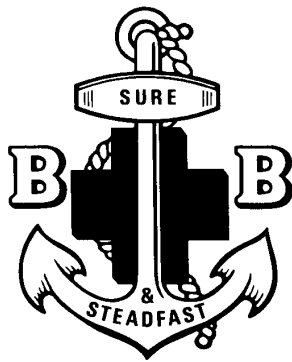


# THE BOYS' BRIGADE



# ANNUAL REPORT

2002 – 2003



# The Boys' Brigade

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## MISSION STATEMENT

(Adopted by Brigade Council 4<sup>th</sup> September 1999)

*The Boys' Brigade will care for and challenge young people for life through a programme of informal education underpinned by the Christian faith.*

This will be achieved by:

1. delivering Christian teaching in partnership with the church in which the company is based and encouraging the development of a personal Christian faith;
2. providing opportunities for leadership, decision making and skills training;
3. empowering boys and young people by involving them in decision making at all levels of the organisation and giving responsibility appropriate to their age and aptitude;
4. raising awareness of boys and young people to the needs of others (especially other young people) locally, nationally and globally and encouraging them to engage in activities and projects in which they can make a difference;
5. being sensitive to the needs and aspirations of boys and young people of varying backgrounds, differing abilities and stages of development and providing appropriate support, advice and guidance;
6. ensuring the safety of boys and young people through the implementation of suitable procedures for the selection, training and supervision of leaders;
7. equipping leaders through the provision of high quality training and resources;
8. providing a network of professional staff to support voluntary leaders; and
9. creating opportunities to develop partnerships with other appropriate organisations and agencies.



## ANNUAL REPORT

### Session 2002-2003

#### INTRODUCTION

A recent research report from a Cambridge academic claims that Britons are more suspicious of one another than ever before. Our willingness to trust each other has halved over the past forty years as communities and families have been fractured by social change. Experts variously blame the demise of the jobs-for-life culture, greater social mobility, the rising divorce rate and a more aggressive dog-eat-dog commercial ethic. We live busier, more fractured lives and are much less likely to live near relatives or to know our neighbours than twenty years ago.

It is claimed that people lead more solitary lives and for this television is blamed rather than being connected with each other and that is making them more mistrustful. This is fed by a constant fear of crime which is highlighted by media reports leading to a general sense of paranoia. If all of this is true then those who work with children and young people have a mountain to climb. As it is children are less likely to be allowed out alone; they are taught to be mistrustful of strangers and those who volunteer to work with children are no longer accepted at face value but must undergo checks to prove their suitability.

Our work as BB officers is to establish trust between us and our boys, their parents and our churches. In seeking to bring the message of Jesus to boys we encourage them to put their trust in God which is all the more difficult if they have not already learned to trust us.

Trust is a precious commodity and we would do well to consider whether we are doing all we can to ensure there is trust between the company and the church and between the various levels in the Brigade. It is easy to be cynical about the Brigade Executive yet it deserves our trust. Equally, the Executive must trust the membership which can only be achieved by good communication.

#### THE BRIGADE EXECUTIVE

The Brigade Executive has met on four occasions this session. They have focussed on the Business Plan for 2003-2008 and setting up a finance strategy group to monitor and manage the Brigade's finances in a responsible manner. The Executive is currently processing the recruitment of a new Brigade Secretary.

The Executive has agreed a Health and Safety Statement and a copy is attached as an appendix. The Brigade is committed to promoting good practice by means of leader training, the Safety Handbook, the BB Gazette and advice and information to leaders. Guidelines concerning the use of risk assessments have been issued to leaders who use the Duke of Edinburgh's Award Scheme and Brigade Queen's Badge as part of their company programme.

As part of the Brigade's continuing review of child protection procedures, the leader registration process for England and Wales includes a Disclosure check. Discussions continue with CRB Scotland and the Church of Scotland as how best to implement Disclosure checks in Scotland where the regulatory processes are different.

The current Brigade President is due to retire at the end of this session. On behalf of the Brigade the Executive wishes to record thanks and appreciation to His Honour Judge Reg Lockett for his devoted service to the Brigade in so many ways for over 30 years. Thanks are also expressed to his wife, Edna, who wholeheartedly supported him. We wish them both a happy retirement. The Executive is actively seeking a successor.



### BUSINESS PLAN

The 2003-2008 Business Plan has been agreed by the Brigade Executive and is now available to the membership from Brigade Headquarters or from the BB website. The plan includes an exploration of our key strengths and weaknesses and a summary of the needs of the membership (young people and leaders). Building on our achievements, the Business Plan sets out our aims and targets for the next five years. The focus is sharper than ever before on the needs of local companies. The aims are grounded in the support of companies and the strategies underpin the development of our people and our programmes. In this way we seek to address the decline in numbers and improve the quality of what we can offer to children and young people.

### BRIGADE STAFF

Mr Don McLaren, Brigade Secretary, left the Brigade in January 2003. At its March meeting the Brigade Executive was again faced with a deteriorating financial situation and decided that, among other actions, it was necessary to reduce further the number of staff. As a result redundancies were made, which included **Allan Percival**, with the abolition of the post of Resources Centre Manager. Allan was also responsible for development of international matters. Allan has been an outstanding servant of the Brigade whose contribution in general and so many individual lives in particular cannot be quantified. The Brigade expresses its sincere thanks and wishes him and his family every blessing in the years ahead.

