

GAZETTE

THE MAGAZINE FOR LEADERS IN THE BOYS' BRIGADE | SPRING 2020

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**THE BOYS'
BRIGADE**
>the adventure begins here



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Spring 2020:

The **Gazette** is the official magazine of **The Boys' Brigade** in the United Kingdom & Republic of Ireland.

The Object of The Boys' Brigade

The advancement of Christ's kingdom among Boys and the promotion of habits of Obedience, Reverence, Discipline, Self-respect and all that tends towards a true Christian manliness.

Please send all contributions to
gazette@boys-brigade.org.uk

Official notices to members appear in the 'Informed' section of the magazine. Please note that views expressed in other articles by members and contributors are not necessarily those of The Boys' Brigade.

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VISION: OUR PRIORITIES AND VISION FOR THE FUTURE

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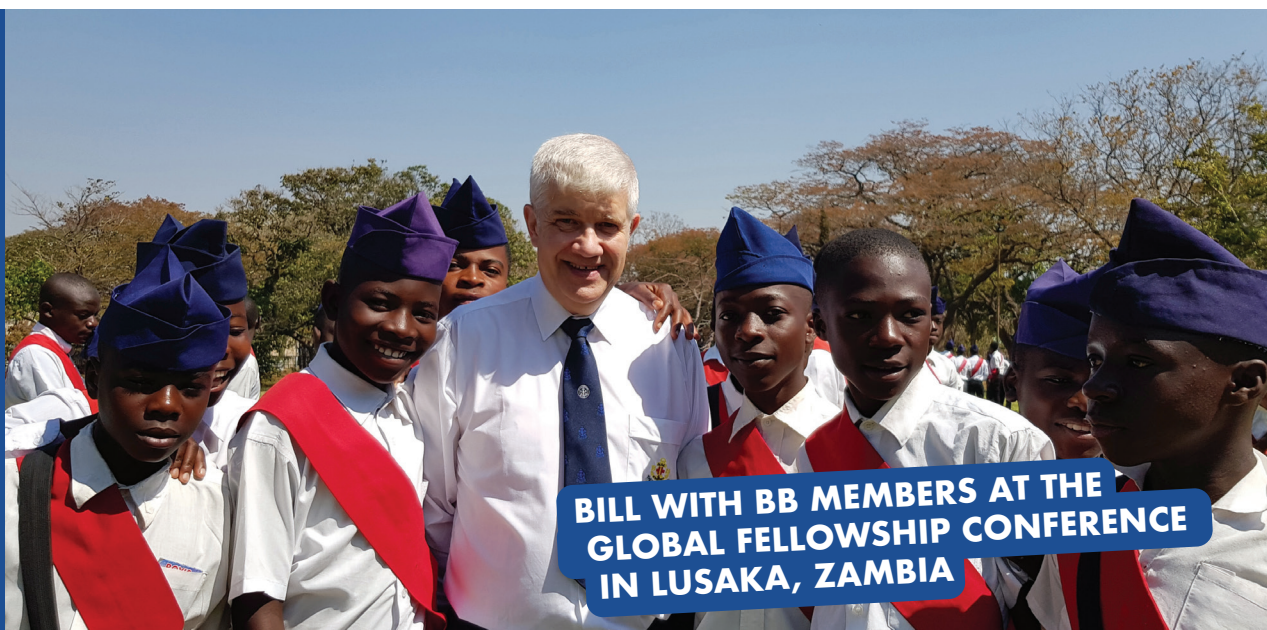
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Welcome

I first encountered the BB over fifty years ago when I joined the 4th Leith Company, based in Edinburgh. Ever since then The Boys' Brigade has been a massive part of my life. But when I joined the Junior Section in Leith all those years ago I never imagined that I would end up working for the Brigade and I certainly never thought I would be Brigade Secretary. It has been an immense privilege.

Now fast forward, and here I am writing my last words for the Gazette in this role. I will cherish lots of super memories and some of the many highlights include the Baton Relay for the Queen's Diamond Jubilee, worship at KGV and visits around the Regions. I have also enjoyed having the opportunity to see the Brigade in action across the world.

I must admit that there have been challenges along the way and looking back there is so much more I would like to have achieved. However, during my time as Brigade Secretary I have made an effort to visit a Company most weeks and listen to the voice of children, young people and leaders – often with them sharing what the BB means to them with fun, faith and friendship being words that stick in my mind. From those conversations it is evident that for many coming to BB is the highlight of their week and something that is very important to them.

This is all only possible thanks to our committed leaders, and I continue to be totally in awe of the amazing

dedication they show. Whilst patterns of volunteering have changed over the years, leaders continue to give up an immense amount of time week in, week out to provide children and young people in their local community with memorable opportunities and experiences.

It's clear that if it were not for the BB many children and young people would not have a connection with the Church and would never hear the Good News. This is something we should be proud of and I trust you will never forget what valuable and great work you do in His name.

So, what of the future? The Raise the Bar campaign has gained momentum, capturing the imagination of leaders across the country and the strategic review (find out more about the review on page 6) has reinforced the need to improve the quality of our work. So much has been achieved over the last 136 years and I believe that the Brigade can continue to build on this as it develops its vision for the future. I will certainly be praying for you all.

Thank you again for all your support and encouragement.

With every blessing,

Bill Stevenson

Bill Stevenson
Brigade Secretary & CEO



Follow Bill on Twitter at
@BillBBHQ

Bill Stevenson steps down as Brigade Secretary/CEO on 31st December following 10 years of employment in the Brigade, firstly as Director for Scotland and more recently as Brigade Secretary/CEO.

Pushing Forward to Advance the Kingdom!

“I want you to act as if the house is on fire, because it is.”

These are the words of Greta Thunberg - Swedish teenage environmental activist, known globally for her inspirational and passionate approach to climate change. What stands out for me and has really struck me is her clarity of vision. She is dedicated to the cause of climate change, but crucially she simply can see the absolute need, urgency and action required on the matter. She isn't fearful of challenging people, whether ordinary members of the general public or world leaders, about this important topic.

“I want you to act as if the house is on fire, because it is.” The more I thought about this quote, the more I became convinced that sometimes we need to apply this thinking to our work within The Boys' Brigade. When we can see and understand that we need to adapt, change and develop; we need to act. The easy option can be to keep doing things the way we have always done. Grace Hopper, American Computer Scientist and US Naval Rear Admiral is quoted as having said, “The most dangerous phrase in the language is - we've always done it this way”. How true this is! How often, I wonder, do we keep things the same in our Boys' Brigade Companies, purely because we have never considered that there could be another way?

The Boys' Brigade is an organisation that stands first and foremost for developing young people in their faith. One of my favourite verses from the Bible is John 10:10 in which Jesus says, “I have come that they may have life, and have it to the full”. Today young people talk about living life to the full, believing that the way to achieve this is from experiences, money and many other things. We have a massive opportunity to tell them about how Jesus can transform their lives, so they can truly live life to the full. The challenge for us is ensuring that we fulfil our Object of 'Advancing Christ's Kingdom' and remain relevant. Is this possible if we have an 'always done it this way' attitude? We always need to keep pushing ahead and thinking, how can we advance Christ's Kingdom in today's world? We need to offer an empowering and relevant programme that is above all Christ centred.

How do we go about this? It can seem overwhelming, but we must try. As Greta says, making changes requires 'cathedral thinking': 'We must lay the foundation while we may not know exactly how to build the ceiling.'

So let's begin! Let's look again at this amazing opportunity that we have to share Jesus with young people, and ask ourselves, are we making the most of it? Can I encourage you to use your voice, your passion and in everything you do in The Boys' Brigade, make it all about Jesus?



David Penney

Training & Programme Officer, Boys' Brigade Northern Ireland

David is the Training & Programme Officer for The Boys' Brigade Northern Ireland District. Alongside this he serves as a volunteer in his local Church through various youth, children's, and community activities. In past years he has served as a full time Youth Worker for the Presbyterian Church in Ireland. David is married to Catherine and they have two girls Madeleine and Willow. Madeleine has just started GB and absolutely loves it. Willow is eagerly awaiting her turn to join GB; for now she is happily enjoying the Church crèche and toddlers' group.

THE WAY I SEE IT





OUR PRIORITIES AND VISION FOR THE FUTURE



OUR **VISION** IS THAT CHILDREN AND YOUNG PEOPLE
EXPERIENCE 'LIFE TO THE FULL'. JOHN 10:10



Although rightly proud of our rich heritage, during the last session we have taken the time to reflect on our work, to enable us to look ahead and determine the priorities and vision for the future. We have invested time consulting with and listening to members as well as carrying out external research to help shape the future of the movement.

In this issue, we want to share more about the work that has gone on over the past 12 months and outline the next steps in creating a strategic plan that will take us through to 2025.

WHAT HAVE WE BEEN DOING?

In the six months from April to September 2019 we **carried out an independent review** of our most recent Strategic Plan to inform the development of the next one. A representative range of people from all levels of the Brigade across England, Northern Ireland, Republic of Ireland, Scotland and Wales took part.

Methodology

The review consisted of a survey, 19 interviews and three focus groups. The survey received a total of **1,255 full responses** representing members across all regions (a full breakdown of respondents by region/role can be found in the report summary at leaders.boys-brigade.org.uk/strategicreview/).

The review has been facilitated by Graeme Reekie, Director of Wren and Greyhound who specialise in outcome-based planning and evaluation, business development and facilitative consultancy helping organisations to sustain and improve their impact.

The remit and rationale for this piece of work was to support sustainability, realising that **any future strategic plan must address the big issues affecting us, recognising what needs to be sustained while developing strategies for change.**

This opportunity was initially made possible by the Youth United Funding received in England which specifically focused on building stronger foundations for uniformed youth organisations. To begin with it was to focus purely on a strategy and business plan within England however following a number of discussions it was recognised that to fully utilise the opportunity, the review should be organisation wide. Additional funding was subsequently obtained from Scotland and BB Headquarters to support the overall delivery.

“It is extremely important that the future plan belongs to our members and stakeholders”

This process has required boldness and clarity of our vision. It is extremely important that the future plan for the Brigade belongs to our members and stakeholders, identifying where the organisation needs to be in 5-10 years' time, based on a shared commitment to ensuring our future.



WHAT HAVE WE LEARNT?

A final report produced by Wren and Greyhound shares the key findings of the review with recommendations for the future.

Below we outline the **key findings** from the report:



ACHIEVEMENTS FROM 2013-2018 PLAN

There have been some clear achievements from the last Strategic Plan (or 'Development Plan' as it was known) including **sustaining the organisation's passion and commitment**; launching the new **under 11's programme**; developing new **training resources**; introducing **Online Brigade Manager (OBM)** and delivering the **Raise the Bar Campaign**, which has been focused on raising the quality of experience for children and young people.

The recent focus on growth, quality and voice has begun to make a difference, but much more needs to be done.



GROWTH

With a 32% decline in the number of young people (19,000) across the country in the last 13 years, the **membership situation is now critical**. If this trend continues over the next 13 years to the movement's 150th anniversary in 2033, numbers will be between 20,000-27,000 (currently 40,600 - as at 31st August 2019).

“ The situation is critical.

Change is needed, but views vary on whether it is possible to bring everyone along. Although there is an overall **commitment to an inclusive approach**, some people believe that some leaders or Companies could be left behind.

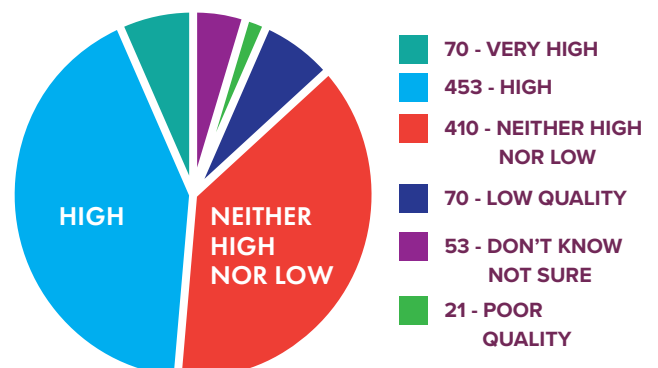


QUALITY

When it comes to quality, less than half of the respondents in the survey rated the quality of what Companies currently offer as 'high' or 'very high'. However 88% of respondents believe that **improving quality is key to the organisation's future**.

“ 88% believe that improving quality is key to the organisation's future.

HOW DO YOU RATE THE QUALITY OF WHAT THE BRIGADE CURRENTLY OFFERS YOUNG PEOPLE AT COMPANY LEVEL?



In asking respondents about how to improve quality, they said:

✓ PROGRAMME IDEAS AND RESOURCES

- Quality comes from leaders and Captains.
- The focus for improving quality should be on things that benefit leaders.
- Making leaders' jobs easier and saving them time.

“ Easy to use programme material, i.e. a “grab and go” type of sessions.

(Survey)

✓ TRAINING

- Companies and Battalions pooling resources.
- Refresher training for established leaders.
- Opportunities for learning and sharing.

“ Regular training opportunities for leaders and forums to discuss programme ideas with other leaders.

(Survey)

✓ SUPPORT AND/OR VISITS

- Clear desire for Battalions to support Companies through visits and practice sharing.

“ Companies need to see more involvement from Battalions / Districts. Battalions and Districts need to offer Companies and leaders more support and advice.

(Survey)

It was clear that leaders cherish their freedom and autonomy, but that there was a clear view that as an organisation **we need to define and monitor common standards.**

“ If we are to succeed and improve quality, there has got to be a standard that we can get to – a quality mark.



