

The Church Lads' and Church Girls' Brigade
(A company limited by guarantee and not having a share capital)

Annual Report and Financial Statements
Year Ending: 31st August 2021

Charity Number: 276821
Company Number: 1395966

**THE CHURCH LADS' AND CHURCH GIRLS' BRIGADE
ANNUAL REPORT AND FINANCIAL STATEMENTS
YEAR ENDED 31 AUGUST 2021**

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Reference and Administrative Details

Charity Registration Number: 276821

Company Registration Number: 1395966

Registered Office: National Headquarters
St Martin's House
2 Barnsley Road
Wath upon Dearne
Rotherham
S63 6PY

Independent Examiners: North Accounting
North Accounting Limited
12 Manvers House
Pioneer Close
Wath upon Dearne
Rotherham
S63 7JZ

Bank: HSBC Bank PLC
35 College Street
Rotherham
S65 1AS

Investment Advisors: Rathbones Investment Management Ltd
Port of Liverpool Building
Pier Head
Liverpool
L3 1NW

Solicitors: Wrigley's
4th Floor
Fountain Precinct
Leopold Street
Sheffield
S8 0XF

Key People

Patron

Her Majesty the Queen

President

The Most Rev'd and Rt Hon the Lord Archbishop of Canterbury

Vice President

His Grace the Archbishop of Armagh and Primate of All Ireland

Honorary Patrons

The Baroness Byford of Rothley DBE

Lady (Mary) Forbes MBE

Lady (Felicity) Langley

General the Lord Dannatt GCB CBE MC DL

Governor

Andrew Hayday

Deputy Governors

Alan Carter

Darryl Hewitt (passed away Feb 2021)

Martyn Bedder

Honorary Treasurer

John Edward Smith

NHQ Staff

Zoe Palmer

Perry Gunn

Helen Altree

Office Manager

National Co-ordinator

Administration Assistant

Directors and Trustees

The Trustees are the directors of the charitable company (the charity) and are its trustees for the purpose of charity law. Throughout this report, they are collectively referred to as 'the Trustees'.

The Trustees serving during the 2020-2021 year were as follows:

Andrew Hayday	Governor	
Martyn Bedder	Deputy Governor	
Alan Carter	Deputy Governor	
Darryl Hewitt	Deputy Governor (Passed away Feb 2021)	
John Smith	Honorary Treasurer	
Elizabeth Butterfield		
John Corbishley	Manchester	Regimental Commander
Melvyn Lockhart	Ulster	Regimental Commander
Derick Jackson	Durham	Regimental Commander
Thomas Ringland	Ulster	Elected Representative
James Layfield-Carroll	North East	Elected Representative
Colleen Perry	North East	Elected Youth Rep
Richard Clarke	DofE Co-ordinator	Co-opted Member
Gareth Campbell	Youth Forum	Co-opted Member
Fr Chris Buckley	Clergy	Co-opted Member
Lionel Burdett	National Band	Co-opted Member
Joan Couzens		
Stephen Manning		
Suzanne Manning		
Janet Redding		
Nathan Storm		
Christopher Walker		

Note: Melvyn Lockhart became a Deputy Governor in July 2021

Staff and Finance Committee

The following Trustees are also members of the Staff and Finance Committee:

Andrew Hayday	Governor
Martyn Bedder	Deputy Governor
Darryl Hewitt	Deputy Governor (Passed away Feb 2021)
Alan Carter	Deputy Governor
Elizabeth Butterfield	
John Smith	Honorary Treasurer
Gareth Campbell	Elected Representative
Derick Jackson	Elected Representative
Fr Chris Buckley	Co-opted Member

About this Report

The Board of Trustees is pleased to present its annual report and accounts for The Church Lads' and Church Girls' Brigade (otherwise known as 'the CLCGB') for the year ended 31st August 2021.

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, and Accounting and Reporting by Charities Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Ireland (FRS102) (Effective 1 January 2015).

The Trustees (who are also directors of CLCGB for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the Charitable Company, and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

In preparing those financial statements, the Trustees are required to:

- Select suitable accounting policies and apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements as an ongoing basis unless it is inappropriate to presume that the charitable company will continue in operation.

About the Church Lads' and Church Girls' Brigade

Background

The Church Lads' and Church Girls' Brigade ('the CLCGB') operates in the United Kingdom and overseas and enables children and young people to enjoy "fun, faith and fellowship." It creates a caring and safe environment for children and young people under the guidance of positive, caring, and supportive adult role models.

