Case Study
Estridge Family Foundation/CICF

The Estridge family has a family-owned business that builds custom homes and is involved in other real estate ventures. The Estridge Family Foundation was established as a Donor Advised Fund by Paul Estridge Jr., his wife Judy, and his parents, Carol and Paul Estridge, Sr. in November 2007 after they sold their interests in a horse racing track in Indianapolis.

A number of decisions have been made about the fund.

Governance:

The board of advisors to the DAF is comprised of five (5) voting units:

1. Paul Estridge, Sr. and Carol Estridge
2. Paul Estridge, Jr.
3. Sherry McNutt (adult daughter to Paul, Sr. and Carol)
4. Vicki Estridge (adult daughter to Paul, Sr. and Carol)
5. Paul Estridge, Sr. and Carol Estridge's nine (9) grandchildren as each of them turns 18 years old.

- Each voting unit has an equal vote in matters involving this fund.
- When the survivor of Paul Sr. and Carol passes away, the voting units will be reduced to four (4) from the original five.
- Each G3 member will have full voting rights at age 30.
- All advisors must be of lineal descent to Paul, Sr. and Carol Estridge.
- Spouses do not currently have voting rights.

Issue areas for grantmaking:

- o Housing related causes
- o Fatherhood initiatives
- o Faith based affiliated with family members' churches

No focus areas have been discussed for G3

Discretionary giving:

Each G1 and G2 member may recommend $10,000 in grants each year.
Each G3 member under the age of 18 years may recommend $750 in grants each year.
Each G3 member over the age of 18 years may recommend $5,000 in grants each year.

Questions and issues for discussion:

- Paul, Sherry and Vicki find themselves overwhelmed by groups asking for funds. How should the community foundation suggest they handle grant requests to take pressure off the family while allowing them to remain engaged?

- The family has met twice in the last six months to make decisions about grants, but with the responsibility of advising on much larger dollar amounts, they are feeling overwhelmed. How can the community foundation help with their feelings of being overwhelmed? How often should the family meet to make decisions?

- With three generations working together, there are a number of issues to consider. How can the community foundation help the generations deal with differing values? How can G3 be engaged in appropriate ways for their age and experience?

- Although G1 and G2 are generous people, they have little experience with organized philanthropy or needs within the community. How can the community foundation best teach the basics respectfully? How can they coach G1 and G2 about appropriate language and grant making, i.e. issues around pledges, the mechanics of DAFs, useful *vocabulary*?

- How can the foundation develop a mechanism that's comfortable for all members of the advisory committee so that it doesn't seem like Paul, Jr. is running the show?