



Barbados Boy Scouts Association

(95th Member of The World Scout Conference)

National Scout Council Annual General Meeting 21st June, 2022

Every Action Counts





BARBADOS BOY SCOUTS ASSOCIATION

PATRON: H.E. The Most Honourable Dame Sandra Mason, FB, GCMG, DA, QC, LLD

CHIEF SCOUT: Sir Marston Gibson, KA

NATIONAL SCOUT COUNCIL

ANNUAL GENERAL MEETING

TUESDAY, 21ST JUNE, 2022 AT 5:15 P.M.

MAJOR NOOT HALL, COMBERMERE SCHOOL, ST. MICHAEL

AGENDA

PRESIDENT
Sir Marston Gibson, KA

CHIEF COMMISSIONER
Trevor DeT. A. Jones
Tel: (246) 230-9019
chief@barbadosscouts.org

INTERNATIONAL COMMISSIONER
Martin F. N. Taylor
international@barbadosscouts.org

HON. SECRETARY
Marguerite Fenty
secretary@barbadosscouts.org

HON. TREASURER
Wendy Cadogan-Hoyte
treasurer@barbadosscouts.org

1. Invocation
2. Welcome
3. Excuses of Absence
4. Confirmation of the Minutes of the Annual General Meeting held on 22nd June, 2021.
5. Matters arising from the Minutes of the Annual General Meeting held on 22nd June, 2021.
6. Confirmation of the Minutes of the Extraordinary General Meeting held on 16th November, 2021.
7. Matters arising from the Minutes of the Extraordinary General Meeting held on 16th November, 2021.
8. Consideration of the following:
 - (a) Report of the Chief Commissioner for the period 1st April, 2021 – 31st March, 2022.
 - (b) Audited Balance Sheet and Statement of Accounts for the period 1st April, 2021 to 31st March, 2022.
 - (c) Budgetary Proposals for 2022 – 2023.
9. Election of the following Officers to serve during the year 2022 – 2023.
 - (a) President
 - (b) Three Vice Presidents
 - (c) Honorary Secretary
 - (d) Honorary Treasurer
10. Nomination of Representatives of the District Councils.
11. Nomination of Representatives from other Organizations 2022 – 2023.
12. Election of ten (10) Associate Members to serve on the National Executive Committee.
13. Appointment of citizens who have indicated willingness to serve on the National Council for the year 2022 – 2023.
14. Appointment of Auditor for the year 2022 – 2023.
15. Remarks from the Chief Scout and President, Sir Marston Gibson, KA.
16. End of Meeting.

“HAZELWOOD”, UPPER COLLYMORE ROCK, ST. MICHAEL BB14004, BARBADOS.

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BARBADOS BOY SCOUTS ASSOCIATION
MINUTES OF THE ANNUAL GENERAL MEETING
HELD ON 22ND JUNE, 2021

ATTENDANCE:

Sir Marston Gibson, K.A. - Chief Scout and President, BBSA (Chairman)
Mr. Trevor DeT. A. Jones - Chief Commissioner
Mr. Ricardo Gittens - 1st Vice President
Mr. Michael Arthur - 3rd Vice President
Ms. Marguerite Fenty - Honorary Secretary
Mrs. Wendy Cadogan-Hoyte - Honorary Treasurer
Mr. Berkley Greenidge - Auditor
Mr. Lionel Weekes - NEC Member
Mr. Jason King - Scouter Bridgetown
Ms. Alicia Goodman-Hinds - Scouter North
Ms. Edwena Armstrong - Honorary Commissioner
Mr. Martin Taylor - Deputy International Commissioner
Ms. Marva Cobham - National Training Commissioner
Mr. Anthony Archer - ACC
Mr. Stephen Sobers - ACC
Mrs. Sonia A Jones - DC Bridgetown
Mr. Courtney Shepherd - DC North
Mrs. Gloria Bryan - DC South
Mrs. Monique Scantlebury-Hinds - Chair, National Beaver Scout Committee & ADC B'town
Mr. Cedric Mayers - Chair, National Venture Scout Committee & DDC Bridgetown
Mr. Dwayne Worrell - Chair, National Communications & PR Committee & ADC North
Mrs. Carolyn Maynard - Chair, National Youth Programme Committee & ADC South
Mrs. Gloria Cadogan - ADC Bridgetown
Mrs. Enid King - ADC Bridgetown
Mr. Don O'Brian Layne - ADC Bridgetown
Mrs. Jacqueline Millar - ADC Bridgetown
Mr. Fabian Norville - ADC Bridgetown
Ms. Celestine Straker - ADC Bridgetown
Mrs. Pauline Holder - DDC South
Mrs. Lillian Savoury - DDC South
Mrs. Kathy-Ann Alleyne - ADC South
Mrs. Nadia Skeete - GGAB & NTFW Representative
Mrs. Wendy Greenidge - NCSA Representative

Mr. Andre Layne - Scouter Bridgetown
Mr. Akiel Alleyne - Scouter Bridgetown

The meeting was called to order at 5.15 p.m. and was chaired by the Chief Scout and President of the BBSA, Sir Marston Gibson.

Item 1: Invocation

Prayers were led by Mr. Martin Taylor, ACC.

Item 2: Welcome

The Chairman, Sir Marston Gibson extended a warm and hearty welcome to each member attending the Annual General Meeting of the BBSA. He noted that the AGM of June 2020 had to be facilitated on the Zoom platform on account of the COVID-19 pandemic. He expressed pleasure that the BBSA was actually meeting face to face for the 2021 AGM.

Item 3: Excuses of absence

Excuses were offered for the absence of Mr. Velmo Cadogan (2nd VP), Ms. Maria Lashley (NEC), Mrs. Heather Linton (NEC), Dr. Nigel Taylor (CCE), Lt. Col. Owen Springer (HCC), Mrs. Sandra Alleyne – Richards (ACC), Mrs. Cheryl Callender (ACC), Mr. Lavonne Hinds (ADC North) and Mr. Danny Babb (C-NSC & ADC North).

Mr. Dwayne Worrell (C-NCPRC & ADC North) was expected to join the meeting later.

Item 4: Confirmation of the Minutes of the Annual General Meeting held on 23rd June, 2020

Corrections/Amendments:

Page 1 - An 's' was added to the name 'Stephen Sober'.

The name 'Mr. Michael Arthur' was added to the Attendance section.

Page 2 - 'Edinburg' was corrected to read 'Edinburgh's'.

Page 5 - Item 10, Paragraph 1 - The name 'Adrian McClean' was replaced with 'Karen McClean'.

Paragraph 2 - The word 'six' replaced the word 'seven' in line 1.

The minutes of the Annual General Meeting of 23rd June, 2020, as amended, were confirmed on a motion by Mr. Martin Taylor and seconded by Mr. Ricardo Gittens. The motion was carried.

Item 5: Matters Arising from the Minutes

The Chief Commissioner informed members that the Audited Financial Statements for 2019-2020 had been accepted and approved at a meeting of the Executive in September.

Item 6: Consideration of the following:

(a) Report of the Chief Commissioner for the period 1st April, 2020 – 31st March, 2021

The Report was presented by Chief Commissioner, Mr. Trevor DeT. A. Jones. (The complete report was submitted electronically to members of the AGM prior to the convening of the said AGM.)

In his report the Chief Commissioner in summary form, highlighted the achievements of the Association as well as the challenges faced during the period under review. These included operational aspects in all Sections.

Chairman, Sir Marston Gibson thanked the Chief Commissioner, Mr. Trevor DeT. A. Jones for his comprehensive report for the period 1st April, 2020 to 31st March 2021.

(b) Audited Balance Sheet and Statement of Accounts for the period 1st April, 2020 to 31st March, 2021

Mr. Berkeley Greenidge presented the audited financial statements for the year ended 31st March 2021.

It was noted that during the year under review, the BBSA received two subventions, inclusive of one related to the previous year. This greatly assisted in reducing the deficit. The Scout Shop had to be closed on account of the pandemic, thus creating a loss in revenue of approximately \$15,000.00.

Chair and Chief Scout, Sir Marston Gibson thanked the auditor for his report and invited questions from members.

A motion for the acceptance of the Audited Balance Sheet and Statement of Accounts for the period 1st April, 2020 to 31st March 2021 was moved by Mrs. Sonia Moe-Jones and seconded by Mr. Jason King. The motion was carried.

(c) Budgetary Proposals for 2021 - 2022

The Treasurer, Mrs. Wendy Cadogan-Hoyte presented the Budgetary Proposals for the year April 2021 to March 2022.

She informed that there were several ideas and projects to look at for the year ahead with a view to raising much needed funds. An appeal would also be made to Corporate Barbados for donations. Current expenditure would also be reviewed to explore the possibility of a reduction in expenses. The cost of utilities was expected to reduce since energy saving devices had been installed.

The Chief Commissioner, Mr. Trevor DeT. A. Jones noted that the Budget had been circulated prior to the meeting. He highlighted the need for fundraising, more covenants and marketing of the property with a view to attracting rental of the property.

The motion for the acceptance of the Budgetary proposals was moved by Mr. Martin Taylor and seconded by Mr. Michael Arthur and unanimously approved.

Item 7: Election of the following Officers to serve during the year 2020- 2021

(a) President

Sir Marston Gibson was unanimously elected to the post of President having been nominated by Chief Commissioner, Mr. Trevor DeT. A. Jones.

(b) Three Vice Presidents

The Chief Commissioner, Mr. Trevor DeT. A. Jones nominated three Vice Presidents as follows:

Mr. Ricardo Gittens	1st Vice President
Mr. Velmo Cadogan	2nd Vice President
Mr. Michael Arthur	3rd Vice President

The three Vice Presidents were unanimously elected on a motion proposed by Chief Commissioner, Mr. Trevor DeT A Jones and seconded by Mr. Martin Taylor.

(c) Honorary Secretary

Mrs. Marguerite Fenty was unanimously elected on a motion proposed by Chief Commissioner, Mr. Trevor DeT. A. Jones and seconded by Ms. Marva Cobham.

(d) Honorary Treasurer

Mrs. Wendy Cadogan-Hoyte was unanimously elected on a motion proposed by Chief Commissioner, Mr. Trevor DeT. A. Jones and seconded by Mrs. Marguerite Fenty.

Item 8: Nomination of Representatives of the District Councils

Mrs. Sonia Moe-Jones, DC of the Bridgetown District, nominated the District's Chairman Mr. Lionel Weekes and Scouter Mr. Andre Layne as the Bridgetown District's representatives to the National Scout Council.

Mr. Courtney Shepherd, DC of the Northern District, nominated the District's Chairman Mr. Stephen Miller and Scouter Ms. Alicia Goodman-Hinds as the Northern District's representatives to the National Scout Council.

The nomination of Representatives for the Southern District was deferred to the next Executive meeting at the request of Mrs. Gloria Bryan, DC of the Southern District.

The representatives of the Bridgetown and the Northern Districts were duly ratified for the year 2021 to 2022.

Item 9: Nomination of Representatives from other Organisations for 2021-2022

The following persons were nominated to serve as Representatives from other organisations for the year 2021-2022:

Mrs. Nadia Skeete - The Girl Guide Association of Barbados and the National Task Force on Wellness
Ms. Andrea Titus - Ministry of Youth and Community Empowerment
Mrs. Wendy Greenidge - National Council on Substance Abuse

Mr. Dwight Moseley - Heart and Stroke Foundation Barbados

Mr. Tremaine Rouse - Barbados Red Cross Society

The Chief Commissioner noted that representatives from other organisations had been invited to be nominated to the National Scout Council, however responses had not been received from them. These included:

Ministry of Education, Technological and Vocational Training

Barbados Defence Force

Royal Barbados Police Force

Barbados Fire Service

Duke of Edinburgh International Award of Barbados

St. John's Ambulance Brigade

It was agreed that the nominations of these additional representatives be deferred for consideration at the next National Executive Committee meeting.

Item 10: Election of Ten Lay Members to serve on the National Executive Committee

Mrs. Heather Linton, Mr. Lionel Weekes, Mrs. Karen McClean and Mrs. Maria Lashley were nominated to serve as lay members on the National Executive Committee.

The Chief Scout noted that the NEC will assume greater importance in terms of several areas. It would therefore be necessary to make every effort to fill the remaining six positions on the Executive.

A motion for the acceptance of the four lay members to serve on the National Executive Committee was moved by Mrs. Marguerite Fenty and seconded by Mrs. Sonia Moe-Jones. The motion was carried.

Item 11: Appointment of Citizens who have indicated a willingness to serve on the National Council for the year 2020-2021

This item was deferred to the next National Executive Committee meeting.

Item 12: Appointment of Auditor for the year 2020 – 2021

A motion for the appointment of Mr. Berkeley Greenidge as Auditor for the ensuing year was moved by the Honorary Treasurer, Mrs. Wendy Cadogan-Hoyte and seconded by the Honorary Secretary, Mrs. Marguerite Fenty. The vote was unanimous.

Item 13: Remarks from the Chief Scout and President, Sir Marston Gibson, K.A.

Chief Scout and President, Sir Marston Gibson, thanked all for the confidence reposed in him as President and Chief Scout. He noted that the year just past, had been quite challenging. However, the BBSA had been able to weather the storm as expected. He noted the need to resume fundraising and to have the Scout Shop fully functional again.

He noted that some overseas Scouting bodies were going through a rough period. He opined that the BBSA had done quite well in comparison to those bodies. He looked forward to working continuously with the team. He also pledged to make the BBSA the

premiere association for the nurturing of young boys and men, in making them productive citizens of Barbados.

The Chief Scout wished all God's richest blessings.

Item 14: End of Meeting

The Chief Scout and Chair, Sir Marston Gibson thanked all for attending the meeting.

The meeting concluded at 7.06 p.m.

