



Barbados Boy Scouts Association

(95th Member of The World Scout Conference)

National Scout Council Annual General Meeting 18th June, 2024

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



BARBADOS BOY SCOUTS ASSOCIATION

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

CHIEF SCOUT: Sir Marston Gibson, KA

NATIONAL SCOUT COUNCIL

ANNUAL GENERAL MEETING

TUESDAY, 18TH JUNE, 2024 AT 5:15 P.M.

HORATIO COOKE AUDITORIUM, NUPW HEADQUARTERS

AGENDA

1. Invocation
2. Welcome
3. Excuses of Absence
4. Confirmation of the Minutes of the Annual General Meeting held on 20th June, 2023.
5. Matters arising from the Minutes of the Annual General Meeting held on 20th June, 2023.
6. Consideration of the following:
 - (a) Report of the Chief Commissioner for the period 1st April, 2023 – 31st March, 2024.
 - (b) Audited Balance Sheet and Statement of Accounts for the period 1st April, 2023 to 31st March, 2024.
 - (c) Budgetary Proposals for 2024 – 2025.
7. Election of the following Officers to serve during the term 2024 – 2027.
 - (a) 2nd Vice President
 - (b) Honorary Secretary
8. Nomination of Representatives of the District Councils.
9. Nomination of Representatives from other Organizations to serve on the National Council for the year 2024 – 2025.
10. Appointment of citizens who have indicated willingness to serve on the National Council for the year 2024 – 2025.
11. Election of three (3) Council members to serve on the National Executive Committee for the term 2024 – 2027.
12. Appointment of the Auditor for the year 2024 – 2025.
13. Any Other Business
14. Remarks from the Chief Scout and President, Sir Marston Gibson, KA.
15. End of Meeting.

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

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

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BARBADOS BOY SCOUTS ASSOCIATION
MINUTES OF THE ANNUAL GENERAL MEETING
HELD ON 20TH JUNE, 2023
AT THE HORATIO COOKE AUDITORIUM, DALKEITH, ST. MICHAEL

ATTENDANCE:

H. E. The Most Honourable Dame Sandra Mason, FB, GCMG, DA, SC, LLD
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. Velmo Cadogan – 2nd Vice President
Mr. Michael Arthur – 3rd Vice President
Ms. Marva Cobham – Deputy Chief Commissioner & National AIS Commissioner
Rev. Martin F. N. Taylor – Deputy Chief Commissioner & International Commissioner
Ms. Marguerite Fenty – Honorary Secretary
Mrs. Wendy Cadogan-Hoyte – Honorary Treasurer
Mr. Berkley Greenidge – Auditor
Mrs. Monique Scantlebury-Hinds – ACC Training & Chair, Nat. Beaver Scout Committee
Mrs. Heather Linton – NEC Member
Mr. Lionel Weekes – NEC Member & BDSC Chair
Mrs. Sonia A Jones – DC Bridgetown
Mrs. Gloria Bryan – DC South
Mr. Cedric Mayers – Chair, National Venture Scout Committee & DDC Btown
Ms. Sandreen Scantlebury – DDC Bridgetown District
Mrs. Kathy Ann Alleyne – ADC Southern District
Mrs. Carolyn Maynard – Chair, National Youth Committee & ADC Southern District
Mrs. Gloria Cadogan – ADC Bridgetown
Mrs. Enid King – ADC Bridgetown
Ms. Celestine Straker – ADC Bridgetown
Mrs. Pauline Holder – DDC Southern District
Mr. Mark Green – National Cub Scout Committee and ADC Southern District
Ms. Andrea Harewood – ADC Southern District
Mrs. Cassandra Knight – ADC Southern District
Ms. Deborah Maughn – ADC Bridgetown District
Mr. Richard Perkins – Chair, Nat. Appointments Advisory Committee
Mr. Andre Layne – Bridgetown District Scouter
Ms. Kendra Mason – Ag. Chair, National Communications & PR Committee
Ms. Jenifer King – GGAB Representative

Mrs. Nadia Grant – GGAB
Mr. Fabian Norville – DEIA Representative & ADC Bridgetown District
Mr. Tremaine Rouse – Youth Officer, Barbados Red Cross Society
Mr. Lomer Rock – Education Officer, Min. of Education, Technological and Vocational Training
Mrs. Wendy Greenidge – Drug Education Officer, NCSA
Mr. Yohance Toppin – Petty Officer, Barbados Defence Force
Mr. Dexter Norville – Deputy Director of Music, The Barbados Police Service

Delegates

Mrs. Chery Walrond – First Barbados Sea Scouts
Mrs. Tricia Bynoe – Arthur Smith
Mrs. Jennifer Jones – Arthur Smith
Mr. Everette Johnson – St. Stephen's
Mr. Ronald Marshall – St. Stephen's
Mr. Ryan Miller – St. Stephen's
Mr. Akiel Alleyne – Bay Primary
Mr. Rondell Trim – Bay Primary
Mrs. Gracelyn Wiles – St. Giles
Ms. Jacqueline Ross – St. Giles
Ms. Tracia Beckles – St. Giles
Mr. Lael Charles – Harrison College
Mr. Michael Grosvenor – Harrison College
Ms. Kath- Ema Armstrong – Wilkie Cumberbatch
Ms. Shirley Jordan – St. Ambrose
Ms. Cindy Brown – Eagle Hall Primary
Mr. Anderson Mc. Clean – Charles F Broome
Ms. Michelle Crawford- Applewhaite – Charles F. Broome
Mr. Martin Moore – St. James
Mr. David Griffith – St. Lucy
Mr. Yohance O'Neale – Roland Edwards
Mr. Matthew Forde – Good Shepherd
Ms. Mignon Yearwood – Milton Lynch
Mrs. Alicia Als- Grant – Blackman and Gollop

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

Item 1: Invocation

Prayers were led by Mr. Martin Taylor, International Commissioner

Item 2: Welcome

The Chairman, Sir Marston Gibson extended a warm and hearty welcome to our Patron, H.E. The Most Honourable Dame Sandra Mason, FB, GCMG, DA, SC, LLD.

He also welcomed all members attending the Annual General Meeting of the BBSA.

Item 3: Excuses of absence

Excuses were offered for the absence of Mrs. Maria Lashley (NEC), Mrs. Sandra Alleyne-Richards (ACC), Mr. Anthony Archer (ACC Special Assignments), Mrs. Eleanor Brathwaite (NEC), Mr. Christopher Brathwaite, Mr. Stephen Sobers (ACC Property Development) and Mr. Ron Grant (ADC Bridgetown District).

Item 4: Confirmation of the Minutes of the Annual General Meeting held on 21st June, 2022

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 Deputy Chief Commissioner, Rev. Martin Taylor and seconded by Mrs. Sonia Jones. The motion was carried.

Item 5: Matters Arising from the Minutes of the Annual General Meeting held on 21st June 2022

There were no matters arising from the minutes.

Item 6: Confirmation of the Minutes of the Extraordinary General Meeting held on 24th January, 2023

Corrections/ Amendments:

There were no corrections or amendments.

The minutes of the Extraordinary General Meeting held on 24th January, 2023, were confirmed on a motion by Deputy Chief Commissioner, Rev. Martin Taylor and seconded by 3rd Vice President, Mr. Michael Arthur. The motion was carried.

Item 7: Matters Arising from the Minutes of the Extraordinary General Meeting held on 24th January, 2023

The Chief Commissioner confirmed that WOSM had approved the amendments and the BBSA was fully compliant.

Item 8: Consideration of the following:

(a) Report of the Chief Commissioner for the period 1st April, 2022 – 31st March, 2023

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 Honorary Secretary, Mrs. Marguerite Fenty and seconded by Deputy Chief Commissioner, Rev. Martin Taylor. 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, 2022 to 31st March 2023.

(b) Audited Balance Sheet and Statement of Accounts for the period 1st April, 2022 to 31st March, 2023

Mr. Berkeley Greenidge presented the audited financial statements for the year ended 31st March, 2023.

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, 2022 to 31st March 2023 was moved by Rev. Martin Taylor, Deputy Chief Commissioner and seconded by Mr. Lionel Weekes (NEC). The motion was carried.

(c) Budgetary Proposals for 2023 – 2024

The Honorary Treasurer, Mrs. Wendy Cadogan-Hoyte presented the Budgetary Proposals for the year April 2023 to March 2024.

She noted the need to keep expenditure in line with revenue. She confirmed that she had sent letters to organisations requesting donations for BBSA and had received \$21,450.00 of the originally targeted amount.

Chief Scout and Chair, Sir. Marston Gibson thanked the Treasurer for her report.

The Chief Commissioner, Mr. Trevor De T. A. Jones noted that the Budget had been circulated prior to the meeting. He highlighted the need for fund raising .

Mr. Lionel Weekes posited the view of having a meeting with Prime Minister Mia Mottley to discuss the possibility of an increase of the Annual Subvention.

Chief Scout and Chair, Sir. Marston Gibson concurred and expressed his willingness to assist.

The motion for the acceptance of the Budgetary proposals was moved by Deputy Chief Commissioner, Rev. Martin Taylor, seconded by Mr. Lionel Weekes (NEC) and unanimously carried.

