



**Barbados
Boy Scouts
Association**

(95th Member of The World Scout Conference)

**National Scout Council
Annual General Meeting
22nd June, 2021**

2020: A Renewed Vision



BARBADOS BOY SCOUTS ASSOCIATION

PATRON: H.E. Dame Sandra Mason, GCMG, DA, QC

CHIEF SCOUT: Hon. Sir Marston Gibson, KA

NATIONAL SCOUT COUNCIL

ANNUAL GENERAL MEETING

TUESDAY, 22ND JUNE, 2021 AT 5:15 P.M.

"HAZELWOOD", UPPER COLLYMORE ROCK, ST. MICHAEL

PRESIDENT

Hon. Sir Marston Gibson, KA

CHIEF

COMMISSIONER

Trevor DeT. A. Jones

Tel: (246) 230-9019

chief@barbadosscouts.org

INTERNATIONAL COMMISSIONER

Trevor DeT. A. Jones

international@barbadosscouts.org

HON. SECRETARY

Marguerite Fenty

secretary@barbadosscouts.org

HON. TREASURER

Wendy Cadogan-Hoyte

treasurer@barbadosscouts.org

AGENDA

1. Invocation
2. Welcome
3. Excuses of Absence
4. Confirmation of the Minutes of the Annual General Meeting held on 23rd June, 2020.
5. Matters arising from the Minutes of the Annual General Meeting held on 23rd June, 2020.
6. Consideration of the following:
 - (a) Report of the Chief Commissioner for the period 1st April, 2020 – 31st March, 2021.
 - (b) Audited Balance Sheet and Statement of Accounts for the period 1st April, 2020 to 31st March, 2021.
 - (c) Budgetary Proposals for 2021 – 2022.
7. Election of the following Officers to serve during the year 2021 – 2022.
 - (a) President
 - (b) Three Vice Presidents
 - (c) Honorary Secretary
 - (d) Honorary Treasurer
8. Nomination of Representatives of the District Councils.
9. Nomination of Representatives from other Organizations 2021 – 2022.
10. Election of ten (10) Lay Members to serve on the National Executive Committee.
11. Appointment of citizens who have indicated willingness to serve on the National Council for the year 2021 – 2022.
12. Appointment of Auditor for the year 2021 – 2022.
13. Remarks from the Chief Scout and President, Sir Marston Gibson, KA.
14. End of Meeting.

"HAZELWOOD", UPPER COLLYMORE ROCK, ST. MICHAEL BB14004, BARBADOS.

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BARBADOS BOY SCOUTS ASSOCIATION
MINUTES OF THE ANNUAL GENERAL MEETING
HELD ON 23RD JUN E, 2020

ATTENDANCE:

Sir Marston Gibson, K.A. - Chief Scout and President, BBSA (Chairman)
Dr. Nigel Taylor - Chief Commissioner (Retired)
Mr. Trevor DeT. A. Jones - Chief Commissioner (Ag.)
Mr. Ricardo Gittens - 1st Vice President
Mr. Velmo Cadogan - 2nd Vice President
Mrs. Marguerite Fenty - Honorary Secretary
Mrs. Maria Lashley - Honorary Treasurer
Mrs. Joan Pinder - Honorary Commissioner
Miss. Edwena Armstrong - Honorary Commissioner
Mrs. Joan Blunte - Honorary Commissioner
Mr. Martin Taylor - ACC
Mr. Stephen Sober - ACC
Mrs. Sandra Alleyne-Richards - ACC
Mrs. Sharon Carter - ACC
Mr. Lavonne Hinds - NS
Mr. Courtney Shepherd - DC, Northern District
Mr. Hamilton Cumberbatch - DDC, Northern District
Mr. E. Anthony Archer - National Training Commissioner
Mr. Floyd Carter - DC, Southern District
Mrs. Sonia Moe-Jones - Joint Chair, National Venture Scout Committee
Mr. Cedric Mayers - Joint Chair, National Venture Scout Committee
Ms. Marva Cobham - Chair, National Cub Scout Committee
Mrs. Wendy Cadogan-Hoyte - National Executive Committee
Mr. Jason King - Scouter, Bridgetown District
Mr. Richard Perkins - ADC, Northern District
Mrs. Monique Scantlebury-Hinds - ADC, Bridgetown District
Mrs. Jacqueline Millar - ADC, Bridgetown District
Ms. Nicole Austin - District Scouter, Northern District
Ms. Alicia Goodman-Hinds - DS, Northern District
Miss Sandreen Scantlebury - ADC, Bridgetown District
Mrs. Gloria Cadogan - ADC, Bridgetown District
Ms. Celestine Straker - DS, Bridgetown District
Mr. Tashaun Callender - DEIA ????

Mr. Dwayne Worrell - ADC, Northern District
Mr. Danny Babb - ADC, Northern District
Mr. Ron Grant - DS, Bridgetown District
Ms. Kath-Ema Armstrong - DS, Bridgetown District
Mrs. Nadia Skeete - Chief Commissioner, The Girl Guides Association of Barbados
Ms. Carla Alleyne - Duke of Edinburg's International Award Barbados
Mr. John Hollingsworth - Ministry of Youth and Community Empowerment
Mrs. Wendy Greenidge - National Council on Substance Abuse
Mr. Dwight Moseley - Heart and Stroke Foundation Barbados
Mr. Tremaine Rouse - Barbados Red Cross Society

The meeting was called to order at 5.30 p.m. and was chaired by the Chief Scout and President of the BBSA, Sir Marston Gibson.

Item 1: Invocation

Prayers were led by Mr. Martin Taylor, ACC.

Item 2: Welcome

The Chairman, Sir. Marston Gibson extended a warm and hearty welcome to each member attending the annual meeting of the BBSA on the Zoom platform. He noted that this would be the 'new normal' until it was possible to meet face to face again. He wished all a very productive Annual General meeting.

Item 3: Excuses of absence

Excuses were offered for the absence of Mr. Lionel Weekes, (NEC), Mrs. Heather Linton (NEC), Mrs. Marcia Lowe (DDC, Northern District), Mr. Chad Carter (ADC, Southern District), Ms. Odessa Downes (ADC, Bridgetown District) and Mrs. Enid King (DS, Bridgetown District).

Item 4: Confirmation of the Minutes of the Annual General Meeting held on 25th June, 2019

The minutes of the Annual General Meeting of 25th June, 2019 were confirmed on a motion by Acting Chief Commissioner, Mr. Trevor DeT. A. Jones and seconded by Mr. Anthony Archer.

The motion was carried.

Item 5: Matters Arising from the Minutes

There were no matters arising from the minutes.

Item 6: Consideration of the following:

(a) Report of the Chief Commissioner for the period 1st April, 2019 – 31st March, 2020

The Report was presented by acting Chief Commissioner, Mr. Trevor DeT. A. Jones. (The complete report was submitted electronically to members of the AGM prior to the convening of the said AGM.)

In his report the acting Chief Commissioner in summary form, highlighted the achievements of the Association as well as the challenges faced during the period under review. These included operational aspects in all Sections.

He noted that the past year had been a unique year with him being unable to make any concrete plans as Acting Chief Commissioner and also with the advent of Covid-19 with its many restrictions. During the period under review the BBSA started working with the Girl Guides Association on Instagram. The acting Chief Commissioner thanked Mr. Dwayne Worrell for his technological assistance in getting the electronic activities out to the four sections of the Association.

Chairman, Sir Marston Gibson thanked the acting Chief Commissioner, Mr. Trevor DeT. A. Jones for his comprehensive report for the period 1st April, 2019 to 31st March 2020.

(b) Audited Balance Sheet and Statement of Accounts for the period 1st April, 2019 to 31st March, 2020

The acting Chief Commissioner advised that the Auditor, Mr. Berkeley Greenidge was in the meeting. The Auditor noted that he was unable to complete the review of the accounts based on the given time frame. He gave the assurance that the accounts would be completed in time for the first meeting of the National Executive Committee. As a result, this item was deferred to the first meeting of the National Executive Committee.

(c) Budgetary Proposals for 2020 to 2021

The acting Chief Commissioner, Mr. Trevor DeT. A. Jones noted that the Budget had been circulated prior to the meeting. He highlighted the need for fundraising, more covenants and marketing of the property with a view to attracting rental of the property. He noted that the Government Subvention had remained the same over the years. It was agreed that the Miscellaneous item would be broken down for future meetings.

The motion for the acceptance of the Budgetary proposals was moved by Mr. Anthony Archer and seconded by Mrs. Sonia Moe-Jones and unanimously approved.

Item 7: Election of the following Officers to serve during the year 2020- 2021

(a) President

Sir. Marston Gibson was unanimously elected to the post of President having been nominated by acting Chief Commissioner, Mr. Trevor DeT. A. Jones.

(b) Three Vice Presidents

Acting Chief Commissioner, Mr. Trevor DeT. A. Jones nominated three Vice Presidents as follows:

| | |
|---------------------|--------------------|
| Mr. Ricardo Gittens | 1st Vice President |
| Mr. Velmo Cadogan | 2nd Vice President |
| Mr. Michael Arthur | 3rd Vice President |

The three Vice Presidents were unanimously elected on a motion proposed by acting Chief Commissioner, Mr. Trevor DeT. A. Jones and seconded by Mr. Anthony Archer.

(c) Honorary Secretary

Mrs. Marguerite Fenty was unanimously elected on a motion proposed by acting Chief Commissioner, Mr. Trevor DeT. A. Jones and seconded by Miss Sandreen Scantlebury.

(d) Honorary Treasurer

Mrs. Wendy Cadogan-Hoyte was unanimously elected on a motion proposed by acting Chief Commissioner, Mr. Trevor DeT. A. Jones and seconded by Mr. Martin Taylor.

Item 8: Nomination of Representatives of the District Councils

Mr. Anthony Archer, DC of the Bridgetown District, nominated the District's Chairman Mr. Lionel Weekes and Scouter Mr. Jason King as the Bridgetown District's representatives to the National Scout Council.

Mr. Hamilton Cumberbatch, DDC of the Northern District, nominated Mr. Stephen Miller and Ms. Alicia Goodman-Hinds as the Northern District's representatives to the National Scout Council.

Mr. Floyd Carter, DC of the Southern District, nominated Scouter Mr. Ade Alleyne as one of the Southern District's representatives to the National Scout Council. The other nomination was deferred to the next National Executive Committee meeting.

The representatives of the Bridgetown and the Northern Districts along with Mr, Ade Alleyne of the Southern District were duly elected for the year 2020 to 2021.