.....
Marguerite Fenty
Honorary Secretary

.....
Sir Marston Gibson, KA
Chairman/Chief Scout

BARBADOS BOY SCOUTS ASSOCIATION
MINUTES OF THE EXTRAORDINARY GENERAL MEETING
HELD ON 16TH NOVEMBER, 2021

ATTENDANCE:

Sir Marston Gibson, K.A. - Chief Scout and President
Mr. Trevor DeT. A. Jones - Chief Commissioner
Mr. Ricardo Gittens - 1st Vice President
Mr. Michael Arthur - 3rd Vice President
Mrs. Marguerite Fenty - Honorary Secretary
Mrs. Wendy Cadogan-Hoyte - Honorary Treasurer
Mrs. Eleanor Brathwaite - NEC Member
Mrs. Heather Linton - NEC Member
Mr. Lionel Weekes - NEC Member & Chair, BDSC
Dr. Nigel Taylor - Chief Commissioner Emeritus
Lt. Col. V. Owen Springer, Honorary Chief Commissioner
Mr. Martin Taylor - Deputy International Commissioner
Ms. Marva Cobham - National Training Commissioner
Mrs. Sandra Alleyne-Richards - ACC
Mr. E. Anthony Archer - ACC
Mrs. Sonia Moe-Jones - DC Bridgetown
Mrs. Gloria Bryan - DC South
Mrs. Monique Scantlebury - Hinds - Chair, National Beaver Scout Committee & ADC B'town
Mr. Danny S.A. Babb - Chair, National Scout Committee & ADC North
Mr. Cedric Mayers - Chair, National Venture Scout Committee & DDC Bridgetown
Mr. Dwayne Worrell - Chair, National Communications & PR Committee & ADC North
Mrs. Carolyn Maynard - Chair, National Youth Programme Committee & ADC South
Ms. Sandreen Scantlebury - DDC Bridgetown
Mrs. Gloria Cadogan - ADC Bridgetown
Mr. Ryan Charlemagne - ADC Bridgetown
Mrs. Andrea Cheltenham - ADC Bridgetown
Mrs. Enid King - ADC Bridgetown
Mr. Don O'Brian Layne - ADC Bridgetown
Mrs. Jacqueline Millar - ADC Bridgetown
Mr. Fabian Norville - ADC Bridgetown
Mr. Lavonne Hinds - ADC North
Mrs. Pamala Maynard-Harewood - ADC North
Mr. Richard Perkins - ADC North

Mrs. Pauline Holder - DDC South
Mrs. Abigail Trotman - ADC South
Mrs. Cassandra Knight - ADC South
Ms. Andrea Harewood - ADC South
Mr. Julian Trotman - Chair, SDSC
Mr. Andre Layne - Scouter Bridgetown
Mr. Jason King - DS Bridgetown
Mrs. Nadia Skeete - Chief Commissioner, GGAB & NTFW Representative
Mrs. Wendy Greenidge - NCSA Representative
Mr. Stephen Holder

Chief Scout and Chair, Sir. Marston Gibson called the meeting to order at 5.30 p.m. on the Zoom platform.

Item 1: Invocation

Prayers were offered by International Commissioner, Mr. Martin Taylor.

Item 2: Welcome

Chief Scout and Chair, Sir. Marston Gibson warmly welcomed all to the Extraordinary National Scout Council meeting to approve changes to the Constitution of the BBSA, considering the impending change from monarchical to republic form of government for Barbados.

Item 3: Excuses of absence

The Chief Commissioner, Mr. Trevor DeT. A. Jones made an excuse for the absence of our Patron, the Most Hon. Dame Sandra Mason, who was experiencing technical problems in accessing the Zoom platform. He noted that she had read the document and had a few points for discussion. He indicated that he would forward a report of the meeting to Her Excellency Dame Sandra after the meeting.

Excuses of absence were also made for Mr. Velmo Cadogan (3rd Vice President), Mrs. Cheryl Callender (ACC) and Mr. Sylvester Blackman (ADC North).

Excuses of lateness were offered for Mr. Courtenay Shepherd (DC North), Miss Alicia Goodman-Hinds (Scouter North), Miss Sandreen Scantlebury (DDC Bridgetown), Mr. Stephen Miller (Chair, NDSC) and Mrs. Kathy-Ann Alleyne (ADC South).

Item 4: Establishment of a Quorum

The Chief Commissioner, Mr. Trevor DeT. A. Jones confirmed that there were thirty (30) members present at the time thus establishing a quorum.

Item 5: Consideration of the proposed amendments to the National Scout Constitution of the Barbados Boy Scouts Association

The Chief Commissioner informed members that the necessary due diligence had been done prior to the meeting. Members had been given the required notice of the amendments with the proposals being sent by email to some members. Hard copies of the amendments were also sent to those who did not acknowledge receipt of the email and to those who requested one.

The Chief Commissioner thanked the Governance Committee for completing the document in good time.

Members discussed the proposed amendments and approved the following amendments to the National Scout Constitution:

- All references to “Policy, Organisation and Rules” have been changed to “Regulations and Rules”.
- Article I – No changes.
- Article II 3 and 4 – Changed to only state the Promise and Law for the Scout Section. Alternative wording will be in Regulations & Rules (R&R). This is recommended by WOSM.
- Article II 3 – The phrase “The Queen” has been removed from the Promise.
- Article II 5 – Inserted to state that alternative wording for the younger Sections persons and persons of other faiths will be in R&R.
- Article II 6 – The old 5 renumbered because of the above insertion.
- Article III 5 – Changed to state that the Executive can sanction uniformed members to participate in fund raising. Although this is not the preferred method it has happened on a few occasions.
- Article III 6 (d) – Corrected the spelling of “World” and reworded the end of the sentence to state “the members of WOSM”.
- Article IV = Title amended to include Patron.
- Article IV 1 – Replaced “debar” with “preclude” and “if” with “when”.
- Article IV 2 - Added to establish the title of Patron.
- Article V – Unchanged.
- Article V 2 – Removed the phrase “for the time being”
- Article VI 1– Amended to allow the appointment of two (2) Deputy Chief Commissioners. This requires similar changes in VI 2, VI 3 (b), VI 4 (b), VII 1, VIII (c), and IX 2.
- Article VI 2 – Removed the phrase “at any time”. Replaced the phrase “to act of the Chief Commissioner” with “of the Chief Commissioner to perform his duties”. Removed the phrase “for the time being”
- Article VI 3 (k) – Added to allow additional responsibilities to be assigned to the Chief Commissioner by R&R.

- Article VI 5 – Added to allow the appointment of Honorary Commissioners.
- Article VII 1 – List of Ex Officio members amended to include the Patron, the Deputy District Commissioners, and the Honorary Commissioners.
- Article VII 2, 3rd Paragraph – Voting rules changed to reflect those in R&R and WOSM Constitution. Second sentence removed and placed in the 4th paragraph. Similar changes have been made to VII 4.
- Article VII 2, 4th Paragraph – Removed the word “casual”.
- Article VIII – Unchanged.
- Article IX – Unchanged.
- Article X 3 – Changed to remove the phrase “by registered post”.
- Article XI – Title changed to Regulations and Rules.
- Article XI 2 – Removed as the Regulations and Rules should be in effect by the time this document is approved.
- Article XII – Removed clauses relating to the transfer from the Barbados Branch to the National Scout Council.

The above amendments to the National Scout Council Constitution were adopted on a motion by Mr. Martin Taylor and seconded by Mr. Lionel Weekes. The vote was accepted by more than a two-thirds majority. There were 10 abstentions. The motion was carried.

Item 6: Any Other Business

There was no other business to be discussed.

Item 7: Remarks from the Chief Scout and President, Sir. Marston Gibson K A.

Chief Scout and President Sir. Marston Gibson expressed his pleasure at being able to contribute to the review of the BBSA Constitution which has governed the Association for so many years. He thanked Chairman of the Governance Committee Mr. Michael Arthur and all members of the Committee for their participation in the exercise just completed. He noted that the new document would be made available shortly.

Item 8: End of Meeting

Chairman and Chief Scout, Sir Marston Gibson thanked all for their participation in the meeting and urged them to continue to be safe and follow the protocols. He then closed the meeting with prayer at 6. 30 p.m.

.....
 Marguerite Fenty
 Honorary Secretary

.....
 Sir Marston Gibson, KA
 Chairman/Chief Scout



Barbados Boy Scouts Association

(95th Member of The World Scout Conference)

Chief Commissioner's Report April 2021 – March 2022

Every Action Counts



BARBADOS BOY SCOUTS ASSOCIATION NATIONAL TEAM 2021-2022

PATRON

H.E. The Most Honourable Dame Sandra Mason, FB, GCMG, DA, QC, LLD

CHIEF SCOUT & PRESIDENT

Hon. Sir Marston Gibson, K.A.

HONORARY CHIEF SCOUT

H.E. Sir Elliott Belgrave, GCMG, K.A.

VICE PRESIDENTS

Mr. Ricardo Gittens

Mr. Velmo Cadogan

Mr. Michael Arthur

CHAIRMAN OF THE NATIONAL EXECUTIVE COMMITTEE

Hon. Sir Marston Gibson, K.A.

CHIEF COMMISSIONER

Mr. Trevor DeT. A. Jones

INTERNATIONAL COMMISSIONER

Mr. Martin F. N. Taylor

HONORARY SECRETARY

Mrs. Marguerite Fenty

HONORARY TREASURER

Mrs. Wendy Cadogan-Hoyte

AUDITOR

Mr. Berkeley Greenidge, F.C.C.A., C.A., C.I.S.A.

EXECUTIVE COMMITTEE MEMBERS

Mrs. Karen Bishop-McClean

Mrs. Maria Lashley

Mrs. Eleanor Brathwaite

Mrs. Heather Linton

Ms. Deandra Frederick

Mr. Lionel Weekes

CHIEF COMMISSIONER EMERITUS

Dr. Nigel L. Taylor, SCM

HONORARY CHIEF COMMISSIONER

Lt. Col. V. Owen Springer, SCM

NATIONAL TRAINING COMMISSIONER

Ms. Marva Cobham

ASSISTANT CHIEF COMMISSIONERS

Mrs. Sandra Alleyne-Richards (HQ Administration)

Mr. E. Anthony Archer (Special Assignments)

Mr. Christopher Brathwaite (Youth)

Mrs. Cheryl Callender (General Duties)

Mr. Stephen Sobers (Property Development)

HONORARY COMMISSIONERS

Miss. Edwena Armstrong, SCM

Mrs. Joan Blunte

Mrs. Joan Pinder

DISTRICT COMMISSIONERS:

Mrs. Sonia Jones (Bridgetown District)

Mr. Courtney Shepherd (Northern District)

Mrs. Gloria Bryan (Southern District)

SECTIONAL COMMITTEES CHAIRS:

Mrs. Monique Scantlebury-Hinds, ADC (Beaver Scout)

Mr. Mark Green, ADC (Cub Scout)

Mr. Danny Babb, ADC (Scout)

Mr. Cedric Mayers, DDC (Venture Scout)

COMMUNICATIONS & PR COMMITTEE CHAIR:

Mr. Dwayne Worrell ADC

NATIONAL YOUTH ENGAGEMENT COMMITTEE CHAIR:

Mr. Christopher Brathwaite, ACC

NATIONAL YOUTH PROGRAMME COMMITTEE CHAIR:

Mrs. Carolyn Maynard, ADC

NATIONAL SCOUTERS:

Mr. Ryan Charlemagne, ADC
Mr. Sylvester Blackman, ADC
Mr. Lavonne Hinds, ADC

HEAD OF SAFEGUARDING

Lt. Col. Junior S. Browne

NATIONAL APPOINTMENTS ADVISORY COMMITTEE CHAIR

Mr. Richard R. Perkins, ADC

NATIONAL AWARDS COMMITTEE CHAIR

Mr. E. Anthony Archer, ACC

NATIONAL FINANCE COMMITTEE CHAIR

Mrs. Wendy Cadogan-Hoyte, HT

NATIONAL GOVERNANCE COMMITTEE CHAIR

Mr. Michael Arthur, 3rd VP

NATIONAL SAFEGUARDING TEAM CHAIR

Lt. Col. Junior S. Browne, HSG

NATIONAL UNIFORM COMMITTEE CHAIR

Mr. Ricardo Gittens, 2nd VP

PROPERTY DEVELOPMENT COMMITTEE CHAIR

Mr. Stephen Sobers, ACC

SCOUT SHOP COMMITTEE CHAIR

Mr. Ricardo Gittens, 2nd VP

SCOUT SHOP MANAGER

Mr. Ryan Charlemagne, ADC

BARBADOS BOY SCOUTS ASSOCIATION

CHIEF COMMISSIONER'S REPORT

APRIL 2021 – MARCH 2022

The past year has been very challenging for our Association. In fact, it has been challenging for everyone. However, we stayed focus on the task at hand. As our 8th Scout Law states “A Scout is cheerful especially in the face of difficulty.” Our theme for the year was our guide and we made sure that every action counted, regardless of how small, as we worked towards our goals. Scouting continued mostly in a virtual format with some face-to-face activities based on what the protocols allowed at the time. All of our Groups were not able to make the transition to virtual meetings, but those Groups were in the minority. Despite the challenges, we were able to maintain 65% of our membership.

At Headquarters we continued to use this period to review and revise our operations. To date we have:

- Continued to make the transition to a paperless system;
- Published our Regulations & Rules (R&R) in one document;
- Amended our constitution to reflect the country's transition to a republic;
- Initiated a total review and revision of our Youth Programme;
- Started the revision of our Adult Training Programme to make it more user-friendly;
- Re-established the National Finance Committee;
- Appointed a youth member to the National Team as the National Youth Commissioner;
- Established a Subcommittee to develop a National Youth Engagement Policy for the Association;
- Established a system where posts at Headquarters are advertised among the membership;
- Appointed a Head of Safeguarding and are in the process of establishing a National Safeguarding Team; and
- Appointed a Chair and Secretary for the National Appointments Advisory Committee and are in the process of establishing the Committee.

In October, the Chief Scout and I had an audience with HE Dame Sandra Mason, then Governor General of Barbados, and Patron of our Association. This was the second meeting with Her Excellency after my appointment and we discussed Scouting in Barbados during the pandemic and the progress made with the development plans for the Association and Hazelwood. During the discussions, Dame Sandra offered her insights on the progress being made with the development plans, the publishing of our Regulations & Rules and the proposed amendments to the Association's Constitution. She proposed that we should consider making a direct appeal as a means of increasing funding. The appeal would be focused to certain citizens and former members who would have benefited directly or indirectly from Scouting over the years. Her proposal was accepted by the National Executive and the Finance Committee charged with developing and executing the idea.

2 Barbados Boy Scouts Association

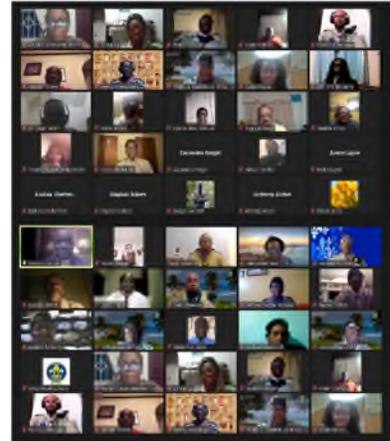
On 1st August the government announced that Barbados would become a republic on 30th November, 2021. Although this was expected, prior to this announcement details about the timeframe and type of republic were not known. This announcement required us to amend our constitution to remove “Duty to the Queen” from the Scout Promise. It was our intention that once we knew the details of the type of republic we would have, a full review of the constitution would be completed. However, given the short timeframe this was not possible, but we were able to use the opportunity to make minor adjustments to the document.

The initial draft amendments were prepared and sent to the Governance Committee to be vetted on 3rd August. At the Executive Meeting held on 17th August, the revised draft from the Committee was discussed and further revised. On 27th August, the third draft was circulated to the membership giving them the opportunity comment on the amendments. On 5th September, the final draft amendments were circulated to the members of the National Scout Council providing them with more than 2 months’ notice of the proposed constitutional amendments as is required by the constitution. The amendments were circulated electronically and those persons who did not acknowledge receipt or request a hard copy, had a hard copy delivered to them by hand by the 2-month deadline.

The Extraordinary General Meeting to approve the amendments was held on 16th November and the Council approved the amendments. It should be noted that our plan to fully revised our constitution will still be done during the coming year. This review will require us to look at the wording of the stated principles of Scouting, the composition of the Council, and the election terms and functions of the Executive.

Amending the Constitution required us to publish our regulations and rules prior to the amendment as that document is referenced by the amended constitution. On 31st October we published Regulations & Rules of the Barbados Boy Scouts Association. Most of the regulations and rules became effective on 15th November, while the remaining one (printed in blue) became effective on 31st January. The document is based on the Policy, Organisation and Rules of the UK Scout Association, which was our “rule” book, and amended with are local regulations, rules and customs to produce the final document. This proved to be a monumental task and only 11 Chapters were completed. The remaining 4 Chapter will be added as they are completed. I would like to express my appreciation to the Governance Committee for the work they did in getting the R&R and the constitutional amendments completed by the required deadlines. They are still busy working on the compilation of the Information Sheets. These sheets which are reference by R&R, supply supplementary information on the regulations and rules in everyday language.

On 9th March, 2022 we marked the 110th anniversary of the registration of the first Scout Troop in Barbados at the Combermere School. We are celebrating 110 years of unbroken service to our country. Few organisations in Barbados can make that claim. Our celebrations of this momentous occasion began during Scout Month in March, and we will continue until Scout Month next year. To commemorate this milestone, we created a special 110th Anniversary Logo. The logo, which depicts our youth



members from all 4 Sections, was launched at our Annual Founder's day Service. During the year it will be used on our letterheads and all promotional materials. The activities held during Scout Month will be detailed later in the report

1. SECTIONAL REPORTS

This year I will not report on the progress of the Sections individually as they all faced the same challenges. As stated earlier, Scouting continued mostly in a virtual format. However, they were some face-to-face activities during the period when the protocols allowed such activities. Some Groups still struggled to make the transition to virtual meetings. Although the necessary equipment and internet access was a problem for some, one of the major challenges was online fatigue experienced by the boys and their parents after a whole day of online classes and/or work. The thought of another online meeting was not appealing regardless of what it was. As a result, even those who transitioned to a virtual format, did not have the full participation of their members.

During the "lulls" in the pandemic some Groups were able to have limited face-to-face activities while adhering to the protocols. These included meetings, tours, beach clean-ups, tree plantings and kite making & flying. As we go into the new year and more of the country opens up, we will need to chart a way forward to safely return to our regular meetings and activities.

Sectional Awards

During the previous year there were a number of submissions for the Chief Scout's Bronze Award, Mahogany Award and Chief Scout's Award. However due to the pandemic it was not possible to complete the interviews and presentation before the end of the year. Those interviews were completed in April and the Awards presented at a ceremony in May.

Once again, the deadline for submissions for this year's Sectional Awards has been extended. By the end of March the final number of submissions would not have been known and the interviews and presentations are expected to be completed early in the new year.

PwC Awards

The PricewaterhouseCoopers Award for Most Outstanding Scout for 2020 was presented in May to Christopher Johnson of the Bay Scout Troop. By the end of the year a decision had not been made on whether the Award for 2021 would be presented. This will be determined early in the coming year once the submissions for the Chief Scout's Award have been received.



Once again, it was decided to suspend the PricewaterhouseCoopers Award for the Most Outstanding Troop for 2021 as most Troops did not function during 2021.

DEIA Awards

Zachary Hoyte successfully completed the Bronze Standard of The Duke of Edinburgh's International Award this year. Zachary is a member of the Bridgetown District Venture Scout Unit and the First Barbados Sea Scouts Scout Group. At a ceremony in March, he was presented

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with his Award along with Lael Charles and Micah Grosvenor who were presented with their previously completed Silver Awards.

2. ADULTS IN SCOUTING

Another change in this report is the renaming of this section from “Training” to “Adults in Scouting”. In the past our main focus on our adult members was training. However, as we move towards the WOSM standard of developing and adopting an Adults In Scouting (AiS) Policy we will have to change how we view and engage our adult members. This policy will set the guideline on how we manage our adults from recruitment to retirement. With the publishing of R&R, some aspects of an AiS Policy have been included such as vetting and training.

Currently, our National Leader Trainer is responsible for all AiS matters. However, in the near future, I see the separation of duties where we will have an Assistant Chief Commissioner for AiS, separate and distinct from the National Leader Trainer.

2.1 ADULT TRAINING

The COVID-19 pandemic continued to impact our local Training schedule. However, members of the Training Team have been working feverishly on updating and preparing training modules to be used across the courses in the future. Some of these modules will be completed online and some face-to-face.

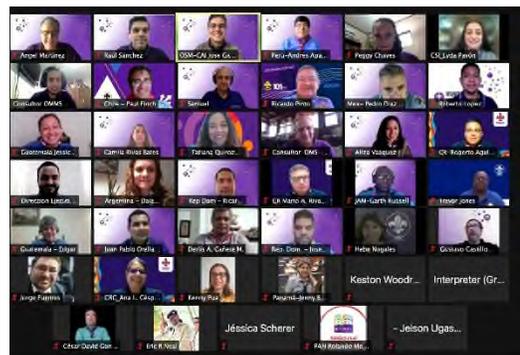
The Team has completed updates to all four modules of the initial Course and the first two of the Explanatory. In addition, the Safe from Harm Training Course for all the sections is completed and awaiting vetting. They are reviewing a number of platforms to select a suitable one to upload the online modules. This should be completed early in the new year so the modules will be ready for access by our adult members. It should be noted that this access will not only be available to uniformed Leaders but to all adults. All adults whether Members, Associate Members or volunteers must complete a level of training commensurate to their role in Scouting.

The Safe from Harm Policy draft has been submitted to the relevant Committee for updating and correlation with R&R and we look forward to having it published and the corresponding course available soon.

WOSM

WOSM and the Interamerican Region continues to host a series of Virtual Workshops and Webinars to assist the National Associations during the pandemic. These sessions covered a wide range of topics which enabled adults and youth members to participate and gain valuable knowledge and skills. These included:

- Safe from Harm Workshop (2-days)
- Networks Workshop (2-days)
- Update Course for Trainers (5-months)



- Scouts Donation Platform Webinar
- Training in Management of National Scout Organisations (NSOs) (4-weeks)
- GSAT Self-assessment Workshop (1-day)
- Regional Risk Management Workshop (4-days)

The knowledge and experiences gained by our members who participated, will help guide the policies and procedures we are developing for our Association. In most cases it will provide a new perspective through interaction with the other regional participants on the courses. In the coming year we continue to maximise our participation in all of the available opportunities.

3. EVENTS & PROJECTS

Over the last year were able to hold a few more activities than we did the previous year. The national COVID-19 protocols and restriction still made it impossible to hold some of our regular activities. The annual Promotional March could not be held and the participation in the National Remembrance Day Parade was once again restricted to only the Colour Guard. Activities at Group and District level continued to be severely impacted. In addition, members were able to participate in a number of regional and international Scouting events other than the training events. Details of these events are as follows:

3.1 GATHERING OF INTERNATIONAL COMMISSIONERS ARAB-INTERAMERICAN REGIONS 2021

On 3rd July, the Arab and Interamerican Scout Regions hosted the 1st Arab-Interamerican International Commissioners Gathering. The objective of this activity was to start the process of bridging and strengthening brotherhood ties and developing the mutual relations among NSOs/NSAs in both regions. The gathering was held virtually and was in English with Spanish and Arabic interpretation available. It was attended by myself and Mr. Martin Taylor, then International Commissioner and Deputy respectively. The meeting was enlightening and laid the groundwork for future collaboration between the regions.



3.2 42ND WORLD SCOUT CONFERENCE & 14TH WORLD SCOUT YOUTH FORUM

The 42nd World Scout Conference and the 14th World Scout Youth Forum were held in August. They were held virtually due to the pandemic and as a result had the largest number of participants for a World Scout Conference and Youth Forum. Our delegations to both events were most likely the largest we have ever had to either event. As there were not the usual prohibitive cost attach to these events, we ensured that we registered the maximum number of participants allowed in both events.



The 14th World Scout Youth Forum held from 18th to 22nd August was attended by more than 700 young leaders from 163 NSOs. Our delegation was led by Assistant Scout Leader,

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Tashaun Callender and he was accompanied by 4 Venture Scouts. Over the course of the five-day event, the participants participated in activities centred on the topics of innovation, leadership and global citizenship education. It enabled them to connect, learn and engage in making decisions that will shape the future direction of the Scout Movement.

The participants prepared the Youth Forum Declaration after discussions and deliberations in International Teams comprising of Scouts from diverse backgrounds and nationalities. The Declaration fully represents the ideas and opinions of the participants of the Forum and puts forward a bold agenda and focus for Scouting in the next triennium, including working towards climate neutrality, championing the right to non-formal education, and ensuring that Scouting is a safe and inclusive Movement open to all. The Forum's delegates elected six Youth Advisors who will contribute to the decisions made by the World Scout Committee.



The 42nd World Scout Conference held from 25th to 29th August was attended by more than 2,300 participants representing 170 NSOs. With only 2 member Associations being absent, the Conference was the largest in the history of WOSM. I led our delegation of 19 Commissioners, Leaders, Venture Scouts and a Lay member. That Lay Member was our Chief Scout Sir Marston Gibson. I believe this would have been the first time one of the Executive Committee lay members would have attended a Conference.

During the five-day event delegates and observers looked back on the achievements of the past four years since the last Conference, and made key decisions that will shape the future direction of the Scout Movement for the 2021-2024 triennium. Through participation in breakout sessions and workshops, they were able to strengthen their capacity and meet WOSM partners. These sessions focused on some of the major themes, including membership growth, environmental action, diversity and inclusion, child and youth protection, as well as Scouting's youth-led contribution to peace and sustainable development through such initiatives as Messengers of Peace, Scouts for SDGs and Earth Tribe.

Delegates of the WSC voted to elect 12 Voting Members to the World Scout Committee to serve during the 2021-2024 Triennium. They also debated and voted to approve, by a 99% majority, an Amendment to the WOSM Constitution declaring Safe from Harm standards become a fundamental membership requirement. The adoption of the Constitutional Amendment sends a strong signal to Member Organizations on their commitment to ensure that Scouting is a safe and inclusive environment free of harm and abuse for children, young people and adult volunteers involved at all levels of the Movement.



Three new Member Organizations from Viet Nam, Afghanistan and the Solomon Islands were formally welcomed this Conference, bringing WOSM's official membership to 172 National Scout Organizations representing 57 million young people around the world. Unfortunately,

the delegation from Afghanistan were unable to attend as the conference took place just after the Taliban seized control of the country and the situation in the country was still unstable.

A series of Conference Resolutions were also debated and voted on by Member Organizations during the event. The key resolutions adopted include stronger compliance and support around child and youth safeguarding, developing a climate impact strategy for the Movement to reach climate neutrality, and strengthening youth involvement in Scouting by implementing a youth engagement strategy and enhancing youth participation in the World Scout Committee. They also endorsed the draft objectives of the World Triennial Plan to be implemented from 2021-2024. The final version of the Triennial Plan will guide the strategic direction of the Scout Movement as it works towards achieving its Strategy for Scouting, Vision 2023.

3.3 CCC RETREAT

The Chief Commissioner's Council (CCC) held its second annual Retreat on Saturday 4th September from 9:30 a.m. to 3:30 p.m. It was originally scheduled to be held at Scout Headquarters, but a national spike in COVID cases, required that it be changed to a virtual event. The agenda reflected the Retreat's theme "*Moving Forward*". The guest speaker was Ms. Laura Delgado, Executive for Support Operations, Interamerica Support Centre. She spoke on the topic "*Engaging Our Youth*" which was followed by a discussion on the same topic. This was followed by a presentation prepared by the Training Team on Safe From Harm (SfH) and a discussion on implementing a SfH Policy.



