



Barbados Boy Scouts Association

(95th Member of The World Scout Conference)

National Scout Council Annual General Meeting 20th June, 2023

*Renewed, Revitalized, Reimagined:
Boy Scouts Rewving Onwards*



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, 20TH JUNE, 2023 AT 5:15 P.M.

HORATIO COOKE AUDITORIUM, NUPW HEADQUARTERS

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 21st June, 2022.
5. Matters arising from the Minutes of the Annual General Meeting held on 21st June, 2022.
6. Confirmation of the Minutes of the Extraordinary General Meeting held on 24th January, 2023.
7. Matters arising from the Minutes of the Extraordinary General Meeting held on 24th January, 2023.
8. Consideration of the following:
 - (a) Report of the Chief Commissioner for the period 1st April, 2022 – 31st March, 2023.
 - (b) Audited Balance Sheet and Statement of Accounts for the period 1st April, 2022 to 31st March, 2023.
 - (c) Budgetary Proposals for 2023 – 2024.
9. Election of the following Officers to serve during the year 2023 – 2024.
 - (a) President
 - (b) 1st Vice President
10. Nomination of Representatives of the District Councils.
11. Nomination of Representatives from other Organizations to serve on the National Council for the year 2023 – 2024.
12. Appointment of citizens who have indicated willingness to serve on the National Council for the year 2023 – 2024.
13. Election of three (3) Council members to serve on the National Executive Committee.
14. Appointment of the Auditor for the year 2023 – 2024.
15. Any Other Business
16. Remarks from the Chief Scout and President, Sir Marston Gibson, KA.
17. 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 21ST JUNE, 2022
AT THE MAJOR NOOT HALL, COMBERMERE SCHOOL, ST. MICHAEL

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
Mrs. Eleanor Brathwaite - NEC Member
Mr. Lionel Weekes - NEC Member
Mr. Jason King - Scouter Bridgetown
Ms. Alicia Goodman-Hinds - Scouter North
Ms. Edwena Armstrong - Honorary Commissioner
Mr. Martin Taylor - 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
Mr. Fabian Norville - ADC Bridgetown & DEIA Representative
Ms. Celestine Straker - ADC Bridgetown
Mrs. Pauline Holder - DDC South
Mrs. Nadia Skeete - GGAB & NTFW Representative
Inspector Roland Cobbler - TBPS Representative
ASP John Gollop - BDF Representatives

Divisional Officer Wayne Vaughn - BFS Representative

The meeting was called to order at 5.25 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, International Commissioner

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 expressed pleasure that the BBSA was actually meeting face to face for the 2022 AGM.

Item 3: Excuses of absence

Excuses were offered for the absence of Dame Sandra Mason, Patron of the BBSA, Mr. Velmo Cadogan (2nd VP), Ms. Maria Lashley (NEC), Mrs. Heather Linton (NEC), Dr. Nigel Taylor (CCE), Mrs. Sandra Alleyne-Richards (ACC), Mrs. Cheryl Callender (ACC), Mr. Mark Green (ADC), Mr. André Layne. Ms. Wendy Greenidge, Ms. Deandra Frederick, Ms. Edwena Armstrong.

Item 4: Confirmation of the Minutes of the Annual General Meeting held on 22nd June, 2021

Corrections/Amendments:

There were no corrections or amendments.

The minutes of the Annual General Meeting of 21st June, 2022, were confirmed on a motion by Mr. Martin Taylor and seconded by Mr. Lionel Weekes. The motion was carried.

Item 5: Matters Arising from the Minutes of the Annual General Meeting held on 22nd June 2021

There were no matters arising from the minutes.

Item 6: Confirmation of the Minutes of the Extraordinary General Meeting held on 16th November, 2021

Corrections/ Amendments

There were no corrections or amendments.

The minutes of the Extraordinary General Meeting held on 16th November, 2021, were confirmed on a motion by Mr. Martin Taylor and seconded by Mr. Michael Arthur. The motion was carried.

Item 7: Matters Arising from the Minutes of the Extraordinary General Meeting held on 16th November, 2021

The Chief Commissioner noted that as stated at the general meeting all constitutional changes are to be approved by WOSM. He informed members that WOSM had replied

stating that they were three deficiencies which must be corrected. They also recommended that two other changes be made even though they were not mandatory.

The Chief Commissioner further noted that he had sent an action plan to them which would culminate in an Extraordinary General Meeting in January 2023.

The Chief Commissioner told members that he had set up a Constitution Review Committee.

Item 8: Consideration of the following:

(a) Report of the Chief Commissioner for the period 1st April, 2021 – 31st March, 2022

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.

A motion for the adoption of the report was moved by Mr. Ezra Archer and seconded by Mr. Lionel Weekes. The motion was carried.

Chairman, Sir Marston Gibson thanked the Chief Commissioner, Mr. Trevor DeT. A. Jones for his comprehensive report for the period 1st April, 2021 to 31st March 2022.

(b) Audited Balance Sheet and Statement of Accounts for the period 1st April, 2021 to 31st March, 2022

Mr. Berkeley Greenidge presented the audited financial statements for the year ended 31st March 2022.

He noted that Covid had affected many organisations including the BBSA

He stated that he had seen significant deterioration in the finances of the BBSA with the organisation's cash reserves declining by \$44,000.00 due to high operations cost.

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

Mr. Lionel Weekes commended the Auditor for an excellent report and thanked him for his continual service to the BBSA.

A motion for the acceptance of the Audited Balance Sheet and Statement of Accounts for the period 1st April, 2021 to 31st March 2022 was moved by Mr. Martin Taylor and seconded by Mrs. Sonia Jones. The motion was carried.

Mr. Ezra Archer requested that the record reflect that the BBSA recognised the work done by the Auditor and that he be rewarded in an appropriate manner.

(c) Budgetary Proposals for 2022 - 2023

The Treasurer, Mrs. Wendy Cadogan-Hoyte presented the Budgetary Proposals for the year April 2022 to March 2023.

She noted the need to control expenditure and to hopefully secure another rental as the Dental Office was no longer renting parking space from the BBSA. Also, the raising of much needed funds. She hoped for a net increase by the end of the year.

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.

The motion for the acceptance of the Budgetary proposals was moved by Mrs. Sonia Jones and seconded by Mr. Danny Babb and unanimously approved.

The Chief Scout thanked the Treasurer for her report.

Item 9: Election of the following Officers to serve during the year 2022- 2023

(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 Ms. Marva Cobham and seconded by Mr. Danny Babb.

(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 Mr. Ezra Archer.

Chief Scout and Chair, Sir. Marston Gibson congratulated the newly elected Officers and informed them that he looked forward to working with them.

Item 10: 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. André 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.

Mrs. Gloria Bryan, DC of the Southern District nominated the District's Chairman, Mr. Julian Trotman and Scouter Mr. John Russell as the Southern District's representatives to the National Scout Council.

The representatives of the Bridgetown, Northern and Southern Districts were duly ratified for the year 2022 to 2023.

Item 11: Nomination of Representatives from other Organisations for 2022-2023

The following persons were nominated to serve as Representatives from other organisations for the year 2022-2023:

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

Insp. Roland Cobbler - The Barbados Police Service

Mr. Wayne Vaughn - Barbados Fire Service

ASL John Gollop - Barbados Defence Force

Mr. Grantley Osbourne - Men's Educational Support Association

Mr. Fabian Sargeant - Men's Empowerment Network Support

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

Representative, National HIV/AIDS Commission

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 12: Election of Ten (10) Associate Members to serve on the National Executive Committee

The Chief Commissioner informed members that the National Executive Committee will have important responsibilities to assume in the year ahead as outlined in the updated Constitution.

Mrs. Heather Linton, Mr. Lionel Weekes, Mrs. Karen Mc Clean, Mrs. Maria Lashley, Mrs. Eleanor Brathwaite and Ms. Deandra Frederick were nominated to serve as lay members on the National Executive Committee.

A motion for the acceptance of the six 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 13: Appointment of Citizens who have indicated a willingness to serve on the National Council for the year 2022-2023

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

Item 14: Appointment of Auditor for the year 2022 – 2023

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 Mr. Lionel Weekes. The vote was unanimous.

Item 15: 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 also thanked members for remaining with the BBSA over the last 2 years and helping it to stay afloat as the premiere organisation for boys in Barbados.

Mr. Lionel Weekes commended the President for his leadership over the year under review.

Item 16: End of Meeting

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

The meeting concluded at 7.25 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 24TH JANUARY, 2023 AT SCOUT HEADQUARTERS

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
Mr. Martin Taylor - Deputy Chief Commissioner & International Commissioner
Ms. Marva Cobham - Deputy Chief Commissioner & ACC Adults in Scouting
Mrs. Monique Scantlebury-Hinds - ACC Training & Chair, National Beaver Scout Com.
Mrs. Sandra Alleyne-Richards - ACC
Mr. E. Anthony Archer - ACC
Mrs. Sonia Moe-Jones - DC Bridgetown
Mrs. Gloria Bryan - DC South
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
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. 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.

Item 1: Invocation

Prayers were offered by NEC member, Mr. Lionel Weekes.

Item 2: Welcome

Chief Scout and Chair, Sir. Marston Gibson warmly welcomed Patron of the BBSA, Dame Sandra Mason and leaders to the Extra-Ordinary National Scout Council meeting to approve changes to the Constitution of the BBSA.

Item 3: Excuses of absence

Excuses of absence were also made for Mr. Velmo Cadogan, Mr. Stephen Sobers, Mr. Andre Layne, Mrs. Harriet Blackett and Ms. Deborah Maughn.

Item 4: Establishment of a Quorum

The Chief Commissioner, Mr. Trevor De T Jones confirmed that there were more than sixteen (16) members present at the time thus establishing a quorum. He noted that the notice of the meeting had been sent more than two months prior to the meeting as required by the Constitution.

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

The Chief Commissioner, Mr. Trevor De T Jones noted the amended Constitution presented to the meeting of 21st November, 2021 as Barbados moved towards becoming a Republic. He informed members of the requirement by WOSM that the new Constitutional changes be ratified.

The Chief Commissioner noted that in view of the fact that they were four deficient areas and two strongly suggested recommendations, it was thought best to review the entire Constitution to bring it in line with other national organisations. He reminded members that a Town Hall meeting had been held prior to completing the final draft.

A motion for the adoption of the amended Constitution of the BBSA was moved by Mr. Lionel Weekes and seconded by Mr. Ezra Archer. The vote was unanimous.

The Chief Commissioner informed that he would forward the amended Constitution to the Constitution Committee of WOSM.

Item 6: Consideration of a Resolution to extend the current terms of certain elected members of the National Scout Council and National Executive Committee to conform with the new Constitutional amendments

The Chief Commissioner, Mr. Trevor DeT A Jones informed members that the Resolution sought to extend the terms of some officers whereby it would not be necessary for all officers to be re- elected each year, Officers would have one, (1) two (2) or three (3) year terms with the option of re- election on completion of their specific term and not exceeding the Constitutional requirement.

A motion for the adoption of the Resolution was moved by Mr. Lionel Weekes and seconded by Mrs. Heather Linton. The motion was carried.

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

Chief Scout and President Sir. Marston Gibson thanked Her Excellency, Dame Sandra Mason for her commitment to the BBSA and for her attendance at the meeting. He told members of his yearly audience with Her Excellency Dame Sandra Mason and the Chief Commissioner, Mr. Trevor De T Jones at which Dame Sandra Mason offers her suggestions for the improvement of the BBSA.

He also thanked members of the National Executive Committee and the National Scout Council for their attendance and for facilitating the passing of the Resolution.

He noted that the Scout Movement should be the catalyst for teaching boys good citizenship.

The Chief Commissioner informed members that Her Excellency Dame Sandra Mason had celebrated her birthday during the previous week and there would be a small surprise for her. Ms. Marva Cobham and Mr. Sylvester Blackman presented her with a birthday cake which was shared with members following an appreciation by Her Excellency Dame Sandra Mason.

Item 8: End of Meeting

Chairman and Chief Scout, Sir Marston Gibson thanked all for their participation in the meeting. He then closed the meeting with Prayer at 6. 00 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 2022 – March 2023

*Renewed, Revitalized, Reimagined:
Boy Scouts Reving Onwards*

BARBADOS BOY SCOUTS ASSOCIATION NATIONAL TEAM 2022-2023

PATRON

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

CHIEF SCOUT & PRESIDENT

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

Sir Marston Gibson, K.A.

CHIEF COMMISSIONER

Mr. Trevor DeT. A. Jones

DEPUTY CHIEF COMMISSIONERS

Ms. Marva Cobham

Mr. Martin F. N. Taylor

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

| | |
|-------------------------|---------------------|
| Mr. Michael Arthur | Mr. Ricardo Gittens |
| Mrs. Eleanor Brathwaite | Mrs. Maria Lashley |
| Mr. Velmo Cadogan | 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

Mrs. Monique Scantlebury-Hinds

NATIONAL AIS 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, ACC (Beaver Scout)
Mr. Mark Green, ADC (Cub Scout)
Mr. Danny Babb, ADC (Scout)
Mr. Cedric Mayers, DDC (Venture Scout)

COMMUNICATIONS & PR COMMITTEE CHAIR:

Ms. Kendra Mason (Ag.)

NATIONAL YOUTH ENGAGEMENT COMMITTEE CHAIR:

Mr. Christopher Brathwaite, ACC

NATIONAL YOUTH PROGRAMME COMMITTEE CHAIR:

Mrs. Carolyn Maynard, ADC

NATIONAL SCOUTERS:

Mr. Sylvester Blackman, ADC

Mr. Ryan Charlemagne, ADC

Mr. Lavonne Hinds, ADC

Mr. Fabian Norville, 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 2022 – MARCH 2023

This last year has been different. That is the best word I could think off to describe it. Difficult, challenging or hard didn't seem to quite cut it. Different in the sense that we started the year with limiting protocols most of which have been removed 12 months later; we started with restrictions at schools, most of which has now been removed, and the list can go on.

By the time the new school year had started in September, most schools had returned to a sense of normalcy; regular classes and a return of extracurricular activities on the compound. Many of us thought that once schools reopened everything would have returned to normal – we would pick-up where we left off in March 2020 and continued like the previous two and a half years did not happen. But that was wishful thinking. Nothing stays the same. Change is a constant in life. We were now met with a new set of challenges:

- More than half of our membership at March 2020 would have aged out of the Section they were in by September 2022;
- During the time of virtual meetings, very little recruiting was done so they weren't replacements for those who aged out;
- Groups who were unable to transition to virtual meetings now had no active members. It is hard to rebuild a Group with a few members much less one that has none;
- For the previous 2½ years most students were not part of any type of structured physical activity;

These are just a few of them, if I tried to list all of them, this would become a book instead of a report. These challenges were not peculiar to us but were experienced by most organisations – not just youth organisations but also those for adults.

But all is not lost. We WILL rebuild. We will continue moving forward. Our theme for the year stated the way forward: ***Renewed, Revitalized, Reimagined: Boy Scouts Revving Onwards***. We must:

Renew our programmes, updating the presentation of our activities;

Revitalize our Leaders and their Groups helping them along this journey;

Reimagine the way we see our roles and how we deliver our programmes to today's youth

We must do this without straying from our principles – Duty to God, Duty to Others, Duty to Self.

During the past year we were able to start this process by putting plans in place to accomplish this. Early in the new year we will start executing these plans. However, it will not be a sudden explosion all at once. Rather, it will be a gradual increase over time, similar to a rocket taking off: there is ignition and then the rocket slowly lifts from the pad and as it climbs into the sky it gains momentum and speed as it reaches into the atmosphere towards its goal in outer space.

In the past year we have put measures in place to put the “rocket on the launch pad” and “start the countdown”. These include:

- Modifying our adult training programme by making it easier for our new leaders to be trained using a combination of online and in-person sessions;

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- Appointed an Adults in Scouting Commissioner and started developing an Adults in Scouting Policy to better recruit and manage our adult members;
- Continued the work to revise our Youth Programme to make it more relevant to the youth of today;
- Start developing a National Youth Engagement Policy to ensure that our youth members are part of the decision-making processes of the Association at all levels;
- Lay the groundwork for two (2) innovative programmes to help drive our recovery and started seeking funding for them;
- Completed our GSAT Self-Assessment (Global Support Assessment Tool Towards Quality Scouting) which is a WOSM requirement;
- Revised our National Scout Constitution, not just to make it compliant to WOSM regulations but to include best practices necessary for a youth organisation in the 21st century;
- Execution of two (2) national activities, the Founder's Day Service and the Family Fun Day, to show the public that we are still here and back in action.

I will expand on all of these later in my report.

In October, the Chief Scout and I had our annual audience with H.E. The Most Honourable Dame Sandra Mason, President of Barbados, and Patron of our Association. This was our third meeting with Her Excellency after my appointment and we discussed the restarting of face-to-face Scouting in Barbados, our fund-raising project 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, how we can improve the fund-raising project, and the proposed revisions to our Constitution. I would like to thank Her Excellency for availing herself every year for that meeting.

In January an Extraordinary General Meeting of the National Scout Council was convened to approve the proposed amendments to the National Scout Constitution. This was the culmination of months of work by the Constitution Review Committee who conducted consultations with our membership and partners. The meeting was held on 24th January at Scout Headquarters. The proposed amendments were unanimously approved by the Council.

In February we were visited by Ms. Janet Marquez, the Regional Director for Adults in Scouting. During her four (4) day visit she conducted training sessions

and a workshop in Adults in Scouting. Sessions were held for members of the Chief Commissioner's Council and the National Executive Committee. The Workshop was for members of the Training and District Teams. She also had an audience with our Patron who engaged her on the need for an Adults in Scouting Policy. Despite her packed schedule she was still able to see some of the island and visit the beach.



On 9th March, 2022 we marked the 111th anniversary of the registration of the first Scout Troop in Barbados at the Combermere School. During Scout Month a number of activities were held to commemorate this auspicious occasion. The activities held during Scout Month will be detailed later in the report.