Item 9: Election of the following Officers to serve during the term 2023- 2026

The Chief Commissioner, Mr. Trevor De T. A. Jones updated members on the new procedures for the election process. He noted that with immediate effect some persons

would be elected for three years and would be required to complete training and be vetted. He noted that there were twenty-nine (29) delegates present from fifteen (15) Scout Groups and who were eligible for election. He also noted that any member of the National Scout Council would be eligible for election.

(a) President

Sir Marston Gibson was unanimously elected to the post of President for three years having been nominated by Chief Commissioner, Mr. Trevor DeT. A. Jones. The nomination was seconded by Mr. Lionel Weekes.

(b) 1st Vice President

The Chief Commissioner, Mr. Trevor DeT. A. Jones nominated Mr. Ricardo Gittens to serve in the post of 1st Vice President for a three-year term. This was seconded by 3rd Vice President, Mr. Michael Arthur and carried.

Item 10: Nomination of Representatives of the District Councils

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

Nominations for the Northern and Southern District Councils were deferred to the next Executive Committee meeting.

The representatives of the Bridgetown District were duly ratified for the year 2023 to 2024.

Item 11: Nomination of Representatives from other Organisations for 2023-2024

The following persons were nominated to serve as Representatives from other organisations for the year 2023-2024:

- Mrs. Jennifer King – The Girl Guide Association of Barbados
- Ms. Andrea Titus – Ministry of Youth, Sports and Community Empowerment
- Mrs. Wendy Greenidge – National Council on Substance Abuse
- Mr. Fabian Norville – DEIA Barbados
- Mr. William Warner – Bureau of Gender Affairs
- Mr. Lomer Rock – Ministry of Education, Technological and Vocational Training
- Petty Officer Yohance Toppin – Barbados Defence Force
- Mr. Dexter Norville – Deputy Director of Music, The Barbados Police Service
- Mr. Dwight Moseley – Heart and Stroke Foundation Barbados
- Mr. Tremaine Rouse – Barbados Red Cross Society
- Maj. David Binks – Executive Staff Officer, St. John Ambulance Association of Barbados
- Mr. Wayne Vaughn – Barbados Fire Service
- 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.

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

Item 12: Appointment of Citizens who have indicated a willingness to serve on the National Council for the year 2023-2024

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

Item 13: Election of Three (3) Council Members to serve on the National Executive Committee during the term 2023 – 2026

Honorary Secretary, Mrs. Marguerite Fenty nominated Mrs. Eleanor Brathwaite to serve on the National Executive Committee for the three-year term. This was seconded by Mrs. Gloria Bryan, DC Southern District and carried.

Mrs. Sonia Jones DC Bridgetown District nominated Mr. Rondell Trim to serve on the National Executive Council for the three year-term. This was seconded by Deputy Chief Commissioner, Ms. Marva Cobham and carried.

There being no further nominations, the election for a third Council Member was deferred to the next Executive Committee meeting.

Item 14: Appointment of Auditor for the year 2023 – 2024

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 Deputy Chief Commissioner, Rev. Martin Taylor. The vote was unanimous.

Item 15: Any Other Business

There was no other business to be discussed.

Item 16: Remarks from the Chief Scout and President, Sir Marston Gibson, K.A.

Chief Scout and President, Sir Marston Gibson, thanked Her Excellency The Most Honourable Dame Sandra for attending the Annual General Meeting and for the confidence reposed in him as President and Chief Scout. He also thanked members for attending the meeting and noted his appreciation for the work done by them especially for those boys in their charge.

Item 16: End of Meeting

The Chief Scout and Chair, Sir Marston Gibson thanked all for attending the meeting. The meeting concluded at 7.05 p.m.

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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 2023 – March 2024

Hiking, Camping, Sailing:

Boy Scouts Moving Forward

BARBADOS BOY SCOUTS ASSOCIATION NATIONAL TEAM 2023-2024

PATRON

H.E. The Most Honourable Dame Sandra Mason, FB, GCMG, DA, SC, 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)
Mr. Michael Broome (Property Development – March)
Mrs. Cheryl Callender (General Duties)
Mr. Stephen Sobers (Property Development – April - September)

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:

Mrs. Alicia Als-Grant, ADC

NATIONAL APPOINTMENTS ADVISORY COMMITTEE CHAIR

Mr. Richard R. Perkins, ADC

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 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, 1st VP

PROPERTY DEVELOPMENT COMMITTEE CHAIR

Mr. Stephen Sobers, ACC

SCOUT SHOP COMMITTEE CHAIR

Mr. Ricardo Gittens, 1st VP

SCOUT SHOP MANAGER

Mr. Ryan Charlemagne, ADC

BARBADOS BOY SCOUTS ASSOCIATION

CHIEF COMMISSIONER'S REPORT

APRIL 2023 – MARCH 2024

This last year has been a year of rebuilding. We lived up to our theme for the year ***Hiking, Camping, Sailing: Boy Scouts Moving Forward***. Progress at all levels was slow but steady. By September most of our Groups had reopened and had started the process of rebuilding their membership. By February we reached just over 1,100 youth members, which is almost double the amount of the previous year. Although this is a laudable feat, this represents 65% of our Pre-Covid membership.

A few of our Groups have not reopened as yet and we must find ways to support each of them so that they are also ***Moving Forward***. The most common challenge among them is leadership and we must find new approaches to this challenge.

During the past year we were able to hold a number of activities to support those being held at District and Group level. They also served the purpose of showing the public that we were still here and were returning to our usual activities. In addition to our traditional annual events like our Youth Awards Ceremony, Anniversary Tree Planting, the National Parades, Founder's Day Service and Parade, and the National Scout Townhall Meeting, we also held our second Annual National Family Fun Day. These activities will be detailed later in the report.

Our Scouting Renewed programme which we started two years ago has been progressing. The goal of Scouting Renewed is to renew and rebrand our Scouting Programme. It requires us to change the way we operate and how we present our programme to the public. In pursuit of this goal, we have been making progress with our Youth Programme Review, and our Adults in Scouting and Safe from Harm Policies. We have completed our National Youth Engagement Policy and are in the process of implementing it. This policy once fully implemented will see the involvement of our youth members in the decision-making processes at all levels of the Association.

The programme also requires us to use different approaches to highlight what we do and why we do it. Rebranding our activities to make them more appealing to the public. To this end we have started to incorporate programmes like Scouts for SDGs and working closer with our partners with whom we share common goals like the National Task Force on Wellness, the Barbados Childhood Obesity Prevention Coalition and the National Council on Substance Abuse to name three.

The application process for new Adult Leaders has been completed and implemented. There have been a few teething problems, but processes have been implemented to address these. This system has been integrated with the training system so that new Adult Leaders automatically start their initial training once they membership has been approved.

Our Scouts LEEP programme was officially launched in February. Scouts LEEP (Learning Entrepreneurship and Environmental Protection) 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 incorporates aspects of various badges from all the Sections. This is what we mean by Scouting Renewed – it is not about

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creating new badges but using the existing ones to create new exciting and innovative activities and projects. Partial sponsorship for the programme has been received from the MASSY Foundation and we are actively in discussions with other potential partners to secure the rest of the funding. This project is further detailed later in the report.

In August, seven (7) Scouts and a Leader from our Association attended the 25th World Scout Jamboree in South Korea. Everyone knows the challenges experienced at that Jamboree as they made international headlines. However, our members, like true Scouts, rose to the challenges presented and overcame. Ensuring that they made the most of the opportunity, meeting new people from diverse backgrounds and cultures, and making new friends from around the world. I commend them for their resilience and determination.

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 fourth meeting with Her Excellency, and we discussed the progress being made in rebuilding our membership, fundraising and the progress made with the development plans for the Association and Hazelwood. As always, Dame Sandra offered her insights and suggestions. I would like to thank Her Excellency for availing herself every year for this meeting.

Mr. Alfredo Musse, Executive for Support Operations, at the Interamerican Scout Office, visited Barbados in November. He was on a long layover and used the opportunity to meet with members of the CCC. We were able to discuss the progress being made in restarting our Groups and support that was available in developing our youth programme. We also discussed activities that could be used to assist the rebuilding process.



In March we celebrated Scout Month, acknowledging the 112th anniversary of the registration of the first Scout Troop in Barbados at the Combermere School. A number of activities were held to commemorate this auspicious occasion. These activities will be detailed later in the report.

In the coming year we plan to launch a Leadership Drive. The campaign will target specific groups in our communities. We have received some assistance from Scouts Canada who have launched a similar national campaign. The goal is to increase our adult membership by 20% before we launch a recruitment drive for youth members in the following year. We need to ensure that we have adequate leadership at our Groups before seeking to significantly increase our youth membership.

1. SECTIONAL REPORTS

Although there has been steady growth in all four (4) Sections, it was slower than we hoped. Our Beaver Scout Colonies, Cub Scout Packs, Scout Troops and Venture Scout Units are still recovering from the two and a half year COVID break. The main challenges experienced are the same across the Sections. The replacement of our junior leaders in the units with experienced youth members will take two to three years. That experience can only be gained by being in the programme. The expansion of some of our units and the restarting of others are restricted by the lack of suitable volunteers to be trained as Leaders. Given our expanding Safeguarding policies, set processes must be followed before adult volunteers are approved to work with our youth members. In addition, the reduction in the attention span of our youth members post-

COVID, is a further challenge to our Leaders who must adapt their programmes to be able to meet the goals they have set.

