

Please note: The follow survey is provided for information purposes only. At the end of the funding period, all awarded organization complete this survey through FCH's online grantee portal.

WELCOME AND THANK YOU FOR TAKING THIS SURVEY!

The purpose of this survey is to help the Foundation for Community Health (FCH) explore trends in how its grantees make use of its flexible funding grants to support organizational and/or programmatic capacity.

This survey is structured around four key areas:

1. Program quality
2. Workplace culture
3. Experimentation, learning and adaption, and
4. Mission/financial alignment

In each area, we ask you to rate the criteria as they were before you received FCH funding and now along a continuum. You can also note that you did not use the funding for that criterion. Some areas have more associated questions than others, but this only reflects a desire for nuance, not prioritization. If none of these areas apply, there is also an opportunity to add and describe your own. If all of them apply, great! Answer as you best see fit.

This is a rubric-style survey with descriptions for each answer choice, so please take the time to read each question carefully. We are using a rubric rather than a scale to make sure that each answer you give is clearly understood by us; each criterion includes a comment box as well.

Please also keep in mind that FCH is most interested in change over time - not 'high scores'.

The survey will take between 15 and 20 minutes.

THE FOLLOWING QUESTION WILL DETERMINE WHAT QUESTIONS YOU ARE ASKED IN THE NEXT SECTION.

Through the flexible funding from FCH, which areas did your organization focus on:

- Improving program quality
- Improving workplace culture and managing personnel
- Experimenting, learning, and adapting
- Aligning finances with mission-driven activities

KEY AREA OF INVESTMENT: PROGRAM QUALITY

THIS SECTION WILL ASK YOU TO TELL US THE STATUS OF YOUR ORGANIZATION ON A SET OF CRITERIA RELATED TO PROGRAM QUALITY BEFORE RECEIVING FUNDING AND NOW.

PROGRAM QUALITY: PROGRAM DEVELOPMENT

| | Content relies on neither analysis of issues NOR insights from beneficiaries | Content regularly relies on either analysis of issues OR insights from beneficiaries | Content regularly relies on BOTH analysis of issues and insights from beneficiaries |
|--------------------|--|--|---|
| Before FCH funding | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Now | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Any comments?

PROGRAM QUALITY: PROGRAM LOGISTICS

| | Program supported with highest quality logistics (food, space, or technology) | Program supported with moderate quality logistics (food, space, or technology) | Program supported with lesser quality logistics (food, space, or technology) |
|--------------------|---|--|--|
| Before FCH funding | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Now | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Any comments?

PROGRAM QUALITY: PROGRAM STAFFING

| | Program frequently or always staffed with outside experts or appropriately trained staff | Program sometimes staffed with outside experts or relevantly trained staff | Program infrequently staffed with outside experts or relevantly trained staff |
|--------------------|--|--|---|
| Before FCH funding | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Now | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Any comments?

PROGRAM QUALITY: PROGRAM OUTREACH AND FOLLOW-UP

| | Program neither conducts outreach NOR follow-up | Program regularly conducts either outreach OR follow-up | Program regularly conducts BOTH outreach and follow-up |
|--------------------|---|---|--|
| Before FCH funding | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Now | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Any comments?

PROGRAM QUALITY: PROGRAM EVALUATION

| | Little programmatic evaluation tied to decision-making | Programmatic evaluation tied to decision-making, but inconsistent across the organization | Ongoing, organization-wide programmatic evaluation tied to decision-making |
|--------------------|--|---|--|
| Before FCH funding | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Now | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Any comments?

PROGRAM QUALITY: OTHER

Please describe another criterion related to Program Quality that changed as a result of FCH funding:

Before FCH Funding (describe):

Now (describe):

KEY AREA OF INVESTMENT: WORKPLACE CULTURE AND MANAGING PERSONNEL
 NOW WE WILL ASK YOU TO TELL US THE STATUS OF YOUR ORGANIZATION ON A SET OF CRITERIA RELATED TO WORKPLACE CULTURE AND MANAGING PERSONNEL BEFORE RECEIVING FUNDING AND NOW.

WORKPLACE CULTURE/MANAGEMENT: COMPENSATION

| | Salaries, benefits, and raises are higher than others in the field | Salaries, benefits, and raises are about the same as others in the field | Salaries, benefits, and raises are lower than others in the field |
|--------------------|--|--|---|
| Before FCH funding | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Now | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Any comments?

