

COMPANY HEALTH CHECK

**THE BOYS'
BRIGADE**
> the adventure begins here
Northern Ireland District



Why we do BB...

Jesus says in John 10:10

Our vision is that “children and young people experience life to the full”.

“I have come that they may have life, and have it to the full”

Our Mission

The Boys’ Brigade has **faith** in young people and provides them with opportunities to **learn, grow and discover** in a safe, fun and caring environment which is rooted in the **Christian faith**.



▶ Our Values

#AdvancingChristsKingdom

FAITH

CARING

INSPIRING

TRUSTING

Company Name Here

Date First Completed

Review Dates _____

What makes a good BB Company?



Before you can measure how you are doing you need to have a clear idea of what you are aiming for. It could be useful to write down what success looks like. We asked a few people in BB and these are some of the most common thoughts...

"Passionate, enthusiastic Captain and Leaders who want to be there and are focussed on Advancing Christ's Kingdom"

"A place where young people want to be and thrive"

"Bible based - Bible class and devotions being as fun as possible - so boys learn and don't switch off because they are bored"

"Christian Leaders who are good role models for the boys"

"Progressive programme well planned and delivered with clear progression across the age groups and an environment where the young people have a say in what they do"

"Being an integral part of the local church and community"

"Working as one family/team not three individual sections and working with the overall youth and children's ministry in the church."

"Good communication and relationships with parents and carers"

"Offers a safe community for boys where how they are feeling is as important as what they achieve"

"Training for young Leaders and opportunities to let them lead."

Discuss and note down your thoughts here...



How to use your Company Health Check

This Health Check is designed to be a conversation starter and a way to logically think about what you are good at and what you could do better in your BB Company. It is an attempt to note some areas that might contribute to the successful running of a BB Company; focused on Advancing Christ's Kingdom. We hope the Health Check will be encouraging to you; it is designed to be a quick and easy tool, to help you and other Leaders think about your strengths and weaknesses.

Amaze them with God...

Before you start this Company Health Check take some time out with God. Your primary job in BB is to Advance Christ's Kingdom by sharing and modelling Jesus every day. Kevin Deyong in his book 'Amaze them with God' tells us 'We cannot pass on what we do not feel'; and 'Grow in God and you'll make a difference in [children and young] people's lives'. We highly recommend this booklet - it's a quick read - just 34 pages. Let it challenge you as leaders individually and together, to make time for God and grow in his likeness. The programme, training, communications, and company administration are all very important too, but will mean very little and bear little fruit if all the work is not rooted in Christ. [Amaze them with God is available from www.thegoodbook.co.uk].

WHO TO INVOLVE...

Please include everyone who has an interest in your BB Company. It is very important that your Chaplain is part of the process as your BB Company should compliment everything your Church is doing and trying to achieve. Perhaps you could ask your parents and young people what they think you are good at and what you are not so good at as well and consider that feedback when completing the Health Check?

Appoint a Facilitator...

It could be useful to do this and it does not necessarily have to be the Captain. This should be someone who can keep you on track and note down the results.

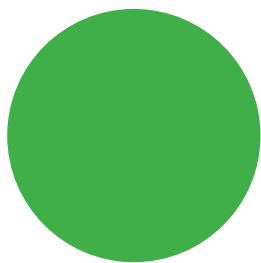
Appoint an Action Person...

This person should be the one to follow up on the action plan and keep an eye on progress. Again this does not necessarily have to be the Captain of the Company.

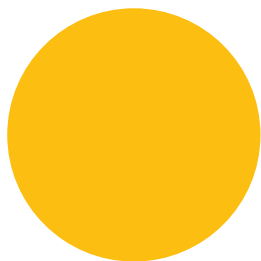
Some of the areas in the tables that follow may be more or less relevant to your local situation. We understand it may be quite difficult to get a measure of where you are in some of these areas and even harder to form an action plan to address them. The important thing is that your leadership team are discussing the issues and becoming more aware of them. Don't get disheartened - it would be unrealistic to expect a Company to be green in absolutely everything in any one section. This is a tool to help you identify your strengths and weaknesses and move on from there. You may be red in an area, according to the descriptors in that box but you can make an assessment that it is not a weakness in your particular setting.

Traffic Lights...

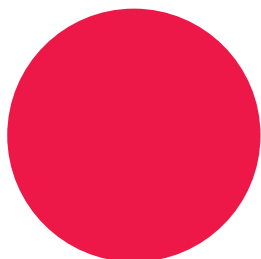
Please go through the tables on the following pages where we have noted various things related to running a BB Company. Please consider each area carefully and collectively decide on how you are doing and assign it green, amber or red status.



























This means the area is well established in your BB Company and needs no further immediate attention. Well done!









































This means the area is started and or partly developed - it will need some focus going forward from your leadership team.

























































This means you may have nothing effective in place in this area and your leadership team may need to make this area a priority for attention.

AREA	GREEN 	AMBER 	RED 
Church Life & Witness			
Chaplain Registration   	The Chaplain is registered with Brigade and is fully involved in the BB, engaging regularly through company nights and Leader meetings. He or she works closely with the Captain in the overall development of the Company.	The Chaplain's registration is not complete or is pending. They support BB when asked. They attend at least one Leader meeting/year.	The Chaplain is not registered. They are not fully aware of their role in the Company and do not attend or rarely attend Leader meetings. Their only involvement is officiating at the Enrolment service and attending the Annual Display/ Parents evening.
BB Integration with the overall Children and Youth Ministry in the Church.   	The Company fully engages with the Church congregational life and witness, working closely with the Chaplain, Youth workers, Church leadership and other Church staff.	The Company occasionally engages with wider Church activities - perhaps on a special occasion/anniversary.	The Company works in complete independence with the rest of the Church.
Leaders and Church   	All the BB Leaders attend Church regularly and take an active role in Church life.	Some of the BB Leaders attend Church regularly and take an active role in Church life.	Few of the BB Leaders attend Church regularly and take an active role in Church life.
Children, young people, families and the Church   	Members of the Company and their families attend Church and are aware of and regularly participate in the wider activities of the Church.	Members and their families are sometimes involved in other aspects of Church outside BB and some attend Church regularly.	Members and their families do not participate in and have little awareness of activities in the Church outside of BB.
Prayer Life   	The Leaders meet regularly to pray together for the Company and its members, make prayer requests to the Church prayer groups and take part in prayer initiatives at the Church.	Leaders meet occasionally for prayer but rarely take part or few take part in Church prayer initiatives.	Leaders have never met together for prayer time outside of opening devotions and do not take part in Church prayer initiatives.
Faith Development   	There is strong evidence of faith development in the Company.	There is some evidence of faith development in the Company	There is little evidence of faith development in the Company.
Enrolment Service   	The Captain and Chaplain work closely together to plan and deliver the Annual Enrolment Service to ensure it is an outreach service for members, friends and family with relevant age appropriate worship songs and speakers.	Some work is done by the Captain and Chaplain to plan the Enrolment Service. Occasionally there may be a guest speaker. Not much thought is given to selecting worship songs that are relevant to children and young people.	The Enrolment service is a regular service with no guest speakers or youth and children's worship. There is little or no interaction between the Captain and Chaplain to plan the service.
<i>We note the Annual Enrolment Service is a joint event in some Churches, with for example The Girls' Brigade. In this instance we would recommend the Captains of both groups and the Chaplain work closely together to plan the Service to maximise the engagement with the children and young people gathered and to reach out to families who may not be regular attenders at the Church.</i>			

AREA	GREEN 	AMBER 	RED 
Leaders			
Captain   	We have a Captain appointed who has completed Captain's Training.	The Captain's role is not filled but we have the responsibilities shared out in the team and have a correspondent appointed.	We do not have a Captain appointed. <i>(Note this may not be a red flag in your Company - some do work successfully with a Correspondent role filled and Leaders appointed in charge of each section)</i>
Numbers of Leaders   	All sections have a Leader in Charge appointed and noted in OBM and each section has sufficient Leaders to operate well.	One or more of the sections is struggling for Leaders at times or have an aging Leadership or are likely to lose Leaders in the near future perhaps due to work and family commitments.	All sections are struggling for Leaders with the same Leader(s) having to lead in more than one section.
Development   	The Leaders have all completed Youth Leader Training. Leaders and helpers regularly attend the sectional conferences and other training offered at NID or Battalion level to improve their knowledge and skills.	The Leader in charge of each section has completed Youth Leader Training. We have some untrained Leaders. Leaders and helpers occasionally attend the conferences and other training offered.	There are more untrained (<i>helpers</i>) than trained Leaders with Youth Leader Training in the Company. The Leaders rarely attend development opportunities offered by BB.
Communications (Internal)   	There is effective communication amongst all Leaders at all times. Communication with members' parents/guardians is good and well established. The Captain circulates information to other Leaders and members.	Communication is at a level which allows the Company to run fairly well, but there are regularly situations where there should have been better communication amongst Leaders or with members' parents.	Leaders do not communicate effectively, which often leads to confusion or disagreement. There is little communication with parents or guardians.
Communications (From BB)   	All Leaders are registered and so receive the NID e-news and Quarterly Newsletter. Leaders also keep up to date with BB matters by following BB social media channels.	As a minimum the Leaders in charge of each section are registered and so receive the NID e-news and quarterly newsletter. Some Leaders keep up to date with BB matters by following BB social media channels.	Few Leaders receive the regular NID e-news and quarterly newsletter. The Captain rarely shares such information. Few if any follow BB on social media.
Christian Life   	Spiritual maturity in Leaders is very evident.	Spiritual growth in Leaders and following Jesus is not often openly spoken about but there is an implied expectation of this.	There is no emphasis of Spiritual growth of Leaders.
Safeguarding   	All Leaders are registered. Regular Safeguarding updates are completed. Re-Registration is kept up to date. The children, young people, parents/carers know who to report a concern to and understand Church and BB responsibilities.	All Leaders are registered. Safeguarding updates in the Church are completed. There is some confusion between Church and BB regarding responsibilities.	There are quite a few lapses in Leader registrations and re-registrations. We do not always engage with Safeguarding update training in the Church.
Succession Planning   	We have used the 'Following On' resource. We are giving consideration to a succession plan for Leadership in the Company.	We have looked at the 'Following On' resource but have not done anything further.	We have never considered Succession planning and never heard of the 'Following On' resource.




