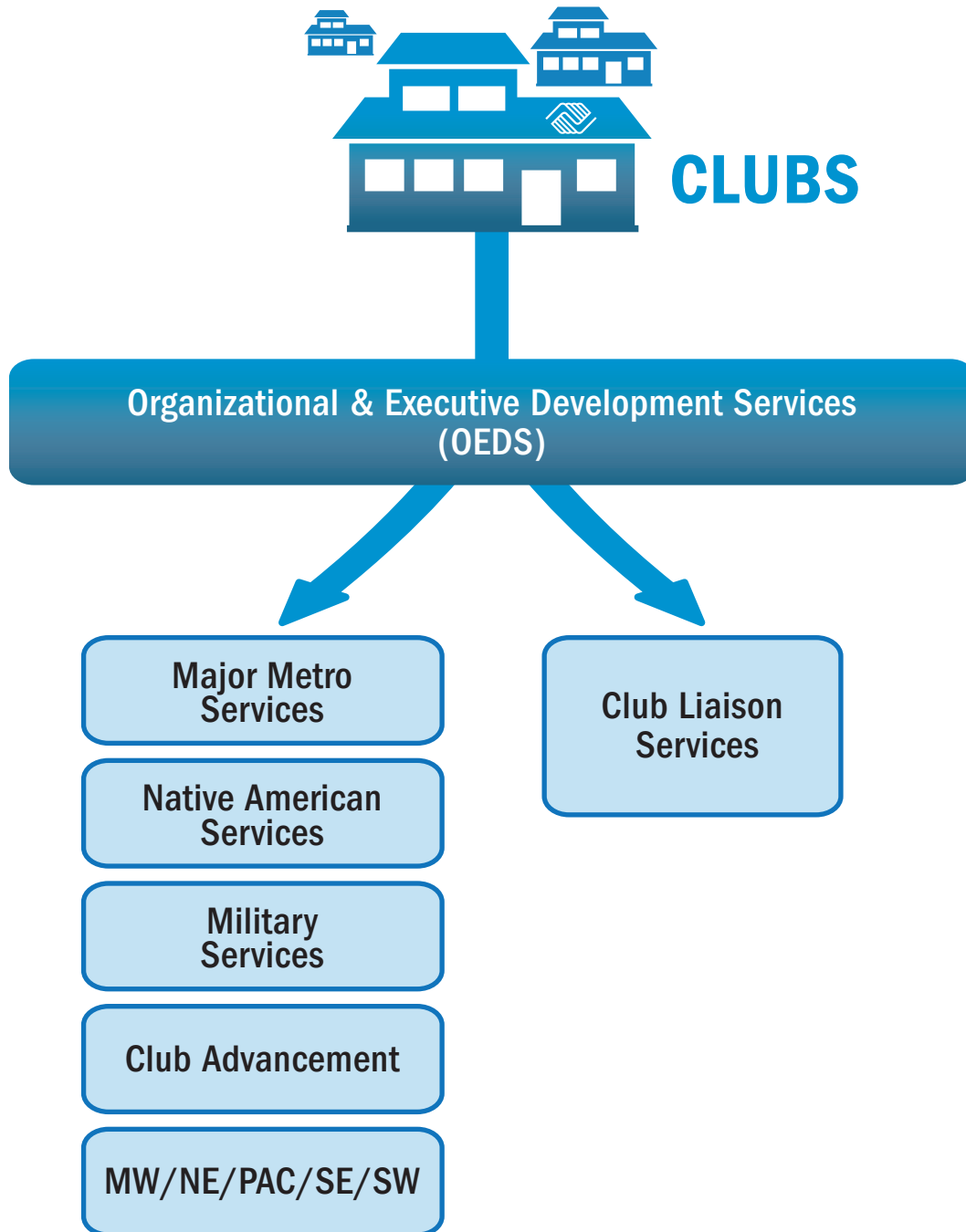


BGCA: *project* **FAST FORWARD**

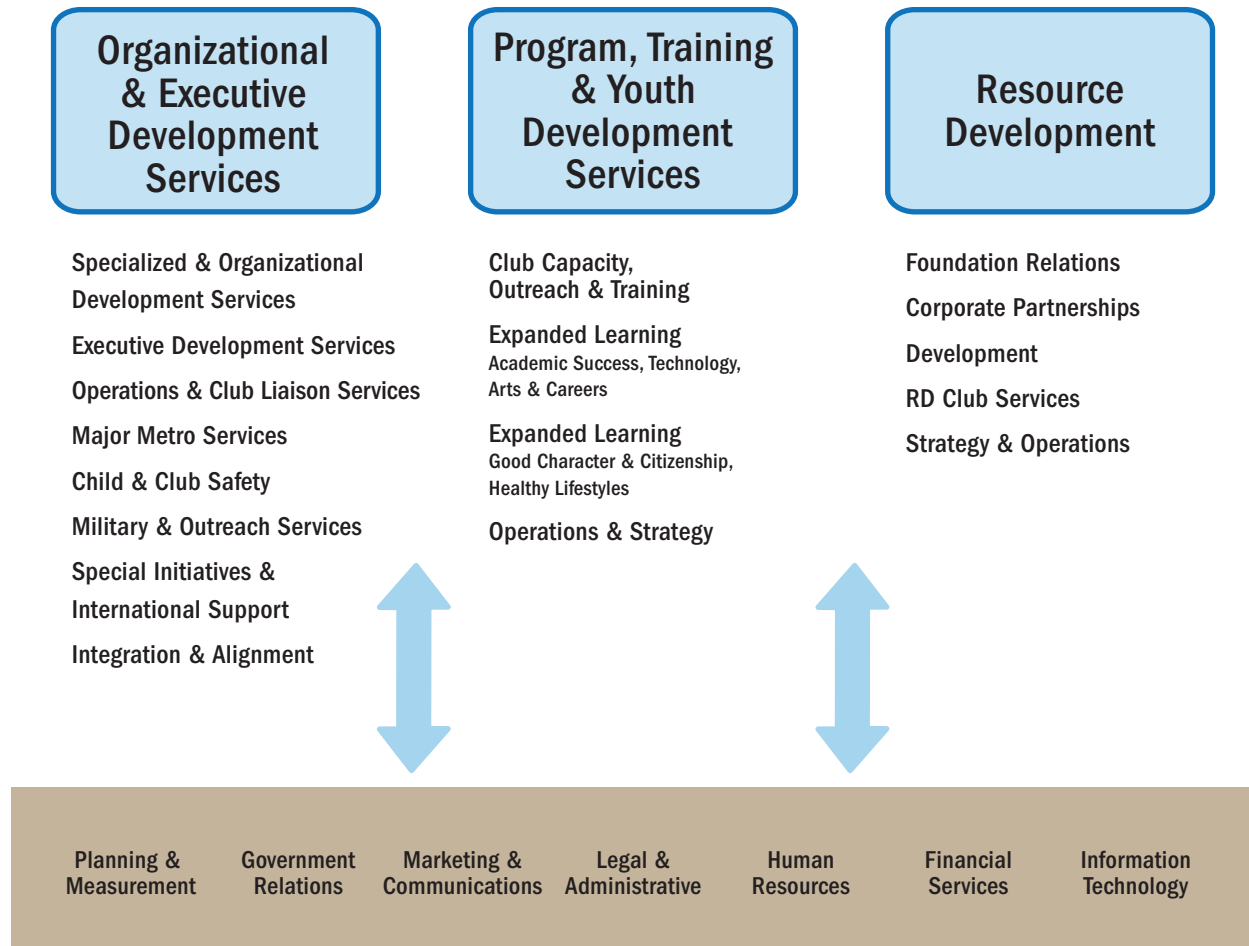
OEDS (formerly Field Services) is configured to provide more customized service delivery to local Clubs, and simplify their interaction with Boys & Girls Clubs of America. Each organization will have two points of contact for all dealings with BGCA. These contacts will be housed within OEDS; one, a specialized group or region; and two, Club Liaison Services, which will assist with Club staff's specific needs.



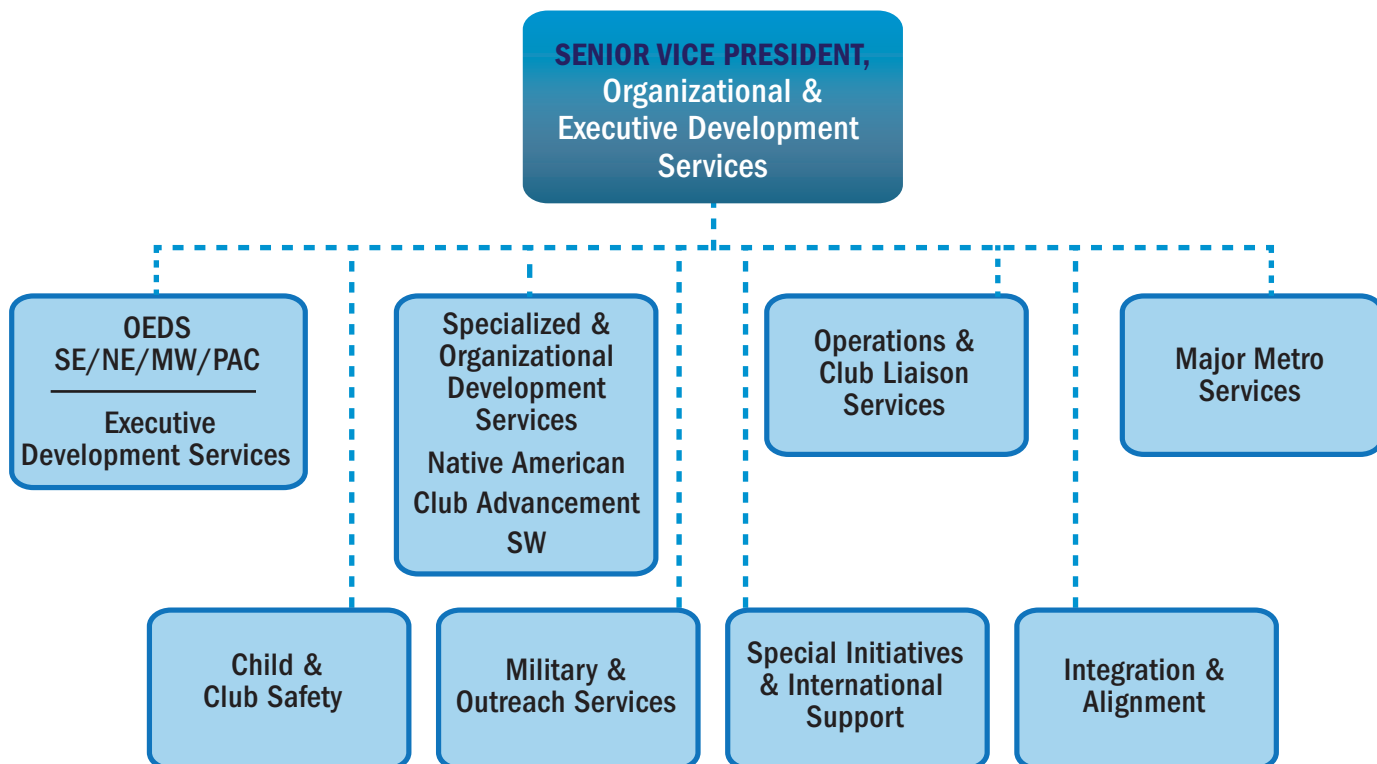
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A STRUCTURE DESIGNED TO MORE EFFECTIVELY MEET CLUB NEEDS

Three BGCA departments have been significantly reconfigured to better meet the needs of local Clubs. The chart below shows these three departments and their primary functions. The box at the bottom of the page illustrates all of the other vital ongoing services that BGCA will continue to provide.



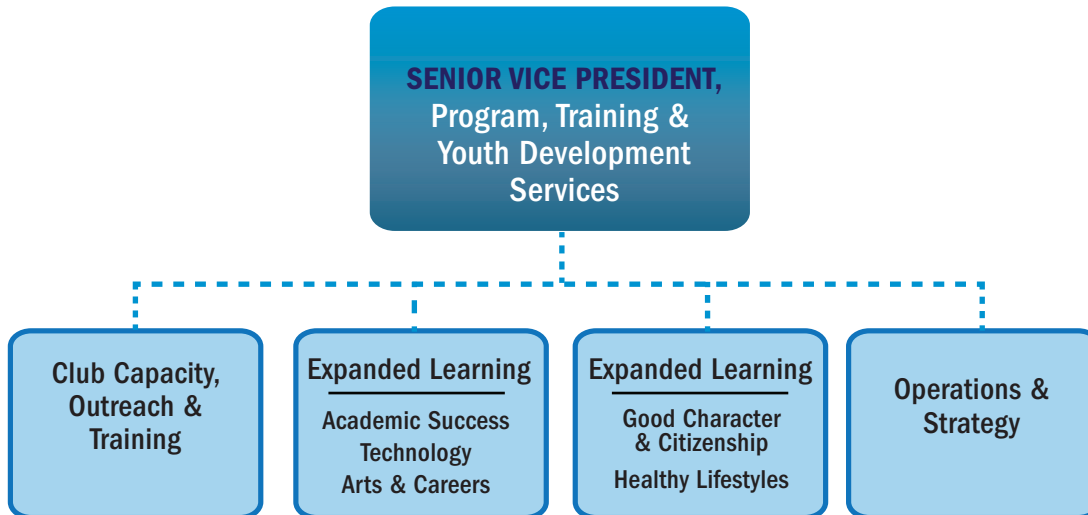
ORGANIZATIONAL & EXECUTIVE DEVELOPMENT SERVICES



