

OCTOBER 2022



**Steve Hammond**  
COUNCIL PRESIDENT



# THE TRIBUTARY

THE NEWSLETTER OF THE VIRGINIA HEADWATERS COUNCIL

**Roger Burke, Jr**  
COUNCIL COMMISSIONER



**Jim Battaglia**  
SCOUT EXECUTIVE

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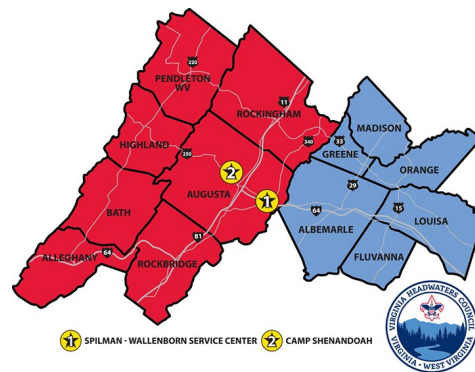
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## THE NEW VIRGINIA HEADWATERS COUNCIL



You may have already heard the news that at the September meeting of the Executive Board it was decided that Virginia Headwaters Council would transition from four districts to two. This was not a decision taken lightly but came after much discussion during our board retreat in August where it was near unanimous that we could not continue as a four-district council. When looking at the number of units in the council and how things were divided the board determines that combining the Massanutten, Valley, and Southern Districts into one district would be the best option.

These two districts will have roughly the same number of units that should be manageable even with the increased geographic area. We will be able to pool the resources of our districts and come together to provide even better service to our units. It's also important to note that this isn't necessarily a permanent change. If we continue to grow as a council, we can certainly reassess the district boundaries, but at our current membership this was the best option.

There will undoubtedly be many questions about this transition. How will Roundtables function? Who will be the new District Chair and District Commissioner? How will this change recharter? What will this district be called? These are just a few of the questions that we have

already been asking ourselves. This is why the current district leadership of all three districts are currently working out these details. We're planning to unveil these details to the council at our annual business meeting on November 17th with the expectation that these changes will go into effect on January 1, 2023.

As a part of this process, we would like your help. We have set up a suggestion form so that you can provide ideas for the name of this new district. This is a large geographic area, roughly 4,500 square miles and seven counties with a lot of personality. **We want a new name that represents all of us. So please, head over to <https://bit.ly/district-name> and enter in your suggestions by October 31st.**



### Greetings Scouts and Scouters,

I want to thank everyone for a great summer and great fall programming. This past summer presented a lot of challenges for our camp and council but we persevered and pushed forward in true Scout fashion. Congratulations to our NYLT staff and participants for a great course and fun times.

Camp has been extremely busy with outside groups such as Grindstone and a out of council district camporee coming up. Our ranger has been quite busy and keeping camp running smoothly. We have had new kitchen equipment installed and operational and a brand new fishing dock along with other painting projects and camp upgrades on the schedule.

I want to impress on everyone that we are only 160 kids away from membership growth and need all of our packs and troops and adults out there recruiting. Our goal is to be plus in membership growth by Halloween. Please pull out all of the stops and help us achieve this goal for our great council.

Additionally and equally important council finances are very tight right now due to the pandemic over the last three years and a very slow return to normal scouting activities. Please do everything you can to sell popcorn and peanuts as well as attending our auction and please be prepared with your 2023 Friends of Scouting pledge and date for your units presentation in 2023. We need your help to continue our strong scouting program in Central Virginia.

Thank you everyone and please call on me if I can

help in any way. Yours in service,

Jim Battaglia - Scout Executive



**Fall is upon us,** and the cool mornings bring back memories of early rising at Camp Shenandoah for Wood

Badge. Happy land! Fall is a busy

time of year in Scouting. It is time to recruit new members, sell popcorn and peanuts, go to Apple Harvest, sell Christmas Trees, and enjoy the outdoors as the days get shorter and nights longer.

Each unit should be looking for new members. The more Scouts we have, the better the program works. We all need to sell popcorn and peanuts. By selling, our Scouts can earn money for their scout accounts to pay for summer camp. Speaking of summer camp, don't forget to sign up early. We expect a great summer camp in 2023 with new merit badges, more advancement opportunities and lots of fun.