AREA	GREEN ●	AMBER ●	RED ●
Children and Young People			
Well-being 	We understand the children and young people know they are safe, respected, cared for, valued as individuals and their emotional well-being is more important than what they achieve.	We are unsure of this and have no understanding of how the children and young people feel about this.	We have not really thought of this before and have always been thinking more of the mechanism of delivering a programme.
Participation 	The children and young people in all sections get opportunities to shape the programme. They have a say in what they do and what worked well and what did not. We listen to our children and young people.	Some of the sections do this better than others or occasionally we consult and/or give choices.	Only the Leaders plan and review the programme. We have not really thought about asking all age groups what they would like to do and how.
Learn, Grow, Discover 	The children and young people know they are in an environment where they can thrive, try new things and learn.	We are unsure of this and have no understanding of how the children and young people feel about this.	We have not thought of this like this before and have always been thinking more of the mechanism of delivering a programme.
Voice 	The children and young people are empowered to share their beliefs, opinions and ideas.	We are unsure of this and have no understanding of how the children and young people feel about this.	We have not thought of this before and have always been thinking more of the mechanism of delivering a programme.
Enjoyment 	The children and young people come because they want to, we have good attendance and they often bring friends along to join.	We have average attendance and sometimes they bring a friend to join. Attendance may drop off in one or more of the sections, perhaps as they get older.	Numbers are dropping. The children and young people seem to leave to do other hobbies and sports.
Inclusion 	Children, young people, and our local community know that the Company is a safe welcoming place for those from all backgrounds, all abilities, all faiths and none.	We have some degree of diversity in our Company with children and young people from some different backgrounds.	We seem to only have local children from our faith background.
PROGRAMME <i>AB - Anchor Boys, JS - Junior Section, CS - Company Section, Sen - Senior Section</i>			
Planning Meetings AB  JS  CS  Sen 	All the Leaders attend regular planning meetings to deliver a varied programme. This is not just left to the sectional Leaders in Charge. Full use is made of the new Programme Hub online for all sections and termly programme planners.	Planning could be better. We sometimes use the Programme Hub. Sometimes irregular. Sometimes the planned programme is not delivered. The Leader in Charge plans what is being done without consultation and sharing of responsibilities.	We don't plan too much in advance and go with the flow. We have not used the Programme Hub or termly planners.
Resources and Equipment 	All sections have access to a variety of useful equipment which is regularly used to enhance the programme and meets the needs of members.	Some/all sections have access to enough equipment but this is not often used to its full potential. More/better equipment would greatly increase what the Company could offer to members.	All sections lack sufficient equipment to offer an interesting or relevant programme to members.

AREA	GREEN 	AMBER 	RED 
PROGRAMME			
Content AB    JS    CS    Sen   	<p>The programme in each section is well planned in advance making good use of the Programme Hub and offers members a fun, varied and relevant experience.</p> <p>The programme is progressive and participation is recognised through badges or similar awards.</p>	<p>The programme generally offers members a fun and relevant experience.</p> <p>Better planning or more imaginative activities would help.</p> <p>More use of the Programme Hub would be beneficial.</p>	<p>Programme is repetitive, offers little or no progression and suffers from a lack of planning and preparation. The Programme Hub is not used.</p>
Competitions   	<p>We enter a wide range of competitions and take part in events offered by District and Battalion. This enhances our programme and offer opportunities for the children and young people to experience competition and meet other young people from different areas.</p>	<p>Some of the sections take part better than others or enter a limited range of competitions and events.</p>	<p>We only stay at our hall and don't enter competitions or take part in wider activities; or we do not have enough boys in a section to enter, or transport is a barrier.</p>
Residential Experience   	<p>Members have the opportunity annually to attend a residential experience.</p> <p><i>(Junior, Company and Senior Sections)</i></p>	<p>Access to residential experience is limited, but most members will have access to at least one residential experience in their time in our Company.</p>	<p>We do not do any residential activity.</p>
Working Together   	<p>There are good links between all sections and members move up age groups with relative ease. The Company does at least one activity involving all sections and members per session.</p>	<p>There is limited communication between sections and transition for boys between sections is sometimes hard work. Activities occasionally involve more than one section.</p>	<p>There is none or very little discussion between sections and transfer rate is poor.</p> <p>Activities never take place with all sections.</p>
Additional Needs   	<p>One Leader is appointed to co-ordinate participation for those with additional needs. We make use of the Additional Needs App or book and Autism Toolbox and some of our Leaders have attended training offered by NID.</p>	<p>We don't have a Leader appointed to co-ordinate participation for those with additional needs; we have done some work in this area to help include those of all abilities in our programme.</p>	<p>We feel under equipped to deal with children and young people with additional needs.</p>
Digital Capacity   	<p>We have Leaders in all sections who are active on social media and can run virtual sessions on Zoom.</p> <p>We have an active Facebook page for the Company.</p> <p>We use technology in our programme and events.</p> <p>We have our own website.</p>	<p>We have one or two Leaders in the Company who could host Zoom meetings.</p> <p>We have a Company Facebook page but would like to make better use of it.</p> <p>We rarely use technology in our programme and events.</p>	<p>The Company does not have a Facebook page.</p> <p>Few if any Leaders use social media and none use email.</p> <p>Few or none can host Zoom meetings.</p> <p>We never use technology in our programme and events and would not have this expertise in the Company.</p>