How Our Activities Deliver Public Benefit

The CLCGB confirm that, in planning activities, they have complied with the Charities Act 2006 to have due regard to the Charity Commission's general guidance on public benefit. The focus remains to be a programme of positive youth engagement through activities, events, and training.

The CLCGB helps young people grow in their views, skills and abilities whilst developing moral values, as well as respect for the environment and communities. This leads to young people being better equipped to cope with the demands that society places upon them and to improve their self-confidence. We continue to support our members and young leaders and enhance their curriculum vitae and personal statements. We are proud that our members wear their CLCGB uniforms and that they are wonderful ambassadors for our organisation, their church, and the communities where they live.

The CLCGB welcomes all young people regardless of background, gender, socio-economic status, or faith.

Volunteers

The CLCGB units exist and are established where adult volunteers are prepared to run them, week by week, often on multiple evenings and at weekends. Dedicated officers, volunteers and helpers turn out to provide positive and worthwhile leisure time opportunities for their young members. It is estimated that in a normal year over 3,000 hours of voluntary work was donated to the work of CLCGB groups.

Membership

We currently have approximately 67 active Companies throughout the UK, and many more in South Africa, Kenya, Newfoundland, Bermuda and St Helena. The membership figures for the UK are as follows:

	Male	Female	Total
Members	843 (52%)	779 (48%)	1622
Leaders	265 (42%)	366 (58%)	631
Clergy	39(79%)	10 (21%)	49

Note: Due to the closure of all Brigade companies in March 2020, and many not reopening until September 21, the numbers shown above will not truly reflect true membership, but the numbers that are on the Brigade Management System (BMS) as at 31st Aug 21, and many companies will not have been updated in months.

Age Groups

CLCGB operates several age groups, with tailored activities for each:

- Martins (5 to 7-year olds; 4 to 7 in Northern Ireland)
- Y Team (7 to 10-year olds)
- JTC (10 to 13-year olds)
- Seniors (13 to 18-year olds)
- Young Leaders (16 to 18-year olds)

Heritage

The CLCGB celebrated its 130th anniversary in 2021 and has a long and rich history of which it is justifiably proud. Founded on St Martin's Day, 11th November 1891, some 500,000 of its members enlisted in the First World War. At the Battle of the Somme, the CLCGB's own Battalion, the 16th Battalion King's Royal Rifle Corps, suffered 500 fatalities. Our members have earned no less than 22 Victoria Crosses in the service of their country. The history of our organisation, and our archives, are in the custodianship of the CLCGB Historical Group. The Historical Group, in addition to looking after the history, encourages international links to study, explore and record our shared heritage. We look forward to celebrating our 130th anniversary in due course.

Structure, Governance and Management

The CLCGB was incorporated as a company limited by guarantee and registered as a charity in 1978. A Memorandum and Articles of Association, and the board of Trustees, govern the charity. The board of Trustees can be made up of unlimited Trustees and meets three times per year.

Trustee Recruitment and Training

The Trustees are largely drawn from membership, with some external expertise, as well as representation from 16 to 25-year olds. New Trustees are briefed on their legal obligations under Charity and Company law, the content of the Memorandum and Articles of Association, the Council and decision-making processes, the business plan, and recent financial performance of the charity. New Trustees are given the opportunity to meet key volunteers and other Trustees. Trustees are also encouraged to attend appropriate external and internal training events to facilitate their role with the CLCGB. Trustees have a range of skills and professional backgrounds, including skills in financial oversight and full-time careers working with children & young people. They are able and willing to hold employees to account, and to provide their assistance in the growth of the CLCGB.

Highlights from 2020-21 (Full Reports are Available)

Governor's Statement

This report covers the period from 01 September 2020 to 31 August 2021, which has certainly been another very challenging year, for this organisation, the country and indeed the World! The journey back to normality after this very long pandemic is proving to be long and hard, but with support from each and every one, we will succeed.

My thoughts and prayers go out to everyone who has lost someone dear over the past year, especially those in our Brigade family. A special note goes to Liz Butterfield, the previous Governor and Darryl Hewitt, Deputy Governor who both sadly passed away this year. Their time, effort and passion invested in this organisation is unmeasurable and we will always be in their debt.

Regional camps did not take place over the summer of 2021 due to the COVID lock down and restrictions. It is hoped that these will resume soon, but ongoing uncertainty makes annual planning cycles very hard to restart.

We continue to offer the Duke of Edinburgh's Award Scheme. NHQ remains registered as a DofE Licenced Organisation and we continue to recommend this as a core element of the Senior Corps programme.

In November the annual act of remembrance took place at the National Memorial Arboretum at Lichfield, Staffordshire. However, due to the pandemic this was a virtual event with a limited number of members taking part, but was recorded and shared with the Brigade family over the remembrance weekend. The virtual format was well received and enabled a far larger audience than would normally have taken part, with the worldwide Brigade family accessing the event too.

Our Staff Chaplain has worked tirelessly to encourage other members of the Clergy to become more involved with the CLCGB. The Bishop of Sodor and Man has engaged with leaders and members in a number of virtual addresses. His input has been extremely welcome and we pray this continues along with him representing the CLCGB at Church of England forums.

NHQ accommodation rental remained strong through the year, despite COVID restrictions, with the majority of the offices in the main building tenanted and the Lighthouse Project continuing to use the training centre. The team continue to work closely with the businesses in our premises to support them and secure ongoing rentals, giving a major boost to our annual income.

The staff at NHQ were put on furlough for part of the year in order that running costs could be reduced. Staff have worked flexibly in order that some sort of normal could be maintained. A big thank you goes to that small dedicated team who work hard to support the organisation.

Grant income to support COVID was harder to come by this year, but a grant was secured in order that we could provide all units with restart packs, which were well received. A reduction in running costs and increased grant income enabled us to cancel capitation this year, asking instead for donations. Most units were very generous and we received around a third of the budgeted capitation income. It is hoped this can be repeated in the new year.

Throughout 2020-21 the provision of youth work across the country has been subject to a series of COVID lockdowns and strict guidance on group sizes, venue restrictions, enhanced hygiene regimes to name but a few. A number of our halls and meeting venues have been locked down, some for the whole year. Despite this, units have met in many varied and different ways; from outdoor open air settings to virtual meeting platforms. Badge work sessions, fundraising, and a lot more have continued, all to the praise of local leaders who have strived to maintain some sort of normal. A massive thank you goes to every one of our leaders who have tried hard to engage and continue business as normal.

At the end of the year a new badge work scheme went live, with new materials and badges for all sections. It is hoped that this will grow and evolve over the years with everyone sharing ideas and resources. Let's all get involved in order to enhance the amazing work already taking part in our units across the country.

This year saw our Brigade friends in Northern Ireland register as a separate charity, "The CLCGB NI", under the Northern Ireland Charities Commission. This is in order to meet statutory requirements in the province and also to support them drawing down more local funding and enhance grant opportunities. Therefore, the financial activities of the Ulster Regiment have been removed from this set of accounts and has invariably resulted in a significant decrease in the consolidated cash reserves and annual turnover of the organisation. More information is given in a separate report and a note in the accounts.

Andrew Hayday, Governor & Chair of Trustees

Duke of Edinburgh's Award Scheme

Being able to realistically deliver a DofE programme this year has again been a massive challenge, most of all when face-to-face is generally a must have. The award scheme has been temporarily changed in an attempt to make it possible for some activities to continue. Extensions to the award, beyond participants 25th birthday is also possible, with a suitable request.

We currently have 106 (down from 127 last year) participants signed up for the award, yet only 19 are active (ie logged in within the last few months).

Northern Ireland had 2 gold groups (4 in each) who successfully completed their practice and qualifying expeditions in the Mourne mountains. The expeditions were under the amended conditions for covid. These participants were ones who were supposed to complete their expeditions the previous year but couldn't due to covid and this was their last chance before heading to university.

John Corbishley ran a combined Silver and Gold practice expedition during the summer. We are aware of two youngsters who need to complete their Gold Qualifier in 2022, if you are interested in joining a Brigade Gold Expedition, then please let me or John Corbishley know.

When restrictions are lifted we will hopefully return to some normality and helping and sharing resources will be key to helping all our individuals.

This is the only real award for the Seniors, it has National recognition and UCAS points.

The DofE Award is one of the few areas that Brigade has a significant advantage over the schools. Many schools charge a significant amount for their pupils to undertake the award and the changes will make it cheaper for schools to operate at Bronze. Whether that cost saving is passed down is to be seen. They also operate the Silver level but not many offer Gold expeditions. We can and should continue to offer DofE to our older members and in particular to our University students as a way of enticing them back to Brigade when they finish their higher education. We can offer them the chance, right up to them reaching the age of 25, something the schools cannot. It becomes a way of re-recruiting future leaders. Most of my inactive members are those who have gone to University.

I will always do my best to support companies and individuals, especially those starting out on the dofe journey.

We have a monthly telecon with the DofE. They are always willing to help, they have offered to attend annual camps next year to promote DofE. They will also try to put companies in touch with other organisations, where they are struggling to get numbers.

Richie Clarke
CLCGB DofE leader

National Band

INTRODUCTION

1. Once again, the reporting period has been dominated by COVID restrictions. NB has not been able to meet for residential weekends at any point during this reporting period, however, we have maintained a busy programme of on-line activities.
2. It was hoped that we might be able to meet for our October 20 weekend, but similarly to last year, with the increase in infection rates this aspiration was dismissed.

MEMBERSHIP

3. Membership of NB currently stands at:
 - a. Band Members 56 (up 10 from last year).
 - b. Staff 12 (equal to last year).

These figures include 9 members/staff of who are registered as members of CLCGB through NB.

4. Bugle School. There are still 6 members of the Bugle School, but all of these have other positions within the band.

ST ANDREW'S, NEW EARSWICK MEMBERS

5. After discussion with NHQ, following the closure of their company, our 4 members from St Andrew's, New Earswick will continue as members of the Brigade on NB's BMS (these are included in the figures in paragraph 3).

ACCOMMODATION

6. The band continues to meet at Raywell Park, near Hull, which meets our needs both in the accommodation on offer and its location. Band weekend dates are confirmed up until the end of 2022 and any deposits that have already been paid for cancelled weekends, will be rolled over, as necessary.

FINANCES

7. The band remains financially stable and in the position where we can offset the cost of tours and extra band weekend activities.

8. The cost of a band weekend remains at £30 (£10 for members of the kitchen staff). There are no plans to increase this in the foreseeable future.

PERFORMANCES

9. There have been no public performances in this reporting period.

LOCKDOWN ACTIVITY

10. Despite not being able to meet in person, NB members and staff have remained active through our current members Facebook group and have conducted numerous competitions and activities, including:

- a. Competitions.
- b. Zoom social evenings.
- c. Quizzes.
- d. Several musical video recordings.

VIRTUAL CONCERT

11. As we were unable to perform our annual concert at St Mark's Church, Heyside, we presented a virtual on-line concert, on what would have been our concert weekend. This featured videos from our past 2 concerts and lockdown recordings. Special thanks to Robbie O'Brien and Richard Gregg, both of St Mark's, Heyside, for their skills, time and effort in producing this.

MUSIC THEORY DAYS

12. Two music theory days were held on 7 and 14 August, at Beverley and Whetstone, respectively. The presentations were well received and the day at Whetstone was particularly well attended, by both members of NB and Whetstone company. It was hoped to hold another in the North-West too, but a suitable venue could not be found.

OTHER NEWS

13. Despite the disappointment and frustration experienced during this reporting period, we were thrilled to be able to announce the following:

- a. 16 October 2020 - the passing out into the Coldstream Guards of Josh Drew, St Mary's Beverley.
- b. 19 October 2020 - the engagement of Tom Holder and Hannah Givens, both of St Mary's Hinckley.
- c. 31 December 2020 - the award of the British Empire Medal, in the New Years' Honours List to David Hartley, St Lawrence and St Paul, Longridge.

FUTURE PLANS

14. Obviously, future plans will be dictated by COVID restrictions, but we are hopeful that NB will be able to meet for our September weekend, in order that we can start to rebuild the band's musical performance to its pre-COVID standard, in readiness for our annual concert. If necessary, the date of the concert will be put back later in 2021.

CONCLUSION

15. The past reporting period has once again been greatly influenced by COVID restrictions, however, NB has continued to offer its members fun, faith and fellowship, in what has become an accepted, best alternative to meeting in person. As the reporting period comes to a close, it seems as though there is light at the end of the tunnel and plans are well underway for a return to normality before the end of 2021.

16. As always, I would like to express my sincere gratitude to all of NB's staff for their support and dedication, and to all its members for their patience and loyalty over what has been an unprecedented, extended period of uncertainty.

Brigade Memorial Garden

The Brigade Memorial Garden was dedicated on 22nd June 2002 and therefore celebrates its twentieth anniversary this summer. We are sad to report that the Rt Revd. Paul Barber, former Assistant Bishop of Bath and Wells, who dedicated the Brigade Memorial Garden passed away early last year.

Situated next to the Millennium Chapel of Peace and Forgiveness at the National Memorial Arboretum, the Brigade Memorial Garden continues to be a quiet ambassador for the Brigade. It continues to be a favourite location for a variety of people to hold their TV interviews. Despite the Covid pandemic, visitor attendance at the Arboretum has been recorded in the region of 200,000 this past year and the Brigade Memorial Garden, due to its prime position, has enjoyed a high proportion of that foot-fall.

