



Barbados Boy Scouts Association

(95th Member of The World Scout Conference)

National Scout Council Annual General Meeting 17th June, 2025

Boy Scouts Charting New Paths



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, 17TH JUNE, 2025 AT 5:15 P.M.

“HAZELWOOD”, UPPER COLLYMORE ROCK, ST. MICHAEL

AGENDA

1. Invocation
2. Welcome
3. Excuses of Absence
4. Confirmation of the Minutes of the Annual General Meeting held on 18th June, 2024.
5. Matters arising from the Minutes of the Annual General Meeting held on 18th June, 2024.
6. Consideration of the following:
 - (a) Report of the Chief Commissioner for the period 1st April, 2024 – 31st March, 2025.
 - (b) Audited Balance Sheet and Statement of Accounts for the period 1st April, 2024 to 31st March, 2025.
 - (c) Budgetary Proposals for 2025 – 2026.
7. Election of the following Officers to serve during the term 2025 – 2028.
 - (a) 3rd Vice President
 - (b) Honorary Treasurer
8. Nomination of Representatives of the District Councils.
9. Nomination of Representatives from other Organizations to serve on the National Council for the year 2025 – 2026.
10. Appointment of citizens who have indicated willingness to serve on the National Council for the year 2025 – 2026.
11. Election of three (3) Council members to serve on the National Executive Committee for the term 2025 – 2028.
12. Appointment of the Auditor for the year 2025 – 2026.
13. Election of a Chief Commissioner to serve for the term 2025 – 2030.
14. Any Other Business
15. Remarks from the Chief Scout and President, Sir Marston Gibson, KA.
16. End of Meeting.

PRESIDENT

Sir Marston Gibson, KA

CHIEF COMMISSIONER

Trevor DeT. A. Jones, JP
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

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BARBADOS BOY SCOUTS ASSOCIATION
MINUTES OF THE ANNUAL GENERAL MEETING
HELD ON 18TH JUNE, 2024
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)
Rev. Martin F. N. Taylor – Acting Chief Commissioner & International 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
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 Bridgetown
Mrs. Carolyn Maynard – Chair, National Youth Committee & ADC Southern District
Mrs. Gloria Cadogan – ADC Bridgetown
Ms. Andrea Harewood – ADC Southern District
Mrs. Cassandra Knight – ADC Southern District
Ms. Deborah Maughn – ADC Bridgetown District
Ms. Kendra Mason – Deputy Chair, Nat. 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
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
Mr. Micah Grosvenor – Harrison College
Ms. Kath- Ema Armstrong – Wilkie Cumberbatch
Ms. Shirley Jordan – St. Ambrose
Ms. Cindy Brown – Eagle Hall Primary
Mr. Anderson McClean – 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
Ms. Jacqueline Henry – Milton Lynch
Ms. Tricia Jones – Milton Lynch

The meeting was called to order at 5.10 p.m. and was chaired by the Chief Scout and President of the BBSA, Sir Marston Gibson.

Item 1: Invocation

Prayers were led by Rev. Martin Taylor, Acting Chief Commissioner and 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 of the National Executive Committee, Leaders, Scouters and the Chief Commissioner of the Girl Guides Association attending the Annual General Meeting of the BBSA.

Item 3: Excuses of absence

Excuses were offered for the absence of the Chief Commissioner, Mr. Trevor DeT. A. Jones, Mrs. Wendy Greenidge (NCSA), Mr. Mark Green (ADC), Mrs. Sandra Alleyne-Richards (ACC), Mr. Andre Layne (Scouter Bridgetown), Mrs. Eleanor Brathwaite (NEC), Mrs. Margo

Thompson (Delegate), Mr. Richard Perkins (Chair NAAC), Mrs. Alicia Als-Grant (Chair NC&PRC) and Miss Sandreen Scantlebury (DDC).

Item 4: Confirmation of the Minutes of the Annual General Meeting held on 20th June, 2023

Corrections/Amendments:

There were no corrections or amendments.

The minutes of the Annual General Meeting of 20th June, 2023, were confirmed on a motion by Mr. Lionel Weekes and seconded by Mrs. Monique Scantlebury-Hinds. The motion was carried.

Item 5: Matters Arising from the Minutes of the Annual General Meeting held on 20th June, 2023

Mr Lionel Weekes queried whether a meeting had been arranged with the Ministry of Education in respect of having the BBSA subvention increased.

The Chairman confirmed that the meeting had not yet been convened.

Item 6: Consideration of the following:

(a) Report of the Chief Commissioner for the period 1st April, 2023 – 31st March, 2024

The Acting Chief Commissioner, Rev. Martin Taylor apologized on behalf of the Chief Commissioner, Mr. Trevor DeT. A. Jones who had become ill before completing the report. Rev. Taylor presented a summary of the Chief Commissioner's report and informed members that the full report would be presented at the next Executive meeting.

In his summary the Acting Chief Commissioner, Rev. Martin Taylor 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 summarised report was moved by Honorary Secretary, Mrs. Marguerite Fenty and seconded by Mr. Lionel Weekes. The motion was carried.

Chairman, Sir Marston Gibson thanked the acting Chief Commissioner, Rev. Martin Taylor for his summarised report for the period 1st April, 2023 to 31st March, 2024.

(b) Audited Balance Sheet and Statement of Accounts for the period 1st April, 2023 to 31st March, 2024

Mr. Berkeley Greenidge presented the audited financial statements for the year ended 31st March, 2024.

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

Mr. Michael Arthur queried the profit made by the Scout Shop. Mr. Greenidge gave a detailed explanation and noted that the Scout Shop now had paid staff.

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, 2023 to 31st March, 2024 was moved by Vice President Mr. Michael Arthur and seconded by Mrs. Sonia Moe-Jones. The motion was carried.

(c) Budgetary Proposals for 2024 – 2025

The Honorary Treasurer, Mrs. Wendy Cadogan-Hoyte presented the Budgetary Proposals for the year April 2024 to March 2025.

She noted the need to have an even flow of income to cover expenses.

Chief Scout and Chair, Sir Marston Gibson recommended the advertisement and rental of a section of the Headquarters to earn income. Acting Chief Commissioner, Rev. Martin Taylor noted the need to improve the amenities to make it more acceptable before marketing the area. He also informed that a Committee would meet the following day to negotiate a car park rental agreement at Headquarters. He noted the need to pursue monetizing Hazelwood.

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

The motion for the acceptance of the Budgetary Proposals was moved by Mrs. Sonia Moe-Jones, seconded by Mrs. Monique Scantlebury-Hinds and unanimously carried.

Item 7: Election of the following Officers to serve during the term 2024 - 2027

The Acting Chief Commissioner, Rev. Martin Taylor reminded members of the new procedures for the election process. He noted that there were two positions for election that evening, being those of Second Vice President and Honorary Secretary. He further noted that the delegates from the Scout Groups and any member of the National Scout Council would be eligible for election.

(a) 2nd Vice President

Mr. Velmo Cadogan was unanimously elected to the post of 2nd Vice President for the term 2024 - 2027 having been nominated by Acting Chief Commissioner, Rev. Martin Taylor.

(b) Honorary Secretary

Mrs. Marguerite Fenty was unanimously elected to the post of Honorary Secretary for the term 2024 - 2027 having been nominated by Mrs. Monique Scantlebury-Hinds.

The Chief Scout and Chair, Sir Marston Gibson thanked Mr. Velmo Cadogan and Mrs. Marguerite Fenty for their sterling services to the BBSA

Item 8: Nomination of Representatives of the District Councils

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

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

For the Northern District, the District's Chairman Mr. Stephen Miller and Scouter Mr. Martin Moore were nominated as the Northern District's representatives to the National Scout Council.

The representatives of the Bridgetown, Northern and Southern Districts were duly ratified for the year 2024 to 2025.

Chief Scout, Sir. Marston Gibson congratulated the newly ratified District representatives.

Item 9: Nomination of Representatives from other Organisations for 2024-2025

The following persons were nominated to serve as Representatives from other organisations for the year 2024-2025:

- 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

It was 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 10: Appointment of Citizens who have indicated a willingness to serve on the National Council for the year 2024-2025

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

Item 11: Election of Three (3) Council Members to serve on the National Executive Committee during the term 2024 – 2026

Vice President, Mr. Ricardo Gittens, Mr. Lionel Weekes and Mrs. Heather Linton were nominated to serve on the National Executive Committee for the next three years 2024 to

2027. This was seconded by Mrs. Marguerite Fenty, Honorary Secretary and carried.

Item 12: 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 Mrs. Monique Scantlebury-Hinds. The vote was unanimous.

Item 13: Any Other Business

The Chief Scout, Sir. Marston Gibson informed members that Acting Chief Commissioner, Rev. Martin Taylor had been invited by one of the Muslim Community to form a Scout Troop at one of their mosques.

Mr. Lionel Weekes queried whether there was an internal Committee to nominate Scouts for National Awards. Chief Scout and Chair, Sir. Marston Gibson advised that a Committee would be set up as recommended.

It was also recommended that a Committee be set up for the purpose of recommending suitable persons as Justices of the Peace.

Item 14: 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 Mason 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.

Her Excellency, President Dame Sandra thanked all and exited the meeting.

