

A YEAR OF SCOUTING IN HOLMER

**1st Holmer (Hereford) Annual
Report and Accounts 2020**

holmer.hfdscouts.org.uk

Scouts.org.uk/join

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'Every child has the right to an adventure. Life is about grabbing opportunities. The prizes don't always go to the biggest, the best and the strongest – they go to those who persevere. These are simple life lessons that Scouting teaches.'

**Bear Grylls
Chief Scout**

WELCOME

A word from Chris Brammer, Group Scout Leader



Well this is my first report as Group Scout Leader, and what a strange time we are having. I could never have imagined that we'd have to spend almost 4 months with no face to face Scouting, and no doubt it has been hard for many of our Beavers, Cubs and Scouts, but I have been so impressed by all the Scouting they've been doing at home (and sharing with us on social media), and I'd really like to say a big thankyou to our volunteers for keeping things going—via Zoom, Facebook, by mail, you name it—as well as all our wonderful parents for helping your young people carry on Scouting.

This report is about last year—so it is a timely reminder of all the great Scouting we got up to before anyone had even heard of coronavirus. I'd like to pay a special tribute to Jackie Mumford, who stepped down after a decade as my predecessor as GSL. Thankfully Jackie is still volunteering with us—but I promise a big celebration of Jackie's time as GSL when we get together again. Meantime, here's to getting together again. I for one can't wait!

Chris

A word from our Co-Chairs

WOW! What a year 2020 has been!

We could never have foreseen how 2020 would pan out. We would like to take this opportunity to thank you for your continued support in these unprecedented times. A huge congratulations to our members who have continued to uphold the Scouting values. It has been so wonderful to see the participation in our new way of Scouting via Zoom meetings. We look forward to returning to another new form of Scouting. If you would like to get involved in any small way we would be very grateful as your support now is very much needed.

Here's to some normality!

Natalie Vernalls & Faye Evans

Our Purpose

Scouting exists to actively engage and support young people in their personal development, empowering them to make a positive contribution to society.

Our Method

Scouting takes place when young people, in partnership with adults, work together based on the values of Scouting and:

- enjoy what they are doing and have fun
- take part in activities indoors and outdoors
- learn by doing
- share in spiritual reflection
- take responsibility and make choices
- undertake new and challenging activities
- make and live by their Promise.

Our Scouting Values

- ◆ Belief
- ◆ Respect
- ◆ Care
- ◆ Integrity
- ◆ Cooperation



**Thanks 2010s and hello 2020s!
Let's have another decade of night-hiking,
rope-swinging, mud-splashing,
wild-camping, peg-bending, star-gazing,
blue-sky-thinking, planet-saving,
kindness-sharing, show-we're-caring,
outdoor-cooking, first-aid learning,
jaw-dropping, sunrise-watching,
marshmallow-toasting, making-the-most-ing,
adrenaline-pumping, heart-thumping,
'never-thought-I-could-do-that',
'I'll never-forget-this,' in-it-together,
big-hearted, open-minded
wow-moments and skills for life.**



Our Vision—we believe that skills for life prepare better futures.

At Holmer we are fully committed to The Scouts' **Skills for Life** strategic plan. We undertake that by 2023:

- ◆ We will have prepared more young people with skills for life, supported by amazing leaders delivering an inspiring programme.
- ◆ We will be growing, more inclusive, and our Group and programme will be shaped by young people, and
- ◆ We will be making a bigger impact on our community.

Be part of Skills for Life

Find out more on scouts.org.uk/ourplan

In order to realise these ambitions our Scout Group has set itself some strategic goals, along with some local development goals, all of which are underpinned by some actions in our development plan.

Our strategic goals are:

- To be growing – more young people enjoying Scouting and gaining Skills For Life;
- To be inclusive – to fully reflect the community we serve;
- To be youth shaped – ensure young people are shaping their Scouting, and taking on leadership roles;
- To have greater Community Impact – our young people are seen to have a positive impact on their community.

Our local goals are:

- To demonstrate stable and effective management and governance;
- To show a modern, welcoming and exciting face to our community;
- To have safe, welcoming and modern facilities and equipment, accessible to the wider community.

Why not join us and help us bring these goals to life, in whatever way you feel able?