Despite these challenges, most of our Groups have been able to make progress in their sectional units. A number of Groups have been able to have camps, hikes and other activities. They have been able to participate in environmental activities hosted by other agencies and organisations. We also had some of our Scouts participate in an overseas activity, the first since COVID.

25th World Scout Jamboree

In August, we were represented at the 25th World Scout Jamboree in South Korea. Our contingent comprised seven (7) Scouts and a Leader. Their attendance was facilitated by the Korean Scout Association's *Operation K*. This type of programme would normally provide scholarships to National Scout Organisations (NSOs) who could not afford to send representatives. However, *Operation K* provided scholarships to every NSO so that Scouts from every country who could not afford to attend the Jamboree could



have the opportunity to do so.

Our Contingent led by Mr. Stephen Sobers ACC travelled to Korea on 30th July via Toronto and Vancouver. They returned to Barbados on 13th August using the same route. Everyone knows the challenges experienced at that Jamboree as they made international headlines. However, our members, like true Scouts, rose to the challenges presented and overcame. Ensuring that they made the most of the opportunity, meeting new people from diverse backgrounds and cultures, and making new friends from around the world. I commend them for their resilience and determination.



Sectional Awards

During the year there were a number of submissions for the Chief Scout's Bronze Award, Mahogany Award and Chief Scout's Award. The submission deadline returned to the regular date and the Sectional Committees were able to complete their interviews in February. On 18th February 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 who had completed their Chief Scout's Award.



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

PwC Awards

This year both PricewaterhouseCoopers Awards were presented. The PwC Award for Most Outstanding Scout 2023 was presented to Melvin Terrence Jr., one of the Chief Scout Awardees from Harrison College.



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The PwC Award for the Most Outstanding Troop for 2023 was presented to the St. Stephen's Scout Troop. The Awards were presented at our Annual Founder's Day Service in March by Chief Scout Sir Marston Gibson.

DEIA Awards

This year, one (1) Venture Scout from the Hazelwood Scout Group successfully completed the Bronze Standard of The Duke of Edinburgh's International Award. Keshawn Cadogan was presented with his award by Chief Scout Sir Marston Gibson at our Annual Founder's Day Service in March.



2. ADULTS IN SCOUTING

Our Adults in Scouting (AiS) team has been working assiduously to streamline the process of how we manage our adult members and volunteers. Our AiS Commissioner has been working with the National Trainer and myself to clearly define the procedures to recruit, vet, train and appoint adult volunteers. The National Appointments Advisory Committee has been fully constituted and in the new year, they will be responsible for vetting and appointing new volunteers. They will also be responsible for reappointing existing adults when their current appointments expire.

The application process for new Adult Leaders has been completed and implemented. There have been a few teething problems, but processes have been implemented to address these. This system has been integrated with the training system so that new Adult Leaders automatically start their initial training once their membership has been approved. The process requires all new prospective Leaders to complete an application form and submit a Police Certificate of Character. Applications must be vetted before approval. If approved the new Leader is given a 6-month Provisional Appointment which sets the terms of the appointment. The terms require them to complete certain initial training and a Safe from Harm Course before they can work with youth members. It also requires them to complete further training including First Aid within the 6-month period. Once this is successfully completed, they are given a 5-year appointment as a Leader.

The Team is now working on the process for the reappointment of existing Leaders and the approval of other adult volunteers who work with our youth members.

Unfortunately, our expanding Safeguarding policies and processes have not met the approval of all involved. Some adults do not see the need for Police Certificates of Character and vetting. They believe that their existing job, community standing or the fact that they are a parent should exempt them. This is further compounded by a few of our existing adult members who agree with that stance and believe this process will deter some from volunteering. Regardless of this, our first priority must be the safety and well-being of our youth members and we must do all in our power to make sure that all the necessary precautions are taken.

2.1 ADULT TRAINING

The National Training Team has been actively engaged in providing comprehensive training

sessions aimed at enhancing the skills and knowledge of Scout Leaders and Associate Members. Through a series of diverse courses, the team has successfully catered to the learning needs of participants, ensuring the continuous improvement of Scouting activities across the island.



The online components of our Initial, Explanatory and Introductory courses are available for new Leaders on a continuous basis. The Initial course was completed by 8 participants, Explanatory by 4 and Introductory by 11. To compliment the online Initial and Explanatory courses completed by our new Leaders, a Practical Course was held. It provided hands-on training in practical Scouting skills.

A number of Scouting skills courses were held to provide training for our newer Leaders and also to provide refresher training for our older Leaders. These included Pioneering (35 participants), Flag Etiquette (36 participants), Programme Planning and Forms (30 participants), Ceremonies (21 participants), and Campers (21 participants).

A Sectional Refresher Course was held to provide comprehensive refresher training for the Leaders of each Section. The 58 participants were divided by Section and each group received training targeted at activities specific to the Section, ensuring Leaders remain updated on the latest practices and guidelines.



To help build the Association's capacity, a Contingent Leaders Course (14 participants) and a Training Advisers Course (17 participants) were held. This was done to ensure we have trained personnel who are available to fill these roles when they become available.

We continued with our programme to ensure that each youth Leader is trained in First Aid and have valid certification. To this end four (4) basic First Aid Courses were conducted, training a total of 86 individuals in essential first aid skills crucial for handling emergencies during Scouting activities.

Our online Initial Administrators Course is available for all new administrators at Group, District and National levels. This course gives non-uniformed Administrators a glimpse into the world of Scouting.

The team initiated the release of training videos which will provide accessible learning resources for Leaders when they need it. The first instalment covered the financial requirements of Scout Groups for their annual registration. In the new year, it is hoped that a number of these helpful videos will be produced for the benefit of our members.

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WOSM

Although reduced in number, WOSM and the Interamerican Region continues to host Virtual Workshops and Webinars to assist National Associations. The time zones for some of them makes participation impractical. Members of the Association participated in the following:

- Annual Meeting of Interamerican Networks (3-days)
- SfH Self-Assessment Workshop (2-days)
- Financial Development Regional Workshop (2-days)
- Regional Gathering on Scouts for SDGs (2-days)
- Brand Positioning Workshop (2-days)

The knowledge and experiences gained by our participating members, broadens their capabilities to further develop our Association. I hope in the coming year we can increase our participation in all of the available opportunities.

3. EVENTS & PROJECTS

During the past year we were able to host a number of activities to support those being held at District and Group levels and participated in National events. They also served the purpose of showing the public that we were still here and ***Moving Forward***.

3.1 EMANCIPATION DAY WALK

As part of the celebrations for the Season of Emancipation, the Division of Culture, Prime Minister's Office paid tribute to Emancipation Day with a National Walk and Celebratory Concert under the Season's theme: "Reimagining the past, Celebrating the future". The event held on Emancipation Day, 1st August, was scheduled to start at 7:00 a.m. The Association was invited to participate in the walk.

As this event took place when all our Groups were closed, I encouraged our members to participate with their families. Members and Associate Members were encouraged to wear Activity Wear for easy identification and other supporters to wear Supporting Scouting Shirts. We were represented at the event but could not ascertain the level of participation given they were four (4) assembly points and how widely spread the participants were.



3.2 CCC RETREAT

On Saturday 2nd September, 2023 we held our annual Chief Commissioner's Council (CCC) Retreat. It was held at Scout Headquarters from 9:30 a.m. to 4:30 p.m. under the Retreat's theme "*Hiking, Camping, Sailing: Boy Scouts Moving Forward*".

We started with an update on upcoming activities and programmes which was followed by

the first presentation on Communications and Public Relations. Presented by Alicia Als-Grant, Chair of our Communications & PR Committee, it was followed by a discussion on the presentation. After a short break, we were then joined by our guest speaker Ms. Marsha-Ann Clarke, Consultant, Grant Writer and Architect of Scouts LEEP who made a presentation on the Scouts LEEP Programme. She also answered questions from Council members to make sure they were fully informed.



The Council then discussed implementing our National Youth Engagement Policy, before discussing the problems being experienced Restarting our Groups. After the lunch break, the Council considered the progress of our Scouting Renewed project and our next priorities. They then discussed the revision of the National Training Policy, before considering the need for a

revised Development Plan and a promotional activity at the start of the school year.

During the closing session the participants were once again joined by Chief Scout Sir Marston Gibson, who commended them for their participation in the Retreat and continued dedication to Scouting in Barbados. Before being dismissed, the Council members recommitted themselves to Scouting in Barbados and worldwide by renewing their Promise.



3.3 NATIONAL PARADES

This year we participated in four (4) National Parades instead of the usual two (2). The sizes of our detachments were reduced as we are still rebuilding our Scouts and Venture Scouts Sections. However, we were able to meet the targets we set for ourselves.

In September, a National Youth Parade and Cultural Extravaganza was held to commemorate Youth Month. The parade was held at Kensington Oval and was followed by a march through the city to Queen's Park where the Cultural Extravaganza was held. On parade were detachments from the uniformed youth organisations on the island. To widen the cross-section of the youth on parade, we allowed the class-four Cub Scouts to participate in the parade. The excessive heat and length of the parade created challenges, but our detachment represented us admirably.



To commemorate the 160th anniversary of the Barbados Landship Association, a parade was held on 4th November, 2024. Our detachment which was accompanied by the Bridgetown District Scout Band, was led by Scout Leader Marc Trotman and Assistant Scout Leader Ronald Marshall. Our detachment represented us well, even through the downpour during the parade.

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On 12th November, the Remembrance Day Parade was held in Heroes Square. Venture Scouts Hadley Roach and Marlon Downie led the Association's detachment on parade. The detachment comprising Scouts, Venture Scouts and Leaders represented the Association well. This year the Association's wreath was laid by Rev. Martin Taylor who was Acting as Chief Commissioner at the time.



This year the Independence Day Parade was held at the Usain Bolt Sports Complex. The Association's detachment was led by Assistant Scout Leader Ronald Marshall, assisted by Venture Scouts Zachary Hoyte and Hadley Roach. The detachment comprised Scouts, Venture Scouts and Leaders and was accompanied by the Bridgetown District Scout Band. The detachment did a commendable job at the parade.

In addition, at the National Independence Service, three (3) of our Scouts carried the National Colours into the gymnasium at the start of the service and at the end, carried them out. They did an admirable job.



I would like to express my thanks to all the Cub Scouts, Scouts, Venture Scouts and Leaders who were in the detachments of these 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 the detachments year after year.

3.4 NATIONAL LEADERS' SOCIAL

A second National Leaders' Social was held on 2nd December, 2023 at Scout Headquarters. It had not been possible to hold the Social during Scout Month 2023 and we had received several queries from Leaders about another Social. The Family Fun Day 2023 Planning Committee volunteered to plan the Social and it was determined to hold it in 2023. In less than two (2) months they put together an enjoyable activity.



The objective of this event is to provide a social event for all Leaders of the Association, regardless of their role, where they could interact with each other in an informal setting and the Committee did not disappoint. This time the activity was held in the Courtyard and the surrounding area. This decision based on the uncertainty of participation turned out to be the best decision. Given the smaller area, the event was not as spread-out as last time, providing more interactions of those present.



Once again to ensure maximum participation it was a free event with participants being asked to make a contribution to the event to help offset the cost. Tables, music, food, and



games were provided, and the Scouters were asked to walk with their camp chairs, cups and drink of their choice. The area was also lit for the occasion.

Attendance was better than expected and there were no shortages of food and drink. Everyone enjoyed themselves, played dominoes, sang karaoke and just interacted with their fellow Scouters. The karaoke session was the highlight of the evening with several entertaining performances and a few hilarious ones as well. Our Chief Scout certainly enjoyed this session delighting those present with a number of songs.



Kudos to the Committee for pulling out a wonderful event in such a short time and also to the Districts, and Scouters who contributed to the event.

3.5 112TH ANNIVERSARY TREE PLANTING

On 9th March we marked the 112th Anniversary of the registration of the First Barbados Scout Troop. To commemorate this occasion, the Chief Scout planted a eucalyptus tree at Scout Headquarters. The tree planted was one of two seedlings which were donated to the Association by a well-wisher. The Chief Scout was assisted by the Chief Commissioner and Ms. Marva Cobham, ACC AiS.



3.6 FOUNDER'S DAY SERVICE

The Annual Founders Day Service and Parade was held on Sunday 10th March, 2024. Once again it was held at the Abundant Life Assembly in Bank Hall at 3:00 p.m. The Planning Committee for the service, chaired by Rev. Martin Taylor DCC, was setup in November 2023. The Committee's first task was to find a location that was available for the proposed date, could accommodate the estimated members and supporters, and would be able to stream the service for those who could not attend. After consideration, the Abundant Life Assembly was selected once again. The Committee then focused on all the other tasks necessary to organise a successful service and parade. These included selecting a theme, selecting a minister, sending out invitations, planning the parade route, getting the necessary permits, and planning the programme. The Committee did not disappoint, making all the necessary arrangements.



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



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Chief Scout Sir Marston Gibson. 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 number of uniformed members who attended was an improvement over the previous year and showed that the Association is alive and growing.

Deputy Chief Commissioner Reverend Martin Taylor led the service under the theme **“Boy Scouts Charting New Paths”** which will also be the theme for the coming year. The Welcome was given by the secretary of the Founders Day Committee Mrs. Monique Scantlebury-Hinds, and this was followed by hearty singing and demonstrations of talent by several of the young men of the Association who comprised the Worship Team and musicians. The sermon for the

afternoon was entitled **Reasons and Seasons** and was brought by Rev. Martin Taylor, who took the audience on a journey through his life in the Association from Cub to Scout to Leader. He explained through both serious and hilarious analogies that there is a reason for every season of our lives and these seasons shape us into who we are and in the case of the boys who they will become. After this thought-provoking sermon, the Beaver and Cub Scout Awardees were recognised, followed by the presentation of awards to Scouts and Venture Scouts, and the renewal of Promises of all Sections.



The service was preceded and followed by a parade from the National Botanical Gardens under the direction of Parade Commander Scout Leader Hamilton Roach with the assistance of Venture Scout Rondell Trim. The Bridgetown District and the Girl Guides Association bands accompanied the parade. Chief Scout Sir

Marston Gibson took the salute on the return march to the National Botanical Gardens, where the Parade Commander dismissed the parade after thanking the attendees. From all reports, the service was enjoyed by all and I would like to extend special thanks to the members of the planning committee and all other persons who assisted them with planning and executing the Founder’s Day Service.



3.7 NATIONAL SCOUT TOWNHALL MEETING

Our fourth annual National Scout Townhall Meeting was held during Scout Month on 24th March, 2024. Once again it was a hybrid meeting which was opened to all registered Adult Members and Associate Members of the Association. It facilitated participation 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. The meeting started

with Prayers, Welcome and a brief report on the status of the Association. This was followed by the main event, the Discussion Session. This year there were four (4) discussion topics: the BBSA Development Plan 2024-2029, Adult Member or Volunteer: What is the difference?, Scouting Activities & Events, and Proposed Projects & Activities 2024-2025. The Discussion Session was followed by a Q&A Time.

It was a successful meeting with lively discussions which generated valuable input from the participants. However, the level of participation was below expectations and we will have to look into the causes and see if this can be remedied before the next meeting.

3.8 NATIONAL FAMILY FUN DAY

Our second annual National Family Fun Day was held on Saturday 6th April, 2024. Although technically it was held in the new Scout Year, it was still counted as an event held during the year in review. This national activity is held to publicly demonstrate that the Association was still alive and ***Moving Forward***. It provides the opportunity for the entire Scouting family – Beaver Scouts, Cub Scouts, Scouts Venture Scouts, Leaders, Commissioners, Council Members, Parents, Guardians, family members and the Friends of Scouting to come together for a day for fun and fellowship. It would be a fun day for the Leaders as well, since the boys will be coming with their families.



The Planning Committee, chaired by Mr. Jason King, and comprising most of the members from the previous year, did an excellent job in planning and executing the activity. Queen's Park was again selected as the location with changes made to the layout of the activity. At the first Family Fun Day, it had been noted the tents and activities were spread too far apart which unintentionally hindered the desired social interaction. This year, although the whole field was utilized for the various activities, the District tents, Information Booths and Food Stalls were located on the pavilion side of the field. As a result, there was more interaction between participants and with the Information Booths.

The Committee was able to secure sponsorship to provide the necessary tents and other

equipment required and to cover the cost of any expenses needed for a successful event. They also conducted a successful promotional campaign. There were a number of organised activities for the members of the various Sections and also for the adults. There were also some



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spontaneous football and cricket games by the boys.

The attendance was larger than the previous year and there was an improvement in the atmosphere and camaraderie. The Committee should be commended for an excellent job done and also thanks to all those who supported them. We are all looking forward to a bigger and better event next year.

3.9 SCOUTS LEEP

Our Scouts LEEP programme was officially launched in February. Scouts LEEP (Learning Entrepreneurship and Environmental Protection) 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 incorporates



aspects of various badges from all the Sections. This is what we mean by Scouting Renewed – it is not about creating new badges but using the existing ones to create new exciting and innovative activities and projects.

We received partial sponsorship for the programme from the MASSY Foundation. They have committed \$80,000.00 towards the programme: \$62,000.00 in cash and \$18,000.00 in equipment and supplies. This represents 40% of the funding for the programme and we are still in discussions with other potential partners to secure the rest of the funding.



At present the participants have been learning about container gardening: using containers at home that would normally end up in the landfill to plant herbs and aromatic plants. The older

boys have started learning how to use pallets to make planters and other items. We promoted the programme at this year's AGROFEST, displaying some of the container gardens and products from the recycled pallets. We also provided information of the programme and Scouting as a whole.