The grassed areas of the garden and both the small trees have suffered a little mainly due to last year's dry hot summer. The NMA Managing Director made a statement saying *"the whole Arboretum landscape has been suffering from lack of rain so we have probably lost some trees. We are having to use mains water which is not ideal."* As you are aware the Arboretum Grounds Maintenance Team volunteered to mow the grass indefinitely after it had been installed a couple of years ago but we suspect that - due to a change of management - this duty may not have been carried out as often as it should - until we reminded them.

The above discussion brought to light new ways of working with management regarding our memorial. Long gone are the days when we could do as we liked in our own garden with regard to maintenance. We have discovered that we are not even allowed to apply a weedkiller because they require certification of the person who undertakes a task such as this, never mind the RA's, insurance, COSHH etc. Thankfully, the Arboretum is happy to do the maintenance for us, but when it suits them to do it. Their incentive for doing this is that they wish the BMG to be aesthetically compatible with the Arboretum's new Boyes Garden which was created next to the BMG. At the time, they hoped the BMG would become a "transitory garden" flowing through from the Boyes Garden.

We are now being asked to enter into an agreement to maintain the central plinth and the paving blocks. At the time of writing, we are not sure what that entails so I regret I must end this report with the words - watch this space !

Maynard Scott (Joint Custodian of the BMG with Rob Bolton).

Formation Training Officers Group (FTOG)

FTOG comprises a number of Brigade leaders, some who are appointed as Training Officers, others who have been involved in training Brigade leaders for some years. All those involved in training are welcome to join the group. We hope to encompass all formations and un-attached Companies over time.

With the whole year being under some degree of restrictions, face to face training has not been possible. FTOG has continued to meet on ZOOM and maintain their presence and plan for the future, whenever that future allowed for greater freedom.

During this period, on day was allocated to updating leaders on developing needs and also helping CO's prepare to re-open. Some leaders from un-attached Companies, joined the group and were introduced to the training presentations that are available. Others were introduced to the Accounts software package and BMS. Leaders new to running Companies received an overview of Company Administration and other leaders were assisted in the preparation and implementation of Risk Assessments, specifically Covid Risk Assessments and the procedure needed to ensure safe opening.

In total 16 leaders attended the 5 sessions.

At the moment we have tentative plans to run our annual Skills Training Day in Oldham on 26th February 2022 when we hope to offer a range of courses throughout the day. This is open to every Brigade leader and we look to you all to tell us your needs so we can try to meet them. To date we have been asked for:

- Train the trainers training for Officers wishing to deliver training.
- Emergency First Aid
- Safeguarding - face to face level 2/3

Ongoing & Future training

- We want to run another Young Leaders course and are looking for Young Leaders aged 16 to 25 who wish to join this course so we can assess venues.
- Basic Leaders Training Day. Another day will be planned if demand is there and we cannot accommodate it on the Skills Training Day

Historical Group

Introduction

2021 is our 25th Year! A good reason to be thankful, but also reflective because the past year has, been another very unusual year. We have, again had a great 'excuse' for not getting involved or not visiting the archives, particularly during the first six or seven months. As I said last year, our HG is not easily distracted and much has again been achieved. 'Lockdown' and 'post lockdown' has been seen as an opportunity as well as a problem and in some ways 'Normal Service' has continued. If we are to move forward, perhaps we can start by marking our '25 years' service to the Brigade in some way? Suggestions welcomed.

As I write, Johnny Conn and his family are recovering from Coronavirus and other members have remained on the 'sick list' for some part of the year, notably Doug Lake & Graham Sumner. As far as I am aware, I am pleased to say that both Doug and Graham are making very good progress.

2020 saw a change at the top with the new Governor, Andrew Hayday, accepting the position of Honorary member of the Group. I must admit to not sending him his badge as yet... something that will be remedied shortly. Our long-time member, Deputy Governor Alan Carter has remained very busy on a number of fronts Brigade-wise. Alan has been working on awards, uniform, the future of the CLCGB and celebrating the 130th Anniversary... not much then. It is hoped that the HG will be able to support the Brigade as it moves forward following the pandemic.

As usual, I must give a big thanks to our office-bearers during the past year. I would particularly thank, Janet Mulholland, (Who has had to deal with the weird and unpredictable workings of HSBC, amongst other things), Doug Lake, Johnny Conn, and Graham Sumner. Thank you, Graham, for stepping-up to assist in a number of ways while Doug has been unwell.

The Brigade did not hold an Annual Remembrance service at the National Memorial Arboretum in Staffordshire for the first time in years. There was, therefore no involvement for the HG.

Co-ordinating Historical Activities

Headquarters staff have continued to answer and forward e-mails requesting, usually detailed, historical questions about their relatives and their time in the Brigade. For the most part we have been able to answer these and in some cases donations of artifacts has resulted. We continue to increase the amount of 'on-line' activity which we receive and respond to, with the workload shared between Doug, Nev, Johnny, Terry and myself. Enquiries from around the UK and the rest of the world continue to grow in number.

Whilst other similar groups have resorted to 'digital' online publication of their magazine, The 'Brigader' has been produced regularly again this year. Special thanks to Editor Johnny Conn & stand-in distribution manager Graham Sumner for doing a first-class job. Whilst we are getting contributions to the magazine from a number of 'regulars' we would still like more.

Our HG Facebook page, which was initially restricted to 'members only' has now been opened up to everyone (If they provide satisfactory credentials) and has given us another tool to improve our contacts and flow of information. It has been great to see so many excellent contributions and it has proven to be a first-class way to keep in touch, especially in recent somewhat trying times.

As I write, arrangements are in hand for a second 'Virtual' AGM. This will be on Saturday 9th October at 11.00 a.m. Hopefully a shortened version using 'Zoom' will be enough to fulfil our constitutional duty again, as it proved to be successful last year. Members should get invitations via e-mail and I thank The Boys' Brigade, West Midland District for making this available and avoiding the 'break' we had in 2020, half way through. It should be noted that with no surplus space at all at NHQ, due to renting out all rooms except the two offices, the AGM would this year have been held in the entrance hall - which is far from ideal.

Exploring the educational possibilities of the Brigade's History

It is pleasing to report that much research continues to be done, some being summarised in the pages of the 'Brigader'. It's good for members to keep up with 'where we are' on research. Particular thanks to Nev Gray, Johnny Conn, Terry Hissey and Graham Sumner who have again done much valuable research this year.

A project which I started more than twenty years ago, to record and publish a list and pictures (a book) on all the Brigade badges has been re-vitalised during the past two years. However, we are concentrating initially upon the medals, and there has been much progress. Nev. Gray has led this one by co-ordinating all the main collectors and subsequently producing a number of documents on medals.

As last year, there has been no publication of 'New' Factsheets this year, which is essentially down to me, but there are a number waiting in the pipeline. The factsheets we have are being extensively used with 'hits' into the thousands for some. The 'Looking-Back' history Sheet is also very popular. At one time we were very much ahead of the BB in terms of our online Brigade history resources, but I fear we may have been 'upstaged' by the BB with its 'Virtual Museum'... certainly worth a look.

One helpful outcome of 'lockdown' was that the W.M. Gee Biography project was finally completed. The first ever Biography of the Founder of the CLB, was published before Christmas 2020; A5 size, 164 pages, softback, published by RB Publishing. Priced at £10. A number of HG members contributed to this, for which I am grateful. Perhaps a little disappointing has been the fact that currently more have been sold in Newfoundland than in the UK!

Preserving, Conserving and Collating the Brigade Archives

Although the scanning of 'Brigade' Magazines has been completed, I find that there are still a few missing pages which had in fact been removed from the copies I used to scan. It is now time to move on to scan other key documents such as Record Cards, Annual Reports, Brigade Lists & Minute Books.

There is still much to be 'sorted' in the Archive rooms, we continue to be victims of our own success. Donations have also continued to be made for which we are grateful.

The future of our archive is one that should be under constant scrutiny. Since we have now operated as a group for 25 years, I felt that it was time we reviewed where we were in relation to the archives and set a path and some targets going forward. In June 2021 I took the initiative to produce a 'Strategic Archive Plan' for the next few years, in consultation with Nev Gray. (Who spends a lot of time there). My feelings are that we have been a little complacent in respect of looking to the future. It is essential that we work together and we all 'sing from the same sheet'. The idea is to discuss this plan at the AGM and hopefully adopt a version of it as 'Policy' for the Group.

Conclusion

I would like to thank the Governor for his continued support of our Group. Thanks very much to the NHQ Staff, Perry, Zoe & Helen. I will repeat what I always say... we are not a 'front-line' activity, and we aim not to be in any way a distraction from achieving the object and purpose of the Brigade. I look forward to 2021/22, with confidence in the Group, its activities and direction, but we do need to increase our numbers. Members and friends are asked to support us wherever and however they can.

Rob Bolton

The New Award Scheme

The scheme has now been completed and has been issued to all companies. As we have previously stated the idea is that it is an open scheme that can be regularly updated and we would encourage members to send in ideas.

