



Executive Board Guide



2025

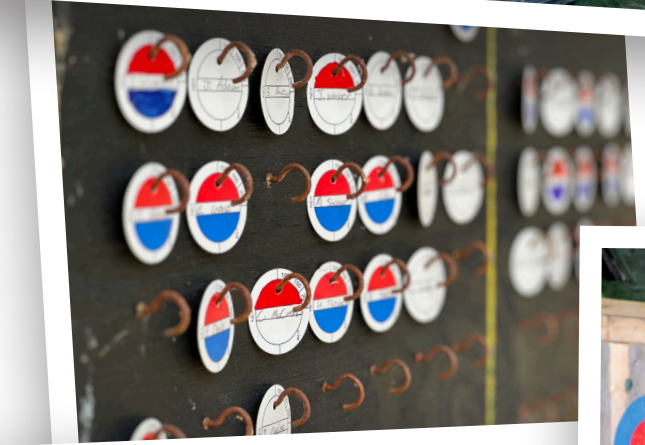


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Dear Executive Board Members,

We are so very excited to kick off 2025 and tackle a new year! Our council experienced membership growth and strong financial performance during the past year. Many councils around the country were not so fortunate. We look forward to building upon the success and momentum of last year as we begin the journey ahead. 2025 will be especially exciting as Camp Shenandoah celebrates its 75th anniversary! This milestone is a testament to decades of unforgettable experiences and the impact our camp has had on countless Scouts and leaders.

A strong Scout troop is made up of strong patrols. A strong Council is made up of strong leaders and volunteers. We'd like to express our gratitude to each of you for all that you do for Scouting in the Virginia Headwaters Council. An active, engaged, and well-functioning Executive Board is essential to our council's success. Your generosity with your time, treasure, and talents as a Board member along with your support, enthusiasm, and commitment are the reason our council is able to deliver the promise of Scouting to our youth, our units, and our adult volunteers.

We believe strongly in the mission of Scouting. Through its time-tested programs, Scouting instills character, skills, and values that transform remarkable young people into exceptional adults. The program helps youth develop self-confidence, ethics, and leadership, academic, and citizenship skills and we believe that the level of youth character development and leadership training that Scouting offers is unsurpassed. We believe the Scouting program is worth preserving and perpetuating. In short, we believe in Scouting with all our collective might, and with the support of each of you, we will continue to work hard for this Council and its future.

Thank you for your service on the Executive Board and for being part of our Scouting family. Here's to a year filled with growth, adventure, and new possibilities! We will strive for excellence in 2025 and we are looking forward to taking the journey ahead with each of you.

Yours in Scouting,



Mike White
Council President



Sue Hart
Scout Executive



Matt Phillippi
Council Commissioner



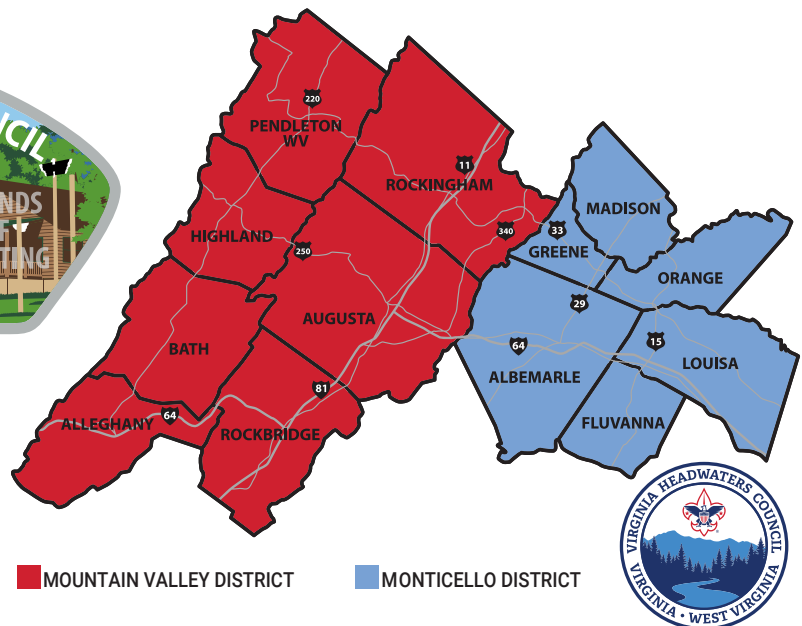
Scouting America

Virginia Headwaters Council

Virginia Headwaters Council (VAHC) is an independent non-profit 501(c)(3) corporation based in Staunton, Virginia that is chartered by Scouting America to serve youth in twelve counties in central Virginia and the Shenandoah Valley as well as one county in West Virginia. VAHC owns and operates Camp Shenandoah located in Swoope, Virginia.

The VAHC Council office is located at 617 Greenville Avenue in Staunton and Camp Shenandoah is located at 222 Boy Scout Lane in Swoope. The Council is part of Council Service Territory 12 of Scouting America and is organized into two districts comprised of the following cities and counties:

- » **Monticello District:** Charlottesville city; Albemarle, Fluvanna, Greene, Louisa, Madison and Orange counties.
- » **Mountain Valley District:** Buena Vista, Covington, Harrisonburg, Lexington, Staunton, and Waynesboro cities; Alleghany, Augusta, Bath, Highland, Pendleton (WV), Rockbridge, and Rockingham counties.



The Council was established in 1927 and currently employs two paid professional Scouters and an office staff member. A total of 100 percent of the assets of VAHC are owned, operated, and managed by a local Board of Directors (Executive Board) and the VAHC CEO (Scout Executive). The Council operates independently from the National Council but contracts their services as needed to deliver our top-notch programs to the youth in our service area. Camp Shenandoah was established in Swoope in 1950. The camp property consists of 454 acres and is located on the eastern slope of Little North Mountain with the west side of the camp bordering the George Washington National Forest.

