



Helping Families Get Unstuck

It's Never About What It's About

Fiduciary Attorney Summit

November 6, 2023

Joe Strazzeri, Esq. and Shelley Lightfoot





Care to Know™



Thought Leader Community providing resources, education, and advice via collaborative think tanks, events, programs, online content, and introductions.
www.SCInstitute.org



Helping affluent families get to the heart of highly relevant matters and resolve messes in the areas of integrated tax and estate planning, business succession, and family governance counseling.
www.StrazzeriMancini.com



Leading business owners through all phases of transition where increased clarity, net cash flow, and market value expands and solidifies choices for business transition: if, when, how, how much, and to whom.
wwwFOUNDERSGroup.biz

Learn more at caretoknow.info

6256 Greenwich Drive, Suite 250 • San Diego, CA 92122 • (858) 200-1900
9870 Research Drive • Irvine, CA 92618

Strazzeri Mancini LLP

Family & Business Counseling





Overview

- **Governance as a Theory**
 - **Traditional Governance versus Pre-Governance**
 - **Family Conflict**
- Anatomy of Hope
- A place to think™
- The Invisible Guest



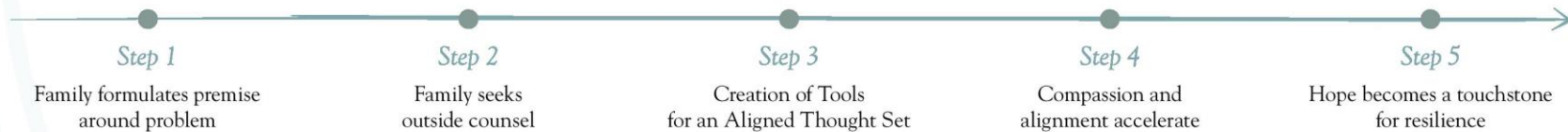
The Co-Passion Platform™

Hope is a great conversation

Traditional Family Governance



The Co-Passion Platform



Learn more at [caretoknow.info](https://www.caretoknow.info)

6256 Greenwich Dr., Suite 250 • San Diego, CA 92122 • (858) 200 - 1900

9870 Research Drive • Irvine, CA 92618

©2023 Strazzeri Mancini, LLP. All Rights Reserved.

Family & Business Governance

I. REVIEW AND DESIGN

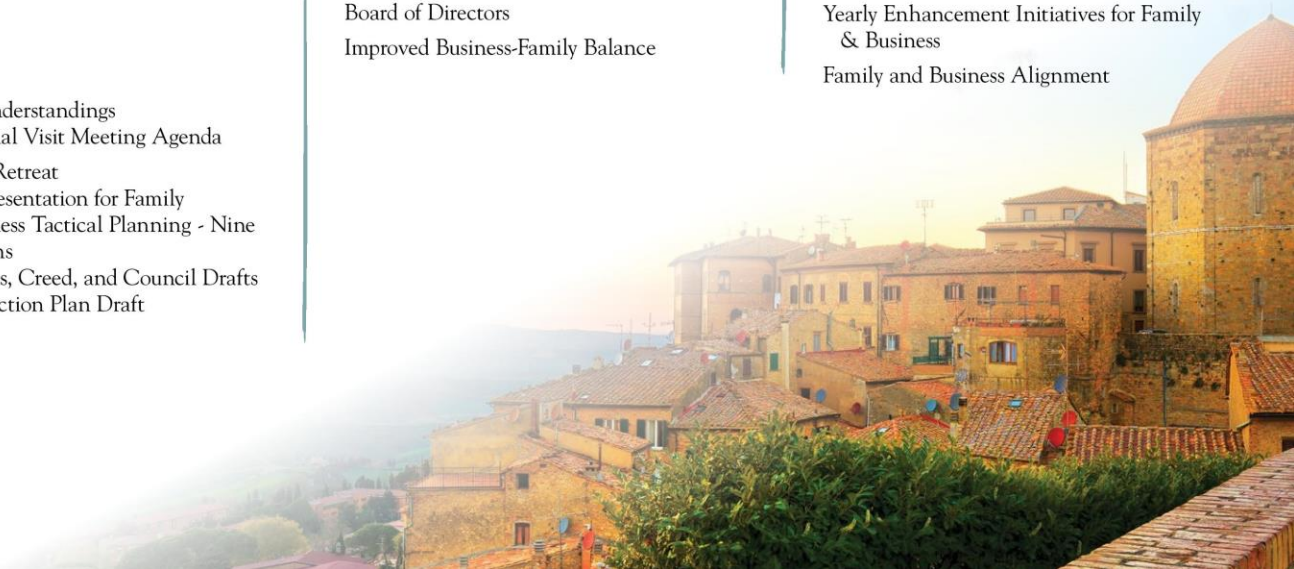
- Initial Contact
- Introductory Visit
 - Initial Understanding
 - Process and Culture Overview
 - Engagement
- Gathering
 - Surveys
 - Interviews
- Evaluation
 - Correlate Understandings
 - Develop Initial Visit Meeting Agenda
- Initial Family Retreat
 - Overview Presentation for Family
 - Family/Business Tactical Planning - Nine Key Questions
 - Family Values, Creed, and Council Drafts
 - Prioritized Action Plan Draft

II. PRIORITIZED ACTION PLAN IMPLEMENTATION

- Family Council
- Family Constitution
 - Vision and Documents
- Shareholders
- Board of Advisors
- Board of Directors
- Improved Business-Family Balance