After the lunch break, there were three discussion sessions on Regulations & Rules 2021, GSAT Assessment and Restarting our Groups. During the discussion on R&R 2021, we discussed the Activity Rules and the regulations that require Risk Assessments be carried out before certain activities. The participants then discussed how best to implement the R&R once it was approved in October. The Global Support Assessment Tool (GSAT), developed by WOSM, is a service certification standard aimed at assessing the accountability of National Scout Organizations. The three-stage process starts with a self-assessment followed by an assessment by the Regional Office. The final assessment is conducted by an International Audit Firm who will certify the Association's level of compliance. The discussion was centred on *Why Should We* and *How Do We Implement*. After the discussion it was agreed to setup a Subcommittee to prepare for and implement the self-assessment.

During the final discussion we discussed how best to restart our Scout Groups once the protocols allowed for face-to-face meeting and respective Sponsoring Authorities gave permission to restart extracurricular activities on their premises. During the closing session the participants were joined by Chief Scout Sir Marston Gibson. The Chief Scout commended them for participating in the Retreat and encouraged them to do their part so that we *Move Forward* together and take the Association forward to be the premier organisation of choice for the boys and young men of Barbados.

3.4 X INTERAMERICAN SCOUT SUMMIT

The X Interamerican Scout Summit was held virtually from 27th to 28th November. The purpose of the Summit is to hold an intermediate meeting between the Interamerican Scout Conferences, mainly to carry out a joint review of the progress of the Region in its strategic elements and also to begin the process of preparing the next regional plan, with the collaboration of the representatives of the NSO that are present in it.



Our delegation, consisting of five members of the Headquarters Team, worked with the other delegations to determine our goals as a Scout Region for the next triennium 2022-2025. This was accomplished by examining the World Triennium Plan approved at the Conference and determining the strategic areas we need to work on as a Region to fulfil the World Plan. The participants were then able to propose the objectives for the new Regional Plan and draft the Key Performance Indicators (KPIs) for each objective.

Before the close of the Summit, each delegation was asked to commit on behalf of their NSO to the new Regional Plan. These commitments reflected the actions from the Plan their NSO would work towards in the next triennium.

3.5 INDEPENDENCE DAY PARADE

After a break in 2020, members of the Association were able to participate in the Independence Day Parade. The parade held special significance as Barbados transitioned to a republic on 30th November, 2021. As a result, it was not the traditional Independence Day Parade. The parade, which started at 11:00p.m., was preceded by an entertainment presentation which started earlier in the evening. The parade was held in Heroes Square and due to the COVID restrictions and the size of the area detachments were restricted to an Officer, Flag Bearer and 2 Escorts. Mr. Dwayne Worrell ADC led our detachment and he was accompanied by 3 Venture Scouts, Rondell Trim, Mario King and Keshawn Cadogan. During the Parade, our first President was sworn in along with key government officials. After the presentation of awards, a cultural presentation and a final salute, the parade came to an end.



I would like to take this opportunity to commend our detachment for a job well done. I received a number of messages, some from overseas, commending them on their representation of the Association.

3.6 FOUNDER'S DAY SERVICE

The annual Founder's Day Service was held on Sunday 6th March, 2022 at the People's Cathedral, Bishop's Court Hill at 3:00pm. We were able to return to a face-to-face service even though with restricted numbers. Once again, the planning committee for the service was chaired by Mr. Martin Taylor IC. Setup in November 2021, the Committee faced similar challenges to those they faced the previous year. At that time there was no way to predict what type of service could be held 4 months later in March. This meant that they had to plan for all 3 possibilities: virtual, blended and face-to-face.

After deliberating they made two (2) recommendations: a virtual service or a blended service with representative numbers in attendance which would be streamed for the other members to view online. Plans were put in place for both options and locations investigated for the second option.



In January, changes to the protocols allowed the blended service to become the first option. After considering the available options, the People's Cathedral was chosen as the location of the service. It was chosen because it allowed the greatest number of persons to be in the sanctuary for the service of all the houses of worship being considered, and it also could supply all the facilities necessary to stream the service. At the time of planning the service, the prevailing Covid-19 directives capped the numbers of persons who could worship in the sanctuary by its size in square feet. Even though at the time the service was held, those directives had been modified, we still found it prudent to limit the number of persons in attendance in the sanctuary to 125.



The service was attended by our Patron and President of Barbados, H. E. The Most Honourable Dame Sandra Mason, Chief Scout Sir

Marston Gibson and the Minister of Youth, Sport and Community Empowerment, the Honourable Charles Griffith. Also attending were representatives from Ministries, Agencies and Organisations that we partner with and other specially invited guests. There were also representative numbers from the National and District Executive Committees, Leaders and youth members. Our other members, partners and supporters were able to view the livestream of the service on our YouTube channel.



The theme selected for this year's service was "Renewed, Revitalized, Reimagined: Boy Scouts Revving Onward" and it will be used as the theme for the coming year. Pastor Ezron Walrond, the Youth Pastor of the Peoples Cathedral, brought the ministry of the word, and challenged those present as well as those viewing on the world-wide-web to remain true to the principals of the Scout Movement, just as Jesus the Christ remained true to the principals of God the Father.



Remarks were brought by the Chief Commissioner after which there was the renewal of the Promise. This was the first occasion during which our amended Promises, reflecting our move away from the British Monarchy, and to our nation

becoming a Parliamentary Republic were renewed.

It would be remiss of me if I did not make special mention of the worship team of two leaders and four boys, who masterfully lead the congregation in the ministry of song. There is something quite pleasing to the ear when male voices come together in the worship of God.



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The service was enjoyed by all and the planning Committee should be commended for their work.

3.7 110TH ANNIVERSARY TREE PLANTING

On 9th March we marked the 110th Anniversary of the registration of the First Barbados Scout Troop. To commemorate this auspicious occasion, the Chief Scout and I planted two mahogany trees at Scout Headquarters. These two trees will be living memorials to the service our Association has rendered to our nation over the past 110 years. The trees planted were from several seedlings which were found on the property the previous year and transferred to pots to grow.

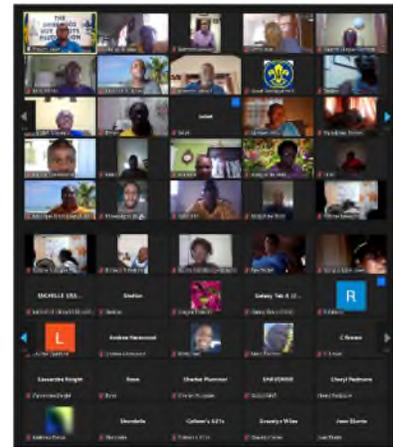
This was the first of a number of tree plantings which are planned for the anniversary year. We are hoping to plant 110 trees in each of our three districts to commemorate this anniversary.



3.8 NATIONAL SCOUT TOWN HALL MEETING

As part of the activities for Scout Month, we held our second annual National Scout Town Hall Meeting. The virtual meeting was held on Sunday 20th March and once again was opened to all registered Adult Members and Associate Members of the Association. At our first town hall, the number of persons trying to sign-in exceeded the meeting capacity of our account. This year not only did we increase the capacity of our account, but we also streamed the event live on our YouTube channel.

The National Town Hall Meetings provide the opportunity for all members to discuss where we are as an Association and the best way forward towards our goals. At this year's meeting, after a brief report on what was accomplished during the year, members were able to discuss the progress on the BBSA Development Plan, implementing a SfH Policy, revision of the Training Policy, the proposed Fund-raising Campaign, participation in the National Subcommittees, and the Trees For The World Project. The meeting was successful and valuable input was made by those present.



3.8 NATIONAL SCOUTERS SOCIAL

At the 2021 Town Hall Meeting, it was suggested that during Scout Month there should be social event for Leaders where they could interact with each other in an informal setting. This idea was endorsed by those present. At that time, logistics and the COVID protocols prevented the event from taking place then. As plans were being made for this Scout Month, a social event was put on the agenda for 26th March. At the time we were not sure whether it would be a virtual event or not.

As the date approached, there were changes to the protocols which would allow us to have a face-to-face event. Plans were



put in place for a Scouters Social to be held on the grounds of Scout Headquarters. To ensure maximum participation it was decided that it would be a free event open to all Leaders in the Association. Leaders attending would be asked to make a contribution to the event to help offset the cost. Tents, music, food, and games were provided and the Scouters were asked to walk with their camp chairs, cups and drink of their choice. The trees were lighted with coloured lights to give a different atmosphere to the location.



Attendance was good for an event at short notice and those attending enjoyed the night. Some played dominoes, sang karaoke and danced while most Scouters sat talking and having fun after partaking in the meal provided. Several requests were made for there to be two events a year instead of one. I would like to thank all those who participated in the Social especially the planning committee. Special thanks to the Districts, and Scouters who contributed to the event either monetary or their skills.

4. DEVELOPMENT PLANS

In 2020 we adopted a 5-year development plan for the Association and a development plan for the Scout Headquarters property. Both are comprehensive plans which were not limited to the then existing resources of the Association. The objective was to identify our goals and if any particular goal is outside of the scope of our resources, then to devise a plan to get the necessary resources.

Although COVID created a number of challenges, by the end of the year we were able to further the progress made from the previous year with the development plans. . The following progress was made:

- Revise the Constitution by January 2021, so that it can be approved at an Extraordinary General Meeting of the National Scout Council.
In Progress – this deadline was extended due to COVID and the government's then announcement that Barbados would soon transition to a republic. As stated earlier we were unable to complete a fully review before the republic deadline. Although a revision was made and approved at an EGM, further revisions still need to be made and are scheduled to be completed in the coming year.
- Compile and publish a handbook which clearly sets out the Policy, Organization and Rules of the Association by January 2021 (deadline extended last year).
Accomplished – the Regulation & Rules of the Barbados Boy Scouts Association was published on 31st October, 2021. Printed copies are on sale at the Scout Shop and electronic copies are available for download free on the Association's website.
- Establish a Youth Programme Committee and eventually a Youth Programme Commissioner. The Committee will be responsible for reviewing the Youth Programme on an ongoing basis and recommending amendments to better meet the needs of the youth at the time.
In Progress – The Youth Programme Committee was established, and they have begun a thorough review of the Youth Programme. They are being assisted by a WOSM Youth Programme consultant.

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- Revise the National Adult Training Policy to better meet the needs of today's adult Leaders.
In Progress – the National Training Committee has almost completed this. It should be fully implemented in the coming year.
- Revise the Adult Training Programme.
In Progress – the National Training Committee is still working on this. They have revised the initial courses that are undertaken by new adult members and are working on the intermediary courses.
- Develop a Training Programme for Administrators.
In Progress – the National Training Committee is working on this. It is almost completed and should be implemented in the coming year.
- Place benches around the building so that there are places to sit other than the stairs.
Completed – Four picnic benches donated by Do It Best were installed with the assistance of Mr. David Mayers. It is hoped that additional ones to be installed in the future.
- Establish a Finance Committee to develop and execute a financial plan for the Association. This Committee will have two subcommittees: Fundraising and Sponsorship.
In Progress – the Committee has been established but we need to recruit additional members. As a result, they have been unable to establish the two subcommittees. They are currently planning our fundraising campaign.

Unfortunately, we were still unable to get the Friends of Scouting Committee functioning. We were able to establish a committee and were able to identify some members, but we were unable to identify a Chair for the committee. It is hoped that we will be able to find someone to chair the committee early in the new year.

4.1 SUB-COMMITTEES

Four (4) Sub-Committees of the National Executive Committee were established and one re-established. Two stemmed from the above goals while the other three from the publishing of R&R. These Sub-Committees were:

Finance Committee – Chaired by Honorary Treasurer Mrs. Wendy Cadogan-Hoyte. The Committee is responsible for developing and executing a financial plan for the Association. The Committee is not at full capacity as yet and we are still recruiting members. Even though their membership is limited they are hard at work planning the fundraising campaign scheduled for early in the new year.

Once the membership has increased, it is intended that the Committee will have two subcommittees: Fundraising and Sponsorship. The Fundraising Subcommittee will raise funds through traditional means (sales, events, property and equipment rentals) as well as through new and innovative methods such as crowd funding and virtual events. The Sponsorship Sub-committee will seek sponsorship from government, commercial enterprises and NGOs to support the various programmes and activities of the Association.

Youth Programme Committee – Chaired by Mrs. Carolyn Maynard ADC. The Committee is initially charged with reviewing the programmes being used by the Sections and after consultation with the membership and our partners, develop a Youth Programme for the

Association. After this has been completed, the Committee will be responsible for reviewing the Youth Programme on an ongoing basis and recommending amendments to better meet the needs of the youth at the time.

To assist the Committee with their monumental task, a service was requested from WOSM. The request was approved, and they appointed a consultant to assist them. An initial deadline of September 2022 was set for the Committee but based on the advice of the consultant, this has been changed to December 2022.

Youth Engagement Committee – Chaired by National Youth Commissioner, Mr. Christopher Brathwaite. The Committee is initially responsible for developing and implementing a National Youth Involvement Policy for the Association. After this has been completed, the Committee will be responsible for reviewing the Policy on an ongoing basis and recommending amendments to better meet the needs of the youth at the time.

To assist the Committee with their innovative task, a service was requested from WOSM. This request was also approved, and they appointed another consultant to assist them. It is hoped that the Committee will be able to complete the development of the Policy by September 2022. Although implementation will start then, it is anticipated that full implementation could take at least a year.