1. SECTIONAL REPORTS

With the start of the new school year in September, Groups received the green light to start in-person meetings. However, the restarting of Groups after a break of two and a half years, proved to be a difficult one for most. The problem experienced were the same in all the units, whether it was a Beaver Colony, a Cub Pack, Scout Troop or a Venture Unit. They were a few problems related to each age Group but for the most part they were similar.

Those who had been meeting online or were able to hold activities during the lull in protocols fared better. They at least had members in the Group with which to rebuild. However, they experienced problems including:

- More than half of their members would have aged out and little recruiting was done previously;
- The junior members of the units were now the senior members but did not have the experience to be youth leaders in their units – one of the principles of Scouting;
- Some members and prospective members have not been involved in any structured activity for two-and-a-half year and were not anxious to return;
- COVID is still with us and not everyone was comfortable returning to Group activities.

Those who had not met during the “COVID period” had a more difficult task. Not only did they experience most of the above, but they also faced the challenge of attracting boys to a unit with no members as well as, running a programme with all new boys. This meant they had to run a programme without the youth leaders who would normally assist the leader.

Despite these challenges most of the Groups were able to restart but not with their usual numbers. Those who had not stopped meeting were able to have boys work the programme and earn badges. Some were able to have boys complete the Sectional Award for their Section.

ILT 8

Two (2) Venture Scouts were able to attend the 8th Annual Interamerican Leadership Training (ILT 8) in Panama. Held from 28th December to 3rd January, ILT 8 provides the opportunity for two (2) young leaders from each Association in the Region to participate in a uniquely tailored leadership training program. Participants pay a fee of USD\$250, and the Region covered all other expenses including airfare. The Association was represented by Rondell Trim and Micah Grosvenor. In addition, one of our Leaders, Assistant District Commissioner Dwayne Worrell, was the Deputy Course Director.



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Sectional Awards

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

This year the deadline for submissions returned to their previous date. As a result, the Sectional Committees were able to complete their interviews in time to have the awards presented within the year. On 4th March an Awards Ceremony was held to present those Beaver Scouts and Cub Scouts who had completed their Chief Scout's Bronze Awards and Mahogany Awards. In addition to this, at our Annual Founder's Day Service in March, presentations were made to those Scouts and Venture Scouts who had completed their Chief Scout's Awards and Barbados Venture Gold Award.

Further details of the Sectional Awards presented is in the Awards section of this report.



PwC Awards

This year we were able to present PricewaterhouseCoopers Awards. The PwC Award for Most Outstanding Scout 2022 was presented to Deverron Bynoe, one of the Chief Scout Awardees from Harrison College. In addition, after a two (2) year break the award for the most outstanding Troop was made. The PwC Award for the Most Outstanding Troop for 2022 was presented to the Harrison College Scout Troop. The Awards were presented at our Annual Founder's Day Service in March by Mr. Malcolm Paul, Assurance Director, PricewaterhouseCoopers.



DEIA Awards

This year, three (3) Scouts from the Harrison College Scout Group successfully completed the Bronze Standard of The Duke of Edinburgh's International Award. Deverron Bynoe, Jaleel Cobham and Melvin Terrence Jr. were presented with their awards by Chief Scout Sir Marston Gibson at our Annual Founder's Day Service in March.



2. ADULTS IN SCOUTING

In November we appointed our first Adults in Scouting Commissioner. The post was advertised within the Association and on our Social Media feeds. After the interview process, the Chair of the Appointment Advisory Committee recommended that Ms. Marva Cobham be appointed to the post. I accepted the recommendation, and it was ratified by the National Executive Committee. As the decision had been made to separate the responsibility for AiS from Training, on her appointment, the post of ACC Training (National Leader Trainer) became vacant. Following the same process detailed above, Mrs. Monique Scantlebury-Hinds was appointed as ACC Training. The two will work together as the AiS Policy and the Training Policy are interconnected.

The AiS Commissioner is responsible for developing and implementing the Association's AiS Policy. To better equip her for the task at hand, an AiS Workshop was held. This was facilitated by the Regional Director for Adults in Scouting, Ms. Janet Marquez. The workshop provided the opportunity for members to learn the principles of AiS and the steps in developing a policy. These persons will form the team which will assist the AiS Commissioner to develop and implement our policy.

2.1 ADULT TRAINING

The revision of our Adult Training Policy continued along with the modifications to our adult training programme. The work started over a year ago continued seamlessly under the new ACC Training. New leaders are advised of their training requirements to be completed for appointment and assigned a training advisor to assist them through the process.

Each training course is being divided into two components: online and practical. The online component consists of the theoretical sessions which the leader can complete at their convenience. At the end of each session there is a quiz to confirm that the leader was able to grasp the concepts which were presented. The practical component consists of in-person sessions which are completed in groups and the leader will have more than one opportunity to complete each session. Some of these sessions have been converted to stand alone modules so that existing leaders can complete them as well to refresh their knowledge.

In July the online component of the Initial Training Course began with twelve (12) participants. This was followed by the practical component in November. In December the online component of the Explanatory Training Course was launched. The practical component will be held early in the new year. It should be noted that the online components are continuous and new members can access them when they join. They no longer have to wait for six or seven other new leaders to join before they can start their training. This is important as new leaders must complete certain basic training courses before they can work with youth members.

To date, six (6) leaders have fully completed the Initial course and two (2) the Explanatory. There are seven (7) leaders still working on the Initial course and twelve persons on the Explanatory.

In the new Scout Year, the team will be launching both components for the Introductory Training Course. Also, the online General Data Protection Regulation (GDPR) course which was completed and tested this year will be offered to all members. The practical courses for First Aid, Ceremonies, Flag Etiquette and Pioneering have been completed and will be offered in the new year.

AiS Training

In February we were able to complete two (2) training sessions and a workshop focused on AiS. These were facilitated by the visit of Ms. Janet Marquez, the Regional Director for Adults in Scouting. The training sessions introduced the concept of an AiS Policy and the process for implementation. The first session was for members of the Training Team and selected Committee Chairs. The second session was for members of the National Executive Committee.



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The 2-day workshop was for members of the Training Team, the Chief Commissioner's Council and the three (3) District Teams. Participants learnt how to develop a Scouting Policy, a process which can be used for any of the policies we are working on. They also worked on the initial steps of developing our AiS Policy. The persons trained during Janet's visit will form the core group who will assist with developing and implementing the AiS and SfH policies. The members of the AiS Committee will be selected from among them.



WOSM

WOSM and the Interamerican Region continues to host a series of Virtual Workshops and Webinars to assist the National Associations during the pandemic. However, with the return of in-person Scouting the number of events has been reduced. Also because of the time zones for some of them it was not practical to participate in some of them. Members of the Association participated in the following:

- Networks Workshop (2-days)
- Integral Management of Adults in Scouting Workshop (3-days)
- Financial Management Workshop 3-Part Series

The knowledge and experiences gained by our members who participated, will help guide the policies and procedures we are developing for our Association. I hope in the coming year we can increase our participation in all of the available opportunities.

3. EVENTS & PROJECTS

With the relaxing of the COVID Protocols we were able to safely hold a number of activities. These included two (2) activities which were open to the full membership of the Association: the Annual Founder's Day Service and a Family Fun Day.

3.1 110TH ANNIVERSARY TREE PLANTING

As part of our 110th Anniversary celebrations, I challenged the Association's three (3) Districts to plant at least 110 trees in their Districts. The Challenge was made to all registered members whether they are youth members, Leaders, administrators or parents/guardians.

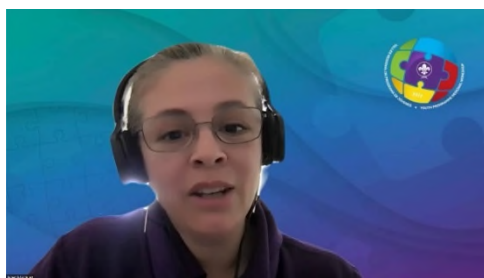
In preparation for the challenge, we reach out for partners to work with us. Our call was answered by the Ministry Of Environment, National Beautification, the Blue and Green Economy. Through its National Tree Planting Project, they donated the 330 trees required for the challenge. All fruit trees, they included mango, sugar apple, cherry, soursop, pomegranate, tamarind and sea grape trees.



The trees were distributed to the Districts for planting. Persons were asked to document the planting by video or photo and post them with the hashtags #barbadosscouts #TFTW.

3.2 CCC RETREAT

Our third annual Chief Commissioner's Council (CCC) Retreat was on Saturday 10th September at Scout Headquarters from 9:30 a.m. to 4:30 p.m. The agenda reflected the Retreat's theme "*Renewed, Revitalized, Reimagined*". After an update on upcoming activities and programmes, there was a video presentation on the current WOSM Programmes. This was followed by a discussion on the Better World Framework and Scouts for SDGs Programmes. We considered the details of both Programmes, whether they should be integrated in our current programmes and how that could be accomplished. We agreed that both would enhance our current programmes and they should be promoted among the leadership.



Before the lunch break, we were then joined by our guest speaker Ms. Janet Marquez, Regional Director for Adults in Scouting. She joined us via Zoom and spoke on the topic "*Managing Our Adults*". During her presentation she introduced the concept of an Adults in Scouting (AiS) Policy and the importance of having one. This was followed by a discussion after lunch on an Adults in Scouting Policy. We discussed whether we

should have an AiS Policy, who would be responsible for developing one and how to proceed. It was decided that we should have an AiS Policy, and it should be the responsibility of an ACC for AiS. Until such a person is appointed, the ACC Training would be responsible.

The Council then considered the report from the Uniform Committee Report and the changes to the uniforms that they recommended. Some of the recommendations were agreed to and would be forwarded to the National Executive Committee (NEC) for approval. The others were deferred for further discussion. They then discussed the proposed plan to develop and implement a National SfH Policy. The plan was approved for submission to the NEC for approval.

Our final session was an update on the Members Management System (TeePee) which is to be implemented and the implementation schedule.

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 as we *Renew, Revitalize, and Reimagine* Scouting in Barbados. Before dismissal, the participants renewed their Promise as a symbol of their commitment to Scouting in Barbados and beyond our shores.



3.3 GILWELL REUNION

On Sunday 30th October, 2022 over ninety (90) members of the First Gilwell Troop assembled to commemorate the 110th Anniversary of Scouting in Barbados. The First Gilwell Troop comprises all Scouters worldwide who have completed the Wood Badge Leadership Course.



Ever mindful of their “Duty to God”, the first tenet of the Scout Promise, they started their reunion by worshipping with the congregation of Dunamis Outreach Ministries in Staple Grove. After the service three (3) new members were invested into the Troop: Petrover Dublin, Clair Forde, and Andrew Grant.



The Gilwellians then travelled to “Castlemar” in St. Phillip, for a luncheon. There they were joined by Chief Scout and President, Sir Marston Gibson, for an afternoon of good food, fellowship and fun. From all reports the reunion was enjoyed by all.

3.4 28TH INTERAMERICAN SCOUT CONFERENCE

The 28th Interamerican Scout Conference was held in Ciudad del Este, Paraguay from 23rd to 26th November, 2022. The theme of the Conference was *Reunite, Reconnect, Recover* and it was the first hybrid Conference in the Region. Our Association was represented by Ms Marva Cobham and me. We both participated virtually.



I was supposed to travel to Paraguay to attend the conference but a few days before I was due to travel, I was made aware of the visa requirements to enter Paraguay. As it was not possible to acquire a visa at that late stage, I decided to cancel my trip and participate virtually. This problem was also experienced by at least three (3) other Caribbean Associations. I was able to get a refund for my hotel reservation and a credit from the airline. My associates were not so lucky.

The conference was very interesting as it was our first regional conference. During the 4-day event, we welcomed the Antigua & Barbuda Scout Association as a member of the World Organisation of the Scout Movement (WOSM). Prior to this they were operating as an overseas branch of the UK Scout Association. A new Interamerican Scout Committee was elected for a 3-year term. In addition, the new Regional Triennium Plan was approved along with a number of resolutions. The Plan and the resolutions are available for download on the regional website.



3.5 NATIONAL PARADES

This year the National Parades returned to their regular formats and the Association was represented at both of them. This was a challenge given our reduced numbers and the number of Scouts and Venture Scouts who had uniforms which still fit. However, we were able to meet the targets we set for ourselves.

The Remembrance Day Parade was held on 13th November in Heroes Square. The Association's detachment was led by Venture Scout Justin Cox with Venture Scout Marlon Downie as his Second-in-Command. The detachment comprising Scouts and Venture Scouts represented the Association well. As usual I laid the Association's wreath.



The Independence Day Parade was held again at the Historic Kensington Oval. The Association's detachment was led by Scout Leader Mr. Marc Trotman. His Second-in-Command was Venture Scout Justin Cox and Venture Scout Keshawn Cadogan was the Junior Officer. The detachment comprised Scouts, Venture Scouts and Leaders. The detachment did a commendable job at the parade.

I would like to express my thanks to all the Scouts, Venture Scouts and Leaders who were in the detachments of both parades along with their parents/guardians and family members. In addition, I would like to express my sincerest thanks to the team of Leaders who support both detachments year after year.

3.6 FOUNDER'S DAY SERVICE

The annual Founder's Day Service was held on Sunday 5th March, 2023 at the Abundant Life Assembly, Bank Hall at 3:00pm. We were able to return to our regular format for the first time since 2020. Once again, the planning committee for the service was chaired by Mr. Martin Taylor DCC. Setup in November 2022, the Committee set about their first task – to find an available location that could host a service that would be open to all our members and supporters. They also needed a church which would be able to stream the service for those who could not attend. After consideration, the Abundant Life Assembly was selected.

With a location selected, they moved full steam ahead to plan the service and parade. This included selecting a theme, selecting a minister, sending out invitations, planning the parade route, getting the necessary permits, and planning the programme. The committee rose to the challenge and made all the necessary arrangements.

The service was attended by our Patron and President of Barbados, H.E. The Most Honourable Dame Sandra Mason, Chief Scout Sir Marston Gibson, Minister of State in the Office of the Attorney-General with focus on Crime Prevention and Queen Scout, the Honourable Corey Lane and Mr. Malcolm Paul, Assurance Director, PwC. Also attending were



representatives from Ministries, Agencies and Organisations that we partner with, other specially invited guests and the parents/guardians and family members of our boys.

The theme selected for this years' service was "Hiking, Camping, Sailing: Boy Scouts Moving Forward" and it will be used as the theme for the coming year. The number of uniformed members who attended was very heartening especially the Scout and Venture Scout Sections. While planning, there was some concern about the attendance as some Groups had only recently restarted and there were some persons who were still not comfortable with large gatherings.



During the service, Cub Scout Ian Harvey from the St. Gabriel's Sea Scout Group performed a beautiful rendition of *10,000 Reasons* on his saxophone. The sermon was delivered by Minister Jeremy Browne of the Abundant Life Assembly who is also the father of one of our Cub Scouts. The worship team of two (2) Cub Scouts and two (2) Leaders did an excellent job accompanied at times by Leaders Tamara Adams on guitar and Marc Trotman on drums.

A number of awards were presented to Scouts and Venture Scouts who had completed Sectional Awards. Also the Beaver Scouts and Cub Scouts who had already received their Sectional Awards were recognised. The PwC Awards were also presented along with Bronze Standards from the Duke of Edinburgh's International Award.

The service was preceded and followed by a parade from the National Stadium. The parade was led by Scout Leader Marc Trotman with the assistance of Assistant Cub Scout Leader, Mr. Justin Cox. On the return march to the National Stadium, a salute was taken by Chief Scout Sir Marston Gibson.



Special thanks to the members of the planning committee and all other persons who assisted them with planning and executing of the Founder's Day Service. From all reports, the service was enjoyed by all and the planning Committee should be commended for their work.

3.7 111TH ANNIVERSARY TREE PLANTING

On 9th March we marked the 111th Anniversary of the registration of the First Barbados Scout Troop. The Chief Scout planted a mahogany tree at Scout Headquarters to commemorate the occasion. The tree planted was the last of the seedlings which were found on the property in 2021 and transferred to pots to grow. The Chief Scout was assisted by the Chief Commissioner and Ms. Marva Cobham, ACC AiS.



3.8 NATIONAL SCOUT TOWN HALL MEETING

We held our third annual National Scout Town Hall Meeting during Scout Month. The hybrid meeting was held on Sunday 19th March and once again was opened to all registered Adult Members and Associate Members of the Association. Members were able to participate in-person at Scout Headquarters or virtually on Zoom and YouTube.

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. This year's meeting started with a brief report on what was accomplished during the year. Next was the discussions segment where members were able to discuss the progress on the BBSA Development Plan, Restarting our Groups, the proposed programmes Scouting Renewed & LEEP, and the General Data Protection Regulations (GDPR) Policy. Once again it was a successful meeting with the discussions generating valuable input from those who participated.



3.9 NATIONAL FAMILY FUN DAY

We decided to hold a national activity to publicly demonstrate that the Association was still alive. We agreed that since most Scout Groups would be restarting and would have few invested members, that the traditional Promotional March was not the best option. After some discussion it was decided to have a Family Fun Day which would bring together our youth and adult members and their families and friends. It would be a fun day for the Leaders as well, since the boys will be coming with their families.

With most Scout Groups restarting in late September and early October, the regular date for the Promotional March was not practical. A Planning Committee was setup chaired by Mr. Jason King. They were tasked with developing the idea into an event, setting a date, finding a suitable location and planning the event. November, December and January were ruled out. February was considered but this was ruled out because it clashed with Agrofest. This left March – Scout Month. The date selected was Saturday 25th March. The National Botanical Gardens was considered as a possible location. The main drawback for this location was that everything



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needed for the event would have to be brought in. Queen's Park was proposed as an alternate site and after site visits the Committee recommended Queen's Park. With the location and date approved by the Executive Committee, the Committee set about the task of planning the event.

