

# Scouting America



## Colonial Virginia Council

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Dear CVC Scouters, families, and friends,

### **We want you to hear this update clearly and directly from us.**

Over the last several weeks, a volunteer Merger Assessment Committee and Council Leadership have been looking carefully at options for the future of the Colonial Virginia Council (CVC). That review included the possibility of remaining a standalone council, as well as different merger/consolidation paths with neighboring councils.

### **What happened at the December Board meeting**

At our regular December CVC Board meeting, the Board of Directors reviewed the detailed due diligence (enclosure 1) that was put together and presented by the Merger Assessment Committee. Following the presentation and an in depth question and answer session, a recommendation was made that we approve the draft merger agreement for review and approval by Scouting America and the Virginia State Corporate Commission. The approval of the final version of this document allows us to continue forward in the planning process toward a consolidation with the Heart of Virginia Council (HOVC) into a new, combined council. The Board voted to approve the recommendation as the direction for the next phase of work.

### **What this vote means (and what it does *not* mean)**

This is **not** the final vote to approve the merger.

This vote means we are moving into the next steps of the process which includes sharing more information and gathering feedback before any final decision is made. This thoughtful, transparent approach and the overall process/timeline were outlined in the FAQs shared in earlier communications.

### **Why HOVC is the recommended direction**

Based on the due diligence and information reviewed, merging with Heart of Virginia Council provides for the Scouts and Scouters of Colonial Virginia Council with long-term financial strength, operational stability, and access to high-quality facilities, while keeping travel impacts manageable for our families. While no merger eliminates driving time, the analysis shows that most units already travel one to two hours regularly for Scouting activities, and travel times to Heart of Virginia Council camps are comparable for many areas within our footprint. Importantly, units will retain flexibility to use local camps, council stores, and properties that best meet their needs. By merging with a debt-free council that has a strong unrestricted endowment and significant investment in camps and infrastructure, we gain financial backstop, staffing capacity, and program stability needed to ensure that distance does not become a barrier to delivering great Scouting. This option allows us to trade modest changes in travel for lasting strength, sustainability, and better program support for our Scouts.

## **What happens next**

A consolidation only moves forward if both councils agree to proceed.

The HOVC board is scheduled to take up this topic at their December Board meeting next week. They will need to have a recommendation made for, and approval of the draft merger agreement for review and approval by Scouting America and the Virginia State Corporate Commission. If the HOVC board also votes to proceed, both councils will continue planning together.

## **How you can be part of this and engage with CVC leadership and the board**

In January CVC leadership will attend roundtables and hold scheduled meetings for council members and stakeholders to ask questions and share feedback.

Please plan to attend one of the January Town Halls/Roundtables when dates are announced. Bring your questions and concerns and we will address them. We will also address questions related to the detailed due diligence document (enclosure 1)

Thank you for everything you do to deliver Scouting in our communities. We know this is a significant topic, and we're committed to sharing information plainly, listening carefully, and keeping the focus on what best serves youth.

Will Sampson



Council President, CVC

Enclosure 1:

Colonial Virginia Council Board,

We have completed a thorough review of the financials and a deep dive into data included in the letter from Tidewater Council (TWC) dated November 17, 2025. All financial information referenced herein is based on the organization's 2024 audited financial statements and its recent Form 990 submissions. We also looked at additional topics we believed were important to review. The information is broken into the sections listed below:

- Financial Comparisons
- The letter sent by the Tidewater Council President dated November 17, 2025
- Diversity Focus
- Scouting America's Current Realities

## Financial Comparison

### Bankruptcy Settlement

- CVC ~ \$341,000
- HOVC ~ \$2,050,000
- TWC ~ \$621,000

### Change in Net Assets Year over Year

- HOVC
  - 2024: (\$471,381)
    - Fixed asset depreciation expense of \$416,587
  - 2023: (\$609,108)
    - Fixed asset depreciation expense of \$405,627
  - Note: Depreciating assets have no impact on cashflow of operations, they do however have an overall impact on change in net assets as you must create enough income to account for the loss on the balance sheet. Stated another way HOVC is starting each year with a ~\$400,000 paper loss that must be overcome to show asset growth. TWC is starting each year with a ~\$44,000 paper loss that must be overcome to show asset growth.