It has been a much larger project than I envisaged which, together with the COVID pandemic and NHQ staff being furloughed greatly delayed its launch.

We would not be where we are today without the hard work of a small team of NHQ staff and volunteers. Helen, pulling everything together and sourcing the badge manufacturers (and getting an incredible deal). Liaising with the printers and making up the folders and much, much more.

Chris Walker took on the design of the badges which, to do in a professional manner that the manufacturers can use, is extremely skilled and time consuming. His work enabling the completion of this project (and others) is greatly appreciated.

Trevor Dunkerley had the unenviable task of designing the lay out of the graphics again, a task that needed a level of expertise far beyond Helen or my capabilities. Again, his work on this is greatly appreciated.

My hope is that the scheme will be used to encourage growth through a varied, challenging and exciting program and can be shown to interested parties to demonstrate that we are a forward looking organisation. It is now up to all of our members to ensure that new ideas are fed to NHQ for the next revision.

Alan Carter

Deputy Governor CLCGB

Ulster Regiment

During the past twelve months, we in Northern Ireland have been struggling with the Covid Pandemic just like the other Regiments within the UK. However, The N.I. Executive took a more cautious approach and have kept our restrictions in place for a much longer period of time.

With the stepping down of Melvyn Lockhart as Regimental Commander, I was appointed by Archbishop McDowell of Armagh, Primate of all Ireland and Metropolitan, to succeed Melvyn as Regimental Commander. I wish Melvyn well in his new appointment as Deputy Governor. Melvyn and I had the privilege to meet The Most Revd John McDowell in Church House, Armagh where he presented Melvyn and myself with our respective Commissions.

In order to keep our members engaged, a few of our Companies held outdoor activities over the summer months, when for a change, we did have summer weather! Some of our other Companies managed to keep going on ZOOM, where there was a good response from their members. Actually, one Company managed to hold a virtual Parents Evening via Zoom, whilst one Battalion managed to hold a Zoom Rededication Service.

We also held a Regimental Quiz via Zoom, with members, family and Leaders making up teams, played out in their own homes.

All Regimental Staff Meetings throughout the year have also had to be carried out via Zoom.

However, during September, we did manage to hold Gold Duke of Edinburgh Groups Expeditions in the Mourne Mountains. Each group using different routes from each other. Due to Regulations, the young folk could not share tents, and therefore had to be taken off the mountains at the end of each day and returned again the following morning. Whilst this was very different from previous expeditions, it was successful with both groups passing with flying colours.

In September issued guidance for "Face to Face" weekly meetings, giving instructions on how to complete a comprehensive Risk Assessment which once completed has to be sent to the Rector and Select Vestry for approval and then to the Regimental COVID Compliance Officer for signing off before any Company

could commence. It must be noted that face coverings must be worn by anyone over the age of 12 whilst at their Brigade meeting. Social Distancing still applies in Northern Ireland, and though in some churches the distance has been decreased from 2 metres to one, it still prevents companies from playing any contact sports.

In September our newly appointed Communications Officer produced a "Welcome Back " video which was sent to all Companies and churches as well as our Face Book pages. Towards the end of the same month, a 6 page Regimental Newsletter was produced and distributed to all companies.

As I write this report, 15 out of our 21 companies have resumed activities. Unfortunately, others are struggling to get their leader numbers up to the ratio required to allow safe meetings take place.

At this moment in time, no Regimental gatherings or sports events have been planned for next year. The N.I. Executive have announced that face coverings will be required at least until next spring.

With the long lockdowns, the last one lasting for 108 days, face to face training has not been possible.

However, as Medical Officer, I was able to hold via Zoom a First Aid Refresher Course, specifically to update on Resuscitation Techniques during the pandemic.

Currently, we are awaiting a date for leaders to be trained for an initiative called SHAKIN which deals with Mental Health issues in the JTC / SC age bracket. As soon as the leaders are trained, this will be rolled out to others.

John Williams
Ulster Regimental Commander.

Uniform Committee

The committee has not met since the last AGM.

Helen has sourced suppliers for the new belts (including buckles) and clip on ties. These are now available through NHQ stores.

The new Award Scheme has now been completed and the award badges designed and purchased. Brasards for the awards to be attached to are available from NHQ.

The new badge scheme includes a membership badge which doubles as the section shoulder flash. These have been redesigned and updated to include the letters CLCGB in gold;



Dress Regulations have now been issued to all OIC's

Supply of new uniforms appear to be working out satisfactorily. UK demand is low due to the lack of recent activities and the annual music competition.