III. YEARLY UPDATES AND MAINTENANCE

- Hope is a Great Conversation Retreats
- Nine Key Family & Business Questions
- Care to Know Curiosity Deck
- Care to Know Discussion Deck
 - Getting to the Heart of Highly Relevant Matters and Resolving Messes
- Yearly Enhancement Initiatives for Family & Business
- Family and Business Alignment



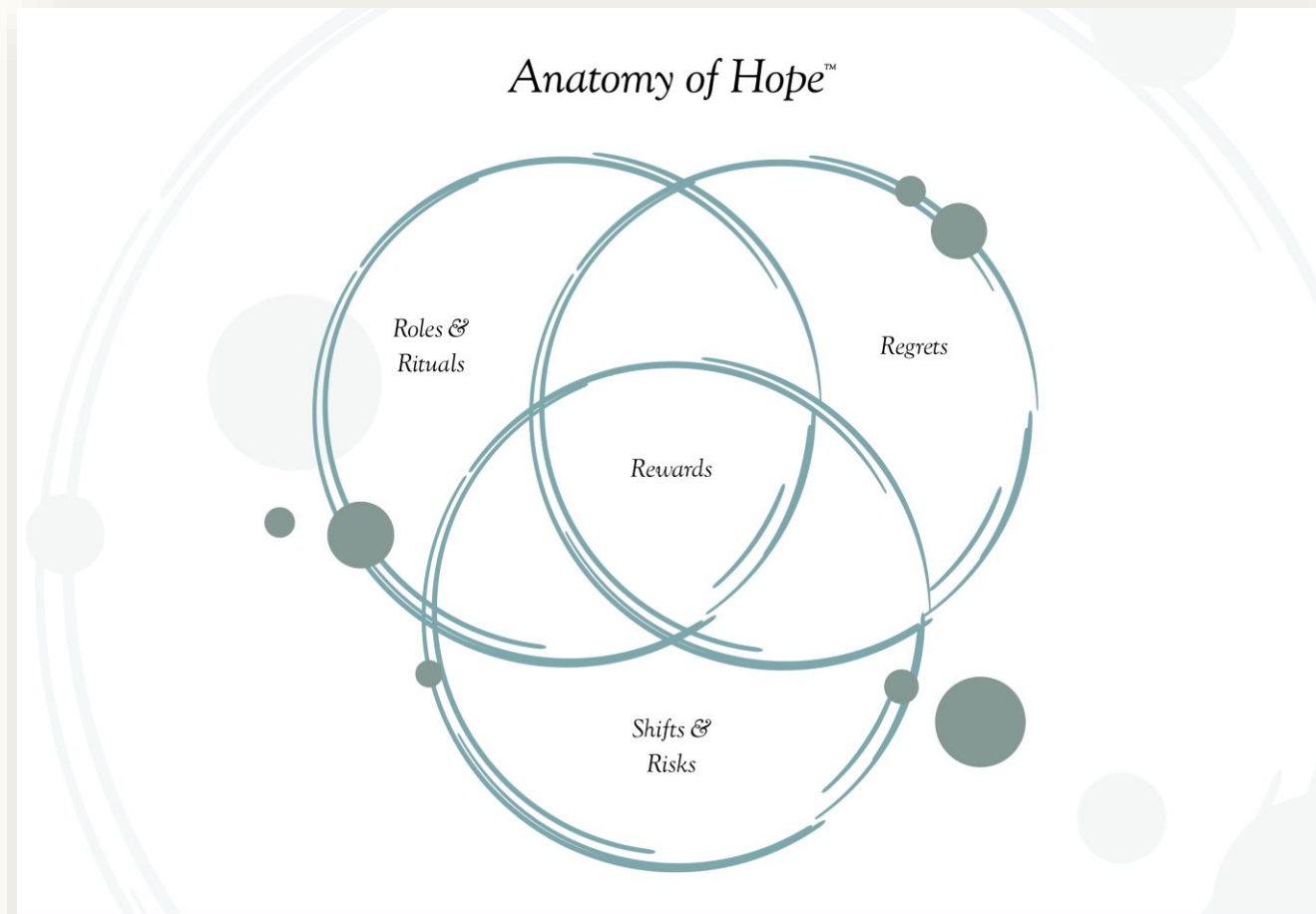




Overview

- Governance as a Theory
 - Traditional Governance versus Pre-Governance
 - Family Conflict
- **Anatomy of Hope**
- A place to think™
- The Invisible Guest

Anatomy of Hope



Learn more at CaretKnow.info

©2023 Strazzeri Mancini, LLP. All Rights Reserved.

LAW FIRM OF
STRAZZERI MANCINI LLP
WITH STRATEGIES COLLABORATIVE



Small Group Exercise

- Get into Groups of Five and in each choose a character role
 - *Mom*
 - *Dad*
 - *Oldest Sister*
 - *Younger Brother*
 - *Facilitator*



Small Group Exercise

- Get into Groups of Five and in each choose a character role (*refer to your “Character Roles” Handout*).
 - *Gwen (Mom)*
 - *Randy (Dad)*
 - *Shannon (Oldest Sister)*
 - *Rod (Youngest Brother)*
 - *Facilitator*
- **Each character take the Anatomy of Hope Survey**

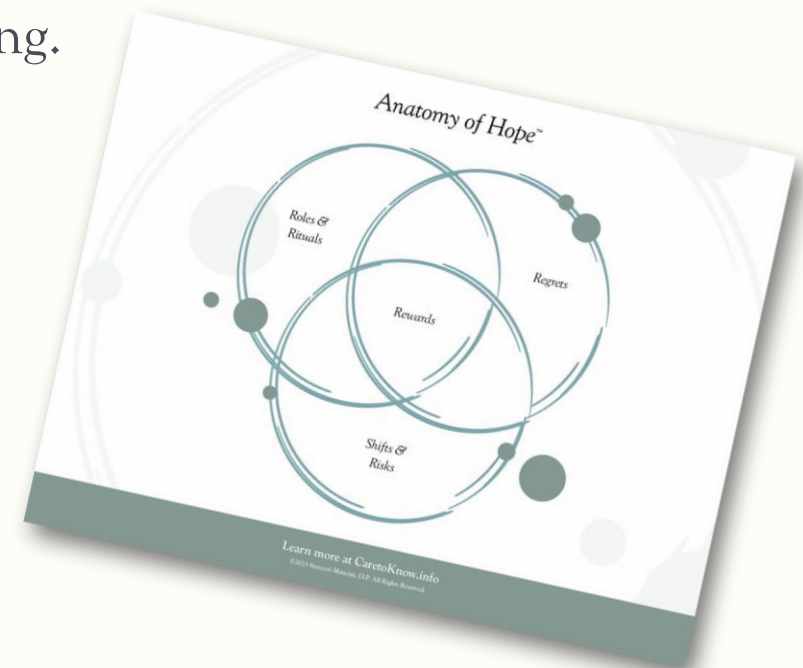
Anatomy of Hope Questionnaire

Why?

In our decades of working with families, we've cemented a firm belief that hope is a great conversation to have. We know that if provided with a safe environment and right-fit external facilitation, we can help families transition from assumption to awareness to healing. Likewise, we know the potential for change is immense, joyful, and lasting.

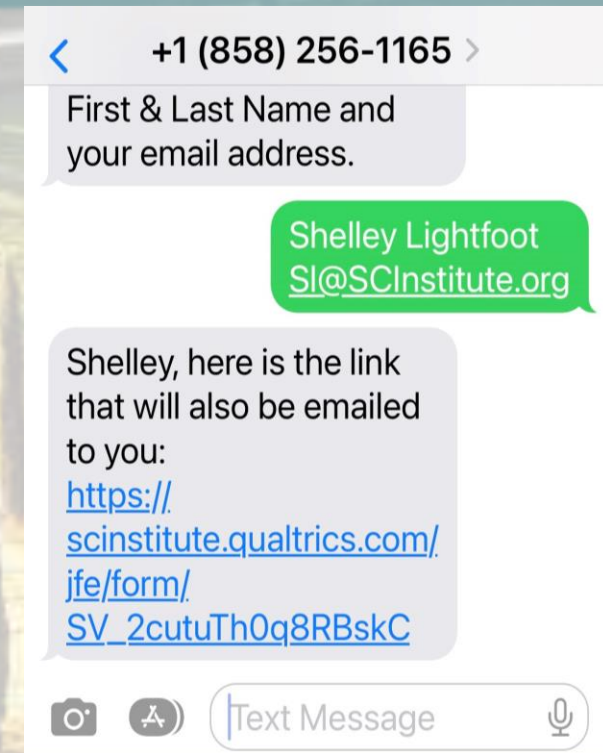
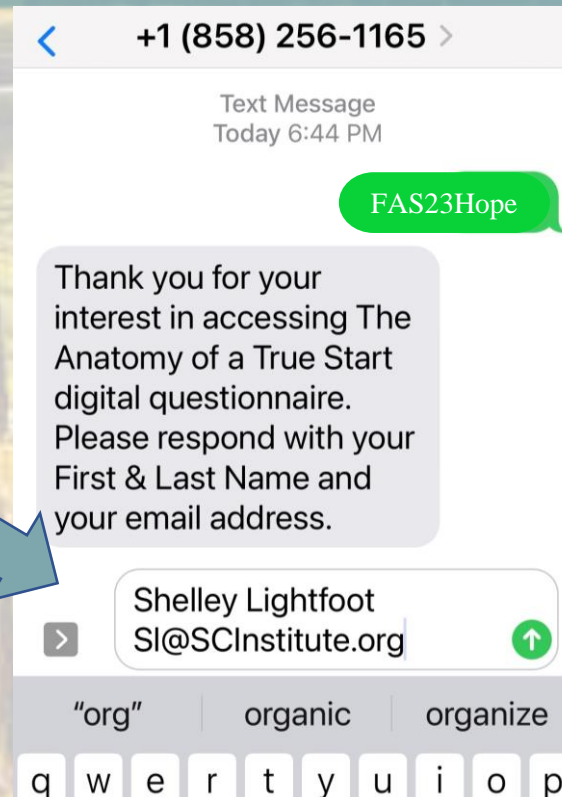
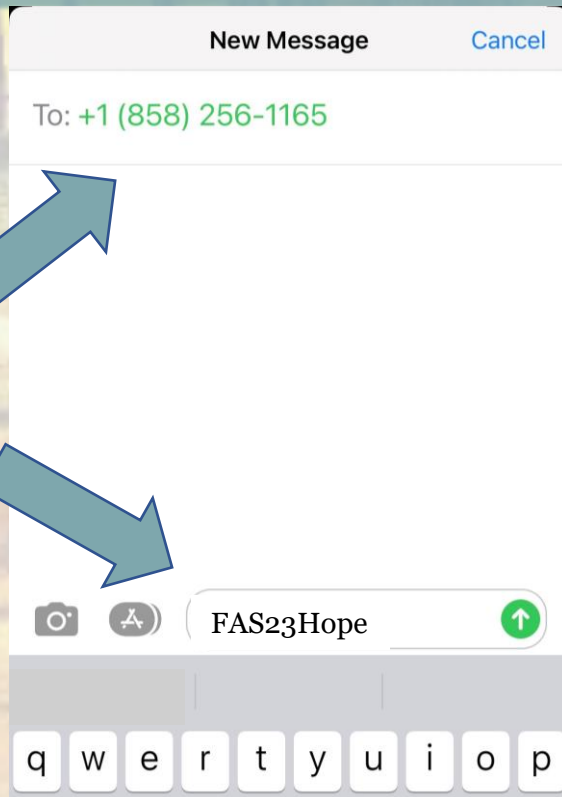
Categories:

- Roles
- Rituals
- Shifts
- Risks
- Rewards



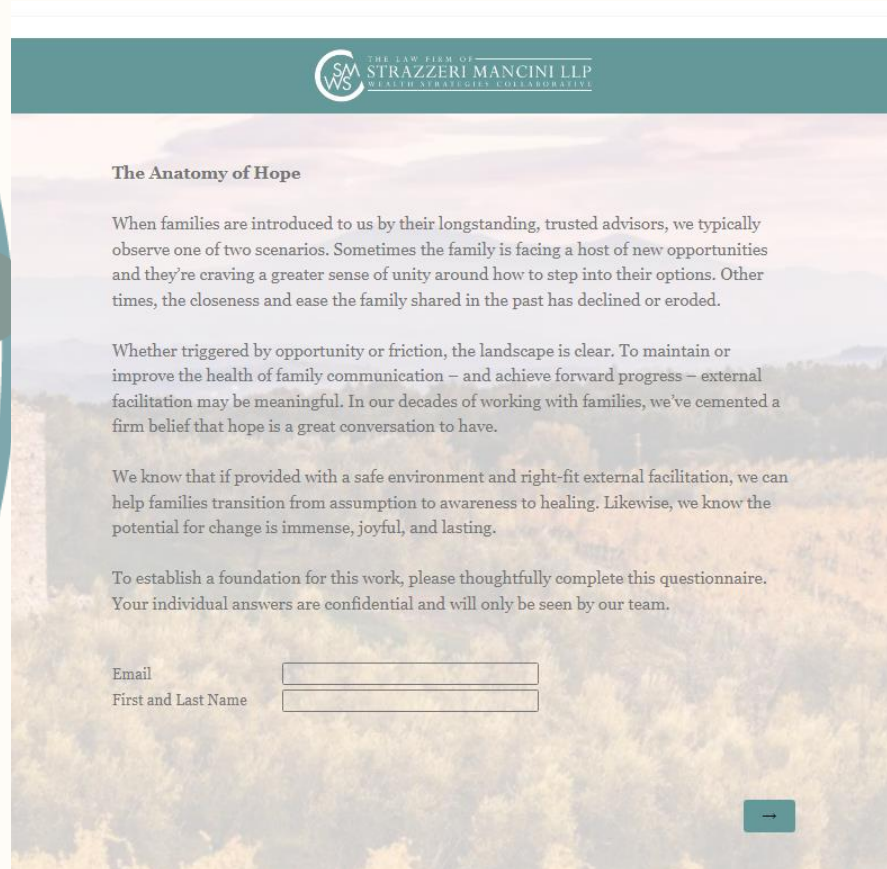
Anatomy of Hope Digital Questionnaire:

- Text to **858-256-1165** the code **FAS23Hope**
- Enter full name and email address at prompt
- Receive link to survey in both text and email



Anatomy of Hope Survey

Take the Survey



The screenshot shows the survey form interface. At the top, there is a teal header with the logo for 'THE LAW FIRM OF STRAZZERI MANCINI LLP WEALTH STRATEGIES COLLABORATIVE'. Below the header, the title 'The Anatomy of Hope' is displayed. The main text of the survey is visible, including paragraphs about family communication and the importance of hope. At the bottom, there are two input fields: 'Email' and 'First and Last Name'. A teal arrow button is located at the bottom right of the form area.

Check Your Email for Results



The screenshot shows an email titled 'Family & Business' from 'THE LAW FIRM OF STRAZZERI MANCINI LLP WEALTH STRATEGIES COLLABORATIVE'. The email content includes a greeting to Shelley Lightfoot, a congratulatory message, and a detailed paragraph about family communication and hope. The email is displayed on a background image of a vineyard with autumn foliage.



Small Group Exercise

In your Groups of Five, keep your character roles, and

Facilitators conduct conversation to bring out issues



Small Group Exercise

How did that go?



Small Group Exercise

Still in your Groups of Five, and keeping your Character Roles:

Facilitators conduct conversation about taking survey using “cheat” sheets



Overview

- Governance as a Theory
 - Traditional Governance versus Pre-Governance
 - Family Conflict
- Anatomy of Hope
- **A place to think™**
- The Invisible Guest

Planning for Successful Families and Business Owners

Maintaining Control Over Your Person & Affairs

- *Durable Power of Attorney*
- *Health Powers*
- *Living Trusts*
- *Long-Term Health Care*
- *Disability Protection*
- *Living Wills*

Assure Lifestyle/Tax-Free Conversion of Paper Profits

- *CRATs, CRUTs, & NIMCRUTs*
- *Delaware Statutory Trust*
- *Off-Shore Entities*
- *Non-Qualified Deferred Compensation Plans*
- *GRATs & GRUTs*
- *Salary Continuation Plans*

