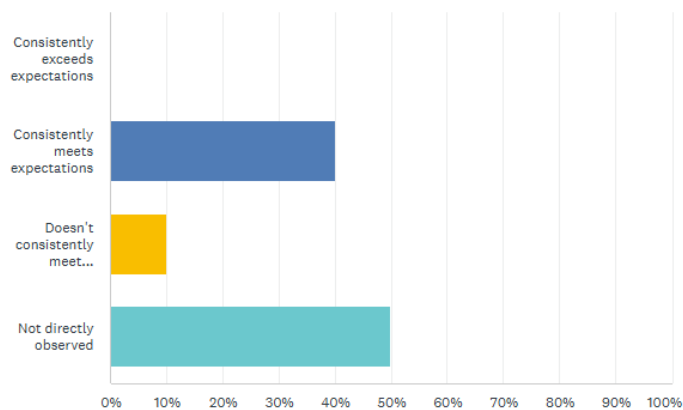
Was effective in structuring the organization to attain its goals and objectives

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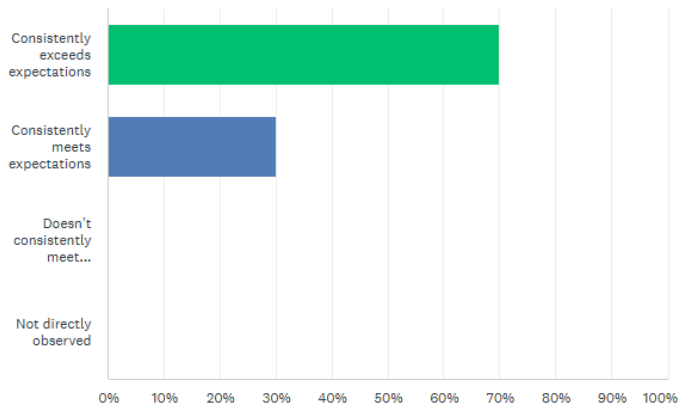
Retains and/or has a succession plan for qualified senior staff positions

Answered: 10 Skipped: 0



Works with and manages staff to achieve the vision and mission of the organization.

Answered: 10 Skipped: 0



Comments

☐ I am not really aware of CEO's specific efforts with her team to achieve the vision and mission so this one is hard to comment on. Having said that the CEO's results and the organizations results have been outstanding.

2025-05-22 09:01 a.m.

☐ DeAnn share in meetings and her reports the investment she was making in building the staff team and filling critical support service positions and the fact that they were successful in hiring many of these positions is exceeding. While DeAnn shared with the Board her own succession plan I am not sure there is a clear plan for some of the other key LT positions. DeAnn has also exceeded in her efforts to rally her team around the vision and mission of a newly rebranded and renewed organization.

2025-05-13 08:13 p.m.

☐ Since I am new, would be interested in hearing more about the succession plan for the CEO

2025-05-13 02:58 p.m.

☐ I can see the structure of the organization to support succession planning but I believe I cannot comment directly on this as it has not been brought to the board recently. However, from an operations perspective, I can see that there are mechanisms for succession.

2025-05-05 09:22 a.m.

☐ DeAnn has put serious thought into the needs of the organization as it evolves and changes in staffing structure needed to accommodate that evolution.

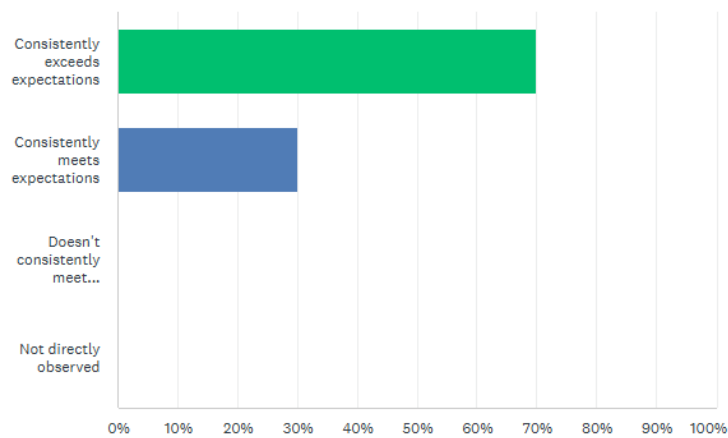
2025-05-03 08:36 a.m.