Mission & Purpose

The Virginia Headwaters Council is home to the source, or headwaters, of all four of the great rivers (and associated tributaries) of Virginia and northeast West Virginia that flow directly to the sea from the Commonwealth. The James, Potomac, Rappahannock, and York Rivers all rise in our beloved Council territory, springing out of our highlands and giving life to the Chesapeake Bay.

Our Council is very proud of its name. Inspired by our local geography and reflective of our unique natural environment, the name speaks to the majestic beauty of our region which serves as the perfect classroom to foster sustainable, self-reliant traditions in keeping with Scouting's timeless values.

Mission of Virginia Headwaters Council

The mission of the Virginia Headwaters Council is to deliver an excellent and fun Scouting experience to the whole of our local community using a classic, nature-connected program reflective of our unique environment and based on Scouting's timeless values.

Virginia Headwaters Council Vision

Our vision is to operate an enduring, self-sustaining Scout Council capable of serving our local Scout youth and promoting their development into engaged, selfless, and self-reliant citizen leaders.

THE FOUNDATION OF SCOUTING

Scout Oath: On my honor I will do my best to do my duty to God and my country and to obey the Scout Law; to help other people at all times; to keep myself physically strong, mentally awake, and morally straight.

Scout Law: A Scout is trustworthy, loyal, helpful, friendly, courteous, kind, obedient, cheerful, thrifty, brave, clean, and reverent.

Scouting Mission Statement: The mission of Scouting America is to prepare young people to make ethical and moral choices over their lifetimes by instilling in them the values of the Scout Oath and Scout Law.



Key Dates

February 2, 2025	Scout Sunday
February 7-9 2025	Council Klondike Derby Camp Shenandoah
March 1, 2025	Council Recognition Dinner Tinkling Spring Presbyterian Church Fishersville, VA
April 11-13, 2025	Woods with Merit Camporee Pleasant Grove Park, Palmyra, VA
April 26-27, 2025	Aviation Day Gordonsville Municipal Airport
May 2, 2025	All In For Scouting Casino Night Brothers Craft Brewing, Harrisonburg, VA
May 9-11, 2025	Orienteering Camporee Frontier Culture Museum, Staunton, VA
June 15-17, 2025	Cub Scout Resident Camp Camp Shenandoah
June 18-21, 2025	Webelos Resident Camp Camp Shenandoah
June 21, 2025	Camp Shenandoah Homecoming Camp Shenandoah
June 22-28, 2025	Week 1: Scouts BSA Resident Camp Camp Shenandoah
June 29-July 5, 2025	Week 2: Scouts BSA Resident Camp Camp Shenandoah
July 6-12, 2025	Week 3: Scouts BSA Resident Camp Camp Shenandoah
July 13-19, 2025	Week 4: Scouts BSA Resident Camp Camp Shenandoah
September 12, 2025	Breaking Clays for Scouts Shenandale Gun Club, Swoope, VA
October 3-5, 2025	47th Apple Harvest Camporee Camp Shenandoah
October 25, 2025	Zombie Run Camp Shenandoah
November 14, 2025	Fall Dinner and Auction Waynesboro Best Western, Waynesboro, VA

EXECUTIVE BOARD MEETINGS

EXECUTIVE COMMITTEE

Committee Members Only

February 20, 2025

April 17, 2025

June 19, 2025

(No August Meeting)