VOICE

Growth and Quality are easy to understand. Voice was less clear, but just as important. Respondents said it helps to support:



VOICE =
relevance

“ The BB belongs to our people between the age of 5 and 19, and if we aren't listening to their voice, that is possibly where we are failing.



VOICE =
recruitment &
retention

“ If we have young people going away extolling positive views of the programme, then that will prove worthwhile. Improving quality, in conjunction with telling people through the voice aspect.



VOICE =
the next generation of
leaders

“ The moment you get a role... you should be thinking of who is going to replace you and you should be mentoring people to have the skills to take over.



IDENTITY

It is clear that from almost all respondents that the organisation's Object is what unites everyone, with 74% of respondents saying that the current vision "that children and young people experience life to the full" provides unity and inspiration for the future.

“ For me it is the first part of the object, ‘advancing Christ’s kingdom’. Whatever the programme looks like, that has to be the underlying principle. That needs to underpin what we do.

Interview



STRUCTURE

A further finding focuses on reviewing the structure of the organisation.

An overarching theme throughout the review is that members / leaders want to be supported, they want their role to be easier. Communication is imperative for any future plan. We have to ensure that there is ownership of the new Strategic Plan and more importantly a true awareness of such at all levels of the organisation. Without such ownership or awareness, delivery will only ever be on a minimal level and we will fall back into the same position of having a plan on paper which is only ever partly successful.

A common theme is that there are too many layers in the structure and a request to look at ways to reduce the burden on Captains and prevent the risk of information blockages.

“ Nearly two thirds of survey respondents (63%) believe the organisation’s structure needs to change. A suggestion is reviewing the role that District and Battalions play especially in England and how communication between different levels of the organisation can be facilitated.

Graeme Reekie, Wren and Greyhound

“ The fundamental building block in the Brigade is the Company. What goes on in the Companies is key to the future of the Brigade.
Focus Group Participant

“ You sometimes see the potential at grassroots but there is sometimes a bit of a disconnect – does the infrastructure of the Brigade actually help facilitate and enable that? If BB is to grow and develop, we have got to look at how the infrastructure enables Companies.
Focus Group Participant



PRIORITIES FOR THE FUTURE

The clear recommendation from the research is that Quality, Voice and Growth should be retained as the three strategic priorities, but re-ordered to put a greater emphasis on improving quality. Under each of these areas the following priorities are being recommended:



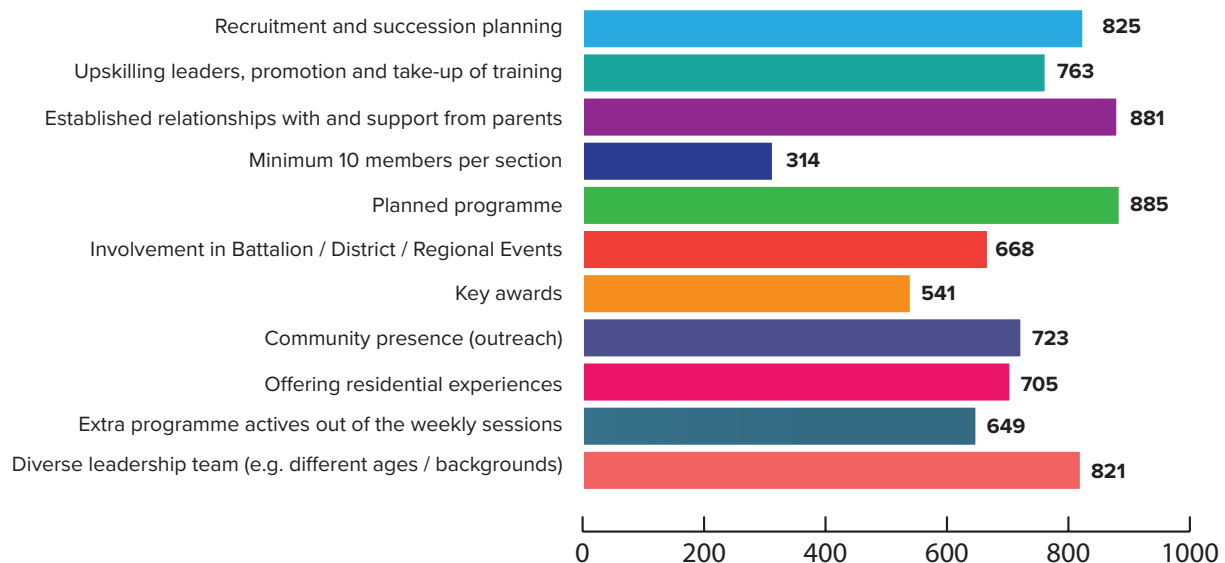
QUALITY

To be **front and centre of the new plan**. The current trajectory of improving programme and resources for supporting leaders should continue, with an emphasis on ensuring a quality experience for young people.

A number of minimum **standards for what quality looks like should be defined**, communicated and managed consistently. The research identified the sorts of things that characterise a “quality Company”.

To develop a clear, intentional approach to succession planning as a core element of this new strategy. A capacity building and empowering approach is required, both to enable future leaders to emerge and to support long serving leaders in preparing exit strategies.

IN THE SURVEY, RESPONDANTS WERE ASKED; IN YOUR VIEW, WHAT DOES A HIGH-QUALITY BOYS’ BRIGADE COMPANY LOOK LIKE? PLEASE TICK ALL THAT APPLY.



GROWTH

Our experience tells us that growth follows quality, so it is unrealistic to set meaningful targets until the quality of our offering to children & young people has improved.

- Recognise that **40% of Companies are currently growing**; so there is a need to continue to provide resources and support.
- Focus on **retaining existing members should be a priority** with the aim of stabilising decline.

“ A first aid metaphor: **Stem the flow by elevating the wound (eg: raise the prominence of the problem) and apply pressure (eg: act on or work with Companies with declining numbers).** ”



VOICE

Important to **define what we mean** by the word “Voice”.

Emphasis to be given to **giving young people a voice, listening to it and enabling the voice of young people to shape the organisation** at every level.

“ We have seen in the past eighteen months just how much young people are capable of if you give them the opportunity. These are the ones that should be very much involved in setting the Strategic Plan for the future. You can visualise what growth and quality are going to be. Voice is a bit harder to do

Interview



IDENTITY

The review set out to contribute to ‘a vision that unites, excites and inspires our members, leaders, staff and partners’, and it is clear that this is focused on advancing Christ’s kingdom through providing an opportunity for children and young people to come to know Jesus for themselves. As part of the build up to our new Strategic Plan the Brigade will be re-affirming our vision, mission and values with a view to embedding these at all levels of the organisation.



STRUCTURE

It is recommended to invert the organisational pyramid, as an emblem of everything in the new strategy being focused on children and young people and the local Company and Church that supports them.

This new approach is best captured as a circle with children and young people in the local Company/Church at the centre, with each of the outer circles’ sole purpose being to support the work of Companies. Consideration should be given to streamlining the number of layers in the organisational structure.

The **purpose of Battalions should be reviewed**, particularly with regard to their role in supporting a quality offering, facilitating links between Companies and encouraging sharing of best practice. BBHQ and the Regions should identify and support Battalions that do not perform well in this area.



“ We can only do so much because of the decision-making processes above us and the way our structure is. I feel now that it is either not going to change...and if it doesn’t change...I think it is going to die.

Interview

BEING STEADFAST IN LEADING THE WAY

Uncomfortable though it is, the **pace and difficulties of implementing change** identified in previous reviews needs to be acknowledged with honesty and humility.

The Brigade Executive (Trustees) and Senior Management Team (Directors from across UK&RoI) need to work together to decide the extent and pace of change required. A timeline for actions over the lifetime of the Strategic Plan will help to prepare the wider membership for any required changes.

A timeline of **milestones towards the 150th anniversary in 2033** is also suggested.

“ Organisational pace is incredibly slow and this needs to be changed.

Survey Respondent

“ A huge thing that we need to recognise is that what we do in one region cannot necessarily be the same in other regions, they may need different treatment in order to get the same outcome. The Strategic Plan might mean that there are different bits for different parts. We have often put the same plan together for all the regions, when sometimes they might need very different things.

Interview

NEXT STEPS

The full report and the summary have been considered by the Brigade Executive and will form the basis of the next Strategic Plan. The Brigade Executive has determined that the new plan will run for 5 years commencing from September 2020.

The focus will be on **Quality, Voice & Growth** with the emphasis being on improving the quality of our provision.



The Executive Summary is available to download at: leaders.boys-brigade.org.uk/strategicreview/ and a copy of the full report can be obtained from Brigade Headquarters.

TIMELINE

OCTOBER 2019	Report and Recommendations discussed by the Brigade Executive and overarching aims and timeline agreed.
OCTOBER 2019 (ONWARDS)	Report and Recommendations to be considered by Regional Committees.
JANUARY 2020	Senior Management Team to draft new Strategic Plan alongside Staff Residential which will involve regional and Brigade staff teams.
FEBRUARY 2020	Draft Strategic Plan to be considered by Brigade Executive.
MARCH 2020 (ONWARDS)	BBHQ & Regional Teams to draw up work plans to deliver Strategic Plan in conjunction with the wider membership and Regional Committees.
SEPTEMBER 2020	Launch Strategic Plan for 2020 to 2025; to be the focus of Brigade Conference.

FUTURE GOALS

The Strategic Plan will be shaped by the findings in the report by what members have told us. Central to the plan will be supporting the work of local Companies and churches with children & young people.

We are determined to do this differently with work plans that will focus our energies on achieving the strategic plan targets joining up the work of Brigade Headquarters and the Regions. Delivering these plans will require the efforts of members and staff at all levels of the Brigade.



What is exciting is that the “Raise the Bar” campaign has already started to ignite enthusiasm in Companies and Battalions. The challenges set out by the campaign will continue to be the focus for the 2019/20 session as we lay the foundations for the 2020/21 session and beyond.

The staffing restructure that took place earlier in the year has helped us to reposition ourselves for the future. The priority of the staff team is to support our volunteers; to help equip leaders, by providing opportunities for training and personal development, by streamlining administration through Online Brigade Manager (OBM) and, by providing fresh and relevant age-related programmes. The research identifies that these priorities must continue to be our focus.

As we look over the horizon to our 150th anniversary in 2033 what kind of organisation do we see? One that is in continued decline and is losing its relevance in an ever-changing world or one that is vibrant and relevant with young people at its centre and delivering on our vision that children and young people experience “life to the full” through coming to know Jesus for themselves?

“Where BB works, it works very well and there is nothing better.”
Survey Respondent

The Brigade is at a critical moment in its history. However, the fantastic response to the survey and passion that has been expressed in the work the organisation is doing in transforming the lives of children and young people should give us all hope for the future.

Be bold and strong
Joshua 1:9

There will be bumps in the road and strong leadership will be required, but if we can come together in shaping and delivering this new Strategic Plan then we should face the future with optimism.

Jonathan Eales, John Sharp, Natalie Whipday



Brigade Conference 2019

Brigade Conference in Swansea, Wales brought together volunteers from across the Brigade, giving them the opportunity to socialise, hear updates, participate in workshops, develop skills and look to the future of the organisation.

The conference weekend began on the Friday evening with a welcome reception and remarks from Cllr Mark Child, Deputy Lord Mayor of Swansea as well as Lord Griffiths of Burry Port, Brigade President.

Our Saturday programme began with a time of worship which was led by Revd Steven Bunting, Chaplain of the BB in Wales and Most Revd John Davies, Archbishop of Wales, who spoke on the message of "life to the full" in John 10:10 and thriving in our vision and mission.

As well as the Council meeting those present were also able to participate in workshops focussed on the new Under 11's Programme, Faith Development, Managing Change, and a thought-provoking update into the early

findings of the independent review of our most recent Strategic Plan was presented by Graeme Reekie of Wren and Greyhound.

An update was also given by members of the Brigade staff team on various matters including staffing, the Raise the Bar campaign and the new Under 11's Programme.

In the evening the conference dinner included a speech by former Welsh rugby union international Geoff Wheel, and a performance by the Gwalia Singers, a Welsh male voice choir based in Swansea. Sunday morning worship was held at St Stephen's Church, home of 1st Swansea Eastside. The service was led by Revd Steven Bunting - also vicar of St Stephen's - with the sermon delivered by Lord Griffiths.

The next Brigade Conference will take place from 4th to 6th September 2020 and will be held in Birmingham, England.

Welcome to our New Companies

It's fantastic that we can report that the following Companies has recently enrolled:

COMPANY	CAPTAIN	CHURCH
1 st Calderbank	Elaine Wood	Calderbank Parish Church, Lanarkshire
33 rd Sheffield	Joseph Cooper	Stanwood Methodist Church
2 nd Macduff	John Payne	Macduff Parish Church, Banffshire
2 nd Fulham	Annette Hercules	The Redeemed Evangelical Mission
9 th Edinburgh	Margo Carbery	Tron Kirk, Gilmerton & Moredun Church
4 th South Shields	Adam Rushton	Shield Evangelical Church
1 st Rowledge Fusion	Adele Regan	St. James' Church, Farnham
1 st Bisley Fusion	Bronwen Hall	St. John the Baptist Church, Woking

Annual Review 2018/2019

You can check out our Annual Review for 2018/2019, which provides an overview of activities and events held during the last session. A video has also been produced which can be viewed or downloaded from our Vimeo channel at: vimeo.com/theboysbrigade



View the Annual Review online at:
boys-brigade.org.uk/who-we-are/annual-review



Juniors International Team Games 2019

The Juniors International Team Games is an annual event for the Juniors age group where teams can compete against others from around the world without leaving their own meeting place. Last time there were 169 entries including teams from Australia, England, Ghana, New Zealand, Northern Ireland, Republic of Ireland, Scotland and Thailand.

