

FUNCTION BY NAME

NICK HARMAN FIELD DIRECTOR	ELLEN M. MILANO EXECUTIVE ASSISTANT
nick.harman@scouting.org	ellen.milano@scouting.org
(804) 357-8597	(804) 204-2610
Council Day of Service	Accident Insurance
Council Training Committee	Board Chair
Creepy Hollow 1	Council Risk Management
District Operations-James River	Endowment Recognition
Eagle Commencement	Executive Board
Exploring	FOS Council Dinner (Invitations/Tables)
Hispanic Initiative	General Liability Insurance COI
Order of the Arrow	Legal Counsel
Patrick Henry (2025 Lead)	Nominating Committee Council
Vice Chair Program Support	Payroll
	Personnel Benefits
	Philmont Council Contingent
	Scout Executive/CEO, Executive Assistant
	Sporting Clays Event - Administration
	Vice Chair Governance
MORGAN HARRELL DISTRICT EXECUTIVE	CONNIE LUCAS SCOUT SHOP MANAGER
morgan.harrell@scouting.org	connie.lucas@scouting.org
(804) 898-8051	(804) 204-2638
Advancement Committee	Customer Service Area (Support Back Up)
Buckskin 2025	Scout Shop Inventory/Sales
Creepy Hollow #1	Supply Ordering (Office, Janitorial)
District Operations-Dogwood	
Kings Dominion	VALERIE GLAZIER REGISTRATION ASSISTANT
Patrick Henry (2025 Back up) (2026 Lead)	valerie.glazier@scouting.org
	(804) 204-2645
	Customer Service Area (Support)
	Membership Recharter
	Membership Registration (All)
	Membership Reports to S.E and Field Staff
	Membership Volunteer background check
	ScoutBook Advisor (Back Up)
	Unit Membership Validation Calls (New Units) (Support)
	Youth Protection Training Tracking
	MELISSA BARTHOLOMEW PROGRAM ASSISTANT
	melissa.bartholomew@scouting.org
	(804) 204-2646
	Camping Reports (Support)
	Black Pug - online reservations for all events (Support)
	Black Pug - reservation fees and collections (Support)
	Customer Service Area (Support)
	Program Support - all Council programs
	Training Award Processor
	Volunteer Award Processor
	Weekend Experiences Calls
	DELANE MARKLEY ACCOUNTING ASSISTANT
	delane.markley@scouting.org
	(804) 204-2615
	Accounts Payable/Receivable
	Billing and Invoices - non FOS
	Camp Cards (Support)
	Council Budgets / Committee (Support)
	Product Sale (Support)
	Treasurer & Assistant Treasurer
ANDREW FORTUNE SCOUTREACH EXECUTIVE	
andrew.fortune@scouting.org	
(804) 357-5449	
NextUp	
ScoutReach - after school and East End Area	

FUNCTION BY TASK	Staff	Staff Support
Accident Insurance	Ellen M. Milano	
Accounts Payable/Receivable	Delane Markley	
Advancement Committee	Morgan Harrell	
Annual Report/Donor Report	Rebekah Nyalko	
Audit Committee	Lee Jarratt	
Billing and Invoices - non FOS	Delane Markley	
Black Pug - Reservation Fees and Collections	Pam Miscikowski	Melissa Bartholomew
Black Pug - online reservations for all events	Pam Miscikowski	Melissa Bartholomew
Blackbaud Data Entry	Amy McLeod	
Board Chair	George McGovern	Ellen M. Milano
Buckskin 2025	Morgan Harrell	Zachary Hite
Buckskin 2026	Zachary Hite	
Calendar Development	Pam Miscikowski	
Camp Cards	Heather Dunton	Delane Markley
Camp Construction	James Hinkley	
Camp Master Program	James Hinkley	
Camp Rangers	Bill Givler	
Camp Stories	Pam Miscikowski	
Camping Committee	Bill Givler	
Camping Reports	Bill Givler	Melissa Bartholomew
Capital Campaign	Amy McLeod	
Center for Scouting	George McGovern	
Center for Youth Marksmanship/Cub Bath House - raise money	George McGovern	
Citizenship Merit Badge Day - VA War Memorial	Cody Richardson	
Compensation & Benefits	George McGovern	
Computer Network /Technology System Administrator	Pam Miscikowski	
Council Activities / Budgets	Bill Givler	
Council Budgets / Committee	Lee Jarratt	Delane Markley
Council Commissioner	Bill Givler	
Council Day of Service	Nick Harman	
Council Office & Training Center/ Event Scheduling of Meeting Rooms	Pam Miscikowski	
Council Recognition Banquet	Heather Dunton	
Council Risk Management	Bill Givler	Ellen M. Milano
Council Training Committee	Nick Harman	
Creepy Hollow #1	Morgan Harrell	
Creepy Hollow #1	Zachary Hite	
Creepy Hollow #1	Nick Harman	
Creepy Hollow #1 & #2 / Tiger & Lion Rally	Bill Givler	
Creepy Hollow #2	Cody Richardson	
Creepy Hollow #2	Myron Kidd	
Creepy Hollow #2	Gene Haynie	
Cub Spring Event	Bill Givler	