October 16, 2025

December 18, 2025

EXECUTIVE BOARD

Committee, Board, & Advisory

March 20, 2025

May 15, 2025

July 17, 2025

September 18, 2025

November 20, 2025

ANNUAL BUSINESS MEETING

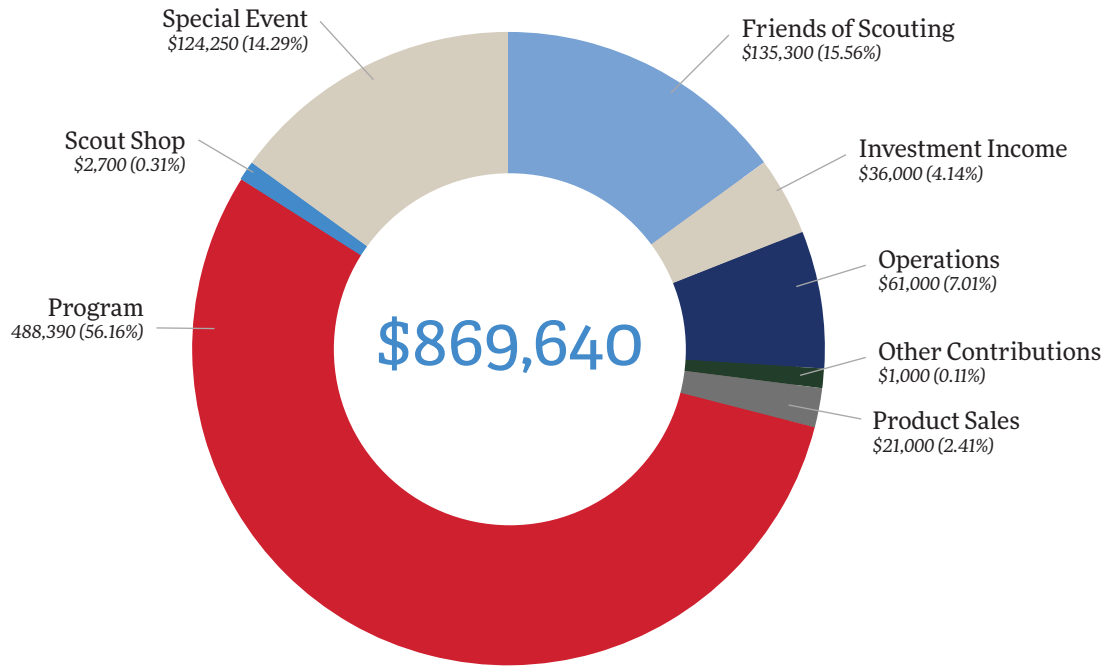
January 16, 2025

BOARD RETREAT

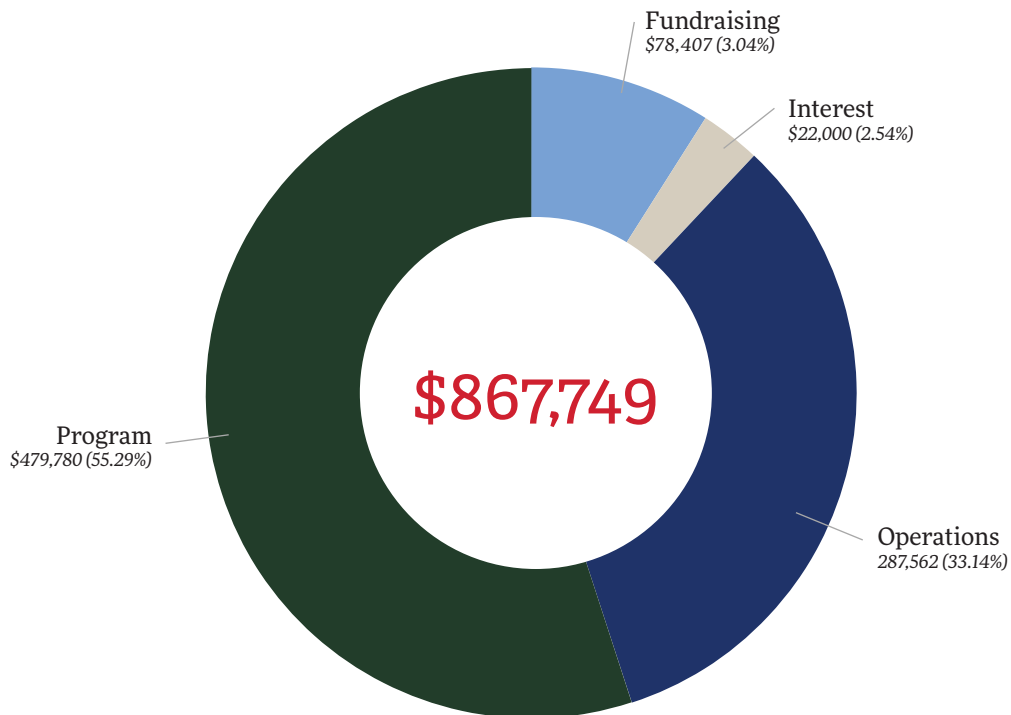
November 15, 2025 (*tentative*)

Key Financials

REVENUES



EXPENSES



Demographic & Income Profile

Virginia Headwaters Council

Population

DESCRIPTION	2020 CENSUS	CURRENT YEAR ESTIMATE	5YR PROJECTION	% CHANGE CURRENT 5 YR PROJECTION
Total Population	634,165	638,879	661,055	+3.5
Population per Square Mile	91	9	95	+4.1
Total Households	249,198	254,940	264,640	+3.8

Urban / Rural Population

DESCRIPTION	2020 COUNT	%	CURRENT YEAR ESTIMATE	%	5YR PROJECTION	%	% CHANGE CURRENT 5 YR PROJECTION
Urban Population	312,592	49.3	341,948	53.5	352,762	53.4	+3.2
Rural Population	321,572	50.7	296,931	46.5	308,294	46.6	+3.8

Population by Race / Ethnicity

DESCRIPTION	2020 COUNT	%	CURRENT YEAR ESTIMATE	%	5YR PROJECTION	%	% CHANGE CURRENT 5 YR PROJECTION
African American	51,355	8	51,563	8.1	55,209	8.4	+7.1
Asian	18,283	3	18,248	2.9	20,943	3.2	+14.8
Caucasian	489,979	77	492,403	77.1	496,700	75.1	+0.9
Hispanic/Latino	44,805	7	46,595	7.3	53,178	8.0	+13.6
Native American	1,038	0	1,048	0.2	1,070	0.2	+2.1
Pacific Islander	246	0	248	0.0	252	0.0	+1.6
Some Other Race	0	0	2,562	0.4	2,661	0.4	+3.9
Two or More Races	25,904	4	26,012	4.1	31,044	4.7	+19.3

Target Age Youth

PROGRAM	CURRENT YEAR	5YR PROJECTION	% CHANGE CURRENT 5 YR PROJECTION
Cub Scout (Grades K - 5)	41,221	42,689	+3.6
Scouts BSA (11-17)	21,402	22,120	+3.4
Venturing (14-20)	21,104	21,709	+2.9
Total Target Age Youth	83,727	86,518	+3.3

Population by Age

DESCRIPTION	2020 COUNT	%	CURRENT YEAR ESTIMATE	%	5YR PROJECTION	%	% CHANGE CURRENT 5 YR PROJECTION
0 to 4	32,774	5.2	33,002	5.2	33,630	5.1	+1.9
5 to 14	70,793	11.2	69,683	10.9	72,180	10.9	+3.6
15 to 19	47,763	7.5	45,025	7.0	45,695	6.9	+1.5
20 to 29	92,241	14.5	89,769	14.2	92,651	14.0	+3.2
30 to 44	110,069	17.4	116,690	18.3	121,150	18.3	+3.6
45 to 64	157,095	24.8	159,308	24.9	162,021	24.5	+1.7
65+	123,428	19.5	125,133	19.6	133,730	20.2	+6.9
Median Age			40		41		+0.5

Educational Attainment

DESCRIPTION	2020 COUNT	%	CURRENT YEAR ESTIMATE	%	5YR PROJECTION	%	% CHANGE CURRENT 5 YR PROJECTION
No High School Diploma	50,157	11.7	52,190	11.8	53,113	11.6	+1.8
High School Diploma/Equivalent	5,752	1.3	132,035	29.9	136,038	29.7	+3.0
Some College	156,215	36.3	78,168	17.7	81,075	17.7	+3.7
Associates Degree	48,136	11.2	29,488	6.7	30,981	6.8	+5.1
Bachelor's Degree	29,557	6.9	83,109	18.8	86,916	19.0	+4.6
Post Graduate Degree	130,110	32.6	66,259	15.0	69,775	15.2	+5.3
Population Age 25+	429,927		441,249		457,898		+3.8