Item 9: Nomination of Representatives from other Organisations for 2020 -2021

The following persons were nominated;

- Mrs. Nadia Skeete - The Girl Guide Association of Barbados
- Ms. Carla Alleyne - Duke of Edinburg's International Award Barbados
- Mr. John Hollingsworth - Ministry of Youth and Community Empowerment
- Mrs. Wendy Greenidge - National Council on Substance Abuse
- Mr. Dwight Moseley - Heart and Stroke Foundation Barbados
- Mr. Tremaine Rouse - Barbados Red Cross Society

The Acting Chief Commissioner noted that representatives from other organisations had been invited to be nominated to the National Scout Council, however responses had not been received from them. These included:

Permanent Secretary – Ministry of Education and Human Resources or Nominee

Permanent Secretary – Ministry of Sports and Culture or Nominee

The Chief of Staff of the Barbados Defence Force or Nominee

The Director General of the Barbados Red Cross or Nominee

The Chief Fire Officer or Nominee

The Commissioner of Police or Nominee

The President of the Barbados Evangelical Association or Nominee

The Chair of the National Task Force on Wellness or Nominee

The Chair of the St. John Ambulance Association of Barbados or Nominee

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

Item 10: Election of Ten Lay Members to serve on the National Executive Committee

Mrs. Maria Lashley, Mrs. Heather Linton, Mr. Lionel Weekes, Mr. Michael Sealey, Mr. Adrian McClean, and Mrs Lisa Lovell-Marshall were nominated to serve as lay members on the National Executive Committee.

A motion for the acceptance of these seven lay members to serve on the National Executive Committee was moved by Mr. Martin Taylor and seconded by Mrs. Sonia Moe-Jones. The motion was carried.

Mrs. Karen Bishop-McClean was nominated by Mr. Dwayne Worrell and seconded by Mr. Jason King. The members agreed.

It was agreed that the nomination of the addition three lay members would be deferred to the next National Executive Committee meeting.

Item 11: Appointment of Citizens who have indicated a willingness to serve on the National Council for the year 2020-2021

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

Item 12: Appointment of Auditor for the year 2020 – 2021

Acting Chief Commissioner, Mr. Trevor DeT. A. Jones proposed that the item be deferred to the next National Executive Council meeting as he had not been able to discuss the matter with the current Auditor. Members agreed.

Item 13: Election of a new Chief Commissioner

Chairman and President, Sir Marston Gibson informed members that interviews for the post of Chief Commissioner were conducted on 5th May, 2020. The two candidates interviewed were Mr. Hadley Roach and Mr. Trevor DeT. A. Jones. The interview panel comprised Retired Chief Commissioner, Dr. Nigel Taylor, 1st Vice President, Mr. Ricardo Gittens and ACC Mrs. Sandra Alleyne-Richards.

Chairman and President, Sir Marston Gibson informed members that the two candidates were questioned on skills, experience, knowledge, communication and their plans for the BBSA. He noted that both candidates had been members of BBSA since the 1970's. After deliberations, the panel unanimously selected Mr. Trevor DeT. A. Jones as the candidate to recommend to the National Executive Committee. He further stated that as Chair of the interview panel, he met with both candidates on 10th May to inform them of the panel's decision.

Chairman, Sir Marston Gibson noted that the results of the interviews were conveyed to the members of the National Executive Committee at their meeting held on 12th May, 2020. The motion for the acceptance of decision of the interview panel was moved by Mr. Anthony Archer and seconded by Ms Marva Cobham. The vote was unanimous.

Chairman and President Sir. Marston Gibson informed members that he would submit a written report on the appointment of the Chief Commissioner, Mr. Trevor DeT. A. Jones to Her Excellency Governor General Dame Sandra Mason, Patron of the BBSA shortly.

A motion for the ratification of the nomination of the National Executive Committee on the appointment of Mr. Trevor DeT. A. Jones to the post of Chief Commissioner was moved by Mr. Anthony Archer and seconded by Ms. Marva Cobham. The vote was unanimous.

The Chief Scout, Sir Marston Gibson offered congratulations to newly appointed Chief Commissioner, Mr. Trevor DeT. A. Jones and expressed confidence that he would do an excellent job in taking the BBSA forward.

Chief Commissioner, Mr. Trevor DeT. A. Jones thanked the Council for selecting him and entrusting him with this important duty and pledged to do his best to take the BBSA forward. He also promised to submit his plans for the BBSA in short order.

Item 14: Resolution for the conferring of "Chief Commissioner Emeritus" on Dr Nigel Taylor SCM

Chief Commissioner, Mr. Trevor DeT. A. Jones read the resolution for conferring of the title "Chief Commissioner Emeritus" on Retired Chief Commissioner, Dr. Nigel Taylor; The resolution acknowledged the serviced rendered by Dr. Taylor to the Association and to the Region.

The motion for the adoption of the Resolution was moved by 3rd Vice President, Mr. Michael Arthur and seconded by Honorary Secretary, Mrs. Marguerite Fenty. The vote was unanimous.

The Chairman, Sir. Marston Gibson advised members that with immediate effect, Dr. Nigel Taylor would be addressed as "Chief Commissioner Emeritus". He also congratulated the newly conferred Chief Commissioner Emeritus.

Item 15. Remarks from the Chief Scout and President, Sir Marston Gibson, K.A.

The President of the BBSA, Sir. Marston Gibson thanked all who attended the meeting and contributed to its success. He noted that the BBSA can greatly benefit from our willingness to assist in making it the primary organization for young boys to join and their development to be good citizens.

President and Chief Scout Sir Marston Gibson congratulated newly appointed Chief Commissioner, Mr. Trevor DeT. A. Jones and Chief Commissioner Emeritus, Dr. Nigel Taylor and wished all present God's richest blessings.

Item 16. End of Meeting

There being no other business the meeting concluded at 8.03 p.m.

.....
Marguerite Fenty
Honorary Secretary

.....
Sir Marston Gibson, KA
Chairman/Chief Scout



Barbados Boy Scouts Association

(95th Member of The World Scout Conference)

Chief Commissioner's Report April 2020 – March 2021

2020: A Renewed Vision

BARBADOS BOY SCOUTS ASSOCIATION

THE NATIONAL TEAM 2020-2021

THE PATRON

H.E. Dame Sandra Mason, G.CMG, D.A., Q.C.

THE CHIEF SCOUT & PRESIDENT

Hon. Sir Marston Gibson, K.A.

THE HONORARY CHIEF SCOUTS

H.E. Sir Elliott Belgrave, GCMG, K.A.

THE VICE PRESIDENTS

Mr. Ricardo Gittens

Mr. Velmo Cadogan

Mr. Michael Arthur

THE CHAIRMAN OF THE NATIONAL EXECUTIVE COMMITTEE

Hon. Sir Marston Gibson, K.A.

THE CHIEF & INTERNATIONAL COMMISSIONER

Mr. Trevor DeT. A. Jones

THE HONORARY SECRETARY

Mrs. Marguerite Fenty

THE HONORARY TREASURER

Mrs. Wendy Cadogan-Hoyte

THE AUDITOR

Mr. Berkeley Greenidge, F.C.C.A.; C.A.; C.I.S.A.

THE EXECUTIVE COMMITTEE MEMBERS

Mrs. Karen Bishop-McClean

Mrs. Lisa Lovell-Marshall

Mrs. Maria Lashley

Mr. Adrian McClean

Mrs. Heather Linton

Mr. Michael Sealey

Mr. Lionel Weekes

THE CHIEF COMMISSIONER EMERITUS

Dr. Nigel L. Taylor, SCM

THE HONORARY CHIEF COMMISSIONER

Lt. Col. V. Owen Springer, SCM

THE DEPUTY INTERNATIONAL COMMISSIONER

Mr. Martin Taylor

NATIONAL TRAINING COMMISSIONER

Ms. Marva Cobham

THE ASSISTANT CHIEF COMMISSIONERS

Mrs. Sandra Alleyne-Richards (HQ Administration)

Mrs. Sharon Carter (HQ Administration)

Mr. Stephen Sobers (Property Development)

Mr. E. Anthony Archer (Special Assignments)

Mrs. Cheryl Callender (General Duties)

THE HONORARY COMMISSIONERS

Mrs. Nell Johnson Miss. Edwena Armstrong, SCM

Mrs. Joan Pinder Mrs. Joan Blunte

THE DISTRICT COMMISSIONERS:

Mrs. Sonia Jones (Bridgetown District)

Mr. Courtney Shepherd (Northern District)

Mrs. Gloria Bryan (Southern District)

THE SECTIONAL COMMITTEES' CHAIRS:

Mrs. Monique Scantlebury-Hinds, ADC (Beaver Scout)

Mr. Mark Green, ADC (Cub Scout)

Mr. Danny Babb, ADC (Scout)

Mr. Cedric Mayers, ADC (Venture Scout)

THE COMMUNICATIONS & PR COMMITTEE CHAIR:

Mr. Dwayne Worrell ADC

THE NATIONAL SCOUTERS:

Mr. Ryan Charlemagne, ADC

Mr. Sylvester Blackman, ADC

Mr. Lavonne Hinds, ADC

THE NATIONAL AWARDS COMMITTEE CHAIR

Mr. E. Anthony Archer

THE NATIONAL GOVERNANCE COMMITTEE CHAIR

Mr. Michael Arthur

THE NATIONAL UNIFORM COMMITTEE CHAIR

Mr. Ricardo Gittens

THE SCOUT SHOP COMMITTEE CHAIR

Mr. Ricardo Gittens

THE SCOUT SHOP MANAGER

Mr. Ryan Charlemagne

BARBADOS BOY SCOUTS ASSOCIATION

CHIEF COMMISSIONER'S REPORT

APRIL 2020 – MARCH 2021

In February 2002 when we chose “*2020: A Renewed Vision*” as the theme for Founder’s Day and the coming year, we had no idea how prophetic the theme would be. Our thinking at the time was that with the appointment of a new Chief Commissioner, there would be a renewed vision for the Association. However, by the start of the new Scout year in April COVID was here and we were in our first lockdown. The subsequent national restriction demanded “*A Renewed Vision*” for Scouting to take place. Words and phrases such as “curfew”, “social-distancing”, “face mask” and “virtual” became part of our regular vocabulary.

As true Scouts, we rose to the challenge and found new ways to Scout in a rapidly changing environment. Like the rest of the Movement, our Association has been adapting over the last year to ensure that we are able to deliver our programme to our youth members while complying with the Government’s protocols at the time. This included a number of firsts: virtual unit meetings at Group level, virtual AGM, electronic registration, and a virtual Founder’s Day Service. It has not been easy to transform a mostly physical team-based programme to a virtual one. It required a level of creativity which most did not consider before and some still struggle with. To help in this transformation, the World Organization of the Scout Movement (WOSM), made an increasing number of resources available online from the beginning of the pandemic. These resources are available at the “ScoutShip”, a comprehensive online resource which is available free of charge to all Leaders from each National Association. Unfortunately, some Groups have not been able to restart as some Leaders and members do not have the necessary access to meet virtually, whether it is lack of access to equipment, a stable internet connection or the technical skill. This is a challenge we will need to continue addressing in the coming years.