[Scouts.org.uk/join](https://scouts.org.uk/join)



BEAVERS

Holmer Beavers have had an interesting year 2019-2020. In July we said goodbye to Otter after many years of service with our youngest section. A big thank you to her for all her hard work and dedication. We welcomed Mouse in October but unfortunately she was only able to stay until Easter. Many thanks to her too, for all her hard work and for getting up to speed so quickly with a new Section and role. Her enthusiasm was wonderful. Our wonderful Jackie also stepped in to help in July but retired after many years as Group Scout Leader at Easter.



In between these changes I have been taking care of the Section and would like to say a very big thank you to all the Beaver parents who have supported us. In particular, we need to thank Natalie Vernalls. Natalie is a parent in the Beaver Section, co-Chair of the Group and Section Assistant in the Wildcat Cub Pack. Without her unwavering support and willingness to step in whenever needed we would have found running the Beavers much more difficult. Thank -you Natalie.



AMAZING BUT TRUE...

Polar explorer Ernest Shackleton took two Scouts with him on his final expedition to the Antarctic on the RSS Discovery.





Despite all these changes, the Beavers have been incredible! Between April 2019 and April 2020 we awarded 2 Chief Scout Bronze Awards and an incredible 70 Challenge badges as well as numerous Activity and Staged Activity Badges, a total of 303 badges! We even had one Beaver manage the incredible achievement of being awarded every single possible Activity badge! Well done Seren! We held a Lego sleepover in the Summer term and a Space themed sleepover in the Autumn term as well as attending county camp Shirejam and a trip to Muddy Puddles as well as many other activities.



Our Beavers have shown tremendous enthusiasm, commitment and joy over the past year and have been a delight to work with. Well done Beavers!

Mel Brammer (Akela)

BEAVERS

cubs

Badger Cubs

As usual the Autumn Term started with stories from the very successful camp at Tan Troed which had resulted in a plethora of badges earned and very happy memories. The term's programme was discussed and agreed as it was a follow on to what had been requested by the cubs the previous term.



Over the next weeks the Artist badge was completed with a variety of arts and crafts. The redrawing of the membership badge gave a good opportunity to discuss about its meaning. The pack had a twilight walk when we were able to watch Hereford light up from the ridge above Kings Acre Road. Swiftly we moved on to the International Badge where we learnt about India: food, artwork, religions and Indian Scouting. A number of parents helped us with small groups and it was great to have them on board – thanks. The following week was a 'bring a friend evening'. The cubs has devised the programme from activities they enjoyed to share with their friends. The night coincided with Remembrance day and the cubs talked about what they knew. We then started the Animal Carer Badge celebrated St Andrew's Day and a Christmas party finished the term.

AMAZING BUT TRUE...

The first World Scout Jamboree in 1920 was attended by 8,000 Scouts from 34 countries as well as an alligator from Florida, a baby crocodile from Jamaica, a lioness cub from Rhodesia (Zimbabwe), monkeys from South Africa, a baby elephant and a camel.



In the Christmas holiday we went to Worcester to see Cinderella which was great fun, thanks again for the parents who came too. When we returned we shared Christmas games, it is fun to play with different people. The term continued with outside adventure games, catch up on challenges and finishing badges. Then we started the Gardener Badge which was quite complicated but fun. On Founders Day they had a challenge finding out all about the beginnings of Scouting, Then on our final night before lock down we worked on Emergency Aid levels 1, 2 or 3.



The next Monday we were to go to Pets at Home but it never happened...

Since lock-down the cubs have been offered lots of activities and badge work and have been invited to join in with Group competitions and zoom meetings with Scouts and Wildcat, again thanks to all. So much was cancelled but several Cubs have carried on with what has been made available. We all look forward the resuming some form of Cubbing when it is safe to do so.



cubs

cubs

Wildcat Cubs

Wildcat Cubs have had a wild year 2019-2020!

Summer 2019 – We worked on our Communicator badge, learnt about Buddhism, did some watery activities, some gardening and some team building activities, made fire and had an amazing time at Shirejam!