Households by Income

DESCRIPTION	2020 COUNT	%	CURRENT YEAR ESTIMATE	%	5YR PROJECTION	%	% CHANGE CURRENT 5 YR PROJECTION
\$0 - \$14,999	21,920	8.8	21,121	8.3	17,798	6.7	-15.7
\$15,000 - \$24,999	19,478	7.8	18,846	7.4	16,943	6.4	-10.1
\$25,000 - \$34,999	21,076	8.5	19,826	7.8	17,881	6.8	-9.8
\$35,000 - \$49,999	29,821	12.0	28,931	11.3	26,409	10.0	-8.7
\$50,000 - \$74,999	44,399	17.8	44,649	17.5	38,303	14.5	-14.2
\$75,000 - \$99,999	34,198	13.7	39,020	15.3	39,850	15.1	+2.1
\$100,000 - \$149,999	40,889	16.4	44,350	17.4	57,466	21.7	+29.6
\$150,000 +	37,418	15.0	38,197	15.0	49,990	18.9	+30.9
Average HH Income			97,353		112,889		+16.0
Median HH Income			71,560		84,324		+17.8
Per-Capital Income (pop)			39,549		45,869		+16.0

Housing Units

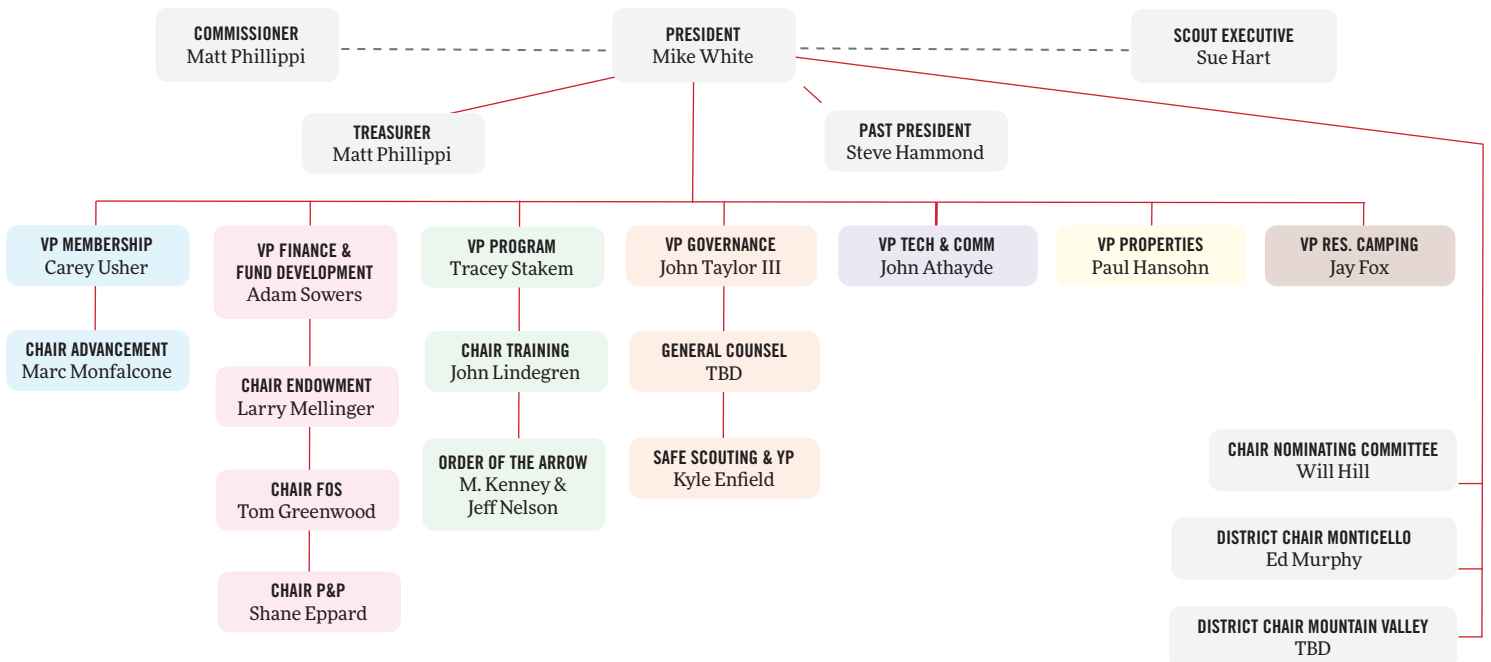
DESCRIPTION	2020 COUNT	%	CURRENT YEAR ESTIMATE	%	5YR PROJECTION	%	% CHANGE CURRENT 5 YR PROJECTION
Total Occupied Units	249,198	89.7	254,940	89.8	264,640	90.0	+3.8
Owner Occupied/Mortgaged	107,927	38.9	107,759	37.9	111,685	38.0	+3.6
Owner Occupied/No Mortgage	59,419	21.4	67,169	23.6	70,294	23.9	+4.7
Renter Occupied	81,852	29.5	80,011	28.2	82,661	28.1	+3.3
Vacant Units	28,527	10.3	29,077	10.2	29,278	10.0	+0.7
Total Housing Units	277,725		284,017		293,918		+3.5



2025 Executive Committee

Council President	Mike White
Council Commissioner	Matt Phillippi
Scout Executive	Sue Hart
Vice President of Finance & Fund Development	Adam Sowers
Vice President of Governance	John Taylor
Vice President of Membership	Carey Usher
Vice President of Program	Tracey Stakem
Vice President of Properties	Paul Hansohn
Vice President of Resident Camping	Jay Fox
Vice President of Technology & Communications	John Athayde
Treasurer	Matt Phillippi
Nominating Chair	Will Hill
Past President	Steve Hammond
At-large	Chris Axford
At-large	Pete Fenlon