4. DEVELOPMENT PLANS

Having reached the midpoint of our existing development plan, we decided to review our plan and correct our course where needed. We thought this was necessary given all that had happened in the previous 2-3 years which had changed, not just the environment we operate in but the whole world. The GSAT Sub-committee was tasked with conducting the review under the continued chairmanship of Assistant Chief Commissioner Anthony Archer. The new plan was divided into the following categories to bring it in line with the GSAT Assessment:

- Adults in Scouting
- Youth Programme
- Strategic Framework

- Governance
- Organisational Growth and Development
- Communications
- Finance

After deliberations and consultations, the National Executive Committee approved the new Development Plan 2024-2029. The plan was circulated to all members and our partners and posted on our website. The Development Plan is included in Appendix 3 of this report.

5. AWARDS

During the year, awards were earned by members of all four Sections of the Association. There were a number of submissions for the Chief Scout's Bronze Award, Mahogany Award and Chief Scout's Award. The submission deadline returned to the regular date and the Sectional Committees were able to complete their interviews in February.

On 18th February 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. The ceremony was held at Scout Headquarters with the Leaders and parents/guardians of the awardees being invited to witness the presentation. At the ceremony, the Chief Scout presented thirty-three (33) awards as follows:

- Six (6) Chief Scout's Bronze Award to Beaver Scouts
- Twenty-seven (27) Mahogany Awards to Cub Scouts



A second ceremony was held at our Annual Founder's Day Service on 10th March, 2024 at The Abundant Life Assembly. On this occasion eleven (11) award presentations were made to members of the Scout and Venture Scout Sections. The presentations were made by the Chief Scout. The following presentations were made:

- Eight (8) Chief Scout's Awards to Scouts
- The PricewaterhouseCoopers Award for the Most Outstanding Scout for 2023
- The PricewaterhouseCoopers Award for the Most Outstanding Troop for 2023
- One (1) Bronze Standard of the Duke of Edinburgh's International Award to a Venture Scout



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

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In addition to these, Mrs. Pauline Holder, Deputy District Commissioner of the Southern District, received one of the 2023 National Independence Awards. She received the Barbados Service Medal for her contribution as a longstanding advocate and dedicated service to early childhood development and youth and community empowerment.



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 remitted 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.

Registration figures were not ready in time to be included in last year's report. As a result, this year I have listed the registration figures for the previous two years along with this year's figures. This year's membership shows an increase of youth members of 84% over the previous year. However, this figure is still 65% of our pre-COVID numbers.

	Beaver Scouts	Cub Scouts	Scouts	Venture Scouts	Leaders	Commis.	Associate Members/Helpers	Total
2021-2022	153	696	98	38	147	48	125	1,305
2022-2023	65	437	76	29	147	58	63	875
2023-2024	203	781	101	31	143	58	116	1,433

7. THE SCOUT SHOP

The last year saw further improvements for the Scout Shop. While sales have not yet returned to pre-COVID levels, there was an improvement over the previous year. The Shop is still unable to meet the increasing demand for uniforms. Supply problems continue to be an issue. The current supplier has been unable to supply uniform shirts and pants in the quantity demanded. The supplier of Beaver Scout Caps and Cub Scout Caps continue to have issues with their cap supplier, and the Shop has been unable to find a source for Cub Scout Socks.

The financial figures for the Scout Shop for the period under review continued to improve. Sales for the year increased by 30% to just over \$82,800.00. However, this is 11% below pre-COVID figures. The cost of these Sales was just over \$59,600.00, making a Gross Profit of just over \$23,200.00, an increase of 14%. The expenses for the year increased by 4% from the previous year. As a result, we made a net loss of just over \$2,600.00.

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. The Shop also continues to maintain on deposit a balance of approximately \$4,000.00 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 found to the supply issues being encountered. Only by improving the resupply of its stock can the Shop return to profitability. The progress that has been made continues to be due to the dedicated team of staff and volunteers who continue to go above and beyond the call of duty and must be commended for their yeoman service.

8. FINANCES

Although a financial report will be presented by the Auditor, it would be remiss of me not to make a few observations. Funding continues to be a concern for the Association. Although our revenue streams continue to show improvement, they are not to the levels we require. Our faithful three, as we refer to them, continue to be our lifeline. As always, sincerest thanks to the government through the Ministry of Youth, Cave Shepherd and Co. Ltd. and PricewaterhouseCoopers. Other donations were received, and we must find ways to transition them into annual contributions.

The Finance Committee is still not at its full complement, and this has affected the work of the Committee, The Committee hopes to execute another Funds Appeal drive early in the new year. Once again it will directly appeal to former members and persons who would have benefited directly or indirectly from the Scouting programme. The Committee would like to have at least one more fundraising activity a year and is working to develop this initiative.

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

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Grant Funding

Out of the planning grant from the UN's Global Environment Facility/Small Grants Programme (GEF/SGP) a proposal for a full project was prepared for funding by the agency. The proposed project will be a partnership between the Association and the two Scout Groups who received the planning grant. The project will consist of the Scouts 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. The proposal was submitted to GEF/SGP but a decision has not been made as yet.

As GEF/SGP will only provide 50% of the funding, it was necessary to approach other agencies to provide the rest of the funding. One of the agencies approached, MASSY Foundation, agreed to partner with the Association on the project. The Foundation agreed to contribute \$80,000.00 to the project which represents 40% of the total project. A contribution of \$62,000.00 was made in cash with the remaining \$18,000.00 in equipment. The Foundation has stipulated the areas of the project that the funds can be spent on and has set a timeline for the project.

Unfortunately to meet its goals the project requires funding from both agencies to be received at the same time. Without the availability of the GEF/SGP funding, it will be a challenge to meet the Foundation deadlines.

9. THE HEADQUARTERS' PROPERTY

Progress with the development of the property was set back by the passing of our ACC-Property Development in September and the limited funds available. We were able to complete the necessary maintenance and repairs as problems arose and were able to make progress on a few of our projects. In March Mr. Michael Broome was appointed as the new ACC. It is hoped that early in the new year, he will be able to get the development of the property back on stream. The details of what we were able to accomplish during the year are as follows:

Tree Trimming

During the year we trimmed a few trees on the property. These were mainly lower branches which needed trimming. One of the large plum trees on the main field had to be trimmed as it was creating a problem for the neighbour on that boundary. This was a major exercise and we had to secure the services of a professional to complete this job.

Upgrades to Electrical Infrastructure

Little progress was made to our conversion of the lighting to LED. Only an additional solar powered security light was installed. Work on the electrical upgrade to the office area was started with the new panel and conduits being installed. The electrician is expected early in the new year to complete the installation of the wires.

General Cleaning of Property.

Keeping the property clean continues to be a major challenge. Our general worker, Mr. Jason Sargeant continues to do an admirable job but is severely limited by fact that he only works two (2) days a week. Once again, we rented a drive mower to assist him on a few occasions. However, to properly maintain the grounds during the rainy season we would need to do so every three

(3) weeks instead of every three (3) months. Unfortunately, the cost of this is not within our budget.

General Maintenance of Building

General maintenance to the building continues to be completed as needed. Some necessary maintenance to the electrical and plumbing were completed as problems occurred.

Use of Property

The building and grounds have been used by a number of Scout Groups to host meetings and activities. Requests received from other organisations were accommodated where possible including for the use of the grounds for Sports Days. As usual Scout Groups were not charged a fee to use the property and instead, they were 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 the Pioneers Cavaliers Cricket Club was able to meet at Scout Headquarters. However, like most organisations, it has been a slow return to in-person meetings. We did not have any opportunities to work together, and it is hoped that we will be able to do so in the coming year.

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.

Men's Educational Support Association

During the last year we were able to renew our relationship with the Men’s Educational Support Association. They were able to make a donation to our Association and it is hoped that during the new year we will be able to explore other areas of cooperation between both organisations.

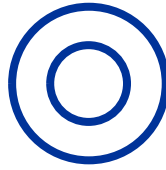
Freemasons

The Freemasons continued to support the Association during the past year. Our organisations share a special relationship as both our target audiences are male. Support was received from Albion Lodge #196 ER from their annual Christmas Raffle and from Pelican Lodge #1750 SC.



We greatly appreciate the assistance received from all of them.

