

# A LASTING LEGACY



## Sharing Your Legacy

Fort Berthold Community College  
2012 February 21-22

### **AUTHORS:**

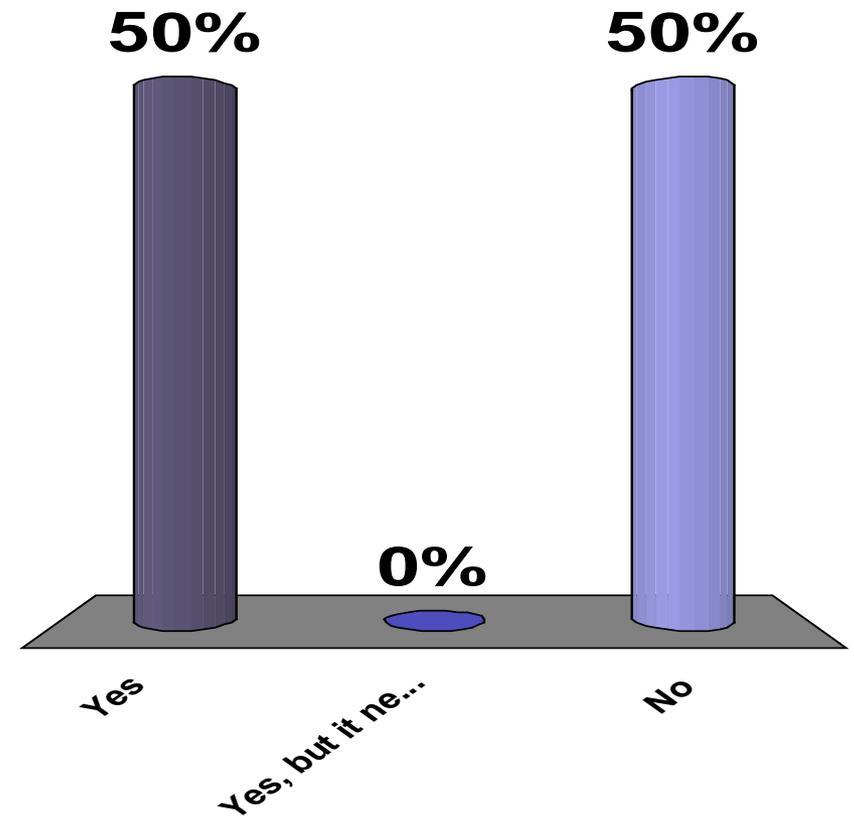
*Jeffrey E. Tranel, Colorado State University Extension*  
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# Audience Poll



## Do you have a will?

1. Yes
2. Yes, but it needs updating
3. No





## Do you have a will?

1. Yes
2. Yes, but it needs updating
3. No

50%

50%

56+ percent of Americans die without a will or succession plan.

Yes

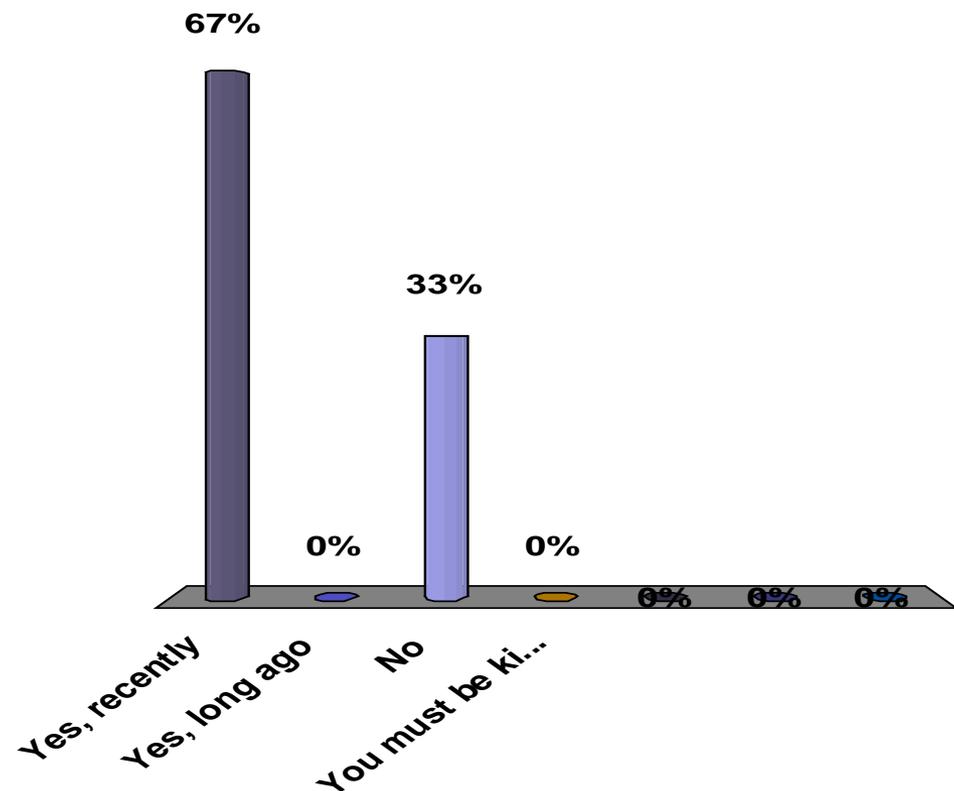
Yes, but it ne...