VIRGINIA HEADWATERS COUNCIL — EXECUTIVE BOARD ORGANIZATION 2025



2025 Executive Board

John Athayde (john@athayde.com)
Chris Axford (axfordcm@gmail.com)
Mike Bonham (mike@eqros.com)
Jamie Craig (jamie@beechtree.biz)
Dan Dreelin (ddreelin@dreelinenterprise.net)
Jim Echols (jeechols@verizon.net)
Kyle Enfield (kbenfield@me.com)
Shane Eppard (shane763@hotmail.com)
Ray Ezell (rayezell_2000@yahoo.com)
Pete Fenlon (petefenlon@mac.com)
Jay Fox (jayfox8x@gmail.com)
Tom Greenwood (tag474@aol.com)
Steve Hammond (steve.hammond@hammondtownsend.com)
Paul Hansohn (hansohnpaul@hotmail.com)
Liz Harman (liz.harman@gmail.com)
R.C. Hartman (rchartman258@gmail.com)
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Sandon Knicely (sandonk20@gmail.com)
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Dr. Richards Miller (docmiller57@gmail.com)
Marc Monfalcone (marc.monfalcone@gmail.com)
Rob Moore (rob.moore@fortiline.com)
Ed Murphy (emm8xuva@gmail.com)
Jeff Nelson (jeffnelson0715@gmail.com)
Matt Phillippi (matt.phillippi.vahcbsa@gmail.com)
Kent Schlusell (k2j2@earthlink.net)
J. Adam Sowers (adam.sowers@gmail.com)
Tracey Stakem (tgstakem@gmail.com)
John Taylor (jrtaylor3@etaylor.org)
Carey Usher (cusher3@comcast.net)
Eric Ward (ntf3nx@virginia.edu)
Mike White (mikewhite001@gmail.com)
Dr. Lawrence Whitehurst (lrwhitehurstmd@gmail.com)
Ken Young (youngkenneth019@gmail.com)

2025 Advisory Council

Joseph H. Amend
Michael A. Barrett
George M. Brooke III
Robert L. Brooks
Robert F. Bruner
Sonja Carrick
Hunter E. Craig
George P. Damewood IV
David E. Deering
T. C. Dickerson III
Frank H. Earle IV
Rev. Dr. Alvin Edwards
Sherwood C. Frey Jr.
Brady D. Genz
Samuel D. Good
Mark A. Graham
Robert J. Grant
Jared D. Harris
Bradley E. Haws
Terrill C. Hope
Dennis R. Hughes
Michael V. Jackson Sr.
Thomas C. Jorgensen
James K. Kaeli
John W. Knapp
C. Douglas Marechal
John L. Mitchell
Julian Q. Moffett Sr.
Julian Q. Moffett Jr.
Raymond W. Nelling
Andrew Pullen
Gordon M. Rutland Jr.
Samuel E. Saunders
Michael R. Sexton
Hubert A. Shaffer Jr.
John A. Stalfort
Charles F. Stamm
Harold V. Tate Jr.
John A. Taylor
Beverly H. Thompson
Lowrie Tucker
Malon S. Updike
Thomas B. Weidner IV

Council Leadership

The Virginia Headwaters Council is governed by the Council Executive Board which has responsibility for the Council's operations and its assets in accordance with the Council charter issued by Scouting America. The Executive Board is responsible for the delivery of the Scouting program within the Council territory.

The Executive Committee of the Executive Board is comprised of the Council officers and the Scout Executive and may include others appointed by the Council President. The Executive Committee may exercise all the necessary powers of the Executive Board in the management of the Council during the intervals between the meetings of the Executive Board.

The Advisory Council serves in an advisory role to the Executive Board and is comprised of those who are unable to devote time to Scouting on a regular basis but may serve the Council on special assignment or as a consultant in a specific area. Advisory Council Members may attend Executive Board Meetings, as available, but do not have a vote.

The Council Key 3 consists of the Council President, Council Commissioner, and Scout Executive. They meet informally as necessary to ensure proper coordination of the work of the Council.





All Executive Board Members serve to achieve the Council’s mission and vision, assisting in the delivery of a quality Scouting program to the Council’s membership. Executive Board Members have a vote in all matters that come before the VAHC Board and should attend all scheduled meetings of the Executive Board. Board members are charged with the following responsibilities:

- » **Determine mission and purpose.** It is the board’s responsibility to articulate the Council’s goals, means, and objectives for the constituents served.
- » **Ensure strategic planning.** Board members must actively participate in an overall planning process and assist in implementing and monitoring Council goals.
- » **Monitor and strengthen programs and services.** The Board should determine if programs are consistent with the Council mission and monitor their effectiveness.
- » **Ensure adequate financial resources.** The Board’s foremost responsibility is to provide adequate financial resources for the Council to fulfill its mission. Therefore, each board member is asked to make an annual gift to the Council’s Friends of Scouting campaign and attend the Council’s fundraising events.
- » **Protect assets and provide financial oversight.** The Board assists in developing the annual budget and ensures that proper financial controls are in place.
- » **Build a competent Board.** The Board should articulate prerequisites for candidates, orient new members, and periodically evaluate their own performance.
- » **Ensure legal and ethical integrity.** The Board is ultimately responsible for adherence to all legal standards and ethical norms.
- » **Enhance the Council’s public standing.** The Board should articulate to the public the Council’s accomplishments and goals to garner support from the community.

Council Officers

COUNCIL PRESIDENT: The Council President is the top volunteer of the Council and the primary volunteer leader of the organization, promoting and extending a program for youth over the geographical territory of the Council. The Council President ensures that the Executive Board fulfills its responsibilities for the governance of the Council and serves as a partner to the Scout Executive, helping him or her achieve the mission of the Council.