Safeguarding Team – Chaired by Head of Safeguarding, Lt. Col. Junior Browne. This Team was established to fulfil requirements set out in R&R. The Team is responsible for ensuring that oversight for the implementation of the Safeguarding Policies is provided at Group, District and Headquarters levels; and ensuring that the Safeguarding Policies are reviewed and updated on a periodic basis. The full Team was still being organised at the end of the year and will start their work in the new year.

Appointments Advisory Committee – Chaired by Mr. Richard Perkins ADC. This Committee was also established to fulfil requirements set out in R&R. The Committee is responsible for overseeing the Appointment Process for all new adult appointments and renewal of appointments. They are also responsible for reviewing and updating of the adult Appointment Process of the Association and work with the Head of Safeguarding to ensure that the vetting process of all applicants is carried out in a timely manner.

The Committee's Chair and Secretary have been appointed and it is hoped that the rest of the Committee will be appointed early in the new year so that they can start their work before the usual intake in September.

The full list of Subcommittees and their members is listed in Appendix 1 of this report. It should be noted that there are three additional Subcommittees needed to be established to fully comply with the requirements of R&R. Until their establishment, the National Executive Committee has taken on their responsibilities. These Subcommittees are the National Operations Committee, the National Development Grants Board and the National Services Team.

5. AWARDS

During the past year, only one award was earned by a member of the Barbados Boy Scouts Association, namely the Bronze Standard of the Duke of Edinburg International Award by a Venture Scout.

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However, a number of Awards were presented for submissions which were made at the end of the previous year. These submissions were reviewed at the beginning of this year and the presentations made shortly after. An Awards Ceremony was held in May and the Chief Scout presented the Awards. The format for the ceremony had to be changed because of the protocols at that time. There was no audience, no remarks and the awardees were admitted to the hall in small groups. The presentation was witnessed by the awardees Leader and one parent who had to maintain the 6' distancing and wearing mask. The Certificate and Badge were presented in clear bags as they could not be pinned on. The following presentations were made:

- Twelve Chief Scout's Bronze Awards to Beaver Scouts
- Forty Mahogany Awards to Cub Scouts
- Two Chief Scout's Awards by Scouts
- The PricewaterhouseCoopers Award for Most Outstanding Scout for 2020

In addition to these the following Awards were presented at other Ceremonies:

- One Chief Scout's Bronze Award to a Beaver Scout
- One Bronze Standard of the Duke of Edinburg International Award
- Two Silver Standards of the Duke of Edinburg International Award

The full list of Awardees for these awards is listed in Appendix 2 of this report

It should be noted that a number of submissions were received at the end of this year. They will be evaluated early in the new year. We anticipate that submissions for next year will return to the usual deadlines so that they can be evaluated and presented in the same year.

6. NATIONAL REGISTRATION

The Constitution of the World Organization of the Scout Movement (WOSM) requires each member organisation to pay an annual registration fee. The Interamerican Scout Committee also requires each member organisation to pay an annual registration fee. Similarly, the rules of the Barbados Boy Scouts Association require each Member and Associate Member to pay an annual registration fee. This fee is collected by the individual Groups from their members and paid to their District. Each District is responsible for ensuring these fees are paid and in turn pay them to Scout Headquarters. Previously in Barbados, registration for the coming year was completed by 31st March every year. In 2020 this had to be extended because of COVID and it was decided that going forward the deadline would be changed to April of the given year. This means that registration will be paid at the beginning of the current year.



Only those members who are registered are entitled to wear the uniforms and insignia of the Barbados Boy Scouts Association and participate fully in the Programme. They are also covered by the insurance policy of the Association.

Once again registration was completed electronically and to facilitate this, forms which can be filled electronically were distributed. Groups were required to submit their registration forms by email to their Districts. The Districts were then required to submit to Headquarters electronically the numerical data from these forms along with copies of the forms. Therefore, Headquarters would have a record of the number of members in each Group. In addition to the forms, Groups were also required to submit SfH Certificates for all adults who work with youth members. The Districts were then required to collect and submit the requisite fees by a set deadline.

The census for 2021-2022 including late registration reflected a 21% decline. It should be noted that seven Groups who registered the previous year did not register at all during the year. Also, one Group registered who did not register the previous year. The breakdown is as follows:

	Beaver Scouts	Cub Scouts	Scouts	Venture Scouts	Leaders	Commis.	Associate Members	Total
2020-2021	239	924	118	22	156	56	136	1,651
2021-2022	153	696	98	38	147	48	125	1,305

It is hoped that going forward this process will be simplified. The National Executive Committee has approved the use of an online membership management software package. The programme, Tee-Pee, will not only record the names and Groups of registered members and volunteers, it will also track their appointments, certifications and training. This will simplify the vetting process for participants of activities and events. It is hoped that the system will be activated early in the new year.

7. THE SCOUT SHOP

The last year has been another difficult one for the Scout Shop. Most Groups are still not meeting physically and only a few have had investitures. This drastically affected sales of uniform and other items. Towards the end of the year there was an increase in sales as more Groups reopened. However, the increase was not enough to significantly affect the figures for the year.

The financial figures for the Scout Shop for the period under review continued to be poor. Sales for the year dropped by a further 5% to just over \$20,000.00. The cost of these Sales was just over \$14,000.00 making a Gross Profit of just under \$6,000.00, an increase of 220%. Our Expenses for the year increased by just over 38% from the previous year. As a result, we made a net loss of just over \$16,000.00. Once again, the surplus accumulated over the last few years which was to be used to expand the Shop's services provided the cash needed to keep the Shop operating.

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The increase in expenses was a result of purchasing a surveillance system for the Shop to increase security for our workers especially as they are now on the premises alone most of the time. Also, there was an increase in payroll expenses over the previous year and our employee was laid off the previous year for 6 months. We were able to restock uniforms and finally settle our outstanding debt with Coral Isles (we were waiting to receive the invoices).

The Shop continues to assume the financial responsibility for the Headquarters' telephone bill in lieu of rent, makes a small contribution to the electricity bill and pays its portion of the insurance. However, this year, it did not contribute to the maintenance of the Headquarters. The Shop also continues to maintain on deposit a balance of approximately \$6,000.00 on the Association's account providing the Association with the necessary cash flow to meet its monthly commitments during the extended periods between receiving covenants and contributions.

In the coming year, careful management of the available funds will be needed again to be able to restock and meet monthly commitments. The progress that has been made is due to the dedicated team of staff and volunteers who must be commended for their yeoman service.

8. FINANCES

A financial report will be presented by the Auditor. However, it would be remiss of me not to make a few observations. Funding has been a major concern for us over the years but especially over the last 2 years. In the last 2 years most of our revenue streams have been reduced or have dried up. If it had not been for our 3 faithful annual financial partners, I do not know where we would be today. I would like to express our sincerest thanks to the government through the Ministry of Youth, for their annual subvention, Cave Shepherd and Co. Ltd. for their annual covenant and PricewaterhouseCoopers for their annual Uniform Grant. They are not our only donors, but they are the ones that we have been able to rely on.

As mentioned before the Finance Committee is up and running even though it does not have a full compliment. They have been busy translating the Patron's idea into an actual campaign. The campaign will be a direct appeal to former members and persons who would have benefited directly or indirectly from the Scouting programme. Rather than just sending a letter, the Communications & PR Committee was tasked with producing a newsletter highlighting the accomplishments made in the past 2 years and the plans for the coming year. The package that will be mailed out will include a cover letter from the Chief Commissioner, the Newsletter and a self-addressed return envelope. We had planned for the mailout to be done in Scout Month. But this was not possible. Delays with the newsletter and then with printing prevented this. It is hoped that the project will be executed in the latter part of April.

The Finance Committee is still in need of additional members to join the team. Suitable persons can be recommended to serve on the Committee by emailing treasurer@barbadosscouts.org.

9. THE HEADQUARTERS' PROPERTY

After publishing the Property Development Plan the previous year, we received queries from persons who were interest in assisting. They wanted to know our priorities and more details on

some of the items in the plan. To this end, goals from the plan were divided into projects. The list of the projects is in Appendix 3 of this report. The Property Development Committee is in the process of preparing more detailed scopes of work for each project.

During the last year some progress was made with the development of the property. Once again progress was hampered by the limited funds available. However, we were able to complete the necessary maintenance and repairs as problems arose and were able to make progress on some of our projects. The following are details on what we were able to accomplish.

Improvements to The Office

A number of the goals set out in the *Project B1 – Office* were completed. The previous year the Southern District had donated the paint to repaint the office and we had started to divide the bathroom to create secure IT Closet. So as to have the ceiling done properly, we hired a painter. After seeing the quality of work provided, we decided to have him paint the whole office area. Everyone has been amazed at the difference a coat of paint can make, or should I say several coats and caulk as that was required considering the condition of the walls and ceiling. The Closet was completed and most of the equipment installed. The floors were cleaned and polished and this made a remarkable difference. The floor will still need retiling, but this can now be put back to sometime in the future. The office now has the appearance of a place of business. The next step is to look at upgrade the furniture as some of it has passed its lifetime.

Tree Trimming

With the passing of Hurricane Elsa our initial damage assessment was heartening as the only damage seen at the time was a leaking roof which we knew about and were already preparing to repair. However shortly after, one of our neighbours informed us that a large branch from a tree overhanging their property had broken but did not fall as it was caught on another branch. The broken branch would damage their structure if it fell. We therefore had to have the branch removed and at the same time have all of the overhanging branches trimmed.

Some months later we realised that we had a similar situation with the large casuarina tree at the top of the driveway where we had a large broken branch caught on another branch. With the potential of someone being seriously injured we decided to remove the branch and trim all the dead branches on the tree. We also trimmed two trees which were overhanging another property. During one of the storms earlier in the year a number of smaller branches fell from the tree in the island of the driveway. Examination of the branches showed that they were rotten and that a number of other branches were rotten also. Subsequently, we had to prune most of the tree.

None of these were in our schedule to trim during the year but were all necessary. As a result, the trimming in the schedule had to be pushed back to the coming year.

Upgrades to Electrical Infrastructure

Some progress was made to our conversion of the lighting to LED. We were able to convert the lights in the kitchen and some in the auditorium to LED. We were also able to convert another of our security lights to a solar powered one. This one has worked a lot better than the one previously converted. Only one was purchased as a test but with the results seen we hope to convert more of our lights to these solar powered ones.

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Some progress was made with the project to install a PV System. Funding was identified from the UNDP-SGP who offer Sustainable Development Grants. A project Concept was completed and submitted and approved by them. We now have to submit the complete project proposal which has proven to be a challenge. The required proposal document is extensive and requires a knowledge of not just the PV System but of Scouting to be able to articulate the benefits to our programme and the work that we do. The major challenge has been finding persons who can articulate the required information in the format required.

Installation of Benches

During the previous year, Do It Best Hardware had donated four picnic benches in response to our goal to install benches on the property so that they were places to sit. During they year we were able to have them installed. Mr. David Mayers, a former Scouts from the Hazelwood Scout Group, decided to assist with this project and sponsored the installation of the bases for the benches so that they could be properly secured. After installation, each bench was painted by one of the Sections in their colours. An official handing over was held with representatives from Do It Best. Unfortunately, Mr. Mayer was unable to attend as he currently lives in the UAE.



Installation of Grease Trap, Manhole & Well Cover

After discussions with the Bridgetown District Scout Council about possible projects they could contribute to, they decided to replace the kitchen's grease trap and install the manhole for the outside bathroom and redirect the flow to the main well. These were goals identified in the Property Development Plan. The works were completed, and the District should be commended for their contribution.

At the time it was noted that the manhole cover for the well needed to be replaced and I sought an opinion from one of our leaders on the best way to proceed. Mr. Anthony Kent advised that the best method was to place a new access over the old one and cast a new top over the old one. He later informed me that his company had one left over from a project and that he would donate it. Kent Construction not only donated the cover but installed it as well by recasting the top. I would like to thank them for their assistance with this venture.

Use of the Building by Wilkie Cumberbatch Primary School

In August we were contacted by personnel from the Ministry of Education about the possibility of using Scout Headquarters to house some of the classes from the Wilkie Cumberbatch Primary School. The school had been closed for repairs and with the possibility of the return of face-to-face classes, locations were needed to house the students. After site visits and deliberations, it was decided that the Auditorium, Mezzanine, Kitchen and indoor bathrooms would be used to house four of the classes from the school. In lieu of rent, the Ministry would complete all the necessary repairs and renovations need to make the requisite areas suitable. It was initially to be used for Terms 1 and 2 but this was delayed as they were no face-to-face classes during Term 1. Renovations started in November and were supposed to be finished in December. They were completed by the beginning of February. The following work was completed:

- Painting: Auditorium ceiling and doors, walls of all areas being used, window shutters, indoor stairs and Mezzanine floor.

- Completely renovated the upstairs bathroom.
- Relocated the Training Office from the middle of the Mezzanine.
- Reduced the step height at the entrance of the Auditorium by added a second step.
- Added an additional toilet stall to the Female Bathroom.
- Changed the ceiling, properly partitioned one of the toilet stalls and added an additional urinal and face basin to the Male Bathroom.
- Created a serving area in the kitchen by installing a partition with a serving counter.
- Installed a mop sink outside the kitchen.
- Serviced the windows in the Mezzanine.

The furniture was delivered and an industrial cleaning was completed before arrival of the students of the four Class 2s. The school is expected to be there until the end of Term 3. They are expected to return to the school compound at the start of the next school year.

In preparing for the arrival of the school, we replanted the poles along the driveway. Some of these poles were partially uprooted and we felt they would be a danger to the children.

General Cleaning of Property.

Keeping the property clean is still a major challenge. The rainy season along with not much activity taking place resulted in the grounds getting out of control. On both fields the grass was at least knee-high with the border areas a lot higher. Added to that was the ash from the Soufriere volcano in St. Vincent which had erupted. We held a clean-up in May and was able to clean-up the ash both inside and outside of the building. We also started to cut the grass. The opportunity was also used to dump broken furniture and equipment as we had rented a skip.