**Douglas Wilson** became redundant as Supplies Manager, a post he has held for approximately 14 years. The Brigade recognises the devoted service he has given and expresses thanks and appreciation. Douglas stays in employment with Headquarters and becomes the Centre Manager at Felden Lodge.

**Wendy Gillingham**, personal assistant to Director of Finance was also made redundant after a short period of employment with the Brigade. The Executive wishes to thank Wendy for her service.

**Jason Rowles**, current Centre Manager left in July to take up a similar post near his home town of Loughborough. The Executive wishes him well in his new role and thanks him for his service to the Brigade.

**Isobel Brydon** retired after 16 years' service at Carronvale, BB Scottish HQ. The Executive also thanks Isobel for her devoted service and wishes her well in her retirement.

Due to the move of Business Centre to Felden, new staff have been employed in Accounts, Membership Information and Supplies departments. The Executive wishes to thank them for the work they have done so far. Currently without a Brigade Secretary, the staff team is led by Malcolm Hayden, Director of Finance, who has been delegated the responsibilities of Brigade Secretary.

We congratulate **Emma Plews**, MV Project Officer, who recently gained a BA (Hons) in Youth and Community Development. Emma left the Brigade on 31<sup>st</sup> August to work for the East Riding of Yorkshire as a project youth worker. The Executive wishes her every success in her new role.

**Martine Jones**, secretary and clerical assistant based in Keighley, has also left to take up part-time employment with the local NHS. The Executive wishes to thank Martine for her service.



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### MANAGEMENT & ADMINISTRATION

Following the relocation of the Business Centre to Felden the new staff have settled in quickly as they learn about the Brigade and the various administration and IT systems that are used at Headquarters. The new database is starting to show its worth with Headquarters now being able to track more accurately companies and officers who have not paid their capitation fees.

BB Supplies: new staff have also settled into their responsibilities and except for the more busy periods orders are dealt with quickly.

Criminal record checks are a continuing part of our Child Protection policy. Leader registration forms for England & Wales now include disclosure checks for all officers and leaders. The process for checks in Scotland is different and discussions with Criminal Record Bureau Scotland and the Church of Scotland continue as to the best way forward.

Due to redundancies and staff cuts, pressure still remains on administrative staff at Headquarters at Felden and Carronvale and this past year has been particularly difficult for them. The Executive wishes to thank all staff and to express its appreciation for all their work throughout the year.

#### **BB Gazette**

The Executive has decided that as one of the measures to reduce expenditure is to reduce the number of issues of the BB Gazette. From the beginning of next session the Gazette will be published quarterly rather than bi-monthly as at present. The Executive regrets the necessity for this action and hopes that the Gazette will continue to be an essential vehicle for communication within the Brigade as well as providing regular news and programme ideas. Gazettes will be despatched a few days before the beginning of October, January, April and July in each session.

### MEMBERSHIP

Membership data is shown in the table at the end of this report. It is sad to note that some companies have closed but good to see new companies have also opened. Our committed leaders have to undergo constant training, some of which is outside Brigade programmes, particularly the good practice requirement with regard to safety and welfare of our young people. Most happily agree to undergo these extra responsibilities to obtain a high level of leadership. The Brigade Executive recognises and appreciates the pressure on our leaders.

Six new **Amicus** groups have formed since last session and the work with this age group is successfully providing effective programmes for the young people.

**Associate Membership** is increasing. Retiring officers and BB 'old boys' are encouraged to take up associate Membership as a way of keeping in touch and to support the work. A number of members have made additional gifts and donations to the Brigade, for which we are very grateful.

**Camp and holidays** are still enjoyed by many companies and wherever possible Headquarters makes arrangements for these to be visited by local officers.

## OBITUARY

We give thanks for the faithful witness and devoted service of the following who have died during the year and whose service has been recorded in the Gazette, together with those whose deaths were not notified.

Peter Allen	West Lothian
Bill Andrew	Kirkintilloch
Keith Arthur	South Shields
Willie Baird	Glasgow
Robert M Busby	Wigan
Peter Butler	North Staffordshire
Derrick Chanter	London
Nic Church	Northampton
Mervyn Dearsly MBE	New Zealand
Reginald Feasey	Redbridge, Essex
Anthony F Garrard	Colchester, Essex
Timothy Greenwood	Malvern, Worcs
Wyndham Hewitt	Diss, Norfolk
Arthur Knowles	St Helens
Betty McNicol	Glasgow
William S Mason	Oldham
Philip Marsh	Bristol
Pamela J Mole	Kidderminster
Reginald Mosley	North Staffordshire
Damian Parsons	Alford
The Revd John A Pugh	Stowmarket, Suffolk
John Rooney	Aylesbury, Bucks
J Harvey Scott	Dundee
Richard Scott	Manchester
John B Smith	Paisley
Thomas H Spires	Nottingham
The Very Revd D Steel, MA, DD, LD	Brigade Hon Vice-President
Margaret Symonds	North Staffordshire
Roland T Wallis	Hastings, Sussex
Ivy Willis	Watford, Herts

