

Please note: The following 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 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 note, that our interests are holistic - grants made through this grant program are unrestricted, so please share what has happened overall within your organization, not just how/what you allocated FCH funds towards.

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 Funded Period	<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 Funded Period	<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 Funded Period	<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 Funded Period	<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 Funded Period	<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 Funded Period (describe):

Now (describe):

KEY AREA OF INVESTMENT: WORKPLACE CULTURE AND MANAGING PERSONNEL
 NOW WE WILL AS 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 Funded Period	<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 Funded Period	<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 Funded Period	<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 Funded Period	<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 Funded Period	<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 Funded Period (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 Funded Period	<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 Funded Period	<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 Funded Period	<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 Funded Period (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 Funded Period	<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 Funded Period	<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 Funded Period (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	
<i>TOTAL</i>	