

Yankee Clipper Council / Boston Minuteman Council Joint Committee
Joint Sub Committee on Human Resources and Manpower
Minutes of meeting held November 24, 2008

The meeting began at 12:07 pm. Present were Tim Felter, Mike Jeans and Mike Tager. Also present were professional staff Dan Hogan, Randy Larson (by phone) and Mathew Thornton (by phone). Jim Barbieri was absent.

Draft minutes were reviewed and discussed at length. Several drafts had been presented and the resulting minutes were finalized for publication. The discussion centered around the need to establish a process to review all options in pooling resources, in order to bring this sub Committee, and if act the Joint Committee, to the most appropriate conclusion. While it may be a simple approach to treat this process as a merger, other options must be considered as well. Merging councils may provide financial benefits and operating efficiencies, but there may be losses of a qualitative nature to be considered, such as the loss of traditions and heritage associated with camp properties, an OA lodge, the merged Council itself.

The tasks of this Committee were reviewed, and it is noted that they are very precise. Addressing them fully would need the input and recommendations of other committees. The professional staff attending today noted that they have heard similar discussion from other committees they have attended. We discussed the conceptual process of considering a merger, and felt that more direction would be beneficial from the Joint Committee, or plausibly Strategic Alliances. Given the large number of council mergers in the past, we discussed the lack of a clear action plan or guidance from National Council. It was also affirmed that each council merger is unique to the merging councils, who must each establish their own procedures.

We determined to begin to assemble conceptual questions that would be addressed the Joint Committee, which would ultimately provide us with more focus in tacking our own tasks.

Council Organizational Charts were compared and ideal staffing was discussed in order to reach the combined Total Area Youth (TAY). Both Councils lack adequate Youth Serving Executives (YSE's). Applying the National Standard ratios, we would need upwards of 20 YSE's, while both Councils combined have only 9. BMC has 2 dedicated FTE's for its Learning for Life program. An ideal council professional staff organization was discussed; while certain positions would be eliminated, other positions would be necessary to be filled, particularly positions serving youth and raising funds and public awareness. Some "best practices" were discussed, notably the use of project workers by BMC. These consist of workers focused on specific program projects and paid on a weekly basis with no benefits. The past success of the Scouting and Soccer program in BMC was also discussed.

The task list for this committee was reviewed, with the volunteers to focus on an evaluation of the respective Boards, and the professionals to focus on an evaluation of professional/ office personnel, staff, equipment and procedures.

Next meeting of the full Joint Committee is scheduled for Monday, December 8 at Century Bank. Our committee will not have a formal meeting before then; an informal session may be arranged prior to the full Joint Committee meeting on Monday .

Meeting adjourned at 1:20 pm.