WORKPLACE CULTURE/MANAGEMENT: HUMAN RESOURCES

| | HR policies are neither based on best practices NOR consistently applied | HR policies are not based on best practices OR not consistently applied | HR policies are BOTH based on best practices and consistently applied |
|--------------------|--|---|---|
| Before FCH funding | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Now | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Any comments?

WORKPLACE CULTURE/MANAGEMENT: STAFF DEVELOPMENT

| | Staff are regularly given opportunities for growth and development | Staff are sometimes given opportunities for growth and development | Staff opportunities for growth and development are infrequent |
|--------------------|--|--|---|
| Before FCH funding | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Now | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Any comments?

WORKPLACE CULTURE/MANAGEMENT: STAFF WELL-BEING

| | Staff's well-being is affected by work AND organization neither recognizes NOR addresses | Staff's well-being is affected by work AND organization recognizes but does not address | Staff's well-being is not affected by work OR issues are recognized and addressed |
|--------------------|--|---|---|
| Before FCH funding | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Now | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Any comments?

WORKPLACE CULTURE/MANAGEMENT: STAFFING LEVELS

| | All positions are adequately staffed with little turnover | All positions are adequately staffed but some experience high rates of turnover | Some positions are inadequately staffed AND some experience high rates of turnover |
|--------------------|---|---|--|
| Before FCH funding | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Now | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Any comments?

WORKPLACE CULTURE/MANAGEMENT: OTHER

Please describe another criterion related to Workplace Culture/Management that changed as a result of FCH funding:

Before FCH funding (describe):

Now (describe):

KEY AREA OF INVESTMENT: EXPERIMENTATION, LEARNING, AND ADAPTATION

NOW WE WILL ASK YOU TO TELL US THE STATUS OF YOUR ORGANIZATION ON A SET CRITERIA RELATED TO EXPERIMENTATION, LEARNING, AND ADAPTATION BEFORE RECEIVING FUNDING AND NOW.

EXPERIMENTATION: INNOVATION

| | The organization infrequently explores new ways of doing things | The organization sometimes explores new ways of doing things | The organization is constantly exploring new ways of doing things |
|--------------------|---|--|---|
| Before FCH funding | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Now | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Any comments?

EXPERIMENTATION: TAKING RISKS

| | Staff are regularly encouraged to take risks and potentially fail | Staff are sometimes encouraged to take risks and potentially fail | Staff are rarely encouraged to take risks and potentially fail |
|--------------------|---|---|--|
| Before FCH funding | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Now | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Any comments?

EXPERIMENTATION: REFLECTION

| | The organization infrequently reflects on its work to refine its vision/strategies | The organization sometimes reflects on its work to refine its vision/strategies | The organization regularly reflects on its work to refine its vision/strategies |
|--------------------|--|---|---|
| Before FCH funding | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Now | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Any comments?

EXPERIMENTATION: OTHER

Please describe another criterion related to Experimentation that changed as a result of FCH funding:

Before FCH funding (describe):

Now (describe)

KEY AREA OF INVESTMENT: MISSION/FINANCIAL ALIGNMENT

NOW WE WILL ASK YOU TO TELL US THE STATUS OF YOUR ORGANIZATION ON A SET OF CRITERIA RELATED TO MISSION/FINANCIAL ALIGNMENT BEFORE RECEIVING FUNDING AND NOW.

MISSION/FINANCIAL ALIGNMENT: MISSION FOCUS

| | Few program finances flow to mission-driven programming. Funders direct flow elsewhere. | Some program finances flow to mission-driven programming. | Most program finances flow to mission-driven programming. |
|--------------------|---|---|---|
| Before FCH funding | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Now | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Any comments?

MISSION/FINANCIAL ALIGNMENT: GRANTS MANAGEMENT

| | Few resources are devoted to grants management activities and staffing | Some resources are devoted to grants management activities and staffing | Many resources are devoted to grants management activities and staffing |
|--------------------|--|---|---|
| Before FCH funding | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Now | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Any comments?

MISSION/FINANCIAL ALIGNMENT: OTHER

Please describe another criterion related to Mission/Financial Alignment that changed as a result of FCH funding:

Before FCH funding (describe):

Now (describe):

FUND ALLOCATION

Please estimate what percentage of funds you invested in improving each area (enter in a number between 0 and 100 for each row, making sure they add up to 100, see Total below).

| | |
|--|--|
| Improving program quality | |
| Improving workplace culture and managing personnel | |
| Experimenting, learning, and adapting | |
| Aligning finances with mission-driven activities | |
| Filling currently existing gaps in funding (personnel related) | |
| Filling currently existing gaps in funding (non-personnel related) | |
| Other area of investment | |
| TOTAL | |