FUNCTION BY TASK	Staff	Staff Support
Customer Service Area Backup	Connie Lucas	
Customer Service Area Manager	Pam Miscikowski	
Customer Service Area Support	Melissa Bartholomew	
Customer Service Area Support	Valerie Glazier	
District Activity Budgets	Matt Connors	
District Leader's Workshop (July)	Matt Connors	
District Operations (monthly calls)	Matt Connors	
District Operations-Arrohattoc	Gene Haynie	
District Operations-Cardinal/Capitol	Nick Harman	
District Operations-Crater	Cody Richardson	
District Operations-Dogwood	Morgan Harrell	
District Operations-Huguenot Trail	Zachary Hite	
Donor Recognition Event	Lee Jarratt	Issac Otero
Eagle Commencement	Nick Harman	
Eagle Scout Bricks	Issac Otero	Amy McLeod
Eagle Scout processor	Selena Giannasi	
Endowment Committee	Lee Jarratt	Ellen M. Milano
Executive Board	George McGovern	Ellen M. Milano
Executive Vice Chair of the Board	George McGovern	
Exploring	Nick Harman	
Financial Reports	Lee Jarratt	
FOS Campaign Overall	Issac Otero	Amy McLeod
FOS Campaign-District Phase	Matt Connors	Amy McLeod
FOS Council Dinner (Invitations/Tables)	Issac Otero	Ellen M. Milano
FOS Council Dinner (Invitations/Tables) Training	Amy McLeod	
FOS Council Phase	Issac Otero	George McGovern
FOS Dinner Script & Slide Show	Bill Givler	
FOS Staff Conference (May)	Issac Otero	
FOS Volunteer Orientation / Recognition	Issac Otero	Amy McLeod
Fundraising reports	Issac Otero	Amy McLeod
General Ledger	Lee Jarratt	
General Liability Insurance	Lee Jarratt	
General Liability Insurance COI	Ellen M. Milano	
Glow Run	Heather Dunton	Bill Givler
Golf Tournament	Issac Otero	
Grants	George McGovern	
High Adventure Bases - all	Bill Givler	
Hispanic Initiative	Nick Harman	
HOVC Reservation Maintenance	Christopher Vaughan	
HOVC Reservation Oversight	James Hinkley	
HOVC Reservation Program and Activities	Pam Miscikowski	
Investment Committee	Lee Jarratt	

FUNCTION BY TASK	Staff	Staff Support
Join Scouting Nights	Matt Connors	
King's Dominion	Morgan Harrell	
Legal Counsel	George McGovern	Ellen M. Milano
Long Range Plan	George McGovern	
Maintenance Plan	James Hinkley	
Master Plan Scout Reservation	George McGovern	
Membership Communications Platform to Subscription Model	Matt Connors	
Membership Recharterers	Valerie Glazier	
Membership Registration (All)	Valerie Glazier	
Membership reports to S.E and Field Staff	Valerie Glazier	
Membership Volunteer background check	Valerie Glazier	
Memorial donation (tracking and acknowledgement)	Amy McLeod	
Mowing Crew Scheduling and Execution	Christopher Vaughan	
Networking Event	Issac Otero	
New Units	Heather Dunton	
Newsletters & Promotional marketing materials	Rebekah Nyalko	
NextUp	Andrew Fortune	
Nominating Committee - Council	George McGovern	Ellen M. Milano
NYLT	Gene Haynie	
Office Operations Management/Property	Pam Miscikowski	
Order of the Arrow	Nick Harman	
Outside Event Marketing (ex: Scout Day with Flying Squirrels)	Bill Givler	
Patrick Henry (2025 Backup) (2026 Lead)	Morgan Harrell	
Patrick Henry (2025 Lead)	Nick Harman	
Payroll	Ellen M. Milano	
Payroll / Taxes	Lee Jarratt	
Personnel	George McGovern	
Personnel Benefits	Ellen M. Milano	
Philmont Council Contingent	Ellen M. Milano	
Preventative Maintenance Manager of all properties	James Hinkley	
Product Sale	Heather Dunton	Delane Markley
Professional Recruiting	Matt Connors	
Professional Training	Matt Connors	
Program Support - all Council programs	Pam Miscikowski	Melissa Bartholomew
Properties Committee (Backup)	James Hinkley	
R.U.S.T. Advisor	James Hinkley	
Registration Support - membership fee receipt, recharter, etc	Pam Miscikowski	
Returned Check processing	Lee Jarratt	
Road Crew	Christopher Vaughan	
School Superintendents-Relationships	Matt Connors	
Scout Executive/CEO, Executive Assistant	Ellen M. Milano	
Scout Shop Inventory/Sales	Connie Lucas	

FUNCTION BY TASK	Staff	Staff Support
ScoutBook Advisor to Units	Heather Dunton	Valerie Glazier
ScoutReach - after school	Andrew Fortune	
ScoutReach Committee	Matt Connors	
ScoutReach East End Area	Andrew Fortune	
ScoutReach Petersburg Area	Myron Kidd	
Silver Beaver Committee	Bill Givler	
Social networks (Facebook/Twitter)	Rebekah Nyalko	
Sporting Clays Event	Issac Otero	Ellen M. Milano
Spraying Crew	Christopher Vaughan	
Staff Conference - Planning (January)	Matt Connors	
Staff Conference (May)	Matt Connors	
Staff Meetings-Professional Staff	Matt Connors	
Summer Camp (TBS & CAC) / Staff / Budgets / Inspections	Bill Givler	
Supply Ordering (Office/Janitorial)	Connie Lucas	
Training Awards Processor	Melissa Bartholomew	
Treasurer & Assistant Treasurer	Lee Jarratt	Delane Markley
Unit Membership Validation Calls (New Units)	Issac Otero	Valerie Glazier
Unit Money Earning Applications	Pam Miscikowski	
UP3	Bill Givler	
Venturing & Sea Scouting (VSOA)	Gene Haynie	
Vice Chair Community Relations	Bill Givler	
Vice Chair Development	George McGovern	Amy McLeod
Vice Chair District Operations	Matt Connors	
Vice Chair Diversity & Inclusion	Matt Connors	
Vice Chair Governance	George McGovern	Ellen M. Milano
Vice Chair Membership	Matt Connors	
Vice Chair Outdoor Program	Bill Givler	