

Legacy Module 9. Stewardship and Governance

Purpose:

To gain insight into how younger and succeeding generations will be best prepared and equipped to support the family philanthropic work.

Outcomes:

- Time for current and future leaders to reflect and listen
- Articulation of wants, needs, and priorities in this process
- Ideas for next steps

Process:

Generational conversations, full group discussion

Materials:

Questions list, two mechanisms for recording (phone and video, or two phones for back-up)

Recommendation: Meet in a comfortable living room space, not around a table.

This module builds on module #2; it is an opportunity for open dialogue within and across generations about what is needed for trusting, meaningful passing of the leadership baton.

An openness to change is a critical component to healthy transition. For some younger generations, simply administering the giving in a different manner can make all the difference in it being an accessible enterprise, whether that means staff or utilizing a donor-advised fund.

Activity and Discussion:

Note: This activity builds on a model from [Liberating Structures](#) called [What I Need From You](#).

The first portion of this session takes place separated by generations. Many families find this is the first time they've done so in a philanthropic context.

Each generational group should explore and take their own notes on the following questions:

- What do you need to feel comfortable transitioning leadership to the next generation/to you?
- From what surfaces in this first question, what are your true needs, and what are your wants?
- What feels like the most important priority items to allow for this transition?
- What do you envision as an ideal timeline for this transition to take place—it could be in the next 12 months, or 10 years from now.

Each generation should nominate a spokesperson.

Bring the groups back together and share openly your answers to these questions. Note where there is easy agreement, and where there are a range of perspectives. Discuss—or plan to discuss—those places of divergence. This is unlikely a one-time conversation, but a beginning.