

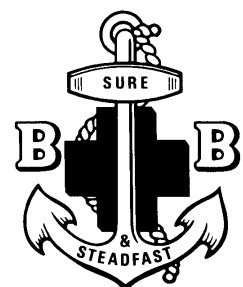


THE BOYS' BRIGADE

ANNUAL REPORT

2003 – 2004

**Approved at Brigade Council,
Leicester, 4th September 2004**



MISSION STATEMENT

(Adopted by Brigade Council 4th 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.**



The Boys' Brigade



ANNUAL REPORT

Session 2003-2004

INTRODUCTION

The end of a session is a good time to take stock; to look back with thankfulness and to look forward with fresh hope and trust. The session that has finished has had many difficulties. The Staff at Headquarters and around the UK have been working extremely hard under difficult circumstances and have maintained a high level of support to companies.

There have been many highlights which this report records and reflects upon. However, the true work of the Brigade is carried out week by week in over 1600 churches around the UK by dedicated officers and leaders whose primary objective is to share the gospel with the young people in their care. Lives are being changed through the witness of The Boys' Brigade and the effect on those in our membership can never be quantified.

The Executive is grateful to all those who serve so faithfully and is conscious of its responsibility to lead and direct the movement. It presents this report in the full knowledge that it can give but a glimpse of the myriad of activity that has taken place, but in the certain belief that by listening to God's calling, the Brigade will build on its firm foundation and continue to advance His Kingdom among the young people whom we are all called to serve.

THE BRIGADE EXECUTIVE

The Brigade Executive has met on four occasions this session and has focussed on the implementation and monitoring of the Business Plan for 2003-2008. The finance strategy group has continued to meet and reported to the Executive on possible ways to work towards a balanced budget.

The Executive was pleased to announce the appointment of Mr John Neil, OBE, to be the Brigade President until Brigade Council 2005. The Executive confirmed the appointment of the new Brigade Secretary, Mr Steve Dickinson in November. The former Brigade President, His Honour Judge Reg Lockett was appointed an Honorary Brigade President and this appointment was warmly received throughout the Brigade. Mr John Williams has been appointed Brigade Treasurer from the start of the 2004-5 session. The Executive would like to place on record the services of Mr Ron Dunning, former Brigade Treasurer, for his tireless work for the Brigade, often in very difficult circumstances.

As well as routine business transacted, the Executive discussed and received reports on the programme review, child protection and officer registration, insurance, properties, training and development.

BUSINESS PLAN

It is apparent that the 2003-2008 Business Plan previously agreed by the Brigade Executive and available to the membership from Brigade Headquarters or from the BB website is not

widely known or understood. 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 Executive is keen to involve the wider membership in sharing the Business Plan so that its aims can become reality, and has looked at how the work can be apportioned.

BRIGADE STAFF

Mr Steve Dickinson took up his position as Brigade Secretary in April. Steve comes with a wide experience of all levels of the Brigade and the Executive wishes him well as he takes up this new role.

Mr Alex Hunter, MBE retired at the end of May as Director for Northern Ireland. The Executive wishes to place on record its gratitude to Alex for all the work he has undertaken over 36 years on behalf of the Brigade in Northern Ireland and the wider movement and wishes him and his family every happiness in retirement.

The Revd George McClelland was appointed Director for Northern Ireland to replace Alex and the Executive wishes him every blessing as he takes on this new position.

Mr Malcolm Hayden, Director of Finance, retired at the end of January after 15 years' service for the Brigade and the Executive wishes him a long and healthy retirement.

Mr Chris Norman has been appointed IT Manager at Brigade Headquarters.

Mrs Elizabeth Chapman has been made redundant from her position in the membership department at Felden Lodge after an organisational review. The Executive records her service and wishes her well for the future.

Miss Jennifer Earlington and Miss Cynthia Allen have been appointed as Millennium Volunteer Project Officers based in Huddersfield and Felden Lodge respectively. As well as promoting the BBMV scheme they will also work on BB projects in England which are aimed at the 16 to 25 age group.

Mrs Irene Davidson joined the staff team at Carronvale, Scottish HQ. She administers the President's, Queen's and Duke of Edinburgh's awards.

MANAGEMENT & ADMINISTRATION

The new database is starting to show its worth with Headquarters now being able to keep more accurate records of companies and leaders. This is vital so that we have knowledge of all who work in the name of The Boys' Brigade. The Executive approved a new leader registration form to encompass all categories of leadership including helpers.

BB Supplies: it appears that orders are being dealt with promptly and this is with a reduced supplies staff. Arrangements are being looked into to enhance the use of the "on-line" shop.



Criminal record checks are a continuing part of our Child Protection policy. Leader registration forms now include disclosure checks for all those working in the name of The Boys' Brigade. The Brigade in Scotland is working closely with the Church of Scotland to ensure appropriate checks are made on new leaders and those coming up for re-registration. Voluntary organisations currently have no access to disclosure checks in Northern Ireland, but we understand Child Care Directorate, Northern Ireland, is working towards these being made available.

MEMBERSHIP

Membership data is shown in the table at the end of this report. It is sad to note that a number of companies have closed but good to see companies have also opened. The Brigade Executive recognises and appreciates the pressure on our leaders as they undergo constant training, particularly the good practice requirement with regard to safety and welfare of our young people.

Associate Membership is increasing steadily. 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.

Ernie Bairstow	Scarborough, Yorkshire
Cliff Banks	Waltham Forest, London
Ronald Bodey	Bristol
The Hon Sir Ralph Kilner Brown	Birmingham
Malcolm Campbell	Croydon, Surrey
Donald Corrigan	Glasgow
Graeme Cowper	Perth, Scotland
Kathryn Crinson	York
Ralph Cunningham	Glasgow
Thomas Dunlop	Paisley
George Ferguson	Perth, Scotland
Eileen Filmer	Hornchurch, Essex
John Fisher	Dundee
Ron Forder	Southampton
William Fotheringham	Thame, Oxford
Timothy Gillings	North Surrey
Ernest Green	Wigan, Lancs



Vic Harmer	Cardiff
James Henderson	Dundee
David R Horner	Wolverhampton
James C Jessop	Burnley, Lancs
Clifford K Jones	Colne, Lancs
Jack Kenna	Manchester
Peter J Lewis	Southampton
Rosemary Lowden	Burnley, Lancs
Hugh S McCallum	Glasgow
Thomas McNabb	Portadown, Co Armagh
David C Macnab	Edinburgh
Carl Markham	Lincoln
Denis Morley	London
Leonard Moyes	Birkenhead, Lancs
Reginald Reason	Ipswich
Tom Somerville	Knocknamuckley, N Ireland
Valerie Stapleton	Bristol
Alcuin Stephens	Widnes, Lancs
The Revd Matthew S Stewart L.Th	Glasgow
Stanley Struthers	Oldham, Lancs
George Thompson	Leytonstone, London
John R Troup	Wandsworth, London
Ray Tucker	Cardiff
Edward Walter	Mitcham, Surrey
Jack Wells	Cardiff
Pamela Williams	Newport, Wales
Brian Wright	Southport, Lancs

HONOURS

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

Mr Stuart Arnott, 4 th Dunfermline Company	MBE
Mr Raymond Mabire, Guernsey Battalion	MBE
Mrs Pamela Moseling, 2 nd West Kent Company	MBE
Mr Gordon Pirie, 1 st Buckie Company, B/Secretary	MBE
Mr Donald Sharp, 6 th Wolverhampton Company	MBE
Mr Frank Smith, Chairman, Felden Development Fund	MBE
Mr Edward Walliss, Manager, BB Campsite, Bembridge, IOW	MBE

AWARDS

The Cross for Heroism has been awarded to:

Barnabas St John Pugh, 1st Mid Suffolk Company



The Brigade President's Commendation has been awarded to:

Alistar Mercy	1st Loughborough Company
John Starrett	1 st Comber Company (N Ireland)
Kyle Topping	1 st Bluestone Company (N Ireland)
Jordon Wilkinson	17 th North West Durham Company

The following awards have been gained through the year:

President's Badges	1958
Queen's Badges	551

Duke of Edinburgh's Award:

Bronze	311
Silver	176
Gold	69

TRAINING

The 2003-4 session saw the launch of two new training modules: 'Working With Four Year Olds' and 'Working With Challenging Behaviour'.

Following the Brigade Executive's decision to allow companies to admit four year olds, if so desired, a training course has been developed to provide the skills and knowledge required by leaders to be effective and safe when working with this age group. The course covers child development issues, extra safety awareness and programme planning. All companies wishing to work with four year olds must ensure that adequate numbers of leaders have completed this training.

In response to the many leaders who have asked for some training on working constructively with children and young people who display challenging behaviour, a one-day course is now available. The course encourages leaders to share experiences of the realities of working in sections where perhaps several children present 'challenges'. The training includes looking at ways of coping, different approaches in attitude and response as well as some simple practical steps to encourage and reinforce acceptable behaviours.