No



## Has your family had discussions about succession planning?

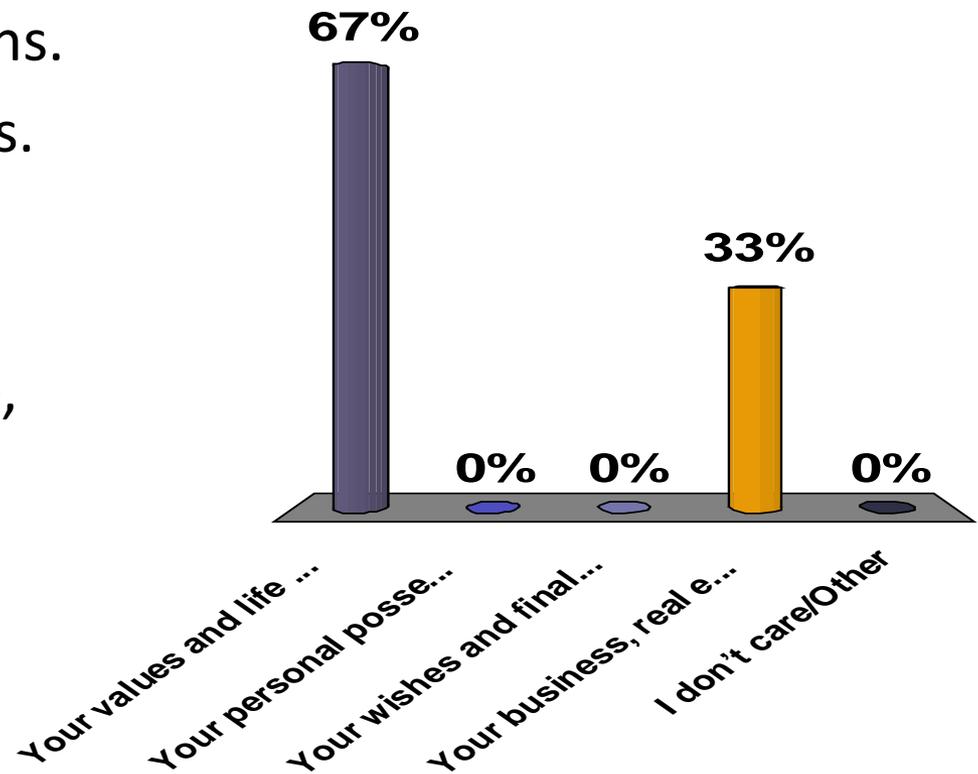
1. Yes, recently
2. Yes, long ago
3. No
4. You must be kidding





## What is most important to you that you transfer to your children?

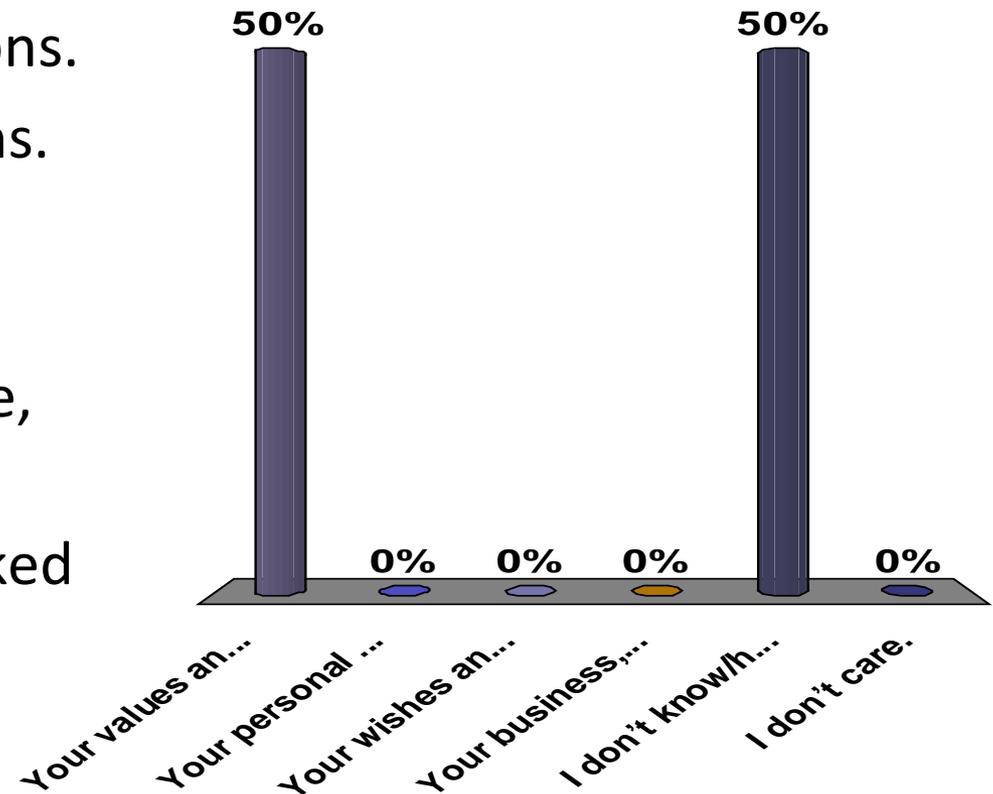
1. Your values and life lessons.
2. Your personal possessions.
3. Your wishes and final instructions.
4. Your business, real estate, and financial assets.
5. I don't care/Other





## What is most important to your children that you transfer to them?

1. Your values and life lessons.
2. Your personal possessions.
3. Your wishes and final instructions.
4. Your business, real estate, and financial assets.
5. I don't know/haven't talked about such things.
6. I don't care.





## Communication between generations.

- Money, death, and family relations difficult to talk about!
- Elders
  - “Kids have their heads buried in the sand.”
  - “Kids don’t want to hear about death.”
- Adult Children
  - Afraid their parents might think they’re just after their money.
  - Motives may be misinterpreted.
  - “Estate Planning” and “Inheritance” scary, dry terms.



## Legacy –

Captures all facets of an individual's life:

- Family traditions
- Individual values
- Personal wishes
- Accumulated wealth
- Your reputation
- Accomplishments
- Impacts





## Legacy –

Captures all facets of an individual's life:

- Family traditions
- Individual values



**Non-Financial = 10X More Important Than Financial**

- Accomplishments
- Impacts





## Unique Obstacles for Agriculture

- Farming and ranching are both a **business and lifestyle**
- Greater expectations that the farm/ranch will stay in family
- Emotional ties to the land



# Components of a Legacy



A LASTING LEGACY



# A LASTING LEGACY



## Intergenerational Relationships

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## Obstacles to communication

- Money
- Death
- Family Relations

*Sensitive Issues?*



## Different Values



Different Values



Different Stages



Different Expectations

For example:

- how to spend money
- choices in friends and partners
- how to raise children,
- religious beliefs

## Different Stages of Live



Different Values



Different Stages



Different Expectations

Parents may be dealing with issues such as aging, poor health, retirement or relocation.

Children may be dealing with new marriage, children, business identity.



