

Proposed CVC / HOVC Councils Merger Background and Frequently Asked Questions

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, and identify opportunities for improvement.

In that spirit, leaders from the Colonial Virginia (CVC) and Heart of Virginia Councils (HOVC) began discussions in the summer of 2025 to explore ways to work together. Those conversations revealed that a true merger, rather than a simple resource-sharing arrangement, would provide significant benefits to Scouts, volunteers, and families across both Councils.

Following consultation with National representatives, both Councils agreed to begin a formal merger evaluation process. This process, which involves review and approval by each Council's leadership and key stakeholders, is designed to ensure a thoughtful, transparent approach. The FAQs and timeline that follow outline the major steps and considerations in that process.

Frequently Asked Questions

Overview

The Colonial Virginia Council, headquartered in Newport News, Virginia, and the Heart of Virginia Council, headquartered in Richmond, Virginia, are moving forward with a proposed merger. One, combined Council would allow us to grow membership, consolidate and share resources and better position ourselves for long-term stability.

Why are these Councils considering merging?

This merger, if approved, reflects a shared commitment to strengthening Scouting and expanding service to youth and families across our combined territories.

National Scouting America has encouraged Councils nationwide to explore consolidation opportunities that improve service delivery and sustainability. By combining two strong, financially stable Councils, we are

proactively positioning ourselves to offer greater resources, stronger programs, and improved support for Scouts, leaders, and families.

Together, our Councils can more effectively reach communities where Scouting is not yet present, while ensuring long-term stability for those already participating in our programs.

What are the benefits for Scouts and units?

Merging the two Councils would bring several meaningful benefits to Scouts, leaders, and units:

- **Aligned Service Areas:** The borders of both Councils naturally align, enabling more efficient delivery of programs and support through coordinated staff and volunteer leadership.
- **Enhanced Camp Access:** The Heart of Virginia Council's premier camp properties, T. Brady Saunders Scout Camp and Cub Adventure Camp (a combined \$20 million investment), would become home camps for all units within the merged Council.
- **Unified Program Resources:** Both Councils currently have annual program fees. The HOVC [Season Pass](#), which currently offers program discounts and free activities for HOVC Scouts, would extend to all Scouts within the merged Council.

What would the program fees be for the new Council?

At the effective date of the merger, both Councils would adopt the following program fee structure:

- \$85 Annual Youth Program Fee
- \$25 Annual Leader Fee

The [Season Pass](#) would continue in its current form and include CVC units, and [monthly payment plans](#) would remain available for new youth members.

Would District boundaries or names change?

No immediate changes are planned. The merged Council would initially maintain eight districts, retaining their current names.

Following the proposed merger, the new Scout Executive may evaluate district boundaries and personnel assignments to ensure the most effective support for units, Scouts, and volunteers.

Would the merged Council have a new name?

Yes. A new Council name would be adopted as of the merger's effective date. Representatives from both Councils would jointly select the name prior to the execution of the final Plan of Merger.

Would unit numbers be affected?

No. Unit numbers would not change.

Who would be the new Scout Executive?

When the proposed merger becomes effective, Mr. Clinton Hammett, current Scout Executive of the Colonial Virginia Council, would become the Scout Executive of the newly merged Council. This transition coincides with the planned retirement of Mr. George McGovern, current Scout Executive of the Heart of Virginia Council.

Who would serve as the Executive Board Chair for the merged Council?

When the proposed merger becomes effective, the Executive Board Chair for the merged Council would be Mr. Jeff Miscikowski, current Board Chair of the Heart of Virginia Council.

Who would serve as the Council Commissioner?

For the first year following the merger, the merged Council would maintain two Council Commissioners, one from each of the existing Councils, to ensure continuity and collaboration.

After this one-year transition period, the new Executive Board would determine whether to continue with two commissioners or consolidate into a single Council Commissioner role.

What would happen with the Order of the Arrow lodges?

In light of the proposed merger, members of the CVC would now have full access to the Order of the Arrow Pavilion at T. Brady Saunders Scout Camp.

Both Order of the Arrow lodges will maintain their current status immediately following the merger. Within approximately six months after the merger becomes effective, lodge leadership would present a unified plan for consolidation to the new Executive Board. Upon approval, that plan would be implemented within one year of the merger's effective date.

What would happen to the Council facilities, offices, and Scout Shops?

At the time of the merger, the combined Council would operate the following facilities:

- T. Brady Saunders Scout Camp – 1723 Maidens Rd, Maidens, VA 23102
- Cub Adventure Camp – 1723 Maidens Rd, Maidens, VA 23102
- Heart of Virginia Council Leadership Center – 8090 Villa Park Drive, Richmond, VA 23228
- Colonial Virginia Council Scout Shop and Office – 11834 Canon Blvd, Suite L, Newport News, VA 23606

The Colonial Virginia Council Scout Shop and Office would continue operating in its current form following the merger to ensure convenient service for families and units across the entire territory.

What would happen next?

The proposed process merger has been approved by the Executive Boards of both Councils. Both Councils will continue due diligence and collaborative planning. Throughout this process, we remain focused on supporting every Scout, volunteer, and family we serve.

Further updates, including the new Council name, branding, and detailed transition plans, will be shared as soon as they are finalized.

What is the anticipated timeline for this proposed merger?

Date	Milestone
Completed on October 31, 2025	Finalize Letter of Intent draft
Completed on November 8, 2025	HOVC announces proposed merger plan to Executive Board at Annual Retreat
Completed on November 13, 2025	CVC announces proposed merger plan to its Executive Board
November 14, 2025	Joint public announcement and release of FAQs
Nov–Dec 2025	Due diligence evaluation and drafting of Plan of Merger
Late Dec 2025	Executive Boards approve and submit initial Plan of Merger to National for review
January 2026	Town Hall meetings, which include Roundtables, with CVC and HOVC units and donors
January 2026	Feedback from National and Town Halls incorporated into Plan of Merger, as appropriate/required
Late Jan 2026	National approves Plan of Merger; 3-month integration period begins
Late Jan 2026	Each Council calls a Special Meeting of Voting Members for late February
Late Feb 2026	Voting Member meetings held
April 2026	Completion of National system integration planning
May–July 2026	Merger effective date (to align with Mr. McGovern’s retirement); Virginia State Corporate Commission issues Certificate of Merger and merger becomes effective