>> THE DETAILS: NEW SERVICES & POSITIONS

- > The Field Services department has been renamed **Organizational and Executive Development Services (OEDS)** with **Lorraine Orr** as the SVP. The reason for the renaming is to refocus the service on its primary role: to help local organizations become stronger through providing high-quality consulting services around strategic planning, board development, resource development, executive development, financial management, human resources, etc. The purpose of the service is to build local organization capacity so that Clubs can provide high-quality services to more youth. Recognizing that the single most important factor in determining an organization's success is the quality of leadership at the local level, executive development is also a core function of the service.
- > The Regional Service Directors will now be called **Directors, Organizational Development Services (DODs)**. They will focus solely on building strong organizations. They will no longer hold responsibilities for regional conference planning. In addition, some of their current Youth of the Year responsibilities, as well as some aspects of compliance monitoring, will be reassigned.
- > Two new positions have been created. **John Miller** has been appointed **National Vice President, Organizational and Executive Development Services**, based in Atlanta. **Teresa Walch** has been appointed **National Vice President, Specialized and Organizational Development Services** and will continue to be based in the Southwest Region.
- > Four **VPs, Organizational and Executive Development Services (SE, NE, MW and PAC)** will report to John Miller. These positions will be filled in the near future. These four regions will no longer have Senior Regional Service Directors. The DODs will report directly to the VPs, Organizational and Executive Development Services in their regions.
- > John will also lead the Executive Development team, which had previously reported through Training and Professional Development. **Tony McWhorter** has been selected as **National Director, Executive Development Services** and will lead this team.
- > **Tammie McAfee** has been promoted to **Director, Conferences and Learning Events**, reporting to Tony, along with the existing team of **Maureen Stone, Jim Crotty** and **Jennifer Eames**.
- > Teresa will lead several specialized service units: the **Native American Services Team**, a group called **Club Advancement** that will work with under-performing Clubs, **Club Financial Services (Dennis Dolbee)**, and a position designed to support **Board Transformation**.
- > Teresa will also lead the **Southwest Region** with the assistance of **Angela Ware**, who is retaining the Senior Director position.
- > Recognizing that the challenges and resource needs at Major Metro Clubs are unique, another specialty group was created – **Major Metro Services**. A position for National Director of this service is posted, and will report directly to Lorraine.
- > While most current RSDs will move into the role of DODs fairly seamlessly, a few have been asked to serve in one of the three specialty units – Major Metros, Native American, or Club Advancement.
- > Another big change is the creation of a new service called **Operations and Club Liaison Services**. Led by a national director, **Jeffrey Childs**, this group will provide seamless customer service to local organizations and serve as the “one-stop shop” for Club inquiries. This department will be staffed with Club Liaison Service Specialists located in the MW, SW and SE offices. Many of these staff members previously served as regional service assistants or coordinators in the regional offices. They will provide “concierge service” for Clubs that are assigned to them; that is, they will be the primary contact person for a defined caseload of Clubs.
- > **Les Nichols, National Vice President, Child and Club Safety**, has built a strong team with two directors and a coordinator. He will continue to report to Lorraine and Kristine.
- > **Terrill Wicks** will continue to report to Lorraine as the **National Vice President, Military and Outreach Services**. The services to our Military Clubs are expanding as well.
- > **Glenn Permy** will continue as **Senior Executive** to assist Lorraine with a number of special initiatives.
- > **Jeff Amy** has been reassigned to a new interim VP position to support **Integration and Alignment**, and will report to Lorraine.

