

YMCAs of West Volusia and Daytona Beach

Report on Merger Committee Meeting

June 19, 2007

Kathy Ambachtsheer, Co-chair of the Committee, called the meeting to order, in place of Rand Spiwak, who was scheduled to arrive later in the meeting. She asked Jerry Haralson, Consultant, to lead the group in an opening prayer.

Those present were Kathy Ambachtsheer, Eddie Sanders, Phillip Stephens, George Flack, John Bostwick, Bob Ludlow, and Bruce Teeters. Rand Spiwak arrived later in the meeting. Staff members present were Chuck East, Y-USA; Jerry Haralson, Consultant; Ken Barnes, Daytona Beach, and Chris Seilkop, West Volusia. Committee members Dennis Stark and Ivan Cosimi were not present.

The minutes of the June 5, 2007 meeting were reviewed. Motion by Eddie Sanders and seconded by Bob Ludlow to approve the minutes. PASSED.

Consultant Report. Jerry reviewed his activities over the past two weeks. He reported that he had prepared the information for review by the Committee and, in addition, had spent a great deal of time with key staff members. He reported on a process he has used with the staff to investigate their mindsets and feelings about the merger process, and he proposed that he use the same process with Branch Board members. The process consists of 1) a brief introduction of himself and the purpose of his involvement; 2) a detailed review of the process that the Merger Committee has adopted for implementation; 3) an around-the-table discussion of benefits and concerns. Jerry reported that this approach has facilitated helpful and open discussions of the issues and that he had modeled the process with the Committee and noted the responses. He distributed a document with a summary of the staff members' perceived benefits and concerns. He then shared his own reaction to his findings. After discussion it was agreed that:

Jerry will model this process with Branch Boards that will meet over the next few weeks and will record the comments for future response.

Communications Update. Jerry shared a copy of a letter that he had drafted to be sent by Kathy and Chris to the West Volusia Branch Board members. Reactions included the comments that we need to make sure that the Branch Board members clearly understand that the vote is by the Corporate Board and that we might want to invite their prayers for discernment. The Committee approved the letter and agreed to:

Send this letter to both Associations' Branch Board members as well as to their Corporate Boards.

Due Diligence Notebooks. Jerry reported that the notebook for each Association is still in the process of being completed. This information will be used during the Due Diligence phase. Most of the required information has been compiled and Jerry reported that he will continue working to secure all of the necessary information.

Sub-Committee Documents Review. Jerry reviewed the Sub-Committee Job Description, Key Issues and Activities and Recommendations of Assignment. The Job Description document was accepted as presented. We added to the Key Issues and Activities document; a copy is attached to these minutes. The Committee Assignments sheet was reviewed and several names were added or changed; a copy of this document is attached to the minutes. There was major discussion and deliberation on each of these subjects.

Next Steps. Jerry described his vision of the expected agenda for the July 17th meeting. It was agreed that this agenda might be too ambitious and that we should scale back the expectations for that meeting. We agreed that the meeting will consist of a review of the sub-committee work to date, with a decision at that time on whether or not we are ready to have a joint meeting of all of the sub-committee members to include presentation of the final information for the Letter of Intent. We will have our regularly scheduled meeting on August 7th. We discussed adding a meeting on August 14th should it be needed. We all agreed to keep the process moving.

Our next meeting will be Tuesday, July 17th at 6:00 pm. We will not meet on July 3rd. Future meetings are scheduled for August 7, August 21, September 4, September 18, October 2, October 16 (3 weeks until next meeting), November 6, November 20, December 4 and December 18.

The Committee members continued to express optimism about the success of this merger. We agreed that we are committed to communicating with the Branch Boards and other Corporate Board Members.

The meeting was adjourned at 8:00 p.m.

Submitted by Jerry Haralson