AREA	GREEN 	AMBER 	RED 
Company Administration			
OBM (Online Brigade Manager)   	We make full use of OBM. We have shared out usage to the Leaders in Charge of each section so they can access programme resources. We use several of the advanced features beyond entering members' core details.	We have shared out usage to the Leaders in Charge of each section so they can access programme resources. Details are usually up to date on Leaders and members.	We only use OBM to enter members' core data. It is not always up to date. We have no idea what the other advanced features are. We find it challenging to use OBM.
Finance   	The Company keeps full accounts and spending is within the Company's means. We can afford to fund all aspects of the desired planned programme.	Financial control could be improved. We don't always know what we have to spend. We could do with more funds to run the programme we would like to.	Income and expenditure are not scrutinised regularly. We need more money to run the Company and deliver an acceptable programme.
EA Funding & Engagement Framework   	We are registered with EA and apply for funding every year. We understand what we have to report on including the Engagement Framework and have no difficulty completing it.	We plan to register with EA and apply for funding in the near future.	We are not registered with EA and do not receive funding and are therefore not required to complete the Engagement Framework.
Fundraising   	Fundraising is regular and planned and supplements the finances to enhance the programme offered to the children and young people.	Fundraising is sporadic and when there is a particular shortfall or project to fund.	We do not fundraise and rely on member subscriptions to provide operating funds.
Promotion of the Company   	We regularly take opportunities to promote our BB and attract new members. We use flyers, social media and banners at our premises to advertise our Company. Word of mouth brings in new members each year. We get new recruits from the local Primary School.	We occasionally promote BB in the area and to local schools. We use some flyers but these could look more professional. We sometimes get new members by word of mouth.	We have not really done any promotion of the Company outside of an announcement in our Church.
Registration of Children, and Young People   	All children and young people are promptly registered as members of the Company. The Joining Form or Annual Registration forms are issued and promptly entered on OBM on return. Those moving to new sections are transferred at the outset of the new session.	This could be better. Some sections are better than others. It can take several months to get this all up to date. Sometimes members are not always transferred to new sections as quick as they could be.	We need to focus on this. We are not using OBM to its full potential and some of the basic information is missing. We do not have a full understanding of how to use OBM for registration.
Risk Assessments (RAs)   	Risk Assessments are in place for all activities and outings and regularly reviewed. All Leaders are familiar with the control measures identified in the Risk Assessments. Our Church has completed and provided us with copies of RAs for the property.	The Company may have some but not all RAs in place. They have not been reviewed recently. Leaders may not be fully aware of the RAs or the control measures identified. We are unsure if the Church has adequate RAs in place.	RAs are not done by the Company for activities and we do not have the skill to do this. The Church has not provided us with RAs for the property.

SUMMARY OF STATUS IN EACH AREA

Area	Green ●	Amber ●	Red ●
	No action required.	Areas for attention - longer term.	Areas for immediate attention. Transfer to Action Plan to address these.
CHURCH LIFE & WITNESS			
Chaplain Registration			
BB Integration with the overall Children's and Youth Ministry in the Church.			
Leaders and Church			
Children, Young People, Families and the Church			
Prayer Life			
Faith Development			
Enrolment Service			
LEADERS			
Captain			
Numbers of Leaders			
Development			
Communications (Internal)			
Communications (From BB)			
Christian Life			
Safeguarding			
Succession Planning			
CHILDREN AND YOUNG PEOPLE			
Well-being			
Participation			
Learn, Grow, Discover			
Voice			
Enjoyment			
Inclusion			

Area	Green 	Amber 	Red 
	No action required.	Areas for attention - longer term.	Areas for immediate attention. Transfer to Action Plan to address these.
PROGRAMME			
Planning Meetings			
Resources and Equipment			
Content			
Competitions			
Residential Experience			
Working Together			
Inclusion			
Digital Capacity			
ADMINISTRATION			
OBM (Online Brigade Manager)			
Finance			
EA Funding & Engagement Framework			
Fundraising			
Promotion of the Company			
Registration of Children and Young People			
Risk Assessments (RAs)			

WHAT NOW?