With regards to polo shirts, sweat shirts, hoodies, jackets etc. These are all available through NHQ and are brought to order. It is important for the organisation as a whole that all uniform items whether formal or informal are purchased through NHQ.

We are a uniformed organisation and as such, by definition, all members should be equipped in a uniformed manner.

The more equipment that is purchased through NHQ the greater their purchasing power is which will help to control overall costs.

At present the organisations uniform requirements are being met.

The Uniform Committee

BRIGADE NATIONAL REMEMBRANCE VIDEO SERVICE 2020

Towards the end of the Summer in 2020 it became apparent that the chance of holding our usual National Remembrance Service in person at the National Memorial Arboretum was becoming more and more unlikely. To this end I approached our Bishop Visitor and the Arboretum about the possibility of recording a video service.

The Staff and Finance Committee met in early September and agreed in principle to this if by the end of that month it was obvious the way things were going. As it was, by the beginning of September the Arboretum was operating on fairly restricted numbers.

We set up an informal group of people interested in putting together content for the video, having made contact with Brigade officers and helpers through the “Current Leaders” Facebook group, and we planned for a small group (now restricted by the “rule of six”) to meet at the Arboretum on the Second Saturday in October to record the service.

In addition to the footage recorded at the Arboretum, the final product included a reading, prayers, and a poem – “In Flanders fields” read by members of the Brigade and recorded in their own homes or churches. Bishop Peter kindly supplied his video address recorded at his home in the Isle of Man.

The Video Service was made available on Facebook and the Brigade website at the usual time of 1430 on the Saturday before Remembrance Sunday. The Facebook view counter reached nearly 2000!

Thanks to all who took part, not least Nathan Storm who video recorded the service and spent many hours editing the footage ready for the final presentation online. The way that people pulled together and made it work demonstrated complete professionalism and dedication, and the final product is an excellent example of what the Brigade is capable of.

Chris Buckley
Staff Chaplain

Financial Review

Despite the second half of the Pandemic and closure of Companies from March 2020, we have managed the year financially very well. Our tenants in St Martins House, maintained their leases and Lighthouse continued to lease the Residential centre next door.

We made a small loss in the financial year due to the pandemic but continued growth of rental income, allied with less spending due to closure helped the position. Therefore, although the pandemic has hit us hard like every other person and organisation, we are confident of our position moving forward into a new financial year, as a strong charity and organisation.

We moved some monies from our bank accounts that earned virtually no interest over to our Rathbones accounts, which should ensure growth which in turn supports our operations.

Grant funding applications are still a priority for the central team and its voluntary support. The CLCGB continues to support its Regiments and Battalions to submit local grant applications, which are proving to be more successful than national ones. This year was not so good in receiving such things as Covid grants, and although we received over £12,000 in Capitation fees for which we were grateful, this was a long way short of the £35,000 that we would have received in “normal” times.

As ever we are grateful to all individuals and organisations that have so generously supported the CLCGB throughout the year. Without such kindness, the CLCGB would not be able to achieve its charitable objectives.

Principal Sources of Income

For the financial year the specific principal funding sources were:

1. Rental income from the National Headquarters premises for individual office units and from the residential centre
2. Members' capitation fees
3. Grants, Donations and Legacies

Grants, Donations and Legacies

In addition to preparing and submitting grants to national trusts and funds, which for this financial year have yielded very little, the NHQ has been successful in applying for local grants to directly support the work of local CLCGB groups. Legacies are occasionally bequeathed to CLCGB and for this we are extremely grateful.

Investment Policy

CLCGB have a portfolio of shares managed by Rathbones. This is a contingency fund with dividends being reinvested and is not generally used to support the day-to-day operational costs of the charity. This fund value reduced over the reported 12 months mainly due to the negative impacts of the pandemic, and a withdrawal of £15,000 to replace the boiler at NHQ.

Reserves Policy

The Trustees of the CLCGB have reviewed the need for reserves in line with guidance issued by the Charity Commission and set aside or designate to meet future commitments. The majority of NHQ running costs are funded through unrestricted funds and the total of unrestricted funds are kept to a level where operations can continue for a minimum period of 6 months. Any restricted funds held at the year-end are reserved for the project to which they relate and its future use of these funds. Where a substantive surplus of "unrestricted" funds exists at the year end, it would be invested in the CLCGB Investment Portfolio held by Rathbones Investment Management Limited, this fund is used to generate income and the capital serves as an emergency reserve fund.

Signed on Behalf of the Trustees:

Andrew Hayday

Governor

Date:

Martyn Bedder

Deputy Governor

Date:

