

Front Porch Investments - 2026 Incentive Scorecard

Strategic Plan Area	Measurable Goal	Threshold (90%)	Target (100%)	Maximum (110%)	Weight
Internal Operations	Completion of key critical capacity action items (staffing filled, KPI dashboard live, core policies adopted, professional dev plan complete, office move complete)	4 of 5 key critical capacity action items complete	5 of 5 key critical capacity action items complete	5 key capacity action items completed + 2 additional Internal operations strategic actions completed	20%
Financial Sustainability	Operating Cost Coverage from Earned Revenue (D&P net yield + fee-for-service/admin fees, excluding grants & bank interest)	40% coverage	50% coverage	65% coverage	25%
Development & Preservation	Maintain a qualified lending pipeline of at least 1.5–2.0x available deployable capital	1.25x pipeline coverage	1.75x coverage	2.25x+ coverage with diversified borrowers	25%
Greenling & Grantmaking	% of all grantees achieving their stated outcomes	68% of all grantees meet planned outcomes.	75% of all grantees meet planned outcomes.	82% of all grantees meet planned outcomes.	10%
	HELF program funds fully expended	\$540k deployed	\$630k deployed	\$700k deployed	5%
Advocacy & Awareness	Progress on FPI led local/state policy priorities (legislation passed, advanced in committee, etc)	All planed engagements/events with elected officials complete	Progress on 1–2 policy priorities	Progress on 3+ policy priorities	15%

- Advocacy Measures:
1. New or expanded housing finance tools adopted (state, federal, or local).

2. Regulatory or zoning reforms enacted that accelerate affordable housing development.

3. Policies adopted that improve housing stability and equitable access for low- and moderate-income households.

- Key Operational Items:
1. Hire and onboard two additional staff members aligned to organizational capacity needs

2. Manage office expansion, including construction, furnishing and logistics.

3. Complete the the next FPI strategic plan, including timeline, engagement approach, and governance milestones

4. Create a board-level dashboard to report on and track organizational KPIs

5. Establish and implement a structured professional development framework with training options.