

Board Update #9 - October 2019

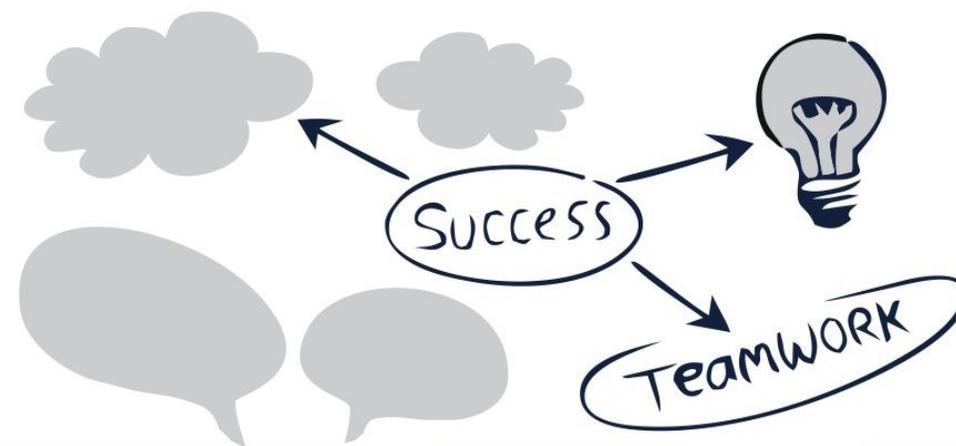
Dear Member, in this issue you'll find updates on:

- National Assembly – November 2019
- Developing a Strategy for Scouting Ireland
- CEO recruitment
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- Finances & Accounts and EGM
- Fundraising Initiatives - 12 Days of Christmas etc.
- Transition Update
- National Scout Centres Update - Mount Melleray Scout Centre
- Modifications to National Office building
- Board Strategic Planning weekend

Scouting Ireland Assembly, November 2019 - *Change Begins Here*

[The Scouting Ireland National Assembly](#) offers an opportunity for members of Scouting Ireland to come together to identify and establish development opportunities for Scouting Ireland. This event is open to both adult and youth members. This year's Assembly is focussed on change with our theme being *Change Begins Here*.

The Assembly will be held on the 16th and 17th of November (10.00-18.00 Saturday and 10.00-14.00 Sunday) in the Tullamore Court Hotel. The fee will be €75, covering participation in the Assembly and a hot buffet lunch each day. Accommodation is available from several venues in the area.



ASSEMBLY 2019

Saturday will be packed with events that will allow members to get a good understanding of the advances made along our governance journey, to meet key teams and get answers to any of their questions. We will have panel discussions with our Transition Sub-Committee, with members able to ask questions regarding the new structures as adopted by the organisation on 6th October 2018. In addition, the various Department Managers and Core Teams will be available for members to meet to discuss how things will operate in very real terms.

A second panel discussion will take place on our new Strategic Plan. This will allow us to consider the feedback received from over 1,300 members and other stakeholders. This level of response is phenomenal and we can build upon this huge interest in our new strategy by having an opportunity to hear and discuss some of the early feedback.

In the late afternoon, there will be a Trade Fair, with suppliers, campsites, events, etc, represented. There will also be an opportunity to meet the new Department Core Teams, Sub-Committees and Directors.

Sunday will have just as much happening, opening with a Scouts Own before a TED-style talk from a guest speaker.

The focus then moves to our core - our programme. The Programme Department will run various "Beta Labs" on new programme ideas. This is an opportunity for members to get involved by having their say on potential key programme initiatives.

The Assembly is designed to ensure that all participants will be catered for in having any questions, concerns or ideas heard and explored.

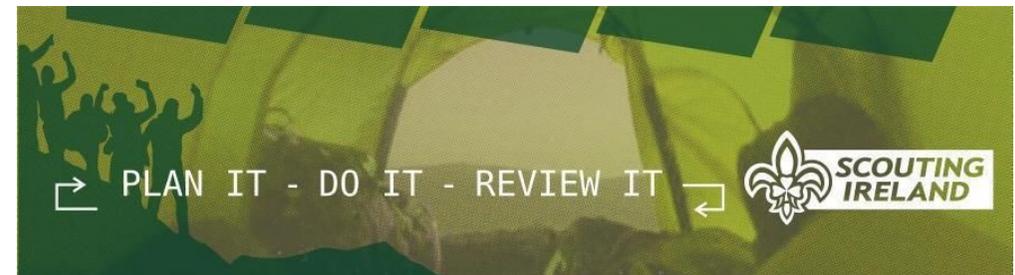
Click [here](#) for further information.

Developing a Strategy for Scouting Ireland

Scouting Ireland's [current strategy](#) will finish in December 2019 and we are currently preparing a new Strategic Plan 2020 – 2023 which we aim to publish in early 2020. This is likely to be one of the most important strategic plans Scouting Ireland will have ever considered due to the changes and challenges this organisation has faced in the past two years - and will continue to face.

We have just concluded the first stage of our consultation where we requested our members, youth, adults and parents, to engage in online surveys to help shape our new Strategy 2020-2023. The response to this was phenomenal, with over 1,300 individual responses. It is vitally important that the Board consult with you, the members, in developing this strategy and we would like to thank you, youth and adults, for your engagement at this early stage. Our partners in developing this strategy, Quality Matters, are guiding this process. They are currently conducting interviews with key stakeholders and have engaged the Board of Directors and staff in surveys also. They will continue to support and guide us over the coming months in developing what we hope is a challenging and ambitious strategic plan.

The Board met last weekend and began the process of reviewing outputs from the online surveys and interviews and identifying core strategic goals to progress the strategy development.



CEO Recruitment

The board employed Principle Connections to assist in the recruitment of our new Chief Executive Officer. There were 43 applications for the role. Through a number of shortlisting exercises, 5 excellent candidates attended for an interview, who were then subject to a thorough evaluation. As you may already know from our communications on this, Ms Anne Griffin was the successful candidate and has been appointed by the Board to take up her position in January 2020.



The Board would like to congratulate Ms Griffin on behalf of the organisation and looks forward to working with her.

Board Recruitment

We are currently recruiting for our three co-opted board members. We have engaged Boardmatch to aid us in finding the most suitable candidates through its independent and transparent board recruitment process. Scouting Ireland is seeking individuals with expertise in Finance, Law and the Not-For-Profit Sector for the Board. We have specified that previous board experience is required. We are aiming that these three positions will be filled by December 2019.

Financial Accounts & EGM

Scouting Ireland has not yet laid their accounts before its members. The financial statements could not have been completed until the Board is satisfied at the date of the approval of the financial statements that:

- the accounts provide a true and fair view of the financial position of Scouting Ireland and faithfully represent the performance of Scouting Ireland taking into account all information available on that date; and

- that Scouting Ireland is a going concern and that the relevant assessment takes into account the relevant facts and circumstances known at that date.

As information regarding Historical Child Sex Abuse (HCSA) cases came to our attention late in the year it was not possible for the Board to prepare accurate accounts in time for the AGM in April 2019.

As information with regards to the Historical Child Sex Abuse (HCSA) cases came to our attention late in the year it was not possible for the Board to prepare accurate accounts in time for the AGM in April 2019. This led to the necessity for a comprehensive financial review of historic cases which emerged in our legacy organisations, to try to ascertain what level of provision needs to be made in the financial statements for arising potential historic liabilities. A process of assessment was undertaken in consultation with our auditor and an external expert adviser with extensive experience in the area of HCSA cases.

Scouting Ireland has now completed this process of assessing our potential liabilities and we have adjusted our budget to ensure that Scouting Ireland will be able to meet the liabilities as and when they fall due. This budgeting process involved the Board making painful decisions with regards to raising membership fees and other measures as set out here: [Click Here](#)

The accounts have now been approved by the Board. The audited financial accounts, the director's report and the auditor's report will be laid before the members at a single item EGM to be held in the Red Cow Hotel, Dublin at 7.30 pm on the 30th October 2019.

Questions on the audited financial accounts, the director's report and the auditor's report will be accepted from members and answered by a director, staff or the auditors as appropriate and where possible. Given the complexity of the information contained in the audited financial accounts and reports, we encourage members to submit questions in advance. Questions on the financial accounts and the reports may be submitted via email to board@scout.ie. The closing date for submission of questions is 5.00 pm 25th of October.

Please [click here](#) for further information on the EGM and the [2017/2018 Audited Financial Account and Reports](#).

The Board explored the option of moving the date of this EGM to a Saturday to accommodate members. Unfortunately, having heard the concerns of members, due to the urgency of the meeting and the availability of auditors and the venue, the date of the 30th of October is to be retained. The Board asks for members' understanding.

Fundraising Initiatives - 12 Days of Christmas

There was a delay in applying for our license for the 12 Days of Christmas. This delay was as a result of our accounts not being finalised, the reason for this has been set out above. However, this has now been rectified. Scouting Ireland has now submitted our application and it will be heard on the 6th. All tickets are being printed and will be ready for distribution at the end of October / beginning of November so that all Scout Groups will be ready for selling once the licence is confirmed. Scouting Ireland will inform all groups immediately when it is confirmed, however, it is hoped that tickets will be sold from the 7th of November 2019 onward. All tickets must be returned to National Office by the 13th of December to be included in the draw.