Item 15: End of Meeting

The Chief Scout and Chair, Sir Marston Gibson thanked all for attending the meeting. The meeting concluded at 6.55 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 2024 – March 2025

Boy Scouts Charting New Paths

BARBADOS BOY SCOUTS ASSOCIATION NATIONAL TEAM 2024-2025

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

Rev. Martin F. N. Taylor

INTERNATIONAL COMMISSIONER

Rev. 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. Velmo Cadogan

Mrs. Eleanor Brathwaite

Mr. Ricardo Gittens

Mr. Henderson Holmes Mrs. Heather Linton
Mrs. Maria Lashley Mr. Yohance Neale
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 ADULTS-IN-SCOUTING COMMISSIONER

Ms. Marva Cobham

NATIONAL YOUTH COMMISSIONER

Mr. Rondell Trim

ASSISTANT CHIEF COMMISSIONERS

Mrs. Sandra Alleyne-Richards (HQ Administration)

Mr. E. Anthony Archer (Special Assignments)

Mr. Michael Broome (Property Development)

Mrs. Cheryl Callender (General Duties)

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. Rondell Trim, NYC

NATIONAL YOUTH PROGRAMME COMMITTEE CHAIR:

Mrs. Carolyn Maynard, ADC

NATIONAL SCOUTERS:

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

HEAD OF SAFEGUARDING

Mrs. Monique Scantlebury-Hinds, NTC

NATIONAL ADULTS-IN-SCOUTING COMMITTEE CHAIR

Ms. Marva Cobham, AiSC

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 SAFE FROM HARM COMMITTEE CHAIR

Mrs. Monique Scantlebury-Hinds, ACC

NATIONAL UNIFORM COMMITTEE CHAIR

Mr. Ricardo Gittens, 1st VP

PROPERTY DEVELOPMENT COMMITTEE CHAIR

Mr. Michael Broome, 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 2024 – MARCH 2025

It is with mixed feelings that I address you today. I am pleased when I look at what we accomplished over the past year, excited about the plans for the coming year, and sad as I realise that my current term as Chief Commissioner comes to an end in a few months. As you know the Regulations and Rules that we all agreed to and adopted sets a term of 5 years for all appointments in the Association. It also states that there are no automatic reappointments and for senior appointments the post must be advertised, and anyone interested in the post, including the incumbent, must apply and go through the selection process. The process was started, the post was advertised for 6 weeks, and after applications closed, it is placed before the National Appointments Advisory Committee. The Committee will interview the candidates and report to the National Executive on the process and their recommendation. The Executive will consider the report and select the candidate that they will nominate at our Annual General Meeting in June. At that meeting the National Scout Council will decide who will be our Chief Commissioner for 2025-2030.

Over the last year we have lived up to our theme for the year “Boy Scouts Charting New Paths”. Steady progress was made as we continued to rebuild. We Charted New Paths as we refined our operations at Headquarters by adopting an Educational Proposal which will be the foundation for our renewed Youth Programme and a Safe from Harm Policy which lays the framework for Safe Scouting for all participants not just members. We also revised our Development Plan to Chart our path for the next 5 years.

This did not hinder us for participating in a number of activities that supported those at District and Group levels. These included our Youth Awards Ceremony, Anniversary Tree Planting, the National Parades, Founder’s Day Service and Parade, the National Scout Townhall Meeting, Leaders Social, and the National Family Fun Day. Also, members of our Association including a youth member attended the Interamerican Scout Summit in Colombia.

In April I met with Kathryn Ashby, Sr. Director, Marketing & Communications for SCOUTS CANADA. We discussed Scouting in Barbados and set the foundation for our Associations to work closer together, especially in the areas of Marketing & Communications and Safety. Kathryn is a Barbadian who has lived in Canada for most of her life. We met at Agrofest when she visited our tent. This was followed up by a virtual meeting with their national team. They have shared the plans for their adult volunteer recruitment drive so that we can use it as a template for our recruitment drive.

On 2nd August Ms. Diana Carrillo, the Regional Director of the World Scout Bureau’s Interamerica Support Centre, made a brief visit to Barbados. She had only been appointed to the post earlier in the year. She had a brief layover in Barbados and decided to take the opportunity to introduce herself and meet with any available members of the Team. National trainer Monique Scantlebury-Hinds and I met her at the airport and just had enough time to share a quick meal with her at Coverley before taking her back to the airport. We were able to discuss the progress made by the Association with the post-COVID recovery



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process and the support available from the Regional Office. She informed us that they were happy with the progress of the Association and that was why she felt it was not necessary to make a longer visit at that time.

Later in August the World Scout Conference was held in Egypt. Unfortunately, we were unable to attend in person and only participated virtually, At the Conference some Associations were recognised for their accomplishments during the previous year. We were all surprised when we heard the Barbados Boy Scouts Association called out. It was around 4:30am and I was not sure if I heard correctly or if I was dreaming. We were recognised as the Association with the largest market share in the Interamerican Region. We all know that we are a small Association when compared to those in the bigger countries of the region. But when you look at our membership compared to the number of youth in Barbados we were at the top.

Also in August, the National Executive Committee approved two (2) new policies: the *Educational Proposal of the Barbados Boy Scouts Association* and the *National Safe from Harm Policy of the Barbados Boy Scouts Association*. Both Policies took effect on 1st September, 2024 and the drafts had previously been circulated to our membership and partners for consultation.

The *Educational Proposal of the Barbados Boy Scouts Association* examines the needs of the youth of our society and sets the objectives for the Association's Youth Programme. The National Youth Programme Committee is now charged with the task of remoulding our existing programmes into a National Youth Programme which meets the objectives set in the Educational Proposal. The Committee has been assisted in its work by WOSM Consultant, Mr. Mauricio Veayra. I would like to commend the Committee, Chaired by Mrs. Carolyn Maynard, for the work they have completed so far.

The National Safe from Harm Policy of the Barbados Boy Scouts Association sets out in one document the safeguarding policies of the Association to protect all participants in its programmes and activities. This is a mandatory policy which the World Organisation of the Scout Movement (WOSM) requires all member Associations to develop and implement guided by WOSM's World Safe from Harm Policy. This policy will be detailed further in this report.

In October, the Chief Scout and I had our annual audience with H.E. The Most Honourable Dame Sandra Mason, President of Barbados, and Patron of our Association. This was our fifth 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.

In November, fifteen (15) members of the Association completed training under the Green Skills for Youth Led Climate Action initiative. This is a joint initiative undertaken and funded by WOSM and UNICEF, which was announced earlier in the year. We were one (1) of the eight (8) National Scout Associations from around the world invited to pilot the initiative during 2025. Having completed the training, we were tasked with developing a local project under the initiative. Our project, *A Greener Barbados: Scouts for Sustainability* was approved in February and will address three areas of the initiative: Environmental Protection, Sustainable Gardening, and Reforestation.

Also in November, the XI Interamerican Scout Summit was held in Colombia. Four members of our Association, including a Youth Member



represented our Association at the Summit. This was the first regional meeting we have participated in in-person since 2015. At the Summit the award, which was announced at the World Scout Conference, was officially presented to us.

In December we finally received word from GEF Small Grants Fund that the grant for our Scouts LEEP programme had been approved. To meet the requirements for the grant the programme underwent a name change: *Scouts LIEEP – Scouts Learning Inclusiveness, Entrepreneurship, and Environmental Protection*. The agreement was signed in December however, the funds have not been received as yet. The funding is necessary to restart and complete the programme.

In January we were able to secure funding for is our Scouting Renewed programme. Scouting Renewed is an ambitious programme undertaken in 2022, whose primary goal is to renew and rebrand Scouting in Barbados. We received a grant through the Attorney General's Office from the National Peace Programme. The grant will fund specific parts of the programme for one year. The grant will be detailed later in the report.

In February we participated in AgroFest once again. This was facilitated through the Scouting Renewed Grant. We used the opportunity to promote *Scouts LEEP*, *Scouting Renewed*, and *A Greener Barbados: Scouts for Sustainability* programmes, and our Volunteer Recruitment Drive



In March we celebrated Scout Month, acknowledging the 113th anniversary of the registration of the first Scout Troop in Barbados at the Combermere School. As usual we held a number of activities to commemorate the occasion. These activities will be detailed later in the report. One of the activities held was a fundraising concert featuring the Band of The Barbados Police Service. It was held under the patronage of our Patron, H.E. The Most Honourable Dame Sandra Mason. This was the first general fundraising event held at National level in more than 15 years.

Also in March, we were able to secure additional grant funding for our Scouts LIEEP programme to compliment those received from the MASSY Foundation in 2023. The grant was received from the Ministry of Labour, Social Security and the Third Sector. This grant will provide training for the participants to build their capacity and provide the skills necessary to complete the project.

During the year it was agreed that we would hold a National Camp for all the Members of the Association. Originally, we were considering holding it in July. However, by the time the summer holiday started we were well into the Crop Over period. It was decided to seek an alternate date. After consideration, it was decided to hold it during the Easter holiday. A committee was set up to plan and execute the camp. Mr. Hadley Roach, who was selected as the Camp Chief, chaired the committee. The National Camp is scheduled to be held in April at the Blackman and Gollop Primary School. This will be the first time that all four Sections will be at Camp at the same time at the same location. The Cub Scouts, Scouts and Venture Scouts will be in Camp from 9th – 15th and the Beaver Scouts will be in camp from 18th to 19th.

1. SECTIONAL REPORTS

There has been growth in only two (2) of our Sections. Our Beaver Scout Colonies, Cub Scout Packs have seen a decline in membership, while our Scout Troops and Venture Scout Units have

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seen a small increase. A few of our Groups have not restarted because of the unavailability of adult leaders. Some which have restarted are slowly rebuilding their numbers, but it will take time and much effort for them to become fully functional. The shortage of suitable volunteers to be trained as Leaders continues to be a problem. While some are coming forward, several are not prepared to make the commitment to complete the necessary training to become leaders. However, while you can have a Group with a Leader and no helpers, you cannot have a Group with helpers and no Leaders.

Several of our Groups have had challenges recruiting new members. While we have seen the return of our members, there has been a marked decline in new members. As a result, our current members who age-out of the Sectional Programmes they are not being replaced at a similar rate. This decline is being seen across the board for structured youth activities both for organisations like ours and other after-school activities. Part of this problem is the lack of support/encouragement from parents/guardians to have their charges participate in these programmes. This is a trend that needs to be arrested, and it will take a collaborative effort to reverse it.

Despite these challenges, most of our Groups have been able to make progress in their sectional units. A number of Groups continue to have camps, hikes and other activities. They have been able to participate in environmental activities hosted by other agencies and organisations.

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 Sectional Committees were able to complete their interviews in February. On 23rd 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 2024 was presented to Shakir Daisley, one of the Chief Scout Awardees from the First Barbados Sea Scouts. The PwC Award for the Most Outstanding Troop for 2024 was presented to the St. Gabriel's Sea Scout Troop. The Awards were presented at our Annual Founder's Day Service in March by Mr. Mario Haynes, Assurance Director, PwC East Caribbean.



DEIA Awards

This year, three (3) Venture Scouts completed the Bronze Standard of The Duke of Edinburgh's International Award. In addition, two (2) Venture Scouts completed the Silver Standard of The Duke of Edinburgh's International Award. The awards were



presented 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 continued to work towards their goal of streamlining the process of how we manage our adult members and volunteers. Our AiS Committee has drafted an Adults in Scouting Policy for the Association. This policy will define how the Association manages its adults from the time they join to the time they retire. This policy is being circulated for comment, and it is hoped that the process to adopting the policy will be completed by the middle of the new Scout year.

Our Safe from Harm Committee completed the Association's National Safe from Harm Policy. They were assisted in this task by WOSM Consultant, Ms. Laura Baldassari. After consultation with the Association's membership and partners, this policy was adopted in September. The Committee is now tasked with managing the implementation of the policy. The implementation process is expected to take up to two (2) years and will see the training of our entire membership about the policy, retraining of all Leaders to ensure that they have the skill to integrate the policy into their meetings and activities, and setting up a panel to continually monitor that the policy is being used. It should be noted that the adoption and implementation of a Safe from Harm Policy guided by WOSM's World Safe from Harm Policy is now a requirement for all members Associations of WOSM.

Although the application process for new Adult Leaders has been completed and implemented, there continues to be delays in the system. The Team needs to devise a way of addressing this and put a system of oversight in place. They are still working to finalise the process for the reappointment of existing Leaders and the approval of other adult volunteers who work with our youth members.

In March we recognised the service of our Adults in Scouting with an awards ceremony. It was the first ceremony we have had since 2018. The nomination system was revised allowing any member to nominate an adult involved in Scouting for an award. The nomination needed to be endorsed by the adult's line-manager before submission to the Awards Committee. The Awards Committee conferred eighty (80) awards to adults involved in Scouting in Barbados. Further details of the Adult Awards presented is in the Awards section of this report.

2.1 ADULT TRAINING

The National Training Team continues to provide 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 availability of the online components of our Initial, Explanatory and Introductory courses for new Leaders are still on a continuous basis. This group of three self-paced courses are the foundation courses for new members of the Association, where they are introduced to the fundamentals of Scouting and the Scout Method. They



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are done using a Learning Management System and participants are given a six (6) month time frame to complete the short courses.

Six (6) participants completed the Initial Course, four (4) the Explanatory Course and eleven (11) the Introductory Course. The online training is complemented by practical courses to provide hands-on training in practical Scouting skills. Two (2) Practical Courses were held for the participants completing the Initial and Explanatory Courses. The courses provided practical hands-on training in knotwork, ceremonies, and Scout games. Participants were only required to attend one of the practical courses although they could attend both if they wished. The first course was held in September and was attended by eight (8) participants and the second in February attended by six (6) participants.

There is still an issue with participants completing the full courses and we will have to find ways of motivating them to complete all of the components.

To provide skills training for our newer Leaders and also to provide refresher training for our older ones, two (2) Scouting skills courses were held. The first was Backwoods Cooking (twenty-six (26) participants) which equips leaders with the necessary skills and knowledge to cook delicious meals safely and effectively in outdoor settings without pots or pans. The second was a First Aid Course conducted by instructors from the Red Cross Society. The course was a joint session with leaders from the Girl Guides Association of Barbados. The sixteen (16) participants A total of 16 individuals were trained in essential first aid skills crucial for handling emergencies during Scouting and Guiding activities.



The Online Initial Administrators Course for non-uniformed Administrators to give them a glimpse into the world of Scouting, and the GDPR Course which provides training for all Adults in Scouting in Data Protection Rules continue to be available. Although necessary, participation continues to be low. Two (2) participants completed Initial Administrators Course and six (6) the GDPR Course.

The Safe from Harm Implementation training sessions facilitated by Supreme Counselling are scheduled to start early in the new year. This is being funded by the Scouting Renewed Grant. Over the period, a series of Train the Trainer Courses will be conducted in four (4) modules. Each course will be over a four (4) week period. The first module will be on Anger Management. It is hoped that a minimum of 20 persons will be trained.

The Barbados Boy Scout Association Training Team remains committed to fostering a culture of continuous learning and skill development within the Scouting community, ensuring the delivery of high-quality Scouting programmes and experiences for all members.

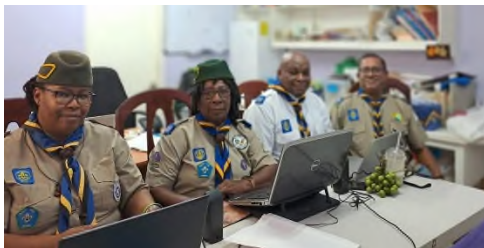
3. EVENTS & PROJECTS

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 43RD WORLD SCOUT CONFERENCE

The 43rd World Scout Conference was held in Cairo, Egypt, from 17th to 23rd August, 2024. Due to the high cost to attend the conference, our delegation participated virtually and comprised Chief Commissioner Trevor DeT. A. Jones, Deputy Chief Commissioners Martin Taylor and Marva Cobham, National Trainer Monique Scantlebury-Hinds, and National Youth Commissioner Rondell Trim. Sessions started daily at 2:00am local time and finish between midday and 2:00pm.



The Conference considered a number of important resolutions including the next Strategy for Scouting which will guide the organization for the next decade. For the first time, the Strategy was presented in simplified format which can be easily understood by all. The Strategy comprised a **Vision**, **Impact Statements**, and **Strategic Priorities** for WOSM and National Scout Organizations (NSOs). This was the first vision statement defined for WOSM. The Strategy is as follows:

Vision

To be the world's most inspiring and inclusive youth movement, creating transformative learning experiences for every young person, everywhere

Impact Statements

A Peaceful and Inclusive World

A World Shaped by Youth

A Sustainable World

Strategic Priorities for WOSM

Innovate Education

Strengthen Diversity and Inclusion

Guarantee Safeguarding and Well-Being

Value Volunteering

Strategic Priorities for NSOs

A Fit For Purpose Organisation

An Adaptable Organisation

An Influential Organisation



The other resolutions debated and passed included welcoming three (3) new NSOs as voting members of the World Scout Conference, including Antigua & Barbuda; a new Triennium Plan; raising the Annual Registration Fee and defining the guidelines for the introduction of mandatory Safe from Harm programmes in all member NSOs.

On the last day of the Conference a number of awards were presented to a number of persons

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in recognition of their service to World Scouting. In addition, awards were also presented to NSO for the work they are doing in their countries. The Barbados Boy Scouts Association was present with the Award for the Largest Market Share in the Interamerican Region. We were in shock when it was announced as we did not know we were being considered for an award. As a small Association we were not expecting an award, much less one related to membership. However, when one considers our membership compared with the number of youth in Barbados, then you realise how it is possible. Unfortunately, we were not present at the Conference and were unable to receive the award in person.

At the Conference we elected a new World Scout Committee. The World Scout Committee is one of the three constitutive bodies of WOSM, alongside the World Scout Conference and the World Scout Bureau. It is the “Governing Board” of World Scouting and is key in strategic decision-making and the governance of WOSM. The Committee elected as its Chair, Daniel Corsen, who is from the Curaçao Scout Association.



3.2 CCC RETREAT

On Saturday 31st August, 2024 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 “*Boy Scouts Charting New Paths*”.

We started with an update on upcoming activities and programmes which was followed by the first presentation on the recently held World Scout Conference. During the presentation we looked at the resolutions passed and their implications to our Association. Next, we were joined virtually by our guest speaker, Ms. Diana Carrillo, Regional Director, Interamerica Scout Region, made a presentation on “*The New Strategy for Scouting and Its Implications on Small NSOs*”. She challenged the CCC to choose one aspect of the new Strategy and devise a way to implement it locally. After a short break, we discussed the National Youth Programme Review and Update, in particular the recently adopted Educational Proposal. This was followed by a discussion on the BBSA Development Plan 2024-2029 and who will be responsible for MME. We then took a break for lunch which was provided for the participants.



After the lunch break, the Council considered the proposed Adult Recruitment Drive, discussing who we are looking for, how we will find them and how we will treat them when found. We then discussed the newly adopted National Safe from Harm Policy and how we will implement it. The Council then looked at whether we should have a National Camp, when would be the optimal time and most importantly whether we had the personnel to properly plan and execute one. Finally, we discussed a promotional

activity at the start of the school year. Consensus could not be reached on this topic, and it was decided that the DCs would form a working group to further discuss it and come to a consensus.

This year during the closing session, we were not joined by Chief Scout Sir Marston Gibson, who had a previous engagement. Before being dismissed, the Council members recommitted themselves to Scouting in Barbados and worldwide by renewing their Promise.

3.3 XI INTERAMERICAN SCOUT SUMMIT

The XI Interamerican Scout Summit took place in El Carmen de Viboral, Colombia, from 29th November to 1st December, 2024, under the theme "Shaping Our Path." It united leaders and representatives from 31 NSOs to review the Regional Plan 2022–2025 and develop strategies for fostering a more inclusive, sustainable, and peaceful future led by youth. Our delegation comprised Chief Commissioner Trevor DeT. A. Jones, Deputy Chief Commissioner & International Commissioner Martin Taylor, National Youth Commissioner Rondell Trim, and Communications & PR Committee Chair Alicia Als-Grant.



On November 28th, ahead of the Summit, a Caribbean Regional Commissioners Meeting was held to address shared challenges such as financial constraints, limited resources, structural governance issues, and other regional hindrances. Participants explored potential solutions and discussed a regional project aimed at leveraging the strengths of Caribbean islands to mitigate their weaknesses.



During the Summit, discussions focused on 11 strategic priorities: Youth Involvement, Youth Programme, Environmental Sustainability, Diversity and Inclusion, Humanitarian Action, Growth, Adults in Scouting, Safe from Harm, Partnerships, Governance, and Communications

A key highlight was the introduction of a new planning framework, symbolized by the construction of "priority houses," which fostered collaboration and unity among participants.

The Summit featured the signing of Memorandums of Understanding for two major upcoming events:

JAMCAM 2025 in Colombia and the 4th Interamerican Scout Moot 2026 in Ecuador. These agreements aim to strengthen regional collaboration and solidarity within the Scout Movement.

The Barbados Boy Scouts Association was formally presented with the Growth Award for our efforts in expanding Scouting's impact, an accolade first received earlier this year at the 43rd World Scout Conference in Cairo, Egypt. The award was received by National Youth

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Commission Rondell Trim on behalf of the Association.

The Summit was a platform for sharing experiences, ideas, and cultures, fostering new friendships, and rekindling old ones. It blended strategic discussions with opportunities for connection, emphasizing the shared mission of empowering young people for life.

3.4 NATIONAL PARADES

This year we participated in two (2) National Parades: Remembrance Day and Independence Day Parades. The sizes of our detachments were reduced but we were able to meet the targets we set for ourselves.

On 10th November, the Remembrance Day Parade was held in Heroes Square. Scout Leader Marc Trotman 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 the Chief Commissioner.

This year the Independence Day Parade returned to Kensington Oval. The Association's detachment was led by Venture Scout Zachary Hoyte, assisted by Scout Leader Ronald Marshall. The detachment comprising Scouts, Venture Scouts and Leaders, was accompanied by the Bridgetown District Scout Band. The detachment did a commendable job at the parade, exemplifying Smartness in Scouting.



I would like to express my thanks to all the 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.

3.5 NATIONAL LEADERS' SOCIAL

A third National Leaders' Social was held on 1st February, 2025 at Scout Headquarters. Although it was not planned as such, it turned out to be a double event: an impromptu birthday party for the Chief Commissioner whose birthday was the same day. A small Planning Committee was setup chaired by Mr. Jason King. The planning time was short, but the committee did an outstanding job.

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. This year an invitation was extended to members of the Executive to attend the social. Once again, the activity was held in the Courtyard and the surrounding area. The area was ideal for the event. As customary, the event was a free. 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. Participants were asked to make a voluntary contribution to the cost of the food served.



There was a good attendance, with everyone enjoying themselves, playing dominoes, singing karaoke, dancing and just interacted with their fellow Scouters. Kudos to the Committee for a job well done and to the Districts and Scouters who contributed to the event.

3.6 113TH ANNIVERSARY TREE PLANTING

On 8th March to commemorate the 113th Anniversary of the registration of the First Barbados Scout Troop, the Chief Scout planted a bougainvillea tree at Scout Headquarters. The tree planted next to one which had been planted earlier in memory of the late Stephen Sober, who was the ACC Property Development. As usual, the Chief Scout was assisted by the Chief Commissioner and Ms. Marva Cobham, ACC AiS.



3.7 FOUNDER'S DAY SERVICE

The Annual Founders Day Service and Parade was held on Sunday 9th March, 2025. 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 2024. 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 Acting President of Barbados, H.E. The Very Reverend Dr. Jeffrey Gibson, and 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. Our Patron was unable to attend as she was out of the island.



Deputy Chief Commissioner Rev. Martin Taylor led the service under the theme ***Boy Scouts Growing, Leaping, Innovating, Thriving***. The Worship Team did an admirably leading the singing for the hymns and Worship Session. The Team included Cub Scouts, Scouts and Leaders. The sermon for the afternoon was brought by Pastor Reynold McClean of the Methodist Church and a former member of the Association from the Northern District. He spoke to the congregation on the ways we as an Association can Grow, Leap, Innovate and Thrive to be become better citizens and members of the Association.

After this thought-provoking sermon, the Beaver Scout and Cub Scout Awardees were recognised, as well as Adult Members and Associate Members who had received Awards during the recently held Award Ceremonies. This was followed by the presentation of Awards to members of the Scout and Venture Scout Sections. These include Chief Scout Awards, the PwC Awards and the Duke of Edinburgh's International Awards. The Scout of

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the Year was Shakir Daisley of First Barbados Sea Scout Troop, and the Troop of the year went to St. Gabriel's Scout Troop. The Chief Commissioner addresses the congregation before the renewal of the Promises. Chairs of the Beaver Scout and Cub Scout Committee led the renewal for their respective Sections, while the Chief Commission led the renewal for all other members.



The service was preceded and followed by a parade from the National Botanical Gardens under the direction of Parade Commander Scout Leader Ronald Marshall with the assistance of Venture Scout Zachary Hoyte. The Bridgetown District and the Girl Guides Association bands accompanied the parade. On the return march to the National Botanical Gardens, Chief Scout Sir Marston Gibson took the salute by Howard's Supermarket.



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.

3.8 NATIONAL SCOUT TOWNHALL MEETING

Our fifth annual National Scout Townhall Meeting was held on 16th March, 2025 during Scout Month. Once again it was a virtual meeting streamed on Zoom and YouTube. It was opened to all registered Adult Members and Associate Members of the Association. There was an option for a hybrid meeting but no one registered to participate in-person at Scout Headquarters.

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's agenda remained the same, starting with Prayers, Welcome and a brief report on the status of the Association. The main event, the Discussion Session, then followed. This year there were three (3) discussion topics: Implementing our Safe from Harm Policy; A Greener Barbados: Scouts for Sustainability; and Proposed Projects & Activities 2025-2026. The Discussion Session was followed by a Q&A Time.

It was a successful meeting with discussions which generated valuable input from those who participated in the discussions. Again, the level of participation was below expectations, and we must look for ways to encourage better participation in the future.

3.9 A GREENER BARBADOS: SCOUTS FOR SUSTAINABILITY

Early in the year, WOSM and UNICEF announced a joint initiative they would be funding titled Green Skills for Youth Led Climate Action initiative. The goal of the initiative is to train a cadre of youth who are aware of their environments and the personal actions they can take to preserve them against the effects of Climate Change. Our Association was one (1) of the eight (8) National Scout Associations from around the world invited to pilot the initiative during 2025.

In November, fifteen (15) youth and adult members of the Association completed two (2)



days of training on the initiative. Having completed the training, we were tasked with developing a local project under the initiative. Our project, *A Greener Barbados: Scouts for Sustainability* was approved in February and will address three areas of the initiative: Environmental Protection, Sustainable Gardening, and Reforestation. It will also see the introduction of two (2) new badges into our programme: Champions For Nature and Plastic Tide Turners.

With the initial disbursement of funds of US\$8,000.00 received at the beginning of March, the project officially started. The first activity was two (2) days of training of an additional 30 persons to be part of the project team. Those trained included both youth and adult members from the three Districts. The project goals will be achieved through a number of small youth-led activities which will include beach and gully cleanups, proper waste disposal workshops, promoting home gardening, and tree plantings. To accomplish our goals, we will be partnering with a number of our agencies and organisations including the Ministry of Environment & National Beautification, Blue and Green Economy, Ministry of Agriculture and Food and Nutritional Security, Caribbean Youth Environmental Network (CYEN), Clean Up Barbados, National Conservational Commission, The Girl Guides Association of Barbados and the Duke of Edinburgh's International Award Barbados.



The project will be officially launch in the new year at the first public activity.

4. AWARDS

During the year, awards were earned by members of all four Sections of the Association. In addition, awards were presented to adult Members and Associate Members of the Association. There were a number of submissions for the Chief Scout's Bronze Award, Mahogany Award and Chief Scout's Award.

On 23rd 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 fifty (50) awards as follows:

- Seven (7) Chief Scout's Bronze Award to Beaver Scouts



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- Forty-three (43) Mahogany Awards to Cub Scouts

The Chief Commissioner presented an additional three (3) Chief Scout's Bronze Awards to Beaver Scouts at a subsequent ceremony.

On 1st March a second Awards Ceremony was held to recognise service of our Adults-in-Scouting. At the ceremony, which was held at Scout Headquarters, Mr. Ricardo Gittens, 1st Vice President, presented eighty (80) awards as follows:

- Two (2) President's Awards to Leaders
- Eleven (11) Medals of Merit to Leaders and Commissioners
- Seven (7) Distinguished Service Awards to Leaders
- Ten (10) Order of the Bronze Star Awards to Leaders and Commissioners
- Nine (9) Order of the Flying Fish Awards to Leaders and Commissioners
- Four (4) Order of the Bearded Fig Tree Awards to Leaders and Commissioners
- Two (2) Order of the Pelican Awards to Commissioners
- Two (2) Order of the Broken Trident Awards to Commissioners
- Three (3) Silver Coconut Awards to Associate Members
- Four (4) Chief Scout's Commendations to Leaders and Commissioners
- Fifteen (15) Chief Commissioner's Awards to Leaders and Commissioners
- Eleven (11) Thanks Badges to Associate Members and Friends of Scouting

A third ceremony was held at our Annual Founder's Day Service on 9th March, 2025 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:

- Two (2) Chief Scout's Awards to Scouts
- The PricewaterhouseCoopers Award for the Most Outstanding Scout for 2024
- The PricewaterhouseCoopers Award for the Most Outstanding Troop for 2024
- Three (3) Bronze Standards of the Duke of Edinburgh's International Award to Venture Scouts
- Two (2) Silver Standards of the Duke of Edinburgh's International Award to Venture Scouts



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

5. 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.

Registration is completed electronically. The 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. We continue to encounter a problem of Leaders not registering new members in a timely manner. This creates a problem with us being able to accurately report our numbers at any given time. There is also a more serious problem in that these new members, who have not been registered, are not officially members of the Association and are not covered by insurance. We need to ensure that our Leaders understand the seriousness of this and comply with the requirement.

The registration figures are shown below. There has been a decrease in our numbers. This is a setback in the progress we have been making in rebuilding after COVID. This decline is being seen across the board for structured youth activities. Since COVID young people have not been participating in structured activities especially those new to them. So, we have seen some of our pre-COVID members return to the fold, but the recruitment of new members has declined. As our current members age-out of the Sectional Programmes they are not being replaced by a similar rate. Part of the problem is the lack of support/encouragement from parents/guardians to have their charges participate in these programmes. I believe we must look at a combined campaign from the various youth organisations targeting parents/guardians to educate them of the benefits their children/wards can gain from taking part in such activities.

	Beaver Scouts	Cub Scouts	Scouts	Venture Scouts	Leaders	Commis.	Associate Members/Helpers	Total
2023-2024	203	781	101	31	143	58	116	1,433
2024-2025	153	590	130	38	102	49	68	1,130

6. THE SCOUT SHOP

The last year was a trying year for the Scout Shop. Sales declined because of continued supply problems. Our current supplier of uniform shirts and pants continue to have machinery

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problems. Our supplier of Beaver Scout Caps and Cub Scout Caps continue to have issues with their cap supplier. However, we were able to find a local source for Cub Scout Socks.

The financial figures for the Scout Shop for the period under review declined. Sales for the year decreased by 18% to just over \$68,200.00. The cost of these Sales was just over \$48,200.00, making a Gross Profit of just over \$19,900.00, a decrease of 14%. The expenses for the year decreased by 3% from the previous year. As a result, we made a net loss of just over \$5,100.00.

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. Once again 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.

The electrical upgrade to the Shop which was started the previous year was completed. As a result, the electrical installation in the Shop is now separate from the rest of the building. Also, the hinge of the gate at the entrance of the Shop which was rusted broke. We had to quickly find a welder to rebuild the hinge and a mason to reset it in wall. Luckily, we were able to get it completed that same weekend.

In the coming year, we will need to seriously look for additional suppliers so that we are not dependant on any one supplier for our uniform stock items. The Shop can only return to profitability by increasing sales. Sales can only increase if we resupply the uniform stock items. Despite this, the dedicated team of staff and volunteers continue to go above and beyond the call of duty and must be commended for their undaunting service.

7. 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 we have been able to attract grant funding, the funds received are restricted and can only be spent as specified in the grants. Our regular revenue streams continue to show improvement, but they are not where we need them to be. 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, but 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 was able to execute another Funds Appeal drive. As before it was a directly appeal to former members and persons who would have benefited directly or indirectly from the Scouting programme. There was a fair response to the appeal but to reach its full potential there needs to be more members who can personally follow-up the appeals.

The Committee was able to plan and execute a fund-raising



concert featuring the band of The Barbados Police Service. The concert was held at the Price Cave Hall under the patronage of our Patron, H.E. The Most Honourable Dame Sandra Mason. This was the first general fundraising event held at National level in more than 15 years. Even though we had a late start the concert was a success and enjoyed by all who attended. It has been proposed that it become an annual event during Scout Month and correspondence will be set to the Commissioner of Police early in the new year, requesting permission for a concert in March 2026. The Committee hopes to add a second fundraising event to the annual programme.

I would like to commend the Finance Committee led by the Honorary Treasurer, Mrs. Wendy Cadogan-Hoyte, for the work they have done over the past year. The Finance Committee is still in need of additional members. Suitable persons can be recommended to serve on the Committee by emailing treasurer@barbadoscouts.org.

Grant Funding

During the year we were also able to attract additional grant funding for two of our ongoing projects and one new one. As you know our Scouts LEEP programme received partial funding from the MASSY Foundation in 2023. Scouts LEEP (Learning Entrepreneurship and Environmental Protection) aims to increase awareness, knowledge and practice of environmental protection and entrepreneurship in agriculture and aligns with 7 Sustainable Development Goals. Unfortunately, we were unable to secure the additional funds required at the time. As a result, the project could not reach its full potential and stalled. However, we have been able to secure the additional funding. In December we signed the agreement with GEF Small Grants Fund to provide the funding to restart and complete the programme. To meet the requirements for the GEF/SGF grant the programme underwent a name change: *Scouts LIEEP – Scouts Learning Inclusiveness, Entrepreneurship, and Environmental Protection*. It is hoped that the programme will be relaunched early in the new year.

In addition to this, in March we were also able to secure a grant from the Ministry of Labour, Social Security and the Third Sector for this project as well. This grant will provide training for the participants to build their capacity and provide the skills necessary to complete the project.

The second ongoing project we were able to secure funding for is our Scouting Renewed programme. Scouting Renewed is an ambitious programme undertaken in 2022. Its primary goal is to renew and rebrand Scouting in Barbados. It requires us to update our operational methods, re-envision our youth programme and its delivery and refresh our public image. During the next 18 months, we will be implementing the final phases of the programme which will see us undertake a volunteer recruitment drive, retrain our existing volunteers, launch our new youth programme, and conclude with a youth member recruitment drive with the goal of increasing our youth membership to at least 2,000. These programmes will be completed over a three-year period.

We have been able to secure funding for this programme for the next year. As reported in the news, we were able to secure funding through the National Peace Programme. This funding will provide support to Implement our Youth Engagement and Safe from Harm Policies, Revision of our Youth Programme, an Adult Recruitment Drive, Uniform Support, Headquarters Administration, and a Youth Member Recruitment Drive.

The third and new project to receive funding is entitled A Greener Barbados: Scouts for Sustainability. Recently WOSM and UNICEF announced a new joint initiative they were undertaking and funding entitled Green Skills for Youth Led Climate Action. They invited eight

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(8) National Scout Associations from around the world to pilot the initiative during 2025. Our Association was selected as one of the eight. After completing training in November, fifteen (15) members of the Association were tasked with developing a local project under the initiative. Our project, *A Greener Barbados: Scouts for Sustainability*, will address three areas of the initiative: Environmental Protection, Sustainable Gardening, and Reforestation. In addition, two (2) new badges will be introduced into our programme.

Our project was approved, and the initial disbursement of funds was received at the beginning of March. Although the project started shortly after the disbursement with training and planning, it will officially be launched early in the new year with a public event.

8. THE HEADQUARTERS' PROPERTY

Progress has been made with the development of the property over the past year. At the start of the year, a new Property Development Committee was constituted, and they have hit the ground running. They reviewed the plans for the property and recommended revisions to some areas to be better able to reach the final goals. In addition to completing the necessary maintenance and repairs as problems arose, they were able to accomplish the following during the year:

Upgrades to Electrical Infrastructure

Work on the electrical upgrade to the office area continued. The installation and energising of the new panel were completed. In the coming year we will work on rewiring of the circuits in the office area. Also, we hope to start work on rewiring the circuits in the Auditorium which will be supplied by the separate panel in the kitchen. It should be noted that the electrical upgrade in the Scout Shop was completed so that they now have a separate panel.

In November, three (3) of the solar-powered security lights we had installed the previous year were stolen. A report was made to the police but due to the settings the security cameras did not capture the theft. A donation of replacement solar-powered lights was received from Blades and Williams Ltd. to replace those that were stolen and increase the lighting around the building. Three (3) of the new lights were installed and two of them were stolen shortly thereafter. This theft was also reported to the police. The security cameras, the setting of which had been adjusted, did capture the theft but the thief was wearing a mask, and it was not possible to identify him. We removed the third light until we devise a way to securely install them.

Cleaning and Maintenance of the Property.

Keeping the property clean is 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. During the first nine (9) months of the year, we rented a drive mower to assist him on a few occasions. While this greatly assisted him, it is not enough during the rainy season. In December, we received a drive mower through donations by CIBC Caribbean ComTrust Foundation and local agents Equip4you. In addition, Crane & Equipment Ltd. donated a 20ft container to store the Drive Mower and other maintenance equipment. We were also able to acquire a backpack



blower as well. These will be a great assistance in keeping the property clean, but we will have to wait for the upcoming raining season to see if it is enough to solve our problem.



In May we had a Cleanup Day at Headquarters. Participation was better than the previous year although there is still room for improvement. Adult and youth volunteers from various Groups of the Association were assisted in their task with the kind donation of a lift and pole-saw from Williams Equipment Ltd. They were able to undertake the cutting and removing of various rotting branches around the property that posed a hazard to those using the grounds. We also utilized a bobcat to clear and level the grounds to the back of the building, making it easier for the grass to be maintained going forward.

A skip and a truck was used to remove the debris, rubble and bulk waste from the cleaning.

In June we utilized the excavator services donated by Mr. Ward to remove berms from various locations around the property and several trees and tree stumps causing obstructions were relocated to other parts of the property.



In December MTW, in response to our request, donated, delivered and laid out milling material at the entrance of



the property where we had potholes and uneven surfaces which created a drainage problem when it rained. Before laying the milling material, they removed the mud that had built up in the areas, creating a runoff for the rainwater. This has resolved the problem that previously existed although it is only a temporary fix.

In February, we received two benches donated to us by Antilles Outdoors. The signage on the backrests of the benches have been sponsored by CIBC Caribbean ComTrust Foundation highlighting their commitment to Scouting.