- ☐ Staff management has clearly been a focus area, with meaningful initiatives to support leadership development and employee engagement. The introduction of "Leadership by Potential" modules and comprehensive leadership training reflects a proactive approach to capacity building. The implementation of a new compensation philosophy and investment in employee support functions demonstrate a well-rounded and strategic approach to HR, supporting enCompass' culture and long-term sustainability. However, it is a concern that a formal CEO succession plan has not yet been presented to the board. Given the importance of leadership continuity, this should be prioritized to ensure organizational stability and preparedness for future transitions.

2025-05-02 10:49 a.m.

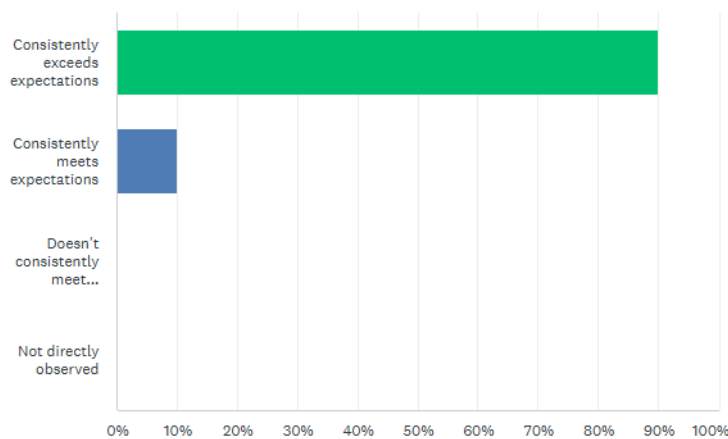
Achieved the targets outlined in the Strategic Plan over the past year in the number of clients served through enCompass programs and services

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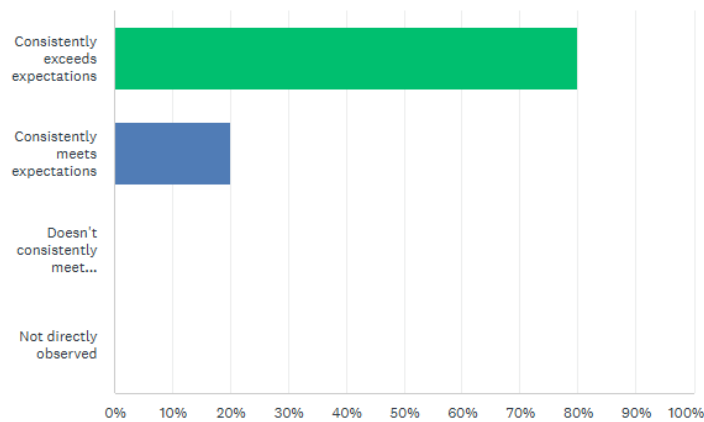
Was resourceful in collaborating with like - community agencies to deliver needed programs/services

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Keeps the Board informed of emerging trends and the potential impact on our clients and or implications for program/service delivery.

Answered: 10 Skipped: 0



Comments

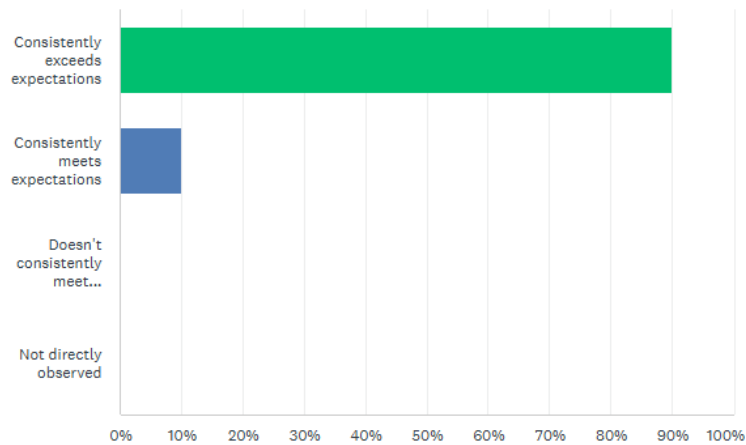
- ☐ Our CEO is a shining star and I would credit her leadership with our success over the past two years.
2025-05-22 09:01 a.m.
- ☐ DeAnn keeps enCompass relevant by maintaining strong relationships and staying attuned to the social services landscape and available supports.
2025-05-15 01:27 p.m.
- ☐ Collaboration with similar organizations and other entities in the space is one the absolute high points of her work. Navigating the complex environment we are in is impressive.
2025-05-15 12:15 a.m.
- ☐ While we were consistently informed about key program achievements, specifically hearing if enCompass met client served targets was not something that I recall being share in that way, but it may be determined to be too operational. DeAnn's work with other agencies and community partners is a piece of work that take extra time and effort and very important to the strategic success of enCompass DeAnn's more than consistent effort to ensure the Board is aware of the programming is important to ensuring we are able to make informed decisions.
2025-05-13 08:13 p.m.
- ☐ enCompass is an exemplar partner in community.
2025-05-13 02:58 p.m.
- ☐ The significant changes in the organization over the last few years have been a response to the needs within the community. From my perspective, DeAnn is always thinking about how EnCompass is uniquely position to fill gaps in services for those who need them.
2025-05-03 08:36 a.m.

- ☐ The CEO has led with innovation and responsiveness in program development and service delivery. Expansion in family violence programming, reintegration services, and client engagement (e.g., the Client Advisory Committee) show a commitment to client needs and adaptability. The CEO has also ensured that the Board remains informed about emerging trends and program data. The diversified funding base, especially with new and increased contributions, is another indicator of effective program leadership.

2025-05-02 10:49 a.m.

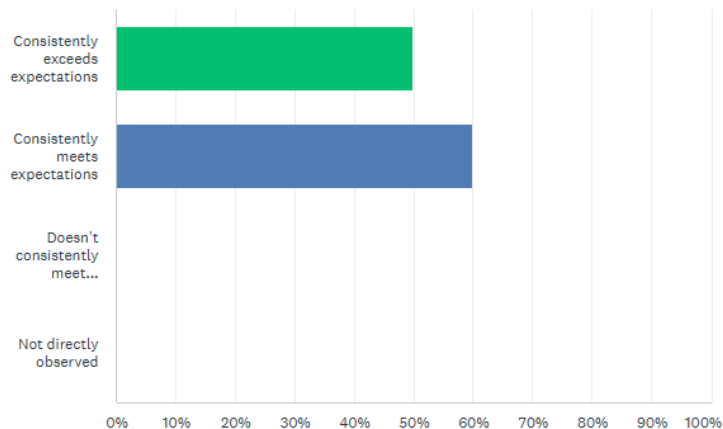
Understood the big picture in such areas as community development, government relations and what is going on in the field of justice.

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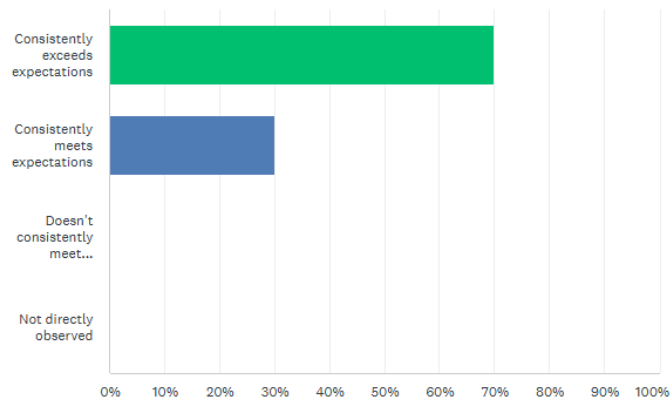
Formulated the appropriate annual goals and objectives for the organization.

