

**THE BOYS'  
BRIGADE**  
& GIRLS' ASSOCIATION  
> the adventure begins here  
**LONDON DISTRICT**



**The Boys' Brigade London District  
5 Year Strategy  
2023-2028**

## Introduction

The London District comprises of 70 companies located from Slough in the West to Margate in the East, Hoddesdon in the North to Tonbridge in the South. The area includes the companies located in the whole of Greater London as well as all the companies in Kent. The companies within the District are organised into seven Battalions of varying sizes. The Boys' Brigade in London has faith in young people and supports Companies & Battalions, to provide them with opportunities to learn, grow and discover in a safe, fun and caring environment that is rooted in the Christian faith. It will do this through workstreams that connect, equip, enable & engage, a mission which aligns with The Boys' Brigade UK & ROI Vision, Mission & Values outlined on page 3.

The five-year strategy for the work of the District will guide the use of the District financial resources and volunteer efforts. It is built on data that has been collected from a range of sources, including a strategy day, statistical returns, a census carried out in 2022, company health checks and word of mouth feedback from leaders across the District area. From the data that provides the foundation of the strategy, three goals have been identified that contribute to the mission and these are outlined below.

### **Goal 1: Children & Young People**

Children & Young People within the London District area will have the best experience possible, learning new skills, having fun and being able to take part in opportunities that may not be possible to do elsewhere. This is important to ensure that the District does not duplicate the work of other parts of the organisation but enables larger scale events and activities to take place, that makes membership of the organisation memorable to the young people who attend. To achieve this goal, the District will provide targeted support to help develop Companies and provide activities and events, such as competitions and one 'flagship' event each year.

### **Goal 2: Leaders**

Leaders within the London District area will feel equipped to carry out their role to the best of their ability, as well as feeling valued and recognised for the positive contribution they make to the lives of the young people who they work with. It is important to focus on leaders and make them feel valued as they play such an important role and without them, we don't have an organisation! To achieve this goal, the District will look to implement a flagship leader recognition scheme, taking place at a high-profile venue that will inspire and encourage both leaders and young people. The District will also provide high quality training events that meet the needs of leaders across the District, equipping them with the tools and skills to support the children and young people in their companies and Battalions.

### **Goal 3: New Companies & Sections**

Churches within the London District area will have a positive view of The Boys' Brigade, and a culture of contacting London District where there is a need for support in relation to existing companies, or about opportunities for new Companies or Sections to be launched. This is important to enable the organisation to grow and to ensure that new companies open to replace those that close. Information on new opportunities will be fed into the BBHQ Ministry Team with support for existing companies carried out more locally.

The three goals will be enabled through the support functions of:

- Communication
- Governance
- Finance



## **The Boys' Brigade Vision, Mission & Values**

### **Our Vision**

That children and young people experience "life to the full"

### **Our Mission**

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

### **Our Values**

We have four core values that run through everything we do

#### **Caring**

The Boys' Brigade is a family. We believe in building loving, caring and inclusive relationships, as well as creating a safe and fun environment that is supportive and nurturing. We are responsive to the needs and aspirations of others regardless of ability, identity or background

#### **Inspiring**

We seek to inspire children and young people, challenging them to live their lives in the fullest sense. We also believe in peoples' abilities to inspire and act as positive role models to others.

#### **Faith**

We are a Christian youth organisation and our work is rooted in the Christian Faith. We have a hope in Christ as our anchor that sustains us throughout life (Hebrews 6:19)

#### **Trusting**

We are honest and trustworthy. We seek to empower children and young people to participate and to lead, believing in their skills, abilities and ideas.