Disability Advice Network

The network of advisers is active in several areas, but we are still seeking BB leaders who possess experience in a range of disability issues to provide occasional support and advice to companies and individuals. We are seeking grant-aid to develop and expand the network, although the skills and enthusiasm of the network members are proving more effective than mere money! There is a designated area on the website for DAN, with downloadable information leaflets written especially for BB companies, and links to the specialist disability organisations.

PROGRAMME REVIEW

The work of the Programme Review Working Group has gathered pace during the year focusing on programme material for Anchors and Juniors. A consultation exercise was undertaken at the turn of the year, which was circulated to all BB companies. Responses gave great encouragement to the Working Group and some excellent feedback to the proposals for both Anchors and Juniors, and particularly for the new Anchor Activity Scheme. The new programme material will be available from October. The Brigade Executive is grateful to the members of the Programme working group for the work they have done on this new material.

Work has already started on the next stages of the review, which will focus on programmes for Company, Seniors/Amicus and NCO/Young Leader training. Again, the working group will consult widely in order to provide effective programme resources for companies that work with the 11+ age group.

TRAINING CENTRES

Felden Lodge

The house continues to be 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 regularly use Felden in June and July for environmental studies and new business continues to be received.

Carronvale

The major Development Scheme, launched in 1998 with a target of £2 million, was completed during the session, resulting in modern 'state of the art' facilities, which will serve the Brigade well into the future. The four-phase development incorporates a new recreation building with accompanying 'all weather' sports pitch, re-roofing of Carronvale House, provision of disabled access and support facilities, establishment of en-suite facilities in bedrooms and complete refurbishment of the main house; all of the completed works conform to the exacting standards of the 'A' listed status of the building. A large and representative gathering shared in a Service of Re-Dedication, where tribute was paid to those who had financially supported the development, incorporating Civic bodies, charitable trusts, industry, church congregations, individuals, Scottish BB Companies and Battalions. An additional element, to modernise the small residential extension built in the early 1960s, is planned during next session. Carronvale House is utilised extensively for Brigade National and Battalion training, over weekends and through purposeful marketing, local authorities and commercial bodies during mid-week, all of who appreciate and respect the new facilities available in the house and grounds.

Rathmore House

There have been a number of bookings during the session including BB training courses.

NATIONAL COMPETITIONS

The Competitions

The National Competitions are managed by a voluntary co-ordinator 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 2003-2004 competitions have involved companies from all Regions of the BB in the UK and Eire competing for: Badminton, Chess, Table Tennis, Five a side football (Junior and Senior) and Masterteam. The sportsmanship demonstrated this year has been of a very high standard. As ever, the enjoyment of the sporting challenges involves teams of enthusiastic young men who have been generously supported by leaders who have trained, driven and encouraged their teams.

Results:

Badminton	205 th Glasgow (Scotland)
Chess	7 th Edinburgh (Scotland)
Masterteam	14 th West Bromwich (England)
Table Tennis	2 nd Sutton in Ashfield (England)
Five a side Football (Senior)	55 th Manchester (England)
Five a side Football (Junior)	11 th Warrington (England)

Top Team Challenge

The winning company in the Top Team Challenge for the Company Section was 3rd Holywood (N Ireland). This competition was supported by 321 teams.

International Junior Section Team Games

This international competition for the Junior Section involved 144 teams and 2nd Annalong (N Ireland) was the winning company.

UK NATIONAL BAND CHAMPIONSHIPS

The fifth UK joint BB & GB Marching Band Championships took place on 5th June in Stoke-on-Trent. Changes to the rules did not dampen enthusiasm or lower standards as some 450 young people from BB and GB companies in Scotland and England enjoyed a great day of music. As usual there was a tremendous range of talent on show and performances included traditional drum and bugle, Eb trumpets, marching brass and three fife bands. It was good to see the encouragement and support given to each band that performed and the mutual respect between friendly rivals. The Executive wishes to express its appreciation to Mr John Hoddinott and his committee for their hard work in organising this event as well as volunteers from both organisations.

