



Family Engagement Survey, FY2021

Purpose: The Brown family has identified family engagement as a priority for our Foundation. An annual engagement survey will help us evaluate performance against this priority, identify areas for improvement, and clarify future goals/focus areas.

Section 1: Engagement, Closed-End Questions *(These are asked every year)*

1. The Brown Foundation is effective in achieving its mission.
[Choose “Strongly Agree; Agree; Neutral; Disagree; Strongly Disagree”]
2. The actions, practices, and decisions of the Brown Foundation are consistent with its values.
[Choose “Strongly Agree; Agree; Neutral; Disagree; Strongly Disagree”]
3. I personally have sufficient opportunity to participate in the work of the Foundation in ways that match my interests and skills.
[Choose “Strongly Agree; Agree; Neutral; Disagree; Strongly Disagree”]
4. There are sufficient opportunities for family members in general to participate in the Foundation in ways that match their interests and skills.
[Choose “Strongly Agree; Agree; Neutral; Disagree; Strongly Disagree”]
5. When I participate in a Foundation meeting or discussion, my views are heard and respected.
[Choose “Strongly Agree; Agree; Neutral; Disagree; Strongly Disagree”]
6. Foundation meetings and discussions are conducted with a tone of respect and collegiality.
[Choose “Strongly Agree; Agree; Neutral; Disagree; Strongly Disagree”]
7. The Foundation operates and makes decisions in a professional manner.
[Choose “Strongly Agree; Agree; Neutral; Disagree; Strongly Disagree”]
8. I have adequate opportunity to stay informed about the activities of the Foundation.
[Choose “Strongly Agree; Agree; Neutral; Disagree; Strongly Disagree”]

9. I personally derive a sense of fulfilment, pride, or purpose from my work at the Foundation.
[Choose “Strongly Agree; Agree; Neutral; Disagree; Strongly Disagree”]

Section 2: Open-Ended Questions *(These are asked every year)*

10. Overall, what do you think the Brown Foundation does well? What are the unique strengths/assets/qualities of our Foundation? [*Open-ended response*]
11. Overall, what do you think the Brown Foundation could improve or do differently? [*Open-ended response*]
12. What goals would you like to see the Brown Foundation accomplish in the coming year? [*Open-ended response*]

Section 3: Specific Questions for this Year *(These questions are specific to initiatives or things going on in a particular year; they change each year depending on where we need to gather feedback)*

Section 4: Staff feedback *(These questions are administered by an independent third-party and these inform the Board’s annual performance review of the Executive Director.)*

13. When thinking about the Executive Director and the Foundation staff, what does the staff do well? Please list 1 – 3 strengths.
14. What could the Executive Direction and Foundation staff do better or differently? Please list 1 – 3 areas for improvement.
15. What goals would you like the staff to focus on for the year to come?