## Different Expectations



Different Values



Different Stages



Different Expectations

For example:

Parents: Disappointed in lack of respect

Adult Children: Disappointed in the lack of financial support

### Managing the Family Component

- To effectively manage the communication channels in the family component, utilize:
  - Family Council Meetings
  - Family Business Meetings
  - Family Business Rules and Policies





## Family Council Meetings:

- **Inform** all family members about the family business
- **Listen** to views on issues that impact the family.



### A Lasting Legacy Workbook



**Pages 19-20**



## Family Business Meetings

- Active Family Members
- Dedicated communication forum to discuss family issues



### A Lasting Legacy Workbook

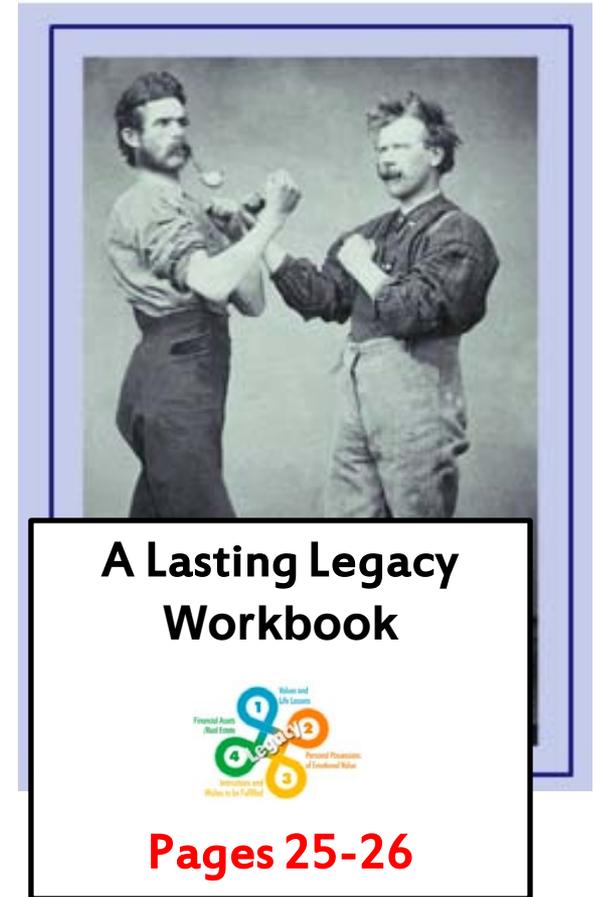


**Pages 21-22**



## Conflict Resolution Process

- Identify the issue
- Describes each persons motivation
- Outline possible solutions
- List pros and cons of each solution
- Select an option
- Evaluate how the solution is working



# A LASTING LEGACY



## Values and Life Lessons

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## Sharing Your Values and Life Lessons

- Personal and family values and life lessons
- Spiritual values
- Hopes and blessings for future generations
- Experiences



## Personal History

- *Pedigree information*
- *Family information*
  - *Spouse and children*
  - *Marriage information*
  - *Nicknames, friends, hobbies, favorites (books, movies, songs, color, food, drinks, etc.)*
- *Medical history*
  - *Medications, surgeries, illnesses*
- *Life experiences*
  - *Special memories or accomplishments*
- *Schools and Education*
  - *Schools attended*
    - *Years attended, degrees, awards*
    - *Class sizes*
    - *Favorite subjects, teachers*
  - *Memorable school experiences*
- *Community Service Activities*
- *Military Service History*
  - *Military branch, rank and decorations, injuries, etc.*



### Getting To Know Me – Worksheet

Nicknames	
By spouse:	By parents:
By children:	By friends:
By grandchildren:	By others:
Best Friends	
In childhood:	As adult:
In high school:	Retirement:
In college:	Other:
Activities	
Hobbies:	Sports to play:
Memberships:	Sports to watch:
Favorites	
Scriptures:	Books:
Poems:	Movies:
Hymns:	Songs:
Clothes, jewelry, etc.	Musical instruments:
Animals:	Color:
Foods and drinks:	Restaurants:
Vacation places:	Retreat places:
Sayings/quotes:	

### A Lasting Legacy Workbook

**Page 5**



## Three Components of Values and Life Lessons

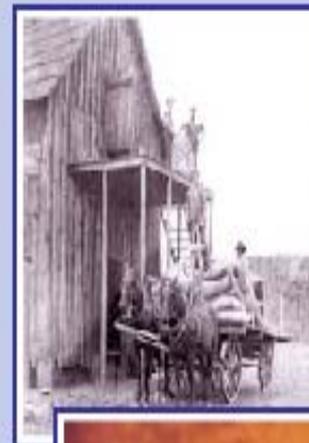
**Family Traditions**



**Family History**



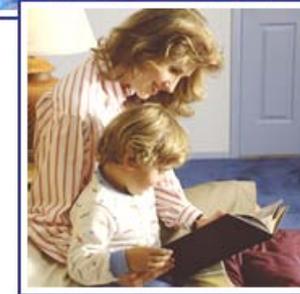
**Belief Systems**





## Traditions

- Celebration Traditions
  - Special Occasions
    - Holidays, birthdays, anniversaries, etc.
- Family Traditions
  - Special Activities
    - Vacations, camping, pizza nights, etc.
- Patterned Family Interactions
  - Repeating Events
    - Dinnertime, bed time, Sunday afternoons, etc.





## Family History: Medical History

- Medications
- Surgical Operation
- Hospital Admissions
- Diseases and illnesses
- Family medical history
  - Causes of death (family members)
  - Common diseases
- Illnesses

### A Lasting Legacy Workbook



**Pages 6-7**



## Belief Systems

- Family Beliefs
- Friends
- Career Development
- Educational Beliefs
- Religious Beliefs





## Personal Experiences: Schools and Education

- Names and locations of schools attended
  - Class sizes
  - Favorite subjects
- Memorable experiences
  - Dances, sports, field trips, band, choir, graduation, grades/report cards
  - Teachers and classmates
  - Fashions
- Awards, degrees, and other accomplishments

### A Lasting Legacy Workbook



**Pages 12-13**



### Personal Experiences: Schools and Education



#### Your Schools and Education Worksheet

##### Schools Attended

<u>School</u>	<u>Location</u>	<u>Years Attended</u>	<u>Class Sizes</u>	<u>Favorite Subjects</u>
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____
_____	_____	_____	_____	_____

