

West Volusia-Daytona Beach YMCA Merger Committee
Key Issues and Activities for Sub-Committees
June 2007

The following are some key issues and activities that have been identified as a starting point for the sub-committees:

Human Resources

- Review personnel policies to identify key issues
- Review current staff organizational structures
- Determine a general plan for a combined staff structure
- Review Pay, compensation and performance review systems
- Review benefits

Governance

- Review Association charters and By-Laws to identify key issues
- Identify basic differences in governance structures
- Determine a general plan for a combined corporate structure

Finance

- Review reserves generated by branches or Associations
- Review branch accounting structures
- Review budget process and software used
- Review debt structure and legal obligations
- Analyze annual, capital and endowment campaigns

Communications

- Identify appropriate communication process during merger activities
- Review mission and vision
- Discuss corporate cultures
- Review Associations' strategic plans

Facilities and Capital

- Visit and analyze existing facilities
- Discuss who owns the facilities
- Discuss how facility reserves are used
- Review status of future facilities currently being planned
- Review insurance, maintenance and risk management

Membership and Program

- Identify membership categories and rates
- Review reciprocal membership agreement

Identify similar and different programs

Review Camp Winona

Discuss future opportunities for programs

Information Technology

Review hardware and software systems

Identify CCC software differences

Review staffing needs at the top level

Review systems and procedures

Review web sites and telephone systems