Well done so far. You should now have a list of areas in the red column that you should look at and form an action plan to address. Some of these may be outside your control for now and maybe the last to address on the list. Transfer all the areas that your team assigned red onto the form on the following page. This is now your action list for attention. If there are not too many areas in the red you could then turn your attention to the ones in the amber category too.



Make photocopies of the following action table so you can add to, amend and use additional pages as needed. Use it as a living document that is often reviewed and referred to.

Company Health Check Action Plan - Tip: Make photocopies of this page for use as draft versions whilst you formulate your action plan.

Area (in red status)	Suggested action	Person(s) To Action	Timescale	Review Notes

Youth Work Outcomes



The following is a list of outcomes for young people that the Education Authority has developed from consultation with youth leaders, young people and other stakeholders. The outcomes are intended to reflect the personal and social development of young people;

compatible with the Department of Education's Priorities for Youth strategy and the Model of Effective Practice. In BB we are primarily concerned with the spiritual development of our children and young people and that is also reflected in this Health Check.

INDIVIDUAL

▶ **Enhanced Personal Capabilities**

- Self-awareness
- Confidence and self-esteem
- Empathy
- Resilience
- Managing feelings

▶ **Improved Health and Well-being**

- Satisfaction with life/self
- Awareness of health issues (sexual, physical and/or mental)
- Ability to make healthy choices (reduction in risk taking behaviours/ reduced substance misuse)

▶ **Development of thinking skills, life and work skills**

- Decision making
- Planning and problem solving
- Leadership and communication
- Creativity

GROUP/COMMUNITY/ SOCIETY CONTEXT

▶ **Development of positive relationships with others**

- Ability to work with others (teamwork)
- Positive peer relationships
- Positive relationships with adults
- Engagement with others from diverse backgrounds
- Respect for difference

▶ **Increased participation**

- Sense of belonging to community
- Communication between young people and adults
- Influences others, advocates on behalf of others or takes on a representative role

▶ **Active citizenship**

- Volunteering (local and international)
- Awareness of local & global issues
- Social action
- Employment, Education or Training


WHAT DO YOU THINK OF THIS HEALTH CHECK?

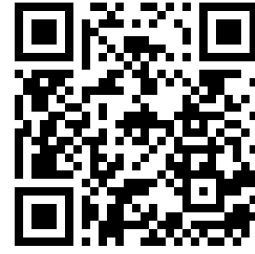
Has it helped you identify your strengths and what you could improve on?

Was it clear to follow?

Is there something missing?

Is there too much content?

Please scan the QR code to the right, to access a very quick feedback form or enter <http://bit.ly/CompHC> in your browser: 



Your feedback will help us to make improvements.

Using QR Codes: You may need to download to your smart phone a free QR Scanner from Google Play or the App Store. Most android and Apple phones do not need a QR scanner; just point your phone camera at the shape above so your device can act as a scanner. A message with a clickable link to the feedback form will pop up on your mobile - click on this to go to the online form.

NOTES:



TIP: It is important to have regular planning and review meetings with the Chaplain and all the Leaders in your Company. We would suggest at least 2 meetings per year to pray together, plan the programme, ensure adequate staffing, identify training needs, look at recruitment, gaps in resources, set goals for each section etc. To help you with this you can download the Company Planning Meeting Template from the Resources section at www.bbni.org.uk.



THE BB OBJECT

“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.”

**For help, support
and advice using this
Health Check please contact:**

The Engagement Officers
The Boys’ Brigade Northern Ireland
District Headquarters
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