

Good news!

As promised here is the announcement regarding the second phase of the re-organization announced June 15, 2018 (Communications attached). The next step in the evolution of the Field Services is a shift from a geographic focus to a relationship focus. The introduction of the Council Relationship Managers (CRM) is in response to volunteer feedback about the importance of having a dedicated member of the Council Key 3.

CRMs are ambassadors for Scouting in Canada, they along with the Council Key 3 are accountable and responsible for delivering Business Plans that will revitalize Scouting in Canada through Program Quality, Membership and sustainable Revenue. With the Council Key 3 partners, the CRMs have accountability for succession planning and responsible for ensuring effective performance management of the Council. I have included a Communications Coach related to the organization.

Please join me in congratulating our new Council Relationship Managers.

- Timothy Pugh, Cascadia,
- Viki Fanous, Fraser Valley,
- Tonille Mallette, Northern Lights
- Kelly Logan, Chinook
- Pacific Coast Council's CRM is currently vacant, I will provide direct leadership for this council

The introduction of the Scouting Relationship Manager (SRM) is to emphasize the importance of partnership among volunteers, youth and staff. The SRM position is a departure from the previous Area Support Manager role. SRMs will continue to be a member of the Area Key 3. The assignment of the SRM is sharply focused on Mission Impact, especially membership growth. Their role is to be a facilitator and coach for volunteers to support the promise Scouts Canada makes to parents; Safe, Fun, Youth Led Adventures. The Area Key 3 and Area or Geographic Service team is responsible for program quality delivery.

The SRMS have an exciting challenge to revitalize Scouts Canada. They will have the opportunity to use their strengths and work more collaboratively with each other within and beyond Councils.

Congratulations to the rest of the team who now assume the role of Scouting Relationship Managers:

- Jim Taylor, SRM, Data Guru (will continue to report to me)
- Kelley Beveridge, will report to Kelly Logan
- Liana McCall, will report to Kelly Logan
- John Androsoff, will report to Tonille Mallette
- Regan Coyne, will report to Tonille Mallette
- Mariko Zamanin, will report to Viki Fanous
- Sabinah Rafiq, will report to Viki Fanous for Fraser Valley with a dotted line to me for PCC
- Simon Evison, will report to me until we determine CRM for PCC

Sabinah will be shared between PCC and Fraser Valley. John has already jumped on the Cascadia Train, we still have assignment work to do.

This is a time of transition and transformational change. There will be challenges, we will achieve success through collaboration, teamwork. The past is the past, the future is in our hands, and together we can create even more Scouting magic by developing people better prepared for success in the world!

Thank you for all you do to make Scouting a genuinely awesome experience transforming the lives of young people.

Please cascade this news. The announcement will also appear in our Council Newsletters.

Yours in Scouting,

Fiona

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Our Scouters make a difference in the lives of youth every day. Encourage others to do the same.