11. GONE HOME



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

- Henard Godding, Cub Scout Leader, Trinity Scout Group
- Enid King, Group Scout Leader, Charles F Broome Scout Group and Assistant District Commissioner, Bridgetown District
- Mr. Stephen Sobers, Scout Leader, Bay Scout Group and Assistant Chief Commissioner – Property Development
- Ms. Cathy Ann Prescod, Member, Bridgetown District Executive Committee and Former Cub Scout Leader, West Terrace Scout Group
- Mr. Charles Kellman, Former Honorary Treasurer
- Ms. Ianthe Holder Ward,
- Ms. Sonia Hood,

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

12. APPRECIATION

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

- First and foremost, I would like to thank Almighty God for giving me the strength, health and patience to carry out my duties.
- Our Patron, H.E. The Most Honourable Dame Sandra Mason for her unwavering support of the Scout Movement and her heart felt desire to see many more men and boys join in all the Sections of the Movement.
- Our Chief Scout and President, Sir Marston Gibson who is actively engaged with us in Scouting.
- Vice Presidents Mr. Ricardo Gittens and Mr. Michael Arthur, who eagerly accepts the responsibility to chair the Executive meetings in the absence of the President.
- The Honorary Secretary, Mrs. Marguerite Fenty, the Honorary Treasurer, Mrs. Wendy-Cadogan-Hoyte, the Auditor, Mr. Berkeley Greenidge and all the Executive Members, who make themselves available to serve on this decision-making body.
- 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.
- The dedicated team of staff and volunteers of the Scout Shop who continually go above and beyond the call of duty.
- To the Government of Barbados for their continued support.
- To Cave Shepherd & Co. Ltd. and PricewaterhouseCoopers for their continued support.
- MASSY Foundation for their partial funding of the Scouts LEEP project.
- St. Cyprian's Anglican Church.
- 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 continue forward into the new Scout Year, our theme is "Boy Scouts Charting New Paths". Our destination has not changed "Developing Good Citizenship Among Boys" but we need to examine the road travelled. Let us accept the challenge to Chart New Paths to our destination; finding new ways to present our activities which are wholesome, attractive and above all fun to the boys of today; guiding them on a path to be the best that they can be; leading them to be responsible citizens of our country and the world.

"Boy Scouts Charting New Paths"

Good Hunting!


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

APPENDIX 1

BARBADOS BOY SCOUTS ASSOCIATION NATIONAL EXECUTIVE COMMITTEE SUBCOMMITTEES 2023-2024

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

Mrs. Alicia Als-Grant (Chair)
Ms. Kendra Mason (Deputy Chair)
Mr. Akeil Alleyne
Mrs. Kathy-Ann Alleyne
Ms. Kath-Ema Armstrong
Mrs. Karen Bishop-McClean
Mr. Shone Gibbs
Mr. Shaquon Harewood

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

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)
Mr. Hamilton Cumberbatch (Scouts)
Mr. Cedric Mayers (Venture Scouts)
Mr. Andre Layne (Bridgetown)
Mr. 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)
Mrs. Monique Scantlebury-Hinds (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. Kath-Ema Armstrong (Comm. & PR)

Mr. Mark Greene (Cub Scouts)

Mr. Danny Babb (Scouts)

Mr. Jason King (Bridgetown)

Ms. Andrea Harewood (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)

Ms. Kath-Ema Armstrong (Bridgetown)

Ms. Kendra Mason (Comm. & PR)

APPENDIX 2

BARBADOS BOY SCOUTS ASSOCIATION AWARDS PRESENTED 2023-2024

CHIEF SCOUT'S BRONZE AWARD 2024

Nadir Belle (Lawrence T Gay)
Evan Corbin (Wilkie Cumberbatch)
Senze Holder (Wilkie Cumberbatch)

Zakyri Hamblin-Prescod (Wilkie Cumberbatch)
Demetrius Small (Wilkie Cumberbatch)
Derron Yearwood (First Barbados Sea Scouts)

MAHOGANY AWARD 2024

Mekhi Arthur (St. George)
Keshon Atkins (Bay Primary)
Joś Barnett (St. Stephen's)
Jiovanni Barrow (St. Stephen's)
Demar-J Bend (St. George)
Tariq Bradshaw (Milton Lynch)
Jarique Brathwaite (Wilkie Cumberbatch)
Roshawn Clarke-Ashby (Milton Lynch)
Tahir Cumberbatch (St. George)
Achaz Fitt (St. Stephen's)
Liam Gamble (St. Gabriel's)
Timon George (St. Stephen's)
Jaden Gibson (St. Stephen's)
Machai Greenidge (St. George)

Jadiq Hinds (St. Stephen's)
Laurone Holder (Milton Lynch)
Josha Howard (St. Stephen's)
Terrique Jordan (St. George)
Alexander Kent (St. Gabriel's)
Joshua King (Blackman and Gollop)
Javier Knight (Bay Primary)
Shakir Martin (St. Stephen's)
Hassan Mayers (Bay Primary)
Aiden Molyneaux (The People's Cathedral)
Kiwane Richmond (Milton Lynch)
Stephano Springer (Hilda Skeene)
Nikolai Williams (Lawrence T Gay)

CHIEF SCOUT'S AWARD

Zavier Edwards (St. Stephen's)
Nikolas Greig (St. Gabriel's Sea Scout)
Joshua Kent (St. Gabriel's Sea Scout)
Noah Mayers (St. Gabriel's Sea Scout)

Maurice Skeete (Hazelwood)
Matthew St. Hill (St. Gabriel's Sea Scout)
Melvin Terence (Harrison College)
Ramario Yearwood (Milton Lynch)

PWC OUTSTANDING SCOUT OF THE YEAR 2023

Melvin Terrence (Harrison College)

PWC OUTSTANDING TROOP OF THE YEAR 2023

St. Stephen's Scout Troop

DEIA BRONZE AWARD

Keshaun Cadogan (Hazelwood)

APPENDIX 3

BARBADOS BOY SCOUTS ASSOCIATION

NATIONAL DEVELOPMENT PLAN 2024-2029

INTRODUCTION

In 2023, the Development Plan Review Committee was established by the Chief Commissioner to review the Association's Development Plan for 2020-2025 and to develop a revised plan taking into account the following;

- The progress made with the original plan;
- The status of the Association and the country as a whole in a post-COVID environment;
- Consideration of the status of the GSAT Assessment Self Audit and recommend the criteria to be actioned at this time; and
- Review the submissions from the Association's membership and Partners.

The Committee completed the assigned task and submitted its report to the Chief Commissioner. Their report was circulated to members and partners of the Association, and they were invited to submit their comments and suggestions. A virtual townhall meeting was also arranged to facilitate this. The Committee then considered the responses received and submitted and then submitted a final draft document to the National Executive Committee for their consideration and approval.

At its meeting on 20th February, 2024, the National Executive Committee considered and approved the National development Plan 2024-2029 of the Barbados Boy Scouts Association.

1. ADULTS IN SCOUTING

1. Establish an "Adults in Scout Policy" which describes the procedures for all phases and steps in the adult life cycle, including recruitment, appointment, induction, monitoring, evaluation, and retirement, for all key positions at all levels of the Association. This policy should be based on the "World Adults in Scouting Policy" and should be monitored and regularly reviewed as required. (Short term project)
2. Establish an effective National Adults in Scouting Committee consisting of members with relevant experience. The Committee should be gender-balanced, should include young people under the age of 30, and should work in collaboration with the National Youth Programme Committee. (Short term project)
3. Define and implement an appraisal system to annually evaluate all adult positions in the Association. The results of this process should be recorded and acted upon as necessary. (Short term project)
4. Implement a mechanism for the efficient succession of adults within the Association. Volunteers should have a fixed term of appointment. (Medium term project)
5. A clear training and development programme for all adults should be implemented. Each training curriculum should have clear objectives, the minimum competencies required, and should be regularly reviewed and revised as required. (Short to Medium term)

project)

6. Each appointed adult should be offered the opportunity to receive initial and ongoing training according to their needs and/or experience. All training must be recorded. (Short to Medium term project)
7. Trainers should be provided with regular periodic training that includes:
 - Fundamentals of Scouting;
 - Adult Learning;
 - Training and Facilitating;
 - Training Management;
 - Relationships. (Short term project)
8. Processes and procedures should be put in place for all adults to ensure the implementation of “Safe from Harm” which includes:
 - Safe from Harm as part of the training process and content;
 - Appointment of adults are made ensuring all appropriate checks are in place in compliance with local legislation. (Short term project)
9. Formulate and implement an adult Management Model in line with the Association’s Youth Programme. Review and update the volunteer characterisation and recognition framework of adults in the organization and establish partnerships with external organisations to strengthen the volunteer management in the Association. (Medium term project)

2. YOUTH PROGRAMME

1. Institution of a Youth Programme that has educational objectives based on the Fundamentals of Scouting and the World Scout Youth Programme. This programme should be reviewed at least once every three years, taking into account relevance and effectiveness. During the development and review of the Youth Programme, the needs and interests of young people in the society should be identified, and efforts made to address them. (Short term project)
2. The Association’s Youth Programme’s educational objectives should provide a way for young people to develop the competencies necessary to remain safe from harm. (Short term project)
3. A system should be defined and implemented to monitor the implementation of the Youth Programme. (Short term project)
4. Encourage compliance with “Safe from Harm” in the Association and evaluate the level of implementation of “Safe from Harm” mechanisms in the Association. Develop partnerships to increase the knowledge and implementation of actions for the protection of children and young people participating in Scouting. (Short term project)

3. STRATEGIC FRAMEWORK

1. The Association must develop and implement a strategic plan that includes at least:

- a participative internal process in all levels of the organization;
- an analysis of the external environment and its influences;
- youth involvement;
- taking into account both WOSM strategic priorities at Regional and World levels, as well as local development priorities.

This plan should have a methodology to break down its Mission and Vision into strategic goals, specific objectives and activities (e.g., Cascaded 10 years vision, 3-year strategic plans and annual operational plans). This plan should be monitored and updated to take account of changing conditions, as required. (Urgent)

2. Committees and task forces should be created in line with the strategic objectives. These should have clearly defined terms of reference, should conduct regular meetings and report on their work regularly. These committees and task forces should include young people under the age of 30. (Short term project)
3. Ethics and compliance issues should be addressed through induction training to both newly hired staff and volunteers. This training should include the National Executive Committee members and be relevant to their positions. There should be a system of periodic refresher training. A complete up-to-date record must be kept of all training. (Short term project))

4. GOVERNANCE

1. Implement and disseminate to all levels within the organization a “Safe from Harm Policy” which includes:
 - A code of conduct for the Association’s activities;
 - A commitment to fulfill its legal compliance obligations;
 - A mechanism to receive and manage complaints of abuse involving children, young people or adults;
 - A system to oversee “Safe from Harm” matters at the highest level of the Association. (Short term project)
2. There should be formal adherence to ethical norms and values which could be reflected or included in one code or several documents covering the following:
 - Ethical principles in fundraising (fair representation of purpose, method and behaviour);
 - Conflict of interest (gift policy, affiliation with suppliers or competing organisations);
 - Professional staff and volunteer’s behaviour (discrimination, harassment).

These codes/documents should be communicated to all concerned. (Short term project)

3. A system to annually evaluate the effectiveness of the National Executive Committee in fulfilling its role and responsibilities should be defined and implemented. This evaluation may be done as a collective or individual self-assessment within the committee. The evaluation should be based on the defined functions of the National Executive Committee and be subject to the review of the National Council. The evaluation results should be

recorded and acted upon as necessary. (Short term project)

4. A system should be defined and implemented to annually evaluate the performance of each committee or task force. Evaluations should be based on their terms of reference. If an Executive Committee member is part of a committee or task force, he/she should not take part in the corresponding evaluation process. Results should be recorded and acted upon as required. (Medium term project)
5. Establish Descriptions (Terms of Reference) for each adult position in the Association and use them to create mutual agreements between the adult and the Association. These should be regularly revised and communicated to all concerned. (Short term project)
6. The Association should implement a system to enforce agreed ethical norms and values at all levels of the organization, including the National Executive Committee, management, professional staff, and volunteers. Enforcement monitoring, covering rules and regulation procedures, compliance review, investigation, and sanctions should be conducted regularly, and the results recorded. (Medium term project)
7. Ethics and compliance issues should be addressed through induction training to both newly hired staff and volunteers. This training should include the National Executive Committee members and be relevant to their positions. There should be periodic refresher training. A complete up-to-date record must be kept of all training. (Short term project)
8. Implement a system to report on ethical breaches which includes:
 - the protection of whistle blowers;
 - the rights of involved parties;
 - the designation of appropriate reporting levels, both internal and external.Major breaches should be communicated to the National Executive Committee. (Medium term project)
9. The ethical standing of the Association's partners, both internal and external, that are entrusted with fundraising activities, (e.g., The Scout Shop, Friends of Scouting), should be evaluated. The results of this process are to be documented, regularly reviewed and acted upon as required. (Short term project)
10. Potential areas of conflict of interest, internal and external, for the National Executive Committee members should be defined. These members should formally commit themselves to avoiding such conflicts of interest that could jeopardize the Association's reputation. A dedicated "Register of Conflict of Interest" should be established, maintained and updated annually. (Short term project)
11. Implement a system to assess the satisfaction of adults and youth members at least once every three years. The results are to be recorded and acted upon as required. (Medium term project)
12. An archiving system, hard and soft, that allows easy access to past documented information should be implemented. This system may be used to plan current and future activities. (Short term project)
13. Implement a continuous improvement process in the organization's governing bodies

and the executive team emphasizing good governance, strategic planning, financial management, risk management, and compliance. (Short term project)

14. The Association should establish and implement a system for:
 - Scheduling the development, utilization, and maintenance of the Association's property;
 - Expansion of the commercial activities of the Scout Shop;
 - Introduction of measures designed to utilize the property for commercial purposes. (Short to Medium term projects)

5. ORGANISATIONAL GROWTH AND DEVELOPMENT

1. A growth strategy for the Association that responds to change should be defined and implemented. This strategy should be reviewed at least annually. (Short term project)
2. An approach that targets and cultivates potential new National Executive Committee members from non- Scouting backgrounds should be defined and implemented. This approach should be focused on the challenges faced by the Association. (Medium term project)
3. At the planning stage, the Association should select those activities/projects which require evaluation. The identified activities/projects should be evaluated and the results and or lessons learned recorded and used in the preparation of subsequent activities/projects. (Short term project)
4. The Association should develop action plans that enable it to act appropriately in emergency situations in coordination with government and other concerned organisations. (Medium term project)
5. Implement continuous improvement mechanisms through the application and/or updating of the GSAT assessment and its action plan. (Short term project)
6. Establish partnerships with external organizations that contribute to the growth of the organization. (Medium term project)
7. Reestablish the "Friends of Scouting" with the objective of supporting Scouting in Barbados by developing a network of persons to provide financial, technical and other support to Scouting. (Short term project)
8. Establish partnerships to increase the knowledge and performance on Scouting in environmental management and Sustainable Development, and implement mechanisms to evaluate the environmental impact of national and regional events as a tool to reduce the impacts generated in these areas. A plan should be introduced for the implementation of Environmental Sustainability at all levels of the Association. (Short term project)
9. Develop action plans to enable the Association to act appropriately in emergency situations in coordination with Government and other organisations with respect to Humanitarian Action. (Short term project)
10. Implement a policy to promote diversity and inclusion in the strategic areas of the Association, integrating the topics of economic, racial, ethnic, generational, sexual and disability diversity. (Medium term project)

11. Create a Humanitarian Action Framework that includes the Association's position, action plan and necessary materials. Establish partnerships with external organizations to support the implementation of Humanitarian Action in the Association and provide consulting services, and opportunities for training relating to Humanitarian Action. (Medium term project)

6. COMMUNICATIONS

1. A document control system that allows unequivocal identification, integrity, and availability of all types of official documents, hard or soft copies, should be defined and implemented. (Short term project)
2. A communications and external relations strategy should be established. This should be supported by up-to-date promotional materials and reflect the identity and declared principles of the Association, emphasizing the promotion of Scouting. (Medium term project)
3. A system should be established that promotes regular dialogue with key policy-makers, and other youth organisations. This system should promote the increase of external communication and the quality of internal communication in the organization. (Short term project)
4. Implement a system to identify, nominate and prepare young people to externally represent Scouting. (Short term project)
5. Maintain or establish an agreement for the non-commercial use of the World Scout Brand. The level of positioning of the Scout Brand at national level should be monitored and measured. (Medium term project)

7. FINANCE

1. The implementation of a financial accountability system (full disclosure) which enables the tracking of funds, earmarked or not, down to their use in programmes/projects (total cost of fundraising sources). (Urgent)
2. Implementation of a resource generation policy/strategy identifying different revenue streams. These would include members fees, commercial activities, individual donations, government and other grants, fundraising, funding proposals submissions etc. This policy/strategy should be revised regularly. There should be measures to ensure that the Association is not overly reliant on any one source. (Urgent)
3. A control system should be implemented to prevent any misuse of funds. (Urgent)
4. An internal financial audit committee should be established to review:
 - The internal financial controls;
 - The audit programs of auditors;
 - Financial statements.

The committee should meet at least twice a year and shall make recommendations to the National Executive Committee on financial matters. It is not recommended that members of this committee should hold another office at national level while serving on this

committee. (Short term project)

5. An inventory system that records the properties, equipment and supplies of the Association should be established and maintained current. The inventory should be reflected in the financial statement. (Urgent)
6. When the Association receives funding from a donor(s) for a specific project, agreements should be put in place to ensure that all liabilities/responsibilities pertaining to the project are covered. It should also be ensured that the funding for the project is used only for this project. (Short term project)
7. Adopt a policy that explicitly states that above a certain threshold, the competitive bidding system is the preferred mode of procurement. (Short term project)

Barbados Boy Scouts Association

Financial Statements

March 31, 2024

(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, 2024 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, 2024, 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 objective is 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 10, 2024
Bridgetown, Barbados

Barbados Boy Scouts Association

Statement of Financial Position

As of March 31, 2024

(expressed in Barbados dollars)

	2024 \$	2023 \$
ASSETS		
Non-current assets		
Property, plant and equipment (note 3)	5,821,292	5,821,971
	<u>5,821,292</u>	<u>5,821,971</u>
Current assets		
Inventories	118,919	131,281
Accounts receivable and prepayments	34,917	35,434
Cash (note 4)	87,698	42,742
	<u>241,534</u>	<u>209,457</u>
TOTAL ASSETS	<u>6,062,826</u>	<u>6,031,428</u>
MEMBERS' EQUITY AND LIABILITIES		
Accumulated surplus	516,986	526,777
Revaluation excess	5,478,127	5,478,127
TOTAL MEMBERS' EQUITY	<u>5,995,113</u>	<u>6,004,904</u>
Current liabilities		
Accounts payable and accrued liabilities	29,329	26,574
Grant funding (Note 5)	38,384	(50)
TOTAL LIABILITIES	<u>67,713</u>	<u>26,524</u>
TOTAL EQUITY AND LIABILITIES	<u>6,062,826</u>	<u>6,031,428</u>