Results:

Newcomers' Trophy	10 th Wolverhampton BB/1 st Lanesfield GB
BB/GB Inspection (joint winners)	1 st South Shields GB, 1 st Morton BB/2 nd Morton GB, 4 th Newcastle upon Tyne GB
Ketch Cup (for music accuracy)	2 nd Burntwood BB/2 nd Burntwood GB
Beginners' Class	1 st Windy Nook GB
Novice Class	1 st Spalding GB/3 rd Spalding BB/Church Youth
Contest Class	1 st South Shields GB

Championship Class
 Cadet Class
 Open Class

2nd Burntwood BB/2nd Burntwood GB
 6th East Kilbride BB
 11th Northampton BB

REGIONAL REPORTS

England

The DfES awarded a grant of £31,206 for this current year under the NVYO scheme. The grant was to assist with the work of the Brigade's Disability Advice Network and the writing and production of the training material 'Working with Children with Challenging Behaviour'. The grant will also assist with the cost of the new programme material.

Joint working with The Girls' Brigade in England and Wales

The joint working with the GB in England and Wales continues with a joint grant from the DfES of £8200. Staff and key volunteers from both organisations meet from time to time on joint initiatives and share information and good practice. The GB played a major part in the planning and delivery of firm Foundations, the BB/GB flagship event for teenage members, and with the joint UK national Marching Band Championships.

Millennium Volunteers

Our application for funding from April 2004 to March 2006 was successful and the BB operates one of the few national projects under this scheme. The funding included provision of two full-time project workers to work alongside the project manager and Jennifer Earlington and Cynthia Allen began work on the project in the middle of June. The response to date from BB/GB companies and other organisations and groups has been excellent. Two of the specific aims of the project will be to increase the number of young people from ethnic minorities and young people with disabilities on the scheme.

Ten Pin Bowling Championships

Once again the event was held at the Bedford Megabowl and teams from all parts of the Brigade attended. The champions were 53rd Manchester Company with 5th Gloucester Company as runners up.

Under 14 5-a-side Football Competition

Once again this event was held in Nottingham. Fifteen teams took part and had an excellent day.

Results:	Winners' Cup	2 nd Ruislip Company
	Runners-up	16 th Northampton Company
	Top Goal Scorer	James Russell 16 th Northampton Company
	Best Sporting Team Trophy	25 th Nottingham Company
	Mini League	Joint team of 2 nd Colne and 1 st Church Companies

Athletics Competition

The 2004 competition was hosted by Birmingham Battalion and four Battalions took part.

Results:	Juniors:	Birmingham Battalion
	Intermediates:	Birmingham Battalion

Seniors: Halifax Battalion

Wales

The Boys' Brigade in Wales receives through the Wales Youth Agency core funding from the National Voluntary Youth Organisation Grant towards the cost of the one part-time member of staff and to assist with training costs.

During the year The Boys' Brigade in Wales has continued to look at how the work it does with young people related to the Welsh Assembly's Extending Entitlement.

The Secretary has served as a member of the Council for Wales Voluntary Youth Service (CWVYS) Executive and Training Committee and is its representative on the Young People's Partnership (YPP) in Cardiff. Leaders and young people are made aware that they are able to raise issues of concern with their YPP representative from their County Voluntary Councils (CVC) who are on the Children's or Young Peoples' Partnerships. One young member has been involved with his CVC looking at issues affecting young people.

In November 2003 a new group was formed for those aged 15-25 who are members or past members of The Boys' Brigade or Girls' Brigade with the aim to:

- i) provide opportunities for young people collectively to use their talents of music, Singing, Drama, Technical Abilities and Information Technology;
- ii) develop evangelical outreach, by promoting the involvement of young people in church services, which are arranged and delivered by them and aimed at young people, while being sensitive to the needs of all ages.

On 6th December the group 'Revival Cymru', led the Cardiff & Vale of Glamorgan Battalion Carol Service at the Christmas event with 250 children, young people and adults present.

Leader training has involved Youth Leader Training, Holiday Leadership and Campcraft, St John's First Aid Certificate, Equal Opportunities. Training provided for young people has included King George VI Youth Leader Training, Queen's Badge, Leadership 3 and 4, Duke of Edinburgh's Award Expedition.

Scotland

Scotland Committee

The management committee of The Boys' Brigade in Scotland consists of six geographically elected representatives, two co-opted under 26 representatives and two staff members. The committee oversee all activities and events in Scotland, in addition to contributing to the delivery of the Brigade's UK five-year Business Plan. The committee is grateful to the Scottish Executive for its financial support for their core work.

Training

Scottish training continues to be well supported throughout the country. During the year 290 officers and young leaders have attended courses at the National Training Centre at Carronvale, and 1350 attended local training courses run within the Licence to Train scheme,

which has helped strengthen the quality of training within Scotland.