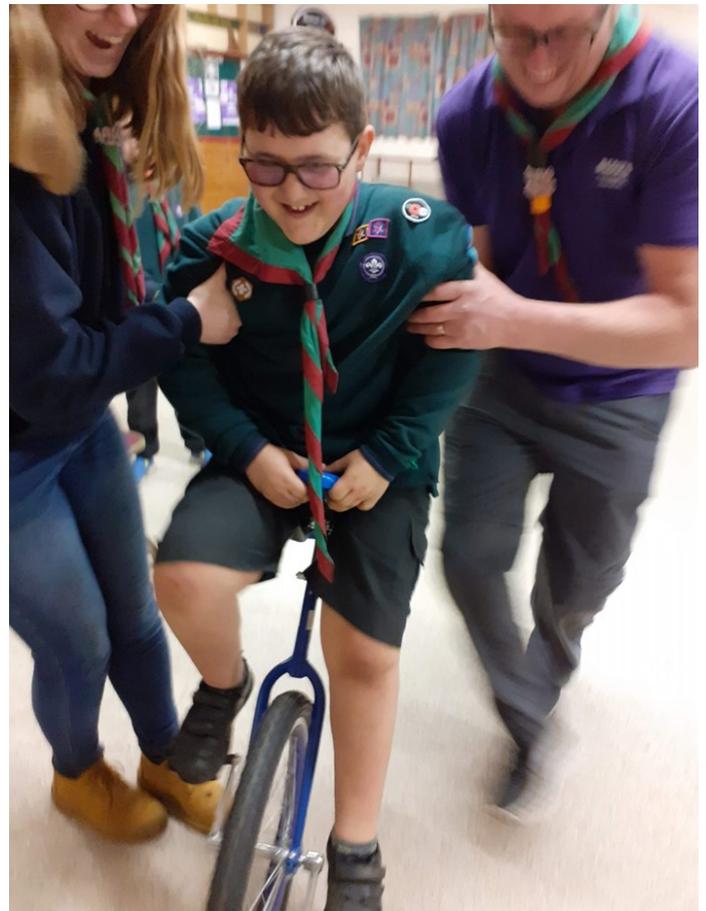
Autumn 2019 – We went camping at Kinver, did our local knowledge and gardening badge, made and flew hot air balloons, went on an evening hike, made woggles and carved soap, made one pot-meals on camping stoves and learnt all about the human body.





Spring 2020 – Our Scottish night was amazing! We also learnt about wildlife and the Cubs got to take over the programme and learn about democracy. We worked on our navigator badge and did some work with axes, saws, knives and fire.

In the year April 2019 to April 2020 we awarded five Chief Scout's Silver Awards and 59 Challenge badges! During the year we welcomed 16 new Cubs and moved four on to Scouts. What an amazing year!



Mel Brammer (Akela)

cubs

SCOUTS



Scouting in 2019 seems a very long time ago! We attended the Shirejam camp with the rest of the group, Kinver camp with the Wildcat cubs and Icescout camp in December, which wasn't quite as cold as the name suggests! The older scouts spent two weekends and a lot of time planning their Expedition challenge, and had a good time, despite the floods,

exploring the market towns of Herefordshire and Shropshire. On troop nights we worked towards Challenge Badges (Skills, Outdoor, Teamwork, Creative, Adventure) and Activity Badges (Craft, Survival Skills, Local Knowledge etc), enjoyed a visit from a Police Dog handler who gave us a demonstration on how sniffer dogs work and had a number of outdoor evenings including orienteering on the Bishops Meadow and pizza and archery at Madley. Altogether 86 challenge and activity badges were earned during 2019, and as every Scout knows, this has involved a great deal of time and dedi-



cation, as well as a lot of fun! Let's hope that we can continue the adventure very soon.



AMAZING BUT TRUE...



31 million people are active in Scouting across the world – that's equal to the population of Peru.



Visit from Police Dog handler – the scouts were almost as well behaved as the dogs.....



Visit to Ludlow Castle

Lots to keep us busy at IceScout Camp, both indoors and out



“No one can pass through life, any more than he can pass through a bit of country, without leaving tracks behind, and those tracks may often be helpful to those coming after him in finding their way.” B-P

SCOUTS

GOVERNANCE SUMMARY

The Group's governing documents are those of the The Scout Association. They consist of a Royal Charter, which in turn gives authority to the Byelaws of the Association and The Policy, Organisation and Rules of The Scout Association.

The Group is a trust established under its rules which are common to all Scouts.

The Trustees are appointed in accordance with the Policy, Organisation and Rules of The Scout Association.

The Group is managed by the Group Executive Committee, the members of which are the 'Charity Trustees' of the Scout Group which is an educational charity. As charity trustees they are responsible for complying with legislation applicable to charities. This includes the registration, keeping proper accounts and making returns to the Charity Commission as appropriate.

The Committee consists of Chair, Treasurer and Secretary together with the Group Scout Leader, individual section leaders (if opted to take on the responsibility) and parent representation and meets every 2 months.

Members of the Executive Committee complete 'Essential Information for Executive Committee' training within the first 5 months of joining the committee.