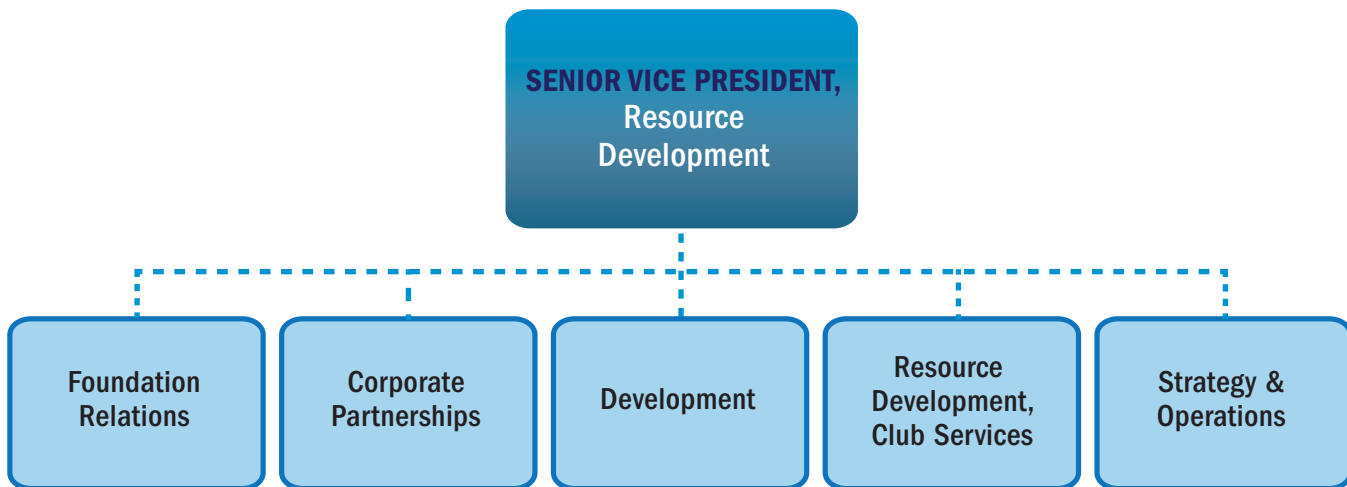
PROGRAM, TRAINING & YOUTH DEVELOPMENT SERVICES



>> THE DETAILS: NEW SERVICES & POSITIONS

- > Program & Youth Development Services (PYDS) began a transition process in 2012. **Ed Mishrell** is leading the service on an interim basis, until the SVP position is filled. In leading this important component of Project Fast Forward, Ed will drive the implementation of several key enhancements to the service.
- > The biggest change is the movement of non-executive training into the service, creating the name change to **Program, Training & Youth Development Services (PTYDS)**.
- > There are still four VPs, but with some changes in assignments: **Romero Brown** will lead **Operations & Strategy** for the department: **Lorene Jackson** will lead **Club Capacity, Outreach & Training**; **Kimberly Boyd** will continue to lead **Academic Success, Technology, Arts & Careers**; and **Linda Wiltse** will lead **Good Character & Citizenship, and Healthy Lifestyles**.

RESOURCE DEVELOPMENT



>>THE DETAILS: NEW SERVICES & POSITIONS

Several new positions have been created to help achieve the Great Futures Plan's goal to increase Movement-wide revenue by 30% by the end of 2017. These include a new **National VP of Foundations**, a **National VP of Corporate Partnerships**, and a **National VP of Development**, which includes major gifts, annual funds and events, as well as alumni development (working in close collaboration with Marketing).

The **Resource Development, Club Services** unit will continue to provide robust consultation, training and resources to local Clubs, with a team of some 21 fundraising professionals whose sole focus is helping local Clubs strengthen their financial base.

BGCA: *project* **FAST FORWARD**

>> **Additional Information**

COMPLIANCE

Christina Love will move from the Planning and Measurement department to Kristine Morain's team. She will continue to play an important role in ensuring membership compliance.

REGIONAL OFFICES

While BGCA's five-region structure will continue, we will increase operational efficiency by maintaining only three regional service centers going forward. The NE and PAC offices will close on March 31. With more and more regionally-based staff members telecommuting, the need for space has diminished. These two locations were selected because we lease the space; the other three continuing locations are owned by BGCA.