

Staffing Your Family Foundation

When family members find a true fit between the foundation's mission and their career goals and skills, having a family member as a family foundation staff can be ideal. Still, some of the biggest challenges may include:

- Learning how to run an office;
- Working alone or with a very small staff;
- Reporting to a member of your own family;
- Setting work/family boundaries with family members; and
- Hearing criticism from other family members.

Family members who run their family's foundation advise:

- Stay neutral;
- Err on the side of over communicating and being overly accountable for your work;
- Obtain consensus from the family whenever possible; and
- Hire an outside facilitator to help with board meetings.