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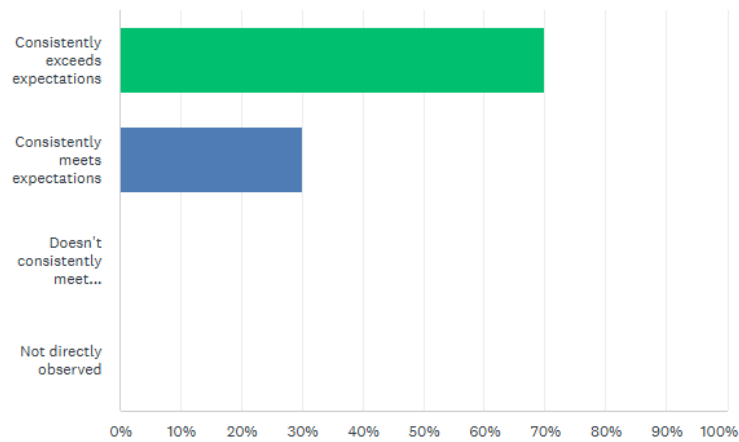
Demonstrates the ability to solve complex and critical problems affecting our organization and community.

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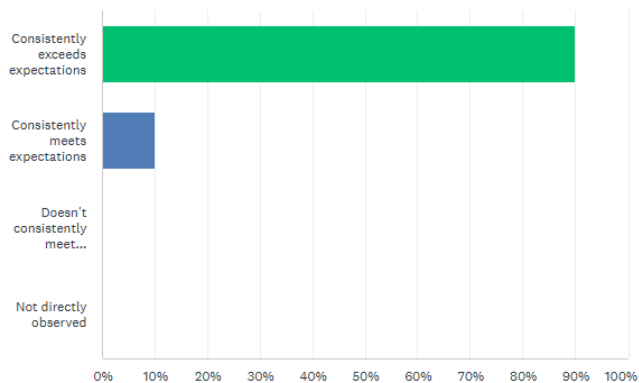
Puts plans in place and effectively implements them

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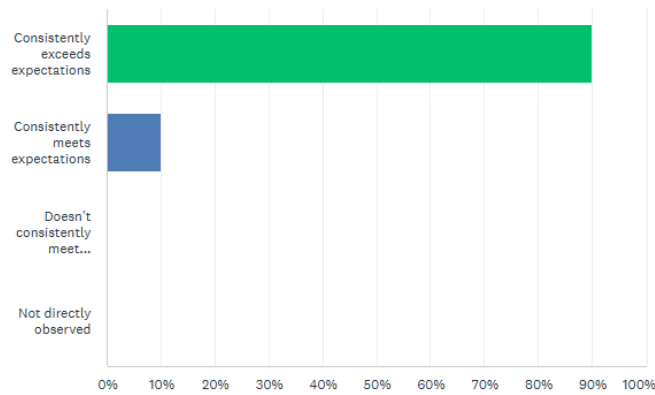
Inspired the organization to reach for excellence and models excellence

Answered: 10 Skipped: 0



Looks beyond our agency to build diverse relationships with others in the field and in the community.

Answered: 10 Skipped: 0



Comments

- ☐ Our CEO has effectively built many relationships to assist her in managing our organization through the high level of change we have experienced.

2025-05-22 09:01 a.m.
- ☐ DeAnn demonstrates strong leadership by effectively managing the budget, making timely decisions, and maintaining open communication with the board. She understands the needs of the organization, and has shown to be effective in her leadership skills.

