



DEALING WITH CONFLICT

Conflict is natural. It occurs in all human relationships and can be both a source of creativity and angst. How we decide to deal with conflict makes all the difference. Setting guidelines at the beginning will help you to prevent some unnecessary conflict and transition through any challenges or changes that happen within your family.

DIFFERING PERSPECTIVES

Conflict can come from many sources – across generations, between siblings, or even within marriages. Each person brings a unique perspective to the group. In many cases, older generations are more conservative in the sense that they spend less, save more, and donate to familiar institutions. Younger generations might be willing to take more philanthropic risk and may want to see more direct impact from their giving. It's important to find common ground across generations so you can give as a family. Focusing on what interests and values you share and not how you differ can help to bridge any differences.

CHANGING FAMILY DYNAMICS

Changes within families can also divide members. Children get married. Grandchildren are born. Extended family members become involved. And unavoidably, divorce alters the dynamics of families. Some families will want each member to have equal weight in decision making. Others will decide to only have their immediate family involved. Thinking through how each of these possibilities will be handled in relation to family giving will keep the focus on giving, and not the change.

VARYING LEVELS OF PARTICIPATION

It's also important to realize that not all members will engage in the same way. Determining how much or how little people participate will help each member understand what is expected of them and will allow them to be more effectual with their contributions. Giving flexibility to members will make giving more rewarding for your family as their obligations and interests change over time. Life gets busy for all of us. Understanding each other's commitments will help to balance the interaction between more engaged members and less active members. Recognizing and providing for individuality to be expressed by family members in different ways can also make coming together on group decisions easier.

HOW WE CAN HELP YOU

- Establish guidelines with your family that helps to minimize potential conflicts.
- Facilitate difficult discussions to ensure that all voices are heard and to create a comfortable environment where difficult subjects can be discussed.
- Provide tools that help families focus on what they want to accomplish together and not solely on what each member wants to accomplish individually.
- Create contingency plans with your family so that you have alternatives when conflicts arise.
- Develop strategies to incorporate individual decisions and group giving so that each member has some discretion when making giving decisions.



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