

Enterprise Health Checklist

Your Name: _____ Generation: _____ Branch: _____

Family Cohesion	Business Performance	Financial Security	Philanthropic Impact
<input type="checkbox"/> Enjoyment of Time Together The family enjoys spending time together and sharing their family stories.	<input type="checkbox"/> Strategic Planning The family understands the strategic plans for each business.	<input type="checkbox"/> Stewardship of Wealth Family members see themselves as stewards of wealth and feels responsible for passing the benefits on to future generations.	<input type="checkbox"/> Clear Philanthropic Purpose / Mission The family is aligned around the philanthropic mission, goals and areas of interest.
<input type="checkbox"/> Degrees of Togetherness The family has defined the amount of “togetherness” that they prefer to maintain.	<input type="checkbox"/> Opportunities & Risks The family understands the business risk and regularly measures these against new opportunities.	<input type="checkbox"/> Financial Education Family members agree to educate their children about key financial concepts.	<input type="checkbox"/> Selected Areas of Impact The family has worked together to select the ways in which they want to have an impact.
<input type="checkbox"/> Commitment to the Goals The family is aligned around their commongoals and committed to working on them together.	<input type="checkbox"/> Management Leadership and Succession The management team is respected by the stakeholders in each business.	<input type="checkbox"/> Sound Financial Practices The family adheres to sound financial principles and practices and lives within their financial means.	<input type="checkbox"/> Research on Issues of Interest Research is conducted by areas of impact to understand what strategies have been effective in the past.
<input type="checkbox"/> Family Education & Engagement The family has invested in educating family members and developing future leaders.	<input type="checkbox"/> Fiduciary Board & External Advisors There is an independent fiduciary board formed to oversee the business(es) which includes input from independent board members.	<input type="checkbox"/> Proactive Tax-Planning Proactive tax-planning is done every year to enhance after-tax performance.	<input type="checkbox"/> Agreement on Key Strategies Specific strategies for reaching goals have been identified by the board to be implemented by the executive director.
<input type="checkbox"/> Shared Vision for the Future The family has a clear vision and a multi-generational view of their future together.	<input type="checkbox"/> Dividend Distribution Policies There is a clear set of policies for dividend distributions to trusts or shareholders.	<input type="checkbox"/> Wealth Ownership & Transfer Plans Wealth transfer plans are in place and wealth transfer structures are used to manage the enterprise.	<input type="checkbox"/> Grant-Making Process A process for soliciting, reviewing and awarding specific grants has been identified and is being followed.
<input type="checkbox"/> Shared Ownership Family members have learned about the complexities of shared ownership and how to manage them.	<input type="checkbox"/> Employment Policies There are written employment policies regarding criteria for family members working in the business(es).	<input type="checkbox"/> Trustee & Beneficiary Relationship Capable trustees strive to understand goals and enrich the lives of the beneficiaries.	<input type="checkbox"/> Site Visits & Assessments Site visits are conducted to understand grant requests and to assess the effectiveness of donations made each year.
<input type="checkbox"/> Addressing Conflicts The family has developed a process for dealing with disagreements.	<input type="checkbox"/> Clear Exit Strategies There is a mechanism for shareholders to sell their shares or assets if they need / want to exit.	<input type="checkbox"/> Annual Review of Financial Health Family members annually review the inflows and outflows of their capital and their personal balance sheet.	<input type="checkbox"/> Measurement of Impact Specific metrics are identified for each grant made, to be able to measure the impact of each grant awarded.