2025-05-15 01:27 p.m.
- ☐ DeAnn has more than consistently included in her reports and updates information related to relationships, partnerships and the work she is doing to build government relations. DeAnn has been consistent in communicating with the board the concerns and problems she is managing and asking for support and seeking support from other professionals (i.e. lawyers) as needed.

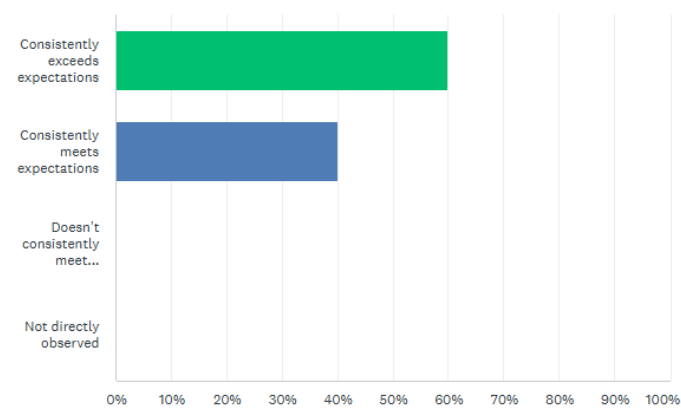
2025-05-13 08:13 p.m.
- ☐ DeAnn is a creative thinker. Over the last year, EnCompass has faced a lot of challenges, from judicial interference with our program delivery, to funding uncertainty, to the loss of a major tenant. Throughout, she has demonstrated an ability to exercise diplomacy, think strategically, and take calculated risks when required.

2025-05-03 08:36 a.m.
- ☐ The CEO has shown exceptional leadership both internally and externally. Participation in strategic partnerships, media outreach, and advocacy has raised enCompass's profile. Staff engagement, the successful rebrand, and recognitions such as the BOMA City Building Award are indicators of a CEO who not only sets a vision but also motivates others to pursue it. The CEO's involvement in sector-level advocacy and government relations further reinforces their big-picture perspective and strategic foresight.

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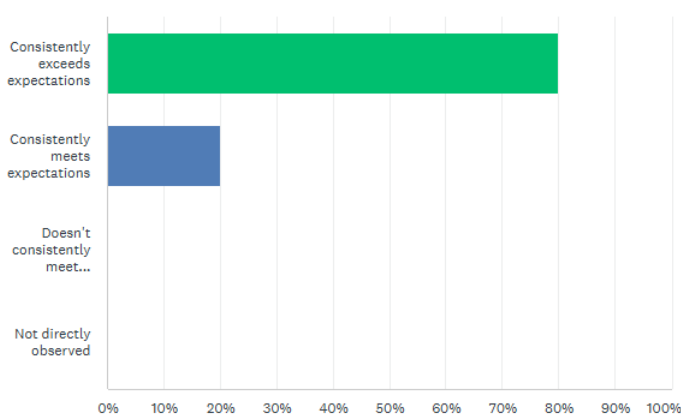
Succeeded in obtaining the budgeted annual revenue

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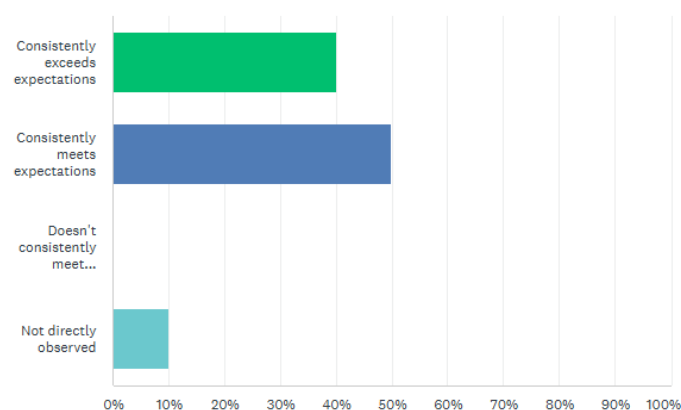
Did an excellent job of securing new sources of funding for enCompass