## HONOURS

We congratulate the following who were honoured by Her Majesty The Queen during the year:

Professor Norman C Nevin, N Ireland	OBE
Mr David Bone, 1 <sup>st</sup> Troon Company	MBE
Mr Martin J Coates, 48 <sup>th</sup> Liverpool Company	MBE
Mr Trevor J Fisher, 12 <sup>th</sup> Wigan Company	MBE
Mr Frank Wilson, 9 <sup>th</sup> East Durham	MBE
Mr Maurice Williamson, N Ireland	MBE

## AWARDS

The Brigade President's Commendation has been awarded to:

Andrew Carmichael	3 <sup>rd</sup> Cumbernauld
Alan Crockett	2 <sup>nd</sup> Ahoghill
Joshua Hall	17 <sup>th</sup> Nottingham
Matthew Harper	1 <sup>st</sup> Ballycraigy
Ross McLachlan	3 <sup>rd</sup> Cumbernauld
James Nelson	2 <sup>nd</sup> Ahoghill
Craig Rae	3 <sup>rd</sup> Cumbernauld
Thomas Walker	1 <sup>st</sup> Templecombe
Liam Wardrope	1 <sup>st</sup> Larbert

The following awards have been gained through the year:

President's Badges	852
Queen's Badges	368
Duke of Edinburgh's Award:	
Bronze	211
Silver	88
Gold	19

## TRAINING

Last session saw the launch of several new training initiatives and products. Most importantly, every company captain received a copy of the Company Development Scheme. As the Brigade adopted its 2003 to 2008 Business Plan and set ourselves clear targets, we provided companies with a resource to do their own planning and target setting. The scheme will be a permanent feature of our organisational development strategy and will be promoted through our training network in the years to come.

New training modules have been designed, produced and distributed to our trainers throughout the UK. Holiday Leadership and Captains' Training have been re-written to reflect the greater need for proper risk assessments, good youth work practice and (in the case of Captain's Training) improved staff relations, planning and development. Trainers also have a new training module to equip captains with the skills to use the Company Development Scheme to revive and develop their companies.

At last we have developed an area on the BB website where trainers can download materials and resources, thus making considerable savings in printing and distribution costs.

The Disability Advice Network has grown in numbers and in expertise and we have many examples where our advisers have been able to give advice, information and support to companies and individuals who work with children and young people with behavioural impairments and disabilities. This work is planned to continue with more local advisers recruited and trained and issued with resource packs from BBHQ to help them in their role.

## PROGRAMME REVIEW

A series of consultations have been undertaken in Scotland, Ireland and England concerning the BB programme and support resources. Feedback has also been obtained via the BB Gazette and Brigade web site. A Programme Steering Group has been established with representation from the regions and the work of the sectional groups has begun. The revised programmes will not be awards driven but will focus on fun and enjoyment with the



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emphasis on quality programmes linked to the skills and abilities of company staff and the participation of young people. Companies will be able to decide whether or not to undertake the award schemes.

### TRAINING CENTRES

#### ***Felden Lodge***

The house has been busy, both with BB and outside bookings. Midweek bookings have increased during the session and a number of companies have taken advantage of the camping

facilities. It is good to note that several schools continue to use Felden in June and July for environmental studies and during the past few months new business has been received.

**Tracey Freebrey** has returned from maternity leave and **Wendy Jones**, who covered Tracey's duties, left the Brigade at the end of May.

#### ***Carronvale***

The Scottish Headquarters and National Training Centre is an 'A' listed building. Supported by Historic Scotland the Heritage Lottery Fund work started in November 2002 to re-roof the building and refurbish the historic site. Internal refurbishment and upgrading is included in the project, disabled facilities comprising access, lift, en-suite bedroom and toilets have been installed and en-suite facilities have been installed in all bedrooms in the old house.

Redecoration, most of which is made necessary by the refurbishment, has been carried out. The work has primarily been funded from within Scotland. The Boys' Brigade greatly appreciates the support of Historic Scotland, the Heritage Lottery Fund, many trusts, industry, Scottish BB companies and churches who have contributed to the fundraising. To complete the refurbishment of the property, a modern extension to the house, built by The Boys' Brigade in the early 1960's will be upgraded and en-suite facilities installed in the bedrooms. Once the work on the old house is completed and funding is in place, the work on the extension will begin.

Carronvale House is widely used by various authorities as a base for training. It is in use most weekends for BB training. BB companies from throughout Scotland are encouraged to use the facilities to give their members residential experience and access the wide variety of programme facilities available in and around the Larbert area.

#### ***Rathmore House***

There have been some new bookings during the session but these were down slightly from last year. However, there was an increase in training courses held which is encouraging.

### NATIONAL COMPETITIONS

#### **The Competitions**

The Executive wishes to record its appreciation of the work of the voluntary co-ordinators for each of the Regions: Bob Baillie (Scotland), Paul Ballentine (Ireland) and David Martin (England & Wales). In addition, considerable assistance has been provided by Paul Impey (England) and Andrew Thomas (Wales) in supporting the Top Team Challenge and International Junior Section Team Games.

