



Third Generation Gets Involved

The Grousemont G3 Committee makes its first grant

- Opportunity** All third-generation (G3) members of a local philanthropic and business-leading family, ranging in age from 14-32, were invited to participate in the family foundation by giving away \$10,000 as a group. The Foundation Board (G2 members) wanted the group to experience every phase of grantmaking while working as a team and having an opportunity to bond as siblings and cousins.
- Process** To emphasize the importance of governance and procedure in effective grantmaking, Sarah began the process by asking the group to elect co-chairs. To emphasize the importance of personal experience in philanthropy, Sarah convinced the Grousemont Board to give each G3 member an age appropriate sum of money to gift *as an individual*. Each person then reported back to the group about what they learned about grantmaking, what they learned about themselves, and what they found challenging. The solid experience of *individual* giving served as a launching point for *group* giving. To grant the \$10,000, Sarah helped the group identify a focus area, organized and facilitated an *Expert Panel*, and drafted a *Request for Proposals* (RFP) based on the group's identified criteria. She then distributed the RFP through her networks, and served as point person for questions and receipt of proposals. G3 members reviewed and evaluated proposals against a *Criteria Checklist* that Sarah created, selected finalists, conducted site visits and met to reach a decision.
- Result** The primary accomplishment was the completion of the first G3 grant from the Foundation. This process provided a series of valuable opportunities and experiences for this young group:
- Increased understanding of the grantmaking process
 - Strengthened bonds between G3 members
 - Created awareness of local community needs and nonprofits
 - Increased confidence and development of leadership, communication skills
- Value** Knowing when to engage a younger generation can be a difficult decision for family foundations. Engaging this G3 with a real sum of grant money was an excellent way to educate and prepare the group for future leadership – in the family foundation and the family businesses. Sarah's suggestion to add a personal gift allowed each G3 member to discover the personal power of philanthropy and self-awareness as a member of a prominent regional family.

"This program was an excellent entree into the world of philanthropy, and provided us with tools and experience to work together as a team of siblings and cousins. Not only was it a lot of fun, but we developed a deeper sense of purpose, cohesion and hunger to learn more. Sarah did an outstanding job organizing, focusing, educating and inspiring us. We couldn't have done it without her."

~Kyle, Co-chair, Grousemont G3 Committee