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

 Harston A. Gibson Chairman

Barbados Boy Scouts Association

Statement of Changes in Members' Equity
For the year ended March 31, 2024

(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, 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	5,478,127
Net (loss) income for the year	(6,828)	(3,056)	(89)	182	(9,791)	0
Balance at March 31, 2024	312,814	198,289	1,950	3,933	516,986	5,478,127

Barbados Boy Scouts Association

Statement of Income

For the year ended March 31, 2024

(expressed in Barbados dollars)

	2024 \$	2023 \$
Income		
Gross profit from Scout Shop operations	23,219	20,282
Other income	49,624	58,221
Surplus/(deficit) from training activities	(89)	671
Surplus/(deficit) from jamboree fund raising	182	(10)
	<hr/> 72,936	<hr/> 79,164
General and administrative expenses		
Headquarters	56,452	60,384
Scout Shop	26,275	25,685
	<hr/> 82,727	<hr/> 86,069
Net (deficit) for the year	<hr/> (9,791)	<hr/> (6,905)
 The following expense is included in the foregoing:		
Depreciation	<hr/> 679	<hr/> 1,496

Barbados Boy Scouts Association

Statement of Cash Flows

March 31, 2024

(expressed in Barbados dollars)

	2024 \$	2023 \$
Cash flows from operating activities		
Net surplus/(deficit) for the year	(9,791)	(6,905)
Adjustment for:		
Depreciation	679	1,496
	<hr/>	<hr/>
Operating profit before working capital changes	(9,112)	(5,409)
Decrease in accounts receivables and prepayments	517	1,321
Decrease/(increase) in grant funding	38,434	(50)
Decrease in inventories	12,362	1,394
Increase in accounts payable and accrued liabilities	2,755	20,277
	<hr/>	<hr/>
<i>Net cash (used in) provided by operating activities</i>	44,956	17,631
	<hr/>	<hr/>
Cash flows from investing activities		
Purchase of fixed assets	0	(2,890)
	<hr/>	<hr/>
<i>Net cash used in investing activities</i>	0	(2,890)
	<hr/>	<hr/>
Increase in cash	44,946	14,741
Cash - beginning of year	42,742	28,001
	<hr/>	<hr/>
Cash - end of year	87,698	42,742
	<hr/>	<hr/>

Barbados Boy Scouts Association

Notes to the Financial Statements

March 31, 2024

(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, 2024

(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, 2024

(expressed in Barbados dollars)

3 Property, plant and equipment

	Land and Buildings \$	Camping Equipment \$	Other Equipment \$	Scout Shop Fittings \$	Computer Equipment \$	Total \$
Cost or valuation						
Balance - April 1, 2021	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	50,555	5,942	15,566	5,917,280
2024 Additions	0	0	0	0	0	0
Balance - March 31, 2024	5,817,373	27,844	50,555	5,942	15,566	5,917,280
Accumulated depreciation						
Balance - April 1, 2021	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
2024 Charge	0	0	0	402	277	679
Balance - March 31, 2024	0	27,844	50,855	3,129	14,460	95,988
Net Book Value						
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
March 31, 2024	5,817,373	0	0	2,813	1,106	5,821,292

Barbados Boy Scouts Association

Notes to the Financial Statements

March 31, 2024

(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 Cash on hand and at bank

This is represented by:

	2024 \$	2023 \$
Cash on hand	1,869	4,029
Cash at bank		
Scout Shop	25,314	25,662
Cuboree	3,731	3,741
Training	90	90
General	56,694	9,220
	<u>85,829</u>	<u>38,713</u>
	<u>87,698</u>	<u>42,742</u>

5 Grant funding

In 2023, 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.

In July 2023, the Association entered into a grant agreement with Massey Foundation (Barbados) Inc., for a grant from the latter party to support the the Learning Entrepreneurship and Environmental Protection (LEEP) project. The total grant funding amounted to \$80,000, and the terms and conditions of the grant are set out in the agreement. Of the total grant amount, \$62,000 was provided in cash to cover training and expert

Barbados Boy Scouts Association

Notes to the Financial Statements

March 31, 2024

(expressed in Barbados dollars)

engagement for the project, including project management, accounting, communication and marketing services, and volunteer stipend. The grant also includes \$18,000 of in-kind contributions of horticultural equipment and materials.

The source and application of funding from these grants, as at march 31, 2024, is set out below:

	2024 \$	2023 \$
Balance – beginning of year	<u>(50)</u>	0
Grant funding received	80,000	<u>10,000</u>
Project expenditure incurred		
Consultancy fees	17,500	2,000
Equipment and materials	18,000	0
Other project costs	6,066	<u>8,050</u>
	<u>41,566</u>	10,050
Balance – end of year	<u>38,384</u>	(50)
Represented by:		
Global Environment Facility Small Grants Programme	(50)	(50)
Massey Foundation (Barbados) Inc.	<u>39,434</u>	0
	<u>39,384</u>	(50)

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, 2024

(expressed in Barbados dollars)

Income and Expenditure – Headquarters

	2024	2023
	\$	\$
Other Income		
Building rental	10,816	700
Collection – Founder’s Day	1,956	1,759
Donations and covenants	5,350	19,450
Events and parades	2,947	10,956
Government subvention	18,000	18,000
Miscellaneous	2,855	1,228
Registration fees	7,700	6,128
	<hr/>	<hr/>
	49,624	58,221
General and administrative expenses		
Bank charges	223	227
Cleaning and maintenance	10,218	4,597
Conferences	0	4,293
Depreciation	277	692
Donations	1,500	0
Events and parades	2,615	11,396
Founders Day	950	1,110
Insurance	5,707	5,182
Miscellaneous	8,624	1,703
Office expenses	6,861	9,933
Payroll expenses	9,350	9,363
Registration fees	5,089	4,852
Utilities	5,038	7,036
	<hr/>	<hr/>
	56,452	60,384
Net surplus (loss) for the year	<hr/>	<hr/>
	(6,828)	(2,163)

Barbados Boys Scouts Association

Management Information Schedule

For the year ended March 31, 2024

(expressed in Barbados dollars)

Income and Expenditure – Scout Shop

	2024 \$	2023 \$
Sales	82,872	63,567
Cost of sales	59,653	43,285
	<hr/>	<hr/>
Gross profit – 28.0% (2023 – 31,9%)	23,219	20,282
General and administrative expenses		
Bank charges and interest	1,535	856
Depreciation	402	804
Insurance	2,855	2,439
Maintenance	1,937	1,872
Miscellaneous	377	377
Payroll costs	12,223	11,139
Stationery	1,757	3,167
Utilities	5,189	5,031
	<hr/>	<hr/>
	26,275	25,685
	<hr/>	<hr/>
Net (deficit)/surplus for the year	(3,056)	(5,403)

Barbados Boys Scouts Association

Management Information Schedule

For the year ended March 31, 2024

(expressed in Barbados dollars)

Income and Expenditure - Training

	2024 \$	2023 \$
Income		
Course Fees	2,311	671
	<hr/> 2,311	<hr/> 671
Expenditure		
Materials and supplies	1,013	0
Meals	1,387	0
	<hr/> 2,400	<hr/> 0
Net surplus/(deficit) for the year	<hr/> (89)	<hr/> 671

Barbados Boys Scouts Association

Management Information Schedule

For the year ended March 31, 2024

(expressed in Barbados dollars)

Income and Expenditure – XXV World Scout Jamboree

	2024 \$	2023 \$
Income		
Jamboree fees	7,200	0
Contributioins and donations	3,570	0
Fund raising	3,476	0
	<hr/> 14,246	<hr/> 0
Expenditure		
Refunds	2,800	0
Bank charges	30	10
Airfare	1,363	0
Miscellaneous	8,367	0
Fund raising	1,504	0
	<hr/> 14,064	<hr/> 10
Net surplus for the year	<hr/> 182	<hr/> (10)

**BARBADOS BOY SCOUTS ASSOCIATION
BUDGET 2024-2025**

INCOME

	<u>ACTUAL 2023-24</u>	<u>BUDGET 2024-25</u>
Conferences	0	2,000
Covenants	500	1,500
Events	5,694	9,000
Founder's Day Service	1,956	3,000
Registration Fees	7,700	8,500
Rental of Property	10,816	10,000
Sponsorship & Donations (Projects)	7,350	25,000
Subvention	18,000	18,000
Training	631	1,000
Other	0	0
	0	0
Total Income	52,648	78,000

EXPENDITURE

	<u>ACTUAL 2023-24</u>	<u>BUDGET 2024-25</u>
Awards	227	1,000
Bank Charges	223	300
Conferences	0	2,000
Events & Parades	5,623	7,000
Equipment & Fixtures	697	6,000
Founder's Day Service	950	1,500
Insurance	5,707	6,000
Maintenance of Property	9,521	8,000
Miscellaneous	1,000	1,500
Office Expenses	11,861	11,000
Payroll Expenses	9,350	9,700
Property Development	0	8,000
Registration Fees	5,089	6,000
Scouts LEEP Programme	1,426	2,500
Training	222	2,000
Utilities	5,038	5,500
Other	0	0
	0	0
Total Expenditure	56,935	78,000

