



# ANNUAL REPORT 2016



**SCOUTING  
IRELAND**





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Official Sponsors of Scouting Ireland

Scouting Ireland, Larch Hill, Dublin 16  
D16 PO23  
Tel: (01) 4956300 Fax: (01) 4956301  
[www.scouts.ie](http://www.scouts.ie)

Photos & Graphics:  
Scouting Ireland Communications Team



## Scouting Ireland Annual Report - 2016

Scouting Ireland is a voluntary, non-formal educational movement for young people.

It is independent, non-political, open to all without distinction of origin, race, creed or gender, in accordance with the purpose, principles and methods conceived by the Founder, Robert Baden-Powell and as stated by the World Organisation of the Scout Movement.

Scouting Ireland encourages the physical, intellectual, character, emotional, social and spiritual development of young people so that they may achieve their full potential and, as responsible citizens, to improve society.



Scouting Ireland achieves its aim through a system of progressive self education, known as the Scout Method, the principal elements of which are:



Voluntary membership of a Group which, guided by adults, is increasingly self-governing in its successive age groups.



Commitment to a code of living as expressed in the Promise & Law, the meaning of which is expanded as the member grows toward maturity.



The provision of a wide range of attractive, constructive and challenging activities, including opportunities for adventure and exploration in the outdoors.



The provision of opportunities for leadership and responsibility.



Learning by doing.



Encouragement of activity in small Groups.



A progressive scheme, which encourages participation in its full range of activities and provides recognition of individual and group achievements.



Symbolic Framework.







## CHIEF SCOUT



### Chief Scout's Report - 2016

Fellow Scouts,

After serving my first full year as Chief Scout, I am delighted and honoured to present the Scouting Ireland annual report for the year 2015/2016.

Last year in my introduction to the annual report I noted the immense level of activity going on within Scouting Ireland. This year as I travelled the country visiting Scout Groups, I got to witness first-hand the commitment of our Scouters, the enjoyment and benefit that the young people get from taking part in the Scout programme, and the contribution that Scouting Ireland is making to over 500 communities across Ireland. I realise that I have only scratched the surface of what is happening in Scout Groups every week across the Country, but if what I have witnessed is anything to go by the future of Scouting in Ireland is in the strongest position that it has ever been in since its foundation.

Over the last twelve months, we have progressed a number of key projects that have laid solid foundations for ensuring quality Scouting and opportunities for young people going forward.

#### The Governance Project

Our governance renewal project continues to proceed apace. Charities are expected to operate to the highest ethical and governance standards, and Scouting Ireland needs to face up to the challenges of operating a modern charity and structure, and govern itself so all stakeholders can have confidence in how it operates. The AGM of the National Council passed some significant motions this year regarding the governance project and, following a round of consultations in the Scout provinces, more motions will be placed before the National Council in the coming year. I would encourage everyone to read the various governance resources and fully engage with this project. The changes required at National level will be very necessary to ensure the continued and trusted survival of Scouting Ireland.

#### Strategy Development

I am delighted to report that the National Management Committee (NMC) has developed a three-year strategy for Scouting Ireland. The strategy, coupled with measurable Key Performance Indicators (KPI) and a rolling Operations Plan, lays a path for how Scouting will be developed and



supported over the next three years.

#### Growth

We are heartened by the continuing level of growth in Scouting Ireland. During the year we welcomed 1067 new Scouts and 1942 new Scouters into our Movement, and in addition 82 new sections and 7 new Scout Groups. It is our duty and responsibility to ensure that wherever there is a community that would like to develop a Scout Group, we will be there to support it. This year we appointed John Watmore to the new position of Development and Sustainability Co-Ordinator to support this growth. Working together we can ensure that Scouting is offered to every young person that wants to take part and that our support structures are fit for purpose, or adjusted to suit.

***“It is clear to see, as I travel the country, that the dedication and imagination shown by our Scouters on a week to week basis is our greatest asset.”***

#### Flagship Activities

I was lucky to have the opportunity to attend some amazing National Activities throughout the year. JamÓige, Camp Four, Camp North East, Gosford and of course the camps co-ordinated by the National Scout Centres. These activities give thousands of young people the opportunity



to come together to camp, in the spirit of challenge and friendship. Some of these camps specifically celebrated 40 years of Beaver Scouts and 100 years of Cub Scouts. It never ceases to amaze me to see Beaver Scouts and Cub Scouts in action and watch the instant friendships that develop between young people from all corners of the Country.



**Capital Investment**

Over the last year Scouting Ireland has invested over €1.3 million in its National Scout Centres. A complete redevelopment of the house in Larch Hill and the National Water Activity Centre in Killaloe is very near completion along with on-going upgrades to our centres in Lough Dan, Castle Saunderson and Mount Melleray. I would encourage all Scout Groups to visit our centres over the coming year. If we can continue to increase the footfall through our centres, that will create more resources to further enhance the already wonderful facilities. Our five National Centres and the local centre network is our ‘playground for Scouting’ and offers opportunities for safe Scouting like no other venues.

**JamboRí 2018**

We are now less than two years away from JamboRí 2018. The NMC appointed Kiernan Gildea as the Camp Chief in January 2016 and work has been progressing in this early stage of planning. Stradbally has been selected as the site and I know further information will be available for Scout Groups early in the new Scouting year. The Jamboree will be our flagship activity in 2018 and will further assist us with capacity building as we move towards the World Scout Moot in 2021.

**World Scout Moot 2021**

Our preliminary planning for the World Scout Moot in 2021 has continued and the AcadaMoot programme has been very successful with Rover Scouts taking part in the cultural exchange with the Scout Association of Japan and the Leadership QQI Awards. We are now focused on putting in place governance and management structures to ensure appropriate oversight is provided on this event.



**Partnership Development**

This year we initiated a partnership and management development programme for the National Team for Policy Implementation and Co-ordination and the Scouting Ireland Staff Management Team. This programme has assisted with developing the skills and teamwork needed for these groups to work together for the benefit of Scouting. Thus far, the programme has proven to be very successful and the Strategy, KPI and Operation Plan developments are the first major outcomes of this approach. We will be further building on this in the coming year and I have no doubt more great things will be achieved.

***“The changes required at national level will be very necessary to ensure the continued and trusted survival of Scouting Ireland.”***



**And so much more...**

There are far too many wonderful activities happening around the Country, to name them all in this report. It is clear to see, as I travel the Country, that the dedication and imagination shown by our Scouters on a week to week basis is our greatest asset. I would like to commend all our volunteers for the dedication they show to the development of young people in Ireland.

Looking forward to the year ahead, there are many opportunities for Scouting Ireland to grow, to ensure more young people have the opportunity of becoming Scouts. As the planning of our flagship national activities move into the next phase, I can feel the excitement growing around the Country. If you are interested in getting involved, please make sure you put your name forward, to join the team; we will need you to help make this happen.

I look forward to speaking directly with the County Commissioners on a wide range of topics, but primarily how best we can deliver support directly to Scout Groups.

I believe we have some of the finest volunteers operating for the benefit of young people in Ireland and they support countless hours of fun, adventure and challenge every year. Each Scouter has a role to play in ensuring that the opportunities for young people keep presenting themselves and enabling these Scouts to take full advantage of them. The challenges we face, including membership administration, training, vetting and conflict, are all challenges we need to overcome. It is only by working together and ensuring the most efficient use of our resources that we can deal effectively with these issues.



A big challenge we faced during the year was the resignation of our National Secretary, Jimmy Cunningham. Jimmy will be a big loss to our National Management Committee (NMC) but I would like to thank him for all he has done since first joining the NMC in 2007. We will be appointing a new National Secretary in September 2016 and full elections will be held at the AGM of the National Council in 2017.



During the past year we lost our good friend and former Chief Scout, Michael John Shinnick. Scouting Ireland will be forever indebted to Michael John and his family for the service they have given to Scouting. Indeed, we remember all members that have ‘gone home’, their loss can only be overcome by the fond memories we hold in our hearts.

Finally, I would like to thank you most sincerely for your continued trust in me, as Chief Scout. I will continue to do my best to deliver on my commitment, to live by the Scout Promise and Law and to work with all our national teams, our Scouting Ireland staff and indeed the wider membership to ensure that Scouting is supported, strengthens and grows and is available to all.

Wishing you continued success on your Scouting Trail and I very much look forward to meeting you at some Scouting event over the coming year.

Yours in Scouting,

**Christy McCann**  
Chief Scout







## Chief Commissioner Youth Programme Report - 2016



It has been both inspiring and uplifting, to have heard the thoughts and insights on the challenges that face us in Scouting Ireland as well as your views on how, working together, we can navigate the way forward, towards a better future for Scouting Ireland in assisting the development of our youth members in line with our aim.

The range of challenges and topics covered over the past six years, many of which have come to fruition in the last number of months, with others merely setting the ground work for the next Chief Commissioner (Youth Programme), have been deeply impressive. These projects have and will continue to extend across a wide cross-section of issues and concerns, all in the best interests of our youth members, both present and future. For me it is a source of the greatest hope and confidence in the future, to have worked with young people and adults who have that remarkable ability to think about life in a way, that is liberating, that is inclusive and that has both the confidence and the moral courage, to question the way things are and to set about making them better.

It has been a great experience and honour to have served you as Chief Commissioner (Youth Programme) for the past six years. It has come with its challenges, struggles and stresses, balanced with the immense rewards and energy gained from the enthusiasm and outcomes of having worked with the many amazing young people, Scouters, external organisations and staff.

### Ian Davy

Chief Commissioner (Youth Programme)  
September 2015 – April 2016



### Youth Programme: Overview

Youth members and Scouters know a well-planned, challenging programme that balances the various SPICES and utilises all eight elements of the Scout Method gives youth members a positive and memorable experience at every meeting and every activity they participate in. Scouters also know that age appropriate youth participation is the lifeblood of every Programme Section and support structure of our Association. Providing them with a say in how their Programme Section is run at a young age, equips them to run the Programme Section with the support of Scouters as they get older. With the support of the Chief

Commissioner (Adult Resources) and her team, Scouting Ireland is now in a place whereby it is ensured that all of our Scouter colleagues understand the power of strong Youth Programme and meaningful youth empowerment.