The 2002-2003 competitions have involved around 280 companies in the contests for: Badminton, Chess, Table Tennis, Five a Side Football (over 15's and under 15's) and Masterteam. The participating companies were involved in one or more of the competitions and the number of entries was approximately 610. While the size of the entry is encouraging, it is also important to note the considerable commitment that is made by company officers in supporting the young people through the various rounds. These sporting events form a



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valuable part of the company programmes and facilitate fellowship among local units.

The results were as follows:

Badminton	205 <sup>th</sup> Glasgow (Scotland)
Chess	1 <sup>st</sup> Newton Hill (Scotland)
Masterteam	3 <sup>rd</sup> Gourock (Scotland)
Table Tennis	2 <sup>nd</sup> Sutton in Ashfield (England)
Five a side Football (Senior)	1 <sup>st</sup> Cookstown (Ireland)
Five a side Football (Junior)	70 <sup>th</sup> London (England)

### Top Team Challenge

The winning company in the Top Team Challenge for the Company Section was 4<sup>th</sup> South East Essex. This competition was supported by 341 teams.

### International Junior Section Team Games

This international competition for the Junior Section comprised around 180 teams and 19<sup>th</sup> Nottingham (England) was the winning company.

### UK NATIONAL BAND CHAMPIONSHIPS

The fourth UK joint BB & GB Marching Band Championships took place on 7<sup>th</sup> June in Stoke-on-Trent with 30 bands taking part in the indoor and outdoor competitions; over 600 young people took part in the various categories during the day. The event is organised by key volunteers from both organisations. The Executive wishes to express its appreciation to Mr John Hoddinott and his committee for their hard work in organising this event.

The results are as follows:

Newcomers' Trophy	1 <sup>st</sup> Kempston BB
BB/GB Inspection	1 <sup>st</sup> South Shields GB
Ketch Cup (for music accuracy)	1 <sup>st</sup> Moreton BB, 2 <sup>nd</sup> Moreton GB
Beginners' Class	6 <sup>th</sup> East Kilbride BB
Novice Class	1 <sup>st</sup> Maidstone BB, 2 <sup>nd</sup> Maidstone GB
Contest Class	4 <sup>th</sup> Newcastle GB
Championship Class	Joint winners 1 <sup>st</sup> Burntwood GB, 2 <sup>nd</sup> Burntwood BB and 13 <sup>th</sup> Bromley BB, 1 <sup>st</sup> St Mary Cray GB
Cadet Class	2 <sup>nd</sup> Polesworth GB/BB
Open Class	13 <sup>th</sup> Bromley BB, 1 <sup>st</sup> St Mary Cray GB

### REGIONAL REPORTS

#### England

The DfES awarded the sum of £31,206 for session 2003-4 to assist with the setting up of the Disability Advice Network, to make the organisation more accessible to young people and also to assist the production of new material for captains' training and holiday leadership training. This is the second year of a three-year cycle. An additional amount of £5200 was awarded from the Transforming Youth Work Development Fund to part fund our work on quality assurance within the organisation.

#### *Joint working with The Girls' Brigade in England and Wales*

The co-working with The Girls' Brigade in England & Wales continued during the session with members of staff of both organisations and key volunteers meeting from time to time. Once again, the GB played a major part, as equal partners, in the planning and running of Firm Foundations and the UK Marching Band Championships. A joint grant of £8,200 has been received in the second year of a three-year cycle from the DfES to promote joint



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working between the two organisations.

### **Millennium Volunteers**

The current project will conclude on 30<sup>th</sup> September 2003. The project was funded for three years from 1<sup>st</sup> October 2000 and during the time 1085 young people aged between 16 and 24 in England have signed up to the scheme – 70% BB, 30% Girls' Brigade, and other church based youth groups etc. The project has provided young people to gain an accredited award for their volunteering, 100 and 200 hours, and provided money for the costs of volunteering, training and, in a number of instances, money for programme development in BB companies. The Brigade was one of only five national providers of the scheme. The BB has been invited to submit a bid for additional MV funding for a two-year period from April 2004 to March 2006.

### **Ten Pin Bowling Championships**

This competition has been running for 12 years and is held at the Bedford Magabowl. This year 62 teams from all parts of England and Wales entered. The event is enjoyed by participants and spectators alike in the excellent facilities. The 2003 winner is 7<sup>th</sup> Southport Company.

### **Under 14 5-a-side Football Competition**

This is a new competition. Nottingham Battalion hosted the 2003 event, which was held at the Powerleague Soccercentre in Nottingham. Sixteen teams took part from as far apart as Cardiff, Dublin, Muirkirk and Torquay.

Results:	Winners' Cup	16 <sup>th</sup> Northampton Company
	Runners-up	70 <sup>th</sup> London Company (Red Team)
	Top Goal Scorer	Ben Bevan of 5 <sup>th</sup> West Bromwich Company
	Mini-League	2 <sup>nd</sup> Colne Company

### **Athletics Competition**

The 2003 competition was hosted by Nottingham Battalion and held at the Harvey Hadden Stadium in Nottingham on 5<sup>th</sup> July. Seventy-eight young men participated, representing five battalions.