Protection From Lawsuits & Judgements

- *CRATs, CRUTs, & NIMCRUTs*
- *GRATs & GRUTs*
- *Domestic Family Limited Partnerships*
- *Limited Liability Companies*
- *Off-Shore Entities*
- *Equity Stripping*
- *Captive Insurance Companies*
- *Asset Protection Trusts on shore & offshore*
- *Retirement Plan Trusts*
- *Spousal Lifetime Access Trust*
- *Private Placement Life Insurance*
- *BDIT*

Income Tax Reduction

- *Charitable Lead Trusts*
- *CRATs, CRUTs, & NIMCRUTs*
- *Conservation Easements*
- *Private Foundations*
- *Family Corporations*
- *Qualified Plans*

- *Private Placement Life Insurance*
- *NING/DING*
- *1202/QSBS*
- *Installment Sale Trust*
- *Delaware Statutory Trust*
- *Donor Advised Fund*
- *Pooled Income Fund*

Managing the Value of Family Businesses

- *ESOPs & LESOPs*
- *Wealth Replacement Trusts*
- *Dynasty Trusts*
- *CRATs, CRUTs, & NIMCRUTs*
- *ILITs*
- *Grantor Deemed Owner Trusts*
- *Business Succession Planning*
- *Family Split-Dollar Planning*
- *Buy Sell Planning*

Passing Value & Responsibility to Family Members

- *Fully Funded Revocable Living Trusts*
- *Dynasty Trusts*
- *Wealth Replacement Trusts*
- *Private Foundations*
- *Testamentary Foundations*
- *Supporting Organizations*
- *GRATs & GRUTs*
- *Premium Financing*
- *Incentive/Education Trusts*
- *Asset Protection Trusts*
- *Grantor Deemed Owner Trusts*
- *Self-Canceling Installment Notes*
- *Generation Split Dollar*
- *Donor Advised Fund*
- *Pooled Income Fund*

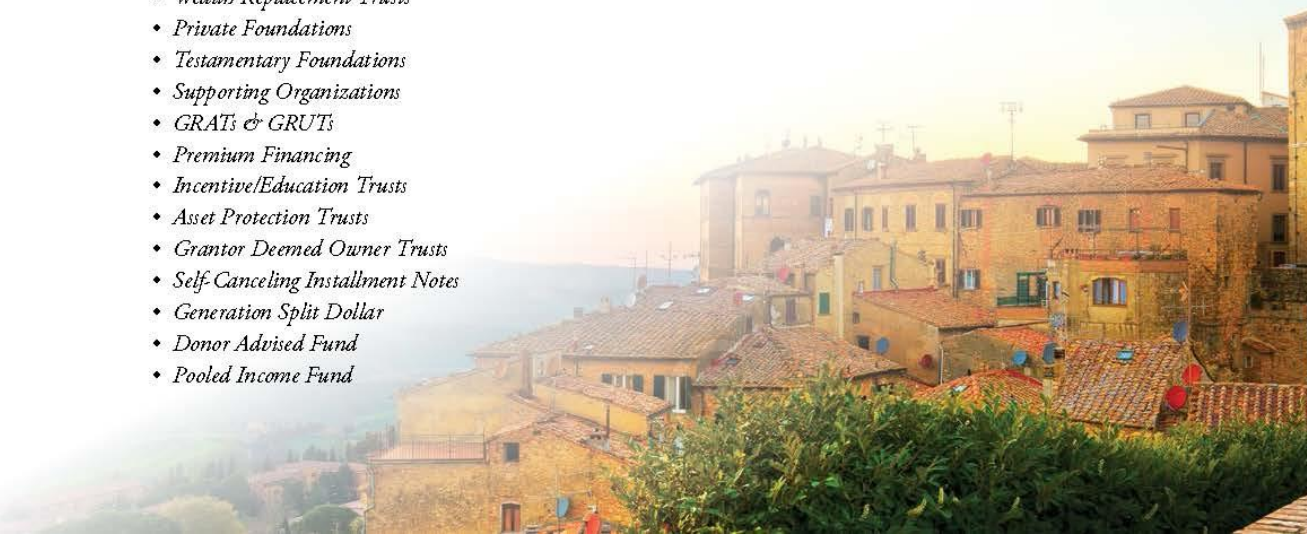
Federal Gift & Estate Tax Reduction

- *QTIPs & QDOTs*
- *ILITs*
- *Charitable Foundations*
- *Charitable Remainder Trusts*
- *Grantor Retained Annuity Trusts & Unitrusts*
- *Family Limited Partnerships/LLCs*
- *Discounted Gifts*
- *QPRTs*
- *Split Gifts*
- *Conservation Easements*
- *Grantor Deemed Owner Trusts*
- *Self-Canceling Installment Notes*
- *Retirement Plan Trusts*
- *Spousal Lifetime Access Trust*
- *BDIT*

Protection from Administrative Expense & Delay

- *Durable Power of Attorney*
- *Fully Funded Revocable Living Trusts*
- *Nominee Partnerships*
- *Business Succession Planning*

Should this be the focus?





*A Place to Think*TM Questionnaire

Why?

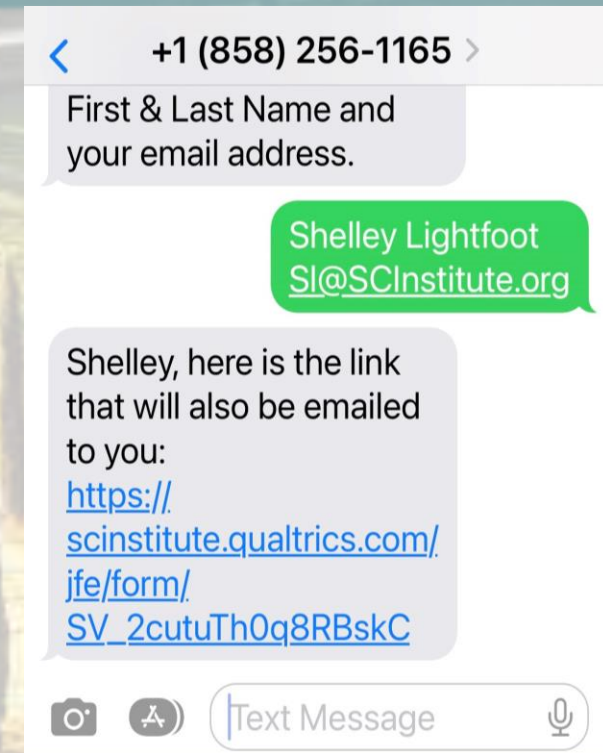
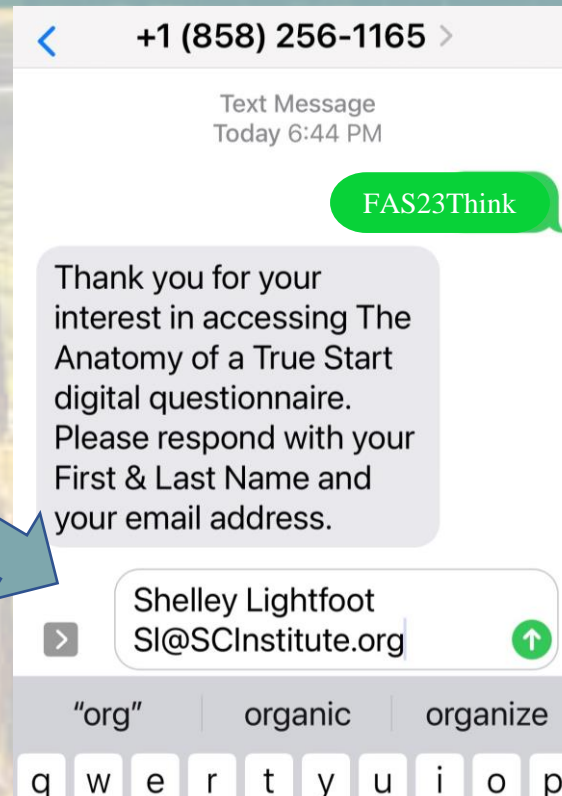
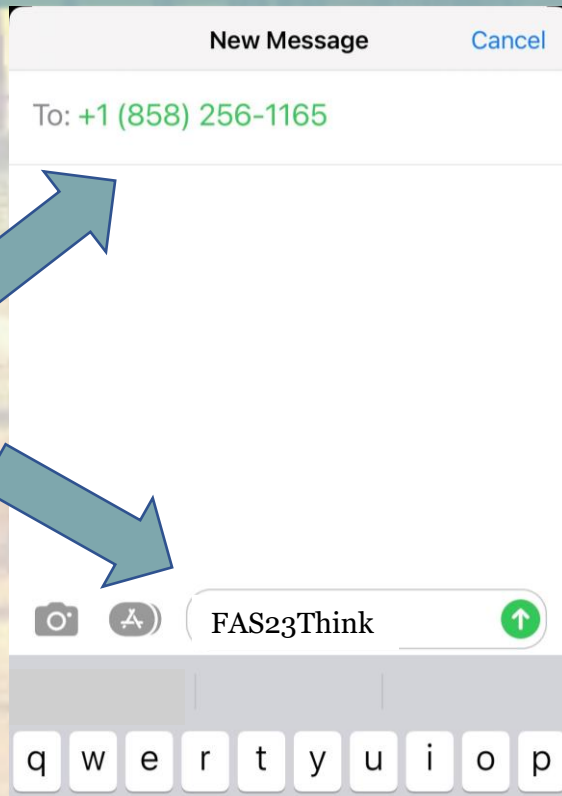
Together we will create A Place to Think for you and your family. In doing so, we'll get to the heart of highly relevant matters, and resolve messes as desired. Areas of focus often include integrated tax and estate planning, business succession, and family governance counseling.

Categories:

- Legal
- Tax
- Financial
- Philanthropic
- Relational – Advisory
- Relational – Family

*A place to think*TM Questionnaire:

- Text to **858-256-1165** the code **FAS23Think**
- Enter full name and email address at prompt
- Receive link to survey in both text and email



A Place to Think™ Questionnaire

Take the Survey

Check Your Email for Results

A Place to Think™ Questionnaire

Each of the new families to whom we're referred have done prior planning. Some come into our relationship with the desire to improve or verify what they already have. Others have a specific problem that needs attention. Still others have battle scars from previous advisory experiences – or curiosity about what else is out there in terms of relationship dynamics.

Completing this brief questionnaire, will allow us to better learn your current thoughts and framework, so that we may design your ideal outcomes. Together we will create *A place to think™* for you and your family. In doing so, we'll get to the heart of highly relevant matters, and resolve messes as desired. Areas of focus often include integrated tax and estate planning, business succession, and family governance counseling.

Thank you for taking this 5 to 10-minute survey.

Please enter your email address below to receive the final results.

Email
First and Last Name



Dear Shelley Lightfoot,
sl@scinstitute.org

Thank you for your time and thought.

