



ITEMS OF INTEREST 

This edition of *Realignment News* includes additional updates from the Early Adopters and information about our new Realignment Strategy Team. We have also included questions and answers to the most recent set of queries received.

The next edition of *Realignment News* will be sent to councils on August 14th. Questions are always welcome. Please send them to Vicki Wright at vwright@girlscouts.org.

Update on Early Adopters

The early adopter groups continue to make great progress in creating their new councils. Here are more lessons learned:

“Definitely get staff together as soon as possible. That was one of the best things we did, along with combining our teams to help them start dealing with change and getting to know each other.”

“Prioritize the new staff or organizational structure and job descriptions along with severance and retention policies for the existing staff. Retention bonuses, severance and structure are key elements to ensure the council staff and CEOs stick around through the process.”

“Establishing a regular communication system is very important. We have a new council online newsletter and work hard to keep the staff and board up-to-date on what’s happening.”

“We are in the middle of hosting facilitated visioning sessions in five locations throughout the new council jurisdiction. Some sort of visioning and values exercise that is open to staff, volunteers, parents and girls might be really valuable to other councils. The results will be shared with our CRC in August.”

“Establish an overall timetable with key dates and yet be flexible to allow subcommittees to determine their own timetable.”

“We have to keep our eye on the vision as we develop the framework of this new council – it’s not about replicating the best of what we have, but raising our aspirations to what we can be.”

“Recognize that the process of realignment is time consuming, and be present to the fact that your work schedule will change over the year of the process. Be ready to delegate and prioritize the workload.”

New Realignment Strategy Team at GSUSA

Council Partnerships has established a cross-functional team to coordinate and integrate the work and services to councils, which are moving through the realignment process toward higher-capacity and higher performing structures. The integrated team consists of:

Glen Chin, Property Consulting

Ellen Christie, Communications

Sharon Czebotar, Human Resources Consulting

Caroling Grynbal, Membership and Volunteer Development

Randy Farmer, Council Partnerships

Susana Guarino, Finance

Barry Horowitz, Girl Scout Merchandise

Christine Iafarate, Program Collaborations/Funded Initiatives

Rori Lindo-Britton, Fund Development

Deb Long, Governance

Nancy Moeller, National Learning Services

Monica Shah, Program

Sandy Thomas, Global Girl Scouts

Margie Wang, Information Technology

Chivonne Williams, Council Partnerships

Vicki Wright, Realignment Strategy

Conference Call Reminder

Information was sent to councils on July 19th regarding two upcoming conference calls with Board Chair Patricia Diaz Dennis and CEO Kathy Clonger, which will provide updates on realignment and the Girl Scout Leadership Development Program. The calls will be hosted on August 7 and August 8, so please choose the date that best fits your schedule. This

important dialogue will serve as preparation for the National Board Meeting at the end of August.

- Option 1: Monday, August 7, at 6:00 Eastern Time
- Dial-in number is 1-866-425-6240
 - Please refer to Conference ID number 7650641
- Option 2: Tuesday, August 8, 2006, at 5:00 Eastern Time
- Dial-in number is 1-866-425-6240
 - Please refer to Conference ID number 7650687

Q & A

1. **Is it possible to move our realignment start date to an earlier time frame?** Yes. If your group is in agreement to start the realignment process earlier, notify Vicki Wright of the agreement and the requested date. It is highly unlikely that start dates will be changed to a later time frame.
2. **We want to submit our paperwork for a jurisdictional change to become effective with the new membership year. Is there anything I need to know about what date I select?** Yes. The effective date on the jurisdictional change form is not only the date you wish to make the change, but the date when the “old” council can no longer accept membership registration forms from that area. GSUSA Membership Credentials intends to transfer membership data as close to that effective date as possible, so the more notice you can give GSUSA, the easier the transition will be.
3. **Now that we know our realignment start date, when will we find out which GSUSA staff will be working with us?** We are in the process of putting consulting services and staff assignments together and anticipate that councils will be informed in September.
4. **Our new council group is starting in October 2006. What should we be doing between now and the time that we attend (what training – id name it) training?**
 - Organize your Council Realignment Committee. Decide how many members will be part of the team (remember the

committee needs to be manageable). Determine if you want to have additional members beyond the Board Chairs and CEOs of each council. Do you want community members involved? What skills do you need on the team?

- Start thinking about the subcommittees your group wants to form and what skills and expertise are needed for each group. Again, remember to keep the group manageable.
- Compile the Council Profile Data listed in the Realignment Guidebook. It is best that all Council Profile information is completed and shared early in the process.
- Along with the Council Profile Data, gather the information for the due diligence process.
- Begin thinking about the timeline for when your group would like to have the new council formed.