In spite of these challenges, the Headquarters Team, and the National Executive Committee (NEC) continued to administer the affairs of the Association. The process of appointing a new Chief Commissioner was completed at the Annual General Meeting held virtually in June 2020. Prior to that, the interviewing panel set-up by the NEC, interviewed the candidates for the post and after deliberations, made their recommendation to the NEC. The NEC approved that recommendation and at the Annual General Meeting held on 23rd June 2020, recommended to the National Scout Council that I be appointed to the post of Chief Commissioner with immediate effect. This recommendation was unanimously approved by the Council.

My first action was to convene a series of consultations with the Leaders of the Association to discuss my vision for the Association and to collectively chart a way forward. To comply with the COVID-19 protocols at the time, it was decided not to hold one national meeting. Instead four (4) meetings were held: one each with the Leaders of the Northern and Southern District, and two with the Leaders of the Bridgetown. Hybrid meetings were held with some Leaders being present at a determined location and the others online. From these consultations, development plans were agreed to for the Association and the property at Hazelwood. These plans are attached in Appendix 1 and 2 of this report.

As usual, when I was appointed the members of the Headquarters Team, the Chief Commissioner’s Council (CCC), placed there warrants at my disposal. At my request, each

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member agreed to continue in their current post until 31st August, 2020. I had decided to advertise the key posts on the CCC to have the widest pool of possible candidates to select from. For many years members of the Association have complained about the appointment process at Headquarters and I sought to make this process as inclusive as possible. During the consultations with the Leaders, they were apprised of this approach and encouraged to apply for any post they believed they were qualified for. I told them that if they do not apply for the available post, I do not want to hear complaints about who was selected as I will be selecting from those who applied only. The positions advertised included the new post of Chair, Communications & PR Committee as I believe we urgently need to improve our communications and PR efforts.

This process worked to some extent as I considered persons for posts who I did not consider before. Unfortunately, the numbers of applications were less than expected as they were some Leaders who felt that their record should have precluded them from applying and others who felt they should not have to apply for a voluntary position. However, I prefer to give a job to someone who has indicated their willingness than to someone who only takes it because I asked them. After completing interviews with the potential candidates, a new team was appointed effective 1st September, 2020. The first order of business was a Retreat for the members of the CCC and I will elaborate on this later in the report.

In October, the Chief Scout and I had an audience with HE Dame Sandra Mason, Governor General of Barbados, and Patron of our Association. This was the first meeting with Her Excellency after my appointment and we discussed Scouting in Barbados during the pandemic and the development plans for the Association and Hazelwood. During the discussions, Dame Sandra offered her insights on the development plans and the way forward for the Association. She suggested that the Districts be challenged to undertake at least one project at Hazelwood and when it was completed a plaque or other form of recognition be mounted to acknowledge the contribution of the District. This suggestion has been embraced by all three Districts and the Southern District has already donated the paint need to repaint the office area. Her Excellency extended an invitation the Chief Scout and I to meet with her annually to apprise her of the progress being made with the development plans. She also promised to make herself available where possible to assist the Association.

In keeping with the BBSA Development Plan, three (3) Subcommittees were established, and attempts were made to establish two (2) others. The Awards, Governance and Uniform Committees were re-established and given new mandates. The other two, Finance and Friends of Scouting did not get off the ground before the end of the year and it is hoped that these will be established early in the new year. The details of the Subcommittees are expanded on later in the report.

1. SECTIONAL REPORTS

Many Groups had great difficulty conducting meetings for their sectional units. For most of the year, face-to-face sessions were suspended due to the COVID-19 restrictions, leaving virtually as the only option available for meetings. While some Groups were able to make use of this option, others experienced problems. Lack of computer devices, technological knowledge and assistance from parents/guardians contributed to some Groups not meeting during the year.

For those who embraced the new format, some found highly creative ways to deliver the Programme to their charges while others struggled to keep their members engaged. Unfortunately, the required cooperation between Groups was not what it should have been as some did not readily admit they were struggling and did not reach out for Assistance. Despite all this, Groups engaged in Virtual Church Services, tours, and visits.

The following is a summary of the progress made by each Section.

1.1 THE BEAVER SCOUT SECTION

During the Scout Year 2020-2021 the Beaver Scout Section saw little to no growth due to the COVID-19 pandemic's effect on the island. Many Groups were unable to recruit new members as parents were hesitant to commit to Scouting in the uncertain financial climate. In September, Mrs. Monique Scantlebury-Hinds was appointed Chair of the National Beaver Scout Committee. Her committee has been working to minimise the effect to the Groups where possible as they plan for the reopening of Colonies.

Chief Scout's Bronze Award

Despite the difficulties faced due to the pandemic, the Districts were able to submit twelve (12) Chief Scout's Bronze Award submissions. It was not possible to complete the interviews and presentation before the end of the year, but it is expected to be completed early in the new year.

1.2 THE CUB SCOUT SECTION

In September, Mr. Mark Green was appointed Chair of the National Cub Scout Committee. After the new Committee was appointed in October, they reviewed the requirements for the Mahogany Award to see if any amendments would be required given the environment at the time. They recommended a minor change related to participation in certain activities which could not be held. The recommendation was approved paving the way for the affected Cub Scouts to complete the Award.

Mahogany Awards

Submissions from forty-four (44) Cub Scouts from all three Districts were received. The Committee experienced some problems receiving them by the stated deadline, receiving most of them after the National Pause in February. As a result, it was not possible to complete the interviews and presentation before the end of the year. It is expected to be completed early in the new year.

1.3 THE SCOUT SECTION

In September, Mr. Danny Babb was appointed Chair of the National Scout Committee. However due to a delay in the nomination process of District representatives, the new Committee was not appointed until late November. The Committee was only able to make initial plans for the Section before the end of the year.

Chief Scout's Award

This year, two submissions were received for the Chief Scout's Award from the Bridgetown District. As with the other Awards it was not possible to complete the interviews and

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presentation before the end of the year and it is expected to be completed early in the new year.

PwC Awards

As most Troops did not function during 2020, it was decided to suspend the PricewaterhouseCoopers Award for the Most Outstanding Troop for 2020. However, the Award for Most Outstanding Scout for 2020 would be presented. The recipient of the Award will be determined during the interviews for the Chief Scout's Award early in the new year.

1.4 THE VENTURE SCOUT SECTION

The National Venture Scout Section has been significantly affected by the COVID-19 pandemic. The national protocols placed limitations on outdoor activities which created challenges for the Venture Scouts pursuing requirements of their respective Awards, in particular, those Awards that carry Exploration/Expedition Sections.

However, progress was made by the District Units with the members participating in virtual and face-to-face activities. In addition to Unit meetings, this included a Virtual District Campfire, the clean-up of Scout Headquarters and the virtual Founder's Day Service. The Units are still hampered by a lack of reporting by the Venture Scouts of the activities they have undertaken resulting in them not completing the necessary Award requirements.

The Units were able to welcome new members, from the Scout Section. The close relationship they have with Scout Troops made this possible even in a COVID environment. These new entrants will be invested as Venture Scouts early in the new year.

The Southern District Venture Unit is currently not active. New and innovative efforts will have to be made to attract the boys of Venture age from the District. They will work with the other two Units to pursue their Membership Badge and the subsequent Awards. Once the required number of members have been recruited, the District Venture Unit will be re-activated. This process will be monitored and guided by the National Committee.

The National Committee plans to continue building working relationships with The Girl Guides Association of Barbados, the Duke of Edinburgh's International Award Barbados, and other like-minded organisations. Continual joint activities with the Ranger Guides, Dukers and others will help to keep the activities more varied and interesting to our members. It will also provide a larger pool of personnel who can give our young men the opportunity to gain new skills that would help them to achieve their goals for the careers they desire to pursue.

DEIA Silver Award

Lael Charles and Micah Grosvenor successfully completed the Silver Standard of The Duke of Edinburgh's International Award this year. Both are members of the Bridgetown District Venture Scout Unit and the Harrison College Scout Group. The presentations have not been made as yet; however it is expected to be completed soon. Kudos to them both.

2. LEADERSHIP TRAINING

The planned National Training Programme was also severely disrupted by the pandemic. This resulted in the rescheduling of the following courses:

- HIV/AIDS Awareness
- Substance Abuse Awareness
- Sixers Training
- Campers Course
- Programme Planning

In November and December 2020 fourteen (14) Leaders from the three Districts enrolled in an Introductory Course with a new format due to the COVID-19 protocols. The first day was a lecture/tutor approach, while day two contained group/section activities and day three was strictly hands-on where participants got an opportunity to demonstrate as they learned. Participants are now to complete a Programme Planning Exercise in order to receive their certificates.

Online Training

The decision was previously made to move some of our training to an online platform. The Training Team has almost completed the draft to Module 1 of the Initial Course which will eventually be uploaded for online training for new Leaders. Work is continuing on the other modules along with short videos on related topics for information and reference.

WOSM

WOSM and our Region, the Interamerican Region, have also made available a number of adult training activities to help strengthen the skills of the adult leadership of the Associations to better deliver the Youth Programme and improve their administrative operations. All of these activities are virtual and free, and most are open to all adult members regardless of their role in Scouting. Headquarters has been circulating the details of the activities as they are received and have been urging Leaders to take advantage of these opportunities.

They have held a series of Workshops and Webinars covering a wide range of topics which enabled adult and youth members to participate and gain valuable knowledge and skills. These included:

- Learning in a Virtual Environment through Blended Training
- World Founder's Day Town Hall
- Webinar on Strengthening NSO Fundraising Capacity
- 2-day Workshop on Spiritual Development
- Gilwell Interamerican Meeting
- Online Training in Storytelling and Communications Skills



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The knowledge and experiences gained by our members who participated will help enrich the Scouting product of our Association. Several of them have commented that their participation has forced them to see not only Scouting but the role they play in a new light. These opportunities have been a positive in the host of negatives caused by the pandemic.

In the coming year more workshops have been planned, and it is our goal to fully utilize all of the available opportunities. This includes the Safe from Harm Regional Workshop scheduled for April. This Workshop in particular will provide the necessary training for our team especially as we look towards implementing a National Safe from Harm Policy.

3. EVENTS & PROJECTS

Over the last year only a few activities were planned for the members of the Barbados Boy Scouts Association. The national COVID-19 protocols and restriction made it impossible to hold some of our regular activities. The annual Promotional March could not be held and the participation in the National Parades was restricted to only the Colour Guard. Activities at Group and District level were also severely impacted.

3.1 TREES FOR THE WORLD 2020

At the 2020 Founder's Day Service, it was announced that we would be launching Trees For The World 2020 at the start of this year. This project was intended to partner with the Governments goal of planting a million trees in 2020. Like most other things the pandemic delayed the official launch of the project. In May, the details of the project were circulated to the members of the Association, and they were encouraged to participate in the project.