Despite the small size, the Committee set about the task at hand, planning the activities, seeking sponsorship, promoting the event, finding vendors, and the many other task needed for a successful event. For our first event, we had a good attendance. I was especially impressed by the number of fathers (or father-figures) who attended the event with their sons. There were activities for the boys, leaders and family members.



The Committee should be commended for their excellent work and I look forward to a bigger and better event next year.

3.10 NEW PROJECTS

During the past year we have been developing a number of interconnected projects and activities which will be the catalyst for rebuilding Scouting in Barbados. Some of them have been started while others will be started in the coming year. For better planning and execution these projects and activities have been packaged into two (2) innovative programmes to help drive our recovery. These programmes are still being developed and the details will be released early in the new year. Funding for both of them is also actively being sought. The programmes are Scouting Renewed and Learning Entrepreneurship and Environmental Protection.

Scouting Renewed will seek to renew and rebrand our Scouting Programme. It will bring to fruition the work we already started with our Youth Programme and integrate it with elements of our Youth Engagement, Adults in Scouting, Adult Training and Safe from Harm Policies to portray our programme in a way that will reignite the passion, participation, and support of positive youth development for boys in Barbados through Scouting. This will provide the springboard for a recruitment drive that will first seek to increase our adult membership and then youth members.

Learning Entrepreneurship and Environmental Protection or LEEP, aims to increase awareness, knowledge and practice of environmental protection and entrepreneurship in agriculture. It aligns with Sustainable Development Goals # 1, 2, 3, 5, 12, 15, and 17 and will incorporate aspects of various badges from all the Sections. The developed gardens will be environmentally sustainable, integrating youth entrepreneurship to generate income and serve the community. It is intended that the pilot project will be setup in 3 locations and once established will be made available to all Scout Groups.

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 at that time 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.

Even with the challenges faced, 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.
Accomplished – this deadline was extended due to COVID. After consultations, the Committee was able to propose amendments to make the Constitution compliant to WOSM regulations and to include best practices necessary for a youth organisation in the 21st century. The proposed amendments were approved at an EGM in January.
- 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 continues to work on their task. We hope to jump start this process early in the new year. They are being assisted by a WOSM Youth Programme consultant.
- Revise the National Adult Training Policy to better meet the needs of today's adult Leaders.
In Progress – the National Training Committee completed the Policy. However as they started to implement it, they realised a few sections had to be revised. This should be completed in the coming year.
- Revise the Adult Training Programme.
In Progress – the National Training Committee is still working on this. They have revised the Explanatory course and have almost completed the Introductory course. They plan to complete all the courses before Wood Badge in the coming year.
- Develop a Training Programme for Administrators.
In Progress – the National Training Committee is working on this. They have completed the Initial Course for Administrators. It will be implemented for those persons who are elected at the upcoming AGM.
- 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 is functioning but is in need of additional members. They successfully completed a fundraising campaign.
- Vetting all potential leaders to ensure that they are suited to the role to which they will be assigned.
In Progress – All adults applying to be members are vetted by the District or Headquarters depending on the application. This includes an interview and checking their references. From September 2023 all applicants will be required to also submit a Police Certificate of Character. Adults who left the Association for more than three (3) years will be required to follow this process as well.

- Ensure that all Youth Leaders are trained to a set level and warranted before they take responsibility for youth members.

Accomplished – All new Youth Leaders receive a temporary appointment for six (6) months during which time they are required to complete specific training courses. Of these courses certain ones must be completed before they start working with youth members. On completion of all of the specified courses, they receive a certificate of appointment for their role.

No further progress was made to reestablish a Friends of Scouting Committee. We have been unable to identify someone willing to Chair this committee. It is hoped that we will be able to find someone to chair the committee early in the new year.

At the end of this year, we reached the halfway point for our 5-year development plan. I believe at this time we need to review and take a new course if one is necessary. A lot has changed in the last two and a half years, and we need to see if we need to adjust our course.

4.1 SUB-COMMITTEES

Two (2) Sub-Committees of the National Executive Committee were established. They were established to meet the needs at the time. These Sub-Committees were:

GSAT – Chaired by Assistant Chief Commissioner Mr. Anthony Archer, this Committee was established to complete the Association's GSAT Self-Assessment which is a WOSM requirement. The Global Support Assessment Tool (GSAT) Towards Quality Scouting is a WOSM Quality Standard which serves as a reference of Best Practice for member Associations. By applying this Standard, Associations will be able to assess their strengths and areas of improvement and, thereby improve their accountability to stakeholders.

The self-assessment is the first step in the process. The Committee would have assessed the Association using the ninety-six (96) indicators provided. Their subsequent report revealed the indicators we are compliant with, those we need to work on and those that are not applicable to us. Some of the outstanding indicators were addressed in the Constitution amendments and the Committee revised its initial report to reflect this. The final report was approved by the National Executive Committee and will be published early in the new year. It will provide vital information for our review of the Association's development plan.

Constitution Review Committee – Chaired by Assistant Chief Commissioner Mr. Anthony Archer, this Committee was established to complete the review of the National Scout Constitution. The Committee started by reviewing the then Constitution. They reviewed the recommendations received from WOSM of the mandatory and suggested changes. These were circulated to members, and they were asked to submit any recommended changes they would like to see in the new Constitution. They were also circulated to our partners, and they were also invited to make recommendations.

The recommendations received were reviewed and a draft constitution produced. This was circulated and a townhall meeting was held to get feedback on the draft. Using that feedback a final draft was compiled which was sent to the National Executive Committee who approved the document. The document was then circulated to all National Scout Council members and an Extraordinary General Meeting was called two months later in compliance with the existing Constitution. The proposed amendments were passed at the meeting.

Having completed their duties, the Committee was dissolved. I would like to express my thanks to Mr. Archer and his team for a job well done.

The full list of Subcommittees and their members is listed in Appendix 1 of this report. It should be noted that there are still three (3) 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, awards were earned by members of all four Sections of the Association. In addition, those Beaver Scouts and Cub Scouts who made submissions at the end of the previous year, also received their awards. These submissions were reviewed at the beginning of this year and the presentations made.

As a result, there were three Award ceremonies held this year. The first was on 7th July, 2022 at Scout Headquarters. On this occasion Chief Scout Sir Marston Gibson presented twenty-five (25) boys with the following awards:

- One (1) Chief Scout's Bronze Award to a Beaver Scout
- Twenty-four (24) Mahogany Awards to Cub Scouts

These were the boys who made submissions at the end of the previous year.

The second ceremony was held on 4th March, 2023 at Scout Headquarters. This was for the Beaver Scouts and Cub Scouts who made submissions this year. The ceremony returned to the old format with parents/guardians and Leaders present in the auditorium to witness the presentations. On this occasion, the Chief Scout presented fourteen (14) awards as follows:

- Two (2) Chief Scout's Bronze Awards to Beaver Scouts
- Twelve (12) Mahogany Awards to Cub Scouts

The final ceremony for the year was held at our Annual Founder's Day Service on 12th March, 2023 at The Abundant Life Assembly. On this occasion nine (9) award presentations were made to members of the Scout and Venture Scout Sections. The presentations to the Venture Scouts were made by our Patron, the ones to the Scouts by the Chief Scout, and the PwC Awards by Mr. Malcolm Paul, Assurance Director, PwC. The following presentations were made:

- Two (2) Chief Scout's Awards to Scouts
- The PricewaterhouseCoopers Award for the Most Outstanding Scout for 2022
- The PricewaterhouseCoopers Award for the Most Outstanding Troop for 2022



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- Three (3) Bronze Standards of the Duke of Edinburg's International Award to Scouts
- Two (2) Barbados Venture Gold Awards to Venture Scouts

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

Mr. Mark St. Hill, the Assistant Scout Leader of the St. Gabriel's Sea Scout Group, received one of the 2022 National Independence Awards. He received the Gold Trident of Excellence for his sterling contribution to Retail and Business Banking, locally and regionally.



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 remit them to Scout Headquarters. In Barbados, registration is to be completed by 30th April of any given year. Persons joining the Association after 30th April are also required to register. These persons are registered when they join and their fees remitted to Scout Headquarters.

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. Registration forms are completed electronically and submitted by email to the Districts. The Districts process the forms and then email them to Headquarters. In addition to the forms, Groups were also required to submit SfH Certificates for all adults who work with youth members and copies of their annual financial statements. The Districts are also responsible for collecting and submitting the requisite fees for their members.

As expected, the census for 2022-2023 including late registration reflected a decline in registration. Unfortunately, the figures I received had an error in them and I was not able to have them corrected before publishing this report. Once the corrected census is received, the figures will be published.

| | Beaver Scouts | Cub Scouts | Scouts | Venture Scouts | Leaders | Commis. | Associate Members | Total |
|-----------|---------------|------------|--------|----------------|---------|---------|-------------------|-------|
| 2021-2022 | 153 | 696 | 98 | 38 | 147 | 48 | 125 | 1,305 |
| 2022-2023 | | | | | | | | |

Although we have subscribed to an online membership management software package, we have not implemented full use of the software. They were a few teething problems and

customisations had to be made to the package. These have been completed and we have had a few members test it to make sure it is working properly. It is planned to have it in full use by September of the coming year.