With the programme review phase coming on-stream later in 2016, it is imperative that we now begin to measure and understand “impact”. This is in order to ensure our offering is sustainable and that it meets and exceeds the varying and vast needs of both our youth membership and an ever changing society.

Scouting Ireland has a support framework for Scouters, which extends beyond formal training. National Office provides practical support to Scout Groups in many ways. The National Youth Programme Committee (NYPC) and its large and dedicated team of volunteer Scouters, supported by the Scouting Ireland Staff Team in the Programme Unit, seek to share their experiences and expertise to help optimise the delivery of ONE Programme in every Scout Group across the island of Ireland.



### Programme Review

The Programme Review process was developed this year and has been begun. It is good practice to evaluate the programme and it is in line with the principles of the original programme development process. Moreover, there is a need for in-built constant evaluation to ensure the continuing relevance and effectiveness of the programme.

The main aim of the review, is to evaluate ONE Programme’s effectiveness in achieving Scouting Ireland’s aim. With this in mind attention needs to be focused on understanding how ONE Programme functions as a method to deliver Scouting to youth members. We also need to assess Youth Member and Scouter engagement with, and effectiveness of, ONE Programme tools and resources. We need to identify the barriers and pathways to implementation of ONE Programme. In order to address these, a comprehensive research process has been developed.



There are two primary strands to the research for engaging with the experiences and knowledge of youth members and Scouters. The first is a general online survey which is designed to capture a representative sample of sections. This will give us an overview of how the ONE Programme tools and resources are being used, as well as how elements of the Scout Method are present. The second strand will be a series of provincial workshops, which will involve the gathering of more focused qualitative insight into the experiences of ONE Programme. These interactive sessions will explore how sections use ONE Programme weekly basis and will provide in-depth insight into the role of the tools and resources. Together these strands will give us a wide-ranging perspective on ONE Programme, which will guide the work of the NYPC over the next few years.

***“Scouting Ireland has a support framework for Scouters, which extends beyond formal training...”***







## Youth Programme Initiatives

### Lesotho – Lumela-Fáilte

In August of 2016, nine Rover Scouts embarked on their Partnership event in Maseru, Lesotho. The event was the culmination of nearly 4 year's work building a partnership with Scouts in Lesotho. The partnership is based on a model of sustainable growth and development that will help the Scouts in Lesotho to grow as an Organisation and it will further our knowledge in Ireland of the need for Development Education. The project gave the Irish Rover Scouts an opportunity to work together with Rover Scouts in Lesotho to develop their National Campsite as a base from which to operate. In addition to work on the campsite, the group also engaged in educational work with the local school. This event, however, was primarily a cultural challenge. The Rover Scouts saw for themselves what life in Lesotho was really like and not just based on what the people there lacked. The group planned their own



travel arrangements and built in time for a little rest and relaxation in Johannesburg on the way home. This trip also laid the foundations for a further trip next year. Friendships were formed and knowledge gathered. The Rover Scouts will now act as ambassadors for the project and bring Development Education to the membership in Scouting Ireland.

### Refugee Access Programme

Venture Scouts in Dublin got involved in a partnership project with the City of Dublin Educational Training Board (CDETb) and the Separated Children's unit. This was a peer learning project that saw the Venture Scouts working with other teenagers and learning about migration to Ireland, first hand.

The project was built over three blocks, which culminated in a joint camp in July. The Venture Scouts saw the cultural challenges that exist but developed their own methods to get around them. Language was also a big barrier, but the Scout Method of Learning by Doing, made it much easier to work together. The Camp in July also got a lot of publicity and included visits by Newstalk and the Irish Times. We were also delighted to welcome to the camp, a number of public representatives including Minister of State, David Stanton. This Programme will continue again next year with plans to build on the success of this year.

### STEM Programme resources

The aim of this project is to create a definitive resource of Science, Technology, Engineering & Mathematics (STEM) based materials for youth members and for Scouters, which will facilitate their engagement with these subjects 'outside of the classroom' in a fun, non-formal environment. Scouting already provides activities in STEM related areas, and has done so for many years. They have not been 'packaged' as such, but offered more as fun things to do and learn about. STEM packs were produced that focused on highlighting the programme opportunities that exist. These packs were made up of eight, theme-based, wall posters supported by an extensive website that contained further handbooks and programme ideas. The wall posters were sent to all Group Leaders for passing on to sections. STEM based activities, bases and programme points, were created at many local and national events. Scout Groups also participated in Tech Week and other technology and science based events in local communities.







# beaver scouts

## Programme Commissioner (Beaver Scouts)

The Beaver Scout Team has been focused on assisting Scouters with running an active programme that helps Beaver Scouts take appropriate ownership of their Colony. Several key initiatives were developed to help Scouters and Beaver Scouts use the Fox Lodge and other programme tools, to plan, do, and review, a youth-led programme.

***“The 40th Anniversary of Beaver Scouts in 2016 was also a major focus of our work this year...”***

The ‘How To’ book for the Beaver Scout section was produced with the support of the Programme Unit. It is designed specifically to give practical advice to Colonies on running a Beaver Scout Programme. Supplementing this, the team ran a series of ONE Programme workshops,

which showed Scouters how the different parts of the programme fit together.

The other main initiatives were the Beaver Scout Sleepover, Peace Light 2015, “Beaver Scouts on the Hills”, “SPICES in their Hands” and camping resources. All of these tools were designed to give Beaver Scout Colonies support that will encourage them to take on new adventures.

The 40th Anniversary of Beaver Scouts in 2016 was also a major focus of our work this year. Firstly, we had the ‘Meet the Chief’ activity around National Council where 40 Beaver Scouts had a sleepover, with a guest appearance by Christy McCann, Chief Scout and all of these Beaver Scouts helped to open National Council. Then, in June, as part of JamÓige, there was a special mega Birthday Party to celebrate the Centenary of Cub Scouting and the Beaver Scout Anniversary. The team started the development of a locally based initiative to happen towards the end of 2016 allowing every Colony to mark the Ruby Anniversary.







# CUB SCOUTS



Scout symbolic framework to create an amazing event. We had huge celebrations to mark the centenary, including a giant birthday party with lots of cake, many thanks to the JamÓige Team. The International Pen Pal programme was launched during the camp also. Plans have also been put in place for all our Cub Scouts and Scouters to renew their Promise on the 16th December 2016. This will be 100 years to the day that Cub Scouts first started.

The Cub Scout Programme Team have been working on developing communications, to ensure that they are in contact with Scouters directly. We have significantly increased our Facebook profile and are launching our Cub Scout Programme Team Twitter feed soon.

## Programme Commissioner (Cub Scouts)

2016 is the Centenary of Cub Scouting. This presented us with a unique opportunity to celebrate the role of this section in our organisation and internationally, while also reflecting on the rich history and tradition of Cub Scouts. More importantly, it encouraged us all to ensure that Cub Scouting will grow from strength to strength for another 100 years!

The highlight of the past year has been the JamÓige camp in Pallaskenry over the June bank holiday weekend. More than 2,000 Cub Scouts attended, engaging in an active programme, which combined adventures and the Cub

***“The highlight of the past year has been the JamÓige camp in Pallaskenry...”***



# SCOUTS



## Programme Commissioner (Scouts)

The focus of the Scout Programme Team over the past year has been on the encouragement of the Patrol System in all Scout Troops. It is important that we ensure the Scout Method is central to how we run youth programme. This means that Scouts are supported in developing their teamwork and leadership skills in small groups. Through our national activities and regular resources, we have emphasised the significance of an active programme based on Patrols.

One of the main ways in which the Programme Team has tried to support local Scouting is through the production of resources. These were intended to facilitate Patrols in running activities that help Scouts progress in their Crean Awards and other badges. We have ensured that all parts of the Crean Awards are fully resourced and Patrols have a selection of adventures to choose from. In addition, our skills cards have shown the importance of practical Scouting skills and the importance of using these as a means of developing a challenging youth-led programme.

Our National Activities are designed to act as tools to enable participating patrols to challenge themselves and meet with Scouts from across Ireland. They are also templates for the types of activities that Scout Counties and Scout Troops can plan and run locally. The Patrols in Action camps (Camp FOUR in 2016), Survivor and the Phoenix Challenge offer opportunities for Patrols to work independently and to put their Scouting and teamwork skills into practice. The increasingly popular POW: Patrol Online Weekend encourages local Patrols to develop their IT skills through practical projects and sharing their adventures online. The very active hillwalking calendar, including Patrol Expedition and Kamp (PEAK), Mountain Pursuit Challenges (MPC's) and the Sionnach Adventures, present applied learning activities for Scouts.

***“Our National Activities are designed to act as tools to enable participating Patrols to challenge themselves and meet with Scouts from across Ireland.”***







## Programme Commissioner (Venture Scouts)

The work of the Venture Scout Programme Team has been guided by the need to provide practical supports through resources and events for Venture Scout Units across Ireland. At all times, we were guided by the variety of Venture Scout Units operating and the requirements of these sections. The main focus has been to show how the Venture Scout programme can be used and tailored to suit the needs of your Unit.

The Team produced a series of resources, which were designed to show Venture Scouts how to run activities, while also integrating different parts of the programme. To support these resources, we also helped develop the new 'How To' booklet and ran a series of programme workshops across the Country.

National Activities continued to be an important way for the Venture Scout Programme Team to support Venture Scout Units. Our calendar of activities presented Venture Scouts with new and relevant adventures, such as Venture Challenge, Tri-Zone and Mountain Havoc. These events also allow Venture Scouts to develop friendship networks across Ireland and encourages them to meet up with and share camps and expeditions with other Venture Scout Units. The new Venture Scout Team are planning to develop and add to these events to ensure that they continue to meet the needs of the section and the 15-17 year old age range, including the V-Celebrate, The ADVENTURE Race and the MJ Venture Sword.