In June we were contacted by the Ministry of Youth, Sports and Community Empowerment about the possibility of members of the Barbados Youth Advance Corps (BYAC) completing their volunteer service at Scout Headquarters. This was a godsend as a week of rain had the ground looking as if nothing was done in May. Over the weeks that they were there, the participants were able to clean most of the grounds. I would like to thank them for their assistance especially supervisors Mr. and Mrs. King and Mr. Padmore. Mr. King was also instrumental in getting the Sanitation Service Authority to remove the mountain of cut grass and bush which was left.

By September the grass was back and we rented a drive mower for the weekend. This worked well as it was able to cut most of the property. The higher setting of the blade meant that it could



cut areas our lawnmower could not. However, this alone was not a solution to our problem. In October the Executive decided that we would hire a general worker on a parttime basis to help maintain the property. In November we hired Jason Sargeant as a general worker to work 2 days a week: Tuesdays and Thursdays. He started working on clearing the property area by area, but we knew that with the condition of the grounds he would not be able to clean the whole property just working 2 days a week.

A second clean-up was planned for January. We rented the drive mower again and was able to

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cut most of the property. After this Jason would have to rake and keep the areas clean. This was hampered by our lawnmower and both weedwhackers breaking down. Arrangements have been made to replace both early in the new year. In the meantime, we are using equipment that we were able to borrow or rent. It should be noted that once the school started using the building, we have been unable to rent the drive mower. The only place we have to store it until it is collected is the auditorium which is in use by the school. I believe that our long-term plans for maintenance of the grounds must include a drive mower but we will need to have a secure place to store it. We will either need to obtain a container or build a secure storeroom that can house it.



Community Service

Since the advent of COVID, the number of persons available from the court to complete community service has been greatly reduced especially as there is not someone on the premises every day to supervise them. Once arrangements were made to house the school, we temporarily suspended this agreement until the school leaves.

General Maintenance of Building

General maintenance to the building was completed as needed. This included repairs to the roof and replastering the floor in a room. We also replaced the security cameras which were not working and relocated some of the others. There are still a few to be installed or relocated and these will be completed during the coming year.

It should also be noted that we received donations of eight used computers and four filing cabinets from the Central Bank of Barbados. The filing cabinets allowed us to change our old ones and the additional ones will be made available to the District to archive their records. Do It Best Hardware also donated pots and cooking utensils to the Association during the year. These will be used by the Training Team during their training camps.

10. FRIENDS OF SCOUTING

Pioneers Cavaliers Cricket Club

During the past year, the COVID protocols prevented the Pioneers Cavaliers Cricket Club from meeting at Scout Headquarters. The Club has been meeting there for many years and we have worked together in the past. With them not meeting, we did not have any opportunities to work together. It is hoped that as they start meeting in the new year that opportunities will arise where we can cooperate.

PricewaterhouseCoopers

The Association is continually grateful to our “Friends of Scouting” from PricewaterhouseCoopers for their support in our unique partnership. This organization continues to honour its annual commitments of providing prizes to the Most Outstanding Scout and Troop and providing a grant to lower the cost of uniform to the members of the Association. This grant is disbursed by the Scout Shop by reducing the cost of individual items of uniform by a fixed amount which is greatly appreciated by the parents/guardians of the boys who benefit.

This year only the prize for the Most Outstanding Scout was presented. We hope that as more Troops reopen in the coming year that we will be able to present the prize for the Most Outstanding Troop.

11. GONE HOME



This year we said farewell to eight of our former members:

- Mr. Sean Hussein, Former Assistant Cub Scout Leader, St. Gabriel's Scout Group
- Mrs. Nell Johnson, Honorary Commissioner
- Ms. Deborah "Maxine" Hill, Former Assistant Cub Scout Leader, Luther Thorne Scout Group
- Ms. Noreen Alleyne, Former Cub Scout Leader, Shrewsbury Primary Scout Group
- Mr. Robert Charles, Assistant Group Scout Leader, Roland Edwards Scout Group
- Ms. Sofia Foster, Assistant Cub Scout Leader, Eden Lodge Scout Group
- Mrs. Merlyn Smith, Assistant Cub Scout Leader, Arthur Smith Scout Group
- Dr. Sophia King, Cub Scout Leader, West Terrace Scout Group

In addition to these several of us lost relatives and close friends during the year. Once again, the Association offers its sincerest condolences to those who lost a loved one.

12. APPRECIATION

It would be remiss of me not to mention some persons who played a critical role in the continued development of Scouting in Barbados. I would like to express special thanks to the following:

- First and foremost, I would like to thank Almighty God for giving me the strength, health and patience to carry out my duties.
- Our Patron, H.E. The Most Honourable Dame Sandra Mason for her unwavering support of the Scout Movement and her heart felt desire to see many more men and boys join in all the Sections of the Movement.
- Our Chief Scout and President, Sir Marston Gibson who is actively engaged with us in Scouting.
- Vice Presidents Mr. Ricardo Gittens and Mr. Michael Arthur, who eagerly accepts the responsibility to chair the Executive meetings in the absence of the President
- The Honorary Secretary, Mrs. Marguerite Fenty, the Honorary Treasurer, Mrs. Wendy-Cadogan-Hoyte, the Auditor, Mr. Berkeley Greenidge and all the Executive Members, who make themselves available to serve on this decision-making body.

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- All the Assistant Chief Commissioners, National Scouters and all the Chairpersons of the National Subcommittees.
- The District Commissioners who shoulder the responsibility of administering the respective Districts. Mrs. Sonia Jones, Bridgetown District, Mr. Courtney Shepherd, Northern District and Mrs. Gloria Bryan, Southern District.
- The uniformed Leaders and those lay persons who are willing to help us execute the Scouting programme. Great job! I appreciate your dedication to the Movement during the past year.
- To the Government of Barbados for their continued support.
- To Cave Shepherd & Co. Ltd. and PricewaterhouseCoopers for their continued support.
- The individuals and institutions that supported the various projects during the year.
- The Bridgetown District Scout Council for their contribution to two of the projects in the "Hazelwood" Development Plan 2020.
- The management of Kent Construction for their continued assistance.
- Do It Best Hardware for donation of the benches and camping equipment.
- Mr. David Mayers, a former Scout who now resides in the UAE, for his continued support.
- The Parents/Guardians who still have confidence in the Boy Scouts and its Programme.
- The Scouts in all the Sections. Without you it would be impossible to have a Movement.
- Thank you all.

12. CLOSING REMARKS

In closing, I would like to reiterate my closing remarks at our Founder's Day Service. "As we go forward into the new Scout Year our theme is "Renewed, Revitalized, Reimagined: Boy Scouts Revving Onward". We have been here for the last 110 years but we cannot rest on our laurels nor can we continue to Scout as we did 10 years ago much less 110 years ago. Our principals remain the same as they were 110 years ago – Duty to God, Duty to Others, Duty to Self. These have not changed. What must change is the way we deliver our programme to the youth of today. We must Renew our programmes – Revitalize our Leaders and their Groups - Reimagine the ways we deliver our programmes to the youth of today – only then can we go forward for another 110 years."

"Renewed, Revitalized, Reimagined: Boy Scouts Revving Onward"

Good Hunting!



Trevor DeT. A. Jones
Chief Commissioner

APPENDIX 1

BARBADOS BOY SCOUTS ASSOCIATION NATIONAL EXECUTIVE COMMITTEE SUBCOMMITTEES 2021-2022

NATIONAL APPOINTMENTS ADVISORY COMMITTEE

Mr. Richard Perkins (Chair)
Ms. Michelle Crawford-Applewhaite
(Secretary)

NATIONAL AWARDS COMMITTEE

Mr. E. Anthony Archer (Chair)
Mrs. Monique Scantlebury- Hinds (Secretary)
Mrs. Cheryl Callender (Headquarters)
Ms. Marva Cobham (Training Team)
Ms. Sandreen Scantlebury (Bridgetown)
Mr. Courtney Shepherd (North)
Mrs. Cassandra Knight (South)
Mr. Jason King (Leaders)
Mrs. Marguerite Fenty (Associate Members)

NATIONAL BEAVER SCOUT COMMITTEE

Mrs. Monique Scantlebury-Hinds (Chair)
Mr. Ron Grant (Bridgetown)
Ms. Kath-Ema Armstrong (Bridgetown)
Ms. Alicia Goodman-Hinds (North)
Ms. Nicole Austin (North)
Mrs. Abigail Trotman (South)
Mrs. Kathy-Ann Alleyne (South)

NATIONAL COMMUNICATIONS & PR COMMITTEE

Mr. Dwayne Worrell (Chair)
Mr. Akeil Alleyne
Ms. Alicia Als-Grant
Mrs. Karen Bishop-McClean
Mr. Lael Charles
Ms. Alicia Goodman-Hinds
Ms. Tonya Marshall-Browne
Ms. Kendra Mason

NATIONAL CUB SCOUT COMMITTEE

Mr. Mark Green (Chair)
Ms. Cindy Brown (Bridgetown)
Mr. Jason King (Bridgetown)
Ms. Jennifer Waterman (North)
Mr. Sylvester Blackman (North)
Ms. Andrea Harewood (South)
Mrs. Cassandra Knight (South)

NATIONAL FINANCE COMMITTEE

Mrs. Wendy Cadogan-Hoyte (Chair)
Ms. Nicole Austin
Mr. Everette Johnson
Mr. Jason King
Mrs. Maria Lashley
Ms. Tencie Persaud
Ms. Skylar Trotman

NATIONAL GOVERNANCE COMMITTEE

Mr. Michael Arthur (Chair)
Mrs. Sandra Alleyne-Richards (Secretary)
Mr. Lavonne Hinds (Headquarters)
Hamilton Cumberbatch (Training Team)
Mr. Cedric Mayers (Bridgetown)
Ms. Nicole Austin (North)
Mr. Mark Green (South)
Sir Marston Gibson (Co-opted)
Deandra Frederick (Co-opted)

NATIONAL SAFEGUARDING TEAM

Lt. Col. Junior Browne (Head of Safeguarding)
Mr Clint Hurley (IT)
Mr Rico Yearwood (Legal)
Mr Andrew Porte (Safety & Risk Management)
Mr Roland Maloney (Counselling Psychologist)

NATIONAL SCOUT COMMITTEE

Mr. Danny Babb (Chair)
Mr. Ryan Charlemagne (Bridgetown)
Mr. Mark Scott (Bridgetown)
Mr. Hamilton Cumberbatch (North)

NATIONAL TRAINING TEAM

Ms. Marva Cobham (National Training Commissioner)
Mr. E. Anthony Archer (Leader Trainer)
Mr. Trevor DeT. A. Jones (Leader Trainer)
Mrs. Gloria Cadogan (Assistant Leader Trainer)
Mr. Hamilton Cumberbatch (Assistant Leader Trainer)
Mrs. Monique Scantlebury-Hinds (Assistant Leader Trainer)
Mrs. Hyacinth Blades (Training Assistant)
Ms Andrea Cheltenham (Training Assistant)
Mrs. Odessa Downes (Training Assistant)
Mr. Shone Gibbs (Training Assistant)
Mrs. Enid King (Training Assistant)
Mr. Andre Layne (Training Assistant)
Dr. Rosina Maitland (Training Assistant)
Ms. Sandreen Scantlebury (Training Assistant)

NATIONAL UNIFORM COMMITTEE

Mr. Ricardo Gittens (Chair)
Mr. Martin Taylor (Vice Chair & Headquarters)
Mrs. Monique Scantlebury-Hinds (Secretary & Training Team)
Ms. Kath-Ema Armstrong (Beaver Scouts)
Ms. Andrea Harewood (Cub Scout)
Mr. Hamilton Cumberbatch (Scouts & North),
Mr. Fabian Norville (Venture Scouts)
Mrs. Sonia Jones (Bridgetown)
Mrs. Carolyn Maynard (South)

NATIONAL VENTURE SCOUT COMMITTEE

Mr. Cedric Mayers (Chair)
Mr. Fabian Norville (Bridgetown)
Mr. Andrew Grant (Bridgetown)
Mr. Dwayne Worrell (North)

Mr. Michael Broome (North)

NATIONAL YOUTH ENGAGEMENT COMMITTEE

Mr. Christopher Brathwaite (Chair)
Mr. Andre Layne (Training Team)
Mr. Lael Charles (Comm. & PR)
Ms. Kath-Ema Armstrong (Beaver Scouts)
Mr. Tashaun Callender (Venture Scouts)
Mr. Rondell Trim (Bridgetown)
Mr. Shaquon Harewood (South)

NATIONAL YOUTH PROGRAMME COMMITTEE

Mrs. Carolyn Maynard (Chair)
Mr. Christopher Brathwaite (Headquarters)
Mr. Shone Gibbs (Training Team)
Mrs. Monique Scantlebury-Hinds (Beaver Scouts)
Ms. Cindy Brown (Cub Scouts)
Hamilton Cumberbatch (Scouts)
Mr. Cedric Mayers (Venture Scouts)
Mr. Andre Layne (Bridgetown)
Nikolas Wright (North)
Mrs. Cassandra Knight (South)

PROPERTY DEVELOPMENT COMMITTEE

Mr. Stephen Sobers (Chair)
Ms. Marva Cobham (Headquarters)
Rev. Austin Carrington (Bridgetown)
Mr. Marc Trotman (Bridgetown)
Mr. Julian Trotman (South)
Mr. John Russell (South)
Mr. Ron Grant
Mr. Martin Sobers

SCOUT SHOP COMMITTEE

Mr. Ricardo Gittens (Chair)
Mr. Trevor DeT. A. Jones (Deputy Chair)
Dr. Joanne Simmons-Boyce (Secretary)
Mrs. Wendy Cadogan-Hoyte (Ex. Officio – Honorary Treasurer)
Mr. Ryan Charlemagne (Ex. Officio – Manager)
Mr. Martin Taylor (Headquarters)
Ms. Marva Cobham (Training Team)

