

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:

