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 fulfillment, 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?