##### Memorable School Experiences (dances, sports, field trips, fashions, band, choir, etc.)

<u>School Activity</u>	<u>Memorable Experience</u>
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

**A Lasting Legacy  
Workbook**

**Pages 12-13**

# A LASTING LEGACY



## Personal Possessions of Emotional Value

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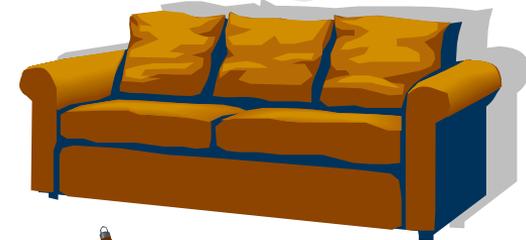
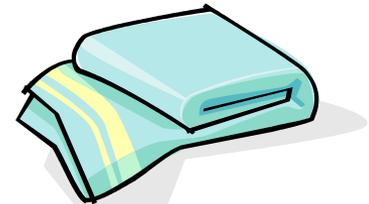
*Jeffrey Tranel, Colorado State University Extension*

# Types of Property



## Non-titled Property

- Guns
- Tools
- Furniture
- Dishes
- Linens & needlework
- Collections
- Wedding photographs
- Baseball glove
- Books
- Christmas decorations
- Jewelry





## Common Methods

- Informal
  - Giving (when alive? after death?)
- Formal
  - Wills, gifting, promises, intestate transfers
- Sales
  - Estate sales, public auctions, private auctions, silent auctions, garage/yard sales
- Donations
  - Tax deductible vs. non-tax deductible



## Common Methods

- Informal
  - Giving (when alive? after death?)
- Formal
  - Wills, gifting, promises, intestate transfers

### ***What methods***

- ***have you thought about?***
- ***has your family considered?***

ions,

- Tax deductible vs. non-tax deductible

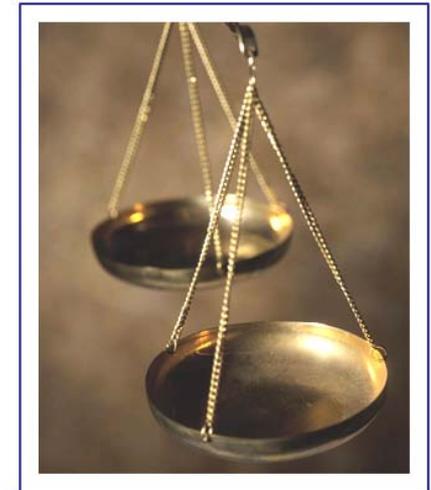
## Determine How Results will be Fair

### Equal

- All persons are treated the same
- This could mean equal number of items, dollar value, or emotional value

### Equitable

- Takes into account differences
- These differences could be age, gender, needs, care giving role, and other distinctive differences





## Different Perceptions

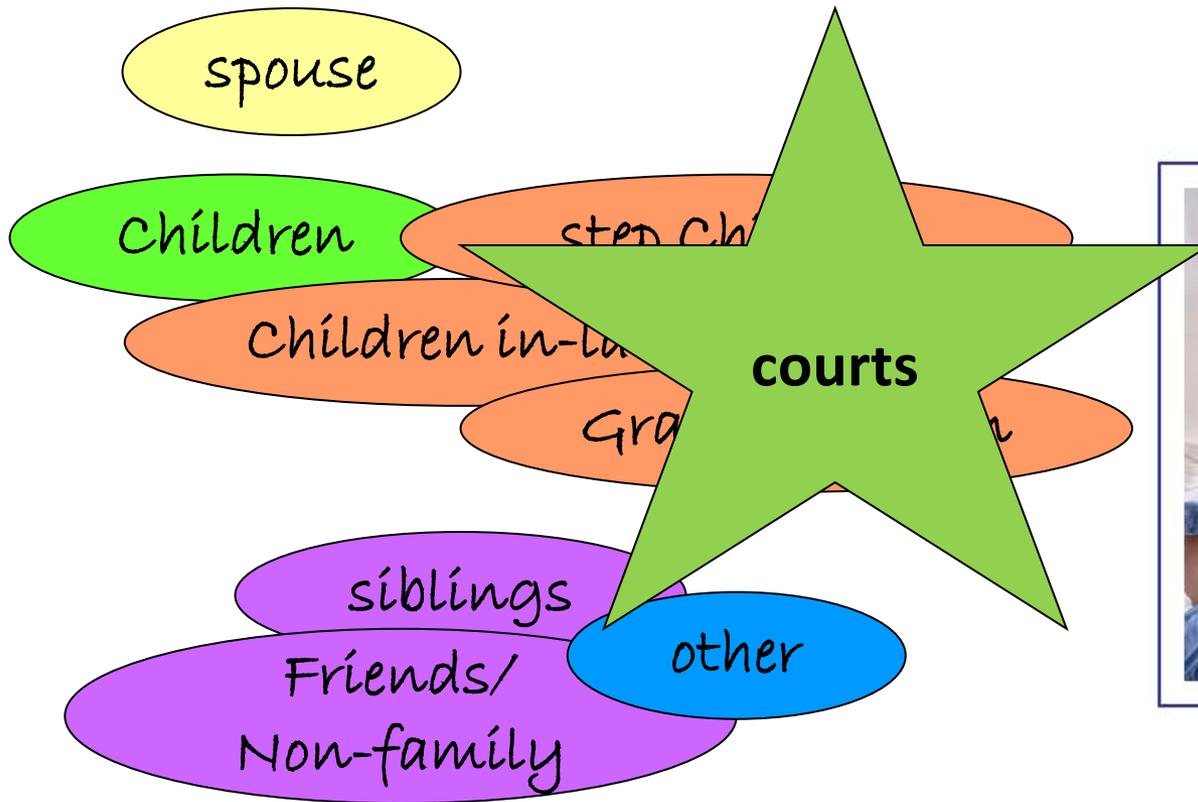
People have different perceptions of  
what is a fair **process** and  
what are fair **results**.