Mr. Everette Johnson (Bridgetown)
Mrs. Pamala Harewood (North)
Mrs. Carolyn Maynard (South)

FOUNDER'S DAY COMMITTEE

Mr. Martin Taylor (Chair)
Mrs. Monique Scantlebury-Hinds (Secretary &
Beaver Scouts)
Mrs. Sandra Alleyne-Richards (Headquarters)

Mr. Lavonne Hinds (Headquarters & North)
Mr. Hamilton Cumberbatch (Training Team)
Ms. Alicia Als-Grant (Comm. & PR)
Mrs. Cassandra Knight (Cub Scouts)
Mr. Danny Babb (Scouts)
Mr. Andrew Grant (Venture Scouts)
Mr. Jason King (Bridgetown)
Mrs. Kathy-Ann Alleyne (South)

APPENDIX 2

BARBADOS BOY SCOUTS ASSOCIATION AWARDS PRESENTED 2021-2022

CHIEF SCOUT'S BRONZE AWARD 2020

Nashon Kellman) (Hilda Skeene)

CHIEF SCOUT'S BRONZE AWARD 2021

Ralando Blackman-Carrington (Lawrence T. Gay)
Neil Broome (West Terrace)
Nishon Burnham (Blackman and Gollop)
Tyler Clarke (West Terrace)
Aiden Greaves (Blackman and Gollop)
T'Jhari John (West Terrace)

Shayden Johnson (Lawrence T. Gay)
Khai Marshall-Browne (St. George Primary)
Keiran Walrond-Johnson (Hazelwood)
Amir Watts (West Terrace)
Damon Weekes-Herbert (Lawrence T. Gay)
Papa Aberfa Yawson (Lawrence T. Gay)

MAHOGANY AWARD

Keiron Alleyne (Charles F. Broome)
Jon-Claude Allsopp (Charles F. Broome)
Nathan Barker (Charles F. Broome)
Damarion Blake (Bay Primary)
Darren Broome (Blackman and Gollop)
Da'Chai Bowen (West Terrace)
Aaron Burgess (Charles F. Broome)
Taquan Codrington (Lawrence T. Gay)
Liam Vallès Desrochers (St. Gabriel's)
Jaedon Downes (Wilkie Cumberbatch)
Krishon Eversley-Cox (St. George Primary)
Kaiden Goodridge (Charles F. Broome)
Tah-Jae Grant (Blackman and Gollop)
Liam Greig (St. Gabriel's)
Deonte Griffith (Lawrence T. Gay)
Keiron Griffith (Lawrence T. Gay)
Micah Hill (Charles F. Broome)
Aidier Hinds (Lawrence T. Gay)
Jonathan Hinds (Wilkie Cumberbatch)
Shemraj Hinds (St. Gabriel's)

Amari Ifill-Thorpe (Milton Lynch)
Jason Jack (Bay Primary)
Andre Johnson (West Terrace)
Khaliq Jones (Charles F. Broome)
Jared Kellman (Arthur Smith)
Josiah King (Blackman and Gollop)
Renmon Marshall (St. Stephen's)
Jamari Mohan (Luther Thorne)
Javonté Mohan (Luther Thorne)
Demarco Murrell (Bay Primary)
Tyrek Nurse (Blackman and Gollop)
Hayden Reid (St. George Primary)
Shiv Sahadeo (Luther Thorne)
Justin Sandiford (Luther Thorne)
Steffon Sealy (Bay Primary)
Liam Small (Charles F. Broome)
Aàron Waterman (West Terrace)
Nishaun Went (Milton Lynch)
Amarii Wickham (St. George Primary)
Jalen Williams (West Terrace)

CHIEF SCOUT'S AWARD

Christopher Johnson (Bay)
Harshad Roach (James Street)

PWC OUTSTANDING SCOUT OF THE YEAR 2020

Christopher Johnson (Bay)

DEIA BRONZE AWARD

Zachary Hoyte (First Barbados Sea Scouts & Bridgetown District)

DEIA SILVER AWARD

Lael Charles (Harrison College & Bridgetown District)

Micah Grosvenor (Harrison College & Bridgetown District)

APPENDIX 3



Barbados Boy Scouts Association

“HAZELWOOD” DEVELOPMENT PLAN 2020

DETAILED LIST OF PROJECTS

PROJECT # B1 – OFFICE:

The goal of this project is to refurbish the Office and the Chief Commissioner’s Office to present a more professional image to potential partners visiting the office. Also create a meeting room suitable for hosting business/board meetings.

- Repaint the Office and the Chief Commissioner’s Office.
- Divide the Chief Commissioner’s bathroom to create a secure room to house the security DVR, network routers and computer servers.
- Retile the Chief Commissioner’s Office and Bathroom and install screens on the windows.
- Clean and polish the floor tiles.
- Upgrade the number of electrical outlets, lighting, and network points.
- Divide the Office to create a Meeting Room where meetings can be held without interruption from those in the office.
- Acquire the necessary furniture to properly host a business/board meeting.
- Install a counter with a bar sink at the back of the room to facilitate the serving of refreshments.

PROJECT # B2 – AUDITORIUM:

The goal of this project is to refurbish the Auditorium so that it is an attractive facility suitable for hosting small events including, conferences, seminars, weddings, and parties.

- Repaint the Auditorium.
- Clean and polish the floor tiles.
- Upgrade the number of electrical outlets, lighting, network points, and fans.
- Refurbish the bathrooms in the Auditorium increasing the stalls in both bathrooms and installing a separate unisex disabled-friendly bathroom stall.
- Refurbish the kitchen to a standard where it can be used to serve meals and refreshments to those using the Auditorium.
- Acquire the necessary equipment and furniture to properly host events i.e. folding tables, folding chairs, podium/lectern, PA system and basic kitchen utensils/ equipment

to prepare and serve light refreshments. These items will be made available at an extra cost to persons renting the Auditorium.

- Repair the storeroom attached to the Auditorium to hold furniture and equipment available for use in the Auditorium.
- Replace the central window at the front of the Auditorium with one on either side of the existing one. This will increase the ventilation into the room.
- Place wrought iron gates on both doors to the Patio allowing both doors to remain open without compromising security. This will also increase ventilation.

PROJECT # B3 – MEZZANINE:

The goal of this project is to refurbish the Mezzanine so that it is suitable for hosting meetings and training sessions.

- Repaint the Mezzanine.
- Move the Training Office to the “Radio Room” area. This will increase the available floor space.
- Upgrade the number of electrical outlets, lighting, network points, and fans.
- Replace the damaged windows with a style that allows an increase in airflow.
- Refurbish the window shutters & hoods.
- Refurbish the flooring in the Mezzanine.
- Refurbish the bathroom and kitchenette so they are available to those using the Mezzanine.
- Relocate the stairs to the Mezzanine to maximize the available floor space in the Auditorium and the Mezzanine.

PROJECT # B4 – ELECTRICAL:

The goal of this project is to upgrade the electrical installation of the building and to increase the green footprint of the Association by converting where possible to green energy and energy saving devices.

- Convert all existing lighting to LED.
- Upgrade the electrical supply to the building.
- Upgrade the electrical wiring in the building, isolating it into 4 areas: Office, Auditorium/Mezzanine/Kitchen, Annex and Scout Shop.
- Install Solar Panels on the roof to reduce the electricity cost and make it more cost-effective to air condition sections of the building.

PROJECT # B5 – OUTSIDE BATHROOMS:

The goal of this project is to refurbish the Outside Bathrooms so that it is an attractive facility suitable for use during outdoor events.

- Divide the bathroom into 2 sections: a male and a female.
- In the male section, replace the urinal and install an additional toilet and basin.
- In the female section, replace the shower stalls with toilets and install additional basins.
- Refinish the floor and repaint both sections.
- Redirect the flow of wastewater from the female section to the well.
- Plaster the walls and install partitions in the shower-room. Install a bench and clothes-hooks outside the stalls.

PROJECT # B6 – KITCHEN:

The goal of this project is to retrofit the kitchen so that it meets the standards for a commercial kitchen. The kitchen will be available to those using the property to prepare meals.

- Replace the counters and cupboards.
- Upgrade the number of electrical outlets and lighting, and install an extractor fan.
- Tile the walls above the counters and repaint the kitchen.
- Install a second stove.
- Replace the serving tables with commercial grade ones.
- Install a hand washing sink.
- Install a water heater.
- Install a new grease trap.
- Install a potable water tank so that events/activities held on the property are not affected by interruptions in the water supply.

PROJECT # B7 – SCOUT SHOP:

The goal of this project is to rebuild the entrance to the Scout Shop so that there is a standard height entrance, making it more accessible to customers.

- Replace the arched stairs landing above the entrance of the Shop with a concrete slab. The space under the slab will form the entrance to the Shop.
- Replace the door to the Scout Shop with a standard sized door.

PROJECT # G1 – INCREASE PARKING:

The goal of this project is to increase the parking available to persons visiting the office and the Scout Shop.

- Remove the berm to the east of the driveway and create improved parking along that side of the driveway.

PROJECT # G2 – DRIVEWAY:

The goal of this project is to improve the driveway and the areas along the side of it providing improved access and aesthetics.

- Begin to enclose the property starting with a wall along the eastern boundary of the driveway and the Chapel Area. This can be partially funded through the sale of advertising on the wall.
- Erect chain barricades to restrict access to grassed areas to the west of the driveway.
- Improve drainage along the driveway by removing the grass which has encroached on the driveway and cutting down the rise near the bottom of driveway.
- Redesign the island in the driveway so that vehicles can navigate around it easier.
- Repave the driveway and create a marked parking area to the right of the entrance.

PROJECT # G3 – MAIN FIELD:

The goal of this project is to improve the main field so that it is an attractive area suitable for hosting outdoor events including, camps, fairs, and boot sales.

- Arrest soil erosion by terracing the slope and placing soft-stone blocks along the western side of the bay leaf trees and backfill with soil.
- Remove the berm to the south of the field, improving drainage and allow access to the full field.
- Secure the areas by enclosing the boundaries to the west of the building and the south of the field.
- Remould and grade field to improve drainage and maintenance.
- Dig a well at the bottom of the field to help remove the runoff.

PROJECT # G4 – UPPER FIELD:

The goal of this project is to improve the upper field (including the area at the back of the building) so that it is an attractive area suitable for hosting outdoor events including, camps, outdoor weddings, and receptions.

- Place benches on the western border of the field so that there are places to sit other than the stairs.
- Landscape the Chapel Area and the environs so that it can be used for small outdoor events.
- Remould and grade field to improve drainage and maintenance.

PROJECT # G5 – TREES:

The goal of this project is to prune and replace where necessary the trees on the property to improve the general aesthetics.

- Complete a survey of the trees on the property recording their location and condition.
- Have all the trees inspected by a dendrologist.
- Trim the overgrown trees on the property.
- Remove those identified for removal by the dendrologist and plant replacements.

PROJECT # LT1 – COMMERCIAL BUILDING:

The goal of this project is to construct a small commercial building at the entrance of the property providing a continuous source of income for the Association. This building would be 2 or 3 stories and would have shop spaces at the ground floor and office spaces on the above floor(s). This project would include relocating and widening the entrance of the property and driveway from the centre to the eastern side.

PROJECT # LT2 – TRAINING & CAMPING FACILITY:

The goal of this project is to construct a two-storey building to the east of the existing building. The ground floor will be used for camps and short-term visitors and would have a youth hostel type sleeping area and a few private bedrooms with common bathrooms and kitchen area. The upper floor would have purpose-built training rooms.

Codes Used: “B” refers to Building Projects, “G” refers to Grounds Projects, and “LT” refers to Long Term Projects

Barbados Boy Scouts Association

Financial Statements

March 31, 2022

(expressed in Barbados dollars)



Berkeley W. Greenidge

FCA FCCA CISA AML/CA C Dir
Chartered Accountant

INDEPENDENT AUDITOR'S REPORT

To the Members of
Barbados Boy Scouts Association

Audit opinion

I have audited the accompanying financial statements of **Barbados Boy Scouts Association** ('the Association'), which comprise the statement of financial position as of March 31, 2022 and the statements of income and expenditure, changes in funds, and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

In my opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Association as at March 31, 2022, and its financial performance and its cash flows for the year then ended in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities (IFRS for SMEs).

Basis for opinion

I conducted my audit in accordance with International Standards on Auditing (ISAs). My responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. I am independent of the Association in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code), and I have fulfilled my other ethical responsibilities in accordance with the IESBA Code. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Responsibilities of management and those charged with governance for the financial statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the IFRS for SMEs, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association's financial reporting process.

Auditor's responsibilities for the audit of the financial statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, I exercise professional judgment and maintain professional skepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.



