



Say Hello to Adventure.

2024

Executive Board Guide
WWW.VIRGINIAHEADWATERS.ORG

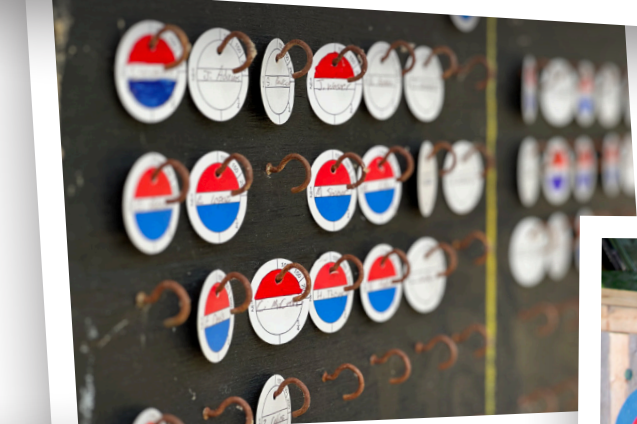


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Dear Executive Board Members,

2023 was a year of renewal for the Virginia Headwaters Council with many successes and triumphs over obstacles. The new year is upon us and presents another occasion to learn and grow. A new year signifies new beginnings and opportunities. It's a chance to embark on fresh adventures, to create memories, and to build on past accomplishments. 2024 needs to be a year of growth for our Council. We need more Scouts and we need more volunteers. We need a successful Friends of Scouting campaign with 100% of our units participating and we need effective Special Events that raise the funds necessary to deliver a quality Scouting experience for our youth. We need another robust summer camp and we need continued high quality programs and activities. With your help, we are confident that the Virginia Headwaters Council can deliver the promise of Scouting to our youth, our units, and our adult volunteers.

Why do all of us do Scouting? The hours can be long and the recognitions few but we do it because we believe that Scouting is the best youth development program available in the world today. We believe the program builds better citizens of today and leaders of tomorrow. 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 and with all our collective might, and the support of an active and engaged Executive Board, we will continue to work hard for this Council and its future. We will do all we can to preserve our Scouting units, our Camp, our Lodge, and our traditions.

As our Executive Board tackles a new year, it is important that you all know how valuable you are to the Scouting program. Without you, the work you do, and the money that you contribute there would be no Scouting in our area. Your service counts. Your contributions count. Our charge and duty is to insure that Scouting not only continues in our Council territory but thrives.

Thank you for all you do.

