



SCOUTS CANADA

1345 Baseline Road, Ottawa, ON, K2C 0A7

Phone (613) 224-5131

Fax (613) 224-3571



To: Scouts Canada Staff (CEDs please forward to support staff)
Council Commissioners

From: Rob Stewart
Executive Commissioner and CEO

Date: November 6, 2003

Re: BC-Y Staff Restructuring

As you know, Scouts Canada is in the process of adjusting the organization's structure to be consistent with the intent set forth in By-Law 2. One of the elements of this change is an adjustment in the staff support provided to Councils within this structure. The primary focus of this adjustment is to provide cost-effective support in the delivery of our programs across Canada.

In the coming months, the eight councils in British Columbia-Yukon will consolidate into three: Pacific Coast; Fraser Valley; and an aggregate of Alpine-Marmot, Interior, Northern, Yukon and Kootenay-Boundary councils. Staffing in British Columbia is therefore undergoing significant restructuring to align with the new council structures, and to reduce operating costs without affecting service delivery.

I am pleased to announce that, effective immediately, Alamin Pirani has assumed the role of multiple-council Executive Director for the three new Councils. Alamin's primary responsibilities include the provision of direct support to the Commissioners for these three councils, supervising all CFEs and MDWs in BC, and networking with senior government and corporate officials in the province.

In order to provide Alamin with the capacity to support the three councils, a new position - Operations Manager - has been created. Reporting to Alamin, this position will directly support the administrative needs of the councils, which will be consolidated into a single administrative office no later than August 31, 2004. I am also pleased to announce that Brian Peterson has accepted our offer to assume this new role. During the past nine years, Brian has successfully managed a number of key administrative functions within the Pacific Region Council, including managing the Scout Shop, camp properties, and Scouts Canada revenue development initiatives. Please join me in congratulating Alamin and Brian and welcoming them to their new roles.

This necessary restructuring unfortunately leads to the elimination of two Council Executive Director positions. It is with sincere regret that I inform you that Brent King will leave the employ of Scouts Canada. Brent has very generously offered to assist with the transition, and will remain in the Surrey office until December 1, 2003. Brent has contributed to Scouting through his various staff leadership roles across Canada for over 27 years. His intelligence and deep commitment to our Mission will be genuinely missed.

Mark Laminman will assume the role of Council Field Executive for Vancouver Island. Mark was instrumental in facilitating the merger of the former Islands and Greater Victoria Region Councils into Alpine-Marmot Council, and is enthusiastic about continuing to support membership expansion on Vancouver Island.

Several CFE positions within British Columbia-Yukon are being geographically realigned. These further changes will result in the elimination of one Executive staff position in each of Alpine-Marmot and Fraser Valley Councils effective August 31, 2004. During this period, Scouts Canada will lose the services of Ron Lambert and Lilas Bond. Ron has been an employee with Scouts Canada for over 15 years, having supported Scouting as a Council Field Executive in Quebec and Greater Victoria Councils. Prior to her most current responsibilities as CFE within Fraser Valley Council, Lilas was a Council Field Executive in Manitoba. Her service to Scouts Canada spans close to 14 years.

To Lilas, and to Ron, I would like to extend my sincere thanks for your many years of contribution to Canadian Scouting, and my regrets that Scouts Canada has had to eliminate these positions.

Scouts Canada has begun the process of consolidating the seven administrative operations in British Columbia-Yukon into a single office. By August 31, 2004, the single point of administration for the three councils in British Columbia-Yukon will be located within the current Pacific Coast Council office in Vancouver. This consolidation will eliminate duplication of administration services, simplify contact by our membership and the general public, and unify the delivery of services within BC-Y. The cost savings generated by this change will ensure that additional resources will be directed towards membership growth and program support activities, and will ensure the sustainability of the new staff structure within the province.

I hope to be able to introduce the new administrative staff team for the British Columbia-Yukon councils within the next two weeks.

The planning, announcement, and now carrying out of these very significant changes throughout British Columbia-Yukon has generated tremendous uncertainty for many of our colleagues. To date, the entire staff within BC-Y has shown a level of professional service that has belied the climate of pending change. I wish to extend my personal gratitude to all of the staff in BC-Y for their professionalism, and the grace and concern they have demonstrated for each other during this period, and in particular the past several days.

I will continue to provide you with updates on changes as we proceed forward. Thank you for your continuing contribution to the Scouting Movement in Canada.

Yours in Scouting,

A handwritten signature in black ink that reads "Rob Stewart". The signature is written in a cursive, flowing style.

Rob Stewart
Executive Commissioner & CEO

cc: Operations Advisory Committee
Board of Governors