INTERNAL FOCUS:

- » Chairman of the VAHC Executive Board and Executive Committee, leading all meetings
 - » Ensures regular meeting schedule
 - » Ensures regular attendance (quorums)
 - » Ensures orderly process and reporting
 - » Ensures dutiful governance
 - » Reviews work of VAHC officers
 - » Ensures VAHC has a healthy committee structure and appointments
- » Key Three Member
 - » Partners with Scout Executive and Council Commissioner in service as executive team focused on refinement and execution of VAHC Mission
 - » Supports Scout Executive to promote and enforce safe facilities and programming, especially in the context of youth safety
 - » Advises and supports Scout Executive
 - » Promotes healthy communication and interaction between VAHC volunteers and professionals
- » Strategic Direction
 - » Working with the Key Three and Executive Board, ensures development and evolution of strategic planning in keeping with VAHC Vision and Mission
 - » Helps set, and fosters execution of, VAHC's strategic goals
 - » Fosters effective VAHC branding

- » Professional Team Staffing
 - » Guides and ensures effective recruiting, nomination, and selection of Scout Executive
 - » Supports Scout Executive with effective recruiting and selection of other professional staff
- » Professional Team Oversight
 - » Reviews and approves professional team staff and salaries
 - » Reviews and approves Scout Executive's credit card and expense reports

EXTERNAL FOCUS:

- » Representation
 - » VAHC Representative to BSA National meetings
 - » VAHC Representative to Council Service Territory 12 Presidents' Group
 - » Supports Scout Executive to represent VAHC within broader community
- » Fund Raising
 - » Promotes and nurtures VAHC FOS campaigns
 - » Promotes and nurtures VAHC capital campaigns
 - » Promotes and/or engages in other specific VAHC fund raising initiatives
 - » Recruiting
 - » Promotes and facilitates recruiting of VAHC officers
 - » Promotes and facilitates recruiting of VAHC Executive Board members
 - » Supports Scout Executive to represent VAHC within broader community

COUNCIL COMMISSIONER: serves as a steward of unit service of the Council by guiding and directing district commissioners and their staffs. The Commissioner ensures that districts recruit commissioners to achieve a 1-to-3 ratio of active commissioners to units. He/she provides direction to program, training, and other support functions as to needs of units to ensure quality programs.

PAST PRESIDENT: advises the Council President and manages select special projects.

VICE PRESIDENT OF FINANCE & FUND DEVELOPMENT: responsible for building a team capable of executing the Council's overall development plan by raising the required operating funds through the Friends of Scouting campaign, Special Events, and Popcorn and Peanuts sales to meet the annual Council budget to provide a quality program for young people. Responsible for oversight of the Council Endowment Fund and securing endowment gifts.

VICE PRESIDENT OF GOVERNANCE: responsible for the Council's corporate governance principles and compliance thereof with a focus on audit function, avoidance of conflict of interest, monitoring of governance structures and processes, including policy development and processes for Board monitoring and oversight of operations, as well as education of the Board related to governance roles and responsibilities, and bridging Board knowledge gaps.

VICE PRESIDENT OF MEMBERSHIP: responsible to recruit and build a volunteer committee structure to ensure achievement of membership growth throughout the Council, paying attention to areas of special need, while maintaining mutually beneficial relationships with chartered organizations and other community and youth-serving groups within the Council's territory.

VICE PRESIDENT OF PROGRAM: responsible for recruiting and building an organization of volunteers to strengthen and enrich unit program by overseeing the program function and delivering quality Council-level programs such as Cub day camps, Cub Fun Day, camporees, Klondikes, Scouting Adventures, etc. Also oversees Council high adventure treks, national and world jamboree, Wood Badge and NYLT.

VICE PRESIDENT OF PROPERTIES: responsible for the care and maintenance of all the Council's real and tangible properties within the limits of the Council's annual operating and capital budgets. The Council's properties collectively represent the single largest asset of the corporation and stewardship and diligence must be exercised to build and maintain the properties for the Scouts of today and tomorrow.

VICE PRESIDENT OF RESIDENT CAMPING: responsible for the oversight, delivery, compliance, and adherence to NCAP standards of the Council's Scouts summer resident camp program with further responsibility of ensuring every youth a quality program of outdoor camping, preferably at Camp Shenandoah. Additional responsibility for promotion of Scouting high adventure opportunities for Council youth.

VICE PRESIDENT OF TECHNOLOGY & COMMUNICATIONS: responsible for development, maintenance, and upkeep of the Council's digital and technical assets including website, social media, and registration system with additional responsibility for the communications and marketing functions to convey the benefits of Scouting and the Council to the public and Scouting stakeholders.

COUNCIL TREASURER: ensures that adequate accounting systems are used, that reports on the state of the treasury are made at meetings of the Executive Board and Executive Committee, that all accounts are audited annually and all required reports prepared on time, and, in general, makes certain the Council fiscal operations are in proper working order.

Committees of the Executive Board

The following committees led by Executive Board members are critical to the operation of the Council and are responsible for the development and effectiveness of programs and policies of the council in accordance with standards and requirements as established by the Scouting America:

ADVANCEMENT COMMITTEE: responsible to the Vice President of Membership for promoting the advancement plan to units, providing training in the advancement plan to district personnel, and providing meaningful reports on advancement.

ENDOWMENT COMMITTEE: responsible to the Vice President of Finance for building an organization capable of executing the council's overall finance plan in support of the strategic plan by overseeing and insuring the Council's fiscal capacity to provide a quality program for young people.

DIVERSITY COMMITTEE: responsible to the Vice President of Membership to ensure that the Board and staff are representative of and responsive to the communities served by the council along with ensuring at-risk communities throughout the council are served.

FOS COMMITTEE: responsible to the Vice President of Finance for development and execution of the annual Friends of Scouting campaign.

NOMINATING COMMITTEE: responsible to the Council President for identifying a slate of board members that is representative of the Council geographically and professionally consisting of top-caliber individuals who can harness community resources for the advancement of Scouting. Also responsible for recommending candidates to fill vacancies that



may occur mid-year and to identify, orient, and recruit new Executive Board members.

