

Merger Frequently Asked Questions (FAQs)

1 Why did the organizations decide to merge?

Action for Healthy Kids (AFHK) and RMC Health embarked on a journey to determine whether a partnership could amplify the collective goal of reaching more school champions, families, and youth with more and better programs and services. More specifically, AFHK was seeking to expand its training and professional development services while RMC Health was looking to expand into more districts and schools across the nation. Together, the two organizations are now able to impact every level of the education ecosystem. Moreover, by joining forces, we are able to scale and impact our programs and services to positively impact the health and well-being of kids and families across the United States.

2 How does the merger benefit those served?

School champions, families and youth will benefit from more robust and high-quality programs and service, enhanced subject matter expertise, expanded staff capacity, and improved efficiency and streamlined operations.

3 Will the merger result in a new name for the organization?

Both organizations will retain their name and logo, with AFHK serving as the umbrella organization.

4 Who will lead the merged organization?

Rob Bisceglie will continue to serve as CEO of AFHK, the umbrella organization. Shellie Pfohl will continue to serve as President of RMC Health and take on the role of Chief Growth Officer for AFHK.

5 Will the Board of Directors change for either organization?

The AFHK Board will serve as the governing board for both organizations. Nearly half of RMC Health's board members have joined the AFHK Board. Other RMC Health board members will continue to serve through various board committees.

6 Did the organizations merge due to financial difficulties?

No, it was quite the opposite. Both organizations are financially sound with healthy reserves. Combining forces will result in the ability to achieve operational economies, faster scaling of programs and services, and greater impact.

7 What does the merger mean for funders?

It means we have more opportunities, resources, and capacity to deliver on funder expectations. Our subject matter expertise has expanded. Our capacity to deliver high quality programs and services has grown. Our cadre of creative, competent, and professional development, programmatic and field staff has expanded. By joining forces, we are creating greater efficiency, scale and impact so every contributed dollar goes further to achieve our collective goal of reaching school champions, families and youth with more and better programs and services.

8 How will existing partnerships be impacted?

Current partnerships will continue as planned with opportunities to bring more resources and thought partnership to better serve you.

9 Are any staff expected to be laid off and/or will the current staff change?

We are not expecting any reduction in staffing. Most likely your staff liaison or project manager will remain the same. If any changes are made, a transition plan will be created before any handoff is executed.

10 How will implementation of programs and/or services change?

Clients, partners, and funders can expect the same high-quality support that they have previously experienced, with opportunities to leverage our expanded content and delivery expertise.