



# FAMILY CONSTITUTION

## Tips & Best Practices for Getting Started

A Family Constitution is simply a document that explicitly states your family's values, assumptions, and understandings about how your family business operates. As your family grows and the business is passed down through generations, it will become trickier to keep all family members on the same page if these foundational assumptions and ideas are not written down. Your constitution can and should continue to develop over time to accommodate changes and growth in your family business and the ownership team.

Specific sections are unique to each family, but the outline below gives a general guide of sections to include and topics to cover within each section as it pertains to you. Statements about overall strategy and philosophy you'd like future generations to follow, a brief history of the family, and/or traditions that are highly valued can also be considered.

### Sample Outline

#### 1 Our Purpose

- Mission
- Values
- Family Commitment Pledge
  - How should family members treat each other?

#### 2 Ownership Governance

- Who can be an owner in the family business? In-laws? Children?
- Can family members not active in the business still own?
- Do you have an ROI/dividend policy?
- What decisions do owners make versus management?
- How is ownership transferred?

#### 3 Family Governance

- Do you have a family council?
- How do family members interact with the business(es)?
- What positions do family members hold on the board?
- How are family members appointed to the board?
- Are there family policies that need to be detailed?
  - Employment requirements?
  - Philanthropy goals/scope?
  - Education of the next generation?

#### Specific policies to consider, including:

- Structure of family business (board of directors, family advisory council) and roles and responsibilities of each.
- How are family members hired, compensated, evaluated and terminated if necessary?
- How are family conflicts resolved?
- Stock buy-sell processes and policies. Who can own, how is it transferred, when can it be done?
- Policies on marriage and involving in-laws in the business and ownership.
- How does the family constitution get updated?

# Business Family Trust Constitution Documents

**Clemens Wendtner**



## **Business Family Trust Constitution Documents:**

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comprehensive stages value creation value measurement value enhancement and value realization referred to as the C MER model This book focuses on what creates value rather than merely presenting value creation in a straight accounting framework At the same time deliberate and tactical planning and implementation ensure that the firm does not ignore the components necessary for it to survive and flourish Vigorous strategic deliberations maximize the entrepreneurial firm s chances of making the right business decisions for the future enable the firm to manage its available financial and non financial resources in the most optimal manner ensure that the necessary capital is secured to progress the development of the firm to its desired development level and build value While financial considerations are important the field of strategic entrepreneurial finance represents a fusion of three disciplines strategic management financial management and entrepreneurship This orientation represents a natural evolution of scholarship to combine specific domains and paradigms of naturally connected business disciplines and reflects the need to simultaneously examine business topics from different perspectives which may better encapsulate actual entrepreneurial practices

*Tax Court Memorandum Decisions* Commerce Clearing House, United States. Tax Court, 1990 Contains the full texts of all Tax Court decisions entered from Oct 24 1942 to date with case table and topical index

**T.C. Memorandum Decisions** United States. Tax Court, 1986

*Pfluger V. Commission of Internal Revenue* ,1987 *The Southwestern Reporter* ,1922 *Tax Court Reported and Memorandum Decisions* United States. Tax Court, 1984

**Executives' Business Law** Harry Aubrey Toulmin (Jr.), 1929

**Avoiding the High Co\$t\$ of Dying (and Many Other Financial Dilemmas)** William L. Comer, 1982

**The Estates, Gifts and Trusts Journal** ,1978 *California and Californians* Rockwell Dennis Hunt, 1926 Law for Business John D. Ashcroft, Janet E. Ashcroft, 2002 This text offers a practical approach to law that emphasizes current and relevant topics students need for business transactions The basic business law concepts are covered without extensive theory thus making the law more approachable The substantial breadth of this text laden with examples and cases provides an effective introduction to a variety of legal topics

**Harvard Business Review** ,1998 Colorado Revised Statutes Colorado, 2009

*Symposium, a New Constitutional Order?* ,2006 **The Income Tax Reports** ,2008 American Federal Tax Reports ,2005

*The Scottish Jurist* ,

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### **Table of Contents Business Family Trust Constitution Documents**

1. Understanding the eBook Business Family Trust Constitution Documents
  - The Rise of Digital Reading Business Family Trust Constitution Documents
  - Advantages of eBooks Over Traditional Books
2. Identifying Business Family Trust Constitution Documents
  - Exploring Different Genres
  - Considering Fiction vs. Non-Fiction
  - Determining Your Reading Goals
3. Choosing the Right eBook Platform
  - Popular eBook Platforms
  - Features to Look for in an Business Family Trust Constitution Documents
  - User-Friendly Interface
4. Exploring eBook Recommendations from Business Family Trust Constitution Documents
  - Personalized Recommendations
  - Business Family Trust Constitution Documents User Reviews and Ratings

- Business Family Trust Constitution Documents and Bestseller Lists
- 5. Accessing Business Family Trust Constitution Documents Free and Paid eBooks
  - Business Family Trust Constitution Documents Public Domain eBooks
  - Business Family Trust Constitution Documents eBook Subscription Services
  - Business Family Trust Constitution Documents Budget-Friendly Options
- 6. Navigating Business Family Trust Constitution Documents eBook Formats
  - ePub, PDF, MOBI, and More
  - Business Family Trust Constitution Documents Compatibility with Devices
  - Business Family Trust Constitution Documents Enhanced eBook Features
- 7. Enhancing Your Reading Experience
  - Adjustable Fonts and Text Sizes of Business Family Trust Constitution Documents
  - Highlighting and Note-Taking Business Family Trust Constitution Documents
  - Interactive Elements Business Family Trust Constitution Documents
- 8. Staying Engaged with Business Family Trust Constitution Documents
  - Joining Online Reading Communities
  - Participating in Virtual Book Clubs
  - Following Authors and Publishers Business Family Trust Constitution Documents
- 9. Balancing eBooks and Physical Books Business Family Trust Constitution Documents
  - Benefits of a Digital Library
  - Creating a Diverse Reading Collection Business Family Trust Constitution Documents
- 10. Overcoming Reading Challenges
  - Dealing with Digital Eye Strain
  - Minimizing Distractions
  - Managing Screen Time
- 11. Cultivating a Reading Routine Business Family Trust Constitution Documents
  - Setting Reading Goals Business Family Trust Constitution Documents
  - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Business Family Trust Constitution Documents
  - Fact-Checking eBook Content of Business Family Trust Constitution Documents
  - Distinguishing Credible Sources

13. Promoting Lifelong Learning
  - Utilizing eBooks for Skill Development
  - Exploring Educational eBooks
14. Embracing eBook Trends
  - Integration of Multimedia Elements
  - Interactive and Gamified eBooks

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