Results:	Junior section:	Birmingham Battalion
	Intermediates:	Nottingham Battalion
	Seniors:	Northampton Battalion

### **Wales**

The Welsh Assembly Government policy document 'Extending Entitlement' for supporting young people in Wales was introduced in 2000. Implementation within the voluntary youth sector has been through the Council for Wales of Voluntary Services (CWVYS), which is the umbrella body for the voluntary youth sector in Wales. In 2002 Young Peoples' Partnerships were set up in the 22 local authorities within Wales and this is the process by which local youth services are co-ordinated. CWVYS has one of the five voluntary sector places on each of the 22 Young Peoples' Partnerships. The Secretary of the Boys' Brigade in Wales is a member of the CWVYS Executive and a member of Cardiff Young Peoples' Partnerships.

During the session 15 young people were presented with Millennium Volunteers Awards.

Competitions included Junior Indoor Sports and 5-a-side Football and for Company Section, Cross Country, 5-a-side football and 10 Pin Bowling. The Brec Trek expedition takes place in the beautiful mountains of the Brecon Beacons and the alternative one-day event known as the Brec Walk is also proving very popular.

In addition to Leadership Training, Queen's Badge Completion and Youth Leader Training, courses on Disability Awareness and Faith Development were held. Mr Win Griffiths MP presented nine Queen's Badges and the candidates gave illustrated talks on their voluntary community service and interests.



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### Scotland

#### **Scotland Committee**

The management committee of The Boys' Brigade in Scotland consists of the Scottish Brigade Vice-President, six geographically representatives, two co-opted under 26 representatives and two staff members. The committee oversee all activities and events in Scotland. The committee continues to strive to deliver the final stages of 2000 to 2003 strategic plan and is playing its part in delivering the UK's current five year plan. The committee is grateful to the Scottish Executive for their financial support for their core work.

#### **Training**

Scottish training has enjoyed a busy and successful year. Over 290 officers and young Leaders attended the National Training Centre at Carronvale and nearly 1,500 attended local training courses run within the Licence to Train scheme.

The Brigade in Scotland is grateful to the many volunteers who give of their time and talents to ensure the high standard of training is maintained and delivered. The time given by local leaders to attend training events ensuring their skills and knowledge are updated is greatly appreciated and ensures the boys in their companies experience the best programme the volunteer leaders can offer.

#### **The Scottish Bands Contest**

The contest visited Troon for the fourth consecutive year on 26<sup>th</sup> June 2003. Chief guest for the day, Ina Embleton, Chief Executive of The Scottish Pipe Band Association, expressed his delight at the very high standard demonstrated by all of the bands competing and the wonderful entertainment they had provided for the packed audience on the day. The bands committee appreciate the support of the Ayr Battalion and 1<sup>st</sup> Troon Company in stewarding the event and are indebted to the adjudication teams who worked throughout the day to assist and encourage each band as well as produce the results.

The Scottish Champions for 2003 are:

Trumpet/Bugle Contest	6 <sup>th</sup> East Kilbride
Composite Class	2 <sup>nd</sup> Wishaw/4 <sup>th</sup> Carluke
Pipe Contest	128 <sup>th</sup> Glasgow
Flute Championships	2 <sup>nd</sup> Wishaw/4 <sup>th</sup> Carluke
Pipe Championships	1 <sup>st</sup> Troon
Trumpet/Bugle Championships	2 <sup>nd</sup> Port Glasgow

#### **Cross Country**

Glasgow Battalion hosted the 2003 event where 19 battalions and 212 boys participated. A well organised and tightly contested day produced the following team results.

Junior winners	Paisley & district Battalion
Intermediate winners	Glasgow Battalion
Senior winners	Airdrie, Coatbridge & District Battalion

### Northern Ireland

The Boys' Brigade in Northern Ireland continues to provide attractive and progressive programmes for boys and young men at District, Battalion and Company level where opportunity is given for them to develop leadership skills and self assurance thus preparing them for responsible citizenship within their own community. None of this would be possible without the dedicated service given by so many leaders who continue to offer their time and talents in the interests of advancing Christ's Kingdom in the hearts and lives of the boys they serve.



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### ***Christian Education and Church Relationships***

The good relationships with the Churches and respective denominations continues. Meetings have taken place with the Youth departments of the various Denominations where topics concerning work with young people have been discussed including the Child Protection Guidelines. Two very successful Chaplains' Breakfasts have been held and more are being planned. A Questionnaire on 'Worship in the Company' was sent to all sections of companies and a reasonable response was received. The Christian Education Text Book was well received by companies and arrangements are under way for the production of a further book for next session.

### ***Training***

It is encouraging to note an increase in attendance at Youth leader Training (YLT) courses. However, research indicates that a significant number of leaders have still to complete Youth Leader Training. One of the reasons given for non-attendance is difficulty in attending a residential. Steps have been taken to facilitate this by providing Saturday only courses or evening courses as an alternative.

We are active in offering First Aid and Expedition training to other agencies within the youth service sector and the community. The BB Heartstart scheme is community orientated and is essentially Emergency Life Support training (ELS) and enables the BB to be active in providing training at company, church and community levels.

There continues to be a steady flow of young people who receive training through engaging in the Queen's Badge and Duke of Edinburgh's Award programmes and KGVI Officer Cadet Training.

A course for Brigade Training Officers was held and together with existing trainers who renewed their qualification results in a total of 26 Brigade Training Officers.

### ***Targeting Social Need***

BB Northern Ireland has been and will continue to be involved in the delivery of effective drug education programmes with the dual purpose of providing primary protection and early intervention messages. Informal and formal pastoral care will complement this programme of education. We have recently provided companies with drug education activity based resource booklets under the Healthy Lifestyles banner. Drug education is also included in the Queen's Badge Completion courses and preparation has been made to train volunteers so that they may be able to deliver drug education at Battalion and Company level.

Northern Ireland Region is part of the UK BB Disability Network. We have devised an action plan to introduce and train our leadership to deal with such needs

### ***Activities***

All sections participated in the fixtures/events and competitions that were planned for the session. These included Quizzes, Swimming gala, officers' conferences, Boy Activity Weekend, International Team Games

### ***Platform – 'The Voice of BB Young People'***

Although depleted in size this group has met on a number of occasions during the year. The Drugs Project through Peer Education is under way and will continue through to next session as will the programme of targeting social need.

### ***Facing the Future***

A Consultative Document was presented and accepted by NI District Council Meeting. A steering group was appointed to consider internal structures, finance/staffing and relationships with the Brigade nationally. Consultation has taken place throughout the organisation and the steering group presented its recommendations to the NI District Council in May 2003. Significant resolutions will be presented to the NI District Annual Council in June 2003 and



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if adopted, will enable us to fulfil our mission more effectively for the next generation.

### **Republic of Ireland**

The session under review shows a small decrease in boy membership to 1094 and officers and leaders to 239, with a total of 46 companies, 13 of which are in the East Region (Dublin Battalion and 33 in the Provinces. Five new companies were opened during the session: 39<sup>th</sup> Dublin, 1<sup>st</sup> Middleton, 1<sup>st</sup> Donoughmore & Donard, 1<sup>st</sup> Arva & Kildallan and 1<sup>st</sup> Killeshandra.

### ***Founder's Thanksgiving Service***

As usual, one of the notable events during the session was the Annual Founder's Thanksgiving Service in St Patrick's Cathedral, Dublin. There was a capacity congregation and the offering amounting to €705.81 went to the Brigade International Extension Fund. We are grateful to the Dean and Chapter for their continued support and co-operation with this service.

### ***Training and Activities***

During the session events and competitions for Company and Senior Section boys included a Scripture Course and Examination, Lewis Crosby and Elementary Drill, Swimming Gala, Indoor Football competitions, Quiz and Basketball.

Events and competitions for Junior Section Boys included a Scripture Course and Examination, Syllabus for the Cyril J Harpur Scripture Award, Drill and Figure Marching, Swimming Gala, Quiz, Indoor Football competitions and BBChallenge.com

The Anchor Boys enjoyed visits to the Fit Zone in Clontarf and the Lambert Puppet Theatre and a Fun Day in Fort Lucan Adventure Playground.

Training courses arranged for this session included the very successful Company in Action course held in Cavan.

### ***CMSI Ireland Mission Appeal***

'Choose Life' was the name of the BB/CMS Ireland Mission Appeal Project for 2002/2003. The project was taken up by the BB in Ireland and was both informative and challenging. The 'Choose Life' project is based in Southern Sudan and focussed on building a community centre in Kajokeki Diocese to help refugees, who have suffered through many years of civil war to rebuild their lives. Thanks are expressed to Mr David Tough who works closely with CMS to-ordinating this worthwhile project.

The Executive wishes to express its appreciation and thanks to the many officers, leaders, past members and friends who have assisted the District throughout the session.

## **INTERNATIONAL**

### **International Forum**

The Forum is the national committee responsible for international matters within the Brigade and includes four elected International Team members in addition to two Executive members and administrative support. It is pleasing to note that the contribution of the young leaders has been immense in taking a lead role in project work and directing the shape of future activities. The Executive is very grateful for the enthusiastic work of the committee and expresses its thanks to Matthew Smith, Chair, as he steps down having reached the upper age limit of 26.

### **International Team**

The International Team is made up of young leaders aged between 16 and 25 who bring their talents and enthusiasm to the work that they are involved in. This year's awareness project 'On the Edge' has provided companies with 'programme on a plate' resources, a video and



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other materials distributed through the Gazette and direct mailings. The 'On the Edge' project has been generously supported by the Department for International Development.

### **General**

The Brigade has participated in committee and trustee meetings of the Global Fellowship and European Fellowship during the year.

### **SPECIAL EVENTS**

There continues to be many examples of good youth practice in the work companies do week by week. There are higher profile events at UK and regional levels, some of which have become annual activities and are growing in momentum with increasing numbers of young people attending. These events are at the heart of our Object and more young people than ever are being introduced to the Gospel of Jesus Christ through activities such as Firm Foundations, Crossover and others mentioned below.