# What is Fair?



## Who should be involved?





## 6 Summary Factors to Consider

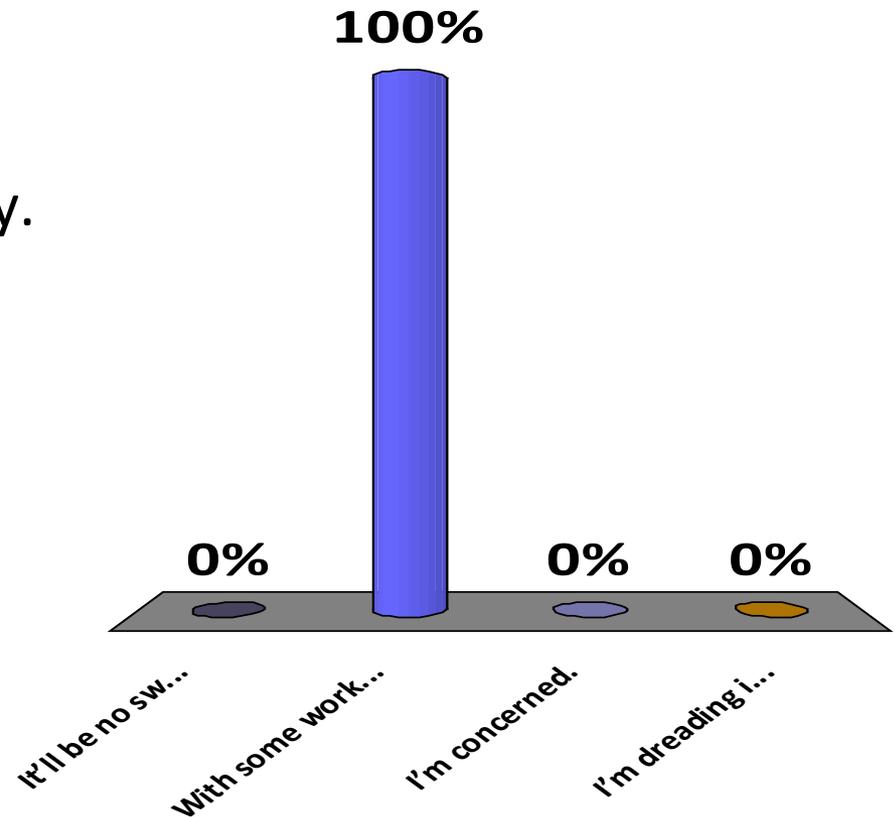
1. Recognize sensitivity of the issue
2. Determine what you want to accomplish
3. Decide what's fair in the context of your family
4. Understand that belongings have different meanings to different people
5. Consider distribution options/consequences
6. Agree to manage conflicts if they arise

# Audience Poll



What's your state of mind about transferring personal possessions in your family.

1. It'll be no sweat.
2. With some work we'll be okay.
3. I'm concerned.
4. I'm dreading it.



# A LASTING LEGACY

## Instructions & Final Wishes

**AUTHORS:**

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*John P. Hewlett, University of Wyoming Extension*

*Jeffrey Tranel, Colorado State University Extension*



## Consider the End

Which of these scenarios come to your mind when you consider the end of your life? Why?



## What is a "Good" Death?

To Me?

To Those Left Behind?

## Consider the End

Which of these scenarios come to your mind when you consider the end of your life? Why?



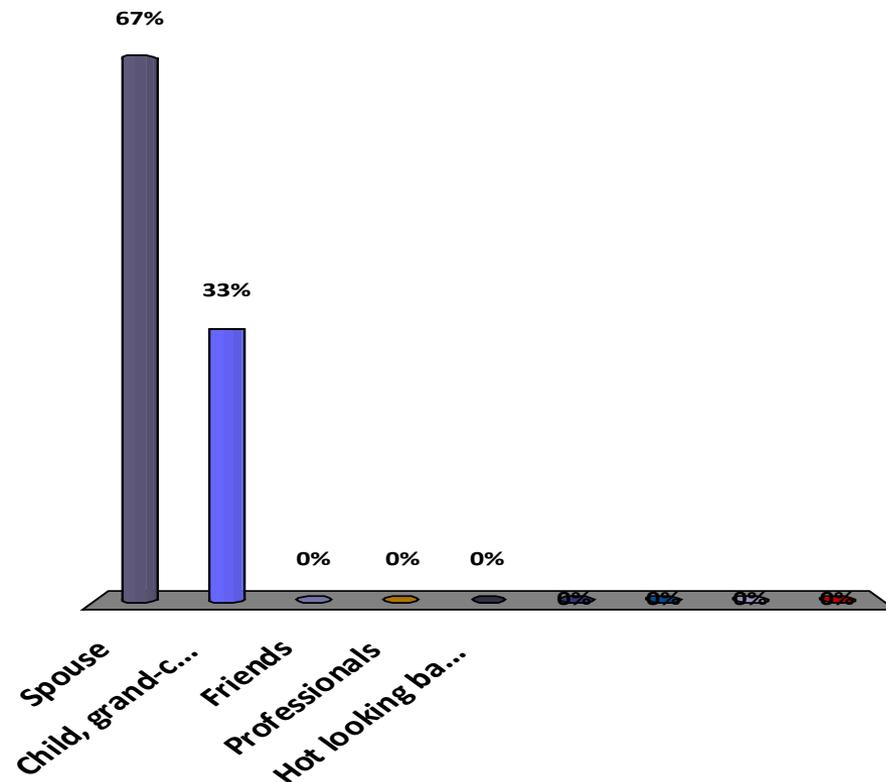
*It is the process of reflecting on and talking with others about how we want to die that is important*

# Audience Poll



## Who do you prefer to care for you at the end of your life?

1. Spouse
2. Child, grand-children, etc.
3. Friends
4. Professionals
5. Hot looking babe/dude





## Who makes final decisions?

- Family – majority rule? consensus?
- Specified individual?
- Other?
- Legal documents?

**Family knows and agrees with my preferences?  
Will carry-out my decisions?**

# Documenting Your Wishes

A LASTING LEGACY

## The Paperwork

Birth certificate

Adoption papers

Citizenship documents

Social security card

Marriage licenses

Separation/divorce decrees

Military service records

Religious certificates



### Advance Directives

- Formal documents that explicitly describe your wishes for care near the end.
- Include:
  - Medical/health care directives
  - Living wills
  - Powers of attorney
  - Wills
  - Estate plans





## Dependents

- Need to arrange for someone to care for their needs when you are unable to do so.
- The nature of the dependent's needs will influence your alternative care arrangements.