Scout leaders, we are during evaluating better ways to conduct Roundtable. We hope to develop the occasional Council-wide Roundtable using a Zoom format to reach the largest audience. Standby for more details. If you have any ideas, we would love to hear them.

Until next month, keep on the Scouting Trail.

Steve Hammond - Council President



**VAHC 2023**

## **NATIONAL JAMBOREE CONTINGENT**

**The 2023 National Jamboree will be Wednesday, July 19, through Friday, July 28, 2023, at the Summit Bechtel Family National Scout Reserve.** Scouting's flagship event is one-of-a-kind. It's a gathering of tens of thousands of Scouts, leaders, and Jamboree Service Team members that showcases everything that is great about the Boy Scouts of America.

Over the course of 10 summer days, once every four years, the Boy Scouts of America gathers together. Scouts and Scouters who attend will explore all kinds of adventures—stadium shows, pioneer village, Mount Jack hikes, adventure sports and more—in the heart of one of nature's greatest playgrounds. With 10,000 acres at the Summit to explore, there's no shortage of opportunities to build Scouting memories.

National Jamboree is the best of Scouting rolled into 10 days of friends, fun and adventure! You won't want to miss out, get ready to Face the Challenge and sign up to attend the Jamboree! New for 2023 both youth and adults can participate in the Jamboree. Do you want to take your parents, your troop leaders? They can go!

The minimum age is 12 by the first day of the Jamboree. If you were planning on attending the 2021 Jamboree that was canceled due to COVID and have turned 18, you can still attend as a participant up to the age of 21 with a council contingent.

The 2023 Jamboree information and registration page can be found at <http://jamboree.scouting.org>. The participant information will include what is supplied by the Jamboree, campsite set up, and much more.

You will see the "fee for the jamboree" is \$1285. This is only the fee to attend the jamboree. The total VAHC fee is \$1900. This will include the jamboree fee, transportation to and from, VAHC T-shirts, patches, neckerchief/slide, backpack, hat and your tent.

Participant will be responsible for a complete field uniform.

The fee will be paid on the following payment schedule to VAHC:

Registration:	\$500
January 1, 2023:	\$500
March 1, 2023:	\$500
April 15, 2023:	\$400

**A reminder that the Jamboree fee increases by 14% if you have not registered by October 31, 2022 which you will be responsible for.**

### **REGISTER NOW!**

Once you register the Council will be notified of your registration and then you will be required to complete a Council form and payment.

**Your VAHC Jamboree contact is:**

**Cindy Zollman**

**540-460-4832, [cedarspringz@comcast.net](mailto:cedarspringz@comcast.net)**

### **NEW FOR 2023 JAMBOREE**

As stated before anyone that is 12 by the first day of Jamboree is eligible to attend. Also if you had registered for the 2021 jamboree that was canceled due to COVID and over the age of 18 but not yet 21 you can attend the 2023 Jamboree.

**Also new for 2023** - adults can be part of the council contingent. In the past a contingent was 4 adult leaders and 36 youth. For 2023, the contingent can be as many adults who want to attend. For example: 20 adults and 20 youth.





**VAHC Requirements to participate in the 2023 National Jamboree:**

- Be at least a First Class Scout no later than June 30, 2023.
- Have completed 6th grade or be at least 12 years of age by July 19, 2023 and have not reached your 21st birthday by July 29, 2023 (for this jamboree only the age limit has been raised from 18 to 21)
- Agree to and participate in pre-jamboree training experiences and all Jamboree unit meetings.
- Submit a Jamboree Medical Form.
- Have been active in a troop or crew for at least six months prior to July 1, 2023 and be approved by your Scoutmaster or Advisor and the Virginia Headwaters Council.
- Agree to make payments as specified and have all costs totally paid no later than April 15, 2023.

If any additional activities that you plan to participate in such as White Water Rafting that have a fee, you will be required to pay that fee. It is not included in the \$1285 national fee.

**Your VAHC Jamboree contact is:**

**Cindy Zollman**

**540-460-4832**

**cedarspringz@comcast.net**





**Virginia Headwaters Council**  
is pleased to announce the  
**2023 Wood Badge Course Director**

**Tracey Grapes Stakem**



Tracey has been active in Scouts BSA since 2006. She currently serves as Cubmaster of Pack 14 and Scoutmaster of Troop 2020 in Orange and VP of Program for the Council.