The official launch did not take place until Saturday 26th September, 2020 with a tree planting exercise at Scout Headquarters. Sixteen (16) trees and shrubs were planted by the Chief Scout, Chief Commissioner, a youth member from each Section and the Leaders accompanying them. Due to the prevailing circumstances, this project was not well received, and it was decided to extend it into the coming year.



3.2 NATIONAL LEADERS CONSULTATION

As stated earlier, my first action as Chief Commissioner was to convene a series of consultations with the Leaders of the Association to discuss my vision for the Association. I believed the only way we could move forward was to collectively chart a way forward. A national meeting could not be held for all Leaders because of the COVID-19 protocols at the time. Four (4) meetings were held:

- Northern District – Saturday 18th July, 3:30p.m.

- Southern District – Sunday 19th July, 3:30p.m.
- Bridgetown District – Saturday 25th July and Sunday 26th July, 3:30p.m.

Hybrid meetings were held with some Leaders being present at a determined location and the others online.

The meetings were well received and well attended. The proposed way forward was discussed, and Leaders were able to make their input to the plan. Such meetings have not been held for some time and based on the response; I believe it should be an annual event.

3.3 CCC RETREAT

After the appointment of the new Team, a Retreat was held for the members of the CCC. It was held at Scout Headquarters on Saturday 5th September, 2020 from 9:30 a.m. to 3:30 p.m. An ambitious agenda was planned which started with introductions, briefings on ongoing partnerships and programmes, a short address by Mr. Armando A. Aguirre, First Vice-Chair, Interamerican Scout Committee, and a presentation on Communications & PR. Then came the pre-lunch discussion session where we discussed Adult Training, Youth Programme, and Transfers between the Sections.



After a delightful lunch came the longest discussion: Policy Organisation & Rules 2020. Several of the key points for this document were discussed including the name of the document. It was decided to use the name “Regulations & Rules” so that when the document was referenced, there would be no confusion with the UK document. Also discussed were Types of Members, Key Policy Statements, Personal Enquiries, Training Requirements for Appointment, Awards and Term Limits. It was decided that members would be given until the next CCC meeting to further review the proposed document and give further input to the topics discussed.



We were joined by Chief Scout Sir Marston Gibson as we briefly discussed the final point – a GSAT Assessment. After a short break, the Chief Scout addressed the members of the CCC before presenting them with their warrants. He joined them briefly for refreshments after the dismissal.

The Retreat was a fruitful exercise, and it is planned to make it an annual event.

3.4 FOUNDER'S DAY SERVICE

The annual Founder's Day Service was held on Sunday 14th March, 2021, at an unusual time in an unusual season occasioned by the restrictions and protocols governing our country's response to the COVID-19 pandemic. The planning committee for the service was chaired by Mr. Martin Taylor. The Committee was faced with several challenges from the time it was setup in November 2020 to investigate whether a service could be held and what format it could take.

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At that time predicting what would happen in March 2021 was impossible and so they had to look at all possibilities. After deliberating they made two (2) recommendations: a virtual service or a physical service with representative numbers in attendance which would be streamed for the other members to view online. Plans were put in place for both options and locations investigated for the second option.



In the end the government made the decision for us. By January we were in our second wave of COVID cases and by February we were once more at home in a National Pause. It would have to be a virtual service. Conditions meant that we could not record a service from one location so alternatives had to be sought. The solution set the theme for the event which will be our theme for the coming year "Every Action Counts". Each person involved in the service recorded their contribution and then the individual videos were compiled into one. Each action working together towards the whole.

It was not possible to have the service on its usual date, so the service was rescheduled to 14th March, 2021 at 3:00pm. The video of the service was streamed on our social media platforms at 3:00p.m. on the given date.



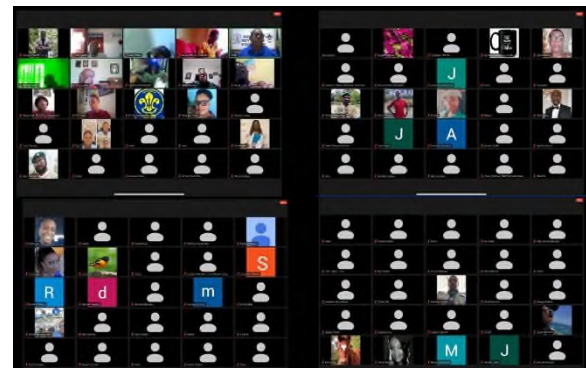
Rev. Nicholas Maitland, a former Scout, graciously accepted the invitation to bring the address during the service. It was well received as he reminded those watching "Every Action Counts" and challenged them to make sure that their actions were positive.

I would like to thank all those who contributed to the service especially the youth members. I would also like to commend the Committee for their work in ensuring that the service was the success it was. They surely lived up to the theme "Every Action Counts".

3.5 NATIONAL SCOUT TOWN HALL MEETING

To mark the 109th Anniversary of the Barbados Boy Scouts Association, a National Scout Town Hall Meeting was held. The virtual meeting was held on Sunday 21st March, 2021 and was opened to all registered Adult Members of the Association, both Uniformed and Lay. The Town Hall was a follow-up to the consultations which were at the beginning of the year and will be an annual event during Scout Month. The Town Hall Meeting provided the opportunity for all members to discuss where we are as an Association and the best way forward towards our goals.

Unfortunately, an error was made determining the maximum number of participants allowed with our account and only 100 members were able to participate. By the time the error was realised it was too late to remedy it.



The meeting was successful and valuable input was made by those present. This input will be utilized by the CCC as they make future plans.

4. DEVELOPMENT PLANS

On my appointment as Chief Commissioner, I stated that primary objective is to make the Barbados Boy Scouts Association the leading organisation of choice of the male youth of Barbados with a sustained membership of over 3,000 members. I stated my belief was this objective could be achieved but not by the traditional one-off membership drive. It would take a sustained effort over a period of time where we must first:

- Revise and modernise the way we do business,
- Revise and modernise the way we deliver the Youth Programme,
- Improve our Public Profile by presenting positive images across available media and by ensuring that Scout Headquarters is a positive reflection of our Association, and
- Put measures in place to continuously fund the programmes of the Association.

I indicated that once these measures were started, we could seriously look to attract and train the right youth leaders. Then and only then could we plan a major recruitment drive.

At the consultations held in July 2020, I discussed this objective with the Leaders and the best way of achieving it. A draft plan was presented to them and discussed to garner their input. After the four meetings the revised draft was circulated to those Leaders who were unable to attend the consultations and they were given the opportunity to send their comments by email.

Out of this exercise the Barbados Boy Scouts Association Development Plan 2020-2025 (see Appendix 1) and the Barbados Boy Scouts Association "Hazelwood" Development Plan 2020 (see Appendix 2) were finalized and published. Both are comprehensive plans which were not limited to the then existing resources of the Association. The objective was to identify our goals and if any particular goal is outside of the scope of our resources, then to devise a plan to get those necessary resources. The Association's Development Plan was set for 5 years as that is the term of my appointment. Even without COVID, it is a very ambitious plan and will probably take longer to complete but I believe we should not determine the goals of the next Chief Commissioner. I also believe that this plan should be reviewed in 2 to 3 years and determine if it is still the right way forward or if a course correction is required.

In spite of COVID, by the end of the year we were able to make progress with some of the goals identified in the Development Plan 2020-2025 and even accomplished a few. The following progress was made:

- Compile and publish a handbook which clearly sets out the Policy, Organization and Rules of the Association by January 2021. **In Progress** – this deadline was extended due to COVID. By the end of the year the consultations had been completed and the Committee was preparing their report.
- Make more use of resources that are available at the Regional level. **Accomplished** – participated in all of the Seminars and Workshops.

- Participate in more Regional events and encourage more of the Headquarters Team to participate. **Accomplished** – we have participated in all of the Regional events held this year.
- Re-establish the Uniform Committee and thoroughly review the current uniforms. **Accomplished** – the Committee submitted its report at the end of the year.
- Migrate to a paperless system for Registration and Headquarters operations by 2022. **Accomplished** – the 2021-2022 Registration which was started in March 2021 will be paperless.
- Establish a Social Media Committee to develop ways to use the current technology to enhance the Scouting Product. **Accomplished** – a Communications and PR Committee has been established.
- Reconstitute the National Awards Committee. The Committee will review the existing National Awards and recommend any revisions. They will also develop a clear policy for the awarding of all National Awards. **Accomplished** – the Committee submitted its report at the end of the year.
- Revise the National Adult Training Policy to better meet the needs of today's adult Leaders. **In Progress** – the National Training Committee is working on this.
- Revise the Adult Training Programme. **In Progress** – the National Training Committee is working on this.
- Make immediate necessary repairs to the building. All other repairs and renovations will take place based on the development plan. **Accomplished** – immediate necessary repairs were made by October 2020.

Unfortunately, 2 of the goals I had hoped to accomplish were not realised. These were the establishment of the Finance, and Friends of Scouting Committees. Attempts were made but due to various setbacks it was not possible to establish them before the end of the year. I hope to have them established early in the new year.

4.1 SUB-COMMITTEES

Out of the goals mentioned above, three (3) Sub-Committees of the National Executive Committee were re-established. These Sub-Committees were:

Awards Committee – Chaired by Mr. E. Anthony Archer. The Committee is responsible for overseeing the Awards process and periodically reviewing the Awards of the Association, consulting with both uniformed and nonuniformed adult members, and recommending any proposed changes. Initially they were asked to review the existing Awards system and recommend by 31st March, 2021:

- Any proposed changes to the available Awards.
- Set criteria for each Award.
- A set procedure for recommending persons for Awards.
- A transparent system for the bestowing of Awards.
- Recommend the set composition of the Awards Committee going forward.

The Committee completed its initial assignment and submitted its report in March 2021. Their findings will be discussed early in the new year.

Governance Committee – Chaired by Mr. Michael Arthur. The Committee is responsible for periodically reviewing the Constitution and the Rules and Regulations of the Association, consulting with Leaders, and legal and HR personnel, and recommending any proposed changes. Initially the Committee was asked to oversee the review and implementation of the proposed new BBSA Regulations & Rules (2020). They were given a deadline of 31st March, 2021. The Committee experienced challenges meeting this deadline and it was extended to 30th April, 2021.

The Committee was also asked to review the Constitution and recommend updates. However, this has been postponed to late 2021 until the Government of Barbados states what changes will be made when the country becomes a Republic. Changes to the constitution must be published in the Official Gazette and approved by WOSM so it would be best to delay this.

Uniform Committee – Chaired by Mr. Ricardo Gittens. The Committee is responsible for periodically reviewing the uniforms of the Association, consulting with both youth and adult members, and recommending any proposed changes. Initially they were asked to review the existing uniforms and recommend any proposed changes by 31st March, 2021. The Committee completed its initial assignment by 31st March 2021. Their findings will be discussed early in the new year.

5. AWARDS

During the past year, only two (2) awards were earned by the members of the Barbados Boy Scouts Association, namely:

- Two (2) Silver Standards of the Duke of Edinburg International Award by Venture Scouts

In addition to these, submissions were made for several awards by the members of the Barbados Boy Scouts Association but due to the pandemic it was not possible to complete the interviews and presentations before the end of the year. The submissions were:

- Thirteen (13) Chief Scout's Bronze Awards by Beaver Scouts
- Forty-Four (44) Mahogany Awards by Cub Scouts
- Two (2) Chief Scout's Awards by Scouts

These awards are the culmination of the dedicated work by the individual members, even more so last year when consideration is given to the environment in which they had to work. They should be commended for their efforts. The interviews and presentations for these Awards will be completed early in the coming year.

At the Annual General Meeting held on 23rd June, 2020, a resolution was passed to confer the title of Chief Commissioner Emeritus on Dr. Nigel Taylor, S.C.M. for his service to the Barbados Boy Scouts Association for a period extending over 25 years. During that time, Dr. Taylor gave outstanding service to the Association in the uniformed section in numerous offices including the office of Deputy Chief, Chief, and International Commissioner. He served as a member of the Interamerican Scout Committee serving as Vice Chairman and Chairman and received the top Regional Award "The Youth of Americas" Award.

6. NATIONAL REGISTRATION

The Constitution of the World Organization of the Scout Movement (WOSM) requires each member organisation to pay an annual registration fee. The Interamerican Scout Committee also requires each member organisation to pay an annual registration fee. Similarly, the rules of the Barbados Boy Scouts Association requires each member, both uniform and lay, to pay an annual registration fee. This fee is collected by the individual Groups from their members and paid to their District. Each District is responsible for ensuring these fees are paid and in turn pay them to Scout Headquarters. Normally in Barbados, registration for the coming year is to be completed by 31st March every year.

Only those members who are registered are entitled to wear the uniforms and insignia of the Barbados Boy Scouts Association and participate fully in the Programme. They are also covered by the insurance policy of the Association.

Due to the restrictions imposed by Government in response to the COVID-19 pandemic, registration for the 2020-2021 was not completed until 30th September, 2020. Groups were required to submit a copy of their registration forms by email to their Districts. The Districts were then required to submit electronically the numerical data from these forms to Headquarters so that they would be a record of the number of members in each Group at Headquarters. Most Groups were able to comply with this new process. A deadline of 30th September, 2020 was set for the submission of the physical forms and requisite fees.

The census for 2020-2021 including late registration reflected a 25% decline. It should be noted that eight (8) Groups did not register at all during the year. The breakdown is as follows:

| | Beaver Scouts | Cub Scouts | Scouts | Venture Scouts | Leaders | Commis. | Lay | Total |
|-----------|----------------------|-------------------|---------------|-----------------------|----------------|----------------|------------|--------------|
| 2019-2020 | 138 | 1,416 | 168 | 42 | 248 | 138 | 19 | 2,169 |
| 2020-2021 | 239 | 924 | 118 | 22 | 156 | 56 | 136 | 1,651 |

Considering when Registration was completed during the year, it was decided to change the deadline for registration for 2021-2022. In keeping with the Development Plan, Registration will be electronic. The distributed form was in pdf format with fillable fields which were to be completed and emailed to specially setup emails for each District. Groups were requested to register all of their members even those who are active but had not paid their fees as yet. The deadline for the submission of forms has been set for 30th April, 2021. It is intended that the deadline for the payment of fees will be 31st May, 2021. Assistance will be sought for those who are unable to pay their registration fees.

7. THE SCOUT SHOP

The last year has been a very difficult one for the Scout Shop. Due to the various lockdowns resulting from the pandemic, the Shop was closed more than seven (7) months of the year. The

Shop's employee was laid off from April to August and was able to claim unemployment for the extended period allowed by government. As most Groups had not met physically for the year, there was little demand for uniforms. This drastically affected sales of uniform and other items.

The financial figures for the Scout Shop for the period under review are poor. Sales for the year dropped by 80% to just over \$21,000.00. The cost of these Sales was just over \$19,000.00 making a Gross Profit of just under \$2,000.00, a decrease of 94%. Our Expenses for the year decreased by just over 40% from the previous year. As a result, we made a net loss of just over \$14,000.00. As in previous years, the full cost of the new equipment and fixtures were written off. The surplus accumulated over the last few years which was to be used to expand the Shop's services provided the cash needed to keep the Shop operating.

The Shop continues to assume the financial responsibility for the Headquarters' telephone bill in lieu of rent, makes a small contribution to the electricity bill and pays its portion of the insurance. In addition, it also contributes to the maintenance of the Headquarters where possible. The Shop also continues to maintain on deposit a balance of approximately \$9,000.00 on the Association's account providing the Association with the necessary cash flow to meet its monthly commitments during the extended periods between receiving covenants and contributions.

In the coming year, careful management of the available funds will be needed to be able to restock and meet monthly commitments. The plans to expand the services of the Shop will have to be delayed until sales return to a better position.

8. FINANCES

A financial report will be presented by the Auditor. However, it would be remiss of me not to make a few observations. For the past few years, our finances consist mainly of our subvention from the government and a few remaining covenants. In the pass year in addition to our subvention we received one (1) covenant. Cave Shepherd & Co. was the only one to make their annual contribution for which we are grateful.

The periodic gifts and donations from donors and Friends of Scouting help to meet the shortfall although it is not constant or predictable and cannot be relied on. I have not included the contribution from PwC here as that is for a specific purpose. I am addressing general donations to assist with the day-to-day expenses. Were it not for the fact that the Government paid the subventions for 2019-2020 and 2020-2021, our finances at 31st March, 2021 would be a completely different picture.

Therefore, it is important to have the Finance Committee re-established. The Committee will be responsible for developing and executing a financial plan for the Association. This Committee will have two subcommittees: Fundraising and Sponsorship.

- The Fundraising Sub-committee will raise funds through traditional means (sales, events, property and equipment rentals). They will also use new and innovative methods like crowd funding and virtual events. All fundraising will be for a specifically stated purpose.
- The Sponsorship Sub-committee will seek sponsorship from Government, commercial enterprises and NGOs to support the various programmes and activities of the Association.

The delay in setting up the Committee has been identifying capable persons who are willing to serve on the Committee. Suitable persons can be recommended to serve on the Committee by emailing treasurer@barbadosscouts.org.

9. THE HEADQUARTERS' PROPERTY

During the last year progress was made with the development of the property despite the setbacks we faced due to the pandemic. It has hampered some of the planned projects however they were some projects completed.

Tree Trimming and Tree Planting Exercise

This project achieved some success during the year with the trimming of the trees to the east of the property to allow more ventilation to the building and to assist with the overgrown branches that covered the roof. Although this project still has



aspects to be completed it will take us some time to complete since a lot of these trees will involve the use of lifting equipment which is costly and the availability of personnel to complete this task. Permission was received to remove two (2) termite infested trees from The Town and Country Planning and Development Office and are scheduled to be removed early in the new year. Part of the permission was the commitment on our part to replace the trees. We have been able to plant eight (8) Neem and Mahogany Trees on the property along with some flowering plants.



Upgrades to Electrical Infrastructure

The previously commenced electrical upgrades continued. The upgrade to the Main Electrical Supply to the building and the requisite works were completed. This will allow the other necessary upgrades to be completed without having any supply challenges. The conversion of the lighting to LED has progressed slowly. The lights in the office were converted and additional lights installed. It is hoped that the conversion will be completed in the coming year.

General Cleaning of Property.

Keeping the property clean is a major challenge. A clean-up was held on 18th and 19th August, 2020 for the members of the Association. Efforts were made to clean not just the grounds



but the building as well. Although there was good support from the members and quite a bit was accomplished, it was only a dent in what needs to be done. In future we will have to investigate setting up a

system where the tasks needed to be accomplished are divided



into different weekends and assistance sought from different persons on those weekends.

Community Service

We continue to be grateful for the assistance received from The Probation Department over the year with the cleaning of the property. Although some challenges were faced with this project from time to time it has reaped some rewards.

Emera Renewable Energy Competition

In September, the Association entered a competition held by Emera Caribbean Renewables Limited. The prize was a 5KV Solar System. The Communications & PR team produced a video as the Associations entry for the competition. Unfortunately, we were unable to secure the Facebook likes, as it was an online process, to win the competition. We are now in the process of applying to the UNDP SGP for a grant to install a system. Not only will this reduce our carbon footprint, it will also generate revenue for the Association.

General Maintenance of Building

General maintenance to the building was completed as needed. This included repairs to the guttering on the roof, secure the cladding on the roof of the Annex, and replacing the cover on the well in the yard.

They are several projects scheduled to start for which funding has been identified. Once the funds are received, the projects will be completed.

10. FRIENDS OF SCOUTING

Pioneers Cavaliers Cricket Club

The Association has hosted the Pioneers Cavaliers Cricket Club for many years. This group meets regularly at Scout Headquarters and from time to time has been willing to assist with any refurbishing of the building or other needs to which any of their members can avail.

This year they provided a number of gift-vouchers from various supermarkets to distribute to Scouting families who were adversely affected by the pandemic. The vouchers were received on behalf of the Association by some of our youth members. The vouchers were distributed through the Districts.

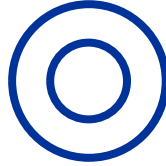


PricewaterhouseCoopers

The Association is continually grateful to our “Friends of Scouting” from PricewaterhouseCoopers for their support in our unique partnership. This organization continues to honour its annual commitments of providing prizes to the Most Outstanding Scout and Troop and providing a grant to lower the cost of uniform to the members of the Association. This grant is disbursed by the Scout Shop by reducing the cost of individual items of uniform by a fixed amount which is greatly appreciated by the parents/guardians of the boys who benefit.

This year we were extremely grateful to them as they met their commitment to us even in the trying financial times brought on by the pandemic.

11. GONE HOME



This year we said farewell to five (5) of our former members:

- Mrs. Maria Babb, BSS, Honorary Chief Commissioner
- Mr. Rodney Mayers, Former Deputy Chief Commissioner
- Mr. Clyde Johnson, Former Honorary Treasurer
- Mr. Anthony Barnes, Assistant Beaver Scout Leader, Wesley Hall Scout Group
- Aaron Roberts, Scout, West Terrace Scout Group

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

12. APPRECIATION

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

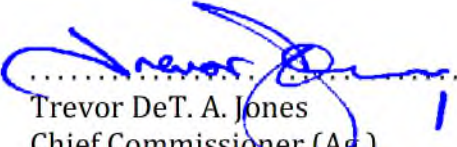
- Our Patron, H.E. Dame Sandra Mason for her unwavering support of the Scout Movement and her heart felt desire to see many more men and boys join in all the Sections of the Movement.
- Our Chief Scout and President, the Hon. Sir Marston Gibson who is actively engaged with us in Scouting.
- Our Chief Commissioner Emeritus, Dr. Nigel Taylor, for his continued assistance.
- Mr. Ricardo Gittens, the First Vice President, who eagerly accepts the responsibility to chair the Executive meetings in the absence of the President and all the Executive Members, who make themselves available to serve on this decision-making body.
- The Honorary Secretary, Mrs. Marguerite Fenty, the Honorary Treasurer, Mrs. Wendy-Cadogan-Hoyte, and the Auditor, Mr. Berkeley Greenidge.
- All the Assistant Chief Commissioners, National Scouters and all the Chairpersons of the National Committees.
- The District Commissioners who shoulder the responsibility of administering the respective Districts. Mrs. Sonia Jones, Bridgetown District, Mr. Courtney Shepherd, Northern District and Mrs. Gloria Bryan, Southern District.
- The uniformed Leaders and those lay persons who are willing to help us execute the Scouting programme. Great job! I appreciate your dedication to the Movement during the past year.

- To the Government of Barbados for their continued support.
- To Cave Shepherd & Co. Ltd. and PricewaterhouseCoopers for their continued support.
- The individuals and institutions that supported the various projects during the year.
- The Southern District Scout Council for their contribution to one of the projects in the "Hazelwood" Development Plan 2020.
- The management of Kent Construction for their continued assistance.
- Messrs. Mario Carter and Shem Scantlebury for their assistance with videography.
- Mr. Richard Perkins of Caribbean Property Control Systems Ltd for allowing us to use their Zoom account until we were able to acquire our own.
- Mr. David Mayers, a former Scout who now resides in the UAE, who has been working with us to secure funding for some of our upcoming projects.
- Pioneers Cavaliers Cricket Club and the other donors who donated vouchers and hampers to our members who were in need.
- The Parents/Guardians who still have confidence in the Boy Scouts and its Programme.
- The Scouts in all the Sections. Without you it would be impossible to have a Movement.
- Thank you all.

12. CLOSING REMARKS

Despite the setbacks of the COVID pandemic the Barbados Boy Scouts Association is still a vibrant organisation offering a well-rounded and relevant programme to the male youth of Barbados. We will regain the ground we have lost if we work together towards our common goal. That goal we have set with our renewed vision. Now we must each do our small part towards that goal; our little action; for every action counts.

Good Hunting!



Trevor DeT. A. Jones
Chief Commissioner (Ag.)

APPENDIX 1



Barbados Boy Scouts Association DEVELOPMENT PLAN 2020-2025

My primary objective as Chief Commissioner is to make the Barbados Boy Scouts Association the leading organisation of choice of the male youth of Barbados with a sustained membership of over 3,000 members.

This objective can be achieved but not by the traditional membership drive. It will take a sustained effort over a period of time where we must first:

- Revise and modernise the way we do business,
- Revise and modernise the way we deliver the Youth Programme,
- Improve our Public Profile by presenting positive images across available media and by ensuring that Scout Headquarters is a positive reflection of our Association, and
- Put measures in place to continuously fund the programmes of the Association.

Once these measures have started, we can seriously look to attract the right youth leaders. Once these Leaders have been trained and assigned to Groups, then and only then can we plan a major recruitment drive.

After consultations with the Leaders of the three Districts, it was determined that the goals listed below must be accomplished to achieve this objective. The goals are categorised under Administration, Youth Programme & Training, Hazelwood, Finance & Support, and Recruitment.

ADMINISTRATION

- Revise the Constitution by January 2021, so that it can be approved at an Extraordinary General Meeting of the National Scout Council.
- Compile and publish a handbook which clearly sets out the Policy, Organization and Rules of the Association. Handbook to be completed by January 2021 so that it can be approved with the Revised Constitution. This handbook will include:
 - Revised functions and operations of the Executive Committee and Headquarters.
 - Clear term limits for certain senior appointments.
 - Clear procedures for the appointment of a Chief Commissioner and certain senior appointments.
 - A clear Youth Protection Policy based on Regional and WOSM Guidelines while also taking into account our traditional and cultural customs.

- A clear Complaints Policy based on Regional and WOSM Guidelines while also taking into account our traditional and cultural customs.
- Clear procedures and guidelines for disciplining members of the Association which while maintaining a Scouting element, will include standard HR best practices.
- A clear policy for fundraising and sponsorship including branding by sponsors.
- Make more use of resources that are available at the Regional level including but not limited to training courses, webinars, seminars, workshops and utilizing available resource materials/personnel.
- Participate in more Regional events and encourage more of the Headquarters Team to participate.
- Re-establish the Uniform Committee and thoroughly review the current uniforms. This review will include consultations with youth and adult members of all Sections.
- Prepare for a GSAT Assessment by 2022.
- Migrate to a paperless system for Registration and Headquarters operations by 2022
- Establish a calendar of events including National and District Events.
- Relaunch the website.
- Establish a Social Media Committee to develop ways to use the current technology to enhance the Scouting Product.
- Establish a Committee to record and document the history of the Barbados Boy Scouts Association. Their Goal will be to publish the history of the Association by 2022 – the 110th Anniversary of the Association.
- Reconstitute the National Awards Committee. The Committee will review the existing National Awards and recommend any revisions. They will also develop a clear policy for the awarding of all National Awards.

YOUTH PROGRAMME & TRAINING

- Establish a Youth Programme Committee and eventually a Youth Programme Commissioner. The Committee will be responsible for reviewing the Youth Programme on an ongoing basis and recommending amendments to better meet the needs of the youth at the time. The review process will include consultation with Adult Leaders and Youth Members.
- Encourage Groups, and thereby their members, to become more involved in their communities. This can be achieved by encouraging them to develop and execute ongoing projects as oppose to one-off activities conducted once or twice a year.
- Revise the National Adult Training Policy to better meet the needs of today's adults Leaders.
- Revise the Adult Training Programme. This revision will include but not limited to:
 - Shorter sessions which are more user friendly.

- More practical sessions on actually running a unit.
- More practical sessions on developing and executing a planned programme.
- Online Training.
- Equipping Leaders with the skills to teach anger management and conflict resolution.
- Develop a programme to retrain existing Leaders on how to deliver the Youth Programme to today's youth.
- Develop a Training Programme for Administrators.

HAZELWOOD

- Establish a schedule for maintenance of the grounds.
- Establish a schedule for maintenance of the building.
- Enclose the property.
- Develop a plan for the development of the property. The plan will include short-, medium- and long-term goals. It will not be limited by the current resources of the Association.
- Make ***immediate necessary*** repairs to the building. All other repairs and renovations will take place based on the development plan.
- Establish clear rules for the use of the property including set user fees.
- Place benches around the building so that there are places to sit other than the stairs.
- Acquire the necessary equipment and furniture to properly host events i.e. folding tables, folding chairs, podium/lectern and basic kitchen utensils/equipment to prepare and serve light refreshments. These items will be made available for rent.

FINANCE & SUPPORT

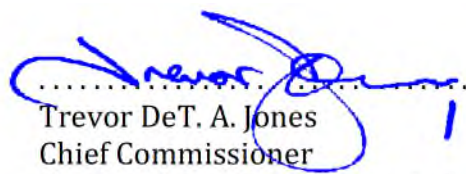
- Establish a Finance Committee to develop and execute a financial plan for the Association. This Committee will have two subcommittees: Fundraising and Sponsorship.
 - The Fundraising Subcommittee will raise funds through traditional means (sales, events, property and equipment rentals). They will also use new and innovative methods like crowd funding and virtual events. All fundraising will be for a specific stated purpose.
 - The Sponsorship Sub-committee will seek sponsorship from government, commercial enterprises and NGOs to support the various programmes and activities of the Association.
- Relaunch what was known as the ***Friends of Scouting*** with an expanded objective. Their objective will be to support Scouting in Barbados by developing a network of person to

provide financial, technical and other support to Scouting in Barbados. Initially there will be one central group expanding into multiple groups either by Districts, year-groups or support offered.

- Generate revenue through advertisements on boundary walls/fencing.
- Expand the commercial activities of the Scout Shop to supply outdoor equipment to the general public and the rental of equipment for outdoor events. This will be branded under a different business name. Consultations will be done with the BRA, Customs & Excise Department and any other government departments/agencies to ensure all relevant regulations are complied with and there is no conflict with the Association's Duty-Free status.

RECRUITMENT

- Revise the way Leaders are recruited by:
 - Strategically targeting individuals.
 - Vetting all potential leaders to ensure that they are suited to the role to which they will be assigned.
 - Mainly recruiting at National and District level, where these Leaders are trained and then assigned to Groups where they are most needed. Groups will still be able to recruit Leaders, but these persons must follow the prescribed process before they take responsibility for youth members.
 - Ensure that all Youth Leaders are trained to a set level and warranted before they take responsibility for youth members.
- Once the necessary preliminary measures are put in place, plan and execute a recruitment programme to increase the number of youth members. This programme will be executed simultaneously at Group, District and National levels.



Trevor DeT. A. Jones
Chief Commissioner
Barbados Boy Scouts Association

APPENDIX 2



Barbados Boy Scouts Association

“HAZELWOOD” DEVELOPMENT PLAN 2020

SHORT TERM:

- **Building:**

- Establish a schedule for maintenance of the building.
- Establish clear rules for the use of the building including set user fees.
- Repaint the Auditorium and acquire the necessary equipment and furniture to properly host events i.e. folding tables, folding chairs, podium/lectern and basic kitchen utensils/equipment to prepare and serve light refreshments. These items will be made available at an extra cost to persons renting the Auditorium.
- Repair the storeroom attached to the Auditorium to hold furniture and equipment available for use in the Auditorium.
- Move the Training Office to the “Radio Room” area.
- Repair the windows, shutters & hoods in the Mezzanine.
- Refurbish the flooring in the Mezzanine.
- Refurbish the Office and the Chief Commissioner’s Office to present a more professional image to potential partners visiting the office.
- Divide the Chief Commissioner’s bathroom to create a secure room to house the security DVR, network routers and computer servers. Also install screens on the windows.
- Install a new grease trap.
- Redirect the flow of wastewater from the outside bathroom to the well.
- Convert all existing lighting to LED.
- Upgrade the electrical supply to the building.

- **Grounds:**

- Establish a schedule for maintenance of the grounds.
- Establish clear rules for the use of the grounds including set user fees.
- Remove the berm to the east of the driveway and create improved parking along that side of the driveway.
- Begin to enclose the property starting with a wall along the eastern boundary of the driveway and the Chapel Area. Funding for this will be through the sale of advertising on the wall.

- Place soft-stone blocks along the western side of the bay leaf trees and backfill with soil to arrest the soil erosion.
- Erect chain barricades to restrict access to grassed areas.
- Place benches on the grounds so that there are places to sit other than the stairs.
- Trim the trees on the property. Remove any dead ones and replant replacements.
- Improve drainage along the driveway.

MEDIUM TERM:

- **Building:**

- Refit the kitchen so that it meets the required standards to prepare food for persons attending events hosted at Hazelwood (both indoor & outdoor events).
- Refurbish the bathrooms in the Auditorium increasing the stalls in both bathrooms and installing a separate unisex handicapped bathroom stall.
- Replace the central window at the front of the Auditorium with one on either side of the existing one. Also place wrought iron gates on both doors to the Patio allowing both doors to remain open without compromising security. Both measures would increase ventilation.
- Upgrade the electrical wiring in the building, isolating it into 4 areas: Office, Auditorium/Mezzanine/Kitchen, Annex and Scout Shop.
- Install Solar Panels on the roof to reduce the electrical bill and make it more cost-effective to air conditioning sections of the building.
- Divide the Office to create a Meeting Room where meetings can be held without interruption from those in the office. The Meeting Room will be refurbished to provide the environment conducive to a business meeting and will have the necessary furniture to facilitate a board meeting.
- Refurbish the bathroom, kitchenette and storeroom in the Mezzanine.
- Relocate the stairs to the Mezzanine to maximize the available floor space in the Auditorium and the Mezzanine.
- Rebuild the entrance to the Scout Shop so that there is a standard height entrance.
- Install a potable water tank so that events/activities held on the property are not affected by interruptions in the water supply.

- **Grounds:**

- Redesign the island in the driveway so that vehicles can navigate around it easier.
- Repave the driveway at the entrance of the property and create a marked parking area to the right of the entrance.
- Refurbish the outside bathrooms. First the existing shower room will be completed. Then the bathroom will be refurbished including: refinishing the floor, increasing the

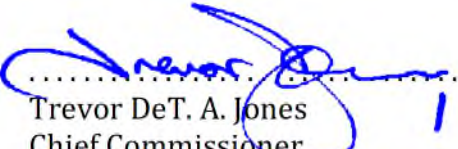
number of stalls, replacing the existing urinal and partitioning it into two separate bathrooms.

- Finish enclosing the property along the boundaries to the west of the building and the south of the main field. This will include removing the berm to the south of the main field.
- Landscape the Chapel Area so that it can be used for small outdoor events.
- Remould both fields so that they can be used fully and easily maintained.

LONG TERM:

- **Building & Grounds:**

- Relocate and widen the entrance of the property and driveway from the centre to the eastern side
- Construct a small commercial building at the entrance of the property. This building would be 2 or 3 stories and would have shop spaces at the bottom with office space above.
- Construct a building to the east of the existing building. Downstairs will be used for camps and short-term visitors. It would have a youth hostel type sleeping area and a few private bedrooms with common bathrooms and kitchen area. Upstairs would have training rooms.


Trevor DeT. A. Jones
Chief Commissioner
Barbados Boy Scouts Association

Barbados Boy Scouts Association

Financial Statements

March 31, 2021

(expressed in Barbados dollars)

INDEPENDENT AUDITOR'S REPORT

To the Members of
Barbados Boy Scouts Association

Audit opinion

I have audited the accompanying financial statements of **Barbados Boy Scouts Association** ('the Association'), which comprise the statement of financial position as of March 31, 2021 and the statements of income and expenditure, changes in funds, and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

In my opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Association as at March 31, 2021, and its financial performance and its cash flows for the year then ended in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities (IFRS for SMEs).

Basis for opinion

I conducted my audit in accordance with International Standards on Auditing (ISAs). My responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. I am independent of the Association in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code), and i have fulfilled my other ethical responsibilities in accordance with the IESBA Code. i believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Responsibilities of management and those charged with governance for the financial statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the IFRS for SMEs, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association's financial reporting process.

Auditor's responsibilities for the audit of the financial statements

My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, I exercise professional judgment and maintain professional skepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.



Chartered Accountant
May 31, 2021
Bridgetown, Barbados

Barbados Boy Scouts Association

Statement of Financial Position

As of March 31, 2021

(expressed in Barbados dollars)

| | 2021 \$ | 2020 \$ |
|--|-------------------------|-------------------------|
| ASSETS | | |
| Non-current assets | | |
| Property, plant and equipment (note 3) | 5,820,577 | 5,810,662 |
| | <u>5,820,577</u> | <u>5,810,662</u> |
| Current assets | | |
| Inventories | 124,753 | 115,389 |
| Accounts receivable and prepayments | 40,890 | 35,099 |
| Cash (note 4) | 78,352 | 98,878 |
| | <u>243,995</u> | <u>249,366</u> |
| TOTAL ASSETS | <u>6,064,572</u> | <u>6,060,028</u> |
| MEMBERS' EQUITY AND LIABILITIES | | |
| Accumulated surplus | 574,347 | 569,639 |
| Revaluation excess | 5,478,127 | 5,478,127 |
| TOTAL MEMBERS' EQUITY | <u>6,052,474</u> | <u>6,047,766</u> |
| Current liabilities | | |
| Accounts payable and accrued liabilities | 12,098 | 12,262 |
| TOTAL LIABILITIES | <u>12,098</u> | <u>12,235</u> |
| TOTAL EQUITY AND LIABILITIES | <u>6,064,572</u> | <u>6,060,028</u> |

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

Chairman

Barbados Boy Scouts Association

Statement of Changes in Members' Equity For the year ended March 31, 2021

(expressed in Barbados dollars)

| | Accumulated surplus Headquarters \$ | Accumulated surplus Scout Shop \$ | Accumulated surplus Training \$ | Accumulated surplus Cuborees \$ | Accumulated surplus Total \$ | Revaluation excess \$ |
|--------------------------------|--|--|--|--|---------------------------------------|-----------------------------|
| Balance at April 1, 2019 | 327,054 | 231,552 | 2,123 | 95,150 | 655,849 | 5,478,127 |
| Net income for the year | 557 | 4,903 | (281) | (91,389) | (86,210) | 0 |
| Balance at March 31, 2020 | 327,611 | 236,425 | 1,842 | 3,761 | 569,639 | 5,478,127 |
| Net (loss) income for the year | 19,201 | (14,810) | 317 | 0 | 4,708 | 0 |
| Balance at March 31, 2021 | 346,812 | 221,615 | 2,159 | 3,761 | 574,347 | 5,478,127 |

Barbados Boy Scouts Association

Statement of Income

For the year ended March 31, 2021

(expressed in Barbados dollars)

| | 2021 \$ | 2020 \$ |
|---|---------------------|------------------------|
| Income | | |
| Gross profit from Scout Shop operations | 1,751 | 28,018 |
| Other income | 42,128 | 47,198 |
| Surplus/deficit from training activities | 317 | (281) |
| (Deficit from cuboree fund raising | 0 | (91,389) |
| | <u>44,196</u> | <u>(16,454)</u> |
| General and administrative expenses | | |
| Headquarters | 22,927 | 46,641 |
| Scout Shop | 16,561 | 23,115 |
| | <u>39,488</u> | <u>69,756</u> |
| Net surplus/(deficit) for the year | <u>4,708</u> | <u>(86,210)</u> |
| The following expense is included in the foregoing: | | |
| Depreciation | <u>458</u> | <u>523</u> |

Barbados Boy Scouts Association

Statement of Cash Flows

For the year ended March 31, 2021

(expressed in Barbados dollars)

| | 2021 \$ | 2021 \$ |
|---|-----------------|-----------------|
| Cash flows from operating activities | | |
| Net surplus/(deficit) for the year | 4,708 | (86,210) |
| Adjustment for: | | |
| Depreciation | 458 | 523 |
| | | |
| Operating profit before working capital changes | 5,166 | (85,678) |
| | | |
| (Increase) in accounts receivables and prepayments | (5,791) | (1,218) |
| (Increase) in inventories | (9,364) | (2,607) |
| (Decrease)/Increase in accounts payable and accrued liabilities | (164) | 11,562 |
| | | |
| Net cash (used in) provided by operating activities | (10,153) | (77,941) |
| | | |
| Cash flows from investing activities | | |
| Purchase of fixed assets | (10,373) | (4,185) |
| | | |
| Net cash used in investing activities | (10,373) | (4,185) |
| | | |
| (Decrease) in cash | (20,526) | (82,136) |
| | | |
| Cash - beginning of year | 98,878 | 181,014 |
| | | |
| Cash - end of year | 78,352 | 98,878 |

Barbados Boy Scouts Association

Notes to Financial Statements

March 31, 2021

(expressed in Barbados dollars)

1 Incorporation and principal activity

The Barbados Boy Scouts Association was established in 1912. The Association is a member of the World Organization of the Scout Movement.

The Association's principle activity is to promote the mission of scouting in Barbados, that is, to contribute to the education of young people, through a value system based on the Scout Promise and Law, to help build a better world where people are self-fulfilled as individuals and play a constructive role in society. This is achieved by:

- a) Involving them throughout their formative years in a non-formal educational process;
- b) Using a specific method that makes each individual the principal agent of his or her development as a self-reliant, supportive, responsible and committed person; and
- c) Assisting them to establish a value system based upon spiritual, social and personal principles as expressed in the Promise and Law.

The principal place of operation is located at "Hazelwood", Collymore Rock, St. Michael, Barbados.

2 Significant accounting policies

a) Basis of preparation

These financial statements are prepared in accordance with International Financial Reporting Standards for Small and Medium-sized Entities (IFRS for SMEs). These financial statements are prepared in accordance with the historical cost convention except for the revaluation of freehold land and buildings.

The preparation of financial statements in accordance with IFRS for SMEs requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and the disclosure of contingent assets and liabilities at the date of the financial statements as well as the reported amounts of revenues and expenditure during the reporting period. Actual amounts may differ from these estimates.

b) Critical accounting estimates and judgements

The Association makes estimates and assumptions concerning the future. Estimates and assumptions are continually evaluated based on historical experience and other factors, including expectation of future events that are believed to be reasonable under the circumstance. The accounting estimates will usually differ from the related actual results. Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised and in any future period affected.

Barbados Boy Scouts Association

Notes to Financial Statements

March 31, 2021

(expressed in Barbados dollars)

Significant accounting policies...continued

c) Accounts receivable

Accounts receivable are carried at original invoice amount. Bad debts are written off when identified.

d) Inventories

Inventories are valued at the lower of cost and net realizable value. Cost is determined on a first-in, first-out basis. In determining the net realizable value, allowance is made for costs of realization and slow-moving and obsolete inventory items.

e) Depreciation

No depreciation is provided on buildings. This is not in accordance with IFRS for SMEs.

Depreciation on computer equipment is provided on the straight-line basis over 3 years. Depreciation on other assets is provided on the declining balance basis, so as to write off the cost of items of plant and equipment over their estimated useful lives as follows:

| | |
|---------------------|-------|
| Camping equipment | 20% |
| Other equipment | 20% |
| Scout Shop fittings | 12.5% |

f) Revenue recognition

Sales are recognized upon delivery of products and customer acceptance, and are shown net of valued added tax. Other income is recognized when received.

g) Taxation

The Barbados Boy Scouts Association is a non-profit charitable organisation and is exempt from income taxes under Section 4 of the Income Tax Act.

h) Foreign exchange

Assets and liabilities expressed in foreign currencies are translated and recorded at the rates of exchange prevailing at the balance sheet date. Transactions arising during the year involving foreign currencies are translated and recorded at the rates of exchange prevailing at the dates the transactions occurred. Any resulting gains or losses are included in the Statement of Income.

Barbados Boy Scouts Association

Notes to Financial Statements

March 31, 2021

(expressed in Barbados dollars)

3 Property, plant and equipment

| | Land and Buildings \$ | Camping Equipment \$ | Other Equipment \$ | Scout Shop Fittings \$ | Computer Equipment \$ | Total \$ |
|---------------------------------|-----------------------------|----------------------------|--------------------------|------------------------------|-----------------------------|-------------|
| Cost or valuation | | | | | | |
| Balance - April 1, 2018 | 5,807,000 | 27,844 | 50,555 | 942 | 13,491 | 5,899,832 |
| 2019 Additions | 0 | 0 | 0 | 0 | 0 | 0 |
| | 5,807,000 | 27,844 | 50,555 | 942 | 13,491 | 5,899,832 |
| 2020 Additions | 0 | 0 | 0 | 4,185 | 0 | 4,185 |
| | 5,807,000 | 27,844 | 50,555 | 5,127 | 13,491 | 5,904,017 |
| 2021 Additions | 10,373 | 0 | 0 | 0 | 0 | 10,373 |
| Balance - March 31, 2021 | 5,817,373 | 27,844 | 50,555 | 5,127 | 13,491 | 5,914,390 |
| Accumulated depreciation | | | | | | |
| Balance - April 1, 2018 | 0 | 27,790 | 50,480 | 932 | 13,491 | 92,693 |
| 2019 Charge | 0 | 54 | 75 | 10 | 0 | 139 |
| | 0 | 27,844 | 50,555 | 942 | 13,491 | 92,832 |
| 2020 Charge | 0 | 0 | 0 | 523 | 0 | 523 |
| | 0 | 27,844 | 50,555 | 1,465 | 13,491 | 93,355 |
| 2021 Charge | 0 | 0 | 0 | 458 | 0 | 458 |
| Balance - March 31, 2021 | 0 | 27,844 | 50,555 | 1,923 | 13,491 | 93,813 |
| Net Book Value | | | | | | |
| March 31, 2019 | 5,807,000 | 54 | 75 | 10 | 0 | 5,807,139 |
| March 31, 2020 | 5,807,000 | 0 | 0 | 3,662 | 0 | 5,810,662 |
| March 31, 2021 | 5,817,373 | 0 | 0 | 3,204 | 0 | 5,820,577 |

Barbados Boy Scouts Association

Notes to Financial Statements

March 31, 2021

(expressed in Barbados dollars)

The Association's freehold land was re-valued by Franklin Group Inc. in 2015. The appraised value as at the valuation date for the land only amounted to \$5,807,000. No value was attributed to the buildings on the property, as in the opinion of the valuers, it is unlikely that these structures would be retained by any purchaser in order to achieve the highest and best potential economic use of the property.

The excess of the appraised value of the freehold land and buildings over their current book value, amounting to \$3,866,000, gave rise to an equivalent increase in the revaluation reserve.

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

4 Cash on hand and at bank

This is represented by:

| | 2021 \$ | 2020 \$ |
|--------------------------|---------------|---------------|
| Cash on hand | 19,258 | 21,729 |
| Republic Bank | | |
| Scout Shop | 17,426 | 47,879 |
| Cuboree | 3,761 | 3,761 |
| Training | 881 | 564 |
| RBC Royal Bank of Canada | | |
| General | 28,013 | 18,427 |
| Scout Shop | 9,013 | 6,514 |
| | 59,094 | 77,149 |
| | 78,352 | 98,878 |

5 Contingent Liability

During 2015, the Association was assessed with Municipal Solid Waste Tax ("the tax") of approximately \$15,000. The Association subsequently, in writing, appealed this assessment on the grounds that it is a registered charity, and as such, exempted from all forms of taxation, and that payment of the tax would result in financial hardship to the Association and adversely impact on its activities.

To date, the Association has not received any correspondence approving or denying its request for waiver of the tax. No provision has been made for this liability in these accounts.

6 Comparative Figures

Certain comparative figures have been reclassified to conform to the current year's presentation.

Barbados Boys Scouts Association

Management Information Schedule

For the year ended March 31, 2021

(expressed in Barbados dollars)

Income and Expenditure – Headquarters

| | 2021 \$ | 2020 \$ |
|--|---------------|------------|
| Other Income | | |
| Building rental | 582 | 1,400 |
| Collection – Founder’s Day | 595 | 5,437 |
| Donations and covenants | 500 | 10,078 |
| Government subvention and grant | 30,200 | 12,200 |
| Miscellaneous | 20 | 6,714 |
| Projects | 1,100 | 0 |
| Registration fees | 9,131 | 9,869 |
| | <hr/> | <hr/> |
| | 42,128 | 45,698 |
| Cuborees and jamborees | 0 | 1,500 |
| | <hr/> | <hr/> |
| | 42,128 | 47,198 |
| | <hr/> | <hr/> |
| General and administrative expenses | | |
| Bank charges | 477 | 249 |
| Cleaning and maintenance | 5,649 | 9,189 |
| Conferences | 0 | 0 |
| Depreciation | 0 | 0 |
| Founders Day | 0 | 2,271 |
| Insurance | 5,007 | 5,007 |
| Miscellaneous | 2,166 | 10,281 |
| Office expenses | 837 | 2,365 |
| Parades | 0 | 1,383 |
| Registration fees | 4,986 | 5,793 |
| Utilities | 3,805 | 7,303 |
| | <hr/> | <hr/> |
| | 22,927 | 43,841 |
| Cuborees and jamborees | 0 | 2,800 |
| | <hr/> | <hr/> |
| | 22,927 | 46,641 |
| | <hr/> | <hr/> |
| Net surplus (loss) for the year | 19,201 | 557 |

Barbados Boys Scouts Association

Management Information Schedule

For the year ended March 31, 2021

(expressed in Barbados dollars)

Income and Expenditure – Scout Shop

| | 2021 \$ | 2020 \$ |
|-------------------------------------|------------|------------|
| Sales | 21,230 | 107,275 |
| Cost of sales | 19,478 | 79,257 |
| | | |
| Gross profit – 8.2% (2020 – 26.1%) | 1,751 | 28,018 |
| | | |
| General and administrative expenses | | |
| Bank charges and interest | 327 | 1,669 |
| Depreciation | 458 | 523 |
| Donations | 272 | 1,291 |
| Insurance | 2,189 | 2,164 |
| Maintenance | 1,482 | 2,923 |
| Miscellaneous | 336 | 496 |
| Payroll costs | 4,499 | 7,441 |
| Stationery | 2,130 | 2,060 |
| Utilities | 4,868 | 4,548 |
| | | |
| | 16,561 | 23,115 |
| | | |
| Net (deficit)/surplus for the year | (14,810) | 4,903 |

Barbados Boys Scouts Association

Management Information Schedule

For the year ended March 31, 2021

(expressed in Barbados dollars)

Income and Expenditure - Training

| | 2021 \$ | 2020 \$ |
|---|------------|--------------|
| Income | | |
| Course Fees | 545 | 1,730 |
| | <hr/> | <hr/> |
| | 545 | 1,730 |
| Expenditure | | |
| Donation to Gilwell Reunion | 0 | 633 |
| Materials and supplies | 134 | 855 |
| Meals | 94 | 523 |
| | <hr/> | <hr/> |
| | 228 | 2,011 |
| | <hr/> | <hr/> |
| Net surplus/(deficit) for the year | 317 | (281) |

Barbados Boys Scouts Association

Management Information Schedule

For the year ended March 31, 2021

(expressed in Barbados dollars)

Income and Expenditure - Cuboree

| | 2021 \$ | 2020 \$ |
|---|------------|-----------------|
| Income | | |
| Deposits received | 0 | 135,433 |
| Donations | 0 | 7,715 |
| Fund raising | 0 | 12,662 |
| Refunds | 0 | 1,600 |
| | <hr/> | <hr/> |
| | 0 | 157,410 |
| | <hr/> | <hr/> |
| Expenditure | | |
| Refunds | 0 | 4,315 |
| Bank charges | 0 | 60 |
| Airfare (2021 – deposit) | 0 | 180,297 |
| Miscellaneous | 0 | 32,108 |
| Subsistence | 0 | 27,601 |
| Fund raising | 0 | 4,418 |
| | <hr/> | <hr/> |
| | 0 | 248,799 |
| | <hr/> | <hr/> |
| Net (deficit)/surplus for the year | 0 | (91,389) |

BARBADOS BOY SCOUTS ASSOCIATION
BUDGET 2021-2022

INCOME

| | <u>ACTUAL 2020-21</u> | <u>BUDGET 2021-22</u> |
|------------------------------------|------------------------------|------------------------------|
| Conferences | 0 | 0 |
| Covenants | 500 | 1,500 |
| Founder's Day Service | 595 | 2,000 |
| Registration Fees | 9,131 | 8,000 |
| Rental of Property | 582 | 1,500 |
| Sponsorship & Donations (Projects) | 1,100 | 20,000 |
| Subvention | 30,200 | 18,000 |
| Training | 0 | 2,000 |
| Other | 20 | 0 |
| | <hr/> | <hr/> |
| Total Income | <u><u>42,128</u></u> | <u><u>53,000</u></u> |

EXPENDITURE

| | <u>ACTUAL 2020-21</u> | <u>BUDGET 2021-22</u> |
|--------------------------|------------------------------|------------------------------|
| Bank Charges | 477 | 600 |
| Conferences | 0 | 0 |
| Founder's Day Service | 0 | 1,500 |
| Insurance | 5,007 | 5,100 |
| Maintenance of Property | 5,649 | 8,000 |
| Miscellaneous | 2,166 | 3,000 |
| Office Expenses | 837 | 1,000 |
| National Parades | 0 | 2,000 |
| Property Development | 10,373 | 15,000 |
| Registration Fees | 4,986 | 5,100 |
| Training | 0 | 2,000 |
| Utilities | 3,805 | 4,000 |
| Other | 0 | 0 |
| | <hr/> | <hr/> |
| Total Expenditure | <u><u>33,300</u></u> | <u><u>47,300</u></u> |