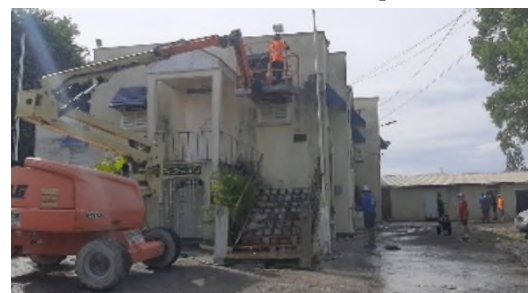
General Maintenance of Building

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

In April we repaired the cracked wall of the storeroom at the back of the building. This storeroom will be utilized by the First Barbados Sea Scouts Scout Group. The storeroom that they currently use is connected to the Auditorium. This storeroom will now be repaired and used to store the furniture and equipment from the Auditorium when it is not in use.

In November a clean-up day was held to clean the exterior of the building. The members of the committee were joined by Venture Scouts and Leaders to successfully pressure wash the exterior of the building.

Members of the committee held discussions with



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management of Barbados Steel Works seeking their sponsorship of the repainting of the building. In December CEO Mr. Omar Gafoor and members of his management team made a site visit to Scout Headquarters accompanied by members of committee. They agreed in principle that they would donate the paint necessary to paint the exterior of the building. However, they stated that the exterior walls would have to be refurbished first. This is necessary to ensure that the paint bonds properly to the wall and does not peel-off shortly after being applied. It is planned to have this done earlier in the new year. Discussions are also ongoing to see if the windows that need replacing will be replaced while the exterior is being refurbished.

Use of Property

The building and grounds continued to be 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 and fundraising events. 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. In addition, DC Security continued to rent the area at the entrance of the property for parking for their vehicles, staff and customers.

I would like to extend my appreciation to the Property Development Committee led by ACC Mr. Michael Broome, for the excellent work they have completed over the past year.

9. FRIENDS OF SCOUTING

Pioneers Cavaliers Cricket Club

During the past year the Pioneers Cavaliers Cricket Club continued meeting at Scout Headquarters. The Club has returned to in-person meetings. The Club was able to make a contribution to the Association this year. It is hoped that during the coming year we will be able to work together towards our mutual goals.

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.

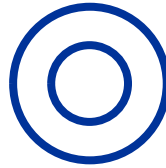
Freemasons

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 the District of South & East Caribbean of the Allied Masonic Degrees. The presentation was made by Right Worshipful Brother Richard Mayers, District Grand Prefect.

We greatly appreciate the assistance received from all of our Friends of Scouting.



10. GONE HOME



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

- Mrs. Thelma Roach, Group Scout Leader, James Street Scout Group.
- Mr. Chelston Boyce, Assistant Cub Scout Leader, Deacon's Scout Group
- Mr. Lawrence Brathwaite, Assistant Cub Scout Leader, Shirley Chisolm Scout Group
- SLt. John Gollop, Former Scouter, Queen's College Scout Group
- Mrs. Yvonne Hinds, Former Cub Scout Leader, Haynesville Scout Group

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

11. 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.
- Our Vice Presidents, especially Mr. Ricardo Gittens and Mr. Michael Arthur, who eagerly accept 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, Rev. Martin Taylor and Ms. Marva Cobham, 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.

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- 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.
- The Government of Barbados for their continued support.
- Cave Shepherd & Co. Ltd. and PricewaterhouseCoopers for their continued support.
- Former Leader Mr. Leslie Gamble, Blades & Williams Ltd., Crane & Equipment Ltd. and Mr. Ward for their donations towards the property.
- CIBC Caribbean ComTrust Foundation and Equip4you for their support with acquiring a Drive-mower.
- 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 state that it was an honour and a privilege to have been able to serve as the Chief Commissioner of the Barbados Boy Scouts Association over the past 5 years. It was filled with humbling, educational, joyous, frustrating, disappointing and rewarding experiences. I will close my report and my term by reiterating my closing remarks at our Founder's Day Service.

As we continue forward into the new Scout Year, our theme is "Boy Scouts Growing, Leaping, Innovating, Thriving". Our primary goal has not changed "Developing Good Citizenship Among Boys and Young Men" but to accomplish this we must continue onward, growing from our experiences, leaping over the obstacles in our path, finding innovative solutions to the challenges we face, and thriving in all we do. Only by doing this can we accomplish our goal by leading our charges, these boys and young men of our nation, along the road to Good Citizenship; to be responsible citizens of our country and the world.

"Boy Scouts Growing, Leaping, Innovating, Thriving"

Good Hunting!


.....
Trevor DeT. A. Jones, JP
Chief Commissioner

APPENDIX 1

BARBADOS BOY SCOUTS ASSOCIATION NATIONAL EXECUTIVE COMMITTEE SUBCOMMITTEES 2024-2025

NATIONAL ADULTS IN SCOUTING COMMITTEE

Ms. Marva Cobham (Chair)
Mrs. Monique Scantlebury-Hinds (Training)
Ms. Michelle Crawford-Applewhaite
(Bridgetown)
Mrs. Sonia Jones (Bridgetown)
Mr. Michael Arthur (Associate Members)

NATIONAL APPOINTMENTS ADVISORY COMMITTEE

Mr. Richard Perkins (Chair)
Ms. Michelle Crawford-Applewhaite
(Secretary)
Ms. Marva Cobham (Headquarters)
Mr. Jason King (Bridgetown)
Mr. Courtney Shepherd (North)
Mrs. Carolyn Maynard (South)
Mr. Michael Arthur (Associate Members)
Mr. Michael Broome
Ms. Sabia Cherebin
Mr. Patrece Lovemore

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)
Ms. Kath-Ema Armstrong (Bridgetown)

Mrs. Bonita Thompson-Gooding (Bridgetown)
Ms. Nicole Austin (North)
Ms. Alicia Greaves (North)
Mrs. Kathy-Ann Alleyne (South)
Mrs. Abigail Trotman (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)
Mr. Hamilton Cumberbatch (Training Team)
Mr. Cedric Mayers (Bridgetown)
Ms. Nicole Austin (North)
Mr. Mark Green (South)
Sir Marston Gibson (Co-opted)

NATIONAL SAFE FROM HARM COMMITTEE

Mrs. Monique Scantlebury- Hinds (Chair)
Ms. Marva Cobham (Headquarters)
Mrs. Andrea Cheltenham (Training)
Mr. Rondell Trim (Youth)
Ms. Sandreen Scantlebury (Bridgetown)
Mrs. Kath-Ann Alleyne (South)

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)
Mr. Shone Gibbs (Training Assistant)
Mr. Andre Layne (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. Rondell Trim (Chair)
Mr. Andre Layne (Training Team)
Ms. Kath-Ema Armstrong (Beaver Scouts)
Mr. Tashaun Callender (Venture Scouts)
(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. Michael Broome (Chair)
Ms. Marva Cobham (Headquarters)
Mr. Mark Scott (Bridgetown)
Mr. Marc Trotman (Bridgetown)
Mr. Martin Moore (North)

Mr. John Pinder (North)
Mr. Julian Trotman (South)
Mr. Ryan Charlemagne
Mr. Marsha-Ann Clarke
Mr. Anthony Kent
Mr. Richard Perkins
Mr. Abraham Steinbok

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)
Mr. Akeil Alleyne (Comm. & PR)
Mr. Mark Greene (Cub Scouts)
Mr. Danny Babb (Scouts)

Mr. Rondell Trim (Venture Scouts)
Mrs. Rene Marshall (Bridgetown)
Ms. Cassandra Knight (South)

NATIONAL CAMP COMMITTEE

Mr. Hadley Roach (Camp Chief)
Mrs. Pamala Harewood (Deputy Camp Chief)
Mrs. Carolyn Maynard (Deputy Camp Chief)
Mrs. Monique Scantlebury-Hinds (Secretary,
Headquarters)
Mr. Raphael Coppin (Treasurer)
Mr. Sylvester Blackman (QM Equipment, Cub
Scouts)
Mrs. Pauline Holder (QM Food)
Mr. Rondell Trim (Assistant Secretary/
Treasurer, Youth)
Mr. Keshawn Cadogan (Assistant QM
Equipment)
Mrs. Alicia Als-Grant (Comm. & PR)
Ms. Kath-Ema Armstrong (Beaver Scouts)
Mr. Ryan Charlemagne (Scouts)
Mr. Hadley Roach Jr. (Venture Scouts)
Mr. Everette Johnson (Bridgetown)

NATIONAL LEADERS' SOCIAL COMMITTEE

Mr. Jason King (Chair)
Mr. David Griffith (Bridgetown)
Mrs. Rene Marshall (Bridgetown)
Mr. Sylvester Blackman (North)
Ms. Andrea Harewood (South)
Mrs. Carolyn Maynard (South)

APPENDIX 2

BARBADOS BOY SCOUTS ASSOCIATION AWARDS PRESENTED 2024-2025

CHIEF SCOUT'S BRONZE AWARD 2025

Jai'R Barrow (West Terrace)
Jelani Bascombe (Wilkie Cumberbatch)
Caiden Cummins (Wilkie Cumberbatch)
Dontae Green (West Terrace)
Ahzeke Hinkson (West Terrace)

Makai Jones (Blackman and Gollop)
Josiah Moore (Blackman and Gollop)
Xavi Murray (Lawrence T Gay)
Tevon Walcott (Lawrence T Gay)
Dantae Yearwood (West Terrace)

MAHOGANY AWARD 2025

Daniel Baker (Grazettes)
Tristan Banfield (Blackman and Gollop)
Nasri Baptiste (Wilkie Cumberbatch)
Damani Bascombe (St. Stephen's)
Davanni Bishop-Lynch (St. Stephen's)
Renico Briggs (Bay)
vLiam Broome (Gordon Walters)
Xavier Bourne (Gordon Walters)
Harrison Burton (St. Gabriel's)
Rikyle Carrington (Bay)
Damario Clarke (St. Stephen's)
Ethan Corbin (Wilkie Cumberbatch)
Liam Deshong (Wilkie Cumberbatch)
Luke Fergusson (Wilkie Cumberbatch)
Ethan Green (Wilkie Cumberbatch)
Rajade Holder (Bay)
Amiel Hope (Roland Edwards)
Ethan Johnson (St. Stephen's)
Shayden Johnson (Lt Gay)
Arrian Kellman (Gordon Walters)
Jayden Marshall (St. Christopher)
Khai Marshall-Browne (St George)

