

COMMON CONCERNS ABOUT MERGERS

There are a number of fears and concerns that arise when talking about a possible merger. Naming those concerns can be a valuable way to raise important issues, correct mis- information, and establish the list of those things that are so important, they are not negotiable. Use this worksheet with various stakeholders – especially board and staff – to see what common concerns arise.

Check those concerns that apply to you.

✓	Concerns about Mission and Program:
	We'll lose our community-based, grass-roots focus.
	Our accomplishments will be eclipsed by the larger organization.
	We're used to doing things our own way, and that will have to change.
	We know our program model works. Will we have to drop it for theirs?
Your concern(s):	

✓	Concerns about Identity:
	We may need to change our name.
	Our mission will change.
	Will we lose the great history of our organization?
Your concern(s):	

✓	Concerns about Culture:
	Some longtime staff may be laid off.
	What about our traditions? (e.g., company holiday party and softball team)
	We'll become too "corporate" and won't have fun anymore.
Your concern(s):	

✓	Concerns about Control
	We'll lose some of our best board members.
	Because our potential partner is bigger, we'll have no voice in decision making.
	We won't be able to make local decisions on our own.
Your concern(s):	

Add other concerns:



