



BOY SCOUTS OF AMERICA

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Robert J. Mazzuca
Chief Scout Executive

Date: July 10, 2008
To: Scout Executives
From: Bob Mazzuca, Chief Scout Executive
Subject: National Organizational Structure Study Update

As a part of our study of the National Council, facilitated by McKinsey & Company, we completed a thorough review of our organizational structure which has resulted in the creation of a totally new framework for the National Council, Boy Scouts of America (BSA). Throughout this process, our vision has been to focus on building the BSA's brand and increase the capacity of our councils to be successful.

Yesterday, we took a difficult but critical step in transforming our organizational structure, which involved eliminating 42 positions which did not effectively meet the core objectives of the BSA's new organizational structure. In doing so, we did our best to exemplify the Scout Oath and Law by treating these outgoing employees with dignity, respect and appreciation.

With that step behind us, we are excited to boldly move forward with an organizational structure that will better meet the needs of local councils – and in turn – youth and families across America.

Attached is an overview of our new structure through the regional director and group director levels. These changes will be reviewed in detail at the Scout Executives meeting scheduled for 12:30 p.m. to 2:30 p.m. on Sunday, August 3rd at the National Leadership Training Conference.

As we continue this exciting journey, please join me in forgetting “business as usual,” and in focusing our skills and passion for Scouting toward embracing the challenges that lay ahead. I believe our collective dedication and commitment, along with our new structure, will launch Scouting into a new era of growth over the next 100 years.