#### ***Firm Foundations***

The event took place over the May Bank Holiday weekend at the end of May in co-operation with The Girls' Brigade, England and Wales. Around 1200 young people and leaders attended the event with the majority camping in the grounds of Felden Lodge. Once again it was an important part of companies' annual programme providing opportunity for a weekend away with plenty on offer. The clear evangelistic focus of the event underlines and reinforces the week-by-week Christian messages communicated in many BB companies. This year's theme was 'Pushing the Boundaries' and various speakers helped those attending to explore this issue.

The worship sessions were led by Robin Mark and his band and the Firm Foundations Worship Band comprising young leaders from the BB and GB and 'b5', from Birmingham played to a packed house on the Sunday afternoon. The festival offered various workshops and seminars including sound and vision, drama and global issues. During Firm Foundations £1400 was collected to help BB and GB members in England and Wales who are undertaking gap or summer work with their churches or other Christian agencies. Firm Foundations is reliant upon several hundred volunteers, many of whom are young people who are crucial to the success of the event and their involvement is greatly appreciated

#### ***Crossover***

Almost 1,000 people, including day visitors, gathered at Cultybraggan for the fifth Crossover festival. Cultybraggan Training Camp is a new venue for the festival, which has outgrown the facilities at Broomlee, the venue for the last three years. The support agencies reported good attendances and enthusiastic responses to their programmes within their own venues. With the good weather outdoor activities were very popular and the main venue provided a programme of bands and worship which was well supported and enjoyed by the young people.

#### ***KJC***

KJC continues to provide opportunities for young leaders from the age of about 15 who have an interest/talent in music, drama and who wish to express their faith by using these skills. Members of the group enjoy the challenge of visiting companies and other BB events during the session, either leading or taking part in worship. Most members will testify to the boost their membership has given to their personal faith. New members are always welcome to join one of the weekend workshops held at Felden in October and February each year.

#### ***RNLI naming ceremony***

As part of the Brigade's programme to celebrate the new Millennium it was decided to include a major fundraising project for a charity which would have an appeal throughout the UK and Eire. The charity chosen was the Royal National Lifeboat Institution and the target was to raise funds to purchase some new Inshore Rescue boats. A sum in excess of £160,000



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was raised which was sufficient to purchase two inshore rescue boats. The first went on station at Lamlash on the Isle of Arran in Scotland in 2001 and is named 'The Boy's Brigade'.

On 18<sup>th</sup> May 2003 some 400 BB members and friends gathered in the Lifeboat House in Harwich, Essex, for the dedication and naming of our second boat. The boat was formally handed over to RNLI by Mr Steve Dickinson, Brigade Vice President and after a short service the boat was named 'Sure and Steadfast' by Mr John Young, MBE, Brigade Vice-President. Among the guests was Terry Waite CBE who is the President of the Harwich Lifeboat. The boys had an opportunity to tour the main lifeboat and enjoy a barbeque laid on by members of the Lifeboat Crew. Our efforts have been greatly appreciated by RNLI who have been impressed by the number of companies who took part and the range of activities undertaken to raise money.

### **Palace stewards**

The Brigade is invited annually to provide 23 boys, aged 17-19 to undertake stewards' duties at a Buckingham Palace Garden in July. The Brigade is honoured to be asked to take part in this way and young men are selected from Districts to be representatives. The young men count it as a privilege to be chosen and our contingent is commended for its smartness and efficiency in carrying out the various duties. The party is led by Mr Stephen Lane, Vice President, London District and we are grateful to him for co-ordinating the event each year.

### **New Horizons**

New Horizons continues to provide opportunities for young leaders aged between 16 and 25 to develop their skills and interests in three key areas of work:

*Music and Drama:* opportunities for young people to express their faith using music and drama.

KJC has led worship at a number of battalion services and events in England and Wales.

*Web Support:* maintain and develop the BB's web site and provide invaluable support to Headquarters helping to ensure that the Brigade takes advantage of Internet and web technologies in its internal and external communications.

*International Team:* currently two International Team projects are funded by grants from the Department for International Development, 'Global Youth Work' and 'On the Edge'. These pieces of work have provided valuable resources to support company programmes and raise awareness of global issues with material written and designed by young leaders. Four members of International Team also sit on the International Forum, one of whom is the Chair.

These projects provide additional opportunities for our young leaders to be involved in the management and delivery of programmes. New Horizons also provides a useful means of maintaining links with young leaders while they are at college.

### **BBChallenge.com**

The Challenge, organised by BB staff and volunteers from England, toured the whole of the UK and finished in April. Well over a thousand boys and many girls from the GB enjoyed the programme, which was delivered by young people to Battalions and Districts and The Girls' Brigade. Plans are beginning to be made for the follow-on which is expected to start in Session 2004-5.

## **FINANCE**

### **Summary Financial Statements**

The Balance Sheet and Statement of Financial Activities with comparative figures have been prepared in accordance with the Companies Act 1985 and Statement of Recommended Practice for Charities.

The Statement of Financial Activities consolidates the results of all Brigade Restricted,



## The Boys' Brigade

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Unrestricted and Endowment Funds.

### ***Investments***

Brigade funds not required for immediate use are invested in a spread of investments to provide income and capital appreciation.

### ***Supplies Operation***

Supplies turnover for the year was £600,921 (2002: £711,687). After meeting all expenses the result was a surplus of £88,979 (2001: £79,229).