Jyane Maynard (Gordon Walters)
Nye Moore-Thompson (St. Stephen's)
Liam Narine (Grazettes)
Delandro O'Garro (Roland Edwards)
Jelani Phillips (Wilkie Cumberbatch)
Amari Porter (Grazettes)
Liam Proverbs (St. Gabriel's)
Jacob Ratteray (Gordon Walters)
Jay-Sean Reece-Farrell (Bay)
Jamalico Roach-Small (St. Stephen's)
Ethan Roberts (Eagle Hall)
Trevon Robinson (Eagle Hall)
Myles Rock (Blackman and Gallop)
Levi Sargeant (Blackman and Gollop)
Amari Skeete (St. Stephen's)
Nathan Springer (Blackman and Gollop)
Tahir Waithe (Blackman and Gollop)
Keiran Walrond-Johnson (Bay)
Jaiden Weatherhead (Eagle Hall)
Aiden Yarde (St George)
Dontre Young (St. Stephen's)

CHIEF SCOUT'S AWARD

Shakir Daisley (First Barbados Sea Scouts)

Renmon Marshall (St. Stephen's)

PWC OUTSTANDING SCOUT OF THE YEAR 2024

Shakir Daisley (First Barbados Sea Scouts)

PWC OUTSTANDING TROOP OF THE YEAR 2024

St. Gabriel's Sea Scout Troop

DEIA BRONZE STANDARDS

Hezekiah Dummet (Harrison College)
Nikola Greig (St. Gabriel's)

Maurice Skeete (Hazelwood)

DEIA SILVER STANDARDS

Deverron Bynoe (Harrison College)

Melvin Terrence Jr. (Harrison College)

PRESIDENT'S AWARD

Shondelle Greaves (Lawrence T Gay)

Mignon Yearwood (Milton Lynch)

MEDAL OF MERIT

Akiel Alleyne (Bay)
Kathy-Ann Alleyne (Blackman and Gollop)
Nicole Austin (West Terrace)
Jennason Babb (Roland Edwards)
Cindy Brown (Eagle Hall)
Victor Goddard (North)

Andrew Grant (First Barbados Sea Scouts)
Andrea Harewood (Milton Lynch)
Lavonne Hinds (North)
Wanita Parris (Lawrence T Gay)
Fernando Sealy (Bay)

DISTINGUISHED SERVICE AWARD

Stephen Cadogan (Lawrence T Gay)
Celia Cox (St. Lawrence)
Tricia Jones
Anthony Kent (St. Gabriel's)

Kathy-Ann Parris-Walcott (Blackman and Gollop)
Marc Trotman (Hazelwood)
Deborah Waithe-Jones (St. George Primary)

ORDER OF THE BRONZE STAR

Alicia Als-Grant (Blackman and Gollop)
Sylvester Blackman (North)
Mark Green (Milton Lynch)
Jefferson Greenidge (Grantley Prescod)
Everette Johnson (St. Stephen's)

Jason King (St. Paul's)
David Lucas (Bridgetown)
Richard Perkins (Roland Edwards)
Margot Thomson (St. Gabriel's)
Abigail Trotman (South)

ORDER OF THE FLYING FISH

Pamala Harewood (North)
Lucine Hoyte-Rouse (Bay)
Cassandra Knight (St. Christopher)
Esther Lynch-Scott (North)
Deborah Maughn (Wilkie Cumberbatch)

Carolyn Maynard (Blackman and Gollop)
Fabian Norville (Harrison College)
Hadley Roach (James Street)
Gracelyn Wiles (Hazelwood)

ORDER OF THE BEARDED FIG TREE

James Best (St. Peter's Parish Church)
Monique Scantlebury-Hinds (Headquarters)

Courtney Shepherd (North)
Rev Martin Taylor (Headquarters)

ORDER OF THE PELICAN

Gloria Bryan (South)

Pauline Holder (South)

ORDER OF THE BROKEN TRIDENT

Marva Cobham (Headquarters)

Sonia Jones (Bridgetown)

SILVER COCONUT AWARD

Wendy Cadogan-Hoyte (Headquarters)
Margeurite Fenty (Headquarters)

Julien Trotman (South)

CHIEF SCOUT'S COMMENDATION

Sandra Alleyne-Richards (North)
Ryan Charlemagne (Bridgetown)

Cedric Mayers (Bridgetown)
Hamilton Roach (Bridgetown)

CHIEF COMMISSIONER'S AWARD

Alicia Als-Grant (Headquarters)
Danny Babb (Headquarters)
Sylvester Blackman (Headquarters)
Christopher Brathwaite (Headquarters)
Michael Broome (Headquarters)
Gloria Bryan (Headquarters)
Mark Green (Headquarters)
Carolyn Maynard (Headquarters)

Fabian Norville (Headquarters)
Richard Perkins (Headquarters)
Rondell Trim (Headquarters)
Dwayne Worrell (Headquarters)
Raphael Coppin (Headquarters)
Anthony Kent (Headquarters)
Jason King (Headquarters)

THANKS BADGE

Michelle Alleyne (Roland Edwards)
Modene Brathwaite (North)
Tricia George (St. Stephen's)
Eustacia Hope (Roland Edwards)
Janine Pierre (Bay)
Litchfield Richards (Roland Edwards)

Jason Sargeant (Headquarters)
Shavonne Sealy (Bay)
Lucine Downey (Bay)
Wendy Trim (Bay)
Tony Trotman (North)

Barbados Boy Scouts Association

Financial Statements

March 31, 2025

(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, 2025 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, 2025, 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 3, 2025
Bridgetown, Barbados,

Barbados Boy Scouts Association

Statement of Financial Position

As at March 31, 2025

(Expressed in Barbados dollars)

	2025 \$	2024 \$
ASSETS		
Non-current assets		
Property, plant and equipment (note 3)	5,819,834	5,821,292
	<u>5,819,834</u>	<u>5,821,292</u>
Current assets		
Inventories	120,458	118,919
Accounts receivable and prepayments	29,897	34,917
Cash (note 4)	320,760	87,698
	<u>471,115</u>	<u>241,534</u>
TOTAL ASSETS	<u>6,290,949</u>	<u>6,062,826</u>
MEMBERS' EQUITY AND LIABILITIES		
Accumulated surplus	515,790	516,986
Revaluation excess	5,478,127	5,478,127
TOTAL MEMBERS' EQUITY	<u>5,993,917</u>	<u>5,995,113</u>
Current liabilities		
Accounts payable and accrued liabilities	14,946	29,329
Grant funding (Note 5)	282,086	38,384
TOTAL LIABILITIES	<u>297,032</u>	<u>67,713</u>
TOTAL EQUITY AND LIABILITIES	<u>6,290,949</u>	<u>6,062,826</u>

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

 Chairman

Barbados Boy Scouts Association

Statement of Changes in Members' Equity

For the Year ended March 31, 2025

(Expressed in Barbados dollars)

	Accumulated surplus Headquarters \$	Accumulated surplus Scout Shop \$	Accumulated surplus Training \$	Accumulated surplus Cuboree \$	Accumulated surplus Total \$	Revaluation excess \$
Balance as at April 1, 2022	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 as at March 31, 2023	312,814	198,289	1,950	3,933	516,986	5,478,127
Net (loss) income for the year	4,309	(5,505)	0	0	(1,196)	0
Balance as at March 31, 2025	317,123	192,784	1,950	3,933	515,790	5,478,127

Barbados Boy Scouts Association

Statement of Income

For the year ended March 31, 2025

(Expressed in Barbados dollars)

	2025	2024
	\$	\$
Income		
Gross profit from Scout Shop operations	19,990	23,219
Other income	77,444	49,624
Surplus/(deficit) from training activities	0	(89)
Surplus/(deficit) from jamboree fund raising	0	182
	<u>97,434</u>	<u>72,936</u>
General and administrative expenses		
Headquarters	73,135	56,452
Scout Shop	25,495	26,275
	<u>98,630</u>	<u>82,727</u>
Net (deficit) for the year	<u>(1,196)</u>	<u>(9,791)</u>
 The following expense is included in the foregoing:		
Depreciation	<u>1,458</u>	<u>679</u>

Barbados Boy Scouts Association

Statement of Cashflows

For the year ended March 31, 2025

(Expressed in Barbados dollars)

	2025 \$	2024 \$
Cash flows from operating activities		
Net (deficit) for the year	(1,196)	(9,791)
Adjustment for:		
Depreciation	1,458	679
	262	(9,112)
Decrease in accounts receivables and prepayments	5,020	517
(Increase)/Decrease in inventories	(1,539)	12,362
(Decrease)/Increase in accounts payable and accrued liabilities	(14,383)	2,755
	<u>(10,640)</u>	<u>6,522</u>
<i>Net cash (used in) provided by operating activities</i>		
	<u>(10,640)</u>	<u>6,522</u>
Cash flows from financing activities		
Grants received	274,950	80,000
Grant funded expenditure incurred	(31,248)	(41,566)
	<u>243,702</u>	<u>38,434</u>
<i>Net cash provided by financing activities</i>		
	<u>243,702</u>	<u>38,434</u>
Increase in cash	233,062	44,956
Cash - beginning of year	87,698	42,742
Cash - end of year	320,760	87,698

Barbados Boy Scouts Association

Notes to the Financial Statements

March 31, 2025

(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 principal 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, 2025

(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, 2025

(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, 2022	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
	5,817,373	27,844	50,555	5,942	15,566	5,917,280
2025 Additions	0	0	0	0	0	0
Balance - March 31, 2025	5,817,373	27,844	50,555	5,942	15,566	5,917,280
Accumulated depreciation						
Balance - April 1, 2022	0	27,844	50,555	1,923	13,491	93,813
2023 Charge	0	0	0	804	692	1,496
	0	27,844	50,555	2,727	14,183	95,309
2024 Charge	0	0	0	402	277	679
	0	27,844	50,555	3,129	14,460	95,988
2025 Charge	0	0	0	352	1,106	1,458
Balance - March 31, 2025	0	27,844	50,555	3,481	15,152	97,446
Net Book Value						
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
March 31, 2025	5,817,373	0	0	2,461	0	5,819,834

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 so as 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.

Barbados Boy Scouts Association

Notes to the Financial Statements

March 31, 2025

(Expressed in Barbados dollars)

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

4 Cash on hand and at bank

This is represented by:

	2025 \$	2024 \$
Cash on hand	1,497	1,869
Cash at bank		
Scout Shop	26,310	25,314
Cuboree	3,731	3,731
Training	90	90
General		
Unrestricted	7,046	18,310
Restricted	282,086	38,384
	319,263	85,829
	320,760	87,698

5 Grant funding

As at March 31, 2025, the following balances represent the un-expended amounts of grant funding received by the Association:

	2025 \$	2024 \$
Global Environment Facility Small Grants Programme (Note 5 a)	(50)	(50)
Massy Foundation (Barbados) Inc (Note 5 b)	24,556	38,434
Scouting Renewal Project (Note 5c)	237,114	0
A Greener Barbados (Note 5 d)	11,466	0
Ministry of Labour, Social Security, and Third Sector (Note 5 e)	9,000	0
	282,086	38,384

a. Global Environment Facility Small Grants Programme

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.

Barbados Boy Scouts Association

Notes to the Financial Statements

March 31, 2025

(Expressed in Barbados dollars)

	2025 \$	2024 \$
Balance – beginning and end the of year	<u>(50)</u>	<u>(50)</u>

b. Massy Foundation (Barbados) Inc.

In July 2023, the Association entered into a grant agreement with Massy Foundation (Barbados) Inc., for a grant from the latter party to support 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

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 relating to this grant, as at March 31, 2025, is set out below:

	2025 \$	2024 \$
Balance – beginning of the of year	<u>38,434</u>	<u>0</u>
Grant funding received	<u>0</u>	<u>80,000</u>
Project expenditure incurred		
Consultancy fees	11,750	17,500
Equipment and materials	0	18,000
Other project costs	<u>2,128</u>	<u>6,066</u>
	<u>13,878</u>	<u>41,566</u>
Balance – end of year	<u>24,556</u>	<u>38,434</u>

c. Scouting Renewal Project

In December 2024, the Office of the Attorney General approved grant finding to the Association to finance the Scouting Renewal Project. This project, which was initiated in 2022, seeks to renew and rebrand scouting in Barbados by updating the Association's operational methods, re-envision its' youth programme and its' delivery, and refresh its' public image.

The Projects seeks to undertake a volunteer recruitment drive, retrain its existing volunteers, launch its new youth programme, and conclude with a youth member recruitment drive with the goal of increasing our youth membership to at least 2,000. These programmes will be completed over a three-year period.

It is expected that these programmes will result in a reduced level of delinquent behaviours in the nation's boys and young men - a path that ultimately leads to the courts and prison

Barbados Boy Scouts Association

Notes to the Financial Statements

March 31, 2025

(Expressed in Barbados dollars)

The balance of funds available from this grant as March 31, 2025, is set out below:

	2025 \$	2024 \$
Balance – beginning of the of year	0	0
Grant funding received	250,000	0
Project expenditure incurred		
Members’ database fee	1,024	0
Office renovations	3,405	0
Other project costs	8,457	0
	12,886	0
Balance – end of year	237,114	0

d. A Greener Barbados

In 2024, the Association applied to the World Organization of the Scout Movement for a grant to assist in funding the “A Greener Barbados – Scouts for Sustainability” Project. This project is designed to engage youth in environmental sustainability through three initiatives: coastal and gully cleanups, sustainable gardening, and reforestation. The grant was subsequently approved.

The project is being executed by the Association in collaboration with public sector and non—governmental partners.

Funds received and expenditure paid using grant funds for the year ended March 31, 2025, is set out below:

	2025 \$	2024 \$
Balance – beginning of the of year	0	0
Grant funding received	15,950	0
Project expenditure incurred		
Other project costs	4,484	0
	4,484	0
Balance – end of year	11,466	0

Barbados Boy Scouts Association

Notes to the Financial Statements

March 31, 2025

(Expressed in Barbados dollars)

e. Development, Implementation, Research and Evaluation (DIRE) Project

In March 2025, the Ministry of Labour, Social Security, and Third Sector (MLSP) granted the Association the sum of \$30,000 to fund the Development, Implementation, Research and Evaluation (DIRE) component of the Learning Entrepreneurship and Environmental Protection (LEEP) Project. The project is to be executed during the period April 1, to September 30, 2025. The grant is to be disbursed in three tranches.

The disposition of the grant funds for the year ended March 31, 2025, is set out below:

	2025 \$	2024 \$
Balance – beginning of the of year	0	0
Grant funding received	9,000	0
Project expenditure incurred Other project costs	0	0
	0	0
Balance – end of year	9,000	0

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, 2025

(Expressed in Barbados dollars)

Income and Expenditure – Headquarters

	2025	2024
	\$	\$
Other Income		
Building rental	4,500	0
Collection – Founder’s Day	1,763	1,956
Donations and covenants	9,500	5,350
Events and parades	22,236	2,947
Government subvention	20,000	18,000
Miscellaneous	12,249	2,855
Registration fees	7,196	7,700
	<hr/>	<hr/>
	77,444	49,624
	<hr/>	<hr/>
General and administrative expenses		
Bank charges	227	223
Cleaning and maintenance	8,436	10,218
Conferences	7,798	0
Depreciation	1,106	277
Donations	0	1,500
Events and parades	17,754	2,615
Founders Day	750	950
Insurance	5,948	5,707
Miscellaneous	5,615	8,624
Office expenses	5,422	6,861
Payroll expenses	9,236	9,350
Registration fees	5,402	5,089
Utilities	5,441	5,038
	<hr/>	<hr/>
	73,135	56,452
	<hr/>	<hr/>
Net surplus (loss) for the year	4,309	(6,828)

Barbados Boys Scouts Association

Management Information Schedule

For the year ended March 31, 2025

(Expressed in Barbados dollars)

Income and Expenditure – Scout Shop

	2025 \$	2024 \$
Sales	68,227	82,872
Cost of sales	48,237	59,653
	<hr/>	<hr/>
Gross profit – 29.3% (2024 – 28.0%)	19,990	23,219
	<hr/>	<hr/>
General and administrative expenses		
Bank charges and interest	1,297	1,535
Depreciation	352	402
Insurance	2,930	2,855
Maintenance	2,188	1,937
Miscellaneous	387	377
Payroll costs	11,687	12,223
Stationery	1,151	1,757
Utilities	5,503	5,189
	<hr/>	<hr/>
	25,495	26,275
	<hr/>	<hr/>
Net (deficit) for the year	(5,505)	(3,056)
	<hr/>	<hr/>

Barbados Boys Scouts Association

Management Information Schedule

For the year ended March 31, 2025

(Expressed in Barbados dollars)

Income and Expenditure - Training

	2025 \$	2024 \$
Income		
Course Fees	0	2,311
	<hr/> 0	<hr/> 2,311
Expenditure		
Materials and supplies	0	1,013
Meals	0	1,387
	<hr/> 0	<hr/> 2,400
Net (deficit) for the year	<hr/> 0	<hr/> (89)

Barbados Boys Scouts Association

Management Information Schedule

For the year ended March 31, 2025

(Expressed in Barbados dollars)

Income and Expenditure – XXV World Scout Jamboree

	2025 \$	2024 \$
Income		
Jamboree fees	0	7,200
Contributions and donations	0	3,570
Fund raising	0	3,476
	<hr/>	<hr/>
	0	14,246
Expenditure		
Refunds	0	2,800
Bank charges	0	30
Airfare	0	1,363
Miscellaneous	0	8,367
Fund raising	0	1,504
	<hr/>	<hr/>
	0	14,064
	<hr/>	<hr/>
Net surplus for the year	0	182

BARBADOS BOY SCOUTS ASSOCIATION

BUDGET 2025-2026

INCOME

	<u>ACTUAL 2024-25</u>	<u>BUDGET 2025-26</u>
Conferences	4,464	2,000
Covenants	500	1,500
Events	22,236	9,000
Founder's Day Service	1,763	2,000
Fundraising	7,785	15,000
Registration Fees	7,196	8,500
Rental of Property	4,500	5,500
Sponsorship & Donations (Projects)	11,500	14,500
Subvention	20,000	20,000
Training	0	1,000
Other	0	0
Total Income	<u>79,945</u>	<u>79,000</u>

EXPENDITURE

	<u>ACTUAL 2024-25</u>	<u>BUDGET 2025-26</u>
Awards	763	1,000
Bank Charges	227	300
Conferences	7,798	3,500
Events & Parades	17,754	10,000
Equipment & Fixtures	2,485	3,500
Founder's Day Service	750	1,500
Fundraising	3,133	4,000
Insurance	5,948	6,000
Maintenance of Property	5,951	7,000
Miscellaneous	1,000	2,000
Office Expenses	5,422	5,500
Payroll Expenses	9,263	11,700
Property Development	0	6,000
Registration Fees	5,402	5,500
Special Programmes	536	1,000
Training	156	2,000
Uniform	2,500	3,000
Utilities	5,441	5,500
Other	0	0
Total Expenditure	<u>74,529</u>	<u>79,000</u>