To take part all you have to do is compete in your own meeting place and send in your results by 1st April 2020.



Download the 2019/20 games at
boys-brigade.org.uk/juniors-international-teams-games

Changes to Regulations & Policies

Please note following a change to Brigade Regulations all motions for Brigade Council should be submitted to the Brigade Secretary by 15th February.

Leaders are reminded that any communication regarding the Brigade with members of the Royal Family, Heads of State and Government should be made through the Brigade Secretary. Contact with devolved parliaments / assemblies and their ministers should be made via the appropriate Regional HQ.

The latest version of Brigade Regulations is now on the website along with the revised Safeguarding Policy.



Find the Brigade Regulations at
boys-brigade.org.uk/who-we-are/policies-and-regulations/



Staffing Update

As previously announced **Bill Stevenson** will be standing down as Brigade Secretary/CEO on 31st December 2019. The Brigade would like to take this opportunity to thank Bill for his service over the last 10 years, initially as Director for Scotland and more recently in the post of Brigade Secretary/CEO, we wish him well for the future. From 1st January 2020 **Jonathan Eales**, Operations Director will become the acting Brigade Secretary.

We are also pleased to announce the appointment of the following members of staff:

Debbie Moore, Safeguarding Manager (BB Headquarters)

Tom Boorman, Communications & Engagement Officer
(BB Headquarters / England & Wales)

Conor Moran, Communications & Fundraising Officer
(Scotland)

Kat Jenkins, Development Officer
(Wales & South West England)

Obituaries

We record below the names of BB members who have recently died. We thank God for their faithful service to the Brigade and Church and their witness in the community.

Danny Baker	11 th Sheffield
Joyce Shaw	1 st Emsworth / 5 th Portsmouth
Archie Fleming	Scotland
Stephen Crompton	212 th Glasgow



National 10 Pin Bowling

Well done to the 30 teams who took part in the 28th National 10 Pin Bowling Championships at GoBowling in Dunstable.

After a very close final the winners of the Main Championship were 1st Denton, who were crowned champions for the first time. In the Alley Competition (Company Section age only) 1st Wootton emerged victorious. Congratulations to both Companies and thanks to West Anglia Battalion for organising the event.

The 2020 Championships will take place on Saturday 10th October and you can register online now at sites.google.com/view/bbnat10pin



Get involved in the Top Team Challenge

The Top Team Challenge is a Brigade-wide activity for Company Section and Seniors, where Companies across the country take part in the same tasks in their own meeting place. It's a great competition and is accessible to all Companies, with no travelling required, minimal equipment needed, on a date convenient to you.

The Top Team Challenge consists of a number of physical and logical challenges, a team of 4 takes part against the clock to complete the mini challenges. All entries must be submitted by 1st April 2020.



To order packs for the 2020 challenge for your teams go to leaders.boys-brigade.org.uk/top-team.htm

Raise the Bar Appeal

An appeal was launched by the President at Brigade Conference in September and a letter was sent to Company Captains and Battalion Secretaries following this. We would like to thank all those Companies and Battalions who have already made a donation towards the Raise the Bar Appeal, so far around £10,000 has been raised. If your Company/ Battalion is able to hold a fundraiser for the Brigade or make a donation, please send any funds to BB Headquarters marked 'Raise the Bar Appeal' by 31st March 2020.

Felden Lodge 'Name a Chair' Scheme

The 'Name a Chair' scheme enables members, customers and friends to make a specific financial contribution to Felden Lodge knowing how the funds will be used, and offers the opportunity to remember individuals, Companies and businesses by way of a plaque on the chair.

To purchase a chair Felden is asking that each donor contributes an amount of £150, which would include if required a plaque to identify the donor. If you are interested in taking part in the scheme or would like more information please email felden.lodge@boys-brigade.org.uk



70th Anniversary Celebration

Over the last 70 years thousands of young people and leaders have spent time at Felden Lodge on training courses such as Queen's Badge Residentials, Officer and Youth Leader Training Courses and KGVI; as well as events including Unite, Life 2 the Max and Firm Foundations.

On Saturday 19th October some 80 members, ex-members and supporters of the Brigade came together to mark the 70th anniversary of the opening of Felden Lodge. During the day those attending had the opportunity to look at an exhibition, go on tours of the house and grounds and enjoy refreshments whilst sharing memories.

A range of exclusive items including a book, mug, bookmark and keyring are available to purchase. To purchase any of these items please email felden.lodge@boys-brigade.org.uk



Coming Together in Remembrance

Thousands of members of The Boys' Brigade joined with the nation in remembrance of the sacrifices made by countless numbers of people in conflict, including many former Brigade members.

Young people and leaders across the country took part in acts of remembrance in local Churches as well as parades and services in their local communities.

Many of the commemorations saw Brigade members lay wreaths

on behalf of the organisation, bands performing in parades as well as buglers sounding the Last Post.

14-year-old Frankie, a member of 3rd Enfield who took part in a local Remembrance Sunday parade with hundreds of others from the local community including ex-servicemen and women said:

"I think it is important to take part in events like this to remember the sacrifices that other people have made for us. If it wasn't for them things would be very different and we might not even be here."

Code of Conduct for Leaders

At its recent meeting the Brigade Executive agreed a code of conduct for leaders to follow. The Code of Conduct maps out what is expected of you at all times. By following it you will be able to check that you are always doing the right thing and behaving in the right way.

All leaders are asked to make sure they are aware of this new code and to comply with it at all times.

What happens if I don't follow the code?

If someone believes you have acted in a way that breaches this code they are entitled to let the Brigade know and the BB will investigate the complaint. If you breach the code you may have your membership restricted or withdrawn.

Complaints Policy

The Brigade Executive has also agreed a new Complaints Policy, this can be found on the website at boys-brigade.org.uk/who-we-are/policies-and-regulations/

As a BB leader you should always:

- ✓ be a good role model with behaviour and an attitude that are in line with our object.
- ✓ comply with all UK / RoI laws and safeguarding procedures.
- ✓ make sure you follow Brigade policies and regulations and re-read them from time to time.
- ✓ be responsible and accountable in the way you perform your role.
- ✓ ensure all BB finances are used for the correct purposes and properly accounted for.
- ✓ be fair and treat everyone with respect and dignity in accordance with our equal opportunities policy.
- ✓ respect others' privacy in line with our policies and guidance.
- ✓ communicate with others in an open and respectful way whether in person, by phone, writing or digital media.
- ✓ work together with other BB members, their parents/carers and members of the public to promote the work of the Brigade.

As a BB volunteer you **must not** act dishonestly or do anything which brings (or is likely to bring) the Brigade into disrepute or have a negative impact on the Brigade or its reputation.



Making a Difference in Uganda

Members of 1st Slieve Donard and 2nd Saintfield undertook a two week mission trip to Uganda as part of the Down Battalion Rapha team, who have been involved in work in the Nakasongola area of Uganda since 2000. The boys raised the amazing total of £7,000 through various fundraisers to support Brigade work in the area, and were able to support the establishment of a goat farm for the area as well assisting with the growth of an existing bee farm where they now produce honey for sale. The members would like to thank all those who supported them financially and prayerfully, as well as those who gave items of clothing to give to the community.



Celebrating 125 Years in Gloucestershire

Gloucestershire Battalion recently held its Display & Awards Evening, where they celebrated 125 years of the Brigade in the county. Around 200 members along with the Brigade President came together for the event in Cheltenham, with every Company in the Battalion taking part.

The evening featured a wide range of performances including a marching band, Hungry Hippos, the Greatest Show, Midnight Drums and even Baby Shark! The awards given included Silver and Gold Duke of Edinburgh Awards as well as eight President's Badges, which were presented by the Brigade President.

13-year-old Josh from 1st Churchdown said "It was good seeing how many other people are involved in the Brigade in Gloucestershire other than my Company."

Lord Griffiths, Brigade President, said "Cheltenham was heaving with people from all over the world who were attending its renowned Literary Festival. The Gloucestershire Battalion put on their own show, a kind of 'alternative event', and it attracted a serious crowd. Our award-winners and crowd-pullers were just as brilliant as anyone else anywhere else in town. Congratulations to them all!"

16th Newtownabbey wins Community Award



Congratulations to 16th Newtownabbey, who won the Best Kept Community Garden Award at the Antrim & Newtownabbey Borough Council Awards Evening for the second year in a row. The award was presented by John Smyth, Mayor of Antrim and Newtownabbey. Members of the Company planted and looked after Clonmore House Care Home in Rathcoole.



1st Bloxham Celebrates Rugby World Cup


Juniors at 1st Bloxham celebrated the start of the Rugby World Cup with a rugby themed evening at Bloxham School. As part of the celebration they had a special rugby ball to pass on to another Juniors group - the catch is they had to be based in another country with a team in the World Cup!



 **46th Aberdeen BB**
@KincorthBB

Back from holidays with some Community action with litter pick in Kincorth #BBweekend #BoysBrigade



 **4th Newtownabbey Boys' Brigade**

Thanks to all our boys, leaders, mums & dads, grannies & grandas for turning up to our enrolment this morning for a packed service.

Victory for The Pacemakers

Congratulations to The Pacemakers Drum & Bugle Corps (13th Bromley BB & 1st St. Mary Cray GB) who were victorious in the A Class contest at the British Drum Corps Championships with their "Greatest Show" production.



Buglers from 2nd West Kent took part in a special service to launch the Royal British Legion's new North Cray & District Branch. The service was attended by the Mayor of Bexley and the local MP, James Brokenshire.

Celebrate Aberdeen




Brigade members in Aberdeen got involved in the Celebrate Aberdeen parade, where they joined with other organisations to recognise and celebrate the vast amount of voluntary work that is done throughout the city.



 **133rd London BB & GA** @133BB

Juniors have been under the sea learning about how we can better look after our planet - we even did our own up-cycling!



 **11th Northampton Boys' Brigade**

Great to welcome our 'super' Juniors back for a special Avengers themed night, including making some tasty hulk treats, the Avengers action game and defeating Thanos.

SNAPSHOTS



**42ND DUNDEE
IN ALPS**



**PIRATE EVENING AT 17TH
NORTH WEST DURHAM**



**208TH GLASGOW
VOLUNTEERING AT GREAT
SCOTTISH RUN**



Glasgow Lads presented with Earl of Wessex Award

HRH Prince Edward, Earl of Wessex presented the awards to members of the 2nd East Kilbride Company, Jamie Murray and Andrew Saul. The Earl of Wessex Awards are a local initiative in Glasgow designed to encourage future participation in The Duke of Edinburgh's Award.



53rd Manchester BB @53rdBB

Our Company & Seniors took part in @UKParliament week prioritising important issues facing us all! Great discussions & debate #UKParliamentWeek #BoysBrigade #Makethechange #ItStartsWithYou



4th Carluke Walk Their Age!

Members of 4th Carluke took part in a Walk Your Age fundraiser, where they walked laps around the football pitch at Carluke Leisure Centre with the number of laps walked by each person matching their age. Well done to all who took part!

Antrim & District 50th Anniversary



Current and former members of Companies in Antrim & District Battalion came together for a Thanksgiving Service at First Antrim Presbyterian Church to celebrate the Battalion's 50th Anniversary.



 **13th Bromley BB** @13thBromley

Great to be celebrating our @JPFoundation award winners at a special presentation. Well done to you all! #JPF #JackPetchey #BoysBrigade #13thBromley

75 Years of Service in Yate

The end of last session saw the retirement of John Parsons after 75 years of service to The Boys' Brigade. J.P., as he is affectionately known, co-founded 1st Yate in 1966. At the Company Display the current Captain, Simon Crocker, paid a glowing tribute to J.P. and presented him with gift vouchers for his favourite Devon hotel. Everyone at 1st Yate and Avon Battalion would like to thank him for all he has done and send their best wishes for a long and well-earned retirement.



 **1st Lenzie BB** @1st_Lenzie_BB

It was great to have our MP Jo Swinson at #BoysBrigade last night. Our Juniors learned about the different colours used in @UKParliament for Lords, MPs and the Queen! One even asked if @joswinson could make chocolate free! Thanks Jo for visiting! #BBweekend



 **1st Cheslyn Hay BB** @CheslynHayBB

Thanks to @PetsatHome in Cannock for hosting a pet workshop for our Anchors. The staff were so good at explaining about the animals and we learnt that loud noises do frighten the animals! We all had a great time #boysbrigade #pets #interactive #dontshout!



John Swinney MSP at Scotland KGV Course

Deputy First Minister of Scotland, John Swinney MSP, met some of the young leaders taking part in KGV in Scotland where he reflected on his own experiences of being a member of the Brigade and his thoughts on the contribution that the organisation makes to Scottish communities today.

RESOURCE

GREAT ACTIVITIES & IDEAS FOR YOUR CHILDREN & YOUNG PEOPLE

Welcome to the *Spring 2020* programme supplement, showcasing some great activities and ideas that you could use in your Company.

Resource Bank

Selection of resources with activities and ideas for all sections



NHS Change4Life

Change4Life is an NHS resource which has lots of healthy eating tips and recipes, and fun ways to exercise. Get active and try out some of the ideas with your children and young people.

Check out nhs.uk/change4life (England & Wales)

Check out takelifeon.co.uk (Scotland)

Check out getalifegetactive.com (Northern Ireland)



Kids Sunday School Place

Kids Sunday School Place is your online source for fresh, creative Children's Ministry resources for under 11's. Featuring complete lessons, Bible crafts, Christian activities, object lessons, stories, skits, games, songs, and much more.

Check out kidssundayschool.com



Great Group Games

Find **great group games** with simple instructions and videos, browse the database of **over 100 + fun group games and activities!**

Check out greatgroupgames.com

? The Answer's Out There

We often find that leaders face similar issues running their sections whether the group meets in Teeside or Tandragee, Ulverston or Uxbridge.

Do you have a question that you would like to ask other leaders?

We will look to share your question with leaders across the Brigade and include a selection of responses in the next issue of the Gazette.

@ Send your question(s) to gazette@boys-brigade.org.uk

🗨️ Your Help

RESOURCE is all about sharing what works well for you in your Company with others. Could you contribute a game, craft, devotional or themed night idea for the Summer 2020 issue? Send it to gazette@boys-brigade.org.uk

Please indicate something about why this idea works well in your Company.

Check out the sectional programme ideas >>>

24 → Anchors

25 → Juniors

26 → Discover

29 → Challenge Plus

ANCHORS RESOURCE

Great activities & ideas for your section:

We hope that you are finding the new programme resources helpful and that they are supporting you and your leaders in both planning and delivering the programme. The latest term of programme resources containing the Spring 2020 Activity Cards along with the Summer 2020 Programme Planner have been sent out to the Leader in Charge of Anchors.

Spring 2020 Term *(January through to April)* Activity Cards



Themed Programme Cards

- Chinese New Year
- Toy Story
- World Book Day
- Easter



Download the Programme Planner at:
boys-brigade.org.uk/programme/

Sharing your Programme

Through social media it has been fantastic to see the first set of Activity Cards being used by Companies across the Brigade and we are pleased to share some snapshots below . . .



We would like to encourage your Anchors to share a photo of your group using the termly programme resources, send in by email to programme@boys-brigade.org.uk or make sure you tag us in [@theboysbrigade](https://twitter.com/theboysbrigade) or include [#boysbrigade](https://twitter.com/boysbrigade) into your post.

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Spring 2020 Term *(January through to April)* Activity Cards



Talking About My Emotions



Fire Lighting



Martin Luther King Day



Be A Good Egg



Jigsaw Prayer



Fruit Pies



Themed Programme Cards

- Superbowl
- St Patrick's Day
- Fairtrade
- Science Experiments



Download the Programme Planner at:
boys-brigade.org.uk/programme/

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11TH NORTHAMPTON GET INTO FIREWORKS & BONFIRE THEME



53RD MANCHESTER GIVE A SWEET WELCOME TO NEW JUNIORS



5TH IRVINE GET INTO ESSENTIALS SURE & STEADFAST

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Great activities & ideas for your section:

Programme Planning

Some ideas to help you with your programme planning for the Spring term:



25 JAN

BURNS NIGHT

Could you celebrate Burns Night in your Company? It is the annual celebration held on the birthday of poet Robert Burns, who was one of the most iconic and well known Scots. It's also a celebration of being Scottish! People eat haggis, neeps and tatties, go to ceilidh dances, listen to traditional Scottish music and wear tartan!



9TH-13TH MAR

SPORT RELIEF IS BACK!

Sport Relief is back between 9th - 13th March 2020. Help Sport Relief to take on poverty and injustice in the UK and across the world by getting your kit on and raising some life-changing cash. So, whether you walk, dance, swim, floss, order your free fundraising pack, have fun and help to make a real difference. Find out more at comicroelief.com



22 MAR

WORLD WATER DAY

World Water Day, on 22nd March every year, is about taking action to tackle the water crisis. Today, there are over 663 million people living without a safe water supply close to home, spending countless hours queuing or trekking to distant sources, and coping with the health impacts of using contaminated water. Check out more information and resources at worldwaterday.org

Get Active:
Remote Control Car Circuit

It's simple but effective and young people will really enjoy this activity. In preparation you will need to purchase a remote-control car (or more than one – but if buying multiple make sure they work on different frequencies). Then just get creative and setup a circuit, the young people could even set up their own circuit and then take their cars around the circuit to see who can get the best time.

Get Learning:
Newspaper towers

Split your young people into groups and challenge them to design and construct model towers out of newspaper. They are given limited supplies including newspaper, tape and scissors, paralleling the real-world limitations faced by engineers, such as economic restrictions as to how much material can be used in a structure. The aim is to build their towers for height and stability, as well as the strength to withstand a simulated lateral "wind" load.

Give it a go with your young people and share photos by using [@theboysbrigade](https://twitter.com/theboysbrigade) or [#boysbrigade](https://twitter.com/boysbrigade).



Theme Ideas

EGG-TASTIC

Get into these egg themed activities as an introduction and launch into the period of Lent. A great way to build up to Easter. Lent begins on Ash Wednesday, 26th February 2020.

01

GET LEARNING: Stronger than you think?

For this activity ask for a few volunteers, or you could even try this with your whole group. For each individual, ask the question, 'Who is stronger, (name) or the egg?'.

The task is to test the strength of an egg, the young person should put their thumb and index finger on the two ends (top and bottom) of the egg and squeeze to try and break the egg. Many will find it difficult to break the egg, see how long it takes and how much pressure they have to apply (note: you will occasionally find there to be a flaw in the shell which allows it to break easily). You may want to try this over a sink or bowl and also consider protecting clothing. It is always worth trying an activity like this yourself beforehand so you know what to expect.



02

GET ACTIVE: Easter Games

Try out some simple egg based games with your young people:

Egg Table Maze - A Crème egg works well for this game and ideally one each for those taking part, as their prize when they complete the maze is eating the egg. Simply use masking tape to create your own maze and get the young people to start at one end of the maze and roll the egg only using their face/head around the maze to the end. You could time each individual and see who the winner is.

Egg Bowling – You need some hard-boiled eggs (or alternatively plastic shaped eggs) and a dustpan. Secure the dustpan to the floor and approx. 4-5 metres away mark a line from where players will bowl. Give each player the opportunity to bowl a number of eggs into the open dustpan, they will score points for all eggs in the dustpan at the end of their go. You could run this as a league like bowling and give them multiple attempts with two eggs on each attempt.

03

GET INTO THE BIBLE: The Gospel according to a teabag [Easter]



Read Ephesians 2:5-10



Download the object lesson at:
leaders.boys-brigade.org.uk/teabagobjectlesson.pdf

04

GET ACTIVE: Egg Drop

This is potentially a really messy, but fun game. Divide the group into pairs and identify a number 1 and number 2. Number 1's should lie on their back with a plastic cup in their mouth (put a bin bag or something over their shoulders to protect clothing). Number 2's should stand over number 1's and without bending gently break a raw egg and drop the contents into the cup. Provide a glass or cup to help break the egg against, before its descent into the cup or....! The challenge is to get as much of the egg as possible into the cup. Then get the pairs to swap positions, the pair with the most egg in their cup at the end is the winner. Have a prize at the ready for the winning pair.

05



GET INVOLVED: 40 DAYS OF LENT

Find out more about the 40 Days of Lent – it is a fun way to count the days of Lent, 40 days of giving back, doing good and living generously. Challenge your young people to get involved. It could be something as simple as washing up at home or you could get out into your community and make a difference.

Check out 40acts.org.uk for ideas and more information.

06

GET ACTIVE: Easter Egg Throw

Hard-boil a dozen eggs and get the group to stand in two lines facing each other around 3 feet apart. Starting at one end the egg should be thrown to the person opposite, they must then throw to next person on the other side, working up the line, until the end. On reaching the end each line takes a step back and the egg goes back down the line. Anyone who drops an egg is out, replace the egg as required. The lines will need to move up to close gaps as people go out, people may even have to change sides to keep it even. Remember this is not a team game. Intensity may be added to this game by using raw eggs that can crack and break if dropped. The person left standing at the end of the game, i.e. the person that has not dropped a single egg, is the winner.

**Get Active: Traffic Jam**

This is a great game that requires a lot of thinking and communication.

Instructions

Mark 9 spots/spaces on the floor in a line with a cone or piece of tape, you could number them to make it easier to know exactly where each person is. The game is played with 8 people, if you have less than 8 people place an object to represent a person in the space and a leader can move the object as required.

Start out with participants on spaces 1-4 and 6-9, leaving 5 (middle) empty. Participants on each side should face inwards looking towards the empty space.

Rules

The object of the game is to move the participants on each side to the other side following the rules set out below:

- Participants can only move one person at a time.
- Participants can move forwards only and must stay facing the same direction for the entire game.
- Participants can move to unoccupied spaces in front, only one person can be at each space.
- Participants can jump (move past) a participant from the opposite side as long as there is an unoccupied space in front.

When the group gets stuck, creating a 'traffic jam', where no one can move, then they should start again. You can make the game easier by allowing participants to leave the line to look at what is going on from a clearer perspective, other than that participants facing one way should not turn around to look behind them.

Solution

You can find a video which will show you the solution at bit.ly/2dn4f4A. After the group has solved the challenge have a discussion on how it went, did a leader emerge, how did they work as a team, etc.

You could time your group to see how long it takes them to solve this challenge. Let us know how you get on by mentioning @BBGazette on Twitter.

Great activities & ideas for your section:

Programme Planning

Some ideas to help you with your programme planning over the next few months



25 JAN

CHINESE NEW YEAR

The Chinese New Year celebrations begin on Saturday 25th January and last until Tuesday 4th February. The Chinese year beginning in 2020 is the year of the Rat. Why not get to know and discuss some of the traditions behind the celebration? You could even put on a Chinese meal for your group or sample some food from a local takeaway.



25 FEB

SHROVE TUESDAY

Shrove Tuesday marks the start of Lent, the period leading up to Easter. Get a discussion going with your group about the significance of Lent, why it is observed and why we give things up for Lent. You could even get some themed challenges going including fastest to cook a pancake, highest pancake flip, or quickest to travel a distance whilst flipping a pancake!



Get Learning: Trading Game



Christian Aid's Trading Game is an interactive way of learning about how trade between countries works and the issues that maintain a gap between rich and poor nations.

The game involves groups creating and selling shapes made from pieces of paper, with each having different levels of natural resources (paper) and manufacturing tools available. The idea is that groups will soon work out the need to trade with each other.

As a follow up you could initiate a discussion about how the different groups felt, whether they felt it was fair and how things could be different.

Download the instructions and resources at christianaid.org.uk/schools/trading-game



Get into the Bible: New Year, New Hopes

At the start of a new year we often hear of people making resolutions or setting goals for the year ahead. It could be giving something up, starting a new diet, saving money and so on. "This is going to be my year" is a commonly heard phrase. But through Jesus Christ we have the opportunity for a fresh start and a new hope for the future.

FOR DISCUSSION

See if members of the group will share any resolutions they have made, or some examples they have heard from elsewhere.

- Do you find it easy to keep resolutions? What does it take?
- Read **Philippians 3:12-14**
- What goals, or "spiritual" resolutions, should Christians set?
- Are these realistic? How would they make a difference to the world around us?
- What is the "prize" that verse 14 refers to?
- Do you think this shows that God cares more about who we are above what we do?



Get Active: Freeze Frame

Based on the party game of musical statues, ask the young people to move around your meeting space. As the participants move around a leader calls out the name of a sport, for example, golf, football, rugby, swimming, basketball, horse racing etc. When they hear the name, they must stop immediately and hold a still 'freeze frame' illustrating or acting out the sport. A leader should take a photo or video the freeze frames so everyone can take a look afterwards and see the different freezes. You could have a competition for the best, most life-like or descriptive 'freeze frame' in each round. You can play variations to the game by shouting out emotions, job titles or even animals.



Get Learning: Two Extremes

A game of two extremes! This is a great way to get young people talking and sharing their preferences or views on topics.

Create an imaginary line from one end of the room to the other. Instruct the young people to move to a point on the line to indicate where they stand on a particular issue. For example move to one end of the meeting space if you like chocolate, the other end if you prefer fruit. If some don't have a strong opinion they can stand in the middle or anywhere in between.

Some other examples to get you going:

- Sleep in or Get up Early
- Dance Music or Pop Music
- Football Match or a Concert
- Camping or Hotel
- Sweet or Savoury
- Facebook or Twitter
- Summer or Winter
- Beautiful or smart

When everyone chooses a position you could find out why some people have decided that, and then read out the next one and everyone moves again.



Ganaway Activity Centre

On Monday 24th June, Company Section members from 12th Dublin Company took a four day break to Ganaway Activity Centre. They stayed in Ash Cottage - one of 3 self-contained accommodation centres on site - the table tennis table, pool table and big cosy living room were all very popular with the young people. Activities were varied and included a climbing wall, archery, high ropes, canoeing, mountain biking, zipline and assault course complete with deep muddy puddles. But the stand-out activities were the caving and laser clay pigeon shooting.

They also took an afternoon off to visit Belfast city centre. A wonderful few days of fun and BB fellowship was had by all. A trip to Ganaway is to be recommended to any Junior, Company or Senior section.

BB in the Community

On Saturday 20th July members from the 7th Dublin Company took part in the monthly "Bull Island (Dollymount) Beach Clean" being held that morning. Complete with their BB T-Shirts, they reported at 10.45am to the meeting point on the North Bull Wall, where they joined some 60 + volunteers from all walks of life and nationalities. They volunteered for, and were allocated, the rocky section below the wall, where they spent the next couple of hours extracting various pieces of rubbish and debris which had become lodged in the rocks on the tide. By the end some 35 bags of rubbish had been collected up from various areas by the volunteers.



Ireland's Eye Trip

31 BB members from the Eastern District assembled in Howth, Co. Dublin on Saturday 13th July for a trip by chartered ferry to Ireland's Eye, where they planned to spend a couple of hours exploring the famous Island. The group included young people and leaders from 2nd, 7th and 12th Dublin Companies. Unfortunately, the wind direction and strength on the day meant that it was too rough to land. Instead they went on the boats all the way round the island, which took about an hour, instead of the usual 15-minute crossing. While they unfortunately didn't get to set foot on Ireland's Eye, the activity certainly gave everyone a taste of adventure, living up to the BB Slogan 'The Adventure Begins Here!'.

Gosford Forest Park Summer Camp

Over the summer 17 young people including Company and Senior members from 1st Clontibret and 1st Glaslough Companies enjoyed a camping weekend in Gosford Forest Park. Gosford Forest Park is located in Co. Armagh, outside the Village of Markethill. The young people and leaders enjoyed a BBQ, cycling, trekking and roaming the forest and home to Gosford Castle. On Saturday they went to the local go-karting track. A local Bible College student, Glenn McBride came along and provided Spiritual time with the young people, reading from Psalm 25. On Sunday morning the boys attended the local Baptist Church.

Crab Fishing - Catch and Release

Each summer, the 7th Dublin Company runs an outdoor activity programme. One of the highlights each year is undoubtedly the "Crab Fishing" evening. The group have found that the best spot for this is off the slipway at Malahide about an hour before high tide. Using large plastic boxes filled with sea water to keep the "catch" in, they dangle lengths of string attached to a piece of net which hold both a weight and bait (pieces of chicken or bacon worked best).

All crabs caught, big or small, are kept in the holding boxes until the end of the catching time. The highlight of the evening took place when – everybody standing well behind the boxes – emptied the crabs out on to the slipway in a kind of "Crab GP", and everybody picked their favorite crab to be first back into the sea.



Wales Awards Celebration

BB Wales recently held its Awards Evening, where they presented young people with President's and Queen's Badges, Duke of Edinburgh Awards as well as Long Service Awards for leaders.

Also presented was Wales' Endeavour Award, given to an individual or Company who have endeavoured to make

a difference. The recipient this year was 1st Swansea Eastside Company and its Captain (and Wales Chaplain!) Revd Steve Bunting. In its first two years 1st Swansea Eastside has built and sustained a strong and loyal membership, which is down to the Company's leaders and their determination to provide opportunities and a strong vision to the area.

Unite Camp 2020

Unite is back for 2020 and will take place over the late May bank holiday weekend, **Friday 22nd to Monday 25th May**, at Felden Lodge.

The event will cost £80 per person and is once again set to be a fantastic weekend of camping, activities, competitions, worship and opportunities to meet with others from across the region.

We are excited to announce that Dez Johnston, Director of Alpha Scotland will be returning as our speaker for the

weekend, having been with us at Unite 2019.

Group bookings for Unite 2020 are now open - head over to the website to download a booking form and return it no later than 2nd March 2020. Keep checking back to the website and social media where more details about the event will be posted!

Find out more at unitebb.org.uk

Facebook: @unitebb | Twitter: @unitebb

Instagram: @unitecamp



Alpha Youth Series

It has been fantastic to see Companies beginning to run the Alpha Youth Series and we pray for the young people and leaders who are getting involved.

Revd Leigh Maydew, Brigade Chaplain, says: "After meeting Dez Johnston (Alpha Scotland's Director) at Unite I was really excited about the possibilities of the Brigade in England & Wales working with Alpha to offer some great resources to our young people. Hopefully you've now ordered your resources and watched the webinar, if not then check out the details on how to do so."

"These resources offer Companies a great chance to talk about faith with their young people through engaging video clips and discussion starters, in a way it's a programme on a plate style set of resources to help young people explore their own journey of faith and some of the big questions that so often come up."

"So, I encourage you to make use of this material, which, best of all is completely free! And then sign up on the Alpha Youth website for even more resources to help you run these sessions."

"I pray that the Spirit might work through you and these resources in order to help our young people discover more about their faith."

To order the resources please email the England & Wales Office at ewhq@boys-brigade.org.uk and to watch a recording of the webinar visit youtube.com/watch?v=TVsa86EKG6o



Showcase Marching Band Championships

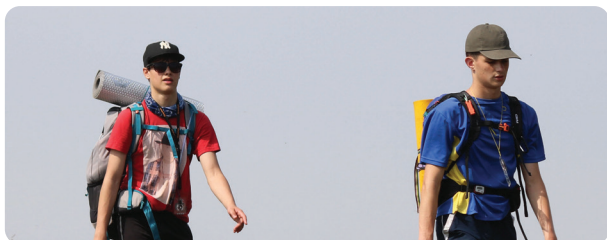
The next Showcase Marching Band Championships will take place on **Saturday 6th June 2020** at Northwood Stadium in Stoke-on-Trent.

2020 marks the 45th Anniversary of the championships and bands from across the Brigade are invited to register to take part in this special occasion.

The event provides a whole range of opportunities to get involved, including options for static or marching performances as well as catering for novice bands along with those with more experience. Also included is the non-competitive "SoundSport" event which is open to any form of musical ensemble (not just traditional bands) with at least five members.



For more information and to register go to showcasemarchingbands.co.uk



55th Cleveland Hike

The 55th Cleveland Hike took place in June, with 35 teams taking part over the course of the weekend. This year's event was the first under a new partnership with 8 Rifles Battalion of Catterick Garrison, who had been looking for an event to test their cadets and young soldiers. The combined skills, expertise and resources of the two sides meant that they were able to support each other in their goals.

Competitors were able to participate for just a single day, with a 22-mile route on the Saturday and 14 miles on Sunday, or take part in the full weekend. The weather was especially hot with temperatures touching 30°C so teams were allowed to leave their main kit and only carry emergency items, food and water to prevent heatstroke whilst walking.

The presentations were started by buglers from 8 Rifles and worship was led by Revd Rob Desics, lately Captain of 1st Hemlington and Padre to the Cleveland Cadets Force. Congratulations to 15th Luton, winners of the under 19 age group, and 7th Altrincham who won the senior event. Well done to all participants!

Planning is already underway for next year's event which will take place on 20th and 21st June 2020. For more information go to theclevelandhike.com

New Development Worker

We are delighted to announce that Kat Jenkins has joined the England & Wales staff team as the Development Worker for Wales and South West England.

Kat has a wide range of experience of working with children, young people and their families, including as a leader in the Girls' Brigade, volunteering with the Street Pastors as well as leading Sunday school groups and Messy Church. She also leads worship at her local Church, having studied theology at St John's Theological College and more recently having been called to serve as a lay preacher within the Methodist Church.

Kat says: "I am really looking forward to getting to know the fantastic people in Wales and South West England, as well as discovering all of the creative ways that people are sharing the love of God in their communities!"

Amongst other things, Kat will be supporting Companies and leaders in Wales and South West England in developing and delivering their programmes and experiences, as well as exploring and supporting opportunities to start new Brigade work in the area.

WHAT'S ON - ENG & WALES

11 JAN

DofE Leaders Day

Felden Lodge

24-26 JAN

Skills for Queen's Badge

Felden Lodge

24-26 JAN

Queens Badge Completion

Felden Lodge

21 MAR

DofE Leaders Day

Green Moor, Sheffield

17-19 APR

Young Leaders Weekend,

Kingswood Dearne Valley

22-25 MAY

Unite Camp

Felden Lodge

20-21 JUN

Life 2 the Max Fun Day & Residential

Felden Lodge

Find a full list of training courses taking place across the country at leaders.boys-brigade.org.uk/training-database.htm



BBin3



During the first weeks of the new session, we asked our members, leaders and supporters to describe what the Brigade means to them in three words.

We were overwhelmed with the number of people who got involved in the BBin3 campaign, and the words that were used by so many act as a fantastic reminder as to why the Brigade's work remains so important today.

Guild Partnership

The Boys' Brigade's partnership with the Guild is into its second year. The partnership has been fantastic on so many levels. 184 presentations were given by the Brigade to the Guild in year one and is contributing to an increased awareness of the work that the Brigade does in local communities. Those who have conducted the presentations have greatly enjoyed the hospitality of the Guild, and the Guild have raised a substantial amount of money for the Brigade in the process. Year one resulted in donations that totalled £53,556, and a lot of those funds have been distributed to Companies across Scotland as part of a small grants scheme.

If you would like to apply for the small grant scheme please contact John Sharp at john.sharp@boys-brigade.org.uk

If you are interested in delivering a presentation to a Guild Association in your local area please email Irene Davidson at irene.davidson@boys-brigade.org.uk for more information.

CashBack Funding

Now in its third year, CashBack funding continues to support young people across Scotland. Funding is available to support young people (aged 10+) in the top 20% areas of social deprivation in each local authority.

The support can help develop Brigade work in the following areas:

1. **Grow:** Supporting growth in membership, programme and opportunities
2. **Lead:** Supporting leadership training opportunities for young people

If you think your Company or Battalion could benefit from CashBack, please get in touch with Jackie Wilson, Development Officer, by emailing jackie.wilson@boys-brigade.org.uk or calling 01324 550 859.

Bands Contest



Saturday 14th March 2020 will see this session's Bands Contest take place at Glasgow's Hutchesons' Grammar School.

It would be fantastic to see as many Companies as possible performing at this event. If you have any questions please contact Alan Hunter at alan.hunter@boys-brigade.org.uk



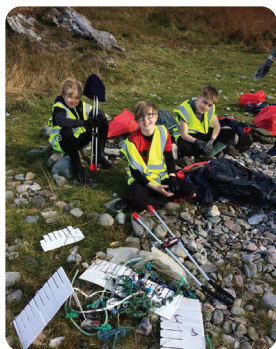
Scottish Cross Country Championships



On Saturday 5th October, Strathkelvin Battalion and Kirkintilloch Olympians hosted a fantastic day of running in Kilsyth at Colzium Lennox Estate. North Lanarkshire's Lord Provost supported the event, and she said:

"The Boys' Brigade is really important. Sometimes we sell young people short on what they do or don't do in the community. When I see some of the good works that are put on by the Brigade right across the area - for example, locally here in Kilsyth the Brigade is raising funds to send to Malawi - things like that are really, really important. It's important that young people have a role in our society, and we underestimate and undervalue them sometimes."

Normal service is to be resumed in 2020 and the Cross Country Championships will return to March. Buckie will host this session's event on Saturday 21st March 2020.



Getting Out And About: Environmental Work

It has been great to see so many Companies engaging with the themes of climate and environment at Brigade evenings and weekends. A lot of recent national media coverage has been focusing on the need for environmental change and to see leaders and members taking action to increase awareness of some of the environmental challenges that we face has been inspiring.

135th Glasgow have been working to their own Environmental Pledge. Their pledge follows four main strands with a specific focus on environmental and climate protection. 135th Glasgow's pledge has been shaping the group's learning activities and community engagement plan, all whilst recognising the role that the Brigade has to play as a global youth organisation in the fight against destructive environmental damage.

Scottish Youth Parliament

We are incredibly proud of the role that the Brigade plays in the development of young people. An important aspect of that is the development of confidence in a person, and then giving them a voice. As such, we are also incredibly proud of the young people who represent the Brigade in the Scottish Youth Parliament.

Alastair Thomson (1st Bearsden) and **Christopher Winters** (7th Wishaw) are our current Members of the Scottish Youth Parliament and will be working closely with SYP on their latest campaign: Pack it up, Pack it in. The aim of this campaign is to empower young people to speak out and take action to reduce pollution levels in Scotland. If your Company and/or Battalion would like to contribute to national discussions and work on this campaign, please reach out to Christopher and Alastair at the following email addresses: christopher.winters.msyp@sypmail.org.uk and alastair.thomson.msyp@sypmail.org.uk

We look forward to updating you on Christopher and Alastair's work throughout the session.

WHAT'S ON - SCOTLAND



14 MAR

Bands Contest

Hutchesons' Grammar School, Glasgow

21 MAR

Cross Country Championships

Buckie

10 - 13 APR

SHQ Office closed

22 - 25 MAY

Cumbræ Camp

Garrison Grounds, Millport

You can find out more about getting involved in any of these by emailing scottishhq@boys-brigade.org.uk



Juniors raise over £8,000 for 'A Place to Play - Jordan'

Well done to our Juniors from Presbyterian Companies in the District who supported the PCI Junior BB Project last session: 'A Place to Play - Jordan'.

Over £8,000 was raised to construct and equip a playground at a Church-run school for refugee children in the town of Fuhais in Jordan, where a local church provides free education to 32 children aged 4 to 13 years old. The children are mainly from Syria and Iraq with a couple from Egypt. Preparations are underway to purchase the equipment for the playground.

4th Newtownabbey Juniors raised over £1,700 for the project and are pictured handing over the cheque to Presbyterian Moderator Dr William Henry.

The 2019-2020 PCI Junior BB Project is 'Reaching Higher - Kenya' which will set its sights on raising funds to help build a nursery school for children living in the mountains of the Maasailand heartland in southern Kenya. Working with over 200 sections, the project gives Companies in PCI congregations the opportunity to help raise funds in support of an overseas project. More information can be found at shar.es/aXS6wr

mission 2020 The Boys' Brigade

On a mission to advance Christ's Kingdom

The Christian Education and Church Relations Committee is planning an outreach event for all Brigade children and young people in 2020. It's going to be big and will run in four locations in the District on four consecutive Saturdays in October 2020: 3rd, 10th, 17th and 24th.

GAZETTE - SPRING 2020



Following On

New Succession Planning resource for leaders

David Blevins, District President, has chosen the theme of 'Passing the Baton' for the 2019-2020 session. To support this and help members consider succession planning at Company, Battalion and District level, the District launched a new succession planning resource in October called 'Following On'.

'Following On' includes why leaders need to have a succession plan, what the Bible says on the issue, the barriers to succession planning, prayer points and a self-assessment for leaders to examine themselves and how they feel about 'Passing the Baton'.

Speaking about the resource and his theme for the year, David said: "Succession planning has not been one of our strengths but this is an opportunity to review that - to identify those who will lead us forward and empower them to do that, not our way but their way. Let us learn from the example of Elijah who recognised the leader in Elisha, journeyed with him and then handed on the mantle." (1 Kings 19:19-21)

There will be two tailored events in each of the locations (Coleraine, Belfast, Antrim and Portadown) on each of the dates - an afternoon event for Anchors and Juniors and an early evening event for Company Section and Seniors.

Crown Jesus Ministries is a key partner with the District in this and they will be sharing their energy, creativity, enthusiasm and passion for the gospel with young people at the 'One Way' events. It won't be boring!

Please join with us now in praying for the plans for this major initiative; start praying now for the young people who will attend - that God would transform their lives and be their Saviour.



KGVI 2020

The annual KGVI Leadership Training for 17 to 21 year olds will take place at Newport from **18th to 24th July 2020**.

What can you expect?

The young people (pictured) from last year brought much laughter, fun, challenges and encouragement with them. The year 2 group got hands on leadership experience as they served with Salt Factory Sports, at a children's summer club in Lisburn with 40+ young children. Back at Newport stories of faith were shared, faith developed and great friendships were made. The traditional water games took place on Tuesday afternoon in glorious sunshine; they 'escaped' to Belfast on Wednesday from The Escape Rooms, dined in Cosmo and along the way the Cadets became Brigade leaders and great friends! We pray that this is the beginning of a long legacy for them as leaders in the Brigade and pray too for the next group of new leaders that will come along this July.

If you know someone in your Company that might be interested in this route to becoming a leader please encourage them. For details please contact david.penney@boys-brigade.org.uk

Inspiring Digital Enterprise Award

Congratulations to Adam Jordan of 2nd Lisburn who received his Bronze Duke of York Inspiring Digital Enterprise Award (iDEA). This is an international programme that helps learners develop their digital, enterprise and employability skills for free. Learners can complete a series of online challenges to win career-enhancing badges, unlock new opportunities and gain industry recognised awards. The Bronze Award was launched in March 2014 and the Silver Award was launched in June 2018.



ScamwiseNI - if you can spot a scam you can stop it!

The District has joined with ScamwiseNI Partnership and The Consumer Council to promote a programme resource for the uniformed sector to learn about scams, how young consumers can protect themselves, as well as passing this new knowledge to their family, friends, schoolmates, other group members, neighbours and people living in their community.

The resource booklet has a number of challenges which range from quizzes and colouring in a bookmark to delivering scam messages to people living in the local community. The challenges are supported by educational resources, which include leaflets entitled 'Know the signs...to stop the crime' and 'Spot a Scam mail'.

Kelly Gallagher MBE, winner of Great Britain's first Winter Paralympic gold medal at the 2014 Sochi games, presented the first Scamwise Champion badges at the launch event to the pilot groups which included 8th Carrickfergus Company Section.

Speaking at the event, Kelly said: "Empowering our young people to be confident and capable through developing new skills and sharing experiences is vital. Everyone involved in the 'Scamwise Champion' initiative is showing a real commitment not only by giving up their personal time, but also ensuring that they are passing their skills and knowledge to other family members and friends. This new initiative shows how each of the youth organisations are moving with the times and giving our young people life skills that will keep them and their families safe."

WHAT'S ON - N. IRELAND

10 JAN

Entries due for all Anchors competitions

11 JAN

Juniors Musician of the Year
Templepatrick Presbyterian Church

25 JAN

Anchors Fun & Games Final
First Antrim Presbyterian Church

8 FEB

Church & Boys Event
Presbyterian Church House

29 FEB

Juniors Swimming Gala
Roe Valley Leisure Centre

1 APR

Training at NIHQ
Newport

9 APR

Queen's Badge Celebration
Venue TBC

10-14 APR

NIHQ Closed (inclusive)

For more information on any of the events listed please email Deborah Pierce at nihq@boys-brigade.org.uk





DO YOUNG PEOPLE FEEL LISTENED TO?

Article 12 of the United Nation's Convention on the Rights of the Child assures all children who are capable of forming their own views of the right to be heard and taken seriously. This right is described by the UN as "one of the fundamental values of the Convention". But do young people really feel listened to in society?

The Children's Society's **Good Childhood Report 2019** found that, much like adults, young people have a diverse and wide-ranging set of opinions. However, a majority of those who took part in the consultation felt that their views were not being listened to or taken into account.

Comments made by young people that were highlighted in the report included:

“ We rarely get a choice to say what we think.

“ Young people should have a say because they are the future.

The Boys' Brigade is proud to empower our young people and give them a voice, through initiatives and partnerships with other organisations as well as Brigade activities including KGVI courses, youth networks and events that are driven by young people. However, the Brigade's recent strategic review still highlighted similar concerns among young people in our own movement as found in wider society.

“ Often you will find that young people are asking leaders [for something] and not getting [it]. And it's because "We know BB better than you and you don't need to tell us how to run it.

Quote from a focus group held as part of the strategic

It's clear that young people value the opportunity to have their say and feel like they are being listened to, so what more can be done to ensure this happens?

DISCUSSION POINTS

Why not initiate a discussion with your young people to find out how they feel? Some ideas to get the conversation going...

- Do you feel that you have the opportunity to have your say in society?
- If so, do you feel that your voice is listened to?
- What do you think the barriers are to the voice of young people being heard?
- What more could society do to listen to young people?
- What issues in society are of most concern to you?

You could also get similar discussions going about their experiences within BB. It is important to consider how you listen to what the young people say and what action could be taken as a result.



Share the views of your young people...

Consider sharing some of the views of your young people by tweeting [@BBgazette](https://twitter.com/BBgazette) or emailing gazette@boys-brigade.org.uk



GLOBAL FOCUS: Global Fellowship Triennial Conference



In August a small group of leaders from the UK travelled to Zambia to join around 40 representatives from 13 countries - including Australia, Bahamas, Ghana, Rwanda and Tanzania - and a group of FDF leaders from Denmark.

This was Global Fellowship's 19th council meeting since it was established in 1963 and its theme was **'Becoming a strong voice in society - for and by youth - to get and give space'**.

The week began with a welcome dinner at the Cathedral of the Holy Cross in Lusaka, during which delegates were treated to a display of African dancing by boys from the local BB Company. The following morning, the conference was formally opened by the Vice President of Zambia, Her Honour Inonge Wina, during a service at the Cathedral. The service included music from the local BB brass band, a parade of the national flags of the 14 nations represented at the conference and a drill display.

Over the course of the next few days the delegates took part in a number of sessions focussed on the conference's theme, got to know colleagues from the different nations

and learned about the Brigade in the various countries. There was a keynote speech by Dr Abraham Chikasa from the Bible Society of Zambia, who spoke about the voice of society and questioned whether the voice of faith-based organisations was loud enough.

Delegates also had the opportunity to visit three BB Companies in Lusaka which gave them a chance to see the boys take part in various activities, many of which took place outside and straight after school rather than in the evening.

On the Friday morning the Council Meeting took place, during which a new Executive Committee was elected, a new constitution was approved, and the appointment of a new African Development Manager announced.

The conference ended on the Sunday morning with a service at the cathedral after which the UK group - along with one of the Australian delegates - travelled 470km south to Livingstone, where they spent the next two days. They went on a trip to the Victoria Falls, a cruise on the Zambezi, a meeting with boys and officers from various local BB Companies and a safari (during which they saw lots of local wildlife including elephants, rhinos, buffalo, giraffes and zebras).

Easter Course - Romania

Saturday 4th to Sunday 12th April 2020

Easter Course 2020 is open to young leaders aged 18 to 25, costing £200 all inclusive.

The course is headed to the Transylvanian region in Romania, hosted by IKE (Transylvanian YMCA). It is a fantastic opportunity to meet other young leaders from Christian youth organisations from across Europe, learn from each other, showcase your own organisation, play and learn new games, activities and opportunities for intercultural learning, dialogue, debate and networking.

The theme is 'Take the Lead! Youth Participation in Youth Work' and there will also be opportunities to explore the

beautiful Transylvanian landscape. If you have an open mind and want to meet new people in an international youth setting, then this is the course for you.

The cost covers all aspects of the course including accommodation, food and air travel.

We are limited to 8 participant places, so early booking is crucial. If you are interested please contact Vaughan Staples, Area Lead for International Affairs, at v.staples@boys-brigade.org.uk or 01442 509 515.

Applications close on **31st January 2020**.

Global Round-up

A snapshot of what is going on in BB and Global Fellowship member organisations around the globe:



Members of 25th Singapore Company visited 1st Nakhon Ratchasima Company in Thailand, where the two groups organised a BB English Camp together. The Singapore team also taught English in two schools on the day before the camp began.



Michael Good, National Director of ICONZ & Boys' Brigade New Zealand, travelled to the UK where he visited Felden Lodge and Carronvale House as well as attending Brigade Conference in Swansea where he led a workshop on "Managing Change". During his time in Scotland, Michael spent an evening with 25th Stirling where he led opening devotions and participated in their programme.



BB Hong Kong held their annual Anchor Run, a sports fundraising event where participants could take part in 1km, 4km or 10km runs. The event aims to encourage the community to run with young people and raise the profile of the organisation.



3 lads from 6th Ipswich Company in Queensland, Australia received their Queen's Award from the Governor-General at Government House. The young people are pictured here with leaders from the Company who supported them in gaining the highest award.



Ninth grade members of Brigade Neenah in Wisconsin, USA got involved in their local community by partnering with First Presbyterian Church Neenah to package 200 meals for Neenah Elementary students in need while learning about empathy.



MAXIMISING USE OF ONLINE BRIGADE MANAGER

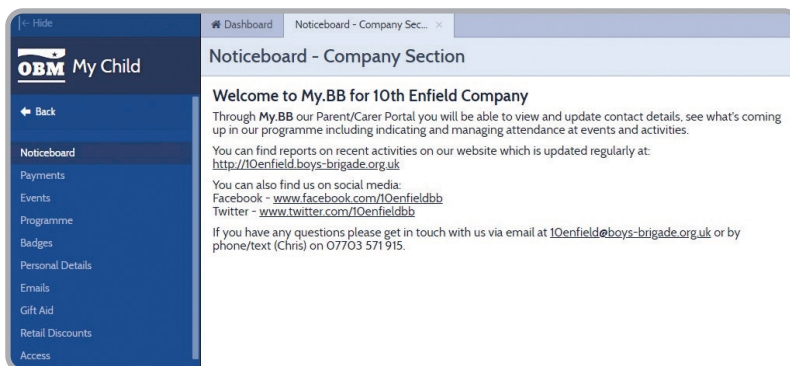
Are you making use of all the functionality in OBM?
It's one of the Raise the Bar Challenges and certainly something that we believe will help you to improve the quality of experience for children and young people in your Company. OBM can support you and your Company to streamline administration and allow you to spend more time focusing on delivering a quality programme and building relationships.

OBM went live back in June 2016, since then we have really seen the difference OBM can make for those Companies and leaders that have jumped into the system and taken full advantage of the functionality OBM offers. In this article we look at some of the key functionality that will help your Company get the most out of OBM.

Having spent numerous hours previously trying to devise efficient systems that kept records up to date for our young people, OBM is a life saver.

Chris Ware, 1st Waterlooville

Parent Portal



It's not only leaders that can use OBM, it's the parents/carers too. You don't have to invite parents/carers into the system, but the experiences of those that have is that it reduces administration and the need for you to continuously nag them to let you know if their child will be attending events/activities, as OBM and the parents/carers do all the work for you!

In our experience, many parents/carers will be using similar portals through schools and other clubs, so don't be too worried about whether parents/carers will want or be able to use the system.

At the beginning of the session I found myself spending a huge amount of time sorting through subs letters, trip & activity reply slips and money, that I finally decided to give OBM a proper try. We now use OBM to manage payments, organise trip and activities, send emails and much more. Our members' parents have said they prefer the new system and I'm already seeing a significant saving in time. It's taking the admin away from our meeting nights, meaning it's one less thing to worry about on a BB night.

Joe Harrison, 11th Northampton

What are the benefits of using the Parent Portal:

- ✓ **Parents can view personal details** held about them and their child and have the ability to update these details. Through using the Parent Portal, it is no longer necessary to get parents/carers to complete the Annual Information Form each year, as parents/carers can update information whenever they like. OBM also sends out an email every 6 months to remind parents/carers to review and update their details where necessary.
- ✓ **See events that are on offer and indicate attendance.** Leaders can provide all the information about the event including downloadable kit lists, forms etc. Parents/carers will also be reminded to indicate attendance through automated emails sent out.
- ✓ **Make payments** for events and/or subscription fees using the Go Cardless system with automatic reminder emails.
- ✓ **View the weekly programme** to see what's happening next week and check on times, etc.
- ✓ **View their child's progress** with the badge system.

You can control what parents/carers can see and the way they can see things under 'Settings' and 'Parent Portal Settings' and it is recommended you review these settings before inviting parents/carers in for the first time.

INSTRUCTIONS: INVITE PARENTS/CARERS TO THE PARENT PORTAL

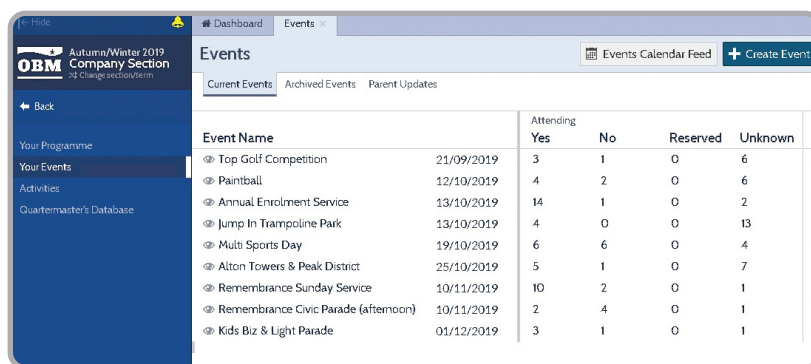
To allow parents/carers access to the parent portal, you will need to add their e-mail address in to the 'Primary Contact' field for their child on OBM and send them an invitation by email. To send the email select the members you want to invite in 'Personal Details' and on the right-hand side then click 'Send Email', from there select 'Special Content' and 'Invite to My.BB'. At this point a template email will be displayed which you can customise before sending. Once you click send the parents/carers will receive an email with a link to access the Parent Portal.

OBM has really made communicating with parents far more effective. Having parents respond with a Yes or No via OBM is far more reliable than asking the boys on a meeting night. The reminder email function is particularly useful and saves staff having to chase parents too.

Andrew Baldwin, 1st Tewkesbury

Your Events

Events for many will be the most powerful part of OBM, being able to streamline the administration associated with communicating details about the event, knowing who is attending and getting payments in where necessary. OBM can do all the work for you, all you need to do is setup the event and then let your parents/carers take it from there.



Event Name		Attending	Yes	No	Reserved	Unknown
Top Golf Competition	21/09/2019	3	1	0	6	
Paintball	12/10/2019	4	2	0	6	
Annual Enrolment Service	13/10/2019	14	1	0	2	
Jump In Trampoline Park	13/10/2019	4	0	0	13	
Multi Sports Day	19/10/2019	6	6	0	4	
Alton Towers & Peak District	25/10/2019	5	1	0	7	
Remembrance Sunday Service	10/11/2019	10	2	0	1	
Remembrance Civic Parade (afternoon)	10/11/2019	2	4	0	1	
Kids Biz & Light Parade	01/12/2019	3	1	0	1	

I have found the OBM platform to be invaluable when organising events, with immediate access to who is attending, who hasn't responded, and who has made payment. The Parent Portal allows parents to view the terms events ahead of time and we can easily send an email or text the entire Company, specific sections or individuals. Any records updated can be viewed by a leader with access, avoiding phone calls, lists being passed around, and saving our most precious commodity - time.

Amanda, 4th Barnet

Camp & Holiday Notifications on OBM

We are continually developing new functionality on OBM and have recently launched the ability to complete the notification requirements for Camps & Holidays through OBM. So, for those already using OBM for events and in particular residential experiences, just a few extra steps are now required to complete the notification requirements which previously required you to complete a separate form and await approval from HQ. Approval is now automated based on all the required information being completed and having leaders with the appropriate up to date qualifications. To get approval of a residential event, once you have created an event go to the 'Event Type' and 'Approvals' within the event and complete all the relevant fields, OBM will then indicate that the event has been approved. Where an event is left unapproved it will show as 'Draft' and automated reminder emails will be sent to remind leaders that the event needs to be approved at least 14 days before the start date.



INSTRUCTIONS: CREATING EVENTS ON OBM

It's very easy to create an event, just go to 'Programmes' and 'Your Events' in the left hand menu bar and then click on 'Create Event' in the top right-hand corner. A window will then open asking you to complete details about the event, you should click through this selecting the type of event, location, dates/time, etc. One of the required fields is the 'Confirmation Deadline', this is the date parents/carers through the portal need to indicate attendance by. OBM uses this date to stop changes being made to attendance after this point, but also uses the date to manage the reminder emails that are sent out to parents/carers.

Once you have completed the required fields you can then add other details including a description of the event, upload documents, share the event with other sections and add the option for online payment. To do any of these click on the name of the event you have just created and go through the event options on the left-hand side.

Once you have created the event and have everything as you want it we would then recommend sending out an invitation to parents/carers by going to 'Members' on the left-hand event

menu and selecting the members to send to (you can select all from the dropdown menu and then clicking 'Invite' button on the top right-hand side. This will send an email out immediately to all those selected and then follow up by sending reminders based upon the settings you have selected when creating the event, generally it's best to have 'Invitation Reminders' enabled so reminders are sent automatically.

Adding the option 'Online Payment' is done by going to 'Members' and then clicking on the 'Payment' button on the top right-hand side. You will need to have first setup online payments (see more details further on in this article about using Online Payments).

Sharing the event with other age groups (sections) within your Company or with other Companies is possible by clicking on the 'Sharing' button in the top right-hand corner and selecting the relevant sections. This is the last thing you should do when setting up an event. The section you are sharing with will need to accept the incoming request before the event is shared with their section. So if you have access to the section you are sharing with just pop into the section and accept the request. You will then most likely want to send the invitation out to all members in that section as well.

Don't worry if not all parents/carers are using OBM, you can update attendance manually for those that are not, including indicate how they have made payment if required for the event.

There are so many other things you can do through events including downloading an attendance list, communicate with those attending events by email or text message, work with other leaders to plan details and make equipment lists.

Online Payments

Say goodbye to chasing parents/carers for money and let Online Payments do it for you! Online Payments through OBM allows parents/carers to setup a direct debit to your Company to let OBM automatically take the money when you require it. OBM will keep parents/carers informed about the payments, and if they haven't paid, it will automatically remind them.

Online Payments can really help to streamline your administration and mean you do not have to worry about lots of cheques and cash being handed to you on a weekly basis. It's very easy for your Company to setup and link to your bank account, and it's extremely easy for parents/carers to set things up their end as well.

Through OBM we use Go Cardless to process transactions, where parents/carers only need to set up their payment details once using a secure online form to create a Direct Debit mandate and from there on in Go Cardless and OBM handle everything else.

There is a cost to processing payments through Go Cardless on OBM, this is set at 2.95% which is applied to all transactions and deducted from the amount deposited into your Company bank account. Full reporting is available through Go Cardless to show details of all transactions which makes it very easy for the Company Treasurer to identify all income coming through OBM.



INSTRUCTIONS: SETUP ONLINE PAYMENTS

To get started go to 'Section Admin' and 'Online Payments' within the relevant section. The first step is to add your bank account by clicking on the 'Add Bank Account' button in the top right-hand corner. Follow the instructions which will take you to the Go Cardless website and ask you to create an account. Once the account has been created it will link the account to this section within OBM. Within Go Cardless you will need to go through a few steps to verify the account and all the support for this is provided by Go Cardless and is straightforward. Once completed you will need to setup the schedules within OBM before you can start taking online payments. You will then be able to add payments within the schedules as required and link them to events. Once you have the Go Cardless account setup you will want to link this account to your other sections within OBM so you can use Online Payments across all sections.

INSTRUCTIONS: CREATE PROGRAMME MEETINGS

Click on 'Programme' and 'Your Programme' in the left-hand menu and then click on the 'Add Meeting' button in the top right-hand corner. If creating for each week then use the 'repeat' option with a default meeting name and then go through and change each meeting night as required. Linked in with this it makes sense to give all leaders involved in running the programme access to this area of OBM so they can view and contribute.

So, we really do encourage you to look at how you can maximise the use of OBM in your Company, it really can help streamline your administration and allow you to focus on delivering a high quality programme and building positive relationships with children and young people.

Your Programme

OBM offers the ability to plan out your weekly programme. You can create a meeting for each week and add in details about the theme or any special information, with the ability for parents/carers to see this through the Parent Portal. This can be really handy to indicate weeks you are not meeting like half terms, etc.

The programme area is also a great space where leaders can work together to plan out the programme, with space to make notes about activities for the evening as well as the ability to bring in activities from 'Activities' area including all the very latest BB Activity Cards and Themed Programmes. The 'Activities' area gives you the added benefit of not only searching for activities added by BB Headquarters or BB leaders, but those added by Scout and Guide leaders across the globe.

FACT

There are over 10,000 activities available on OBM which you could use in your programme.

Check out the online Tutorial Videos

You can access all the videos by logging into OBM and going to 'Help' and 'Tutorial Videos' on the menu on the left-hand side. Additional resources can be found at leaders.boys-brigade.org.uk/obmresources.htm

The BB Headquarters and Regional Staff teams are also available to support you in maximising the use of OBM and will be pleased to help you with any questions along the way. So please do get in touch with us by calling **01442 231 681 (option 4)** or by email at support@boys-brigade.org.uk

Chris Norman

Development Support Manager, BBHQ



Follow Chris on Twitter at
[@chrisnormanbb](https://twitter.com/chrisnormanbb)



UNDER 11'S: RECOGNISING PARTICIPATION IN THE PROGRAMME

As part of the launch of the new programmes for the Anchors and Juniors age groups we are pleased to have also launched a range of ways to recognise participation in the programme.

Badges, certificates and other resources provide a great way to recognise young people's achievements and encourage them to learn new skills. They can be used to map a young person's progress through the organisation and provide an incentive for them to continue their journey through the movement. They can also help to add structure and a focus through encouraging completion of activities in each of the 6 activity areas, ensuring young people participate in a balanced programme.

'It is important that participation in the programme is recognised and rewarded'

In this article we look to introduce the new awards and resources available to support leaders . . .

CORE ACTIVITY AWARDS

The Core Activity Awards for each age group are about completing a number of activities from each of the 6 Activity Areas required. There is no minimum requirement in terms of time for a single activity to be completed, but that members fully participate in the chosen activity.



The core awards for the Anchors age group are the **Green**, **Blue** and **Red** awards, with an optional **Yellow** award for those working with 4-year olds (i.e. session in which they attain 5th birthday).



The core awards for the Juniors age group are the **Bronze**, **Silver** and **Gold** Awards.

All the awards involve completing a minimum number of activities in each Activity Area as well as 4 additional 'Free Choice' activities from across the Activity Areas encouraging a balanced and varied programme, but also providing some local flexibility. With the 'Free Choice' activities children may choose which additional activities they wish to do, perhaps those they enjoy most, or which give them new challenges. Companies may also decide to concentrate on particular activities that reflect the skills of the leaders, equipment available or meeting space.

More information including an awards table can be found in the 'Anchors & Juniors Awards' supplements available at boys-brigade.org.uk/programme/

MEMBERSHIP AWARD



The Membership Award is to be presented to new members in the age group once they have completed one activity in at least 3 Activity Areas and being introduced/inducted into the age group. There are separate membership awards for Anchors and Juniors, and the awards should be presented to those moving up age groups as well as those starting out on their BB adventure.

TEAM LEADER



A Team Leader badge is available and can be used within both the Anchors and Juniors age groups and awarded to a member who is taking responsibility for a team or group. There are no set requirements for how this badge or role is used and it is very much for the local Company to decide.

OTHER WAYS OF RECOGNISING ACHIEVEMENT

In addition to badges, children could be presented with a certificate or stickers on completion of the award criteria. These additional resources could also be presented after reaching the midway point for each award or for completing an individual activity. Certificates, stickers and other resources are available to download from boys-brigade.org.uk/programme or to order from BB Supplies. A progression certificate is also available for when members move up from one section to the next.

AWARDS IN OUR WEEKLY PROGRAMME

With the new programmes it is not intended that the programme has a formal 'awards' time, but that children and young people gain recognition for their participation in the programme as a whole. So it is more about identifying which parts of the programme will be recorded under the award scheme. Remember, the work of the section should be programme led, not awards driven.

ASSESSING ACTIVITIES

There are no set levels of attainment for the activities within the award scheme, these are gained by a child participating in particular activities; no external controls are to be applied. The level of achievement will vary for each individual according to their ability and age. During a child's time in the age group their level of skill is likely to vary greatly. The onus is on the leaders to ensure that they are fully participating and developing at an appropriate pace.

WEARING THE BADGES

The award badges are metal with a pin-on fastening. The awards are placed on the armband as per the current armband layout. When members move up to the next age group, they carry the highest award gained up to the next age group and continue to wear that on their armband.



Download the Anchors & Juniors Armband Layouts at boys-brigade.org.uk/programme/

RECORD KEEPING

You can keep track of progress with awards for all members using the functionality within Online Brigade Manager, from there you can record completion of individual activities and the system will let you know when an award is due. Parents/Carers and other leaders can also view the badge progress through OBM. Alternatively, you can download a record card template which can be printed out and used to record progress at boys-brigade.org.uk/programme/

TRANSITIONING FROM THE OLD ANCHORS PROGRAMME

The transition in terms of awards should be straightforward as there is no change to the overall structure of the awards scheme. Although there has been an increase in the number of activities which are required to be completed for each award and this is linked to the increase in the Activity Areas (formerly Programme Zones) from 5 to 6. It is recommended that leaders make the transition from the old award scheme to the new award scheme at the end or beginning of a session.

Chris Norman

Development Support Manager, BBHQ



Follow Chris on Twitter at [@chrisnormanbb](https://twitter.com/chrisnormanbb)



FAIRTRADE FORTNIGHT 2020

Calling all chocolate fans and fighters for fairness! In 2020 Fairtrade Fortnight will be back and will continue in its mission to ensure that all farmers are paid fairly for their work and are able to earn a living income, starting with cocoa farmers in West Africa.

