



## From the Team. For the Team.

*How one business's unique approach is empowering its employees to greater generosity and compassion.*

Many studies have been conducted on the performance of employees when they work for an organization where they feel taken care of by their employer. It is no surprise that satisfied employees drive business growth. However, the larger an organization grows, the harder it can become to take care of each employee individually. Jack Stack, a Kansas City favorite barbecue restaurant, is putting its money where its mouth is to ensure its employees are cared for by taking a proactive approach through a corporate benevolence program with The Signatry.

Jack Stack Barbeque has five locations across the Kansas City Metro and roughly 650 employees at any given time. With that many individuals on a team, it is not uncommon for one or more of its employees to face tragedy or unforeseen circumstances that can throw a wrench into everyday life. In the past, when a Jack Stack employee fell on hard times, the local store carried the burden of helping out its team members in a "pass the bucket around" kind of way.

### Addressing the Need

Case Dorman, the owner of Jack Stack, saw this as a problem and wanted to find a better way for his company to provide for his employees. Dorman, along with his team, set up a donor advised fund with The Signatry to serve as a corporate benevolence fund, called the Jack Stack Employee Emergency Fund, to help provide for hourly Jack Stack employees who were experiencing hardships.

Jack Stack works with other employee assistance programs, but this fund was created to provide additional financial help. This kind of fund is a unique approach to corporate generosity because the fund is employee-funded and governed.

"Hourly employees have the option to pay into the emergency fund directly from their paycheck. Some contribute twenty-five cents, others contribute up to five dollars a week," explains Michele Higginbotham, Human Resource Manager for Jack Stack. "It may not seem like a lot, but it really adds up."

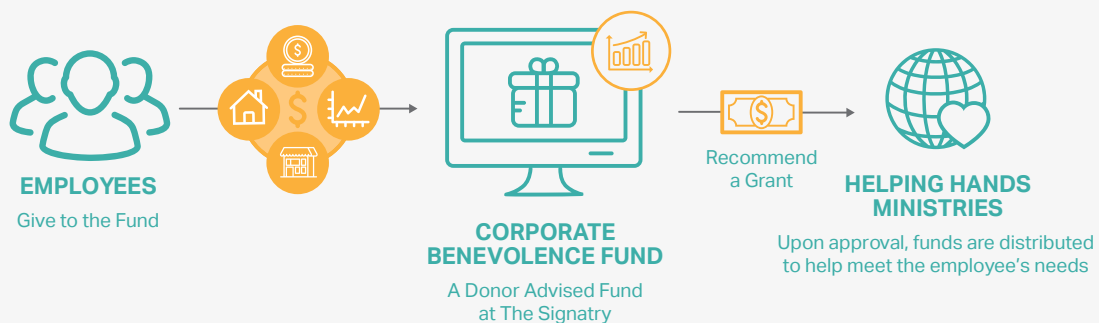
## How It Works

A steering committee made up of hourly employees from each location meets on an as-needed basis. This ensures the decision-making power is given to those who know their fellow co-workers best and are more likely to be aware when special circumstances arise.

Employees can also nominate their co-workers who might need an extra blessing during the holiday season. For example, one Christmas, the Martin City location nominated one of their employees whose family doubled overnight. Due to family circumstances, this employee and her husband adopted three of her nieces and nephews, which added to their own two children. This meant buying new beds and clothes during the holiday season. Seeing her compassion and generosity, the committee used the fund to cover a few months of house payments for the couple, so the unexpected parents of five could focus on Christmas.

Once a recipient has been chosen, the committee recommends grants from their fund with The Signatry to an organization called Helping Hands on the employee's behalf. Helping Hands then works with the employee to allocate the funds to assist with medical bills, car repairs, funeral costs, or other expenses based on the needs of the employee.

**Jack Stack uses a donor advised fund with The Signatry to manage the emergency fund. "It is wonderful," explains Higginbotham, "We don't have to worry about the fund itself. The Signatry takes care of everything. The employees' contributions go straight into the fund, and the fund builds up throughout the year."**



The fund has been used to help over 100 employees and their families in its near fifteen years of existence. The Jack Stack Employee Emergency Fund is just one example of how Jack Stack aims to provide for its employees.

## Take Your Next Step

The beauty of these corporate benevolence programs is you can structure them in a variety of ways depending on your goals or type of program. You can provide creative solutions to serve your employees and involve them in the generosity process.

To learn more about starting a corporate benevolence program for your own business, contact our Donor Care team at [donorcare@thesignatry.com](mailto:donorcare@thesignatry.com) or 913.310.0279.

For more information, visit [www.thesignatry.com](http://www.thesignatry.com).