There has been a change in the percentage breakdown of the money Scout Groups retain and what needs to be returned to Scouting Ireland as follows:

- 80% will be retained by Scout Groups
- 20% will be returned to central funds

In relation to Scout Groups in Northern Ireland, the Board is working in connection with a fundraising consultant who is developing a second fundraising opportunity in lieu of the 12 Days of Christmas. Details of this will be released as soon as it is finalised.

Further to the above fundraiser, Scouting Ireland have commissioned a new national fundraiser that can be operated in all 32 counties across the whole island. This is in an advanced stage, with the charity fundraising experts 2into3 assisting the Board in assessing and running focus groups to ensure that we have a final all-island event ready for early summer 2020.

Transition Update & Timeline

We have in place a Transition Sub Committee and Department that have been working very hard over the past months. They are committed to developing Scouting Ireland's structures inline with those voted for in October 2018 and with all statutory legislation. With this at their core they have made considerable progress in multiple areas, such as, but not limited to the following:

- Defined new organisation structures – inclusive of board subcommittees, new departments and support structures with clear lines of accountability and reporting.
- 6 Sub-committees identified and the Chair of each in place. Each has the skills and expertise to chair the respective subcommittee. Subcommittee members have been interviewed and inducted into their role.
- Identifying, recruiting and co-opting up to three new non-executive directors with the skills and experience to fill competency gaps on the Board in conjunction with Board Match.
- Have identified gaps and are actively co-opting external members with the skills and experience to fill the competency gaps existing on the committees.
- Recruiting volunteers for core teams with the skills, experience and time to assist as part of the Core Team for each Department.
- Moved toward a focus on Good Governance through an action plan for meeting the Community and Voluntary Governance and CRA Code Compliance. Scouting Ireland is aiming to be compliant by 31st December 2019 and 31st December 2020 respectively.
- All previous structures will be replaced with new structures from October 2019 – January 2020.

A more detailed communication regarding Change and Transition in Scouting Ireland will be released in the coming weeks.

National Scout Centres Update - Mount Melleray Scout Centre

Currently, indoor accommodation at Mt. Melleray Scout Centre is closed as it has been determined that it is not safe for Scouting. Scouting Ireland has had to make this unfortunate decision resulting from surveys conducted on the building which identified multiple issues regarding Fire Safety and other Health and Safety concerns.

Scouting Ireland is currently in discussions with the Abbey and with Waterford County Council to explore what the challenges are and possible options to meet these challenges.

Currently, we have estimated costs - which have considered repairs, upgrades to meet building regulations and conservation of a protected structure - of above €1.2 million. This is a significant challenge faced by Scouting Ireland alongside many other current financial challenges which all must be considered in their totality and on a cost-benefit basis.

Modifications to National Office building

As a result of the review conducted by Jillian Van Turnhout and in meeting the recommendations that were set out within it, Scouting Ireland needed to review the accommodation of its Safeguarding Team.

As an interim solution, the CEO's office was given over to the Safeguarding Team to provide them with a safe, secure and confidential space to operate for the short term.

However, this was not a sustainable solution and a long term home was required. A feasibility study was conducted and it was determined that the optimum solution was to convert the existing building to meet the needs of the organisation. Building works began three weeks ago and are intended to conclude before Christmas 2019. This redevelopment will provide much-needed meeting rooms and increased secure office space which ensures compliance with commitments made to the Department of Children & Youth Affairs (DCYA).

Board Strategic Planning Weekend

The Board and the Senior Management Team met over the weekend 11-13th October in Castle Saunderson to consider multiple topics such as reviewing output from the initial stage of strategic consultation and to begin developing strategic goals. We discussed fundraising and funding diversification and we checked in on our journey toward Good Governance through reviewing our action plan for meeting the Community and Voluntary Governance Code and the CRA Code. We received a detailed update from the Transition Sub-Committee focusing on work completed to date, an in-depth look at structures and terminology and what is coming next in our transition journey. The weekend was very challenging exploring multiple issues and topics however it was also very positive and uplifting.

Provincial Engagement

On the 16th of October, the Transition Sub Committee and the Chair of the Board met with Provincial Commissioners. This meeting was to provide a detailed and comprehensive update on transition. There was a fruitful discussion of the position of the Provincial Team in our new structures. The importance of provincial support and how this will play out through our departments was explored. We have committed to working collaboratively with the Provincial Commissioners and their teams to design the role out of these structures in supporting our Scout Groups.



The Board is fully appreciative of the long hours put in and dedication of members at all levels of Scouting Ireland. If you have ideas about how to build a stronger Scouting Ireland then do please get in touch and get involved.

Email address: board@scouts.ie

Board of directors of Scouting Ireland

Lisa Barnes - Ned Brennan - Peter Garrad - Mary Hogg - Pat Kidney - Dermot Lacey - Paul Mannion - Brian Smith - Adrian Tennant