Yours in Scouting,

Steve Hammond
Council President

Sue Hart
Scout Executive

Matt Phillippi
Council Commissioner

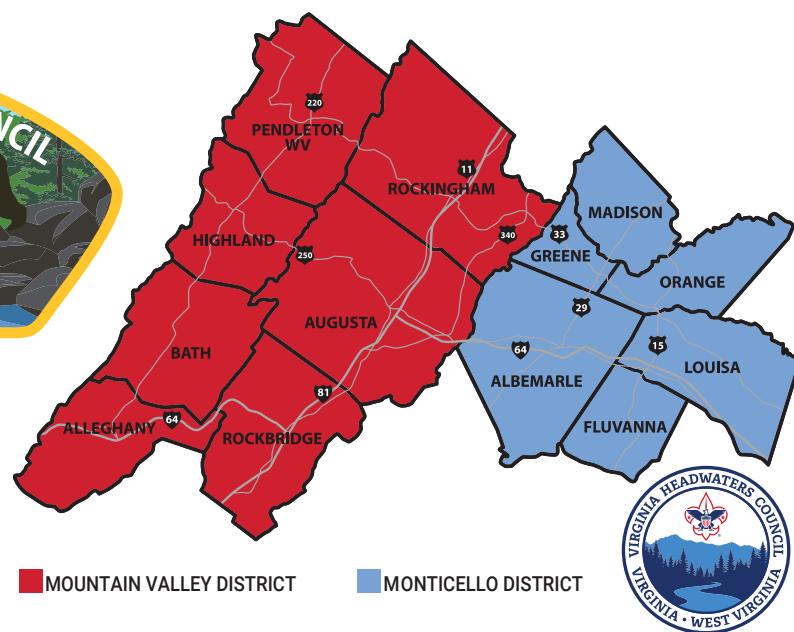


BOY SCOUTS OF AMERICA® VIRGINIA HEADWATERS COUNCIL

Virginia Headwaters Council (VAHC) is an independent non-profit 501(c)(3) corporation based in Staunton, Virginia that is chartered by the Boy Scouts of America (BSA) 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 the BSA 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. The Council operates independently from the National Council BSA 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.

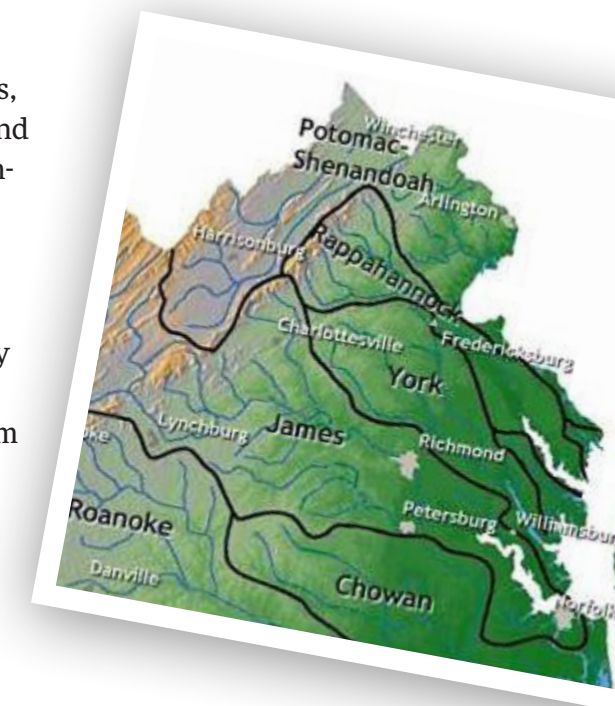
Our Council is very proud of its name. Inspired by our local geography and reflective of our unique natural environment, the name speaks to the majestic beauty of our region which serves as the perfect classroom to foster sustainable, self-reliant traditions in keeping with Scouting's timeless values.

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.

BSA Mission Statement: The mission of the Boy Scouts of 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 4, 2024	Scout Sunday
February 9-11, 2024	Council Klondike Derby Camp Shenandoah
February 24, 2024	Council Recognition Dinner Tinkling Spring Presbyterian Church Fishersville, VA
March 4, 2024	FOS Luncheon UVA Alumni Hall, Charlottesville, VA
April 20, 2024	Golf Tournament Cliff View Golf Course, Covington, VA
May 3-5, 2024	Cub Camporee Camp Shenandoah
May 24, 2024	Breaking Clays for Scouts Shenandale Gun Club, Swoope, VA
June 16-18, 2024	Cub Scout Resident Camp Camp Shenandoah
June 19-22, 2024	Webelos Resident Camp Camp Shenandoah
June 23-29, 2024	Week 1: Scouts BSA Resident Camp Camp Shenandoah
June 30-July 6, 2024	Week 2: Scouts BSA Resident Camp Camp Shenandoah
July 7-13, 2024	Week 3: Scouts BSA Resident Camp Camp Shenandoah
July 14-20, 2024	Week 4: Scouts BSA Resident Camp Camp Shenandoah
September 27, 2024	All In For Scouting Casino Night Bluestone Vineyard, Bridgewater, VA
October 4-6, 2024	46th Apple Harvest Camporee Camp Shenandoah
October 26, 2024	Zombie Run Camp Shenandoah
November 8, 2024	Fall Dinner and Auction Location TBD

EXECUTIVE BOARD MEETINGS

EXECUTIVE COMMITTEE

Committee Members Only

February 15, 2024
 April 18, 2024
 June 20, 2024
 (No August Meeting)
 October 17, 2024
 December 19, 2024

