



## BOY SCOUTS OF AMERICA® GREATER ALABAMA COUNCIL

### **Central Team - New District Staffing Structure FAQ**

#### **Why are we changing from a traditional DE role to this plan?**

The role of a district executive today has a total of 24 key responsibilities. We expect the list will be growing in the future. This plan helps the executive in a focus area to better support the districts. Corporations have been organized this way for decades and it's time to change the role of the DE.

#### **Are we also changing the district volunteer structure?**

There will be no district volunteer changes in the plan. The plan will increase the number of volunteers involved with each District's Committee and Commissioner Corps. We are eliminating the Birmingham District and those units will be divided up between the Three Rivers, Vulcan and Cherokee District.

#### **Who do I call if I have a unit related question?**

The membership\unit service executive will be the primary contact for all unit volunteers

#### **Who do I call if I have a district related question?**

In the first 6 months you will probably call the Field Director for support. As the plan is implemented you can call the membership, membership\unit service or the finance executive depending upon your question.

#### **When will I know who my team supporting the district will be?**

The changes will go into effect on July 1, 2019. Announcements will be sent via e-mail and the website will be updated.

#### **Who will be working with the District Key 3?**

The field director will give leadership to the key 3, with the executives working directly with their associated Vice-Chair. All members of the field team, the District Chair, Commissioner, & 3 Vice Chairs will attend key 3 meetings, which will be renamed Key 6 meetings. These meetings will be volunteer recruitment focused and run by the Field Director.

#### **Who will be attending roundtables?**

The membership\unit service executive will be responsible to support the district roundtables. Other team members such as the program executive and or finance executive will be in attendance as necessary.

#### **Who will be helping with district activities?**

The program executive will work with the District Vice Chair of Program and associated sub-committees to support the district activities and ensure their success.

**How do you plan to communicate to all the volunteers so there is not a disconnect?**

1. Meeting with District Key 3's & Vice Chairs
2. Update in Digital Eagle & Other E-mail communications
3. Updated info on website.
4. Who to contact for info sheet for each district.
5. Presentations at August Roundtables

**Are you creating a team of staff to support the districts and Units?**

Yes, under the leadership of the field director the team of 3 staff members will support the volunteers of the district to ensure the success of the districts and their Journey to Excellence.

**Do you plan to hire additional staff?**

Yes. We will be adding 2 additional District Executives to the Central Team. We will also be adding 5 new professionals who will oversee the Scoutreach programs of each District. We will also be hiring several Scoutreach Program Aides.

**How will this impact our re-charter process?**

You will now have a full time executive (membership) to assist you with charter renewal. The charter renewal month does not change.

**Will dates of Roundtable and District Committee meetings change?**

Some of the District meetings dates will need to change to accommodate the Membership/Unit Service Executive and Field Director as they cannot be in 2 places at once. These changes will be in coordination with the district leadership.

**What happens if the plan does not work?**

The executive board voted in 2017 to pilot this plan in the Birmingham Metro Area and authorized the Scout Executive to implement and to provide regular updates. The plan will be reevaluated at the end of 2021. If the plan is successful, the plan will be to introduce a similar model in other areas of the council.

**When will it start?**

New staff will be hired and will begin transitioning into their new roles at the end of June of 2019. During the month of July new District maps will be created and the Scoutnet system will be updated accordingly. We expect to be fully running the new plan by August 1<sup>st</sup> 2019.