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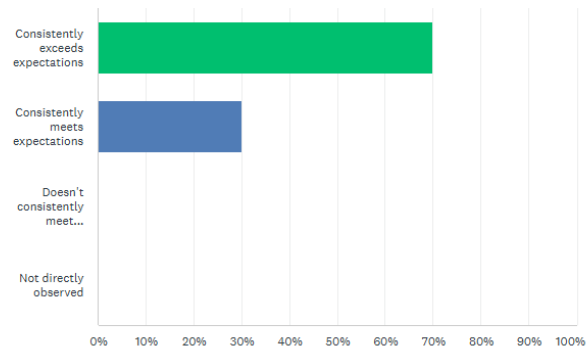
Did an excellent job of stewarding the existing major funders, including the existing foundation as well as the development of new approaches

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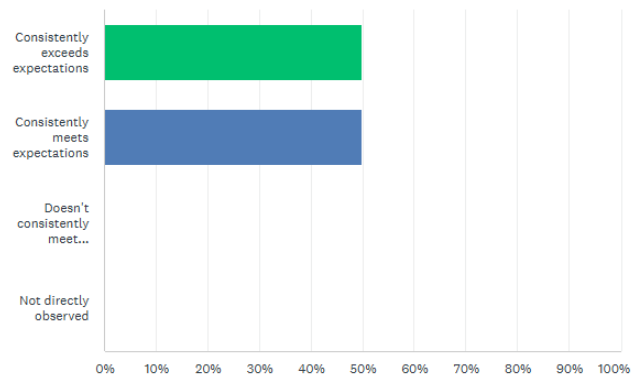
Provided the Board with financial information it needs to fulfill its fiduciary responsibilities in a timely manner

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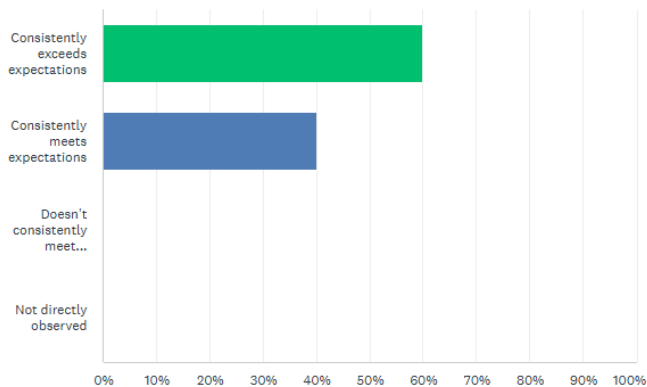
Took the necessary action to ensure that the agency operated within its budget

Answered: 10 Skipped: 0



Provides the Board with information that outlines potential trends that would impact forecasting for future years

Answered: 10 Skipped: 0



Comments

- ☐ DeAnn has managed the budget effectively, making necessary adjustments and decisions as needed. Despite the current political climate, she has maintained positive communication with the board and explored all funding options.

2025-05-15 01:27 p.m.

- ☐ Deann continues to do a great job.

2025-05-15 06:24 a.m.

- ☐ DeAnn has been more than consistent in ensuring overall financial information is provided to the Board at each meeting. There have been minimal financial concerns brought forward to the Board and in the instances where we have been discussing concerns with assets information has been consistent and is still in process. NOTE: There was not an additional section to provide overall comments, but just wanted to let DeAnn know that she has done an incredible job this year and her dedication to the name change and managing this well with the team and the community did not go unnoticed. Thank you DeAnn.

2025-05-13 08:13 p.m.

- ☐ How might the Board assist in advocacy for further funding (capital or maintenance or other areas of need)

2025-05-13 02:58 p.m.

- ☐ The CEO has consistently ensured the agency's financial health through revenue growth, transparent financial reporting, and careful stewardship of funds. The significant capacity expansion (adding 18 positions), implementation of a compensation framework, and preparation for capital renewal projects highlight fiscal prudence and long-term planning.

2025-05-02 10:49 a.m.