- TWC
  - 2024: \$230,336
    - Fixed asset depreciation expense of \$44,107
  - 2023: \$192,024
    - Fixed asset depreciation expense of \$53,904
  - Note: See Note above.
- This shows that in the past HOVC invested significantly more in fixed assets that are utilized to deliver their scouting program. As of December 31, 2024, the total furniture fixtures and equipment as well as accumulated depreciation for each council is as follows:
- HOVC
  - Total Spent on Capital Improvements: \$15,222,112
  - Total Spent on Camp Improvements: \$7,750,710
  - Accumulated Depreciation: \$7,438,044
- TWC
  - Total Spent on Capital Improvements: \$5,828,808
  - Total Spent on Camp Improvements: \$3,755,629
  - Accumulated Depreciation: \$4,015,783

## 5 Year change in Net Assets - December 31, 2019, through December 31, 2024

	Dec-19	Dec-24	Percentage	Dollar
TWC	\$ 1,524,802	\$ 1,882,761	23.5%	\$ 357,959
HOVC	\$ 11,782,095	\$ 12,979,931	10.2%	\$1,197,836

## Debt

- HOVC \$0
- TWC \$719,015
- Note: TWC has an Adjustable Mortgage with a current rate of 3.6%. The balance as of December 31, 2024, was \$719,015. The loan went from interest only to principle plus interest on January 15, 2024. There are two adjustments scheduled – January 15, 2032, and January 15, 2036. The rate will adjust to the weekly average yield on the United States Treasury Securities plus 2%.

## Endowment Funds Overview

Endowment Funds	CVC		HOVC		Tidewater	
	Restricted	Unrestricted	Restricted	Unrestricted	Restricted	Unrestricted
2024	\$1,436,078	\$41,084	\$3,891,637	\$1,424,996	\$1,607,885	\$0
2023	\$1,401,919	\$42,047	\$3,941,763	\$1,411,882	\$1,372,153	\$0
Dollar Change	\$34,159	(\$963)	(\$50,126)	\$13,114	\$235,732	\$0
Percentage Change	2.4%	-2.3%	-1.3%	0.9%	17.2%	0.0%

HOVC + CVC			TW+CVC		
Restricted	Unrestricted	Total	Restricted	Unrestricted	Total
\$5,327,715	\$1,466,080	\$6,793,795	\$3,043,963	\$41,084	\$3,085,047
\$5,343,682	\$1,453,929	\$6,797,611	\$2,774,072	\$42,047	\$2,816,119
(\$15,967)	\$12,151	(\$3,816)	\$269,891	(\$963)	\$268,928
-0.3%	0.8%	-0.1%	9.7%	-2.3%	9.5%

- Note: HOVC has \$1,424,996 available in unrestricted endowment that can be utilized for operations whereas TWC has no (\$0) unrestricted endowment funds.

## Monetary Funds Available for Operations: Cash + Investments (Fund 1) + Unrestricted Endowment (Fund 3)

CVC	Cash	Investments	Unrestricted Endowment	Total Monetary Funds Available
2024	\$ 328,857	\$ 414,626	\$41,084	\$ 784,567
2023	\$ 955,009	\$ 11,833	\$42,047	\$ 1,008,889
Dollar Change	(\$626,152)	\$402,793	(\$963)	(\$224,322)
Percentage Change	-65.6%	3404.0%	-2.3%	-22.2%

HOVC	Cash	Investments	Unrestricted Endowment	Total Monetary Funds Available
2024	\$ 482,684	\$ -	\$ 1,424,996	\$ 1,907,680
2023	\$ 1,086,682	\$ -	\$ 1,411,882	\$ 2,498,564
Dollar Change	(\$603,998)	\$0	\$13,114	(\$590,884)
Percentage Change	-55.6%	0%	0.9%	-23.6%

TWC	Cash	Investments	Unrestricted Endowment	Total Monetary Funds Available
2024	\$ 388,497	\$ 255,287	\$ -	\$ 643,784
2023	\$ 852,160	\$ 229,491	\$ -	\$ 1,081,651
Dollar Change	(\$463,663)	\$25,796	\$0	(\$437,867)
Percentage Change	-54.4%	11.2%	0%	-40.5%