Chartered Accountant
June 6, 2022
Bridgetown, Barbados

Barbados Boy Scouts Association

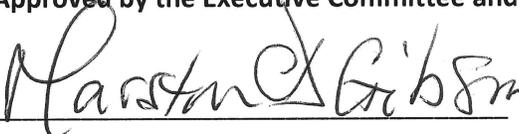
Statement of Financial Position

As of March 31, 2021

(expressed in Barbados dollars)

	2022 \$	2021 \$
ASSETS		
Non-current assets		
Property, plant and equipment (note 3)	5,822,575	5,820,577
	<u>5,822,575</u>	<u>5,820,577</u>
Current assets		
Inventories	132,755	124,754
Accounts receivable and prepayments	36,755	40,890
Cash (note 4)	28,001	71,888
	<u>197,511</u>	<u>237,572</u>
TOTAL ASSETS	<u>6,020,086</u>	<u>6,058,109</u>
MEMBERS' EQUITY AND LIABILITIES		
Accumulated surplus	533,682	567,884
Revaluation excess	5,478,127	5,478,127
TOTAL MEMBERS' EQUITY	<u>6,011,809</u>	<u>6,046,011</u>
Current liabilities		
Accounts payable and accrued liabilities	8,277	12,098
TOTAL LIABILITIES	<u>8,277</u>	<u>12,098</u>
TOTAL EQUITY AND LIABILITIES	<u>6,020,086</u>	<u>6,058,109</u>

Approved by the Executive Committee and signed on its behalf by:

 chairman

Barbados Boy Scouts Association

Statement of Changes in Members' Equity
For the year ended March 31, 2021

(expressed in Barbados dollars)

	Accumulated surplus Headquarters \$	Accumulated surplus Scout Shop \$	Accumulated surplus Training \$	Accumulated surplus Cuborees \$	Accumulated surplus Total \$	Revaluation excess \$
Balance at April 1, 2019	317,413	240,159	1,842	3,761	563,175	5,478,127
Net income for the year	19,201	(14,810)	317	0	4,708	0
Balance at March 31, 2021	336,614	225,349	2,159	3,761	567,883	5,478,127
Net (loss) income for the year	(14,809)	(18,601)	(791)	0	(34,201)	0
Balance at March 31, 2022	321,805	206,748	1,368	3,761	533,682	5,478,127

Barbados Boy Scouts Association

Statement of Income

For the year ended March 31, 2021

(expressed in Barbados dollars)

	2022 \$	2021 \$
Income		
Gross profit from Scout Shop operations	2,959	1,751
Dther income	30,132	42,128
(Deficit)/Surplus/deficit from training activities	(791)	317
(Deficit from cuboree fund raising	0	0
	<hr/> 32,300	<hr/> 44,196
General and administrative expenses		
Headquarters	44,941	22,927
Scout Shop	21,560	16,561
	<hr/> 66,501	<hr/> 39,488
Net (deficit)/surplus for the year	<hr/> (34,201)	<hr/> 4,708
 The following expense is included in the foregoing:		
Depreciation	<hr/> 891	<hr/> 458

Barbados Boy Scouts Association

Statement of Cash Flows

For the year ended March 31, 2021

(expressed in Barbados dollars)

	2022 \$	2022 \$
Cash flows from operating activities		
Net (deficit)/surplus for the year	(34,201)	4,708
Adjustment for:		
Depreciation	891	458
	<hr/>	<hr/>
Operating (deficit)/surplus before working capital changes	(33,310)	5,166
(Increase) in accounts receivables and prepayments	4,135	(5,791)
(Increase) in inventories	(8,002)	(9,364)
(Decrease)/Increase in accounts payable and accrued liabilities	(3,821)	(164)
	<hr/>	<hr/>
Net cash (used in) provided by operating activities	(40,998)	(10,153)
	<hr/>	<hr/>
Cash flows from investing activities		
Purchase of fixed assets	(2,889)	(10,373)
	<hr/>	<hr/>
Net cash used in investing activities	(2,889)	(10,373)
	<hr/>	<hr/>
(Decrease) in cash	(43,887)	(20,526)
Cash - beginning of year	71,888	92,414
	<hr/>	<hr/>
Cash - end of year	28,001	71,888
	<hr/>	<hr/>

Barbados Boy Scouts Association

Notes to Financial Statements

March 31, 2022

(expressed in Barbados dollars)

1 Incorporation and principal activity

The Barbados Boy Scouts Association was established in 1912. The Association is a member of the World Organization of the Scout Movement.

The Association's principle activity is to promote the mission of scouting in Barbados, that is, to contribute to the education of young people, through a value system based on the Scout Promise and Law, to help build a better world where people are self-fulfilled as individuals and play a constructive role in society. This is achieved by:

- a) Involving them throughout their formative years in a non-formal educational process;
- b) Using a specific method that makes each individual the principal agent of his or her development as a self-reliant, supportive, responsible and committed person; and
- c) Assisting them to establish a value system based upon spiritual, social and personal principles as expressed in the Promise and Law.

The principal place of operation is located at "Hazelwood", Collymore Rock, St. Michael, Barbados.

2 Significant accounting policies

a) Basis of preparation

These financial statements are prepared in accordance with International Financial Reporting Standards for Small and Medium-sized Entities (IFRS for SMEs). These financial statements are prepared in accordance with the historical cost convention except for the revaluation of freehold land and buildings.

The preparation of financial statements in accordance with IFRS for SMEs requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and the disclosure of contingent assets and liabilities at the date of the financial statements as well as the reported amounts of revenues and expenditure during the reporting period. Actual amounts may differ from these estimates.

b) Critical accounting estimates and judgements

The Association makes estimates and assumptions concerning the future. Estimates and assumptions are continually evaluated based on historical experience and other factors, including expectation of future events that are believed to be reasonable under the circumstance. The accounting estimates will usually differ from the related actual results. Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised and in any future period affected.

Barbados Boy Scouts Association

Notes to Financial Statements

March 31, 2022

(expressed in Barbados dollars)

Significant accounting policies...continued

c) Accounts receivable

Accounts receivable are carried at original invoice amount. Bad debts are written off when identified.

d) Inventories

Inventories are valued at the lower of cost and net realizable value. Cost is determined on a first-in, first-out basis. In determining the net realizable value, allowance is made for costs of realization and slow-moving and obsolete inventory items.

e) Depreciation

No depreciation is provided on buildings. This is not in accordance with IFRS for SMEs.

Depreciation on computer equipment is provided on the straight-line basis over 3 years. Depreciation on other assets is provided on the declining balance basis, so as to write off the cost of items of plant and equipment over their estimated useful lives as follows:

Camping equipment	20%
Computer and other equipment	20%
Scout Shop fittings	12.5%

f) Revenue recognition

Sales are recognized upon delivery of products and customer acceptance, and are shown net of valued added tax. Other income is recognized when received.

g) Taxation

The Barbados Boy Scouts Association is a non-profit charitable organisation and is exempt from income taxes under Section 4 of the Income Tax Act.

h) Foreign exchange

Assets and liabilities expressed in foreign currencies are translated and recorded at the rates of exchange prevailing at the balance sheet date. Transactions arising during the year involving foreign currencies are translated and recorded at the rates of exchange prevailing at the dates the transactions occurred. Any resulting gains or losses are included in the Statement of Income.

Barbados Boy Scouts Association

Notes to Financial Statements

March 31, 2022

(expressed in Barbados dollars)

3 Property, plant and equipment

	Land and Buildings \$	Camping Equipment \$	Other Equipment \$	Scout Shop Fittings \$	Computer Equipment \$	Total \$
Cost or valuation						
Balance - April 1, 2019	5,807,000	27,844	50,555	942	13,491	5,899,832
2020 Additions	0	0	0	4,185	0	4,185
2021 Additions	5,807,000 10,373	27,844 0	50,555 0	5,127 0	13,491 0	5,904,017 10,373
2022 Additions	5,817,373 0	27,844 0	50,555 0	5,127 1,168	13,491 1,721	5,914,390 2,889
Balance - March 31, 2022	5,817,373	27,844	50,555	6,295	15,212	5,917,279
Accumulated depreciation						
Balance – April 1, 2019	0	27,844	50,555	942	13,491	92,832
2020 Charge	0	0	0	523	0	523
2021 Charge	0 0	27,844 0	50,555 0	1,465 458	13,491 0	93,355 458
2022 Charge	0 0	27,844 0	50,555 0	1,923 547	13,491 344	93,813 891
Balance – March 31, 2022	0	27,844	50,555	2,470	13,805	94,704
Net Book Value						
March 31, 2020	5,807,000	0	0	3,662	0	5,810,662
March 31, 2021	5,817,373	0	0	3,204	0	5,820,577
March 31, 2022	5,817,373	0	0	3,825	1,407	5,822,575

Barbados Boy Scouts Association

Notes to Financial Statements

March 31, 2022

(expressed in Barbados dollars)

The Association's freehold land was re-valued by Franklin Group Inc. in 2015. The appraised value as at the valuation date for the land only amounted to \$5,807,000. No value was attributed to the buildings on the property, as in the opinion of the valuers, it is unlikely that these structures would be retained by any purchaser in order to achieve the highest and best potential economic use of the property.

The excess of the appraised value of the freehold land and buildings over their current book value, amounting to \$3,866,000, gave rise to an equivalent increase in the revaluation reserve.

Expenditure on the buildings subsequent to the 2015 valuation have been recorded at cost.

4 Cash on hand and at bank

This is represented by:

	2022 \$	2021 \$
Cash on hand		
Training	90	881
Scout Shop	4,432	19,258
	<hr/> 4,522	<hr/> 20,239
Republic Bank		
Scout Shop	8,050	17,426
Bank of Nova Scotia		
Cuboree	3,751	3,751
RBC Royal Bank of Canada		
General	11,678	30,472
	<hr/> 23,479	<hr/> 51,649
	<hr/> 28,001	<hr/> 71,888

5 Contingent Liability

During 2015, the Association was assessed with Municipal Solid Waste Tax ("the tax") of approximately \$15,000. The Association subsequently, in writing, appealed this assessment on the grounds that it is a registered charity, and as such, exempted from all forms of taxation, and that payment of the tax would result in financial hardship to the Association and adversely impact on its activities.

Barbados Boy Scouts Association

Notes to Financial Statements

March 31, 2022

(expressed in Barbados dollars)

To date, the Association has not received any correspondence approving or denying its request for waiver of the tax. No provision has been made for this liability in these accounts.

6 Comparative Figures

Certain comparative figures have been reclassified to conform to the current year's presentation.

Barbados Boys Scouts Association

Management Information Schedule

For the year ended March 31, 2022

(expressed in Barbados dollars)

Income and Expenditure – Headquarters

	2022	2021
	\$	\$
Other Income		
Building rental	1,575	582
Collection – Founder’s Day	254	595
Donations and covenants	2,699	500
Government subvention and grant	18,000	30,200
Miscellaneous	84	20
Projects	0	1,100
Registration fees	7,520	9,131
	<hr/>	<hr/>
	30,132	42,128
Cuborees and jamborees	0	0
	<hr/>	<hr/>
	30,132	42,128
General and administrative expenses		
Bank charges	350	477
Cleaning and maintenance	16,822	5,649
Conferences	0	0
Depreciation	344	0
Founders Day	250	0
Insurance	5,183	5,007
Miscellaneous	1,392	2,166
Office expenses	2,753	837
Parades and events	1,715	0
Payroll costs	4,335	0
Registration fees	5,287	4,986
Utilities	6,121	3,805
	<hr/>	<hr/>
	44,941	22,927
Cuborees and jamborees	0	0
	<hr/>	<hr/>
	44,941	22,927
Net (deficit)/surplus for the year	<hr/> (14,809) <hr/>	<hr/> 19,201 <hr/>

Barbados Boys Scouts Association

Management Information Schedule

For the year ended March 31, 2021

(expressed in Barbados dollars)

Income and Expenditure – Scout Shop

	2022 \$	2021 \$
Sales	20,101	21,230
Cost of sales	17,142	19,478
	<hr/>	<hr/>
Gross profit – 14.7% (2021 – 8.2%)	2,959	1,751
	<hr/>	<hr/>
General and administrative expenses		
Bank charges and interest	460	327
Depreciation	547	458
Donations	0	272
Insurance	2,440	2,189
Maintenance	254	1,482
Miscellaneous	336	336
Payroll costs	10,607	4,499
Stationery	1,961	2,130
Utilities	4,955	4,868
	<hr/>	<hr/>
	21,560	16,561
	<hr/>	<hr/>
Net (deficit)/surplus for the year	(18,601)	(14,810)

Barbados Boys Scouts Association

Management Information Schedule

For the year ended March 31, 2021

(expressed in Barbados dollars)

Income and Expenditure - Training

	2022 \$	2021 \$
Income		
Donations	500	0
Course Fees	0	545
	<hr/> 500	<hr/> 545
Expenditure		
Donation to Gilwell Reunion	0	0
Materials and supplies	1,291	134
Meals	0	94
	<hr/> 1,291	<hr/> 228
Net (deficit)/surplus for the year	<hr/> (791)	<hr/> 317

Barbados Boys Scouts Association

Management Information Schedule

For the year ended March 31, 2021

(expressed in Barbados dollars)

Income and Expenditure - Cuboree

	2022 \$	2021 \$
Income		
Deposits received	0	0
Donations	0	0
Fund raising	0	0
Refunds	0	0
	<hr/>	<hr/>
	0	0
	<hr/>	<hr/>
Expenditure		
Refunds	0	0
Bank charges	0	0
Airfare	0	0
Miscellaneous	0	0
Subsistence	0	0
Fund raising	0	0
	<hr/>	<hr/>
	0	0
	<hr/>	<hr/>
Net (deficit)/surplus for the year	0	0

**BARBADOS BOY SCOUTS ASSOCIATION
BUDGET 2022-2023**

INCOME

	<u>ACTUAL 2021-22</u>	<u>BUDGET 2022-23</u>
Conferences	0	5,000
Covenants	500	1,500
Founder's Day Service	254	1,000
Registration Fees	7,520	8,000
Rental of Property	1,575	2,500
Sponsorship & Donations (Projects)	2,199	20,000
Subvention	18,000	18,000
Training	0	1,000
Other	84	0
Total Income	30,132	57,000

EXPENDITURE

	<u>ACTUAL 2021-22</u>	<u>BUDGET 2022-23</u>
Awards	0	1,000
Bank Charges	350	400
Conferences	0	5,000
Events & Parades	1,715	2,500
Equipment & Fixtures	1,721	3,000
Founder's Day Service	250	1,000
Insurance	5,183	5,200
Maintenance of Property	14,163	8,000
Miscellaneous	1,392	2,000
Office Expenses	2,753	3,500
Payroll Expenses	4,335	9,100
Property Development	2,657	5,000
Registration Fees	5,287	5,300
Training	389	2,000
Utilities	6,121	4,000
Other	0	0
Total Expenditure	46,317	57,000