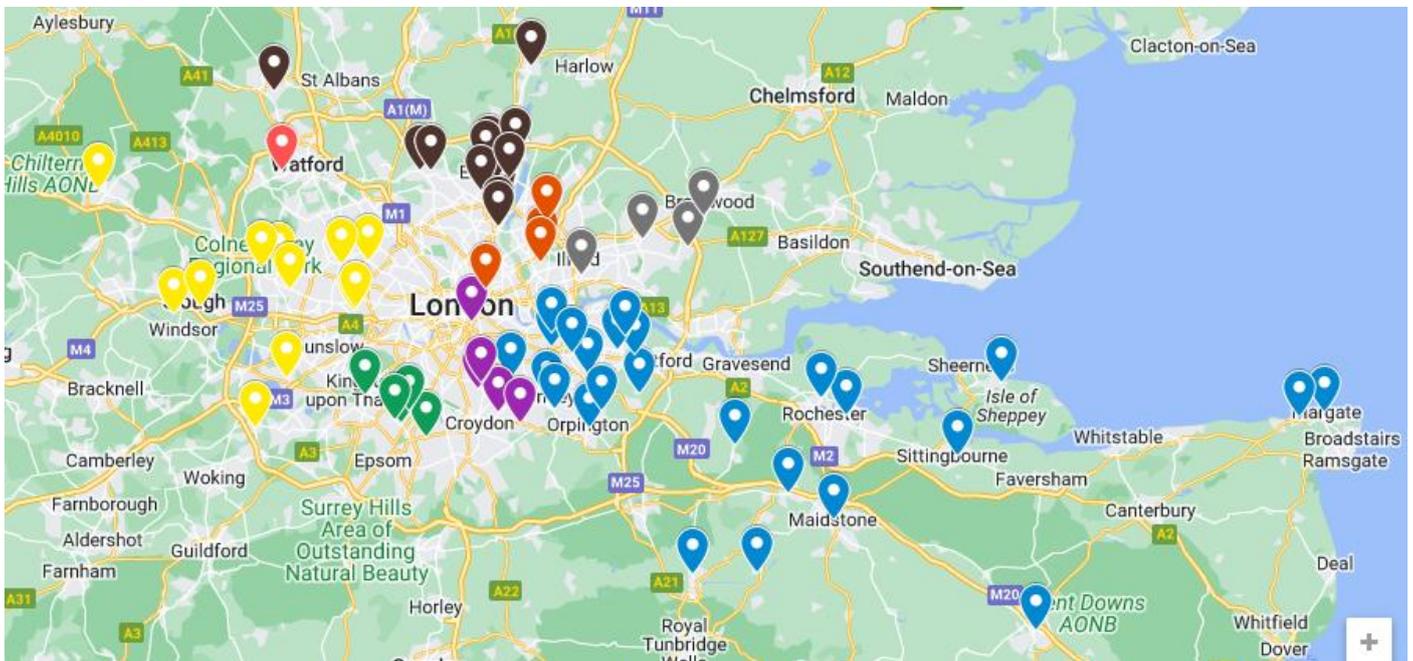
## The Current State of London District

As of 31<sup>st</sup> August 2023, London District was made up of 57 companies in 9 Battalions, however following the merge of a number of Battalions, as of the 1<sup>st</sup> September 2023, London District will include the 13 companies in the former North West Kent & East Kent Battalions, bringing the total number of companies to 70, located in 7 Battalions.