The 2023 Wood Badge Course will be held on Sept 22-24 and Oct 14-15, 2023.

Contact Tracey at [tgstakem@gmail.com](mailto:tgstakem@gmail.com) for more information.

<https://www.vahcbsa.org/woodbadge>




**Apple Harvest is going to be OUT OF THIS WORLD!!!**

**Lots of fun for Scouts and Cubs.  
Sign your unit up today!**

**October 7-8-9, 2022**

**<http://ow.ly/Kvz650KtArB>**

## DIVERSITY and INCLUSION

**A scout is Trustworthy, Loyal, Helpful, Friendly, Courteous, Kind, Obedient, Cheerful, Thrifty, Brave, Clean and Reverent. That said, sometimes a scout is disruptive, hyper, distracted, anxious and can make the job of the scouter difficult.** If you have a scout who demonstrates these behaviors, there is a chance that scout is neurodivergent, and I strongly believe the neurodivergent needs scouting more than anyone else. According to [verywellhealth.com](https://www.verywellhealth.com), People are described as neurodiverse/neurodivergent when their thought patterns, behaviors or learning styles fall outside of what is considered “normal.” These scouts will often learn differently, react differently and interact differently than social norms might predict. They could have Autism, Attention-deficit hyperactivity disorder (ADHD), Down syndrome, Dyscalculia (difficulty with math), Dysgraphia (difficulty with writing), Dyslexia (difficulty with reading), Dyspraxia (difficulty with coordination), and other intellectual disabilities. According to a survey of parents taken by the CDC, about 1 in 6 children aged 3-17 was diagnosed with a developmental disability, so chances are there is a neurodivergent scout in every pack (if not every den). While these scouts may behave outside of our social norms, they are valuable members of the scouting community and may go on to become leaders in society.

Here is a small sample of famous neurodivergent individuals: Thomas Jefferson; Steve Jobs; Susan Boyle; Hans Christian Andersen; Jerry Seinfeld; Michelangelo; Barbara McClintock; Sir Isaac Newton; Bobby Fischer; and Charles Darwin.

This past spring VAHC was invited to training sessions about working with scouts with ADHD and Autism, presented by Jonas Anderson (editor of the neurodiverse scout group <https://neurodiversescouts.wordpress.com/>). Jonas taught us that a great place to start is with changing our perspective on behavior. We should move away from considering good or bad behavior and move toward a perspective of expected or unexpected behavior. We have to try to understand what is leading to the unexpected

behavior and see if there are adjustments we can make to re-engage a scout who is struggling. Jonas told us to consider the acronym HALTS (Hungry Angry Lonely Tired Scared) as a way to dig into what might be leading to a scout behaving in an unexpected manner. It may very well be that a scout just needs to take a quick movement break, have a snack or simply have someone listen to and empathize with what they are feeling. We can also better engage scouts through the use of a visual agenda the scout can follow along as the meeting progresses. Lastly, the thing that I have seen work best is getting outside. So many of our scouts have spent the day sitting in a classroom, moving our meetings outside, or having a quick hike break can make a world of difference for someone with ADHD, and may make for a welcome transition for the Scouter too!

I think of JFK’s Moon Speech when I think about interacting and engaging with my neurodiverse scouts... Kennedy said, “We choose to go to the Moon. We choose to go to the Moon in this decade and do the other things, not because they are easy, but because they are hard, because that goal will serve to organize and measure the best of our energies and skills, because that challenge is one that we are willing to accept, one we are unwilling to postpone, and one which we intend to win, and the others, too.” It is critical for the scouting family to embrace neurodiverse scouts, finding ways to help these scouts achieve a safe place within scouting, not because it is easy, but because it is a goal that will serve to organize and measure the best of our energies and skills. These scouts have so much to offer when given the opportunity and without question I have learned more from these scouts and their diverse perspectives than they could ever learn from me... I am a better person for taking my scouter journey with all scouts. Every scout is their own entity, and I know what worked well for one scout might not work for another, but each new journey in scouts is an opportunity to help someone find their best self (and continue to work towards my best self.)

*Steve Brown*, Diversity & Inclusion Committee Member  
Cubmaster - Louisa Pack 183, ASM Troop 1003  
[stephanjbrown@gmail.com](mailto:stephanjbrown@gmail.com)





### Scouting for Food Returns Soon!

“SFF” is our council’s single biggest annual service event.

Did you know since 1988, our first year doing SFF, our Council has collected over 842,000 pounds? The Blue Ridge Area Food Bank counts on Scouts for their second largest annual food drive! This year, rising food costs have more families in need and are counting on us. This year's dates are **November 5** for door hanger distribution and **November 12** to return for collections or set up in front of food markets and stores.

Please download our [2022 Scouting for Food Unit Guide](#) and help us help others!

### 2022 VIGIL CLASS ORDER OF THE ARROW Shenandoah Lodge 258



### Camp Shenandoah Summer Camp! Reservation Begins

YOUR camp in YOUR Council needs YOU to join us in 2023!

June 18-21: Cub Family Camping  
June 21-24: Webelos Resident Camp  
June 25– July 1: Scouts BSA Week 1  
July 2—July 8: Scouts BSA Week 2  
July 9—July 15: Scouts BSA Week 3  
July 16—July 22: Scouts BSA Week 4

Reservations now being accepted at  
[www.campshenandoah.org](http://www.campshenandoah.org)



From left to right:

John Arpin, Stephen Lilly, Roger Breeden, Chris Axford, and Trent Zakielarz

Not pictured - Connor Wolfe

## Popcorn and Peanut Season Is HERE!

We want to thank every unit that came out during our training session last month. If your unit has not signed up for this upcoming popcorn and peanut (PNP) season, please take the time to visit [www.pnpvahc.org](http://www.pnpvahc.org) and sign up today. On the same website you will find resources on how to sell this year as well as what our product lineup will be.

Our first order is due August 5th and distribution day will be August 20th. If your unit is on the fence about selling this year please reach out to:

Shane Eppard (Council Kernel) at  
[shane763@hotmail.com](mailto:shane763@hotmail.com)

or

Josh Calderon (Staff Advisor)  
[josh.calderon@scouting.org](mailto:josh.calderon@scouting.org)

We hope that all units have a safe and successful PNP season!



Well, September is over and everyone is settling into their positions. If you are new to your position you should be halfway through your online training which should be completed in 60 days.

The Council is starting the Re-Charter Process this month so there are a few things to keep in mind. If your YPT Certificate expires in 2023 you must renew it by taking the test before the Re-charter so it will not be placed on hold for lack of an up-to-date certificate. Also, if you have not completed your Position specific training by Re-charter you cannot be registered in the same position for 2023 so make sure you get your training done.

We will be offering NRA Basic Rifle and Basic Shotgun from February 25–26, 2023. The Classroom Portion will be at the Council Service Center and the Shooting portion will be at Camp Shenandoah. Final Details and Registration can be found on the Council Website in October.

Council Training in BALOO and Introduction to Outdoor Leader Skills will be held on March 31 - April 2, 2023 at Camp Shenandoah details to follow soon.

If you want to know what is required to be trained in your position follow this link: [Position-Trained-Requirements-June 2022.pdf](https://www.scouting.org/Position-Trained-Requirements-June-2022.pdf) ([scouting.org](https://www.scouting.org)) It has the positions and the times required to complete each module and the total time required for the training. If you have completed any of the modules previously you will already have credit for taking that module and will not have to take it again. This only applies to online training.

For specific training in your District please contact your District Training Chair

Just remember that every scout deserves a trained leader.

Dan Dreelin,  
Council Training Chair  
563

**POPcorn & PEANUTS SALE**

**Important Dates 2022**

- July 9th Kick Off Party/Training for Units
- August 5th Show and Sell Orders Due
- August 20th Show and Sell Distribution
- October 29th All Show and Sell Returns Due
- November 4th Take Orders Due
- November 19th Take Order Distribution
- December 5th Payment Due/Prize Orders Due

**WHITLEY'S**  
PEANUT FACTORY

**Trail's End**

## 10 things every new Cub Scout leader needs to know



## AARON ON SCOUTING

Congratulations!

You've just volunteered to be a new Cub Scout leader, and you're about to embark on one of the most satisfying journeys of your life. If you've never done this before, it can seem a little overwhelming at first. Don't worry. We've got your back. We surveyed a handful of people with a wide range of experience in Cub Scouts about what new leaders need to know and do. What we found was revealing: Whether it was a volunteer with just a few years of experience, a volunteer with tons of experience or the professionals who literally helped create the current program, their answers were remarkably the same.

