

## Better Together

August 2009- Boys & Girls Clubs loses its major funding mechanism-Fee for Service One to One Crisis Intervention placing the organization's future in jeopardy. One hundred and twenty five staff members are laid off and a 5% rollback in wages is instituted across the board.

October 2009- Liz and Ross and our two Presidents of our Boards of Directors meet to discuss futures.

October 2010- Two Executive Committees from each Board and the ED's meet to focus on a deeper level of Partnership

Fall 2010- Combined staff teams mapped ways in which the two organizations could work together. After 449 hours of work there was unanimous consent. The concept of no harm emerges.

Research reveals Section 23 of the Societies Act, allowing for amalgamation of two entities in that what each entity owed and owned prior to amalgamation now owe and own together.

Liz and Ross meet with all funders to discuss the issues. Support is almost unanimous!

November 2010: Site bus tour by both Boards and Staff Leadership Team. Both Boards adopt the position that the move will increase service to children and families in the Edmonton area.

December 2010- Both Boards independently and unanimously agree to amalgamate

The Boards order Audits conducted of finances and facilities of both organizations.

February 2011- Met with both CEO's of the National Organizations, Boys and Girls Clubs of Canada and Big Brothers Big Sisters of Canada.

The organizations bring on Laird Hunter and Gary Stern to help with process.

Early in the process, Gary Stern was engaged to conduct an organizational culture survey of the two organizations. 25 members of the leadership teams were surveyed; the results were benchmarked against data from 1076 other organizations, and compared to each other.

March 2011- Policies and Procedures are aligned by staff groups.

Boards go through the process of determining who will stay and who will leave their positions. (32 Board members reduced to 18)

Liz O'Neil is recognized as the new ED with Ross Tyson acting as Assistant ED for a two year period following amalgamation.

May 2011- Both organizations hold meetings with their respective members to conduct a special resolution vote on Amalgamation. A resounding positive vote assured the path taken.

July 1, 2011- CRA gives approval for the combined organization- Boys & Girls Clubs Big Brothers Big Sisters of Edmonton and area Society is born. (The hybrid BGC BIGS is coined)

October 2011- BBBS side of things goes through accreditation with the National organization; B & G is Peer Reviewed at the same time. The very positive results give credibility to both sides of the organization.

The work continues.

Ross Tyson

780 822 2544

Ross.Tyson@BGCBIGS.ca