With increased work and family commitments it is encouraging and greatly appreciated that local leaders give of their time freely to attend training courses to ensure that knowledge and skills are kept up to date. This in turn means that the boys can experience a quality programme provided by the volunteer leaders. Thanks are also extended to the volunteers who work tirelessly to ensure that the training provided is of a high standard.

The Scottish Bands Contest

The John Wright Sports Centre in East Kilbride provided a new venue for the competition this year. Chief Guest for the day was the Brigade President, who provided words of encouragement to all the bands and presented the trophies. The Bands' Committee appreciate the support of volunteers from East Kilbride Battalion and further afield for stewarding the contest and compiling the results and to the teams of adjudicators for their support and encouragement to the bands.

Results:

Trumpet/Bugle Contest	1 st Fraserburgh
Trumpet/Bugle Composite	217 th Gilbertfield
Flute Composite	2 nd Wishaw/4 th Carluke
Mini Pipe Band Contest	6 th /8 th Dundee 'A'
Mini Pipe Band Championship	1 st Troon 'B'
Pipe Contest	47 th Aberdeen
Pipe Championship	1 st Troon
Trumpet/Bugle Championships	4 th Dunfermline

Cross Country

Airdrie, Coatbridge & District Battalion hosted the 2004 event where 216 boys from 17 battalions competed. Grateful thanks are due to the battalion for the organisation of an excellent afternoon of fellowship with keenly contested races.

Results:

Junior winner	Stewart King, Paisley & District Battalion
Junior team winners	Glasgow Battalion
Intermediate winner	Gary Grieve, Wishaw & District Battalion
Intermediate team winners	Glasgow Battalion
Senior winner	Kyle Cowie, Banffshire Battalion
Senior team winners	Airdrie, Coatbridge & District Battalion

Visitations

During the year the two staff members from Scottish Headquarters have visited 22 out of the 31 battalions in Scotland to provide details of the Brigade's five-year Business Plan and to update on the development work at Carronvale House. The staff are grateful to all the battalions for the invitations to come and speak and for the warm welcomes received.

Seniors' Ten Pin Bowling

The eighth annual competition was held in Stirling in February. Fifteen teams from seven battalions took part with a team from Dunfermline & District Battalion, the eventual winners

in what was a closely fought contest.

Moderator's Visit

At the end of January the Moderator of the General Assembly of the Church of Scotland, The Right Revd Prof Iain R Torrance, visited Carronvale House. The moderator and his wife were given a presentation on Carronvale House by the Brigade President and they took the opportunity to mingle with the 30 senior BB and GB members who were also present before enjoying a number of demonstrations of BB and GB activities. The Moderator enjoyed his visit and was given a very positive picture of the two organisations.

Northern Ireland

The session under review could be referred to as a year of Consultation, Consolidation and Change.

There has been consultation at local and district level regarding the recommendations contained in the Facing the Future document culminating with a meeting of Battalion Presidents, Secretaries and members of the Northern Ireland District Council in January.

The '3 Areas Concept' under Consolidation provides an opportunity for equal representation in committee structures, reinforces greater opportunity for decision making at local level and provides the Areas with an 'equal say' in the running of the Brigade in Northern Ireland.

It has also been a year of Change. Mr Alex W Hunter, MBE retired as Northern Ireland National Director at the end of May, having served the Brigade for 36 years. His successor is The Revd George McClelland, until recently the Minister of Magheragall Presbyterian Church.

The good work that is carried out by officers at Company, Battalion and District level throughout the District is acknowledged and appreciated. Members in all sections enjoyed a year of company activities as well as taking part in various Battalion events. The District also participated in the National Competitions.

The five year Christian Education Programme is now in its third year and good relationships with the churches and respective denominations continue to be nurtured.

Leader training has involved training modules for those who work with four year olds, Disability, Drug Education and courses covering Youth Leader Training, Queen's Badge, Vaulting and Gymnastics, Expedition, KGVI, Drill Instructors/Judges, First Aid and 'Heartstart'.

A number of young people have indicated their willingness to join Platform – 'The Voice of BB Young people' and take part in the new Community Development Programme.

Republic of Ireland

Membership for the session under review is: 1096 boys, 235 officers and leaders, 44

companies.

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 €847.16 went to the Brigade International Extension Fund. Once again we are grateful to the Dean and Chapter for their continued support and co-operation with this service.