POPCORN AND PEANUTS COMMITTEE: responsible to the Vice President of Finance for development and execution of the annual Popcorn and Peanuts product sales campaign.

RECOGNITION COMMITTEE: responsible to the Vice President of Program for planning and execution of the annual council recognition dinner, recognition of the council's Eagle Scouts, selection of scholarship recipients, and selection of Silver Beaver recipients.

TRAINING COMMITTEE: responsible to the Vice President of Program for delivering council-level required and supplemental training courses for volunteers and maintaining the high standards for all training courses offered.

PROPERTIES COMMITTEE: led by the Vice President of Properties and responsible for council property maintenance, improvement, and construction projects. Responsibilities include coordination of work weekends and adopt-a-campsite programs, development of a corps of volunteers to assist in work projects throughout the year, the annual pre- and post-camp inspections, and maintaining a current understanding of state laws related to camp operation, environment, and health department regulations as well as National standards related to camp facilities and operation.

SAFE SCOUTING AND YOUTH PROTECTION COMMITTEE: responsible to the Vice President of Governance for all matters related to health, safety, risk management, and youth protection.



The Districts

For the purpose of unit service, program administration, membership, and fund development, the Council territory is divided geographically into several districts, as determined by the Executive Board. While a Council Executive Board establishes policies and programs, it is the role of a district to carry out those programs and policies of the Council within their respective territory. District committees and commissioner staffs are the pipeline through which the Council program flows to units and, through them, to youth.

The supervision of Scouting in each district is exercised by the Council through a District Committee consisting of selected, capable volunteers. The key leaders of the District are the District Chair and the District Commissioner. The District Chair is the top volunteer leader of the District with responsibility for giving leadership to achieving the district objectives. As a member of the Executive Board, the District Chair has the responsibility for coordination between the Council and the District. Each district's commissioner staff is led by the District Commissioner with an objective of providing services to help units succeed.

MONTICELLO DISTRICT

The Monticello District serves youth in Charlottesville City, Albemarle County, Fluvanna County, Greene County, Louisa County, Madison County, and Orange County.

MONTHLY DISTRICT MEETINGS

District Roundtable

- » First Thursday of every month at 7:00 pm (except July).
- » All adult leaders are encouraged to attend.
- » Contact District Chair for location.

District Committee Meeting

- » Third Wednesday of every month at 7:30 p.m. (except July).
- » All District Committee members and Unit Key 3 leaders are welcome and encouraged to attend.
- » Contact District Chair for location.

District Commissioners Meeting

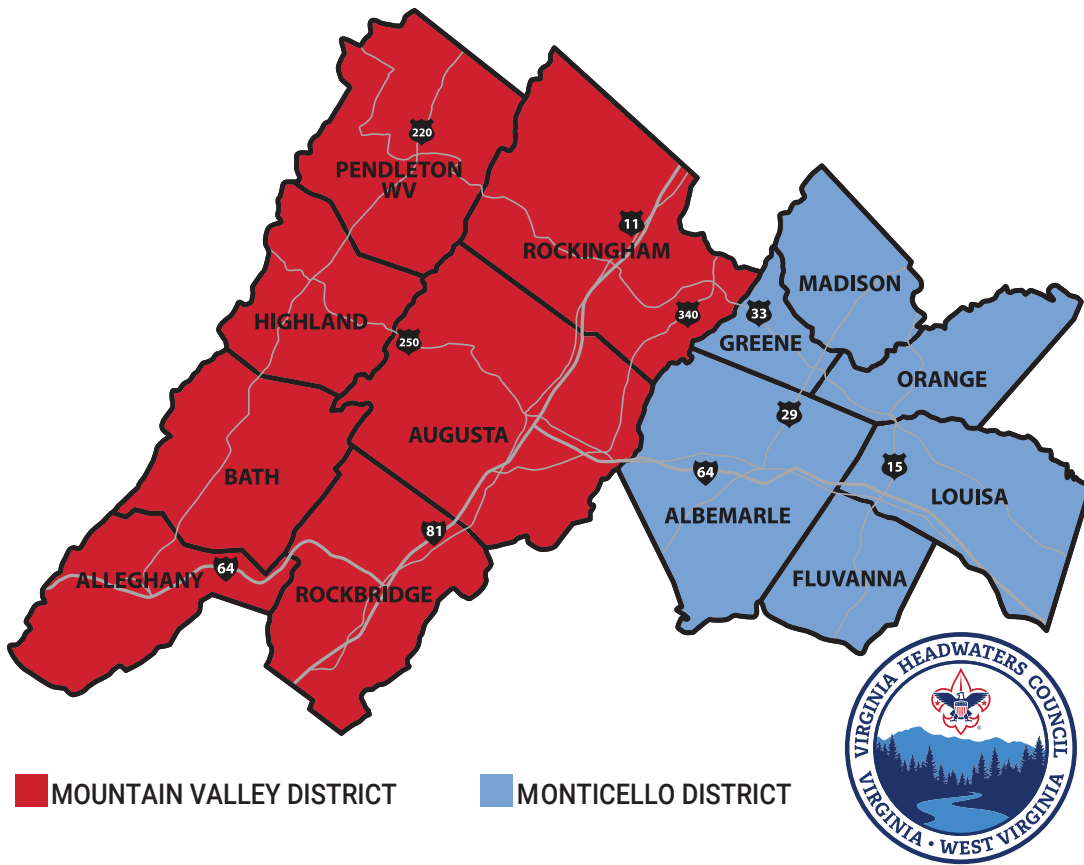
- » Third Wednesday of every month at 6:30 p.m. (except July).
- » All Commissioners are encouraged to attend.
- » Contact District Commissioner for location.

DISTRICT CHAIR

Ed Murphy
emm8xuva@gmail.com
(434) 327-3156

DISTRICT COMMISSIONER

Mike Bonham
mike@eqros.com
(224) 688-3378



■ MOUNTAIN VALLEY DISTRICT

■ MONTICELLO DISTRICT



MOUNTAIN VALLEY DISTRICT

The Mountain Valley District serves youth in Buena Vista, Covington, Harrisonburg, Lexington, Staunton, and Waynesboro Cities and Alleghany, Augusta, Bath, Highland, Pendleton (WV), Rockbridge, and Rockingham Counties.

