

AMFY & BBBS Program Merger

Questions & Answers

General

1. What are BBBS and AMFY doing?

Alberta Mentor Foundation for Youth (AMFY) is merging its youth mentoring program with Big Brothers and Big Sisters of Calgary and Area (BBBS) in a move that will strengthen the in-school mentoring programs of both organizations.

2. Why is AMFY merging its program with BBBS?

By combining our knowledge and expertise in mentoring children and youth, we believe we will be in a much stronger position to:

- Provide significantly more children and youth with mentoring support to achieve their potential;
- Be a strong voice and a resource for growing mentoring in the community;
- Leverage the knowledge and maximize the organization's capacity for marketing, volunteer recruitment, training, fundraising and administration;
- Enhance the mentoring services and support we provide to each of our stakeholders – children and youth, volunteers, schools and communities, sector colleagues and service providers, and funders.

3. When will the merger of programs occur?

The agreement to merge the programs was finalized on April 18. Board and staff members of both organizations have been working together to complete the integration and be operational by August 15, 2008, before the beginning of the new school year.

4. What will happen with AMFY's in-school program?

BBBS delivers a number of programs under "*Community Based Mentoring*" for children and youth of all ages, and "*School Based Mentoring*" in elementary and junior high schools. AMFY's program, which provides mentoring for youth in junior and senior high school, will operate as a program within Big Brothers and Big Sisters of Calgary and Area school based programs.

5. What will happen to the AMFY program name?

In Fall 2008, AMFY will officially change their name to "mPower Youth Mentoring" and will operate as a program within BBBS effective upon integration. The AMFY program itself will remain unchanged.

6. Where will the merged program be located?

All Calgary-based staff will be located at 5960 Centre Street SE, which is the existing office location of Big Brothers and Big Sisters in Calgary. AMFY's Airdrie and Cochrane staff will continue to work out of those communities. It is anticipated that the move of the Calgary AMFY office into the BBBS office will take place the week of August 6th, 2008.

7. What will the board of directors' structure look like?

Effective April 18th, the day the Unification Agreement was signed, AMFY Board Chair Steele Curry became a member of the BBBS board by filling an existing vacant position.

Three of AMFY's other current board members' names will be put forward on the slate of nominees to become members of the BBBS board of directors at BBBS' Annual Meeting on September 8th.

8. *How will other AMFY board and committee members remain involved?*

AMFY board members and other volunteer committee representatives will be invited to sit on a variety of BBBS advisory committees and task forces. Membership for committee's of the board will be subject to BBBS' procedures for appointing such committee members.

9. *What will happen to existing staff and their jobs?*

As the planned transition becomes a reality, some AMFY staff responsibilities may change, but there will be no job losses. We are committed to ensuring that everyone has a meaningful role to play in BBBS' current structure.

10. *Will the role of AMFY staff change in the schools where they have matches?*

The role of the AMFY Program Coordinators will remain unchanged under the umbrella of BBBS.

11. *Will there be any changes in how the AMFY in-school mentoring program operates?*

No changes of consequence will be made to the AMFY program, especially from the standpoint of the participating students, volunteers and schools. This has been a key guiding principle since program merger discussions began.

12. *Will the merger of programs reduce operating costs?*

Although some cost efficiencies will definitely be realized, our goal in coming together is not primarily one of cost-saving but rather a strategic objective to broaden our reach, to better serve our stakeholders, to deliver our programs more effectively, and to strengthen our ability to collaborate with peer organizations in growing the community's capacity for mentoring.

13. *What will happen to my current funding to AMFY/BBBS?*

It will continue to be utilized for the programs and activities for which it was originally granted.

14. *Are BBBS and AMFY coming together because one is on shaky ground?*

Definitely not. Both organizations are financially strong, have strong leadership and governance, and enjoy the confidence and support of funders, governments and peer organizations.

Both organizations are leaders in their field. AMFY focuses on mentoring youth in junior and senior high schools. BBBS focuses on mentoring children in elementary and junior high schools and on community programs for children and youth of all ages. To realize the success of tomorrow's youth and the full potential of our mentoring programs, it only makes sense that we join forces.

15. *Who will pay for the costs of the transition?*

Every effort is being made to minimize costs. Some local businesses and professionals have offered all or part of their service on a pro-bono basis. The United Way, FCSS and The Calgary Foundation have confirmed funding support, as well, we have also approached other foundations and funders who support capacity building in the community to assist with the integration.

16. *Is this confidential?*

No. With the signing of the agreement on April 18 the merging of the AMFY program into BBBS is considered public knowledge. An "official" program launch and mPower Youth Mentoring name change announcement is being planned for late August / early September to coincide with back to school. More information regarding the launch will be forthcoming as plans progress.

17. *During the program merger transition period how do new volunteers sign-up to become mentors in the AMFY/mPower Youth Mentoring program?*

Volunteers interested in becoming mentors in the mPower Youth Mentoring program can continue to call the AMFY number at 270-3637 or visit the AMFY website at www.amfy.org.

18. *Who can I speak to if I have questions or would like more information?*

If you have questions regarding the program merger you are welcome to speak with your Mentoring Coordinator, Program Coordinator, BBBS' Executive Director Sharon Moore at 777-3535, or AMFY's Executive Director Donna Rubenstein at 270-3637. More information regarding the program merger will also be provided on our websites (www.bbbscalgary.com and www.amfy.org) as the details are worked out over the next few months.