Training and Activities

The Training and Activities Committee continued the long tradition of providing inter-company activities throughout the District. A very successful 'Company in Action' course was held in Portlaoise and The Boy Activity weekend for all regions held in Ovoca Manor still proves to be a popular event. Competitions included: Scripture Course and Examination, Drill, Figure Marching, Swimming Gala, Indoor Football, Quiz and Basketball. Events included: Fun Day in Fort Lucan Adventure Playground and a visit to the Lambert Puppet Theatre.

CMSI Ireland Mission Appeal

'Pulse' was the name of the BB/CMS Ireland Mission Appeal Project for 2003. This project was taken up by the BB in Ireland and was both informative and challenging. The 'Pulse' project is based in Uganda and focussed on community health in the Luweero Diocese. The people of Uganda have suffered greatly over many years of war and HIV/AIDS. The community health programme will be used by the local church to educate people about the dangers of HIV/AIDS and to help them develop their own self-supporting ideas.

Finance

The very generous grant from the Department of Education Youth Service enables the promotion of the many and varied activities, especially in the areas of development, training and programme throughout the District. The continued support from the Department of Education and Science Youth Affairs Section for the substantial grant is also acknowledged. Grateful appreciation and thanks are also expressed for financial support, both individual and corporate.

INTERNATIONAL

International Forum

The Forum consists mainly of young leaders from the International Team who have been elected to the committee. During the past session, Edward Smithson (Leicester), Fraser Boyd (25th Stirling (Dunblane)), Laura Shears (11th Bristol) and Richard Kyle (135th Glasgow) have undertaken this role. The Forum has had a busy year in setting the foundations for new work in the form of the 'Un:covered' project in addition to bringing the 'On The Edge' initiative to a close. It is pleasing to report that the response to 'On The Edge' enabled some healthy donations to be made to the Global Fellowship for use in Jamaica and BGB Uganda.

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. The upper age limit on membership has served the Team well in both maintaining the flow of activities and more importantly, providing new members with an opportunity to take on key roles. With this in mind, recruitment is always a high priority.

General

The Brigade has participated in committee and trustee meetings of the Global Fellowship and European Fellowship. During the year the Global Fellowship undertook a consultation exercise in preparation for its triennial Council meeting in August. The Brigade Executive responded and expressed its support for the general approach that the Fellowship is adopting in fulfilling a central point of contact for BB member organisations around the world in addition to adopting greater efficiencies in transacting its trustee and administrative business.

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 jointly 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 'Actuate' (to bring about change) and the action certainly lived up to that. Speakers led the young people (and those not so young) on a progressive journey of understanding and challenge around the festival theme.

The worship sessions were led by Trish Morgan and her band and the Firm Foundations Worship Band comprising young leaders from the BB and GB. The festival offered various workshops and seminars and a full programme of physical activities. 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

The Cultybraggan Training Camp in Comrie was the venue for the sixth annual Crossover festival. 1070 young people and their leaders joined together, in glorious weather, for a fun filled, action-packed weekend of faith and fellowship. A number of Support Agencies helped provide a full and varied programme throughout the weekend, all well attended by the young people. The good weather made the outdoor activities and competitions even more appealing. Visitors over the weekend included the Brigade Secretary and Brigade President.

KJC

KJC continues to provide opportunities for young leaders from the age of 16 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.

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: the current International Team project 'Un:covered' concerns the issue of street children. This type of work has 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 Brigade's 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.

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, 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 £549,947 (2003: £600,921). After meeting all expenses the result was a surplus of £149,267 (2003: £88,979).

Loans

Officers, friends and Brigade companies have supported the Brigade over many years with interest free loans. The amount held at 31st March 2004 was £19,830 (2003: £21,830). The Executive wishes to record its thanks to all those who assisted in this way.

Grants Received

The Department for Education and Skills and Scottish Executive have continued to support the Brigade by grants received in the year to 31st March 2004 together with support from Local Authorities. The amount received was £511,639 (2003: £310,852) 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 £263,000 (6 April 2004), 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.



MEMBERSHIP STATISTICS – UK and Ireland

As at 30th September 2003

Total Boys 59,977
Total Leaders in companies 11,662

Boys

Anchor 19,186
Junior 20,616
Company 14,219
Senior 5,956

Leaders in Companies

Officers 7,549
Chaplains 1,265
Warrant Officers 2,179
Instructors 669

District/Battalion Office

Bearers & Reserve Officers 654

Total All Ranks 72,293

Denominations

No of Companies

Anglican 196
Baptist 194
Congregational 24
Methodist 404
Presbyterian 697
URC 94
Multi-denominational 51
Other 29
Undefined 25

Total: 1,714

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.