

Exhibit 2: Key Issue Areas by Stage of the Merger Process

		Pre-Merger			Legal Merger <i>a moment in time</i>	Post-Merger	
		Assessment and Readiness <i>the suitability of a merger for us</i>	Negotiations <i>making decisions, coming to agreement</i>	Immediate Pre-merger <i>waiting...a sort of limbo</i>		Immediate Post-merger <i>the immediate emotional aftermath</i>	Integration <i>engagement, experimenta- tion, learning, competence</i>
Structure	Legal Execution		✓		✓		
	Board	✓	✓	✓		✓	✓
People	Senior Management	✓	✓	✓		✓	✓
	Staff and Volunteers	✓	✓	✓		✓	✓
	Organizational Culture	✓	✓	✓		✓	✓
Program	Program	✓	✓				✓
Systems	Finance and Fundraising		✓				✓
	Human Resources		✓				✓
	Technology		✓				✓
	Facilities		✓				✓
	Other Systems		✓				✓
Communication	Communication and Marketing	✓	✓	✓	✓	✓	✓