Fairtrade Fortnight will be back **Monday 24th February - Sunday 8th March 2020**. For two weeks each year thousands of individuals, companies and groups across the UK come together to share the stories of the people who grow our food and drinks and who grow the cotton in our clothes, people who are often exploited and underpaid.

Today there are around 1.7 million farmers and workers in 73 countries who benefit from Fairtrade.
Fairtrade Foundation

The Fairtrade Foundation was established in 1992 with an aim to make trade fairer: to make sure the millions of smallholder farmers who produce our food get a fairer price for the work they do. To make sure they are not exploited, have better working conditions and earn a bit more – which is at least enough to put food on the table, give their children an education and shelter, and have the opportunity to access medical care – for many of those who produce the food we eat, this is still not the case.

£1.86 is the amount a cocoa farmer in West Africa needs to earn each day in order to achieve a living income. Currently, a typical cocoa farmer in Cote d'Ivoire lives on around 74p a day. Almost all cocoa farmers in West Africa live in poverty.



® By having the Fairtrade mark on a product, the farmers get a fair price, as well as a premium – a mandatory amount above the cost of production, which the producers themselves decide how to spend. The premium is often invested in farm improvements, education

and healthcare projects: everything from new machinery to ensure a greater yield, to building boreholes for running water, health centres and schools for the community.

One in three bananas sold in UK carries the Fairtrade mark.
Fairtrade Foundation



So why is all of this important to us in the UK?

Well, did you know that 500 million smallholder farmers produce 70% of the world's food? And yet, those farmers currently make up half of the world's hungry people? Without these smallholder farmers we wouldn't have many of the products we love, like chocolate, bananas, tea and coffee.

Get Involved

This Fairtrade Fortnight (24th February – 8th March), you can get your Company involved and help educate others about how Fairtrade helps these smallholder farmers, and the difference it makes to their lives. Your Company can help us to continue to make a difference through:



Choosing Fairtrade Chocolate

Perhaps one of the simplest ways to support cocoa farmers around the world, is by buying Fairtrade chocolate and cocoa. While this doesn't immediately solve all the issues, keeping up the demand allows farmers to sell more of their cocoa on Fairtrade terms thus increasing their income. Encourage your young people and their families to buy Fairtrade by raising awareness.



Banana Challenges

What could you do? Consider what crazy games you could do with bananas . . . Create a giant banana split? (During Fairtrade Fortnight a few years ago, Fairtrade supporters in Ammansford, Carmarthenshire created a 30-metre long banana split!) or see how quickly you can peel and eat a banana without using your hands?



Fairtrade Tuck

Make your tuck shop / canteen Fairtrade, by only selling Fairtrade products. Check out which sweets carry the Fairtrade mark and don't forget to ensure Fairtrade bananas get in there as well!



Fairtrade Bake-off

Why not challenge your BB members to a bake-off, using Fairtrade ingredients? Think about where your ingredients came from – is that what they looked like when they were grown?



Fundraise for Fairtrade

The Fairtrade Foundation is a charity and relies on donations to help us fulfil our mission. Why not organise a bake sale or raffle? Check out other great fundraising ideas, order a fundraising box and donate online at fairtrade.org.uk



Chocolate Taste Test

Get your group tasting different brands/types of chocolate. Can they guess which one's which? Fairtrade chocolate might taste the same as non-Fairtrade chocolate, but it means the farmers get a fair price for their cocoa. Chocolate tasting is an art – encourage your group to follow chocolate tasting guidelines like a professional to see if they can guess the flavour.



Check out the Fairtrade Fortnight Activities Guide which includes recipes, quizzes, films and ideas for leading devotions/Church services at fairtrade.org.uk/resources

CAMPSITES & RESIDENTIAL CENTRES

Auchengillan Outdoor Centre

in the Central Scottish Highlands offers camping and modern indoor accommodation. There are many challenging and adventurous activities (on and off-site) and lots of places of interest to visit.

☎ 01360 770256
@ centre@auchengillan.com
🌐 www.auchengillan.com

Norfolk / Felden Lodge Campsites

BB canvas campsites (operated by 10th Enfield) fully equipped for up to 80 (smaller camps welcome) in West Runton (North Norfolk) and at Felden Lodge, BBHQ (Hertfordshire).

☎ Chris Norman on 07703 571915
@ chris@boys-brigade.org.uk
🌐 10enfield.boys-brigade.org.uk

Honeyhill Camp (NW Kent Battalion) 12 acres Bearsted Maidstone. Open from Easter to October. Small and large camps welcome. Showers, toilets, building with large kitchen, sports facilities. Canvas for hire or bring your own.

☎ Andy Foster on 07946 163176
@ honeyhill@boys-brigade.org.uk
🌐 honeyhill.boys-brigade.org.uk

West Midland District Camping

Centre, Dyffryn Ardudwy 3 fully equipped canvas sites available for mixed camps. Main centre site caters up to 90 people with dormitory accommodation for 40. 2 smaller sites cater up to 50 people.

☎ Jamie Copson on 01905 640 084
@ info@bbcamping.co.uk
🌐 www.bbcamping.co.uk

Craggan Outdoor Centre, on the shores of Loch Tay, Perthshire. A great Centre for camps of all ages, with disabled access, sleeps 29 and is self-catering. Ideal for outdoor and water activities with own canoes and jetty.

☎ 0131 551 1200 ext 20
@ craggan@thebb-edinburgh.org.uk

Campsite Morthoe/Woolacombe

Traditional ridge tents /marquee.

New barn housing toilet /shower block and Fully equipped kitchen. Small or large groups.

weekends available Easter, weeks during school holidays.

☎ Clive Gordon 07718 761150
@ cliveg04@yahoo.co.uk
🌐 www.warcombe.org.uk

Broadleas, Haytor, Devon Indoor

sleeps 30, 2 staff bedrooms sleep 5. Showers etc. kitchen, dining hall. Camping for 55. Tents provided. Equipped kitchen, dining hall, showers etc. Outdoor pool, large hall.

☎ Diana Dale on 01452 615072
@ broadleas@boys-brigade.org.uk
🌐 broadleas.boys-brigade.org.uk

Bromley Battalion Campsite, Whitecliff Bay, IOW

Large & small marquees, ridge tents. Purpose built Cookhouse/QM; Shower & Toilet block (M/F) Mains Gas & Electricity. At competitive prices, catering for up to 120.

☎ Keith Francis on 01474 705485
@ keithfrancis2606@gmail.com
🌐 www.bbcampsite.co.uk

Near Blackpool at Kirkham in the Rural Fylde North West District.

Training & Activity Centre provides excellent indoor self-catering accommodation. Centenary Hall 44. Stedfast Lodge 16 plus a camping field and sports hall (see aerial view).

Wardens, The Boys' Brigade, Carr Lane, Treales, Kirkham, PR4 3SS

☎ 01772 685000
@ office@bb-northwest.org.uk
🌐 www.bb-northwest.org.uk

Well Road Centre, Moffat, Scotland.

Fully equipped self-catering for up to 70. 13 bedrooms. Separate shower/toilet areas. 2 meeting rooms, spacious kitchen and dining room. Indoor games hall.

☎ 01683 221040
@ ben8363@aol.com
🌐 www.wellroadcentre.co.uk

Greenmoor Residential Centre

S35 7DX. Reopened after extensive refurbishment. Flexible sleeping in 6 rooms for 30 Accessible facilities

Lounge Dining Room Kitchen 3 showers toilets washroom games room staff room projection equipment heating 15 minutes M1 and dark peak.

☎ Mark Boswell (bookings) 07760 111615
☎ Tony Drury-Smith 07930 177764
🌐 Greenmoor Centre

Swanage, Dorset. Church hall available for camps. The accommodation can comfortably sleep 24 people.

☎ 01929 422421
🌐 www.swanagemethodist.org.uk/hallbookings.htm

Coopers Mead Campsite, Whitecliff Bay, Isle of Wight.

Traditional camping at its very best and at a reasonable cost! Weeks available in 2018 and beyond.

☎ Ted Walliss 01737 352732
@ edwardwalliss@btinternet.com

The Albert Wilson Memorial Field, Prestatyn, North Wales -

Two camping areas each with cookhouses/toilets/shower. One field is suitable for up to 36, and our main field with new refurbished cookhouse for larger groups. Marquee and Tents available.

@ bookings@prestatyncampsite.co.uk
🌐 www.prestatyncampsite.co.uk

IN THE HEART OF NIDDERDALE.

Set in an area of outstanding natural beauty. Leeds Battalion Boys Brigade Hostel, Heathfield, Pateley Bridge, North Yorkshire, HG3 5PU. Sleeps 26 in 3 dormitories. Large lounge with coal fire. Fully equipped kitchen. Toilets and showers. Lots to do and see in the surrounding area.

☎ 07746569507
@ carolnormanton@aol.com

Peak District - Leslie Johnson Centre

Warslow Near to Alton Towers. Fully equipped self catering for up to 31 people. Lounge, dining and games rooms, showers etc. playground & garden. 2 staff bedrooms sleep 7. Open all year.

☎ Kevin Ford on 01782320287
@ kevingford@yahoo.co.uk
🌐 northstuffs.boys-brigade.org.uk

1st Yeovil Campsite, Corfe Castle

Fully equipped for 60 persons 14' x 14' ridge tents plus 70' x 30' Marquee & 30' x 13' Toilet tent all in white canvass. Bookings

now for 2019-21.

☎ 01935 422292
@ graham.vozey@btinternet.com

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Popular BB approved campsite at Freshwater, Isle Of Wight. Fully equipped for 60 (approx), canvas tents/marquee, purpose built toilet block, cookhouse. Minimum charge 20 campers (£750). Close to safe sandy beaches and leisure centre.

☎ Jon Tickle 07770 795701
🌐 www.freshwatertrust.com
@ freshwatercamping@gmail.com

Dartmoor Activity Centre, Broadleas.
BB focused, with 3 accommodation choices, Camping, up to 55.
Cabins 32 plus 4 staff.
Indoor accommodation. Self-lead or contact for activities we now provide.

☎ 01364 661283
@ info@dartmooractivitycentre.com
🌐 broadleas.boys-brigade.org.uk/

Small advertisements copy for Campsites, Residential/Activity Centre's and items wanted or for sale should be sent to gazette@boys-brigade.org.uk. Advertisements for the next issue (Summer 2020) should be received by 1st Feb 2020. All advertisements are based on up to 225 characters (including spaces and punctuation) plus contact details (telephone number, email and website address) at a cost of £10 per issue.



ON
SATURDAY 20TH JUNE 2020
@ BBHQ, FELDEN LODGE, HEMEL HEMPSTEAD
AN ALL DAY EVENT

DON'T MISS OUT ON THE
BIGGEST
EVENT IN THE BB YEAR!

THE EVENT IS OPEN TO
ALL BB/GA MEMBERS
FROM COMPANIES
ACROSS THE BRIGADE -
SEE YOU IN JUNE!!!

Find out more at
thebbinlondon.org.uk
🐦 @BB_Life2theMax

there's lots on offer on the day including . . .

> funfair rides > giant inflatables > circus skills > shows & workshops
> water games > music and worship > crafts > games & sports > & more!

+ L2TM Extra (Sat 20th - Sun 21st June 2020)

In 2020 Life 2 the Max will also offer an **EXTRA opportunity to stay overnight in tents or indoor accommodation** - so make a weekend of it! So as well as the usual event taking place during the day on Saturday, those staying over will get to take part in activities on Saturday evening including a **bonfire, late night film and disco** as well as take on a fantastic **It's a Knockout Team Challenge** on Sunday. The residential event will include all food and activities from 10am on Saturday thru to 3pm on Sunday.



The Boys' Brigade takes no responsibility for statements made in any advertisements here or elsewhere in the BB Gazette.

🐦 @BBGAZETTE | BOYS-BRIGADE.ORG.UK/GAZETTE

BB SUPPLIES

NEW

UNDER 11'S PROGRAMME RESOURCES

A full range of resources are now available to purchase from BB Supplies for the Anchors and Juniors programmes including awards, certificates and award charts. You can also order printed termly age group packs and additional storage boxes through BB Supplies.

Please note certificates, award charts and record cards are available to download for local printing at boys-brigade.org.uk/programme/



Check out the full range of resources at shop.boys-brigade.org.uk



RECYCLED FLYING DISC (FRISBEE) **NEW**

Product: 117271



Flying disc, made in the UK from recycled plastic featuring the BB adventure begins here logo. With a lightweight design this disc flies well.

STYLE TRAVEL MUG **NEW**

Product: 117321



12oz double walled stainless-steel travel mug in vibrant metallic blue with engraved BB adventure begins here logo.

POCKET DIARY 2020 **NEW**

Product: 315941



Calendar year pocket diary (January to December) featuring the BB adventure begins here logo.

DARTINGTON BLOSSOM JUG

Product: 119831



A multi-function jug and vase that will house a large bunch of blooms or just a few selected stems. It's also a stylish way to serve a cool drink from. Hand made in quality clear glass this piece makes a lovely gift. Sandblasted with the BB logo. Height 21cm.

NEW

£34

LONG BLUE BENDY PENCIL - **NEW**

Product: 116611



Blue bendy pencil with an eraser on the end featuring the BB adventure begins here logo.

SHOP.BOYS-BRIGADE.ORG.UK



Order your items online 24 hours a day. Visit shop.boys-brigade.org.uk



Order your items by telephone on +44 (0) 333 320 8078 (Mon to Fri)



Also available at local depots around the UK (See Supplies Catalogue or Website)