### ***Loans***

Officers, friends and Brigade companies have supported the Brigade over many years with interest free loans. The amount held at 31<sup>st</sup> March 2003 was £21,830 (2002: £26,830). The Executive wishes to record its thanks to all those who assisted in this way.

### ***Grants Received***

The Department for Education and Skills, Department for International Development and Scottish Executive Education Department have continued to support the Brigade by grants received in the year to 31<sup>st</sup> March 2003. The amount received was £310,852 (2002: £205,094) and the Executive wishes to extend its grateful thanks.

### ***Donations***

The Brigade continues to receive donations towards its general work among young people and such generosity is greatly appreciated.

### ***Gift Aid***

The opportunities for tax-efficient giving under the Gift Aid scheme were introduced with effect from April 2000. There is no longer a requirement for a minimum donation and a simple declaration is required once, which will cover all subsequent gifts. Details can be obtained from Headquarters.

### ***Legacies***

If an estate is valued over £255,000 (6 April 2003), which is not transferable to the spouse, the excess over this threshold is liable to 40% inheritance tax. Legacies in the deceased's will to charities reduce the value of the estate liable to this tax. The taxman, therefore, effectively gives 40% on top of the specific cash bequest.

### **CONCLUSION**

Despite falling numbers, difficulty in finding leaders, increasing demands on officers and boys, the Brigade is still providing many fine young people and playing an important role in helping them to develop their faith as they discover the relevance of Jesus Christ in their lives.

August 2003

## MEMBERSHIP STATISTICS – UK and Ireland

As at 30<sup>th</sup> September 2002

**Total Boys** 61,085  
**Total Leaders in companies** 12,820

### Boys

Anchor 19,156  
 Junior 21,439  
 Company 14,238  
 Senior 6,252

### Leaders in Companies

Officers 7,822  
 Chaplains 1,457  
 Warrant Officers 2,349  
 Instructors 1,192

District/Battalion Office  
 Bearers & Reserve Officers 794

**Total All Ranks** 74,699

	<b>Denominations</b>	<b>No of Coys</b>
Anglican:	England & Wales	130
	Scotland	2
	Ireland	70
Baptist		199
Congregational		24
Methodist		423
Presbyterian:	England & Wales	4
	Scotland	492
	Ireland	213
URC		100
Multi-denominational		54
Other		25
Undefined		29
		<b>Total: 1,765</b>

### Appendix

## HEALTH AND SAFETY STATEMENT

### Preamble

The Acts and Regulations in this statement relate to England and Wales, Channel Islands and Isle of Man, but employees and volunteers in Scotland, Northern Ireland and the Republic of Ireland are deemed to be bound by them for the purposes of this statement. The Brigade will also take account of similar Acts and Regulations in Scotland, Northern Ireland and the Republic of Ireland in undertaking its responsibilities for Health and Safety.

Under the Health and Safety at Work Act 1974, an employer has a duty to prepare a written policy statement. In general, the same health and safety standards should be applied to voluntary workers as they would to employees exposed to the same risk.

### Health & Safety Statement – May 2003

The Boys' Brigade recognises its duties under the Health and Safety at Work Act 1974. The BB seeks to indicate its responsibilities in its Health and Safety Policy, which is reviewed annually. Ultimate responsibility for Health and Safety in its various undertakings rests with the Brigade Executive. Responsibilities have been delegated to a senior member of Brigade staff and line managers as indicated in the Staff Handbook have been given specific responsibilities within their area of operation.

This statement seeks to confirm the response to Health and Safety by The Boys' Brigade with regard to its various activities.

### Health

The BB will, so far as is reasonably practical, seek to ensure that those who are employed by the organisation or who act as volunteers are fit for the tasks they will undertake. It will seek to ensure that any reasonable alterations, which can be made, are made to enable the BB to meet its duties as employers under the Disability Discrimination Act 1995 and as service providers under the Disability Discrimination Act 2000 with regard to people with disabilities.

### Safety

The BB seeks to meet its duties under the Management of Health and Safety at Work Regulations 1999. For those tasks directly under the control of Brigade and Regional Headquarters, the BB will undertake the necessary risk assessments and will, where reasonably practical, implement any appropriate controls. Training and information will be provided to ensure that those at risk are made aware. Where Brigade and Regional Headquarters are not in direct control of Health and Safety matters, the Brigade will promote good practice by means of leader training, the Safety Handbook, the BB Gazette and advice and information.

### Accident Reporting

The BB will ensure that staff and volunteers are aware of the need to report all accidents and dangerous occurrences to Brigade Headquarters without delay following the accident or occurrence. The requirement for reporting accidents is set out in the Staff Handbook and the Safety Handbook section 6. Brigade Headquarters will, if required, report under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995.

### Child Protection

The Boys' Brigade takes its duties under the Children Act 1989 seriously and has appropriate procedures and staff appointed to meet its duties under the 1989 Act. If a reasonable suspicion is raised about the protection of a child under the age of 18 years the BB will undertake its duties using its procedures. The BB vets all those who have the responsibilities for the care of children within areas of its responsibilities to comply with the Protection of Children Act 1999.