

## Hoperation Fund Chapter VP KPI Metrics (2026)

KPI Name	Description	Target Value	Actual Value	Comments
Chapter Growth & Member Engagement	New Member Recruitment: Recruit 5 new members to earn 5 points (requirement). Earn an additional +2 points for each new member beyond 5, up to a maximum of 35 points total for this KPI.	5-35		
Chapter Operations & Team Building	Lead chapter members to co-organize and collaborate on Hoperation Fund activities. The evaluation will focus on how effectively the VP demonstrates leadership, organization, and team coordination to drive participation and execution.	15		
Fundraising	Actively contribute fundraising ideas to Hoperation Fund	5		
	Propose detailed plans on fundraising initiatives	10		
	Set and achieve fundraising goal for the chapter	15		
	Actively involved in fundraising events	15		
Charity	Actively contribute charity ideas or recommend candidate organizations to Hoperation Fund	5		
	Provide detailed research report on candidate organizations	10		
	Actively involved in charity events	15		
Outreach, Advocacy, Media & Public Visibility	Introduce Hoperation Fund and its events to the public (friends, classmates, community, etc.), through public speaking, school announcements, local youth groups, social media, etc.	15		
	Achieve local/national media (newspaper, magazine, etc.) coverage of Hoperation Fund events and initiatives.	30		
Training and Development	Participate in all scheduled online and local in-person meetings and activities. Up to three absences are permitted, provided the VP notifies Hoperation Fund in advance.	5		
Other Significant Contributions	Make other significant contributions that improve Hoperation Fund's operations, growth, or public visibility. (Importance: 5 points, Effort/Time Spent: 10 points)	15		

## Hoperation Fund VP of Media Design – KPI Metrics (2026)

KPI Name	Description	Target Value	Actual Value	Comments
Fund Growth & Member Engagement	New Member Recruitment: Recruit 5 new members to earn 5 points (requirement). Earn an additional +2 points for each new member beyond 5, up to a maximum of 35 points total for this KPI.	5-35		
Content Creation and Management	Create flyers for each of Hoperation Fund regular meetings (for posting in Wechat, Facebook, Instagram, etc.) a week before	20		
	Create flyers for each of Hoperation Fund invited talks (for posting in Wechat, Facebook, instagram, etc.) a weekly before	20		
	Create flyers for each of Hoperation Fund fundraising and charity activities (for posting in Wechat, Facebook, instagraph, etc.)	20		
Editorial Oversight	Check and help improve website, social media page, or other internet/digital presentation of Hoperation Fund (e.g. pictures/video, text, webpage design)	20		
Fundraising	Actively contribute fundraising ideas to Hoperation Fund	5		
Charity	Actively contribute charity ideas or recommend candidate organizations to Hoperation Fund	5		
Outreach, Advocacy, Media & Public Visibility	Introduce Hoperation Fund and its events to the public (friends, classmates, community, etc.), through public speaking, school announcements, local youth groups, social media, etc.	15		
	Achieve local/national media (newspaper, magazine, etc.) coverage of Hoperation Fund events and initiatives.	30		
Training and Development	Participate in all scheduled online and local in-person meetings and activities. Up to three absences are permitted, provided the VP notifies Hoperation Fund in advance.	5		
Other Significant Contributions	Make other significant contributions that improve Hoperation Fund's operations, growth, or public visibility. (Importance: 5 points, Effort/Time Spent: 10 points)	15		

**Note:**

KPI evaluations will be conducted at the end of each year. Each VP will deliver a presentation to the advisors and the President summarizing progress and evidence for achieving the KPIs. Advisors will score the performance, and the final score will be the average of the advisors' ratings.