EXECUTIVE BOARD

Committee, Board, & Advisory

March 21, 2024
 May 16, 2024
 July 18, 2024
 September 19, 2024
 November 21, 2024

COUNCIL BUSINESS MEETING

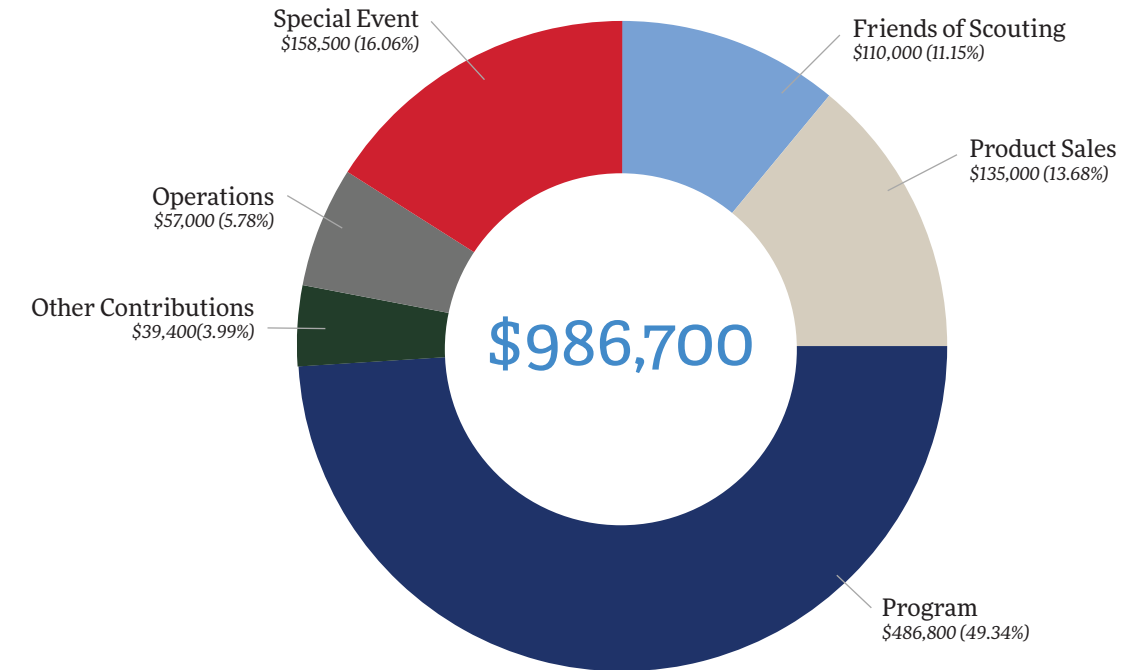
January 18, 2024

BOARD RETREAT

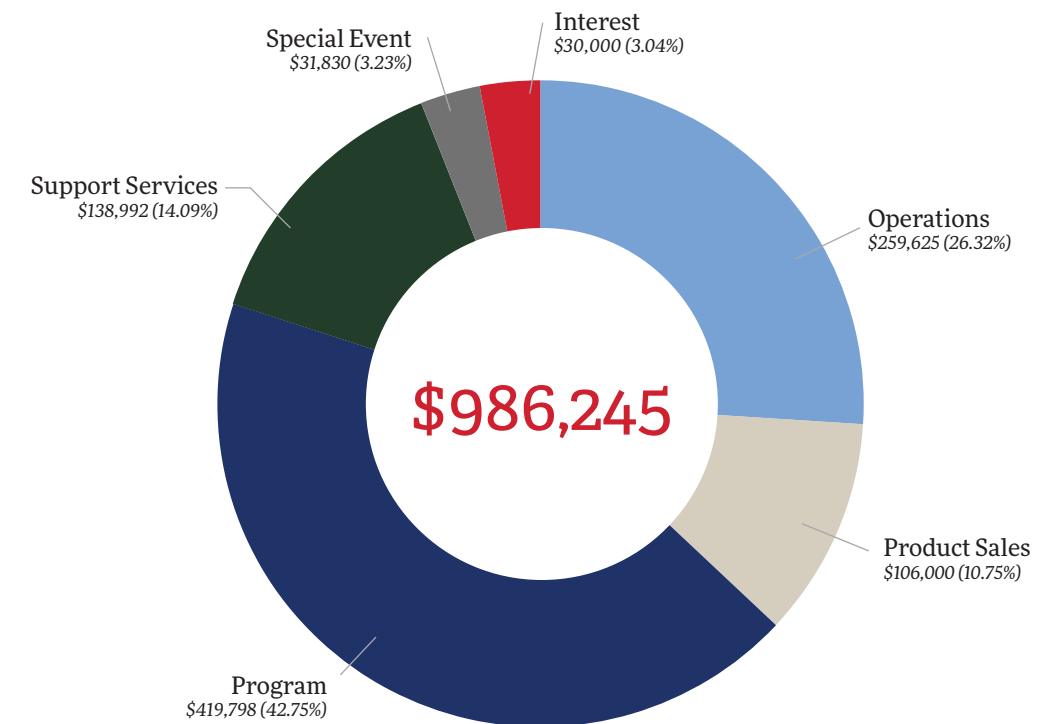
November 9, 2024

Key Financials

REVENUES



EXPENSES



Demographic & Income Profile

Virginia Headwaters Council

Population

DESCRIPTION	2010 CENSUS	CURRENT YEAR ESTIMATE	5YR PROJECTION	% CHANGE CURRENT 5 YR PROJECTION
Total Population	590,911	642,722	667,338	+3.8
Population per Square Mile	85	92	96	+3.9
Total Households	229,649	253,282	264,629	+4.5

Urban / Rural Population

DESCRIPTION	2010 COUNT	%	CURRENT YEAR ESTIMATE	%	5YR PROJECTION	%	% CHANGE CURRENT 5 YR PROJECTION
Urban Population	307,520	52.0	334,694	52.1	346,437	51.9	+3.5
Urban > 50,000	215,754	36.5	235,913	36.7	244,158	36.6	+3.5
