



**LOCATED IN:** Mt. Sterling, Illinois, with family geographically dispersed

**WEBSITE:** [www.tracyfoundation.org](http://www.tracyfoundation.org)

**MISSION:** To provide resources to organizations that foster the values of Robert and Dorothy Tracy—a Catholic/Christian belief, honesty, integrity, fairness, and a strong work ethic. The Foundation seeks to proactively strengthen Brown County in Illinois and the surrounding Region by investing in the education, youth, families, and capacity of these communities. The Foundation is also a vehicle for developing a philanthropic spirit among Tracy family members



#### Who Is Involved:

- ✓ 1st, 2nd and 3rd generation family members
- ✓ 52 members of the 3rd generation are actively involved on boards, committees, and grant programs
- ✓ Supported by a family member in the role of Program Associate

#### History of Youth Engagement:

Founded in 1997, the Tracy Family Foundation has acted to develop the philanthropic spirit of the next generation, as it is the driving force for their mission. To do so, the foundation created a formal structure, and in 1998 began a Matching Grant Program, which engaged the family's youth over age 21. Two years later, the foundation turned its attention to those children between ages 5 and 21, creating the Next Gen Grant

Program, enabling youth to go on site visits and request grants of \$500 to \$1,000. The family's youngsters met at the family's annual reunion in the Ozarks, beginning in 2001, and worked together to develop the philanthropic spirit of the next generation and to share their nonprofit experiences in their home communities.

In 2006, the board allocated two board of directors seats to youth ages 16 and over, and added a third seat the following year. In 2010, the Board of



Trustees began work to develop a Next Gen Advisory Board, which in 2012 began reviewing grants of up to \$5,000. To support these efforts properly, the family hired a Program Associate in 2013, who is also a family member. Today, five members of the next generation serve on the Advisory Board and three members serve on the Foundation's Board.

### Current Youth Engagement Strategies:

- ✓ **3:1 Matching Grant Program** (ages 16+)
- ✓ **Next Gen Grant Program** (ages 5-30) allocates \$1,000 for ages 5-17; \$2,000 for 18-30, with spouses included.  
  
85% participation rate among eligible family members.
- ✓ **Volunteer Incentive** \$500 - \$1000 offered to match a individual volunteer efforts of 10+ hours at a Inonprofit.
- ✓ **Annual Family Reunion** includes next generation philanthropy to encourage the spirit and leadership of family. Everyone shares their Next Gen Grant and why they gave to the organization, with a vote held for "top nonprofit" and additional \$1,000 award. The reunion offers formal education and great bonding time!
- ✓ **Three Designated Board Seats** for Next Gen members (age 16+), two with 1 yr. terms and one with a 3 yr. term.
- ✓ **Committees**—14 next gen members serve on ten different committees supporting various board initiatives.
- ✓ **Next Gen Advisory Board** meets quarterly to review grants up to \$5,000. This strategy gives the next generation a voice, accountability, and an opportunity to obtain leadership and foundation experience.
- ✓ **Annual Survey** gauges interest, ensure next gen feedback, and ensure their voices are heard.

### Adult Perspective:

*"It has been such a joy watching the development of the kids' philanthropic spirit and their increased passion for the Foundation and its work."*

—Jean Buckley, President

*"I love witnessing the kids being so willing to participate and take on responsibilities. Even though they are busy young adults, they volunteer their time and individual talents. It is rewarding to know they respect the work being done and the value in learning from each other."*

—Linda Tracy, Program Associate

### Next Gen Perspective:



The Next Gen Advisory Board

*"Some of my earliest memories are going on site visits with my mom in the Quincy area. Being exposed at such a young age has greatly impacted my life. I love to volunteer and be involved in the community where I live. It has made me comfortable knowing about nonprofits and serving on a board like Girls on the Run in Chicago. Through my*



*involvement in the Next Gen Advisory Board, I am excited to engage more of my cousins in the Foundation and learning to work together. We have spent a lot of time developing a mission statement, which has been quite the learning experience. I have been surprised at the amount of work that goes into every detail of what a foundation does.”*

— Megan Buckley, Vice President, Next Gen Advisory Board Member

*“I grew up in the hometown of the family and was one of the oldest of the 3rd generation. I have now served six years on the board as the Treasurer. My biggest surprise is seeing the enjoyment younger family members get from this work. It feels good to do good. The Foundation keeps everyone grounded and I think it keeps the spirit of my Grandpa and Grandma living on. We are far from perfect, but the goal is to get as many people involved as possible.”*

— Rob Tracy, Treasurer, Board of Trustees

*“I started giving grants through the Foundation when I was 11 years old and joined the Board of Trustees at age 19. I had no idea what the whole Foundation did until I served on the Board. I was shocked by all the jargon and how much we had in assets. I was impressed by how professional our family was in handling this work and facilitating meetings. Through attending foundation conferences and webinars, I learned a ton about foundation work. I love that our family has given my generation a voice and leadership opportunities.”*

— Jaclyn Tracy, President, Next Gen Advisory Board Member

### Advice to Others:

1. Provide various age-appropriate opportunities for involvement and responsibility so everyone can help and engage!
2. Start small. Take time to figure out what works for you and your family, and focus on one activity at a time, building as appetites for projects grow.
3. Get in and do it! Start young if possible, but it is also never too late.
4. Notice the passions of your younger family members and tap into each of their talents at whatever level they are able to give. Every family needs every member, as there is always plenty of work to go around.
5. For youth—jump on in! Listen. Get involved as much as you can now, and you will learn over time!

### Resources They Have Available to Share:

- ✓ 3rd Generation Board Service Policy
- ✓ Next Generation Advisory Board Principles
- ✓ Matching Grant Policy

### Contact:

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