Our *Care to Know™* model suggests that problem-formulation has become a lost art. Questions are devalued as a thinking tool, shutting down peoples' problem-identification too early. Perceived solutions are often paired to the wrong problem, or to a surface-level symptom.

Our model is a philosophy and platform serving clients and advisors who *Care to Know™* the full landscape of their issues and choices. We find that the magic and nuance of elegant solutions are usually found in the last 10% of research. That's why we invite a refreshing breadth of perspectives, disciplines and resources.

Together we will create *A Place to Think™* for you and your family. In doing so, we'll get to the heart of highly relevant matters, and resolve messes as desired. Areas of focus often include integrated tax and estate planning, business succession, and family



*A Place to Think*TM Questionnaire

Group discussion:

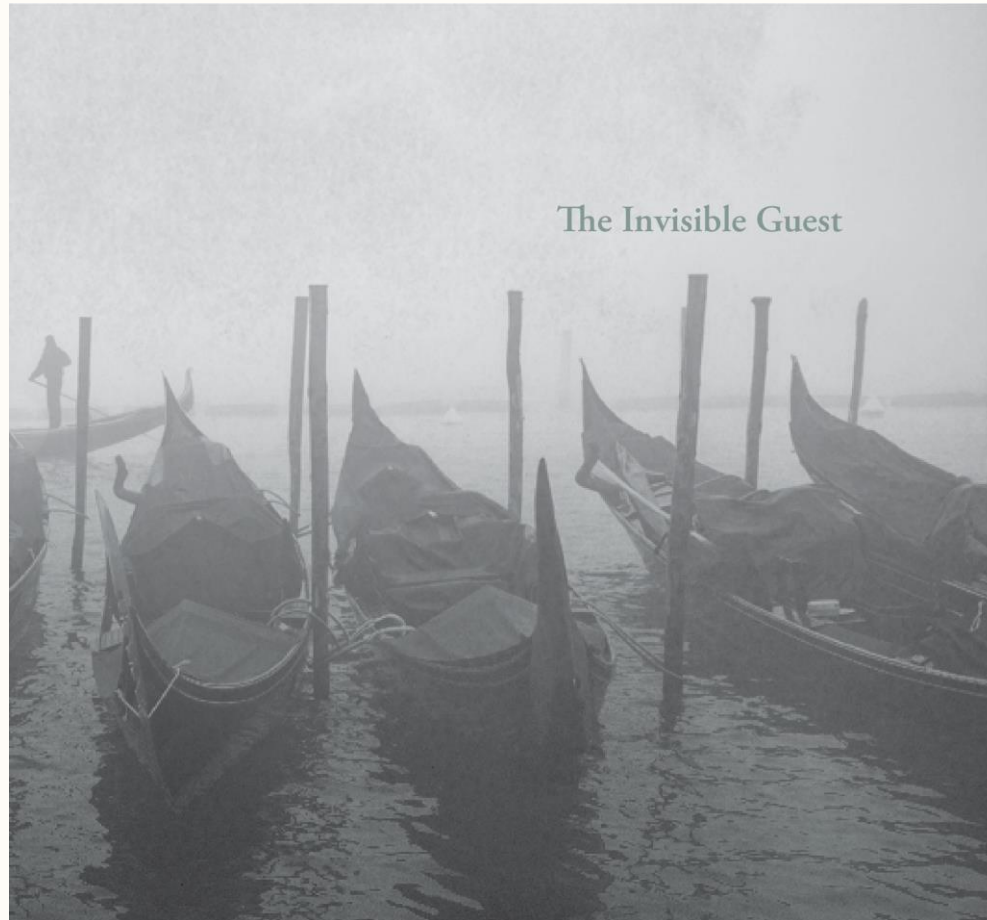
- What did it feel like when you took it?
- What did it feel like after you saw the results?
- What difference does it make?



Overview

- Governance as a Theory
 - Traditional Governance versus Pre-Governance
 - Family Conflict
- Anatomy of Hope
- A place to think™
- **The Invisible Guest**

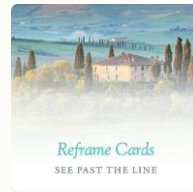
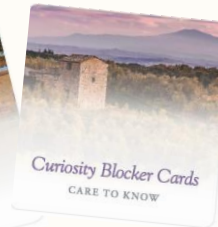
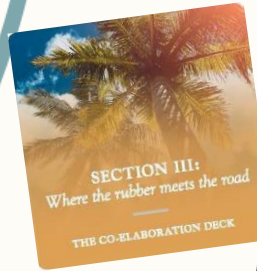
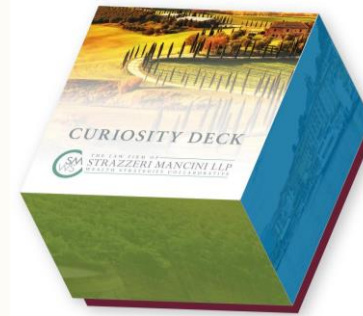
The Invisible Guest



Motive's Three Components:

- Misunderstanding
- Assignment
- Hope

Seeking Understanding





Noticing the Unseen

Digital Questionnaires

The Anatomy of a True Start

Gaining clarity for your Business Succession Planning Journey

Family Aspirations and Legacy Planning Quick Start Guide

Guiding families to discover the nuances and aspirations for their estate plan

A place to think™

Helping Successful Families and Business Owners get to the heart of highly relevant matters

