



BOY SCOUTS OF AMERICA®

GREATER ALABAMA COUNCIL

Central Team - Staffing Plan



Rationale

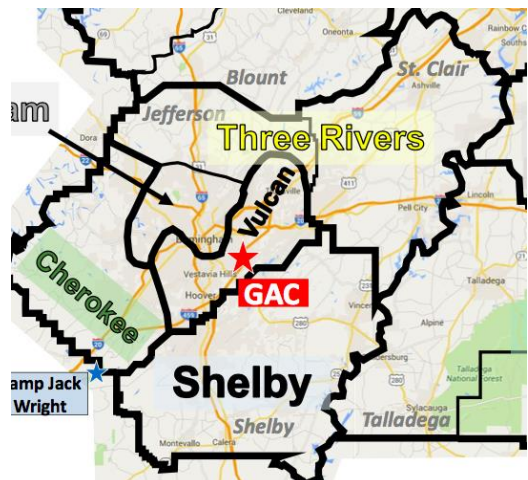
The role of the District Executive has become increasingly complex and demanding. The role has traditionally been forced to be a “jack of all trades”, recruiting, fundraising, problem solving, marketing, training, administrative etc. Attracting new staff that has the skills, ability or desire to do this type of work can be difficult. These unique skill sets can be taught, but it is preferable to hire specific staff and utilize their unique talents and abilities in more specific ways. Furthermore, the changing characteristics of the workforce demand that organizations must explore new ways to attract engage and deploy these individuals.

Plan

Develop a new team approach to serving the five districts located in Metro Birmingham: Birmingham, Cherokee, Shelby, Three Rivers & Vulcan.

Proposed Structure & Plan

- Eliminate the Birmingham District and divide up those zip codes between Cherokee, Three Rivers and Vulcan District where appropriate. This will result in a more culturally diverse set of districts and the youth and leaders will be better served.
- Eliminate the current District Executive position in these districts and form three new positions that will work as a team to serve these areas.
- These new positions will be:
 - Membership\Unit Service Executive
 - Program Executive
 - Finance Executive



New Team Approach

Each team, Membership\Unit Service, Program & Finance will work with the Field Director in implementing the major functions of Scouting in the area. In addition, our new Scoutreach Team will support the Scoutreach efforts of all the districts. This team includes a Scoutreach Director, four Scoutreach Team leads and part time staff working directly with units. This team will primarily support the units in the following cities: Birmingham, Bessemer, Fairfield, Tarrant, Centerpoint area

Staff Member	Position	District 1	District 2
Carson Comer	Central Team Field Director		
Brooke Yarbrough	Membership	Three Rivers	Vulcan
Anthony Edwards	Membership	Shelby	Cherokee
Jay Elliott	Program	Shelby	Cherokee
Joshua Warren	Program	Three Rivers	Vulcan
Logan Black	Finance	Shelby	Cherokee
Will McIntyre	Finance	Three Rivers	Vulcan
Robert Young	Scoutreach District Director		
Lisa Shaw	Scoutreach Team Lead	Three Rivers	
Tommy Jackson	Scoutreach Team Lead	Vulcan	
Michelle Johnson	Scoutreach Team Lead	Cherokee	
Phillis Brown	Scoutreach Team Lead	Cherokee	

Team #	Team Members	Districts Served
1	Brooke Yarbrough - Membership Will McIntyre - Finance Joshua Warren – Program *Lisa Shaw – Scoutreach Team Lead *Tommy Jackson – Scoutreach Team Lead	Three Rivers Vulcan
2	Anthony Edwards- Membership Logan Black- Finance Jay Elliott- Program *Michelle Johnson – Scoutreach Team Lead *Phillis Brown – Scoutreach Team Lead	Shelby Cherokee
3	Robert Young-Scoutreach Director *Scoutreach Team Leads are their own Team but also part of the other 2 teams.	Scoutreach