7. THE SCOUT SHOP

The last year saw an improvement for the Scout Shop. With most Groups restarting in-person meetings, there was an increase in activity at the Shop. While sales did not return to pre-COVID levels, it was a great improvement over the past two (2) years. Although there was an increase demand for uniforms, the Shop was unable to meet the demand. The supply of shirts and pants was slower than the frequency of demand. There was also a delay in the resupply of badges, but this was rectified before the end of the year. To compound matters, their suppliers had difficulty resupplying, Beaver Scout Caps, Cub Scout Caps, Scout Belts and Cub Scout Socks. All of which were out of stock at the end of the year without any indication when they would be back in stock. The proposed change to the Beaver Scout Shirts meant that some sizes were out of stock at the end of the year. The new shirts will be ordered at the beginning of the year and should be in stock by the start of the new school year in September.

The financial figures for the Scout Shop for the period under review improved. Sales for the year increased by 216% to just over \$63,000.00. The cost of these Sales was just over \$43,000.00 making a Gross Profit of just over \$20,000.00, an increase of 262%. Our Expenses for the year increased by 12% from the previous year. As a result, we made a net loss of just over \$4,000.00.

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. This year, it did not contribute directly to the maintenance of the Headquarters although it did undertake to rewire the electrical installation in the Shop.. 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, it is hoped that timely solutions will be we found to the supply issues being encountered. Only by resupplying it stock can the Shop return to profitability. The progress that has been made is due to the dedicated team of staff and volunteers who go above and beyond the call of duty and 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 continues to be a concern for us. Although our revenue streams have shown some improvement, they are not to the levels we require. Our faithful three, as we refer to them, are still with us. Sincerest thanks to the government through the Ministry of Youth, Cave Shepherd and Co. Ltd. and PricewaterhouseCoopers. We received other donations this year and we hope that we can transition them into annual contributions.

Even though it is not at its full complement, the Finance Committee was able to execute a successful fundraising campaign. The campaign, the idea of our Patron, was a direct appeal to

18 Barbados Boy Scouts Association

former members and persons who would have benefited directly or indirectly from the Scouting programme. Working with the Communications & PR Committee a newsletter was produced highlighting the accomplishments made in the previous two (2) years and the plans for the coming year. The package that was mailed out included a cover letter from the Chief Commissioner, the Newsletter and a self-addressed return envelope. Some persons were targeted by email where mailing addresses were not available. The campaign raised in excess of \$17,000.00. Plans are to repeat the campaign early in the new year.

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.

Grant Funding

The Roland Edwards & West Terrace Scout Groups applied for a planning grant from the UN's Global Environment Facility/Small Grants Programme (GEF/SGP). The grant of \$10,000.00 was approved but since the Scout Groups are not registered charities the project and grant had to be completed in the Association's name for the Scout Groups. The planning grant provided funding to complete the proposal for a full project to be funded by the agency. The funding included providing training for leaders from the Group and Headquarters to be able to develop the project and complete the proposal. It also provided for consultants to accomplish this.



The full project being developed will be a partnership between the Association and the two Scout Groups. The project will consist of the LEEP programme and aspects of the Scouting Renewed programme. Full details of the project will be circulated early in the new year once the project is fully developed.

Funding proposals will also be made to other agencies as if successful, the grant that will be provided by GEF/SGP will be a matching grant. This means that they will provide part of the funds and you are required to seek other funding partners. Please note that any funds provided through grants can only be spent on the project as detailed in the proposal. They cannot be spent on anything else.

9. THE HEADQUARTERS' PROPERTY

During the last year some progress was made with the development of the property. Despite the limited funds available, 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.

Tree Trimming

During the year we trimmed a number of trees on the property. All were preventative maintenance with three (3) of them overhanging neighbouring properties. The large tamarind tree to the east of the building was once again encroaching the building. The section to the building was pruned so that it would not be a problem for two or three years. This also resulted in an increase of light and air flow to the mezzanine floor.

It should be noted that we had a situation with the large casuarina tree at the top of the driveway which was pruned the year before. During bad weather in August, one of the branches broke and fell and knocked down the utility wires, both electrical and telephone. If the dead branches on the tree had not been trimmed earlier, the problem could have been much worse. This was discovered on the Monday bank holiday and the electrical wires were repaired that same day. The telephone was done on the Tuesday which was also a bank holiday. I would like to thank both Barbados Light & Power and Flow for their quick responses.

Upgrades to Electrical Infrastructure

Little progress was made to our conversion of the lighting to LED. A few lights were converted. We were able to purchase two (2) additional solar powered security lights, but they have not been installed as yet.

The project to install a PV System stalled when we realised that the proposed grant from GEF/SGP was a matching grant. This meant that they would provide half of the funding and we would have to provide the other half. We are now considering another option from one of the providers, who would install the system and pay us an annual fee. The remainder realised from power generation would go towards paying for the system. Once paid off, the system would be ours and we would benefit from the full income.

Use of the Building by Wilkie Cumberbatch Primary School

Wilkie Cumberbatch Primary School continued using the building for the four (4) Class 2s to the end of Term 3. However, the furniture was not removed until September. The condition of the building on its return was very satisfactory. The Ministry had completed a number of repairs and renovations before the school moved in and there was little wear and tear to the renovated plant by the students and staff.



It should be noted that as per our agreement, claims for reimbursement were made to the Ministry at the end of each term for the increase in the electricity and water bills. A reminder was sent at the beginning of March; however no response has been received as yet.

General Cleaning of Property.

Keeping the property clean continues to be a major challenge. This year, we did better mainly due to our general worker, Mr. Jason Sargeant. Although he only works two (2) days a week, he has done yeoman service in keeping the grounds clean most of the time. During the rainy season some months it was a losing battle, but he did not surrender. We had to rent a drive mower on two (2) occasions to assist in getting the grass under control. However, to be truly effective, we would need to rent the drive mower every four (4) to six (6) weeks during the rainy season. Hopefully funds would allow for this in the coming year.

A general clean-up was attempted during the year, but participation was low. This was due mainly to persons being uncertain of gatherings at the time protocols were relaxed. We need to plan at least two of these days a year to be able to complete general maintenance of the building and grounds.

General Maintenance of Building

General maintenance to the building continues to be completed as needed. We increased

security by adding a second DVR to our security system. This allowed us to increase the coverage in the Scout Shop and certain areas around the building. It will also allow for a monitor to be placed in the Scout Shop so that the staff can monitor what is happening around the building.

Some work on the electrical and plumbing upgrades were completed. This was done as problems occurred. Instead of just fixing the problem, upgrades were completed in the area once possible.

Use of Property

With the relaxing of the COVID protocols during the year, demand to use the property increased. The building and grounds have been used by a number of Scout Groups to host meetings and activities. Request was also received from other organisations to hold meetings, and these were accommodated where possible. Request for the use of the grounds for Sports Days were also accommodated. It should be noted that for Scout Groups, the fee to use the property has been waived and instead they are asked to make a contribution to utilities used and the upkeep of the property.

10. FRIENDS OF SCOUTING

Pioneers Cavaliers Cricket Club

During the past year with the relaxing of the COVID protocols, the Pioneers Cavaliers Cricket Club was able to restart meeting at Scout Headquarters. As we were both restarting, we did not have any opportunities to work together. However, they were able to make a contribution to the upkeep of Scout Headquarters.

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 with the reopening of most of the Scout Troops, we were able to present both of the PwC prize.

Freemasons

Over the past year the Freemasons continued to support the Association. The relationship with the Freemasons goes back a number of years but had waned during the COVID years. Our organisations share a special relationship as both our target audiences are male. Support was received from the Great Priory of Scotland through the District Grand Priory of the Caribbean. We also received support

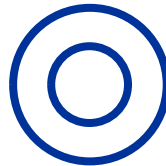


from Albion Lodge #196 ER from their annual Christmas Raffle.

I would like to mention Pelican Lodge #1750 SC, who assisted us in the previous year. Unfortunately, due to an oversight on my part, it was not acknowledged in that year's report.

We greatly appreciate the assistance received from all of them.

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. Angela Davis, Group Scout Leader, Wesley Hall Scout Group
- Mr. Addison Cadogan, Former Scout Leader, Louis Lynch Scout Group and Former Assistant District Commissioner, Bridgetown District.
- Mr Anderson Millar, Former Scout Leader, Coleridge & Parry Scout Group
- Ms. Dobree Hall, Former Cub Scout Leader, St. George Scout Group
- Ms Noreen Alleyne, Former Cub Scout Leader, Shrewsbury and Bailey's Scout Groups

In addition to these, several of us lost relatives and close friends during the year. Once again, the Association offers it 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.

- My Deputy Chief Commissioners for their support and assistance with my duties.
- 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.
- Ms. Marva Cobham for managing the office and the building and Mr. Jason Sargeant who goes above and beyond in maintaining the grounds.
- To the Government of Barbados for their continued support.
- To Cave Shepherd & Co. Ltd. and PricewaterhouseCoopers for their continued support.
- Williams Industries Inc., Unicomer (Barbados) Ltd. and the Central Bank of Barbados.
- The individuals and institutions that supported the various projects during the year.
- The management of Kent Construction for their continued assistance.
- 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 "Hiking, Camping, Sailing: Boy Scouts Moving Forward". Let us recommit ourselves to continue moving forward; providing quality activities which are wholesome and above all fun for our boys; encouraging them to be the best that they can be; moving them forward to be responsible citizens of our country and the world.

"Hiking, Camping, Sailing: Boy Scouts Moving Forward"

Good Hunting!



.....
Trevor DeT. A. Jones
Chief Commissioner

APPENDIX 1

BARBADOS BOY SCOUTS ASSOCIATION

NATIONAL EXECUTIVE COMMITTEE

SUBCOMMITTEES 2022-2023

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

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

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

Mrs. Monique Scantlebury-Hinds (National Training Commissioner)
Mr. E. Anthony Archer (Leader Trainer)
Ms. Marva Cobham (Leader Trainer)
Mr. Trevor DeT. A. Jones (Leader Trainer)
Mrs. Gloria Cadogan (Assistant Leader Trainer)
Mr. Hamilton Cumberbatch (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)

FAMILY FUN DAY COMMITTEE

Mr. Jason King (Chair)

Mrs. Carolyn Maynard (CCC)

Ms. Alicia Als-Grant (Comm. & PR)

Mr. Ron Grant (Beaver Scouts)

Ms. Andrea Harewood (Cub Scouts)

Mrs. Enid King (Bridgetown)

Ms. Kendra Mason (Comm. & PR)

Mr. Rondell Trim (Venture Scouts)

APPENDIX 2

BARBADOS BOY SCOUTS ASSOCIATION AWARDS PRESENTED 2022-2023

CHIEF SCOUT'S BRONZE AWARD 2022

Ranai Pierre-Wong (Lawrence T. Gay)

CHIEF SCOUT'S BRONZE AWARD 2023

Aaron Ellis (West Terrace)

Amir Ifill (Lawrence T Gay)

MAHOGANY AWARD 2022

Kyron Arthur (Deacons)
Joshua Ashby (St. Stephen's)
Nikolai Barker (Charles F. Broome)
Jeremiah Brathwaite (Bay Primary)
Josiah Bretney (Milton Lynch)
Xavion Clarke (Bay Primary)
Ralani Crichlow (Wilkie Cumberbatch)
Patrick Gamble (St. Gabriel's)
Daluco Goodman (St. Stephen's)
Shadarion Greaves (St George)
Nazario Holder (St. Paul's)
Aidan Jackson (Blackman and Gollop)

Jaheim Maynard (Bay Primary)
Zachary Maynard (Lawrence T. Gay)
Taj Miller (St. Stephen's)
Aaden Odle (Charles F. Broome)
Christopher Palmer (Wilkie Cumberbatch)
Ranajie Pierre-Wong (Lawrence T. Gay)
Ezra Sikkens (St. Gabriel's)
Dinari Trotman (Bay Primary)
Aiden Wharton (Blackman and Gollop)
Akeil Wiggins (St. Stephen's)
Jayden Williams (St. Paul's)
Jalen Yard (St. Stephen's)

MAHOGANY AWARD 2023

Amani Atkins (Blackman and Gollop)
Elijah Bailey (Milton Lynch)
Johnathan Beckles (Vauxhall)
La'Shawn Best (St. Stephen's)
Rojay Cobbler (Blackman and Gollop)
Ajahri Fleming (St. George)

Antwan Harding (St. Stephen's)
Jaden Harewood (St. Stephen's)
Javon Harewood (St. Stephen's)
Joshua Lucas (Blackman and Gollop)
K'andre Nurse (Deacons)
Joshua Phillips (St. Stephen's)

CHIEF SCOUT'S AWARD

Deverron Bynoe (Harrison College)
Daniel Persaud (Harrison College)

PWC OUTSTANDING SCOUT OF THE YEAR 2022

Deverron Bynoe (Harrison College)

PWC OUTSTANDING TROOP OF THE YEAR 2022

Harrison College Scout Troop

DEIA BRONZE AWARD

Deverron Bynoe (Harrison College)

Jaleel Cobham (Harrison College)

Melvin Terrence Jr. (Harrison College)

BARBADOS VENTURE GOLD AWARD

Hadley Roach (James Street & Bridgetown District)

Rondelle Trim (Bay & Bridgetown District)

Barbados Boy Scouts Association

Financial Statements

March 31, 2023

(expressed in Barbados dollars)



Berkeley W. Greenidge

FCCA FCA 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, 2023 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, 2023, 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 5, 2023
Bridgetown, Barbados

Barbados Boy Scouts Association

Statement of Financial Position

As of March 31, 2023

(expressed in Barbados dollars)

| | 2023 \$ | 2022 \$ |
|--|------------------|------------------|
| ASSETS | | |
| Non-current assets | | |
| Property, plant and equipment (note 3) | 5,821,971 | 5,820,577 |
| | 5,821,971 | 5,820,577 |
| Current assets | | |
| Inventories | 131,281 | 132,755 |
| Accounts receivable and prepayments | 35,434 | 36,755 |
| Funds held in Escrow (note 4) | 50 | 0 |
| Cash (note 5) | 42,742 | 28,001 |
| | 209,507 | 197,511 |
| TOTAL ASSETS | 6,031,478 | 6,018,088 |
| MEMBERS' EQUITY AND LIABILITIES | | |
| Accumulated surplus | 526,777 | 533,682 |
| Revaluation excess | 5,478,127 | 5,478,127 |
| TOTAL MEMBERS' EQUITY | 6,004,904 | 6,011,809 |
| Current liabilities | | |
| Accounts payable and accrued liabilities | 26,574 | 6,297 |
| TOTAL LIABILITIES | 26,574 | 6,297 |
| TOTAL EQUITY AND LIABILITIES | 6,031,478 | 6,018,088 |

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

Marston CD Gibbin Chairman

Barbados Boy Scouts Association

Statement of Changes in Members' Equity

For the year ended March 31, 2023

(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, 2021 | 336,614 | 225,349 | 2,159 | 3,761 | 567,883 | 5,478,127 |
| Net 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 |
| Net (loss) income for the year | (2,163) | (5,403) | 671 | (10) | (6,905) | 0 |
| Balance at March 31, 2023 | 319,642 | 201,345 | 2,039 | 3,751 | 526,777 | 5,48,127 |

Barbados Boy Scouts Association

Statement of Income

For the year ended March 31, 2023

(expressed in Barbados dollars)

| | 2023 \$ | 2022 \$ |
|---|----------------|-----------------|
| Income | | |
| Gross profit from Scout Shop operations | 20,282 | 2,958 |
| Other income | 58,221 | 30,132 |
| Surplus/deficit from training activities | 671 | (791) |
| Deficit from cuboree fund raising | (10) | 0 |
| | <u>79,164</u> | <u>32,300</u> |
| General and administrative expenses | | |
| Headquarters | 60,384 | 44,941 |
| Scout Shop | 25,685 | 21,560 |
| | <u>86,069</u> | <u>66,501</u> |
| Net (deficit) for the year | <u>(6,905)</u> | <u>(34,201)</u> |
| The following expense is included in the foregoing: | | |
| Depreciation | <u>1,496</u> | <u>891</u> |

Barbados Boy Scouts Association

Statement of Cash Flows

March 31, 2023

(expressed in Barbados dollars)

| | 2023 \$ | 2022 \$ |
|---|----------------|-----------------|
| Cash flows from operating activities | | |
| Net surplus/(deficit) for the year | (6,905) | (34,201) |
| Adjustment for: | | |
| Depreciation | 1,496 | 891 |
| Operating profit before working capital changes | (5,409) | (33,391) |
| Decrease/(Increase) in accounts receivables and prepayments | 1,321 | 4,135 |
| (increase) in funds held in escrow | (50) | 0 |
| Decrease/(Increase) in inventories | 1,394 | (8,002) |
| (Decrease)/Increase in accounts payable and accrued liabilities | 20,277 | (3,821) |
| Net cash (used in) provided by operating activities | 17,631 | (40,998) |
| Cash flows from investing activities | | |
| Purchase of fixed assets | (2,890) | (2,889) |
| Net cash used in investing activities | (2,890) | (2,889) |
| Increase/(Decrease) in cash | 14,741 | (43,887) |
| Cash - beginning of year | 28,001 | 71,888 |
| Cash - end of year | 42,742 | 28,001 |

Barbados Boy Scouts Association

Notes to the Financial Statements

March 31, 2023

(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 the Financial Statements

March 31, 2023

(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% |
| 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 the Financial Statements

March 31, 2023

(expressed in Barbados dollars)

