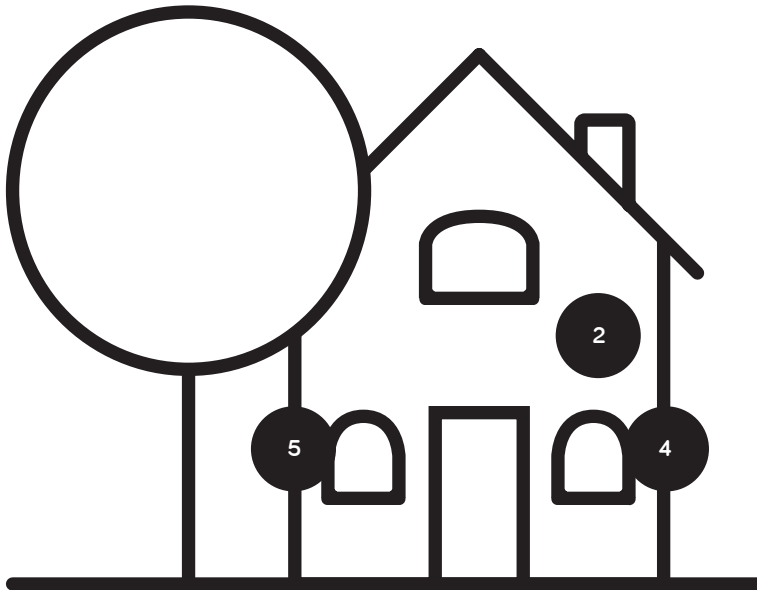


The Healthy House

Organizational health assesement tool



Front: Programming

(i.e. type, relevance, quality, participation, clientele, innovation, impact, etc.)



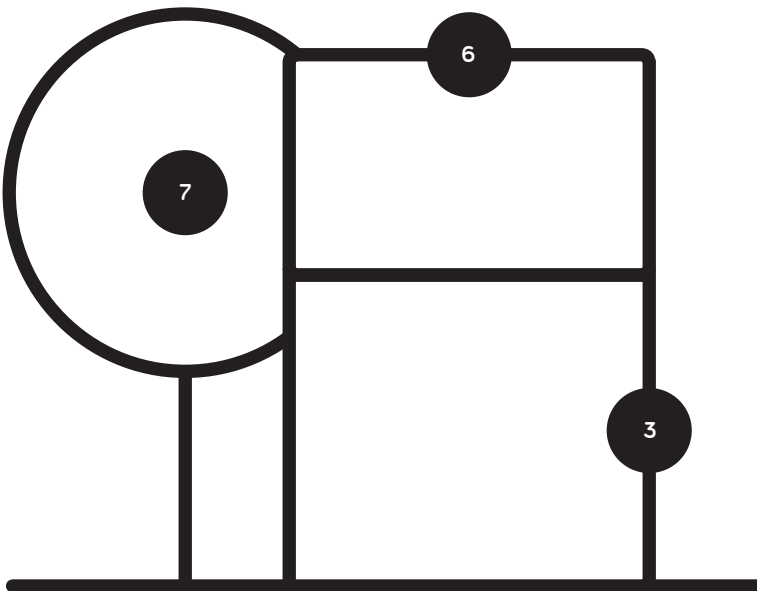
Right Side: Finances

(i.e. core, funding plan, fundraising, self-generated revenue, budget predictions, etc.)



Left Side: Systems & Structures

(i.e. outreach, planning, organizational development, roles, recruitment, policies, committees, etc.)



Foundation

(i.e. philosophy, values, vision, mission, territory, facilities, etc.)



Back: People

(i.e. board, staff, trainers, volunteers, membership, leadership, diversity, gender, skills, conflicts, etc.)



Roof: Organizational Culture

(i.e. power distribution, flexibility, teamwork, long/short term focus, open to questioning, room for experimentation/error, etc.)



Environment

(i.e. perceptions of outside stakeholders, links to other orgs, spheres of influence, keeping in touch with the bigger picture, etc.)



This tool is designed to help groups visualize and evaluate their organization. The sides, roof, and base of the house represent different elements that are essential to building healthy organizations. In the spaces provided on the next page, evaluate your strengths and challenges for each of these areas.

This tool was created by the Centre for Community Organizations (COCO). You can find us at the coco-net.org.

Component	Healthy	Needs Work
<p>1</p> <p>Foundation (i.e. philosophy, values, vision, mission, territory, facilities, etc.)</p>		
<p>2</p> <p>Programming (i.e. type, relevance, quality, participation, clientele, innovation, impact, etc.)</p>		
<p>3</p> <p>People (i.e. board, staff, trainers, volunteers, membership, leadership, diversity, skills, conflicts, etc.)</p>		
<p>4</p> <p>Finances (i.e. core, funding plan, fundraising, self-generated revenue, budget predictions, etc.)</p>		
<p>5</p> <p>Systems & Structures (i.e. outreach, planning, organizational development, roles, recruitment, policies, committees, etc.)</p>		
<p>6</p> <p>Organizational Culture (i.e. power distribution, flexibility, teamwork, long/short term focus, open to questioning, room for experimentation and error, etc.)</p>		
<p>7</p> <p>Environment (i.e. perceptions of outside stakeholders, links to other orgs, spheres of influence, keeping in touch with the bigger picture, etc.)</p>		