This Group Executive Committee exists to support the Group Scout Leader in meeting the responsibilities of the appointments and is responsible for:

- ◆ The maintenance of Group property;
- ◆ The raising of funds and the administration of Group finance;
- ◆ The insurance of persons, property and equipment;
- ◆ Group public occasions;
- ◆ Assisting in the recruitment of leaders and other adult support;
- ◆ Appointing any sub committees that may be required;
- ◆ Appointing Group Administrators and Advisors other than those who are elected.

The Trustees identified no serious reportable incidents in the year ending 31st March 2020.

GROUP EXECUTIVE COMMITTEE

Group Executive Committee members and Charity Trustees for the 2018-2019 year were:

- ♦ Mrs Natalie Vernalls—Co-Chair
- ♦ Mrs Faye Evans—Co-Chair
- ♦ Mr Simon Evans—Treasurer
- ♦ Mrs Melanie Jones—Secretary (from December 2019)
- ♦ Mrs Jackie Mumford—Group Scout Leader (until January 2020) and Co-opted Trustee (from January 2020)
- ♦ Dr Chris Brammer—Assistant Group Scout Leader (until January 2020) and Group Scout Leader (from January 2020)
- ♦ Mrs Cathie Draper—Cub Scout Leader
- ♦ Mrs Melanie Brammer—Cub Scout Leader
- ♦ Mrs Heather Brazier—Section Assistant (Scout Section)
- ♦ Mr Todd Fower (Elected Trustee)

Mr Gus Edwards is our Honorary President. He along with the District Commissioner team and the District Chairman have right of attendance at all meetings of the Group Executive Committee.



'The Scout's motto is founded on my initials, it is:

BE PREPARED,

Which means, you are always to be in a state of readiness in mind and body to do your DUTY.'

Lord Robert Baden-Powell

Founder and Chief Scout of the World

RISKS AND INTERNAL CONTROLS

The Group Executive Committee has identified the major risks to which they believe the Group is exposed, these have been reviewed and systems have been established to mitigate against them. The main areas of concern that have been identified are:

- ♦ **Damage to the building, property and equipment.** The Group would request the use of buildings, property and equipment from neighbouring organisations such as the community centre and other Scout Groups. The Group has sufficient buildings and contents insurance in place to mitigate against permanent loss.
- ♦ **Injury to leaders, helpers, supporters and members.** The Group through the capitation fees contributes to the Scout Association's national accident insurance policy. Risk Assessments are undertaken before all activities and the Group Executive Committee actively follows the Safety Policy of The Scout Association.
- ♦ **Reduced income from fund raising.** The Group is primarily reliant upon income from subscriptions and fundraising. The group does hold a reserve to ensure the continuity of activities should there be a major reduction in income. The Committee could raise the value of subscriptions to increase the income to the group on an ongoing basis, either temporarily or permanently.
- ♦ **Reduction or loss of leaders.** The group is totally reliant upon volunteers to run and administer the activities of the group. If there was a reduction in the number of leaders to an unacceptable level in a particular section or the group as a whole then there would have to be a contraction, consolidation or closure of a section, and in the worst case scenario the complete closure of the Group.
- ♦ **Reduction or loss of members.** The Group provides activities for all young people aged 6 to 14. If there was a reduction in membership in a particular section or the group as whole then there would have to be a contraction, consolidation or closure of a section, and in the worst case scenario the complete closure of the Group..
- In 2020, the **COVID-19 pandemic** has presented an unprecedented challenge to UK Scouting and our Scout Group. From March 2020 through to the Summer no face to face Scouting has been possible or permitted. The Group Executive Committee has recognised the added risks posed by the pandemic and responded accordingly. The majority of the period affected falls in the 2020-2021 financial year and will be included in the 2021 Annual Report, but the Group remains in a strong financial position, has been in receipt of a COVID-19 Retail, Hospitality and Leisure Grant which has helped to offset loss of income/ additional running costs, and our Sections have continued to operate "Scouting at Home" to deliver our Charity Objects.

FINANCIAL REPORT

Income and Expenditure Account year ended 31 March 2020

Year to 31/03/2019			Year to 31/03/2020	
Income				
£	10,096.00	Annual Subscriptions	£	10,097.00
£	785.00	Hire of Room	£	405.00
£	2,085.26	Christmas Post	£	1,438.78
£	2,000.49	Gift Aid Scheme	£	2,516.59
£	2,265.66	Trips Income	£	3,715.00
£	627.66	Charity Donations	£	78.48
£	370.50	Beaver Badges	£	103.00
£	693.52	Bag Packing	£	-
£	950.00	Book Sale	£	-
£	8.13	Amazon Smile	£	13.52
£	167.77	Misc	£	-
£	-	Fundraising	£	604.35
£	20,049.99	Sub Total	£	18,971.72
Expenditure over Income				
£	20,049.99	TOTAL	£	18,971.72
Expenditure				
£	4,696.50	Membership Fees	£	5,074.50
£	518.92	Stationery	£	269.66
£	1,193.04	Utilities	£	1,053.02
£	200.00	Ground Rent	£	200.00
£	771.14	General Repairs/Maintenance	£	1,254.06
£	799.94	Insurance	£	783.11
£	759.38	Cleaning	£	678.08
£	1,056.43	Uniform/Badges	£	1,433.59
£	498.98	Equipment	£	2,894.82
£	2,241.36	Trips	£	3,495.18
£	982.80	Misc	£	440.87
£	777.61	Donations to Guide dogs for the Blind	£	-
£	14,496.10	Sub Total	£	17,576.89
£	5553.89	Income over Expenditure	£	1,394.83
£	20,049.99	TOTAL	£	18,971.83

FINANCIAL REPORT

Balance Sheet as at 31 March 2020

Year to 31/03/2019			Year to 31/03/2020	
LIABILITIES				
£	59,267.09	Capital balance brought down	£	64,664.15
£	498.98	Equipment bought	£	2,894.82
£		Fixtures and fittings		
£	5,553.89	Add income over expenditure	£	1394.83
		Less expenditure over income		
£	655.81	Depreciation of fixtures and fittings	£	1256.59
CREDITORS				
£	<u>64,664.15</u>		£	<u>67,697.21</u>
ASSETS				
£	41,811.00	LEASEHOLD BUILDINGS	£	41,811.00
£	2,325.26	FIXTURES & FITTINGS	£	1,976.47
£	736.40	EQUIPMENT	£	2,723.42
£	<u>44,872.66</u>		£	<u>46,510.89</u>
£	123.59	Group Float	£	50.00
£	4.13	Cash	£	5.92
£	19,663.77	Santander	£	21,130.40
£	<u>19,791.49</u>		£	<u>21,186.32</u>
£	<u>64,664.15</u>	BALANCE	£	<u>67,697.21</u>
NOTES				
Leasehold Building No Deduction				
£	410.34	Fixtures & Fittings (-15%)	£	348.79
£	245.47	Equipment (-25%)	£	907.81
£	<u>655.81</u>	Depreciation	£	<u>1256.59</u>

FINANCIAL REVIEW

Reserves Policy

The Group's policy on reserves is to hold sufficient resources to continue the charitable activities of the group should income and fundraising activities fall short. The Group Executive Committee considers that the group should hold a sum equivalent to 6 months running costs, circa £3600.

Investment Policy

The Group does not have sufficient funds to invest in longer term investments. The Group has therefore adopted a risk averse strategy to the investment of its funds. All funds are held in cash using only mainstream banks or building societies.

TRUSTEE DECLARATION

The Trustees declare that they have approved the trustees' report above.

On behalf of the charity's trustees on **1st August 2020**

Natalie Vernalls

Faye Evans

Co-Chairs, 1st Holmer (Hereford) Scout Group

DID YOU KNOW...?

Scout Volunteers contribute the equivalent of 37 million hours of voluntary work every year – worth an estimated £380 million.



**WE LOVE
OUR VOLUNTEERS**

PLEASE HELP US

The Group Executive Committee has an ambitious plan to grow the Scout Group and make it the best in Hereford. Some of the things we want to do very soon include:

- ♦ Continuing to grow our Beaver, Cub and Scout Sections, and hopefully becoming strong enough to partner with an Explorer Scout Unit;
- ♦ Upgrading the Headquarters to improve the environment for our young people, and for the wider community to use;
- ♦ Establishing a regular programme of fundraising so that we are less reliant on Christmas Scout Post for our income;
- ♦ Becoming much more involved in projects which help in our local community.

We are entirely reliant on volunteers—as leaders, trustees and supporters in a variety of roles.

WE NEED YOU TO HELP—WHETHER YOU CAN GIVE ONE HOUR A WEEK OR ONE DAY A YEAR, PLEASE STEP FORWARD.

Contact

- ♦ Chris Brammer (Group Scout Leader) 01432 270755
- ♦ Or talk to any of the Section Leaders.