We've compiled them into the list below for your convenience.

**1. Get trained.** The online training modules are specifically designed to help you Be Prepared for leadership positions such as den leader, Cubmaster, pack committee chair and pack committee member. Most modules are only eight minutes long, just in-depth enough to tell you all you need to know, but not so long that they become a burden. They will educate you on what you need to know about the Cub Scout program to get started and what your role as leader will involve. You can complete all the modules for most positions in about two hours, but you don't have to do it all at once. You can complete a module on your smartphone when you have 10 minutes as you are waiting to pick your child up from school or during a break at work.

**2. Use Scoutbook.** Scoutbook is the official record of your Scouting activities. It provides access to valuable tools and resources that will help with the day-to-day management of your Cub Scouts. For den leaders, Scoutbook's Den Leader Experience gives you the tools to plan a year's worth of meetings in around five minutes and allows you to track the progress of your Cub Scouts as they advance through the program. You can also use it to communicate with the families in your unit, but more on that later.

**3. Safety first.** The Guide to Safe Scouting and the Health and Safety section of [scouting.org](https://www.scouting.org) are non-negotiable. Be aware of age-specific activities. What's good for a 15-year-old member of Scouts BSA isn't necessarily good for an 8-year-old Cub Scout. These guidelines are the result of years and years of studies and analysis by experts. They exist for a reason. Follow them! **DON'T STOP!** It's important to note that, after you have completed the online training and have earned your trained patch as a Cub Scout leader, you could stop right there — as long as you continue to stay up to date on all things Cub Scouting. However, there are lots of other resources available to help you! So read on to learn about those.

**4. Pay regular visits to the official Cub Scout website.** You'll find a resource page for each rank in Cub Scouting to help den leaders deliver a great program, as well as an overview of the aims and methods of the Cub Scout program. This is also a great place to send new parents who want to learn more about Cub Scouts.

**5. Stay in touch with your district.** Your Cub Scout pack is part of a district that includes all of the packs around you. This can be a very valuable resource. Roundtables are monthly groups (meeting either virtually or in person) where your district leaders share ideas with the latest Cub Scouting news. You have a district commissioner and a district executive who are there to help. Contact your local council to get in touch with them. Roundtable videos are best viewed with a group of parents and leaders, but can be viewed by anyone. These videos are about eight minutes long and are designed to help with specific topics.

**6. Communicate. Communicate.** Communicating with other parents in your pack or den is so important that some units have an entire volunteer position dedicated to nothing but communications. Scoutbook has a built-in communication tool. If you're active on Facebook or other social media sites, use them, too. Parents will appreciate you keeping them up to date on future plans. Speaking of social media ...

**7. There are a lot of unofficial Cub Scout social media sites out there.** Most of them are great. Some might not be. Make sure that any information you get from them is backed up with current official BSA documentation. If you find a site that allows individuals to be un-Scoutlike, it is probably not a good source of information.

**8. Get outside.** Most kids spend their days in classrooms or on their computers learning from home. When appropriate and when the weather permits, get outside! Family campouts are a great way to let kids run free in a safe environment while mixing in some Cub Scout-approved activities. Not comfortable organizing your own campout yet? Sign up for camping opportunities with your council and district (see No. 5). Service projects can be another great outdoors activity.

**9. Don't be afraid to ask for help from other parents.** When it comes to being a Cub Scout leader, you absolutely do not have to go it alone. Recruiting different parents to help with one chore each could make a huge difference. If everyone does their part,

**10. Do Your Best.** That's the Cub Scout motto, and it applies to Cub Scout leaders, too. Parents will understand if you have to cancel a meeting at the last minute due to a sick kid or if the weather doesn't cooperate during a planned outdoor event. As long as you communicate (No. 6), stick to the program (No. 3) and plan in advance as much as possible (No. 2), you'll have a bunch of happy Cub Scout families.

**BONUS!** Make sure all your Scouts subscribe to Scout Life





# MASSANUTTEN District

District Chair: Jeff Holsinger

District Commissioner: Matt Phillippi

District Director: Josh Calderon

Jeff Holsinger: [jeffholsinger@icloud.com](mailto:jeffholsinger@icloud.com)

Matt Phillippi: [matt.phillippi.vahcbsa@gmail.com](mailto:matt.phillippi.vahcbsa@gmail.com)

Josh Calderon: [josh.calderon@scouting.org](mailto:josh.calderon@scouting.org)

**Fall is my favorite time of year. Not just because I was born in October, but because there is so much going on in Scouting!** This will probably be hitting your inbox between two fantastic weekends of activity: Cub Family Weekend and Apple Harvest! I hope to see many of you at both events as there will be a ton of fun to be had.

**You probably read on the first page about the reorganization of our districts. While I will be sad to fold up our Massanutten flag at the end of the year we still have three months until the end of the year and that time will be filled with recharter.**

Because of the redistricting it is even more important than usual that our units get everything in on time. The November Roundtable will be all about recharter and we need every unit to have someone present on November 2nd to get your questions answered.

**This month at Roundtable we are talking about recognition for both youth and adults.** With that in mind, start thinking about your applications for training awards and nominations for Unit Leader and District Awards of Merit as well as Silver Beaver nominations.

**We have two parades in Harrisonburg coming up very soon that Massanutten District has signed up for.** The Veterans Day Parade will be on November 6th at 2pm and the Holiday Parade will be on December 3rd at 7pm. We want a huge turnout from our Scouts at these events, so please reach out to me to let me know if you and/or your unit will be participating.

**I hope your popcorn and peanuts sales are going well and I look forward to seeing you at everything coming up.** Roundtables, JOTA/JOTI, parades, Scouting for Food. So many things are on the agenda this fall for our Scouts!

Matt  
Phillippi,  
District  
Comm.



Above, Court of Honor for two Troop 46 Eagle Scouts.

Troop 38/1038 Meeting



# SOUTHERN District

District Chair: Tom Greenwood

District Commissioner:

Asst. Scout Executive: Sue Hart

Tom Greenwood: tag474@aol.com

District Commissioner:

Sue Hart: susan.hart@scouting.org



## WE NEED TO INCREASE OUR MEMBERSHIP NUMBERS AND UNITS

We are looking to start a new Cub Scout Pack in the Lexington area.  
Remember boys and girls can be in the same Pack with the proper leadership.

### HELP US HELP THE YOUTH IN THE AREA

There are many interested cub age youth in the Lexington area.  
Would you be willing to help us with leadership to get a unit started?

Please reach out to Cindy or Tom to discuss:  
Cindy Zollman - 540-460-4832, cedarspringz@comcast.net  
Tom Greenwood - 540-968-1343, tag474@aol.com



**THERE'S ONLY**  
**ONE**  
**NATIONAL**  
**JAMBOREE**  
SUMMIT BECHTEL RESERVE JULY 19-26, 2023





# VALLEY District

District Chair: Tom Maneval

District Commissioner: Elizabeth Harman

Director: Josh Calderon

Tom Maneval: [thomas.d.maveval@gmail.com](mailto:thomas.d.maveval@gmail.com)

Elizabeth Harman: [liz.harman@gmail.com](mailto:liz.harman@gmail.com)

Josh Calderon: [josh.calderon@scouting.org](mailto:josh.calderon@scouting.org)

## Jamboree on the Air (JOTA) Jamboree on the Internet (JOTI)



**Join Valley District and VAHC Scouts**

**October 15, 2022 from 10:00 am to 3:00 pm**

**[Blue Ridge Community College](#) in Weyers Cave, Virginia.**

**JOTA/JOTI is a World Wide Scouting event using amateur radio and the Internet to connect Scouts with each other across town or around the world engaging in conversations and getting a glimpse of cultural and regional differences, while learning about science and technology. Join over one million Scouts from over 150 countries as part of the worldwide Scout movement engaged in JOTA-JOTI.**

**To find out more about JOTA or JOTI go to [www.scouting.org/jota](http://www.scouting.org/jota), [www.scouting.org/joti](http://www.scouting.org/joti) and [www.jotajoti.info](http://www.jotajoti.info) (Lots of fun activities here!)**

**Additional Scouters who are amateur radio operators are also needed.**

**For more information, contact**

**Joanne Young [joannemyoung@yahoo.com](mailto:joannemyoung@yahoo.com)**