

Wildflower Reflections.... Families and Legacies: Challenging Decisions

If you think estate planning is a boring topic then you haven't been to one of Dr. Marsha Goetting's presentations. She has a reputation for her ability to make estate planning interesting. She also keeps participants actively involved by giving them the opportunity to answer questions with response clickers. Dr. Goetting has enhanced her presentation by combining her appreciation of Montana wildflowers with her expertise in estate planning to offer members of the Dakota Territory Buffalo Association an exciting program: *Wildflower Reflections... Families and Legacies: Challenging Decisions*.

You will learn who will receive your property if you pass away without a written will. You will discover when a will or a trust has control over your property and when neither one does. You will discover how you can avoid probate with the estate planning tools of Paid On Death (POD) designations and Transfer On Death (TOD) deeds in most states. Dr. Goetting will also highlight a statute that allows you to distribute items that do not have a title. Don't miss this opportunity!!!

Professional Bio

Marsha Goetting is a Professor and Extension Family Economics Specialist at Montana State University in Bozeman. From 2016 to 2018 she presented over 220 financial and estate planning programs reaching 6,700 Montanans. She has received state, regional and national awards for her programs. In 2017 she received the 2017 Western Region Excellence in Extension Award from Cooperative Extension, the National Institute of Food and Agriculture and Association of Public and Land-grant Universities. Dr. Goetting received her Bachelor's and Master's degrees from Kansas State University and a PhD from Iowa State University.

Summertime finds Marsha and her husband photographing wildflowers in Southwestern Montana Mountains such as the Beartooths and Gravellys. Marsha prints the photos and makes notecards that she sells, with ALL proceeds donated to the Alzheimer's Association. She does this in memory of her Mother who passed away from Alzheimer's. "Mom loved looking at the photos and would ask me the name for each flower. Ironically, she said that I had such a good memory to be able to remember the name of each one."



Marsha Goetting



Bridging the Generational Divide

What does it mean to be part of a 'generation'? And, why do people of different generations – maybe you, your parents, grandparents and kids – have a hard time getting on the same page in your business and, more importantly, your succession plan? In this session, we will talk about the generations, what makes them unique, and the tools to help you bridge the generational divide in your family's operation.

Generations in the Family Business

We are in the midst of an unprecedented generational 'mixture' in our family businesses today. Delayed retirements and improved health are making it possible for those in the Matures generation (age 74 and older) to remain active at work longer than ever before. Coinciding with this trend is the arrival of younger workforce members, the Millennial generation (those in their 20's and 30's) joining the workforce alongside Matures. In the middle of those two generational bookends exist the small group of Generation X (those in their late 30's to mid-50's), and the largest generational group of the four, the Baby-Boomers (in their mid-50's to mid-70's).

Being part of one of these four generations is much more than just the music, clothing, hairstyles or 'gadgets' each group has in common. While we may focus on a generation's signature style or technology, the true meaning of a generation relies on better understanding the attitudes, beliefs and values shared by each generations' members.

Their distinct approaches to work, life, family and business that are part of today's generational 'mixture' can be a source of frustration, confusion and conflict ... as well as a source of learning, opportunity and growth for our family businesses, IF this generational shift is handled well. "Handling it well" means creating a way to understand, communicate, and appreciate generational differences so they become an asset rather than a liability. We can benefit from the generational diversity in our families and our businesses if we truly understand what makes each generation unique, and how their attitudes and skills can genuinely benefit our family business.

To begin a conversation on succession planning, there is no better place to start than by understanding who is around the table, as individuals AND as members of a unique and distinct generation. We may be able to better understand each persons' motivations and attitudes when we see them – and see ourselves – as a product of our unique generations

Professional Bio

Tara Kuipers is a South Dakota native who has called Wyoming home since 2000. She and her husband Jarren, a wildlife biologist, live in Cody, WY. She spends much of her free time traveling and enjoying the great outdoors of the Rocky Mountain West by hiking, backpacking, cycling and rafting.

Tara has Master's degrees in counseling and adult education, along with numerous certifications in facilitation, strategic planning, mediation, public participation, change management and organizational development. Through her 20-year career leading and teaching in higher education and nonprofit organizations, Tara has focused on facilitating groups toward strategic planning, shared learning, and meaningful collaboration.

Tara now brings her passion and experience for engagement, education and evaluation to her role as owner and principal of Tara Kuipers Consulting.



Tara Kuipers