



Member Survey Summary 2014

The Saskatchewan First Nations Family & Community Institute Inc. has been in existence since 2007. Throughout its development the Institute has strived to be member driven and responsive to the needs of the First Nations child welfare field. In the fall of 2013 the Institute decided to conduct a member survey to validate its vision and seek additional direction. The Institute hired a contractor, Dr. Raven Sinclair Consulting, to work with to develop the survey. The survey was implemented in January-February 2014 and the report was completed in March 2014. The following provides a brief summary of the intent of the member survey and recommendations from the survey.

The goals of the survey included the following:

- To assess the level of awareness among member organization staff of the institute and its mandate, direction, and values
- To gather input and recommendations from member organization staff on Institute activities, services, and governance.
- To become informed by members about their wants and needs in relation to Institute activities
- To receive advice and direction from members about current and future Institute activities.

The overall objectives of the Anonymous member survey are summarized as:

- To collect quantitative and qualitative data from staff and stakeholders to inform strategic planning initiatives as the Institute continues to grow and develop.
- To track the progress and evolution of the Institute and to identify opportunities for continued development and enhancement.
- To provide leadership with recommendations for growth and opportunities for innovation based on the feedback from Board members, stakeholders, and staff members.

The Anonymous Member Survey was developed by the contractor and the SFNCFI staff to measure a detailed account of the awareness among member organizations personnel of the Saskatchewan First Nations Family and Community Institute on key factors including Performance, Management, Values, Communication, Governance, and Financial Accountability. The survey was 16 pages in length, had 94 questions; 70 7-point Likert scale questions and 24 qualitative questions.

To implement the survey, the contractor was invited to attend five SFNCFI gathering sessions in January and February 2014. A total of 81 surveys were collected at the events.

Based on the results of the survey, the report provided observations and recommendations that the Institute may use to build on general member awareness which may have an outcome of increased communication and collaboration, ultimately supporting progress towards greater outcomes in research, training, and services for the child and family service agencies that it serves.

ANONYMOUS MEMBER SURVEY RESULTS

Key findings and recommendations from our membership:

1. SFNFCI develop a strategic plan to pursue financial resources, improve public relations, and pursue policy development, in order to become a leader in the areas of:
 - legislative review, organizational development, and financial autonomy;
 - the development of First Nation specific standards, policies, and practices; and
 - the development of First Nation child welfare policy and legislation.
2. The SFNFCI undertake a public relations program with members to develop its identity and profile as a flagship organization for ICFS training and development, and to increase the awareness of Institute purpose, governance, and activities through the strategies most favored by respondents, including: Newsletter, Email, Website, Internet, and Pamphlets.
3. SFNFCI seek additional funding to enhance its ability to deliver ongoing training and education, and to augment its excellent training program and service delivery portfolio.
4. The SFNFCI build upon the favorable perception towards Institute activities by its members by implementing additional activities, including: Supervisor's forums, Networking groups, Working groups, and Training sessions.
5. The SFNFCI initiate working groups to involve members in governance activities such as policy review and development.
6. The SFNFCI undertake training and education to meet the specific requests of Survey respondents, including: The development of job descriptions and salary grids, Policy development, Analysis of PRIDE – Foster Care Program and its relevance/value, Protection/Foster Care HRIT, MSS Policy and Procedures Manual clarification, Promoting SDM, Adoption to non-First Nation families consequences and successes, Knowledge about the "I am a Witness" program, MSS/First Nation collaboration in placing children, Legislative Review, Professional Management and Community Development training, HR Policy and Financial Management Policy development, Communication and Team Building, Cultural Principles, and Time Management.
7. SFNFCI develop a cultural practices and protocols policy to ensure that the Institute functions according to cultural principles and protocols in ways that meet the needs of the Institute and its member First Nation organizations.

The Institute is committed to continually learning how to best serve our membership. The Institute looks forward to fully realizing the results of the member survey and the direction it provided for the development of programs, projects, and services.

The report is being used for internal planning purposes.