Urban < 50,000	91,766	15.5	98,781	15.4	102,279	15.3	+3.5
Rural Population	283,391	48.0	308,078	47.9	320,901	48.1	+4.2

Population by Race / Ethnicity

DESCRIPTION	2010 COUNT	%	CURRENT YEAR ESTIMATE	%	5YR PROJECTION	%	% CHANGE CURRENT 5 YR PROJECTION
African American	51,394	8.7	56,471	8.8	60,687	9.1	+7.5
Asian	11,530	2.0	16,038	2.5	18,163	2.7	+13.2
Caucasian	487,727	82.5	511,680	79.6	520,370	78.0	+1.7
Hispanic/Latino	27,729	4.7	41,041	6.4	47,215	7.1	+15.0
Native American	1,171	0.2	1,627	0.3	1,719	0.3	+5.7
Pacific Islander	213	0.0	336	0.1	353	0.1	+5.1
Some Other Race	790	0.1	880	0.1	907	0.1	+3.1
Two or More Races	10,356	1.8	14,699	2.3	17,925	2.7	+21.9

Target Age Youth

PROGRAM	CURRENT YEAR	5YR PROJECTION	% CHANGE CURRENT 5 YR PROJECTION
Cub Scout (Grades K - 5)	41,145	42,605	+3.5
Scouts BSA (11-17)	21,136	21,176	+0.2
Venturing (14-20)	20,771	21,034	+1.3
Total Target Age Youth	83,052	84,815	+2.1

