

**Yankee Clipper Council / Boston Minuteman Council Joint Committee
 Joint Sub Committee on Human Resources and Manpower
 Minutes of meeting held November 10, 2008**

The meeting began at 12:15pm. Present were, Jim Barbieri, Tim Felter, Mike Jeans and Mike Tager. Also present were professional staff Dan Hogan, Randy Larson and Mathew Thornton.

Mike Tager was nominated and accepted to serve as Chairman for this sub Committee.

Discussion was held regarding the task of the committee. While there are presumptions by some that a merger recommendation would be the final result of this project, this Committee was not participating in the project with that presumption. The primary objective is to evaluate alternatives for improving the delivery of programs to youth. It was decided that a process needs to be established to consider all options for consolidation or resource sharing, in order for the Committee to be led to the best conclusion. This process would call for continued committee meetings to discuss options and for continued outreach to the volunteer “constituents” by allowing an e-mail address for comment, and periodic “fireside chats” to allow face-to-face dialogue. Communication was also provided by periodic updates to the Council website.

The following topics relative to delivery of a successful Scouting program were identified and initial indication of strengths between Councils:

<i>Topic</i>	<i>Comments</i>
Scoutreach	BMC has no formal effort in Scoutreach due to lack of funding. YCC has had limited effort in Lawrence, based on specific funding from corporations.
Learning for Life	BMC has had 3 FTE’s dedicated to this effort, and could also perform with 2 FTE. YCC has delegated this to the district level with mixed results.
Program (Activities, Advancement, Training, OA, Camping, etc)	A new FTE would likely be needed for either Council or combined, to focus on Program. Currently Ass’t. Scout Executives address program coordination.
Marketing	No formal FTE addresses this specifically in either council. It is agreed that hiring a FTE for this effort would be highly desirable, but neither council can currently afford this.
Finance/Fundraising/ Development	This function is shared in each council between FTEs. BMC has 2 formal FTE’s dedicated to this, while YCC has one.
Board Resources (volunteer)	Pending further discussion
Staffing	Pending further discussion
Scout shop and non-camp facilities	BMC has large, new facility while YCC has two locations, both inadequate to support growth.

It is noted that some of these topics listed above exceed the scope of this sub Committee, but bear consideration. All topics may impact specific issues that this Committee is tasked with.

It is noted that, to meet the minimum National standards for Field staff, 12-15 Youth Serving Executives are necessary for maximum effect. Between the two councils we currently have 8 Youth Serving Executives.

Current office facilities were discussed.

Satellite offices could be located where there would be a draw from the membership.

Are satellite offices necessary? Could we set up district offices in local businesses?

Could we have one centrally located office and scout store serving one council?

Could we have one centrally located office and scout store serving two councils?

Any facility (camp or building) should be fully endowed.

Long range merger considerations were discussed: If, through this process that we as two separate councils decide not to merge but we decide to share resources, then a merger may result in the future. If we are successful with our collaboration perhaps surrounding councils may be willing to join us in future collaborations.

The Committee expressed that all comments, questions and concerns be sent to one contact to be reviewed and then shared with the respective committees. Each Council also has a shared mailbox to receive comments from any and all interested parties.

Organizational charts were requested for further review.

Next meeting was scheduled for Monday, November 24, 2008 for further discussion of the above, and to begin to map out action items for the next steps.

Meeting adjourned at 2:00 pm.