MONTHLY DISTRICT MEETINGS

District Roundtable

- » First Wednesday of the month, via Zoom, at 7:00 pm.
- » All adult leaders are encouraged to attend.
- » Contact District Commissioner for Zoom link.

District Committee Meeting

- » Third Wednesday of the month, via Zoom, at 7:00 pm.
- » All District Committee members and Unit Key 3 leaders are welcome and encouraged to attend.
- » Contact District Chair for Zoom link.

District Commissioners Meeting

- » First Wednesday of the month, via Zoom, at 6:00 pm, prior to Roundtable.
- » All Commissioners are encouraged to attend.
- » Contact District Commissioner for Zoom link.

DISTRICT CHAIR

TBD

DISTRICT COMMISSIONER

Jim Echols
 jeechols@verizon.net
 (540) 255-2711

2025 Professional Staff



Sue Hart

Scout Executive

susan.hart@scouting.org

C (434) 872-3320

Sue Hart was indelibly shaped by the Scouting program during her formative years as a Venturing youth. She began her Scouting career in 2008 as a District Executive at the National Capital Area Council in Bethesda, MD. She continued to progress within Scouting America, holding roles such as Senior District Executive, District Director, and Field Director. In 2017, Sue moved on to the Virginia Headwaters Council, where she served as Development Director, Assistant Scout Executive, and ultimately Scout Executive. She has a Bachelor of Science degree in Therapeutic Recreation with minors in Psychology and Outdoor Education from the University of Longwood in Farmville, VA. Sue is a Venturing Leadership Award recipient and Vigil Honor member of the Order of the Arrow who enjoys running and spending time with her family. Sue and her husband, Everett Wheeler, have two children, Elizabeth and Evelyn.



Robert Clemmer

District Director

robert.clemmer@scouting.org

C (540) 292-2391

Robert Clemmer comes to the Virginia Headwaters Council with a strong Scouting background. An Eagle Scout and Vigil Honor member of the Order of the Arrow, Robert worked at Camp Shenandoah during his summers in high school and college. After graduating from Hampden Sydney College with degrees in History and Classical Studies, he spent four summers working with Philmont's Conservation Department. Robert also spent time as a District Executive with the Garden State Council, serving over 60 units in southern New Jersey. His Scouting experience has led to other opportunities in nature, providing positive outdoor experiences in New Mexico, Arizona, Alaska, and Georgia. He is very excited to be a District Director for VAHC and have an impact on Camp Shenandoah. In his free time, Robert can be found outside trail running, climbing, or canoeing and he also plays the mandolin and the accordion.



Terry Michael

Office Manager

terry.michael@scouting.org

P (540) 943-6675

Terry Michael brings a wealth of organizational prowess and dedication to the Virginia Headwaters Council. Terry's career journey, encompassing roles in administration and project management, reflects her dedication to excellence, unparalleled administrative skills, and a commitment to creating meaningful connections. Her role with VAHC includes numerous responsibilities that span from administrative oversight and team support to communication coordination, all of which are crucial to successful volunteer support and office operations. Terry has a profound love for travel and shares life's journey with a long-time boyfriend, who brings warmth and companionship to every adventure, and a furry friend, Scout, her Shih-Tzu companion, whose boundless energy and affection brings immeasurable joy.

Shenandoah Lodge #258

Order of the Arrow

For over 100 years, the Order of the Arrow (OA) has recognized Scouts and Scouters who best exemplify the Scout Oath and Law in their daily lives. This recognition provides encouragement for others to live these ideals as well. Arrowmen are known for maintaining camping traditions and spirit, promoting year-round and long-term resident camping, and providing cheerful service to others. OA service, activities, adventures, and training for youth and adults are models of quality leadership development and programming that enrich and help to extend Scouting to America's youth.

As Scouting's National Honor Society, OA's purpose is to:

- » Recognize those who best exemplify the Scout Oath and Law in their daily lives, and through that recognition, cause others to conduct themselves in a way that warrants similar recognition.
- » Promote camping, responsible outdoor adventure, and environmental stewardship as essential components of every Scout's experience in the unit, year-round, and at summer camp.
- » Develop leaders with the willingness, character, spirit, and ability to advance the activities of their units, our Brotherhood, Scouting, and ultimately our nation.
- » Crystallize the Scout habit of helpfulness into a life purpose of leadership in cheerful service to others.

Members are elected to the OA by their unit and are selected not so much for what they have done but rather for what they are expected to do. The Brotherhood of Cheerful Service, as the OA is otherwise known, focuses its activities on service to Scouting and particularly our Scout Camp—Camp Shenandoah.

Shenandoah Lodge #258 is the OA Lodge serving the Virginia Headwaters Council. The lodge supports and enriches the Scouting program in the Council's area of influence and works to benefit the local Scouting program through leadership development, camping, and an abundance of cheerful service.

SHENANDOAH LODGE LEADERSHIP 2025

Lodge Chief	Marie Kenney	chief@shenandoahlodge.org
Lodge Adviser	Jeff Nelson	jeffnelson0715@gmail.com
Lodge Staff Adviser	Robert Clemmer	robert.clemmer@scouting.org



LODGE 2025 CALENDAR

Winter Banquet

January 4, 2025

Spring Fellowship

March 21-23, 2025

Section E9 Conclave

April 25-27, 2025

ShenandoahFest

May 17, 2025

June Induction

May 30-June 1, 2025

August Induction

August 10-12, 2025

Vigil Event

August 23-24, 2025

Lodge Retreat

October 10-12, 2025

One Day of Service

November 1, 2025



VIRGINIA HEADWATERS COUNCIL | 617 GREENVILLE AVE, STAUNTON, VA 24401 | (540) 943-6675 | www.virginiaheadwaters.org