Population by Age

DESCRIPTION	2010 COUNT	%	CURRENT YEAR ESTIMATE	%	5YR PROJECTION	%	% CHANGE CURRENT 5 YR PROJECTION
0 to 4	33,071	5.6	33,902	5.3	34,599	5.2	+2.1
5 to 14	67,896	11.5	69,226	10.8	70,844	10.6	+2.3
15 to 19	45,873	7.8	44,824	7.0	44,998	6.7	+0.4
20 to 29	90,608	15.3	91,977	14.3	93,286	14.0	+1.4
30 to 44	104,968	17.8	115,128	17.9	121,126	18.2	+5.2
45 to 64	159,016	26.9	161,248	25.1	155,652	23.3	-3.5
65+	89,479	15.1	126,469	19.7	146,833	22.0	+16.1
Median Age	39		40		41		

Educational Attainment

DESCRIPTION	2010 COUNT	%	CURRENT YEAR ESTIMATE	%	5YR PROJECTION	%	% CHANGE CURRENT 5 YR PROJECTION
No High School Diploma	64,579	16.5	55,906	12.6	55,376	12.3	+2.6
High School Diploma/Equivalent	123,716	31.7	132,979	29.9	137,971	29.7	+3.8
Some College	69,298	17.7	79,679	17.9	83,341	17.9	+4.6
Associates Degree	21,339	5.5	27,992	6.3	29,524	6.4	+5.5
Bachelor's Degree	65,490	16.8	82,052	18.5	86,487	18.6	+5.4
Post Graduate Degree	46,061	11.8	65,876	14.8	70,118	15.1	+6.4
Population Age 25+	390,483		444,484		464,817		+4.6

Households by Income

DESCRIPTION	2010 COUNT	%	CURRENT YEAR ESTIMATE	%	5YR PROJECTION	%	% CHANGE CURRENT 5 YR PROJECTION
\$0 - \$14,999	27,479	12	20,829	8.2	18,106	6.8	-13.1
\$15,000 - \$24,999	24,650	10.7	18,338	7.2	16,772	6.3	-8.5
\$25,000 - \$34,999	22,856	10.0	19,516	7.7	17,833	6.7	-8.6
\$35,000 - \$49,999	33,008	14.4	29,987	11.8	27,764	10.5	-7.4
\$50,000 - \$74,999	49,293	21.5	46,010	18.2	40,944	15.5	-11.0
\$75,000 - \$99,999	30,930	13.5	40,527	16.0	42,592	16.1	+5.1
\$100,000 - \$149,999	26,468	11.5	43,916	17.3	56,514	21.4	+28.7
\$150,000 +	14,964	6.5	34,159	13.5	44,105	16.7	+29.1
Average HH Income	70,393		93,985		106,970		+13.8
Median HH Income	53,256		70,519		81,306		+15.3
Per-Capital Income (pop)	28,076		37,738		43,101		+14.2

Housing Units

DESCRIPTION	2010 COUNT	%	CURRENT YEAR ESTIMATE	%	5YR PROJECTION	%	% CHANGE CURRENT 5 YR PROJECTION
Total Occupied Units	229,649	87.8	253,282	88.1	264,629	87.9	+4.5
Owner Occupied/Mortgaged	104,153	39.8	105,895	36.8	110,273	36.6	+4.1
Owner Occupied/No Mortgage	53,417	20.4	66,286	23.1	69,721	23.2	+5.2
Renter Occupied	72,079	27.6	81,101	28.2	84,635	28.1	+4.4
Vacant Units	31,854	12.2	34,089	11.9	36,309	12.1	+6.5
Total Housing Units	261,502		287,371		300,938		+4.7



2024 Executive Committee

Council President	Steve Hammond
Council President-Elect	Mike White
Council Commissioner	Matt Phillippi
Scout Executive	Sue Hart
Vice President of Finance & Fund Development	Mike White
Vice President of Governance	John Taylor
Vice President of Membership	Audrey Storm
Vice President of Program	Tracey Stakem
Vice President of Properties	Paul Hanhson
Vice President of Resident Camping	Jay Fox
Vice President of Technology & Communications	John Athayde
Treasurer	Matt Phillippi
Nominating Chair	Will Hill
Past President	Pete Fenlon