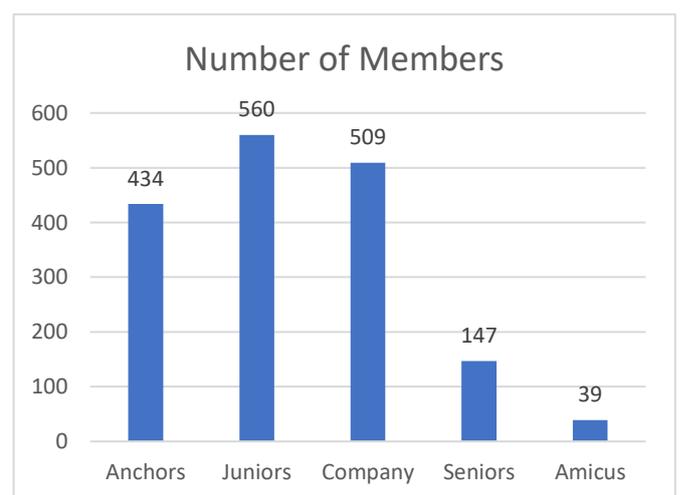
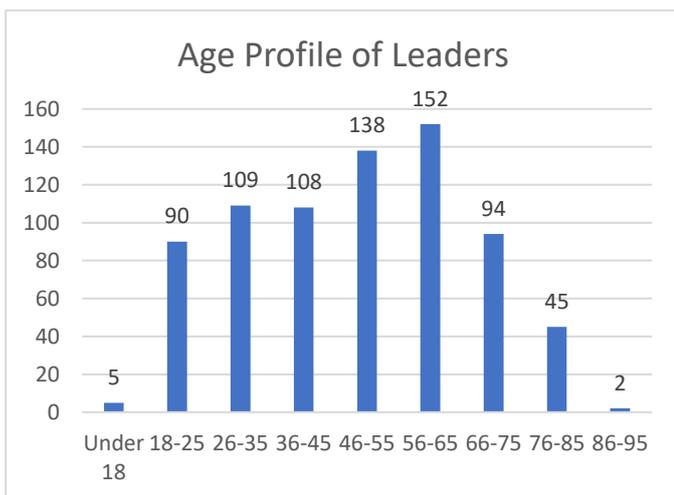
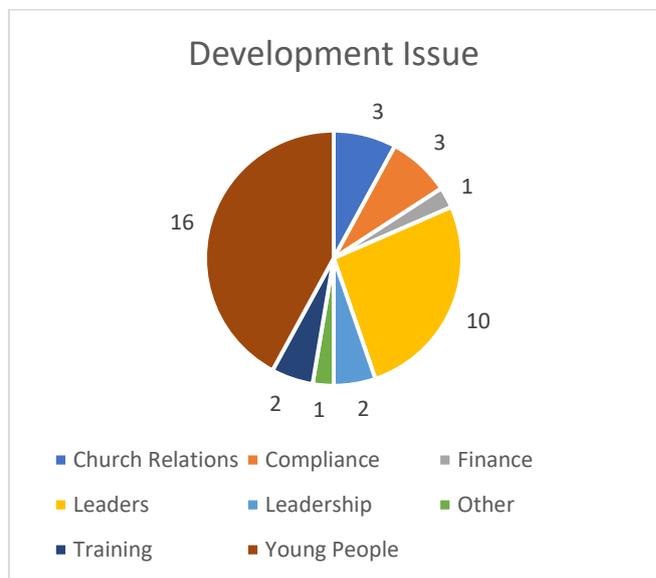
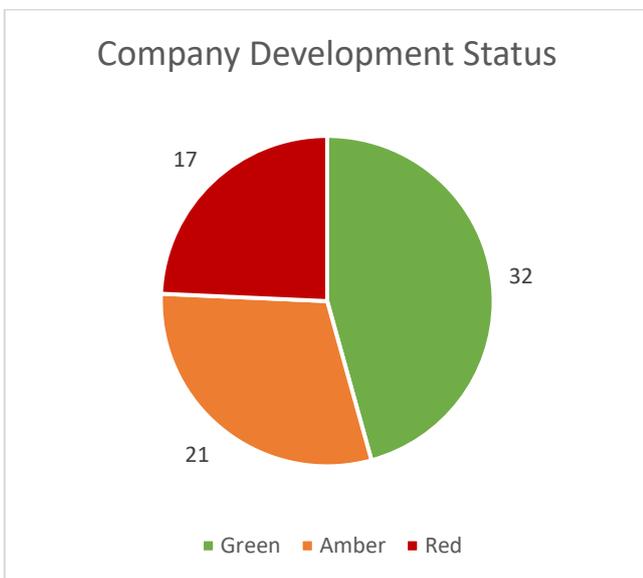
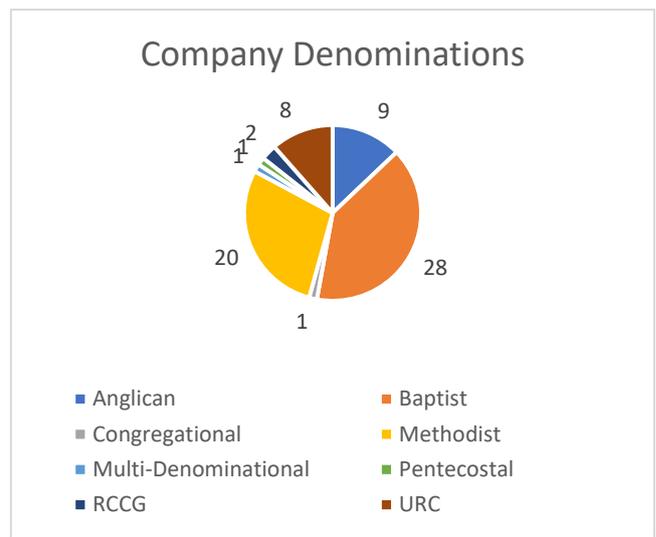
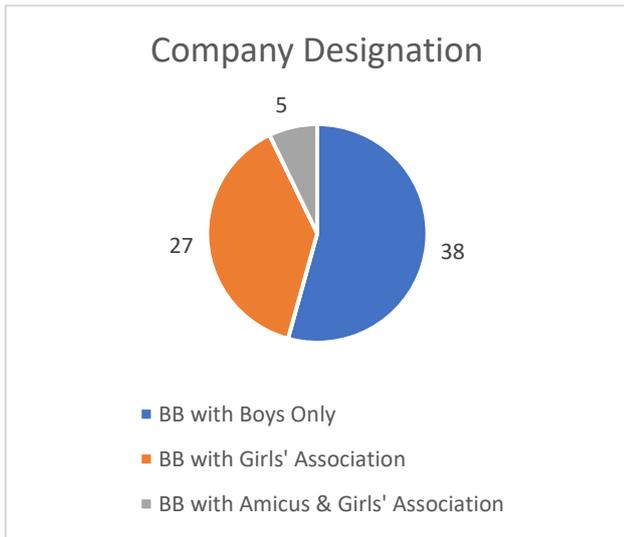
The breakdown of companies by Battalion is listed below:

- South East Battalion - 26
- Croydon - 6
- Kingston, Merton & Mid Surrey – 5
- West London - 12
- Enfield – 12, not including one new company due to open in September 2023
- Redbridge & Waltham Forest – 4
- Havering & Brentwood – 4
- Outlying (not located within a Battalion) – 1

The geography of London District spreads from High Wycombe in the West to Margate in the East, Hoddesdon in the North, to Ashford, Kent in the South. The map below gives a visual image of the spread of companies and is colour coded by Battalion.



The following statistics are based on the expanded District area from 1<sup>st</sup> September 2023.



There are 743 leaders across the District and the average age is 49. There are 1,689 members across all sections.

The data below is based on the Census Data in 2022, completed by companies within the expanded District area.

<p style="text-align: center;"><b>Competitions</b></p> <p>33% take part in Top Team Challenge. 33% take part in Juniors International Team Games.</p>	<p style="text-align: center;"><b>Awards</b></p> <p>65% offer major awards as part of their programme. 29% offer DofE as part of their programme.</p>
<p style="text-align: center;"><b>Leader Recruitment in the last 5 years</b></p> <p>30% had new leaders from the church. 29% had new leaders who were young people. 27% had new leaders who were parents/carers. 20% had new leaders who were ex members. 20% haven't recruited leaders. 15% had new leaders who were friends of existing ones. 5% had new leaders from the BBHQ website. 2% had new leaders from local universities.</p>	<p style="text-align: center;"><b>Meeting Space</b></p> <p>27% have over-11's meeting together. 18% pay a donation for use of their meeting space. 17% have under-11's meeting together. 9% have a meeting space which limits what they can do 3% pay a set fee for use of their meeting space.</p>
<p style="text-align: center;"><b>Transport to Events</b></p> <p>53% use parents to drop off direct. 52% use personal cars. 35% use self-drive minibuses. 20% use commercial coaches. 17% use public transport.</p>	<p style="text-align: center;"><b>Community</b></p> <p>52% have no contact with local schools. 47% have limited visibility in their local community. 32% have poor visibility in their local community. 11% have good visibility in their local community. 2% have excellent visibility in their local community.</p>
<p style="text-align: center;"><b>Company Status</b></p> <p>50% view themselves as 'Stable'. 30% view themselves as 'Struggling'. 6% view themselves as 'Strong'. 5% view themselves as 'At Risk'</p> <p>45% think they will be similar in 5 years' time. 24% think they will be stronger in 5 years' time. 9% think they will be weaker in 5 years' time. 9% think they will be closed in 5 years' time.</p>	<p style="text-align: center;"><b>Finance</b></p> <p>55% are stable. 30% are strong. 6% are struggling.</p> <p>79% think they will be similar in 5 years' time. 9% think they will be weaker in 5 years' time. 3% think they will be stronger in 5 years' time.</p>
<p style="text-align: center;"><b>Church</b></p> <p>68% have a Chaplain.</p> <p>33% of Chaplains attend at least once a year. 20% of Chaplains attend at least once a term. 18% of Chaplains attend weekly. 9% of Chaplains attend at least once a month. 9% of Chaplains never attend.</p> <p>29% have a church parade once a term. 23% have a church parade once a year. 21% have a church parade once a month. 17% never have a church parade.</p> <p>45% think their church is stable. 27% think their church is struggling. 17% think their church is strong. 2% think their church is at risk.</p> <p>42% think their church will be similar in 5 years' time. 29% think their church will be weaker in 5 years' time. 24% think their church will be stronger in 5 years' time.</p>	<p style="text-align: center;"><b>Required Support</b></p> <p>55% for the recruitment of young people. 50% for the recruitment of leaders. 29% for raising their profile. 26% for programme ideas &amp; planning. 23% for succession planning. 20% for OBM. 17% for the development &amp; training of leaders. 15% for finance &amp; fundraising. 12% for church relationships. 6% for supporting &amp; managing volunteers.</p> <p style="text-align: center;"><b>Development Worker</b></p> <p>41% were aware but do not use. 24% were aware and had used. 23% were not aware there was one.</p>

**Organisational Chart**  
February 2024



**London District Trustees**

<b>Representative Trustee</b> Daniel Cross	<b>Representative Trustee</b> Phil Norman	<b>Treasurer</b> Jason Close	<b>Secretary</b> Ed Smithson	<b>President</b> Matthew Smith	<b>Chaplain</b> Ian Worsfold	<b>Vice President</b> James Powell	<b>Vice President</b> Chris Norman	<b>Under 30 Trustee</b> James Bowman	<b>Under 30 Trustee</b> James Belsham
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**Co-Opted Trustees**

<b>Co-Opted</b> Janice Smith	<b>Co-Opted</b> Matthew Konadu-Yiadom
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**London District Trustees**

<b>England Region Representative</b> Tom Swift	<b>England Region Representative</b> Louisa Nevison-Andrews
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**Internal Advisors/Convenors**

<b>Health &amp; Safety Advisor</b> Derek Nicholls	<b>Competitions Convenor</b> Tom Boorman	<b>Queens Badge Advisor</b> Louisa Nevison-Andrews	<b>London Band Convenor</b> Tom Boorman
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**Funded Role**

<b>Development &amp; Engagement Worker (Outsourced)</b> Stephen Taylor-Hunt
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**External Advisors**

<b>YOU London Board Member</b> Stephen Lane	<b>Independent Examiner</b> Nigel Porter	<b>Investment Advisor (Rathbones)</b> Glen Johnson
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**Internal Committees**

<b>Children &amp; Young People</b> Chris Norman Matthew Konadu-Yiadom Tom Swift Phil Norman James Belsham Jason Close	<b>Leaders (inc 18-30)</b> James Powell Louisa Nevison-Andrews James Bowman Janice Smith	<b>Company Development &amp; Growth</b> Ian Worsfold Stephen Taylor-Hunt Chris Norman Tom Swift Dan Cross
<b>Finance</b> Jason Close Dan Cross Lily Thackery	<b>Governance</b> Matthew Smith Matthew Konadu-Yiadom Janice Smith Justin Nevison-Andrews Tom Swift	<b>Communications</b> Ed Smithson Chris Norman James Bowman

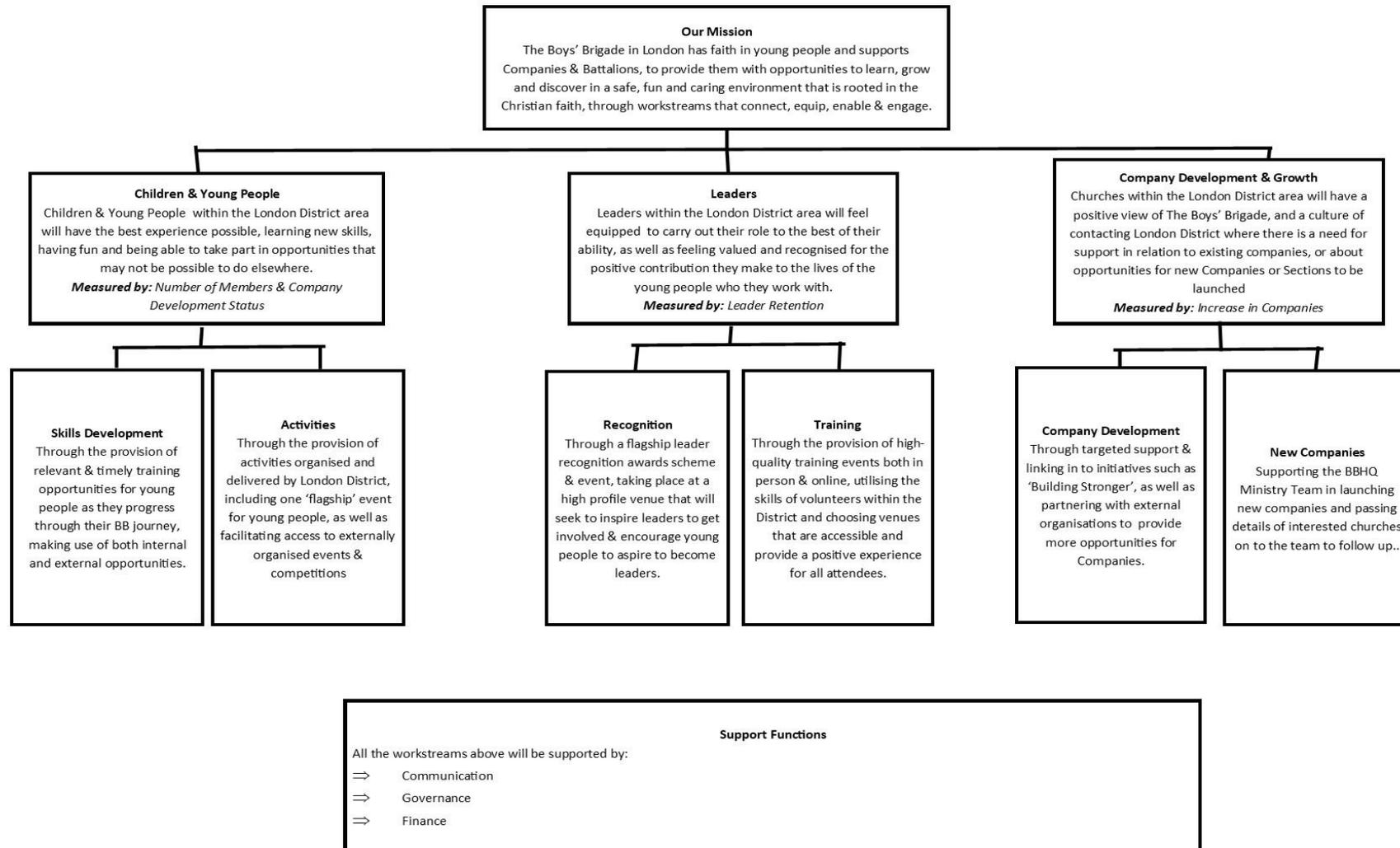
**Honorary Vice Presidents**

Revd John Lines MBE	Stephen Lane
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**Social Media Management**

Justin Nevison-Andrews
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## London District Strategic Overview



## **Delivering the Strategy**

The strategy will be delivered by utilising the funded Development & Engagement Worker and volunteer leaders from across the District. A slightly revised number of committees will be established to cover the following areas:

- Children & Young People
- Leaders
- Company Development & Growth
- Communication
- Governance
- Finance

Each committee would be chaired by a Trustee and would contain people with the skills to deliver the strategy in these areas. The committees would be responsible for working on plans to meet the targets within the strategy and bring these costed plans to the Trustees for agreement. Once agreed, the committees would then be responsible for the implementation and delivery of the plans within the timescales laid out.