### A Lasting Legacy Workbook

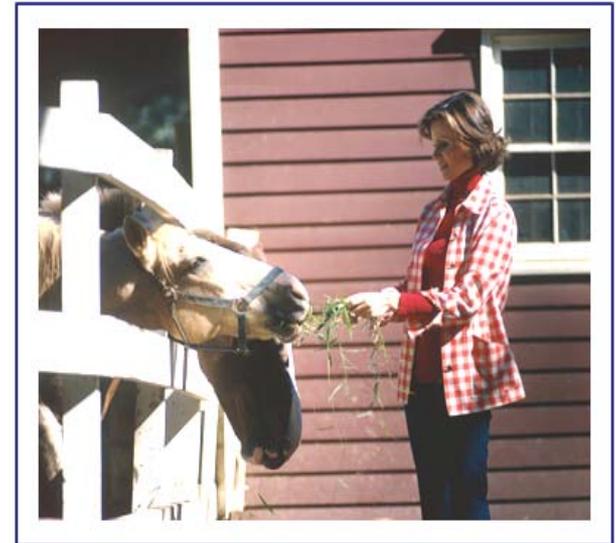


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## Animals

- Are there pets, livestock or other animals in your care?
- Animals with special needs
  - Feeding and watering
  - Grooming
  - Health care
  - Exercising
  - Affection



### A Lasting Legacy Workbook



**Pages 48-49**

### Ceremony Planning

- Funeral? Memorial Service? Viewing? Wake?
- Who should (should not) attend?
- Who should participate?
  - Pallbearers, singers, eulogists, religious leader, other
- Decorations
  - Flowers, pictures, memorabilia,
- Music
- Program
  - Video, slide show, other
- Reception

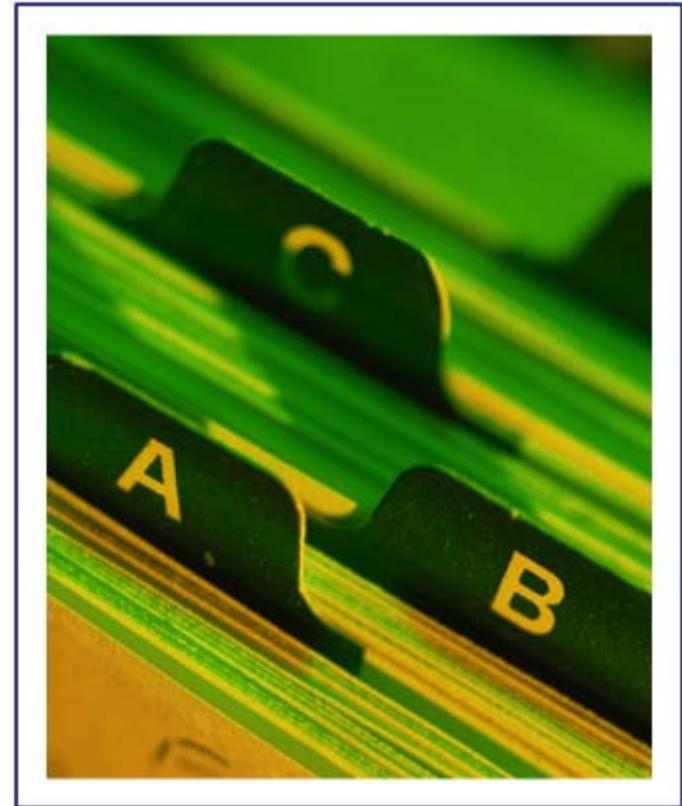
#### A Lasting Legacy Workbook



**Page 43**

### Final Instructions & Documents - Business

- Property titles or other ownership documents
- Statement of net worth
- Income tax records
- Operational procedures
- Compliance plans





## Secured Places and Passwords

- Make a list
  - Locations of documents
  - Passwords
- Keep the list
  - Separate, secure place
  - Give to trusted person
- Update the list
  - Whenever a change is made



### A Lasting Legacy Workbook



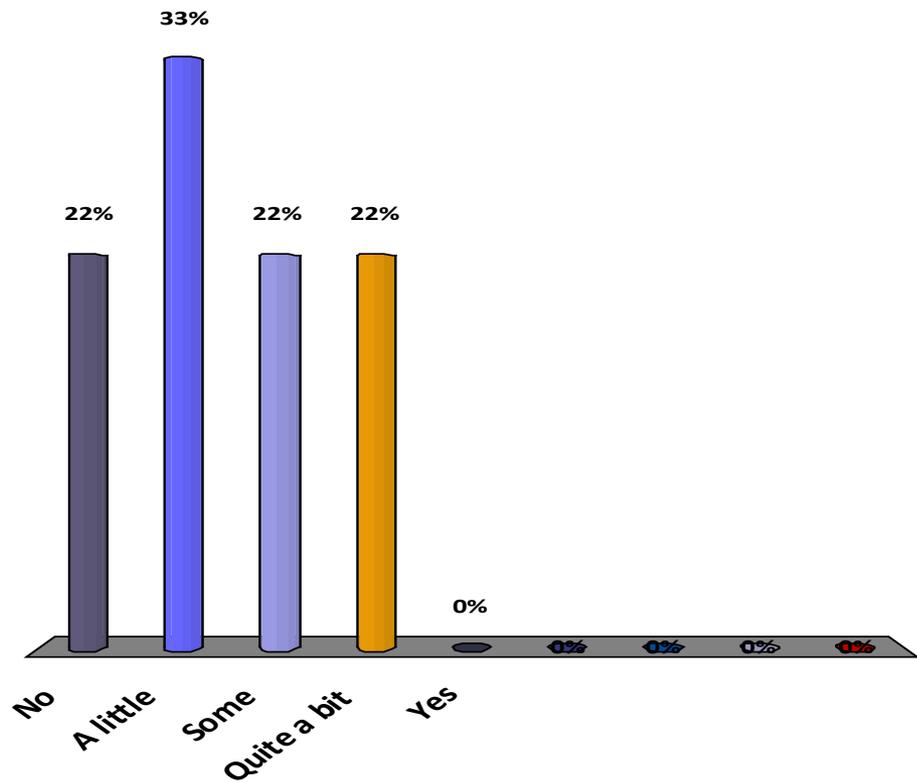
**Pages 46-47**

# Audience Poll



Have you done what you can to make your wishes come true?