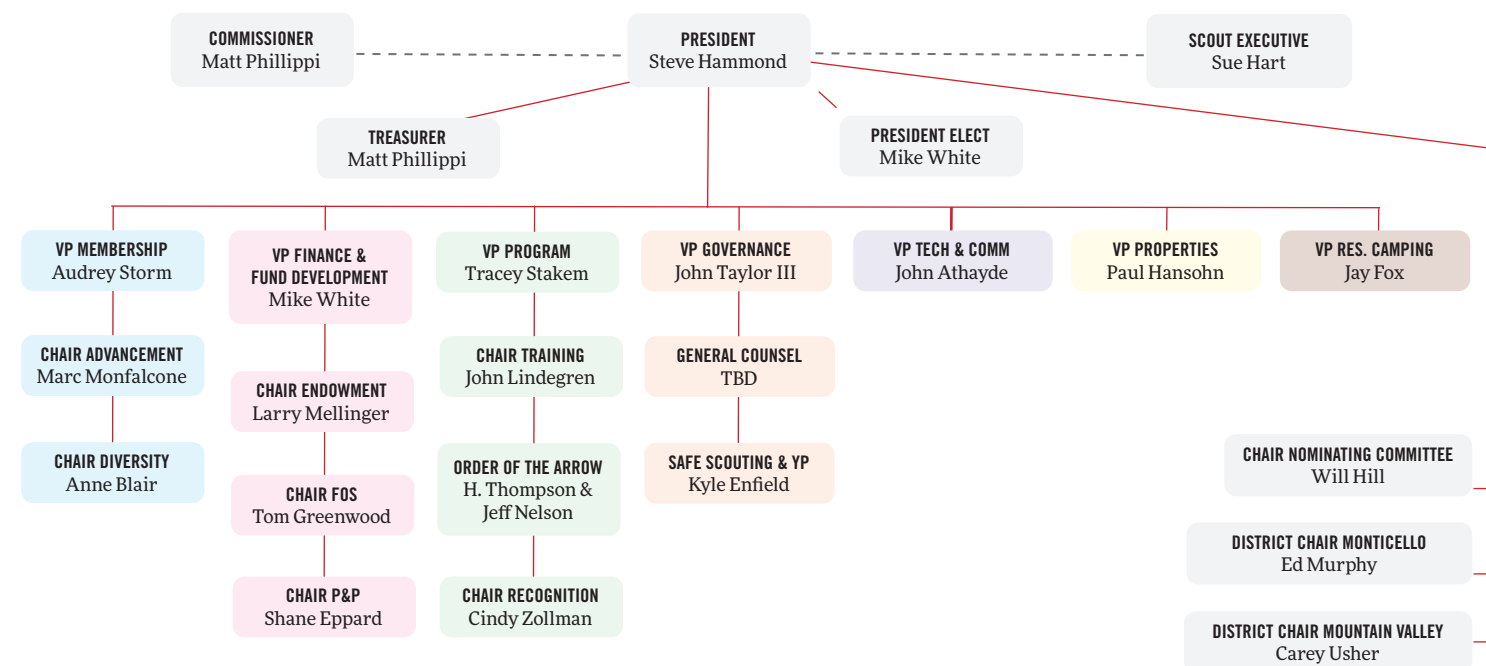
2024 Executive Board

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 JT Bishop (jtbishop@yourbank.com)
 Anne Blair (hwanganne@hotmail.com)
 Mike Bonham (mike@eqros.com)
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 Jim Echols (jechols@verizon.net)
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 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
 James M. Lansing
 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
 White M. Wallenborn
 Thomas B. Weidner IV

VIRGINIA HEADWATERS COUNCIL — EXECUTIVE BOARD ORGANIZATION 2024



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 the Boy Scouts of 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 BSA 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 BSA 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 Boy Scouts of 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 Honors event, 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 BSA standards related to camp facilities and operation.

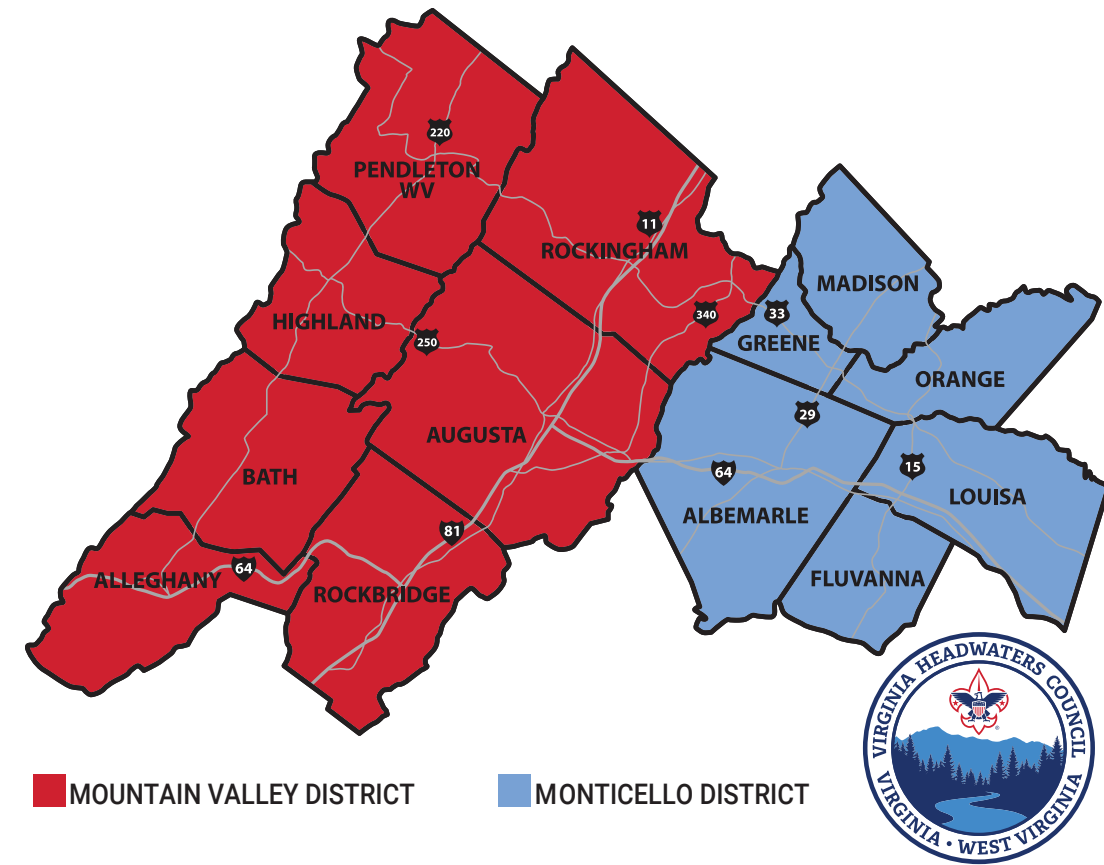
SAFE SCOUTING AND YOUTH PROTECTION COMMITTEE: responsible to the Vice President of Governance for all matters related to health, safety, risk management, and youth protection.



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

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

Carey Usher
cusher3@comcast.net
(540) 448-4302

DISTRICT COMMISSIONER

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

2024 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 the BSA, 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, Seanna, 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 2024

Lodge Chief	Harlow Thompson	chief@shenandoahlodge.org
Lodge Adviser	Jeff Nelson	adviser@shenandoalodge.org
Lodge Staff Adviser	Robert Clemmer	robert.clemmer@scouting.org



LODGE 2024 CALENDAR

- Winter Banquet
January 6, 2024
- Spring Fellowship
March 22-24, 2024
- Section E9 Conclave
April 26-28, 2024
- ShenandoahFest
May 18, 2024
- June Induction
May 31-June 2, 2024
- NOAC, UC Boulder
July 29 - August 3, 2024
- August Induction
August 9-11, 2024
- Vigil Event
August 24-25, 2024
- Lodge Retreat
September 27-29, 2024
- One Day of Service
November 2, 2024



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