Anatomy of Hope

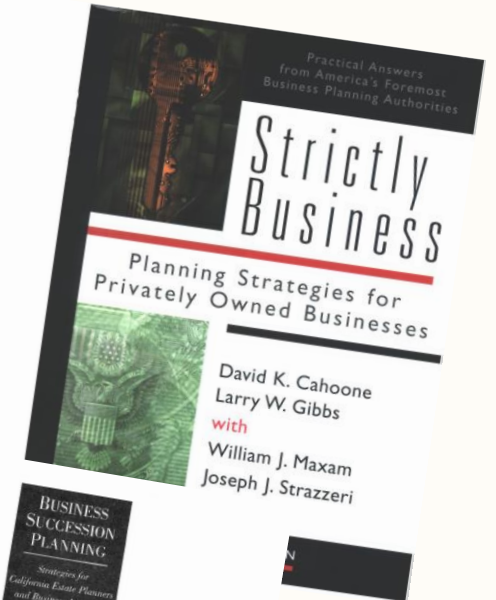
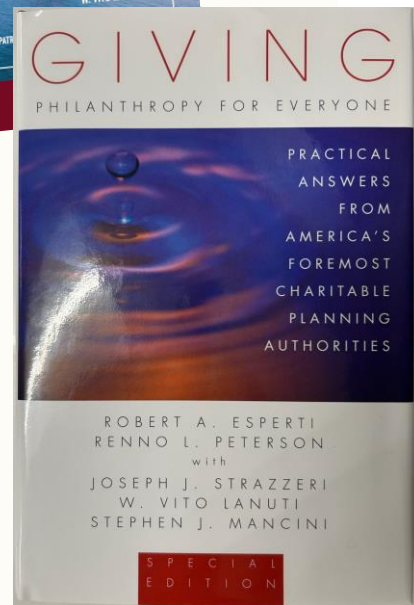
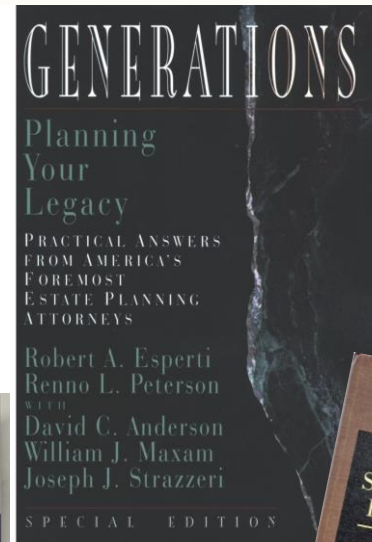
Gaining deeper family alignment and achieving forward progress

Family & Business Retreat Questionnaire

Individual family member insights in preparation of family retreat

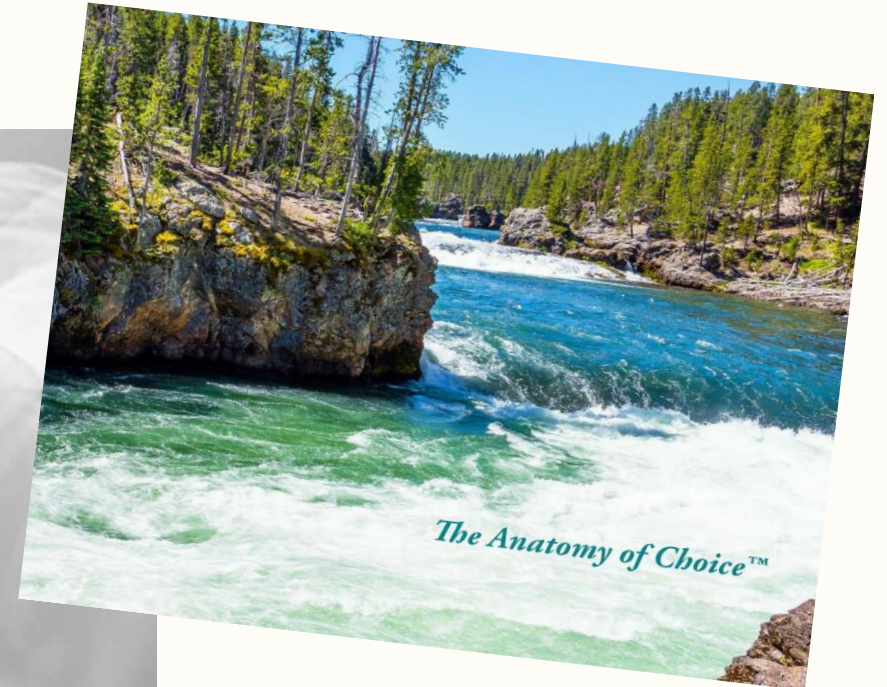
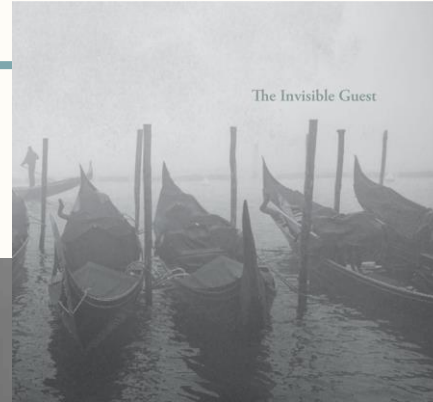


Technical Publications to Help the Industries



A FIRM OF
STRAZZERI MANCINI LLP
STRATEGIES COLLABORATIVE

Books to Help Families



A place to think.

Find Catherine for Your Copy *The Invisible Guest*



Motive's Three Components:

- Misunderstanding
- Assignment
- Hope

Questions and Discussion