1. No
2. A little
3. Some
4. Quite a bit
5. Yes



# A LASTING LEGACY



## Financial Assets & Real Estate

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# Types of Property



## Titled Property

Owner identified on a written document

- Real Estate
- Savings & Checking Accounts
- Motor Vehicles
- Machinery
- Stocks & Bonds





## Goals and Objectives

1. What do you want to have happen?
2. What does your family want?
3. How can it best happen?

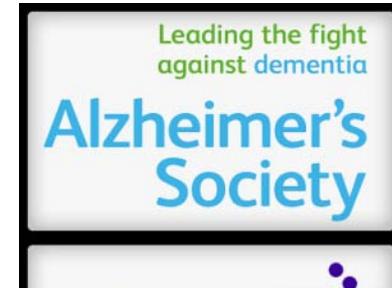


## Factors to Consider

1. Current legal structure
2. Objectives for developing a plan
3. Portion of estate needed by surviving spouse
4. Plan that work regardless of which spouse dies first
5. Provisions if spouse re-marries
6. Professional expertise

### Goals and Objectives - Ownership

- Ultimate goal for real property
- When is the best time to transfer
  - During your lifetime
  - At death
  - Long after death
- To whom do you want to transfer
  - Family
  - Non-family



CANCER RESEARCH



## Consequences

- **Taxes**
  - Incomes taxes
  - Estate taxes
  - Gift taxes
- **Other**
  - Changes in use
  - Easements
  - Absentee owners





## Summary

- Death is a part of life
- You can reduce the burdens placed on others
  - **Provide information**
  - **Plan**
  - **Have business affairs in order**
- Talk with family and friends
- Seek professional assistance

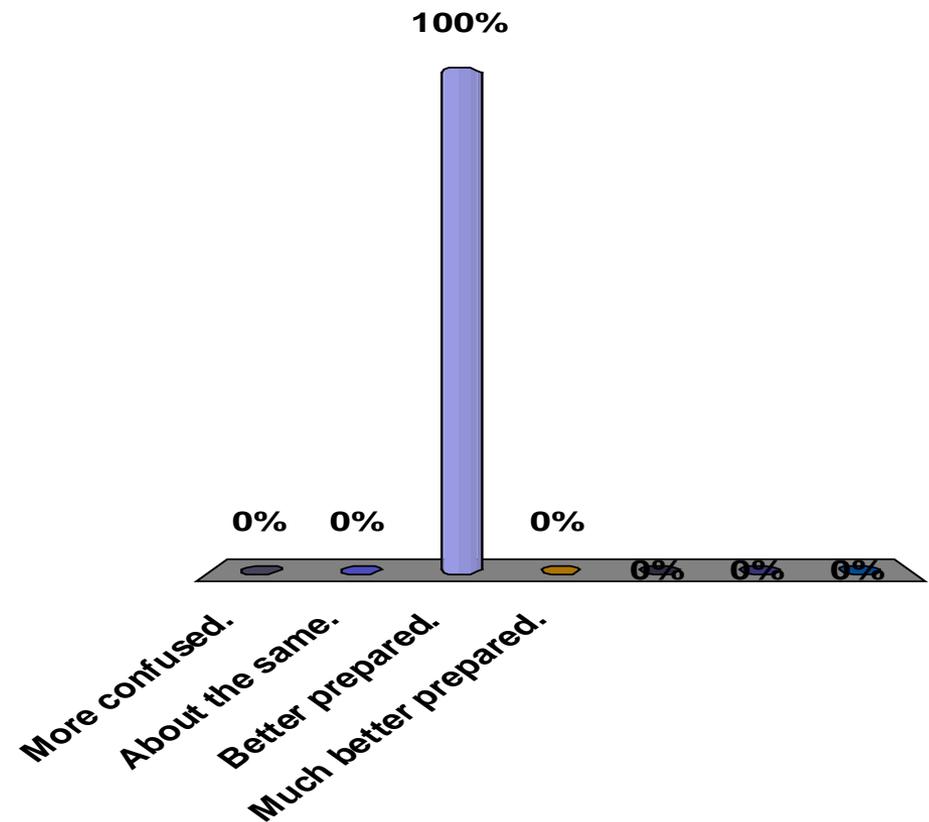
*Leave a Lasting Legacy!*





## How prepared are you to have family discussions about succession planning following this presentation?

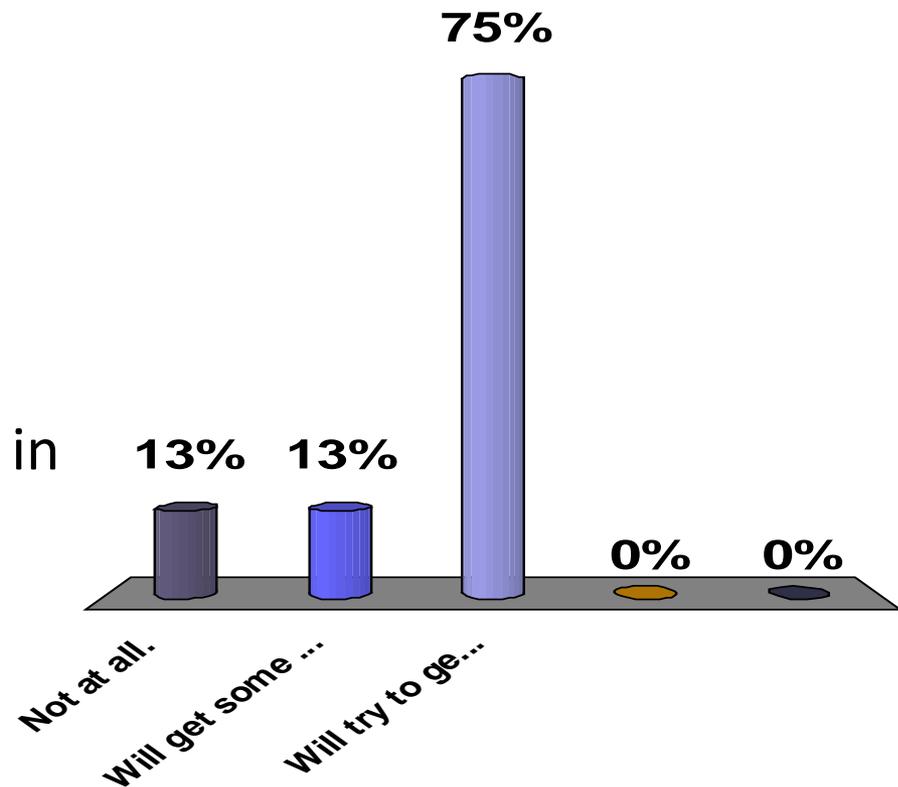
1. More confused.
2. About the same.
3. Better prepared.
4. Much better prepared.





## How likely are you to develop a legacy plan?

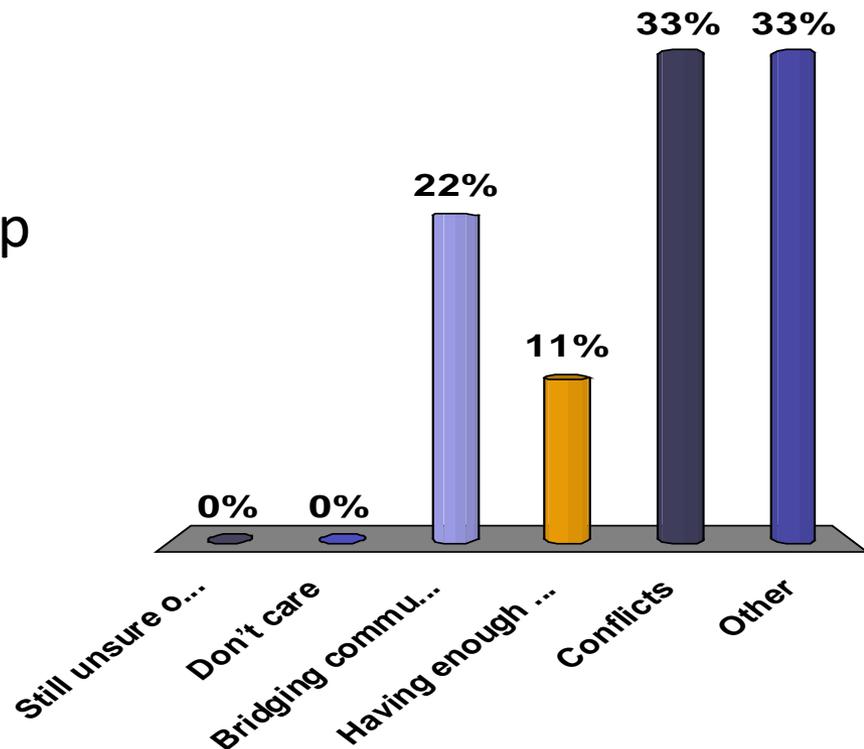
1. Not at all.
2. Will get some documents in order (business & personal).
3. Will try to get all documents in order (business & personal).





## What is your biggest obstacle to “Leaving a Lasting Legacy”?

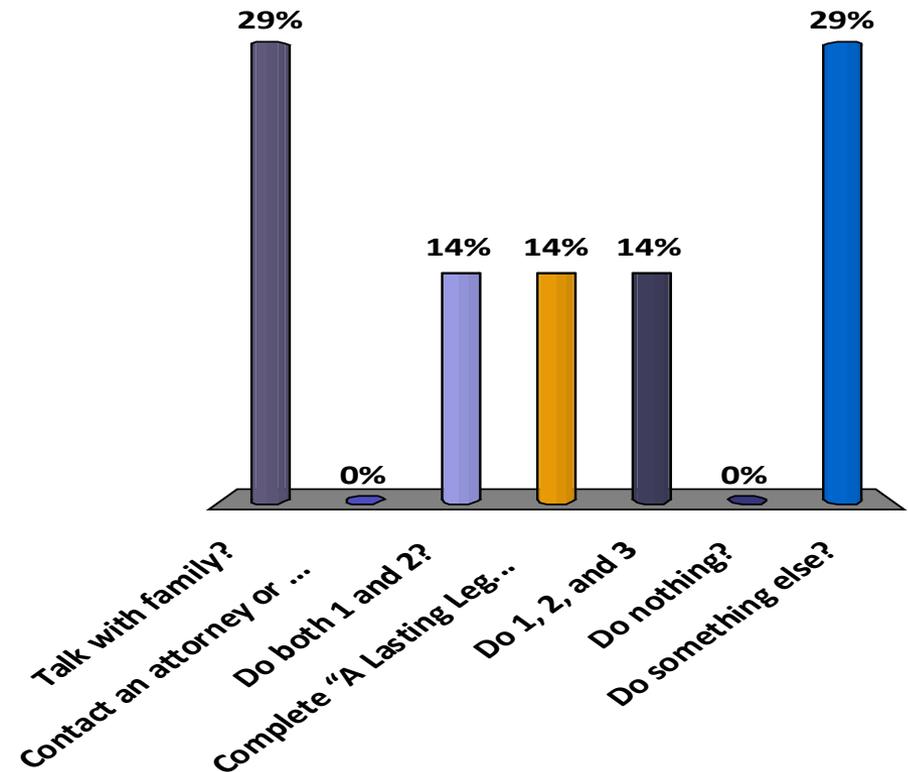
1. Still unsure of the process
2. Don't care
3. Bridging communication gap
4. Having enough time
5. Conflicts
6. Other





## Within the next 12 months, I will:

1. Talk with family?
2. Contact an attorney or other consultant?
3. Do both 1 and 2?
4. Complete "A Lasting Legacy" workbook?
5. Do 1, 2, and 3
6. Do nothing?
7. Do something else?



You!

Thank

**A Lasting Legacy Workbook**  
Values and Life Lessons

1 Values and Life Lessons  
2 Personal Possessions of Emotional Value  
3 Instructions and Wishes to be Fulfilled  
4 Financial Assets /Real Estate

Personal Information  
Intergenerational Relationships  
Transferring Property  
End of Life Information  
References and Other Resources

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Jeffrey E. Tranel  
John P. Hewlett

Wyoming Farm Management Extension Committee  
RightRisk  
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Profitable & Sustainable AGRICULTURAL SYSTEMS  
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