



## Attention Midtown & East Phillips Residents

The Midtown Neighborhood Institute (MPNAI) and the East Phillips Improvement Coalition (EPIC) are considering merging organizations. Here are some of the initial pros and cons to merging. We want to hear your thoughts! Please email us at [info@eastphillips.org](mailto:info@eastphillips.org)

### Pros

**Streamlined Decision-Making & Administrative Processes:** Merging neighborhood boards can simplify decision-making processes, reducing bureaucracy and administrative overhead. This streamlining effort enables quicker responses to community needs. With overtaxed boards and shrinking budgets, consolidating efforts can result in a larger financial impact.

**Resource Pooling:** The merger could create a larger pool of financial resources, allowing more efficient allocation for community projects and services. Shared resources, including staff, volunteers, funding, and expertise, offer a sustainable foundation for neighborhood development.

**Strategic Planning:** A merged board can engage in strategic planning, focusing on long-term community goals. This approach guides the organization toward a shared vision, enhancing advocacy efforts and providing a platform for joint grant applications.

### Cons

**Resistance to Change:** Fear of a loss of identity or influence. Overcoming this resistance requires effective communication and a transparent process that includes community input, addressing concerns about neighborhood loyalty and the potential for blanket solutions.

**Resource Allocation Challenges:** While a merger provides access to a larger resource pool, challenges may arise in managing and allocating resources effectively.

**Complex Governance Structure:** Larger organizations often come with more complex governance structures, leading to bureaucratic challenges and slower decision-making.

**Integration Difficulties:** Integrating staff, volunteers, and resources from different boards may be challenging, especially if there are significant differences in organizational culture. Investing time in team-building activities and training can facilitate a smoother integration process.