



December 3, 2009

Dear Green Mountain Council:

Our Council's Executive Committee is continually monitoring and reviewing the quality and quantity of service that we provide to Scouting Units in Vermont. As with every organization, we have limited resources. Deploying them in a cost effective manner has become increasingly important.

As part of this process, we have looked closely at the major functions of the Council and the manner in which we perform these functions. In order of importance they are:

1. Service to Units
2. Council and District Programs and Camps
3. Securing the resources to fund the Council

Our Scout Executive, Rich Stockton, has worked closely with the Executive Committee and has presented several creative ways to improve the staffing for the above functions. The restructuring plan that was chosen, as described below, has the complete support of the Committee.

In 2010 we will eliminate the position of District Executive and move to a more specialized form of service. Unit Service Director, Program Director and Finance Director positions will be established. Each of our current professionals will move into one of these more specialized roles. This will enable them to become true experts in the parts of the overall program they will administer.

No changes will be made to the District Committees or to Units. The goal is to provide more specialized service to our Units. We will also be adding two Unit Service Coordinator positions to the staff. These two individuals will work with Unit Leaders to provide: training, program help, recruitment of youth and adults, charter partner relations, etc. Their focus will be to insure that each Scout in our program is part of a Quality Unit, and receives a quality program. You can download the new organization chart and duties at www.scoutingvermont.org.

Changes can be stressful and we fully expect that questions, concerns and "fine tuning" will need to be addressed. I have committed to monthly meetings with each District Chairman and the Council Key Leadership to insure that we keep on task and that our goal of increased service will be met. Bottom-line: we want the best possible program for our Scouts and we believe that this new model will give us the best opportunity to make it happen.

Thank you for all you do for Scouting in Vermont.

Yours in Scouting,

Richard Kruger
Council President