

EASTERN DIVISION TRANSITION TEAM REPORT MAY, 2003

At the April, 2002 Spring Officers Meeting in Albany, the Transition Team was selected, met for the first time and articulated it's

Purpose: To examine the structure of the Eastern Division to make sure the organization is serving its members and that programs are being delivered effectively

Goal: To examine the Divisions current structure and process to make them more efficient and Patroller friendly

Objective: To streamline the organization to bring programs and opportunities close to the individual Patroller

The Team met for a total of six times and communicated via countless emails, snail mails and phone calls between April, 2002 and April, 2003. These meetings included one at the Fall Officers Meeting that gave the Team and the Region Directors, Assistant Region Directors and Section Chiefs attending a chance to fully discuss the Team's work. That discussion resulted in the posting of a progress report on the Division web site in late September, a copy of which was to be included in the fall Trail Sweep. A copy was also sent to all Region Directors with a request to the Region Directors and anyone else seeing the report to discuss it with as many patrollers as possible and send any comments concerning the information contained in the report to the Team for consideration as they continued to pursue their task.

The Team next met in November and reviewed the September status report in light of any and all comments, suggestions, etc. received as of that date. That meeting produced an Interim Status report which again was distributed via the Division website, emailed to all Region Directors and submitted for publication in the winter edition of Trail Sweep. As you can see a number of avenues were used by the Transition Team members to encourage as many patrollers as possible to read and comment on their reports. Unfortunately, due to circumstances beyond our control Trail Sweep did not get mailed until late winter and then only included the September report. Unfortunately, partially due to these unusual circumstances only a small number of the approximately 7,000 patrollers in the Eastern Division responded to the Team.

Although a large number of their comments were complimentary of the Team's work and the reports, several contained suggestions or comments. The Team, meeting again in March at the Student Seminar in Ascutney, divided the comments into similar areas and

examined them in detail. These suggestions and comments coincided with several of the areas the Team had been discussing in detail over the past several meetings. The review pointed out that items involving division size, more efficient administrative structure, greater autonomy for Regions, timely transition to a structure giving individual Patrollers greater input into program structure, availability and delivery and the need for someone to oversee the day-to-day operation of the division were as important to those responding as to the Transition Team.

At the conclusion of the Ascutney meeting the Team prepared its final report in preparation for the Annual Spring Officers meeting in Albany in April. This report was also posted on the Division web site and emailed and snail mailed to all the Region Directors, Assistant Region Directors and Section Chiefs so they would have time to consider and discuss its contents before being asked to vote on the recommendations it contained. This final report included the following recommendations for consideration and action at Albany meeting.

- No geographic change to the current Eastern Division
- Region Director's, elected by the region patrollers, serve as the Division Board of Directors
- Division Board of Directors can elect from the board up to four parliamentary officers; Chairman, Vice-Chairman, Secretary and Treasurer
- If selected these board officers will have no administrative responsibility
- Region Directors serve as both RD and board member
- ED Board appoints all Division Program Supervisors
- ED Board appoints standing committees of board to be liaison with programs
- ED Board will meet at least twice a year but may meet more frequently
- ED Program Supervisor appoints program staff
- Individual Region structure will be determined by that region
- The Board may choose to create a division administrator position to assist the Board.

Starting with the Region Directors and Section Chiefs meetings on Friday night, followed by a detailed presentation by myself on Saturday morning and then a free and open discussion of the report on Saturday afternoon and into Sunday morning, all of these recommendations were fully discussed, debated and in all ways examined. No one in attendance, whether a voting member or not, was denied an opportunity to speak. At the conclusion of this review the following recommendations were voted upon and approved.

1. No geographic change to the current Eastern Division boundaries
2. Individual Region and sub-region structure is determined by that region

3. Region Directors elected by the individual patrollers within that Region
4. Region Directors serve as Division Board of Directors
5. Board of Directors can elect “up to” four parliamentary officers;
Division Director, Vice-Chairman, Secretary, Treasurer
6. Board will meet at least twice a year but may meet more frequently
7. Division Director is responsible for overseeing the day-to-day operation of the Division
8. Either a sitting board member or another active patroller can be the Division Director
9. If current Region Director becomes Division Director he must resign as Region Director and another elected by Region
10. Board will create a Division Administrator position
11. Board appoints all Division Program Supervisors
12. Board appoints standing committees for liaison with programs
13. Division Program Supervisor appoints program staff
14. Recognizing the long history and contribution of Section Chiefs and Assistant Regional representatives, it is resolved that the Implementation Committee shall develop a proposal which will maintain for the Section Chiefs and Assistant Regional Representatives some influence in the decision making process at the Division level

Although these recommendations were approved by the voting members it was with the clear understating this is only a first step. The Transition Team began its task just about a year ago knowing that it was only being asked to be the initial architects of the transition and others would follow who would provide the actual transition details. That effort has already started as Division Director Jerry Sherman announced the formation of the Implementation Team consisting of three groups who will examine the areas of Governance, By-Laws and Finance. As other areas are identified they too will be studied with a target of bringing any recommendations to the voting members hopefully by the April, 2004 Officers Meeting. In order for this second phase to be a success it is incumbent upon **ALL** individual Patrollers to read, discuss and respond to the reports provided by those three groups.

On behalf of the whole Transition Team, thank you for your patience and your input.

Rick Andriole
Chair, Transition Team