	TWC + CVC	HOVC + CVC
2024	\$ 1,428,351	\$ 2,692,247
2023	\$ 2,090,540	\$ 3,507,453
Dollar Change	(\$662,189)	(\$815,206)
Percentage Change	-31.7%	-23.2%

- Note 1: Both HOVC and TWC had a significant reduction in cash on hand between the end of 2023 and the end of 2024. While HOVC had a greater dollar amount the percentage of the reduction in cash was -55.6% and -54.4% for HOVC and TWC respectively.
- Note 2: When aggregating cash on hand, investments in Fund 1 and unrestricted endowments in fund 3, it shows that HOVC has \$1,907,680 and TWC has \$643,784 available to meet future obligations. Market fluctuations and limitations on how often the endowment funds can be accessed should be considered when reviewing this information.

## Cash Usage 2024

Use of Cash 2024	HOVC	TWC
Cash on hand 12/31/2023	\$ 1,086,682	\$ 852,160
CD (Investments Fund 1)	\$ -	\$ 229,497
Cash on hand 12/31/2024	\$ 482,684	\$ 388,497
CD (Investments Fund 1)	\$ -	\$ 255,287
Change in Cash on hand during 2024	(\$603,998)	(\$437,873)
Net Assets 12/31/2023	\$ 13,771,784	\$ 2,718,141
Monetary Funds Available 12/31/2023	\$ 2,498,564	\$ 1,081,651
Monetary Funds Available 12/31/2024	\$ 1,907,680	\$ 643,784
Change in Cash as a Percentage of Net Assets	-4.39%	-16.11%
Change in Cash as a Percentage of Monetary Funds Available	-24.17%	-40.48%

## Product Sales

Product Sales	CVC	HOVC	TWC
Gross	\$ 350,470	\$ 628,007	\$ 1,180,866
Cost	\$ 102,450	\$ 178,639	\$ 370,425
Commissions	\$ 130,171	\$ 258,271	\$ 467,876
Net Income	\$ 117,849	\$ 191,097	\$ 342,565
# of Scouts	2,182	5,758	4,153
Gross Sales per Scout	\$ 160.62	\$ 109.07	\$ 284.34
Net Income Per Scout	\$ 54.01	\$ 33.19	\$ 82.49
Percentage Growth per Scout required to match TWC	77%		

- Note: Net income difference per Scout may cause future financial expectations to be mis calculated due to unit involvement.

## Financial Comparison Conclusion

- In the short term HOVC had a reduction in net assets while TWC had an increase. The primary reason for HOVC's reduction is due to the annual depreciation expense from investments in T Brady and the new Headquarters.
- Looking at the 5-year change in Assets, both HOVC and TWC experienced growth.
  - HOVC: \$1,197,836
  - TWC: \$357,959
- TWC borrowed ~ \$750,000 used to pay for settlement and investments into fixed assets. As of September 30, 2025, TWC is currently carrying a debt liability of ~\$692,029
- HOVC used existing assets to pay their \$2,050,000 settlement payment and grew assets by 10.2% over the last 5 fiscal years.
- If the settlement payments were added back to net assets, the total assets for 2024 and growth for each council since December 2019 would be:
  - HOVC:
    - Total Assets: \$15,026,931
    - Asset Growth: \$3,244,836
    - Note: The amount paid for settlement was ~ \$2,050,000
  - TWC
    - Total Assets: \$2,504,115
    - Asset Growth: \$979,313
    - Note: The amount paid for settlement was ~ \$621,000
- When comparing unrestricted Endowment funds (fund 3) HOVC has a significant edge as TWC does not currently have any.
  - HOVC: \$1,424,996
  - TWC: \$0
- HOVC has a significantly larger monetary backstop (Monetary Funds Available) should an economic downturn occur. Covid had a critical impact on some of their major fundraising events which started to return to pre-covid levels in 2025.
  - HOVC: \$1,907,680
  - TWC: \$643,784
- Both HOVC and TWC used cash in operations during 2024. While HOVC utilized more cash it is a much smaller proportion of Monetary Funds Available.

	HOVC	TWC
Change in Cash	(\$603,998)	(\$437,873)
As a % of Net Assets	-4.39%	-16.11%
As a % of Monetary Funds Available	-24.17%	-40.48%



- TWC has a much more engaged Product Sales environment leading to higher net income from sales.
  - HOVC: \$191,097
  - TWC: \$342,565
- The financial impact of HOVC changing their council fee from \$35 to \$85 will be a significant improvement to their bottom line. Calculating the increase based on the December 31, 2024 youth membership number of 5,758 it would be an increase of \$288,000 to the Operational bottom line.
- The financial impact of merging CVC into TWC with the reduction in membership fees would have an impact on the Operational bottom line of ~ (\$135,000).

## The letter sent by the Tidewater Council President dated November 17, 2025

This section is intended to review the data presented in the letter sent to the Colonial Virginia Council President by the Tidewater Council President on November 17, 2025.

### Section titled: CVC's Stakeholders Are Best Served by Partnering with TWC (page 1)

Annual Program Fee	\$24 youth and adult \$12 for first-time Scouts	\$85 youth/ \$25 adult
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- As shown, the annual council fee for TWC is \$61 lower than it would be for a Scout in the proposed merger between HOVC and CVC.
- As noted in the previous section TWC units support products sales at a higher rate than CVC and HOVC. The concern is that it would be a slow process, if it is even possible, to transition the Units and Scouts of CVC to be as engaged as TWC's are. Prior to raising our fees, we reached out to Districts and Units stating our case to sell more product and letting them know that the outcome would be increased council fees if we do not receive more donations and engagement in product sales.
- Without the full engagement of all units in product sales, Friends of Scouting, and District Fundraising the \$24 fee appears to be untenable. TWC is making needed investments in their property which is having a negative impact on cash on hand and monetary funds available to support operations.
- What is not taken into consideration by this statement is the financial benefit of the Season Pass. Below is a comparison between Summer Camp and Winter Camp run by each council comparing the fees charged.

	Scout	Discount	Brady Bucks	Net Cost	Adult
HOVC Summer Camp	\$435	\$40	\$20	\$375	\$195
TWC Summer Camp	\$425	\$0	\$0	\$425	\$195
Savings with HOVC				<b>\$50</b>	

Fees	Scout	Adult
HOVC Winter Camp	\$55	\$45
TWC Winter Camp	\$100	\$55
Savings with HOVC	<b>\$45</b>	<b>\$10</b>

- If a Scout took advantage of attending Summer Camp and Winter Camp, there is \$95 in savings which more than makes up for the annual program fee of \$85.
- New Scouts in HOVC are eligible for a Monthly subscription option when joining. HOVC is financially strong enough to accrue for the expense as the National portion of the fee is due when the Scout joins causing HOVC to pay it prior to collecting it overtime.
- This also does not consider the events offered to Cub Scouts at no charge.
  - Spring Cub Camporee
  - Summer Fishing Derby
  - November Cub Event
- Each Troop also receives one \$120 discount for sending Scouts to NYLT.

#### 5-Year Membership

+3.3%

-0.1%

- The supporting data provided for this statement is on page 6 of the document under the headline Membership. It should be noted that this is not a 5-year measurement. It measures December 31, 2021, against September 30, 2025. This is a 45-month measurement – not 60 months.
- Utilizing the data provided by National for December 31, 2021, against October 31, 2025, the outcome looks significantly different than what TWC presented in the letter.

	Dec-21	Sep-25	
TWC	3,600	3,719	3.3%
HOVC	5,207	5,204	-0.1%

	Dec-21	Oct-25	
TWC	3,779	3,936	4.2%
HOVC	5,387	5,639	4.7%

## Finances

Runs Budget Surplus

Runs Budget Deficit

- Finances were discussed in the previous section.
- Both councils have increased their net assets over the last 5 years.
- TWC is carrying debt that was utilized to pay their portion of the settlement which amounted to ~ \$621,000.
- HOVC utilized existing assets to pay their portion of the settlement which amounted to ~ \$2,050,000 payment with no debt.

5-year change in net assets	Dec-19	Dec-24		
TWC	\$ 1,524,802	\$ 1,882,761	23.5%	\$ 357,959
HOVC	\$ 11,782,095	\$ 12,979,931	10.2%	\$1,197,836

## Sept year-over-year Units

Flat

-5.91%

- September Year over Year is a point in time snapshot that changes as the year progresses.
- As shown in the charts for October 2024 to October 2025 TWC and HOVC were both negative.
- As shown in the chart for Year End 2024 to October 2025 TWC has a unit decline of - 8.2% as compared with HOVC -5.4%.

	Sep-24	Sep-25	
HOVC	220	207	-5.9%
TWC	135	135	0.0%

	Oct-24	Oct-25	
HOVC	221	211	-4.5%
TWC	137	135	-1.5%

	Dec-24	Oct-25	
HOVC	223	211	-5.4%
TWC	147	135	-8.2%

Assets	Growing	Declining
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- This was discussed in the Financial Comparison section. As shown each council increased assets over the last five years.

	Dec-19	Dec-24	Percentage	Dollar Change
TWC	\$ 1,524,802	\$ 1,882,761	23.5%	\$ 357,959
HOVC	\$ 11,782,095	\$ 12,979,931	10.2%	\$1,197,836

Geographic Alignment	Shares Hampton Roads region with CVC	Regionally separate
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- This is dependent on where units are located in the CVC footprint. Every council has a border some are densely populated while others are not. As we continue to see the southeastern region of Virginia grow all economic forecast data indicates that we will see population growth intensifying along the I64 and I95 corridors.

Camp	Pipsico located in CVC and which CVC uses	Camp far from CVC units
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- A statement on page 3 of the letter “compared to the more than 2-hour drive for many CVC members to reach HOVC’s facility.” The charts below show the mileage and drive times from different locations across the current CVC footprint.
- Travel time is marginally different for most units depending on where you are traveling from. Units often travel for two or more hours during their monthly weekend camping adventures.
- We are also not stopping any unit from utilizing Pipsico for weekend campouts or from attending Summer Camp at Pipsico. That is a unit level decision that should be made by the Patrol Leader’s Council.

- Mileage and travel time from listed location to Pipsico, T Brady and Bayport (prior to loss)

	Pipsico		T Brady		Bayport	
	Miles	Travel Time	Miles	Travel Time	Miles	Travel Time
Williamsburg United Methodist Church	21.4	49 Minutes	82.4	1 hr 25 min	47.1	1 hr 1min
Tractor Supply Williamsburg	29	1 hr 12 min	72.8	1 hr 16 min	37.3	50 min
Riverside Regional Newport News	46.3	1 hr 1 min	100	1 hr 40 min	55.8	1 hr 10 min
Hampton Coliseum	46.8	1 hr 4 min	105	1 hr 47 min	59.4	1 hr 14 min
Fort Monroe	53	1 hr 12 min	111	1 hr 54 min	65.2	1 hr 22 min
Historic Endview	31.6	1 hr 14 min	89.1	1 hr 29 min	47	57 min
York High School	37.9	1 hr 19 min	95.4	1 hr 37 min	44.9	51 min
Gloucester Point Beach Park	37.5	1 hr 23 min	95	1 hr 38 min	41.2	48 min
Riverside Walter Reed Gloucester	49.4	1 hr 38 min	87.8	1 hr 31 min	28	30 min
Fred's Restaurant Franklin	53.3	1 hr 7 min	107	1 hr 57 min	113	2 hr 7 min
Emporia	66	1 hr 15 min	95.8	1 hr 39 min	115	1 hr 52 min
Brunswick County DMV	77.9	1 hr 27 min	76.3	1 hr 42 min	123	2 hr 5 min
Sussex County Animal Services	30.4	40 Min	80	1 hr 30 min	98.7	1 hr 43 min

- Mileage and travel time from listed location to respective council stores.

	TWC Store		HOVC Store		CVC Store	
	Miles	Travel Time	Miles	Travel Time	Miles	Travel Time
Williamsburg United Methodist Church	46.7	58 min	57.1	1 hr	20.6	26 min
Tractor Supply Williamsburg	54.5	1 hr 2 min	48.3	50 min	28.3	30 min
Riverside Regional Newport News	28.2	44 min	77.6	1 hr 15 min	2.6	7 min
Hampton Coliseum	22.7	38 min	80.8	1 hr 18 min	7.9	14 min
Fort Monroe	18.8	31 min	86.7	1 hr 26 min	13.8	22 min
Historic Endview	37.7	46 min	64.9	1 hr 3 min	11.5	16 min
York High School	34.9	47 min	71.3	1 hr 7 min	9.5	16 min
Gloucester Point Beach Park	39.8	54 min	70.8	1 hr 12 min	14.3	24 min
Riverside Walter Reed Gloucester	51.7	1 hr 7 min	63.7	1 hr 6 min	26.3	37 min
Fred's Restaurant Franklin	52.2	1 hr 4 min	86.3	1 hr 40 min	49.7	1 hr 6 min
Emporia	86.5	1 hr 38	74.5	1 hr 18 min	82.1	1 hr 48 min
Brunswick County DMV	106	2 hr	78.7	1 hr 23 min	101	2 hr 8 min
Sussex County Animal Services	74.9	1 hr 33 min	58.5	1 hr 5 min	63	1 hr 28 min
Benns Church	34.5	46 min	88.9	1 hr 41 min	18.1	32 min
Windsor	37.9	47 min	84.9	1 hr 28 min	32.2	53 min
Suffolk (Walmart 1200 N Main)	29.7	37 min	95.4	1 hr 46 min	38.8	46 min

Existing Collaboration	Extensive	Limited
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- Currently our Busy Beavers help Pipsico out each Wednesday. If we merge with HOVC we would like to have the Busy Beavers focus efforts on T Brady, but we do not control nor dictate where any individual volunteers their personal time.
- In the past we have discussed ways to collaborate with TWC. Most recently we discussed how we could have Wood Badge split with each council running one every other year so that we would not have conflicts for resources. TWC declined as they wanted partial control of each course.
- CVC youth and leaders attend training at both TWC and HOVC.
- The Order of the Arrow currently conducts its weekend service at TWC. This would be moved to T Brady if the merger goes through.

OA Lodge Trend	+2%	-8.8%
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- I do not have access to lodge membership numbers so I cannot confirm or contradict this statement.

Strategic Fit	High	Low
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- This is a stated opinion.

Figure 3 (Page 4)

	Consolidation	Acquisition
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- This is an inaccurate statement. Both offerings are a Merger. The details of the terms are what would delineate Acquisition vs Consolidation. You can also have a Consolidation with unfavorable terms.

Board Composition	All CVC and TWC Members on new Board	CVC limited to 33% of Board seats on new Board
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- TWC states that all current CVC Board Members would transition onto their Board. There are some differences in how the Executive Committee is structured and the VP Roles from each council. There are no stipulations as to which leadership roles would be assigned to each council. It simply states that the nominating committee would decide and recommend it to the full board. This could lead to full control being passed to one council or the other and be equivalent to an Acquisition.



Staff	All CVC staff Stays	CVC staff stays
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- The comparison of “All CVC staff Stays” to “CVC staff stays” along with the comments directed at the CVC Scout Executive have created anxiety amongst the CVC Team. It is unclear as to why the statements are different.

Finances	Growing	Declining
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- Information pertaining to Finances is discussed in the Financial Comparison section.

Membership	Growing	Declining
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- On page 6 of the letter in the top paragraph it states that in September TWC was ranked 28<sup>th</sup> compared to HOVC’s ranking of 84<sup>th</sup>. The Stack Charts that this information was taken from states that TWC was 27<sup>th</sup> and HOVC was 83<sup>rd</sup>. The data for the October Stack Charts shows a decline for TWC and an improvement for HOVC. TWC fell to 37<sup>th</sup> and HOVC improved to 36<sup>th</sup>.

	Sep-24	Sep-25	Change	Rank
HOVC	5,432	5,204	-4.20%	83
TWC	3,681	3,719	1.03%	27

	Oct-24	Oct-25	Change	Rank
HOVC	5,679	5,639	-0.70%	36
TWC	3,964	3,936	-0.71%	37

- When comparing YTD membership numbers, the data also shows that TWC has a higher percentage of losses than HOVC.

	Dec-24	Sep-25	Change
HOVC	5,758	5,204	-9.6%
TWC	4,153	3,719	-10.5%

	Dec-24	Oct-25	Change
HOVC	5,758	5,639	-2.1%
TWC	4,153	3,936	-5.2%

Program Fee	Lower	Higher
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- This is discussed in the previous section under Annual Program Fees.

Travel Time to Camp	Shorter from CVC units	Longer from CVC units
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- This is discussed in the previous section under Camp.

Scout Executive	Jamie Parnell (track record of membership and financial growth) (Clint Hammond – Can be hired by HOVC without Acquisition)	Clint Hammond
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- No data is provided as to why Clint Hammett's name would be highlighted in yellow. It can only be surmised that TWC has no understanding of the value Clint has provided and continues to provide or they are attempting to discredit him.
- Note: Clint Hammett's name is spelled incorrectly in this section.

## Diversity Focus

During the discussions with TWC regarding the merger of the two councils the topic of ScoutReach was discussed. The President of TWC shared that they focus their growth on traditional Scouts as they do not want to hit their membership goal by utilizing ScoutReach to do so.

CVC has put a concerted effort into ScoutReach and the growth of the program. The board believes in the importance of ScoutReach and its impact on the youth we serve and the type of society we want to build in the future. In the geographical footprint of CVC ScoutReach has a direct correlation to ethnic diversity.

Ethnic diversity is tracked by Scouting America, and the board firmly believes that CVC should be a mirror of the population we serve. As shown in the chart below CVC has made a significant impact on the diversity of our membership aided by our focus on ScoutReach.

CVC	Oct-25	Dec-22
Ethnic Diversity	31.9%	19.1%
Non-White Youth	690	477
White Youth	1473	2023
Ethnic Differential	-18.8%	-28.1%

Below are the charts for HOVC and TWC related to ethnic diversity. While both councils have maintained the differential, there is significantly more population alignment within HOVC.

	HOVC			TWC	
	Oct-25	Dec-22		Oct-25	Dec-22
Ethnic Diversity	34.0%	31.4%		26.5%	22.3%
Non-White Youth	1918	2128		1044	914
White Youth	3721	4661		2892	3192
Ethnic Differential	-10.9%	-10.9%		-20.7%	-22.4%

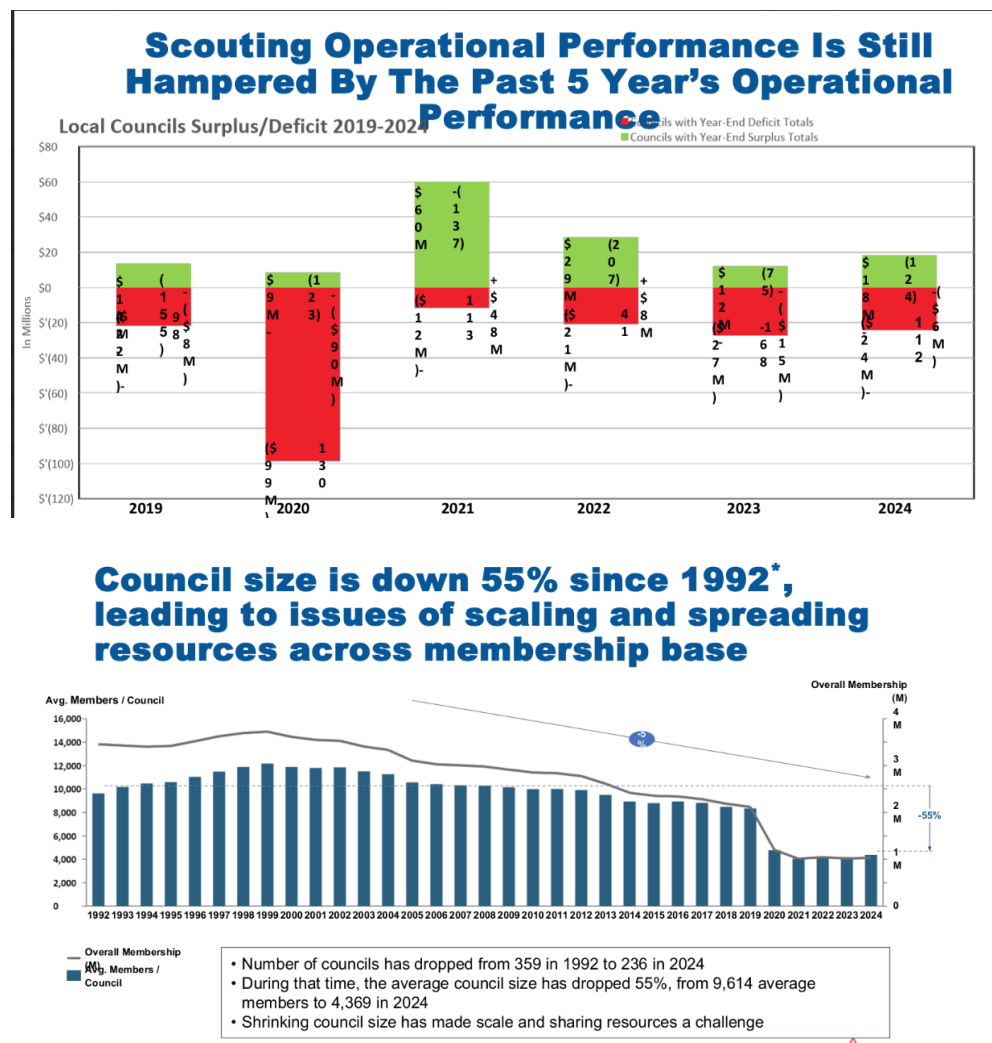
- Note: Ethnic Differential is the difference between the population's percentage of non-white youth and the youth served by the respective council. It is calculated by taking the Councils Ethnic Diversity Percentage and subtracting the populations Ethnic Diversity Percentage from the council's service area.

# Scouting America's Current Realities

Scouting America continues to provide one of the nation's most effective youth leadership development programs. However, competition for young people's time and attention has grown increasingly strong. While ongoing efforts at every level of the organization (national, territorial, and local) have made Scouting more accessible and engaging, overall youth participation has gradually declined over the past several decades.

As a result, some of the infrastructure originally built to support Scouting is now larger or unevenly distributed compared to current needs. To ensure long-term strength and sustainability, the National organization has encouraged councils to collaborate more closely, share resources, identify opportunities for improvement, and is encouraging exploration of consolidation opportunities that improve service delivery and sustainability.

Related Information:



## Colonial Virginia Council Current Realities

### Strengths

#### Financial:

- 8 Consecutive Years with a Balanced Operating Budget
- Liquidity Ratio ranked 19th in Country with 2.60 months available cash on hand at just under \$600k
- Monetary Funds Available of \$784k at the beginning of 2025
- No Debt
- Endowment has grown by over \$1.1 million since 2018 and currently stands at about \$1.5 million
- We have restricted funds within our Endowment to support our ScoutReach Executives and ScoutReach Program

#### Membership:

- Have achieved positive growth numbers in the last year and are currently trending well compared to many Councils
- ScoutReach growth has been a significant contributor to this growth

### Challenges

#### Financial:

- Developing and achieving a balanced budget every year continues to be a tremendous effort
- Income generation from product sales, District/Council events and other historic areas continues to be a struggle
- Due to low participation and results, formal FOS program at District/Unit level replaced with a Council Fee of \$75 for youth and \$45 for adults to cover operational costs
- Underruns in expenses primarily due to staffing challenges/shortages has helped achieve balanced budgets, despite income shortfalls

#### Staffing:

- While we have staff with experience, there is little to no room for upward Mobility, which contributes to high turnover and additional replacement training costs.
- Areas like Brunswick County are being served by one professional that lives almost 1 hour and 30 mins away.

- By Merging Districts a few years ago, we now have 3 Districts being served by 1 professional with an average of 40-65 Schools.
- Not enough manpower to cover Open House and Back to School Nights

Lack of Property:

- We have no camp to call home for our units, volunteers and OA
- Cost of renting places for camporees are up and we must wait on availability which can lead to events being marketed less than 90 days out for approval
- We lease our 1,400 square ft office space and have no room for all our staff, or Board meetings
- We have no area for storage, including Popcorn and Peanuts

## Current Realities Conclusion

CVC is doing very well compared to most Councils in the country, but long-term sustainability without taking action to address ongoing concerns and challenges is questionable at best. Consequently, the recent merger/consolidation opportunities presented to CVC by HOVC and TWC have been reviewed in detail and considered for both the short and long-term overall good of the scouts we serve.