3 Property, plant and equipment

| 1 | Land and Buildings \$ | Camping Equipment \$ | Other Equipment \$ | Scout Shop Fittings \$ | Computer Equipment \$ | Total \$ |
|---------------------------------|-----------------------------|----------------------------|--------------------------|------------------------------|-----------------------------|-------------|
| Cost or valuation | | | | | | |
| Balance - April 1, 2020 | 5,807,000 | 27,844 | 50,555 | 942 | 13,491 | 5,899,832 |
| 2021 Additions | 0 | 0 | 0 | 4,185 | 0 | 4,185 |
| | 5,807,000 | 27,844 | 50,555 | 5,127 | 13,491 | 5,904,017 |
| 2022 Additions | 10,373 | 0 | 0 | 0 | 0 | 10,373 |
| | 5,817,373 | 27,844 | 50,555 | 5,127 | 13,491 | 5,914,390 |
| 2023 Additions | 0 | 0 | 0 | 815 | 2,075 | 2,890 |
| | 5,817,373 | 27,844 | 50,855 | 5,942 | 15,566 | 5,917,280 |
| Accumulated depreciation | | | | | | |
| Balance - April 1, 2020 | 0 | 27,844 | 50,555 | 942 | 13,491 | 92,832 |
| 2021 Charge | | 0 | 0 | 523 | 0 | 523 |
| | 0 | 27,844 | 50,555 | 1,465 | 13,491 | 93,355 |
| 2022 Charge | 0 | 0 | 0 | 458 | 0 | 458 |
| | 0 | 27,844 | 50,555 | 1,923 | 13,491 | 93,813 |
| 2023 Charge | 0 | 0 | 0 | 804 | 692 | 1,496 |
| | 0 | 27,844 | 50,855 | 2,727 | 14,183 | 95,309 |
| Net Book Value | | | | | | |
| March 31, 2021 | 5,807,000 | 0 | 0 | 3,662 | 0 | 5,810,662 |
| March 31, 2022 | 5,817,373 | 0 | 0 | 3,204 | 0 | 5,820,577 |
| March 31, 2023 | 5,817,373 | 0 | 0 | 3,215 | 1,383 | 5,821,971 |

Barbados Boy Scouts Association

Notes to the Financial Statements

March 31, 2023

(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 the existing book value at the date of the valuation, 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 Funds held in Escrow

In 2022, the Roland Edwards Scout Group, through the Association, applied for and received grant funding from the Global Environment Facility Small Grants Programme. The grant funding, amounting to US \$5,000, was to be used to execute a project entitled "Learning Entrepreneurship and Environmental Protection". A Memorandum of Agreement ('MoA') was subsequently drafted, setting out the terms and conditions of the grant funding. Given the status of the ultimate beneficiary, the MoA listed the Association as the Intermediary organisation, and assigns the responsibility to the Association for, *inter alia*, project oversight and ensuring compliance with the terms and condition of the grant, particularly financial management and procurement.

The source and application of grant funding as at the reporting date is set out below:

| | 2023 \$ |
|------------------------------|--------------------------|
| Grant funding received | <u>10,000</u> |
| Project expenditure incurred | |
| Consultancy fees | 2.000 |
| Other project costs | <u>8.050</u> |
| | <u>10,050</u> |
| Deficit | <u>(50)</u> |

Barbados Boy Scouts Association

Notes to the Financial Statements

March 31, 2023

(expressed in Barbados dollars)

5 Cash on hand and at bank

This is represented by:

| | 2023 \$ | 2022 \$ |
|--------------|---------------|---------------|
| Cash on hand | 4,029 | 4,432 |
| Cash at bank | | |
| Scout Shop | 25,662 | 8,050 |
| Cuboree | 3,741 | 3,751 |
| Training | 90 | 90 |
| General | 9,220 | 11,678 |
| | 38,713 | 23,569 |
| | 42,742 | 28,001 |

6 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.

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.

7 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, 2023

(expressed in Barbados dollars)

Income and Expenditure – Headquarters

| | 2023 \$ | 2022 \$ |
|--|------------|------------|
| Other Income | | |
| Building rental | 700 | 1,575 |
| Collection – Founder’s Day | 1,759 | 254 |
| Donations and covenants | 19,450 | 2,699 |
| Events and parades | 10,956 | 0 |
| Government subvention | 18,000 | 18,000 |
| Miscellaneous | 1,228 | 84 |
| Projects | 0 | 0 |
| Registration fees | 6,128 | 7,520 |
| | <hr/> | <hr/> |
| | 58,221 | 30,132 |
| General and administrative expenses | | |
| Bank charges | 227 | 350 |
| Cleaning and maintenance | 4,597 | 16,822 |
| Conferences | 4,293 | 0 |
| Depreciation | 692 | 344 |
| Events and parades | 11,396 | 1,715 |
| Founders Day | 1,110 | 250 |
| Insurance | 5,182 | 5,183 |
| Miscellaneous | 1,703 | 1,392 |
| Office expenses | 9,933 | 2,753 |
| Payroll expenses | 9,363 | 4,335 |
| Registration fees | 4,852 | 5,287 |
| Utilities | 7,036 | 6,121 |
| | <hr/> | <hr/> |
| | 60,384 | 44,941 |
| Net surplus (loss) for the year | <hr/> | <hr/> |
| | (2,163) | (14,809) |

Barbados Boys Scouts Association

Management Information Schedule

For the year ended March 31, 2023

(expressed in Barbados dollars)

Income and Expenditure – Scout Shop

| | 2023 \$ | 2022 \$ |
|-------------------------------------|------------|------------|
| Sales | 63,567 | 20,101 |
| Cost of sales | 43,285 | 17,142 |
| | | |
| Gross profit – 31.9% (2022 – 14.8%) | 20,282 | 2,959 |
| | | |
| General and administrative expenses | | |
| Bank charges and interest | 856 | 460 |
| Depreciation | 804 | 547 |
| Donations | 0 | 0 |
| Insurance | 2,439 | 2,440 |
| Maintenance | 1,872 | 254 |
| Miscellaneous | 377 | 336 |
| Payroll costs | 11,139 | 10,607 |
| Stationery | 3,167 | 1,961 |
| Utilities | 5,031 | 4,955 |
| | | |
| | 25,685 | 21,560 |
| | | |
| Net (deficit)/surplus for the year | (5,403) | (18,601) |

Barbados Boys Scouts Association

Management Information Schedule

For the year ended March 31, 2023

(expressed in Barbados dollars)

Income and Expenditure - Training

| | 2023 \$ | 2022 \$ |
|---|------------|--------------|
| Income | | |
| Course Fees | 671 | 500 |
| | <hr/> | <hr/> |
| | 671 | 500 |
| | <hr/> | <hr/> |
| Expenditure | | |
| Donation to Gilwell Reunion | 0 | 0 |
| Materials and supplies | 0 | 1,291 |
| Meals | 0 | 0 |
| | <hr/> | <hr/> |
| | 0 | 1,291 |
| | <hr/> | <hr/> |
| Net surplus/(deficit) for the year | 671 | (791) |
| | <hr/> | <hr/> |

Barbados Boys Scouts Association

Management Information Schedule

For the year ended March 31, 2023

(expressed in Barbados dollars)

Income and Expenditure - Cuboree

| | 2023 \$ | 2022 \$ |
|---|------------|------------|
| 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 | 10 | 0 |
| Airfare | 0 | 0 |
| Miscellaneous | 0 | 0 |
| Subsistence | 0 | 0 |
| Fund raising | 0 | 0 |
| | <hr/> | <hr/> |
| | 10 | 0 |
| | <hr/> | <hr/> |
| Net (deficit)/surplus for the year | (10) | 0 |

BARBADOS BOY SCOUTS ASSOCIATION**BUDGET 2023-2024****INCOME**

| | <u>ACTUAL 2022-23</u> | <u>BUDGET 2023-24</u> |
|------------------------------------|------------------------------|------------------------------|
| Conferences | 854 | 2,000 |
| Covenants | 500 | 1,500 |
| Events | 8,845 | 9,000 |
| Founder's Day Service | 1,759 | 2,000 |
| Registration Fees | 6,128 | 8,000 |
| Rental of Property | 700 | 3,500 |
| Sponsorship & Donations (Projects) | 21,450 | 25,000 |
| Subvention | 18,000 | 18,000 |
| Training | 375 | 1,000 |
| Other | 0 | 0 |
| Total Income | <u>58,610</u> | <u>70,000</u> |

EXPENDITURE

| | <u>ACTUAL 2022-23</u> | <u>BUDGET 2023-24</u> |
|--------------------------|------------------------------|------------------------------|
| Awards | 0 | 1,000 |
| Bank Charges | 227 | 400 |
| Conferences | 4,293 | 2,000 |
| Events & Parades | 9,832 | 12,000 |
| Equipment & Fixtures | 2,890 | 3,500 |
| Founder's Day Service | 1,110 | 1,500 |
| Insurance | 5,182 | 5,200 |
| Maintenance of Property | 4,257 | 8,000 |
| Miscellaneous | 1,000 | 2,000 |
| Office Expenses | 9,933 | 5,400 |
| Payroll Expenses | 9,363 | 9,500 |
| Property Development | 340 | 6,000 |
| Registration Fees | 4,852 | 5,500 |
| Training | 703 | 2,000 |
| Utilities | 7,036 | 6,000 |
| Other | 0 | 0 |
| Total Expenditure | <u>61,018</u> | <u>70,000</u> |