**“The Team produced a series of resources, which were designed to show Venture Scouts how to run activities...”**



## Programme Commissioner (Rover Scouts)

The mantra of the Rover Scout Programme Team is 'Rovers for Rovers, by Rovers'. This simple idea is designed to make Rover Scouts active in deciding how their programme is run and how it will evolve in the future. The Rover Scout Team with the Rover Scout Youth Reps and the Rover Network has developed activities and other supports to assist the advancement of the section.

Given the numbers of Rover Scouts nationally and their dispersed nature, National Activities remain one of the key ways that the Programme Team can support the section. The first gathering of Rover Scouts nationally was Rover Focus, the Rover Scout part of the National Youth Forum, which was facilitated by Rover Scouts in NUIG, who co-ordinated the event along with help from the National Rover Scout Reps. There were over 100 Rovers in attendance and what made the event even more special was that, for the first time, the Chief Scout attended the event.

The Explorer Belt in Italy was a great success, with nine of the eleven participating teams receiving their Belts. Our annual tent pitching service at Electric Picnic 2015, one of the largest festivals in Ireland, was a great event to promote Scouting and to raise money for the Rover Action Week (RAW) fund.

**“The Explorer Belt in Italy was a great success, with nine of the eleven participating teams receiving their Belts...”**

We look forward to working with Rover Scouts on the ongoing development of their crews.

The Programme Review process will be very important for this and will direct the work of the Rover Scout Programme Team over the next few years.







## Programme Commissioner (Sea Scouting)



It has been a very active year for Sea Scouting, with a number of local and national projects highlighting the continuing strength of this tradition in Scouting Ireland.

### Charge Certificate Training

Over the past year Sea Scouting has been focusing on the Charge Certificate courses available to Scouts and Scouters wishing to undertake water borne activities. This focus centred around updating the courses and making them relevant and accessible to all. The Charge Certificate Course is open to all Scouts aged 14+ and Scouters. When awarded, this qualifies the participant to supervise a crew or crews for sailing, rowing and power boating.

### 'Try' series

During 2016 many Scouts and Scouters took the opportunity to use the resources in the 'Try' series, taking the opportunity to Try Paddling and Try Sailing for a fraction of the cost normally charged through affiliates of the Irish Sailing Association and the Irish Canoe Union.



### Partnerships

In 2016 we further developed our partnership with the Irish Naval Service and a Liaison Officer has been appointed to expand the link going forward. We continue to foster a strong relationship with Sail Training Ireland and we hope to continue to forge and expand on these links. The Irish Sailing Association, the Irish Institute of Master Mariners, the RNLI, Canoeing Ireland and Waterways Ireland, are among the partners we continue to work with on an ongoing basis and we are proud to include them in our work towards our goal of safer water activities.

***"In 2016 we further developed our partnership with the Irish Naval Service..."***

### Going Afloat

Safety on the water is paramount for us. Scouts and Scouters are asked to read and understand the Boating Guidelines, prior to any activity on the water. We have started to work on revamping these Guidelines into bite sized pieces to ensure they are available and easily understood by all. For any questions or queries in relation to the activities on the water please contact [seascouting@scouts.ie](mailto:seascouting@scouts.ie). The Boating Guidelines are available on [my.scouts.ie](http://my.scouts.ie) website.







## Adventure Skills

In the past 12 months the Adventure Skills teams have been concentrating on delivering the first draft of requirements to the Training Team for the new Adventure Skills training scheme. This has required a lot of effort on the part of all the teams.

In addition, the teams have been involved in spreading their skills base by running training and assessment weekends (Mountain Moot, Rescue & Emergency Care, Backwoods) and facilitating individuals, who need assessment for the higher levels of the Adventure Skills.

The teams are focused on their objectives, which are:

1. Delivery of the first round of training material for the adventure skills courses and assisting the training team, in so far as possible, with the implementation of these schemes.
2. Delivery of Adventure Skills specific resources in levels 1-5 to help Scout Groups with the delivery of programme.
3. Building strong teams, to enable the training and assessment of Scouters and Scouts in the various Adventure Skills and raising awareness of Adventure Skills in the Association.

***“...teams have been concentrating on delivering the first draft of requirements to the Training Team for the new Adventure Skills training scheme.”***



None of this is possible without some dedicated and skilled team leads for the various skills. In this I need to thank the outgoing team leads for their dedication and work: Greg Boyd (Air), Daniel Kennedy (Paddling), Willie Aherne (Camping), Andy O'Connell (Rowing), Pat O'Connor (Pioneering) and Deirdre Byrne (Hill Walking).

In addition our thanks also go to the following team leads who are remaining in their roles: Mick McGrath (Backwoods); Niamh McLain (Emergencies) and Ciaran Bradshaw (Sailing).

Deirdre Byrne was appointed to the role of Adventure Skills Programme Commissioner in June and is continuing the work to ensure that Adventure Skills are developed and delivered effectively at local level.



## Support

Pauline Lucas was appointed to this role in June and she welcomes the opportunity of working through the Provincial Youth Programme Co-Ordinators (PYPR) and with the County Programme Co-Ordinators (CPC) all over the Country. All of the Programme teams have developed workshops that will be rolled out with the CPCs to ensure supports are local, effective and targeted for every section in their Scout County. Effectively being the Patrol Leader of the PYPR's it's one of the BEST roles in Scouting. Each of the six of them are passionate about programme, dedicated and committed and are a pleasure to Scout with.

## Development

The Development Programme Team is focused on ensuring the holistic development and implementation of Youth Programme in Scouting Ireland. Given the broad remit of Youth Programme and the large number of teams operating in the area, the Development Team acts as a co-ordinating group to ensure a focused, collaborative, and balanced approach. The Team works in conjunction with other teams to offer support and advice in the operation and dissemination of local and national initiatives.

Since the appointment in June, of the Programme Commissioner (Development), the team has concentrated on putting in place processes to facilitate the Youth Programme Team in working together to achieve our shared objectives. Together with the other Programme Commissioners and Team Leads, they have developed a shared plan to support the delivery of quality youth-led programme in Scout Groups. The Development Programme Team have focused on a range of projects, including:

**Resources:** The Development Team is responsible for co-ordinating and standardising the Youth Programme resources. Each Section Programme Team produces a monthly resource, while the Adventure Skills Teams and other Teams also create regular resources.

**Better World Framework:** The Development Team is responsible for the implementation of WOSM's Better World Framework initiative, including the Messengers of Peace Award, the World Scout Environmental Badge and the Scouts of the World Award. In conjunction with the Section Programme Teams, the International Team and the Programme Unit, they have developed Scouting Ireland's adoption of the Framework and the integration of the elements into ONE Programme, through the Personal Progressive Scheme of each section. Mary-Elizabeth McGrath is the team lead for this project.

**Communications:** Together with the Communications Team, the team has been focused on fully utilising and progressing our communications channels to disseminate Youth Programme initiatives and resources to as many youth members and Scouters as possible.

There are numerous other on-going small projects and initiatives being developed to support youth programme, including planning/reviewing approaches, positive Scouting and educational approaches.

***“All of the Programme teams have developed workshops that will be rolled out with the CPCs to ensure supports are local, effective and targeted for every section in their Scout County.”***

## Whole Health

Whole Health is another focus of the NYPC over the past year. The Whole Health concept should be seen as an encompassing idea that centres around the whole or complete health area, this includes body, mind, diet and fitness. A young person will go through many changes in life and these changes are sometimes not easy to cope with. Feelings and anxieties can be heightened and the changes in their bodies can also be a worry or concern. Developing appropriate relationships, friendships and moving from childhood to teenage years can be challenging for some young people. These continue to be a challenge, which we are aware of as an Association.

The Whole Health Area focuses on building resilience through its programme. It is important, if not critical, that our youth members learn to be able to cope with life's ups and downs. With this in mind, we are also focusing on how Scouters can develop and be mentors to our youth members to help them through these challenges. We will continue to develop resources and supports in these areas.



## YOUTH EMPOWERMENT



### Youth Empowerment

Youth Empowerment is central to Scouting. It is inherent in the way we 'do' youth programme. The aim is to facilitate the development of young people by increasingly giving them the skills and opportunities to take on personal responsibilities and leadership roles. The Youth Empowerment Team acts as a focus for this work on the NYPC. Until May 2016, it operated as a Programme Team with a Programme Commissioner who ensured that the idea was highlighted fully within Scouting Ireland. It was felt after this work was done it was best to emphasise Youth Empowerment in local Scout Groups, through the small group system in each section. The new Team, under an appointed Team Lead, who sits on the NYPC, works with the section Programme Commissioners and others to develop this aspect of our programme.

In addition, this Team supports the work of the National Youth Reps. The meeting of the National Youth Representatives, collectively consisting of the 27 elected National Youth Representatives, has been facilitated by the team, focusing on creating a Scout friendly environment where the National Youth Representatives are supported in carrying out their roles. The team has met throughout the year and has facilitated the National Youth Representatives in being creative and diligent in their roles. Supporting them where they needed it and encouraging them to lay their own path.

### Youth Reps

The Youth Representatives for Scouts, Venture Scouts and Rover Scouts have been especially active...



### National Scout Reps

The National Scout Youth Reps have done a lot this year. They have completed a number of different projects and also helped develop a lot of ideas, especially those that came from the National Youth Fora in January 2016. They started off their year with their training weekend in Donnybrook. This involved workshops on communications, diversity and inclusion and what they do as National Scout Reps. This weekend was very informative and also allowed them time to think of projects they wanted to complete throughout the year and decided what teams they would be involved in (NYPC, Communications, International and Youth Empowerment).

Eva and Emily spoke at National Council, on two motions, on behalf of the National Scout Reps. The Youth Reps also ran a youth empowerment stall at National Council, where they handed out acronym cards to the members of National Council. On the International Team, they helped develop sections of the website, promote Jamboree on the Air & Jamboree on the Internet (JOTA/JOTI) and also worked on the role of a youth rep. On the Communications Team, they mainly focused on the development of the website and attended content camps at the Phoenix Challenge and also at Camp Four. On the NYPC, they attended all the meetings and voiced the youth opinions on any matters that came up.

Additionally, the National Scout Reps completed/started a number of different projects which included a rural Scouting support initiative; this involved including Scout Groups, who are from a rural area and may not have the resources/people to complete their Scouting experience

fully. Also other projects included a uniform review, mental health awareness project, Scout open-day resource and quality Scout experience camp. They attended a number of separate activities such as the Phoenix Challenge, Camp Four and The Star Scout Show.



### National Venture Scout Reps

The National Venture Scout Reps were active voices at National Council where they spoke on motions, but also helped Venture Scouts, who were representing their Scout Counties and Scout Groups. The Reps also had full Venture Scout representation at the meetings of the NYPC by operating a rotation system. They were welcomed by the team and decided that the role of the rep needed to be defined. This is one of two projects they have been set by the NYPC to work on.

They also had the Venture Scout Reps working alongside the Communications team to develop the Venture Scout content for the new website. They also had setup a Facebook page, which allowed Venture Scouts from all of our Scout Provinces to share content Ideas for venture videos. They had representation on the International team working alongside the International Commissioner and attended meetings, where they were also given a number of tasks to complete throughout the year

Several of the National Venture Scout Reps were in attendance at this year's Dublin Pride parade to support the LGBTQ+ community of Scouting Ireland.

### National Rover Scout Reps

It all began at Rover Focus in January of this year. The newly (and not so newly) elected Rover Reps started their journey to what turned out to be quite an action packed



year. Their first event as reps was the National Rep Training; an opportunity to find out what they would be doing for the year and how they were going to do it. It was also a chance to get to know the Scout and Venture reps. At National Council the National Rover Scout reps engaged by arguing for and against motions relevant to their section and used their votes appropriately

In April of 2016, Shauna Halpin and Colin O'Reilly attended Agora, a European Region Rovering event, in Madrid. Under the theme 'Bringing Colour Back into the World', Rover Scouts discussed European Citizenship, Youth Empowerment and looking forward to Roverway 2016. The Overture Diversity Network took place in Rieneck, Germany in May and was attended by Aisling Bonner. Delegates from National Scout Organisations all over Europe were in attendance to discuss what their Associations are doing in relation to diversity and inclusion.

Other activities attended by the National Rover Scout Reps included the Star Scout Show, LGBTQ+ Pride events in Dublin and Cork, Scouting Ireland's Refugee Access Programme, Electric Picnic and continued attendance at NYPC meetings. As a Rover Rep, Trudie Mitchell contributed to the work of the International Team.

***"The aim is to facilitate the development of young people by increasingly giving them the skills and opportunities to take on personal responsibilities and leadership roles."***





## YOUTH PROGRAMME

Thanks to all of the members of the NYPC, both outgoing, continuing and new, who have committed considerable time, energy and passion into the development of our programme.

Particular thanks go to the outgoing members of the NYPC who stepped down following the election of a new Chief Commissioner (Youth Programme) :

Ian Davy - Chief Commissioner (Youth Programme)  
Karen Free - Programme Commissioner (Beaver Scouts)  
Joe Boland - Programme Commissioner (Cub Scouts)  
David Shalloo - Programme Commissioner (Scouts)  
Trish Blake - Programme Commissioner (Venture Scouts)  
Lucy Kay - Programme Commissioner (Rover Scouts)  
Stephen Taylor - Programme Commissioner (Sea Scouting)  
Pauline Lucas - Programme Commissioner  
Niamh Donnelly – Programme Commissioner (Youth Empowerment)

Thanks also to their teams, to the various representatives from the Scout Provinces and Youth Forums, and to all those teams and individuals that directly supported delivery of youth programme, national activities and initiatives.



## YOUTH & ADULTS WORKING TOGETHER

In June 2016, the NMC appointed the following members to the National Youth Programme Committee:

Ian Feighery - Programme Commissioner (Beaver Scouts)  
Rory Murphy - Programme Commissioner (Cub Scouts)  
Úna O'Grady - Programme Commissioner (Scouts)  
Glenn Webster - Prog. Commissioner (Venture Scouts)  
Ruairí Nealon - Programme Commissioner (Rover Scouts)  
Gearoid O'Riain - Prog. Commissioner (Sea Scouting)  
Deirdre Byrne - Prog. Commissioner (Adventure Skills)  
Pauline Lucas - Programme Commissioner (Support)  
Richard Scriven - Prog. Commissioner (Development)  
David Kenneally – Team Lead (Whole Health)  
Conor Murray – Team Lead (Chief Scout's Award)  
Jim McIluff – Team Lead (National Activities)  
Katie Spillane – Team Lead (Youth Involvement & Empowerment)

Everyone who has committed their time to developing and supporting our Youth Programme is worthy of our considerable thanks and praise for all that they have done.

### David Shalloo

Chief Commissioner (Youth Programme) April 2016 – August 2016







### Report of the Chief Commissioner Adult Resources - 2016

It is with pleasure that I present my report for the year to 31st August 2016, this report will cover the following:

- » New Training Scheme
- » The work of the National Adult Resources Committee (NARC)
- » Code of Good Practice
- » Fellowship & Recharge
- » Adult Awards
- » Training Report
- » Mutual Agreement & Review
- » Supporting Adult Volunteers (Mentoring)
- » Recruitment
- » Scouters' Conference

### Training

#### Provincial Trainers

The Provincial Training Co-ordinators and the Provincial Trainers Panel have exceeded all expectations in managing to deliver Training across the Country to exceptionally high numbers. Each of the Provincial teams is owed a debt of gratitude for their achievements over the past year. Special thanks to the Provincial Training Co-ordinators who work tirelessly to ensure that training is being delivered in their Provinces. The number of Scouters attending training experiences reached a new high as Scouters endeavoured to complete to Stage 6 before the transition to the new scheme. As always the byword being "Training delivered locally to a national standard".

#### Training Review

The Review Team, under the leadership of Chris Kearns, continued the great work and in the Spring various teams within the Review Team rolled out the Story of Scouting - e-Learning, the Story of Scouting - Interactive and the Being a Scouter courses. As if that was not enough, linked to all this was the associated projects under their remit including the induction process for new Scouters and Safeguarding online for Rover Scouts and Associate



members. A huge thank you to all the core team and to the Scouters who contributed to these and all other Training projects over the last year. The Review Team made presentations to all the Provincial Management Support Teams right across the Country. Communications via national mailings became a regular feature to ensure all Scouters were up to date with the Implementation plan.

#### Train the Trainer

Autumn 2015 and Spring 2016 saw 27 participants involved in the Train the Trainer programme. All participants got the opportunity to show their true potential and by now are welcome and valuable additions to the Provincial Trainers Panels. This course will be an annual event as we strive to develop the capacity of the panels.

#### GL & Commissioner Training

The programmes for both the Basic and Advanced Group Leader/Commissioner Training courses were ratified after a number of pilot courses. This team, led by Bernadette Rogers, has delivered a fit for purpose course which will develop and enhance the skills required for this important management role. Courses have been hosted in the South East, Northern, Southern and Dublin Scout Provinces



#### Trainers briefing days

A number of days (4 in total) were scheduled for Trainers to assist with their on-going training and to familiarise them with the new training scheme. Trainers from all over the Country engaged with the process. Additional days were spent on familiarising trainers with the content and materials used on the 'Being A Scouter' and 'Youth Led Programme' courses. These proved very successful. This was part one of engaging in the scheme for those who would deliver these strands.

#### Implementation & Roll out phase

Originally we were to roll out the new scheme in January 2016, but in response to a huge amount of requests we continued to run the previous training scheme and we extended the phasing period. The requests for Stage 2 and Stage 3 courses exceeded all expectations and indeed requests for Stage 6 continues. Between September 2015 and May 2016 404 participants attended Stage 6 courses and it is anticipated that a further 585 participants will have completed Stage 6 courses by the end of 2016.

***"The Provincial Training Co-ordinators and the Provincial Trainers Panel have exceeded all expectations in managing to deliver Training across the country to exceptionally high numbers."***

In April 2016, Being A Scouter was launched with courses scheduled up to the end of 2016. The Story of Scouting - eLearning and Safeguarding online became available in May 2016 and The Story of Scouting - Interactive became available in August 2016. The changeover to residential delivery has caused some issues for people, however, the majority of those who have attended have commented on the positive side of this one overnight. Work continues on the other strands within the scheme and roll out of Youth Led Programme begins in February 2017 and Scouting Together shortly afterwards.

I would like to take this opportunity to thank the Training team, the 6 Provincial Co-ordinators, the programme representatives and the team administrator for their continued commitment, help and support. Without their interest and dedication to training nothing would be possible. To the Provincial Training Co-ordinators and their Training panels, I can only say thanks to you for a job well done on all that was achieved over the last 12 months, it's incredible to think that this body of work was delivered by teams of Trainers, all volunteers and who, in the main, are section Scouters themselves.

#### National Adult Resources Committee

The function of the National Adult Resources Committee (NARC) is to support the 12,500 adults in Scouting Ireland. They do this through a number of ways:

- » In conjunction with the Training Commissioner and the Training Team, we monitor and co-ordinate the training of Scouting Irelands adults.
- » We develop policies and documents for discussion and bring them to the NMC for approval.
- » We work very closely with the NYPC, supporting them in the delivery of programme events.
- » e.g. JamÓige, the Phoenix Challenge and Founder's Day.
- » We oversee Recharge and the Scouters' Conference.
- » We support Trail Day.
- » We provide a phone in service on Monday nights.







### Code of Good Practice & Safeguarding

30th January 2016 saw another productive refresher day for our Child Protection Trainers. Our opening speaker was Julie Ahern from the Children's Rights Alliance on the report from the Irish Government on the UN Convention on the Rights of the Child in Geneva a few weeks earlier. Louise Monaghan updated us on vetting, training and the Children First Act on behalf of the National Youth Council of Ireland. We worked on some e-safety video clips to help Scouters, parents and young people understand the risks posed online. Our Training Commissioner, Gay Davoren, updated us on the new training scheme, which has been reviewed over recent years. We look forward to continuing annual refresher days and thank all of our Child Protection Trainers for their ongoing time and commitment.

Shaun Greaves, Head of Learning and Delivery with SCOUTS New Zealand visited for a week in June and was very interested to attend one of our first new, Being A Scouter training weekends in Mount Melleray Scout Centre in Waterford. He took great value from the National Youth Council materials and from the various Scouting Ireland Staff and volunteers he met during the week, finishing with a trip to the sunny opening day of JamOige in Pallaskenry.

Scouting Ireland commenced e-vetting in the Republic of Ireland in July and we are pleased to report a successful operation of this new system with the support of An Garda Síochána with most results returned in a week or so.

Access NI online also continues to return results in one or two weeks.

The latest update of the Code of Good Practice is underway in anticipation of the commencement of mandatory reporting under the Children First Act 2015.

### ***“Scouting Ireland commenced e-vetting in the Republic of Ireland in July...”***



Positive Scouting workshops and refresher child protection awareness training continues. With ongoing support and assistance from An Garda Síochána we continue to roll out E-safety to help our members face the challenges of increased

sexualisation of young people and of ensuring Scouting gives them time and space away from the online world, where they increasingly live and interact with the world.

### Fellowship & Recharge

Last year saw the biggest attendance at Recharge in Castle Saunderson. In excess of 250 Adults were in attendance, taking part in fun activities and workshops. The Charity auction raised nearly €2,000 for the Irish Cancer Society. This is an ideal opportunity for Scouters to renew old friendships and meet new friends. I would like to thank all of the staff at Castle Saunderson for their continued support of Recharge.

I would like to remind you of the Fellowship Network. This is an ideal opportunity for Scouters to continue to contribute to Scouting. All members of Scouting over the age of 18 can be a member of the Fellowship Network.



### Adult Awards

One of the most pleasant roles I have as Chief Commissioner (Adult Resources) is being chair of the National Adult Awards Committee. The committee met three times during the year and the deadline dates for award nominations were 31st December, 31st March and 31st August. It is really nice to say a big “Thank You” to our members and Scouting Ireland use Service, Merit and Honour awards to do this. Last year's recipients are listed in the appendices at the back of this report.

### Adult Resources Publications

NARC has put together a number of very useful booklets.

These booklets are:

- » Adult Training Standards – This booklet outlines all of the training for adults within Scouting Ireland.
- » Welcoming Adults to Scouting – This booklet outlines how we welcome new adults to Scouting and covers the induction process.
- » Working Together for the Team – This booklet outlines, in a simple step by step way, how to carry out the Mutual Agreement & Review.
- » Supporting Adults Volunteers – This booklet explains the importance of ensuring that all adult volunteers are mentored as well as an easy to follow process on how this is done.

### Scouters' Conference

The third in a sequence of Scouters' Conferences, jointly hosted by the Chief Commissioner (Adult Resources) and the Chief Commissioner (Youth Programme) was held in Tullamore in November 2015. Once again this conference brought together a very committed group of Scouters, Group Leaders and Commissioners to engage in a range of workshops and seminars that impact Scouting on the ground. Areas covered included: Governance; Roll out of the New Training Scheme; Supporting Special Needs in a Scouting context; Effective Communications and many more. This conference is an ideal opportunity for Group Leaders and Commissioners to up-skill on the many areas they deal with on a weekly basis.

### Thank You

It is a real pleasure to work with a very committed team of Scouters on NARC. Their commitment to Scouting is really humbling and I thank them for their support and friendship over the last, very busy, year.

#### Thérèse Bermingham

Chief Commissioner (Adult Resources)





# FRIENDS BEGIN HERE

SCOUTING IRELAND







## Report of the Provincial Management Support Group - 2016

Local Scouting is where the action is in Scouting Ireland! Every week, thousands of young people meet in Scout Dens, community meeting places, in campsites or along a river or mountainside. They gather together with a common purpose; to develop our young people and give them the chance to explore, create and begin the adventure.

Local Scout Groups support each other as part of a Scout County. In turn, the Scout Counties are supported as part of a Scout Province. In September 2015, the Provincial Management Support Group (PMSG) re-formed to co-ordinate the work of the six Scout Provinces and harmonise the support offered by each Scout Province. The PMSG is made up of the six Provincial Commissioners, the Provincial Support Officers (PSOs), the Chief Scout, the Chief Executive Officer and the Manager (Support Functions). During the year, the group expanded to include the National Secretary and the National Treasurer.

The development of new Scout Groups and new Programme Sections within existing Scout Groups is one of the key areas managed within the Scout Province. The introduction of the new Training Scheme has brought changes to that process and the PMSG revised how these new Scout Groups and new Programme Sections were opened. This has led to the creation of the new role of Development Co-ordinator and the appointment of former Provincial Commissioner, John Watmore, to the role. John and team will look at all opportunities for the development of Scouting and ensure that our resources are prioritised to give the best opportunity for more young people to join.

During the year new Scout Groups opened: 7th Galway (Gasóga na Mara), 6th Mayo (Cushlough), 22nd Wexford (Oulart), 1st Port (Ringsend) and 4th Meath (Oldcastle).

New sections opened in 2/6/47/93rd Cork Douglas & St. Finbarres ( a 4th Beaver Scout Colony & a Cub Scout Pack), 16th Cork Mizen (Venture Scouts). 142nd Dublin Esker (Scouts & Venture Scouts), 25th Dublin Mt. Merrion (Beaver & Venture Scouts), 115th Dublin Balinteer (Scouts & Cub Scouts), 4/5/129/190th Dublin (Scouts), 14th Dublin Ballyroan (Beaver Scouts), 36th Dublin Rathmichael (Rover Scouts), 19/36th Dublin Phibsborough (Venture Scouts).



***“When they come together, they do so with a common purpose, to develop our young people and give them the chance to explore, create and begin the adventure.”***

To all of these new Scout Groups and Programme Sections, as well as all new members, welcome to Scouting Ireland!

Training is delivered in each of the Scout Provinces and this year has seen the start of the winding down of the old scheme (with a huge rush of Scouters on training courses as if training was coming to an end!), and the introduction of the new scheme. Of course it's not, and the new courses have received very positive feedback from those who have participated. The roll out over the coming year will give the opportunity to more Scouters to experience the new scheme and to spread the word to people to book on courses. Our thanks must go to the dedicated Trainers and Provincial Training Co-ordinators (PTC's) who give a huge amount of time to see others benefit from Scouting, whilst also juggling roles such as being Programme Scouters themselves.

Local Scouting has seen significant investment during the year with the opening of the new Scout Den in Portmarnock and the commencement of the major refurbishment of the Sea Scout Den in neighbouring Malahide. Improvement works also took place in Fota Island Campsite and at the house & campsite in Kilcully. The Southern Provincial office has now moved into Kilcully and the building also offers a Training Room for courses. Land was acquired from Coillte for a new Campsite in Galway and 9th Mayo (Claremorris) have acquired a new Scout Den. The North Eastern Province began construction of a Log Cabin at Castle Saunderson as a legacy project at Camp North East. These are a huge investment in local Scouting and over the coming years the rewards will be reaped, because of the hard work and dedication of the Scouts, Scouters, Scout Groups, Scout Counties and Scout Provinces, who undertook these projects. Congratulations to all involved.

Programme never stops in Scouting Ireland and the support from the Scout Provinces and Scout Counties of local programme, is vital. In addition to participation in local and Scout County Programme, many Scout Groups were very keen to support National Activities such as The Phoenix Challenge, Camp FOUR and JamOige. Thousands of Cub Scouts and Beaver Scouts were under canvas on the June Bank Holiday weekend at JamOige in Pallaskenry, Co. Limerick, CastleJam in Castle Saunderson and the annual Cub Scout Camp in Larch Hill. That number of young people under canvas at the same time was a sight to behold and will only give them a small taste of what is yet to come at JamboRí 2018 and the World Scout Moot 2021!

In addition, there were Provincial Events such as Camp North East 2016 for Scouts & Venture Scouts, taking place in Castle Saunderson and the new Beaver Challenge taking place in the South East Province. Congratulations go to the 80th Cork (Little Island) on winning The Phoenix Challenge in Mount Melleray and to all teams who participated at this year's event - as well as Gosford Provincial camp, which took place in the Northern Province.



The support of local Scouting is the primary focus of each of the Scout Counties and the roll out, this year, of the new Quality Scouting Experience (QSE) tool is making great strides in this effort. Scout Groups who have used the tool took time out to focus on the real priorities of the members of the Scout Group and put in place a development plan based upon this. This roll out is well underway and Scout Groups should talk to their County Commissioners and PSO's to book their date for using QSE if you haven't already done so.

The PMSG would like to acknowledge and thank the County Commissioners and their team members who have completed their terms during this year. We would also like to welcome those who have taken up appointments or been reappointed during the year. They join a very dedicated group of County Commissioners and Scout County Teams who are continuing in their roles and we will do everything we can to support them in what they do.



The Dublin Scout Province had an increased attendance at this year's Provincial Youth forum. A full complement of Youth Reps were elected all of whom attended the National Youth Forum. CPC and CTC programme seminars and workshops were run throughout the Province. Some of our Venture Scout Sections were heavily involved with the Scouting Ireland Refugee Programme. The Northern Province conducted its registration of Groups with the Charity Commission for Northern Ireland (CCNI) and ran a cross community, equality & diversity program (CRED) during the year. The Youth Fora team ran a small grants scheme and at the Fora they covered topics such as depression and networking.

We welcomed Joe Doherty as the new Provincial Commissioner in the Western Province as we said farewell to Brian Webster who stepped down at the start of the year. Thanks to Brian for all his work during his term and welcome to Joe as he takes up the mantle.

The PMSG will do its utmost to deliver the best support we can to local Scouting. Our next challenge is the support of the registration process of Scout Groups as charities and when the date for registration is known we will do our best to make this as smooth a process as possible. We look forward to supporting many more Scouts and Scouters on their journey in the year ahead. On behalf of the PMSG:

**James O'Toole**  
Provincial Commissioner (North Eastern Scout Province)

**Chris McSweeney**  
Provincial Commissioner (Southern Scout Province)

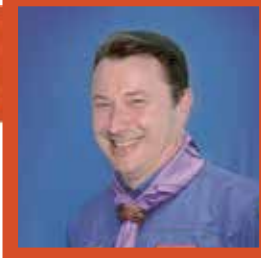
**Kieran McCann**  
Provincial Commissioner (Northern Scout Province)

**Mark Blake**  
Provincial Commissioner (Dublin Scout Province)

**Kevin Murphy**  
Provincial Commissioner (South Eastern Scout Province)

**Joe Doherty**  
Provincial Commissioner (Western Scout Province)





## Report of the National Spiritual & Religious Advisory Panel Chairperson - 2016

This year saw a continuation of the work from previous years, the momentum for this came from the work on introducing a further alternative Promise. This work allowed the Association an opportunity to talk about the place of Spirituality in Scouting. It also allowed the National Spiritual & Religious Advisory Panel a chance to review its role and how best to support Scouting. The two outputs of the Panel were in supporting the Youth Programme and Adult Resources.

### Supporting Youth Programme

The main challenge from the adoption of a further Alternative Promise was making it age appropriate. This was signed off by the NMC updating SID 73/11 – Scouting Ireland – Promise & Law Youth Variation. This document has all the variations of the Promise. We have been encouraging sections to look at how they implement this and to re-assess their ceremonies in light of these new resources. We would also like to point out that if people still want to keep a prayer then there are suitable prayers in SID 84-11. This document was updated a few years ago and has new prayers for all sections and some events.

We have been working with the Adult Resources teams and in particular the Training team to look at how Spirituality is developed in Training courses. This work is ongoing and should be seen in the new Training Courses.

### Membership

The Membership of National Spiritual & Religious Advisory Panel consists of: The Right Reverend William Paul Colton – Church of Ireland  
Rev John Paul Sheridan C.C. – Roman Catholic Church  
Leonard Eppel – Jewish Community  
Andrew Rolston – Presbyterian Church of Ireland  
Pat Ó Súilleabháin – Religious Society of Friends

***“The main challenge from the adoption of a further Alternative Promise was making it age appropriate.”***

We would welcome any Faiths in the Association that feel that they are not represented to get involved. If you wish to get involved please feel free to contact us by e-mailing [nsrap@scouts.ie](mailto:nsrap@scouts.ie). All Faiths have to be approved by their official representative body, but we can help with this.

### Main Activities

National Trail Day was a highlight event again this year. It was an excellent opportunity for Scouting to reflect on the many deceased members that kept the Scouting light burning through the years. It is an annual event so please look out for it again next year. The annual Peacelight ceremony continues to be a well-supported event by many Scout Groups throughout the Country.



One significant body of work undertaken during the year, was identifying the various advisors at local level. We have compiled an extensive list and intend to bring it further next year. NSRAP was also at the Scouters' Conference where we met Scouters to discuss Scouting and the role of spirituality. We hope to be able to continue this work next year.

Finally, I would like to thank all those people who have given me advice and support as Chairperson of the Panel. It is encouraging that during a time where people feel lost that they can find meaning and purpose through their belief in Scouting. These many people across the Country make our lives so much easier and motivates us to do better.

**Pat Ó Súilleabháin**  
Chairperson of NSRAP







## Report of the International Commissioner - 2016

Having completed my first full year as International Commissioner, I am delighted to report to the Association some key areas that I think are worth highlighting.

Over the year, Scouting Ireland has taken international representation to a new level – having individuals attend over 12 events on our behalf. One of the biggest areas of note is the Partnership Event which Scouting Ireland hosted just outside Dublin back in March. This saw Scouts from across the globe arrive on our green soil to work together on developing Associations by networking, sharing knowledge and experiences. Our own partner organisation is in Lesotho and this was the first year where we were not only able to welcome a member into Ireland, but Scouting Ireland Rover Scouts also travelled to Lesotho this summer as part of the Luméla-Fáilte Partnership. During this trip, they put in a lot of work and support, both physically and mentally, in a true Scout-like manner to help with the development of the Lesotho Scout Association – here's to continuing this next year!

The European Scout Conference was also held in 2016 and was hosted in Norway. Seven members of Scouting Ireland travelled to this event in order to voice our opinions and develop our insight into the future of the European Scout Region. I believe it is events like that where I really see the true impact that Scouting Ireland can have in a World context. We were proud to witness Thérèse Bermingham, our Chief Commissioner (Adult Resources), being presented with the Bronze Wolf Award – the highest accolade that can be bestowed on a Scouter, by the World Organisation of the Scout Movement. For those of you who maybe do not know Thérèse's background – she has been involved in Scouting for many years and she didn't stop with supporting Irish Scouting as she has been a member of both the European Regional and World Scout Committees. On behalf of Scouting Ireland, I would like to congratulate her once again on this award, a great reflection of her dedication and commitment to our movement.



From conferences to events, 2016 was a big year for Scouting in Europe. In August, nearly 100 members of Scouting Ireland travelled to various locations in France to attend Roverway. This is an event uniquely for Venture Scouts and Rover Scouts where they can explore the culture and surroundings of a country within Europe. Participants are split into international Patrols for the first leg of their exploration journey and during the second leg, everyone comes together again in a Jamboree style event at a "Base Camp" location. I would like to take this opportunity to commend each member of the Scouting Ireland contingent for their participation during this event, they represented us well and did us proud. In particular, I would like to thank Glenn Webster, who was Head of Contingent for this event, and his team. As you will be aware, they travelled to a country widespread with turmoil and Glenn worked hard to ensure everyone was safe and most importantly, felt safe. There's already a great buzz about this event in 2018 in The Netherlands, so keep an eye open for how you can get involved!

***"Over the year, Scouting Ireland has taken international representation to a new level – having individuals attend over 12 events on our behalf."***

Back on home ground, a new International Team was formed, introducing new roles with the goal of directly supporting on-the-ground Scouting and bringing the international dimension of Scouting to every member, not just those who travel abroad. Thanks to Jack Tierney, a new Pen Pal scheme was launched, which allows Beaver Scouts & Cub Scouts link up with members of other Scouting Associations to learn more about the similarities and differences across Scout Organisations and cultures. Our aim in 2017 is to develop this scheme further so we can see the impact it can have on as many young people as possible and truly cater for international experiences both at home and abroad.

***"We were proud to witness Thérèse Bermingham, our Chief Commissioner (Adult Resources), being presented with the Bronze Wolf Award..."***

The Provincial Representatives are working very well within the team. They are doing so much more than just liaising between National and Provincial level. They are responsible for keeping us grounded and for reminding us of what is truly important, local Scouting. This team is constantly working on generating new ideas and suggestions for improving existing ones.

In 2015/16, we were also able to get direct feedback from local Adults in Scouting and young people through a series of questionnaires. These were designed to allow members of our Association to feed back what they think works well, what doesn't work well and also make some suggestions to introduce new ways of working. With that in mind, I am

pleased to say that the international travel forms will now be available online with the launch of the new website, something I'm sure many people are delighted to hear about!

Obviously, the summer months are the busiest time of the year for the International Team. This summer, a total of 3,380 members travelled abroad with their own section/ Scout County with a variety of camping types from Jamborees to campsites to hostels. I intend to keep an eye on this number over the rest of my term and I'd love to see this number increase year on year. I am looking forward to rolling out new procedures to ensure every Scout Group/section get the support it needs to travel abroad. It needs to be pointed out that it would not be possible for so many people to travel internationally as Scouts without the support of the Scouting Ireland staff.

2015/2016 has been a wonderful year, a tough year and an experience. There are so many people who have made this year so memorable and I would like to thank all of them. In particular, the local members, both adults and young people, who make Scouting Ireland.

YOU make Scouting Ireland the envy of many Associations across the world and you who have helped develop us into something great.

I'm honoured to be your International Commissioner and am looking forward to the next year.

Go raibh maith agaibh go léir,

**Claire McAroe**  
International Commissioner







Report of the National Secretary - 2016

It is my pleasure to deliver my last report as National Secretary for the Scout year 1st September 2015 – 31st August 2016. The past twelve months has been exceptionally busy, on an operational level for Scouting Ireland. We have progressed all strands of the on-going governance project, established new sub committees to share the workload and brought new people on board to the various national teams. We have also progressed our membership management systems development, reviewed policies and procedures, to ensure the Association is working at optimal level. We have done our best to ensure that support has been provided to Scout Groups and that it is not being tied up, supporting the middle management layer of Scouting.

National Council

During the last Scout year there were two meetings of the National Council.

Extraordinary General Meeting - 12th September 2015

The National Management Committee (NMC) called a meeting of the National Council to take place on 12th September 2015, primarily to elect a new Chief Scout. Christy McCann was elected as Chief Scout on the day. The meeting took place in the RDS, Dublin and was attended by a record 952 delegates. This meeting of the National Council also unanimously accepted a motion to add in a new variation of the Scout Promise, which was subsequently ratified by the WOSM Constitutions Committee and is now in place in the Scouting Ireland Constitution. Our thanks go to the Promise variation Sub-committee for all their work in making this happen. The National Council also elected a new International Commissioner and received a detailed report on the governance project.

Annual General Meeting - 16th April 2016

The Annual General Meeting of the National Council in 2016 took place in the RDS, Dublin and was attended by 919 delegates. This meeting considered and passed some very important motions regarding the governance of Scouting Ireland and there will be some follow up motions

to be considered by the National Council regarding this topic over the coming years. The highlight of this AGM of the National Council for many was the opening address by Irish Mountaineer, Jason Black. Jason, who is a former Scout, gave an inspirational address highlighting the positive impact Scouting has had on his life. Many have told me that Jason was the best speaker we have ever welcomed to our National Council meeting.

The recent increase in the number of delegates attending, particularly youth members, is very heartening and I would continue to encourage all Scout Groups to participate in National Council so that you can have an input into the important decisions which affect Scouting Ireland.

The next AGM of the National Council will take place on Saturday 8th April 2017 in the RDS, Dublin.

National Management Committee

The National Management Committee (NMC) continues to work through an extraordinary amount of business. The day-to-day business, coupled with the extra requirements in governance, makes it extremely challenging to get through it all effectively. It has never been more important that we complete the governance project and build the national structures that are required to run an organisation of the scale of Scouting Ireland. I have implemented the NMC compliance calendar and this has enabled the Chief Scout, CEO and me to ensure that the important items of business are addressed on a regular and scheduled basis.



Scout Groups or Scout Counties are welcome to raise issues with the NMC, either through the National Secretary, or their Provincial Commissioner.

During the period of September 2015 – August 2016, the NMC met on nine (9) occasions. The following is a table of attendance at those meetings:

Name	Eligible Meetings	Attended
Christy McCann	9	9
Jimmy Cunningham	9	9
Annette Byrne	9	7
Ian Davy	5	4
Therese Bermingham	9	6
Pat O'Sulleabhain	9	7
Claire McAroe	9	8
Kieran Cody	9	7
Mark Blake	9	8
Joe Doherty	9	9
Kieran McCann	9	6
Christopher McSweeney	9	9
Kevin Murphy	9	6
James O'Toole	9	8
David Walsh	9	7
Paudy O'Brien	9	9
Gary Gaughan	9	8
Mary Fricker	9	8
Tom Clarke	5	5
David Byrne	9	8
David Shalloo	4	4
Greg Andersen	4	3



*“Scouting Ireland, over the last two years, has come of age and moved onto a different footing in relation to how we manage an ever-growing organisation.”*

During this period, we had a change of personnel on the NMC. Christy McCann was elected as Chief Scout and Claire McAroe was elected as International Commissioner at the EGM in September 2015. Ian Davy and Tom Clarke retired from the NMC having completed their respective terms of office. I would like to pay tribute to them all for their efforts and thank them for their service to Scouting Ireland.

David Shalloo was elected as Chief Commissioner (Youth Programme), Greg Andersen was elected as a member of the NMC and Joe Doherty was elected as Provincial Commissioner (Western Scout Province). I would like to congratulate everyone that was elected to the NMC and wish them well for the term they serve.

Membership of the NMC involves a great deal of work and time and I commend all of the members for their dedication to the development of Scouting Ireland.

NTPIC

The National Team for Policy Implementation and Coordination (NTPIC) is made up of the Chief Scout (acting as Chairperson), the National Secretary, the Chief Commissioner (Youth Programme), the Chief Commissioner (Adult Resources), the National Treasurer and the Chairperson of NSRAP. The CEO attends and contributes to the meetings.

This team is charged with the implementation and co-ordination of the decisions of the National Management Committee and the general day to day issues of Scouting Ireland. The NTPIC meets monthly and these typically happen on the first working Monday of every month. Items discussed are regularly referred to the NMC for further discussion and decision. The minutes of the meetings of the NTPIC are provided to the members of the NMC as part of their information pack for each meeting. The membership are then given a briefing in the National Secretary's Management Bulletin.

In recent months it has been decided that the Scouting Ireland staff management team will attend every second meeting of the NTPIC. This will assist us in continuing to build the volunteer/professional partnership and ensure that the management of Scouting Ireland is acting in a collegial manner.



NMC Standing / Sub Committees

The NMC has a suite of standing and sub committees, that are appointed on an annual basis, to progress work and provide a support mechanism to the membership. All of the national committees are monitored by and make regular reports to the NMC.

The committees appointed in 2015/2016 along with the number of meetings each committee held are listed below.



Committee Name	No.of meetings
National Team for Policy	
Implementation & Coordination	9
National Youth Programme Committee	*
National Adult Resources Committee	14
National Spiritual & Religious Advisory Panel	3
Risk Management Advisory Team	3
Adult Awards Committee	3
Crisis Management Team	3
Child Protection Management Team	4
Scouting Ireland Heritage Group	2
Quartermaster & Logistics Team	*
Campsites and Facilities Team	6
Communications Team	17
International Team	7
Maryville Sub-Committee	2
Provincial Management Support Group	6
Domestic National - Activity Team	*
Scouting Ireland International Activity Team	*
Staff and Employment Sub Committee	2

Finance Sub Committee	0
Finance Support Team	3
Remuneration Committee	4
Operations Support Team	4
Training Review Team	16
(additional residential weekends)	(6)
Youth Programme Effectiveness -	
- Review Team	9
Corporate Governance Review	7
Operation Lelievlet Sub Committee	2
Capital Expenditure Committee Finance	8
Scout Promise Review Committee	4
World Scout Moot 2021 Project -	
- Management Team	3
Audit and Risk Management Committee	5
Den Development Grant Committee	1
Governance Renewal Project	7
Constitution and Rules Committee	1
Group Council Structure Review -	
- Consultation Process	8
Training Team	7
Provincial Management Support Teams (PMST):	
PMST – Southern Province	4
PMST – South East Province	4
PMST – Dublin Scout Province	4
PMST – North Eastern Province	5
PMST – Northern Province	5
PMST – Western Province	5

\*No information received

Scouting Ireland has Memorandum of Agreements with:

- Duke of Edinburgh International Award
- Gaisce The President's Award
- Mountaineering Ireland

Scouting Ireland is a member of:

- World Organisation of the Scout Movement (WOSM)
- National Youth Council of Ireland (NYCI)
- The Wheel
- Children's Rights Alliance

Census & Registration Compliance

In order for a Scout Group to qualify as compliant with the census and membership registration criteria; a census must be submitted, fees must be paid and Scout Group accounts must be returned by the last Friday in January. This entitles the Scout County of which, the Scout Group is a member to a 10% rebate of the fees paid. Returns made within four weeks of the deadline will entitle the Scout County to a 5% rebate.

During the year 2015/2016, 426 Scout Groups out of 510 were deemed to be compliant with annual census and financial returns thus qualifying for the Scout County

rebates. Further support was provided to non-compliant Scout Groups, which resulted in a further 84 Scout Groups fulfilling their obligations in this area. It is unfortunate when Scout Groups miss the census deadline. Apart from the resources this requires for credit control and support the negative financial impact this has on Scout Counties can result in reduction in the level of support that can be provided through the Scout County structure.

It is critical that Scouting Ireland ensures best practice in areas of compliance as this will be insisted upon by the Charities Regulator/Commission into the future, but as you can see the majority of Scouting Ireland Groups are already fulfilling most of the criteria set down by the Charities Commission Northern Ireland (CCNI) and the Charities Regulatory Authority (CRA). We will continue to take steps to provide support to Scout Groups to ensure all obligations are met.

Membership Management

The management of our membership records continues to be a major challenge for Scouting Ireland. Incomplete records, incorrect contact information, or worse, non-registration/under-reporting of members, is creating potentially significant liabilities for Scouting Ireland both nationally and locally. If a youth member is not noted on the national database, they cannot enjoy the benefits of being registered with Scouting Ireland. These benefits include programme support, national activities, insurance and website membership to name but a few. The reputational damage that can occur for a Scout Group in their local community, due to non-registration of members could be detrimental. The new membership management system will give appropriate system access to Scouters so the

administrative burden for Scout Groups can be shared among a number of Scouters. Don't forget, the ultimate responsibility for the registration of members rests with each Group Leader.

There should be no adult working as a Scouter with youth members who has not registered with Scouting Ireland, undergone Garda Vetting/Access Northern Ireland checks and completed the appropriate training. We pride ourselves on being a safe organisation for all our members and we won't compromise our standards in this regard.

Governance

As previously reported, the NMC appointed a subcommittee to complete a governance review with the aim of Scouting Ireland becoming compliant with the Governance Code for Community, Voluntary and Charitable Organisations in Ireland. Various work streams have been appointed and significant work has been undertaken to bring Scouting Ireland into compliance with this code.

The NMC have received regular reports and proposals from the governance sub committees in the past twelve months and have taken a very proactive approach to ensuring this important project is moved forward. During the year the NMC appointed a Transition Team, a Transformation Team and a Company Advisory Committee. We have also established a team that consulted widely on the structure of Scout Group Councils. We have been working closely with our members in Northern Ireland and plans have been implemented to support the registration of Scout Groups with the Charities Commission Northern Ireland. In the coming months further consultation will take place with the membership on the national structures. Resources will be





put in place to support Scout Groups in their registration with the Charities Regulatory Authority in the Republic of Ireland.

*“It is important for any organisation to have a strategic plan backed up by an operational plan.”*

Scouting Ireland operates in a sector that depends on public trust and confidence, so it is essential that our governance structures demonstrate Scouting Ireland’s commitment to accountability, transparency and probity. Scouting Ireland is an organisation that prides itself on its ethics and wants to be seen as the sector leader in good governance, but we must do this in a manner that ensures that Scout Groups remain the central focus of Scouting Ireland.

**SI Trust (Property) Companies**

- » The Scout Foundation
- » Scout Association of Ireland Trust Corporation Limited
- » Scouting Trust Property Limited

The three Companies hold property in trust for the benefit of Scouting in Ireland.

**Other SI Related Companies**

- » The Scout Foundation Northern Ireland (SFNI)
- » Irish Scouting Fellowship
- » Scouting Ireland Campsites & Facilities Ltd.



**OAS & TSS**

The Outdoor Adventure Store (OAS) and The Scout Shop (TSS) operates as an independent commercial company with its own Board of Directors. The NMC meet with the representatives of the board of The OAS/TSS annually. More regularly a smaller working group on behalf of the NMC meet with the management of The OAS/TSS to discuss items of mutual interest and to ensure that service level commitments are being maintained. Scouting Ireland sends its thanks to the OAS/TSS for their continued sponsorship.



*“Scouting Ireland is now operating in a different regulatory environment and has big challenges to face to ensure we can safeguard Scouting for future generations of young people.”*

**CISM Team**

The Critical Incident Stress Management (CISM) team were called into action a number of times over the past year and both the volunteers and Scouting Ireland staff that are involved with this are due a large amount of gratitude for the wonderful work they are doing in some very sensitive and very difficult situations. Training of new members to assist in this work takes place regularly.

**Crisis Management Team**

It was with deep regret that Scouting Ireland announced the death of two of its members during the course of the last



year while taking part in two separate Scouting activities. The Crisis Management Team were on hand to provide expertise and assistance with these incidents and ensured that support was provided, where required, as expeditiously as possible. Scouting Ireland expresses its sincere sympathies to the families, friends and fellow Scouts of those who were lost during the year.

**Insurance & Risk Management**

This team continues to review our insurance policies annually and I want to assure you that we are providing the best possible service at good value to our members despite a climate of significantly increasing costs in this area. The co-operation of the membership in this area is essential,



particularly in risk management and in ensuring that all activities are carefully planned and monitored to identify and minimise the risk of potential hazards. As part of our commitment to ensuring our membership are receiving value for money and a quality service in this area we have, as you know, introduced a property insurance scheme, which should provide Scout Groups with a good alternative to whatever insurance policy they currently purchase. Full details of our insurance cover can be requested from National Office. With the impending registration of Trustees with the CRA and CCNI we will be releasing details of a Director and Officer Liability scheme for members who take on the role of Trustees in their Scout Group.

**Heritage Group**

The prime purpose of the Heritage Group is to collect, preserve and display memorabilia relating to Scouting Ireland. During the year we held two business meetings and exhibited at National Council, The Scouters’ Conference, Jamoige and Recharge. During the Phoenix Challenge we welcomed hundreds of Scouters and Scouts to the museum at Mount Melleray. We helped many Scout Groups research their history in the archives at Mount Melleray. The second purpose of the group is to offer fellowship to our members.





To this end we made four trips – two to Dundalk, Co. Louth and two to Cork , visiting the National Maritime College, the Naval Service HQ and Fota Island. We also welcomed 29 members and friends to our Christmas lunch.

Conflict Resolution

Adult conflict, complaints and appeals are some of the most challenging issues facing the Association. The cost and time spent dealing with these issues continues to be quite a problem and we continue to work to address this. The NMC adopted a revised complaints procedure and a supporting document on fair investigations. We have started to consider and develop the idea of a central complaint, disciplinary and appeals panel and I am hopeful this work will be progressed in the next year. I continue to appeal to all members of Scouting Ireland to try and sort out conflict as quickly as possible. It takes a better person to say ‘sorry’ but sometimes that is all that is required. My wish for the year ahead is, that we can as Scouts, say sorry when we offend someone and that the other party can accept this fully allowing both parties to move on. This is the Scout way, let’s consider this for the year ahead.



National Office

I have continued to work closely with the Manager (Operations), based at National Office, to ensure a partnership approach that results in a volunteer led, professionally managed Association.

Our regular meetings, coupled with my close working relationship with the CEO, ensures that we can progress some ongoing day-to-day issues in a very timely way. We have commenced a management development and partnership programme, that I’m sure will yield very positive outcomes and which will result in a more effectively managed Association. A full staff matrix can be found in the appendices at the end of this report.

Achievements in my term...

When I took on the role of National Secretary, I outlined items that I would like to achieve and address in the time that I was in the position. I would like to think I have achieved many of these already and I know, if time had allowed, I would have finished out the others also. It is my belief that Scouting Ireland over the last two years has come of age and moved onto a different footing in relation to how we manage an ever-growing organisation. We have had a very hard look at what we have been doing and have now developed a plan that will see Scouting Ireland reorganise and refocus. This will enable Scouting Ireland to continue to be the biggest and best non-formal educational youth organisation on the island of Ireland.

The following outlines some of the achievements that have taken place over that period:

Communication & Transparency

Increased and effective communication from National level to the membership and transparency in everything we do is crucial. I think we have addressed this issue in the last 18 months. We now have a regular management bulletin from the National Secretary, which reports on what has happened at NMC meetings and is very clear in the detail of decisions etc. We also communicate what happens at NTPIC meetings. We have put together a consolidated weekly mailing which goes out every Wednesday by email to all Scouts and Scouters registered on the database which updates everyone on events, decision’s, information etc.

We are now open and transparent in everything we do and the only reason for any member of Scouting Ireland not knowing what is happening, is if they don’t take time to read the information.

Streamlining Administration

The new membership management system to streamline administration of the association is well advanced and I would hope that this will have launched by the time you are reading this report. The Communications Team and National Office have been working closely together developing the new website and membership management system. The content development for the new website is at a very advanced stage and the new website is scheduled to go live in the first quarter of 2017.



The membership management system will provide a user-friendly platform for Scout Groups to manage their members and sections, make online bookings and payments and will streamline all of our other paper based processes. This will be of great assistance to our Scout Groups and will hopefully assist with freeing up time, doing admin and allow more time for Scouting to take place.

Constitution and Rules

I stated I would set up a Sub Committee to look at the Constitution and Rules, on an ongoing basis, to review these and update them as required. This is something that is now operating and that team is now working on a monthly basis to help keep these and official Scouting Ireland documents relevant and up to date. As part of our Governance Code commitments, we will review each Scouting Ireland Document (SID) at least once every 3 years.

NMC meeting restructure

Gone are the days of two-day NMC meetings. I have worked with the current Chief Scout to make sure that we get all our business done in one day. Dates for meetings are set out a year in advance, well attended and are geared to decision making - not just reporting & discussion.

The agenda goes out 10 days in advance and reports and proposals are usually submitted in writing. The members of the NMC, as with all national teams, have now signed up to a code of conduct and by and large this has been successful.

Consultation with membership

Now on every project, be it in Governance, Youth Programme review etc., we endeavour to consult with the membership in so far as possible. This feedback guides us in putting together our proposals be it for National Council or to the NMC. This way of working is of great benefit to both the membership, who become part of the decision making process, and also to the NMC, as they get feedback, which they take on board to assist when drafting policy and proposals. This is a huge effort to maintain, but it is worth doing as we move forward as one. Also all appointments are now advertised through an open call, so any member can apply if they feel that they can contribute.

Strategic Plan & Operational Plan

It is important for any organisation to have a strategic plan backed up by an operational plan. We have been working on this over the last 12 months and I’m proud to say the NMC have agreed both. The strategy with the strategic KPI’s and plan are the high level goals on how we will



achieve our aim and mission. This is now backed up with an agreed plan between Scouting Ireland staff and the NTPIC on the operational tasks that need to take place to make sure that the strategy is achieved. We now have listed all tasks that we need to complete. We have assigned an NTPIC member along with a Scouting Ireland staff member to make sure that jointly these will be completed. We have developed a dashboard style report that goes to the NMC each month, which details what items are being achieved and what items are not. We now have a complete focus on our operational goals and this is assisting us to make sure that we achieve our aims. This is a rolling plan and as such can be added to as we go forward.

Central Complaints Panel

I have done a lot of work on this and it is nearly ready to have specific proposals around this drafted for approval by the NMC. Some parts of this will require National Council approval. I would hope that this can be followed up on so that we can be in operation as soon as possible. We introduced a new process for administration of every complaint and appeal. This seems to have alleviated a lot of the issues in this area







**Scouting Ireland Staff**

The Chief Scout, the CEO and I have been working on various ways of effective partnership between Scouting Ireland Staff and volunteers in trying to work better together to achieve our aims. Whilst this work is ongoing major improvements in a partnership approach have been effected. The development of the operational plan and the agreement of the tasks involved jointly by the Scouting Ireland Staff and the volunteers have been a very good example of the partnership process, that is starting to take hold in the Organisation. If everyone does their own job, be it volunteer or Scouting Ireland staff, we will continue to have a great organisation.

**National Council**

I introduced many changes to how National Council is conducted. These changes came into effect at the EGM of the National Council in September last year and indeed at the AGM of the National Council in April. I believe that these changes have gone a long way to improving our National Council meetings and that was borne out by the record attendance and the feedback we got from this year’s meeting.

**Annual Report**

I believe that our Annual Report each year is without doubt the most comprehensive report in the youth sector. It gives a great overview of the vast amount of the work undertaken by this Organisation. This is something that we should all be very proud of each year and I would like to thank the

small team over the last few years who assist, and continue to assist, with this.

**Equality, Diversity & Inclusiveness**

In the last 12 months we have appointed an Equality, Diversity and Inclusiveness Co-Ordinator and this again has focused our organisation on an area we heretofore ignored. I’m pleased to report that we now have a dedicated team in place addressing these issues.



**Conclusion**

Finally, this will be my last report as National Secretary as, earlier in the year, I took the difficult decision to resign from the position. This was probably the most difficult decision I have had to take during my 44 years in Scouting. It was a tremendous honour for me to be elected as the National Secretary and I hope that I have not let any of my fellow Scouters down by taking this course of action. As I stated in my letter to the membership earlier in the year, the National Secretary’s role is immense and was taking up to forty hours per week and this is not sustainable for anyone working a full time job. Scouting Ireland needs to understand the scale of the organisation that is being run and resource it appropriately so volunteers can do their work and professionals can do theirs.



I would like to wish the new National Secretary, Ollie Kehoe, the very best in the role and ask that you all get behind him and support him going forward. I especially want to thank my great friend Christy McCann, the Chief Scout, and wish him well as he leads this great organisation. I would also like to thank my fellow members of the NMC and all Scouts and Scouters I have worked with during my time in National Scouting. I view your friendship and advice as priceless and will be forever indebted to you for all you have done for me.

I would like to thank the Scouting Ireland staff team in National Office and around the country. I have enjoyed working with you for the betterment of Scouting in Ireland. It’s not an easy job we have to do, but working together we can achieve great things. I would like to thank my family, in particular my wife Dympna and my two daughters Kelly Ann and Alice, for the support and encouragement they have

always shown me. I would have never achieved all I did without you. Scouting Ireland is now operating in a different regulatory environment and has big challenges to face to ensure we can safeguard Scouting for future generations of young people. I know that if we work together we can overcome these challenges and Scouting Ireland will continue to be the best youth organisation in the Country. Until we meet again along the Scouting Trail farewell and thank you.

Working together we can be magic!

**Jimmy Cunningham**  
National Secretary





## Report of the National Treasurer - 2016

The role of the National Treasurer is broad and varied and I receive a great deal of support in discharging my duties.

Scouting Ireland Services (formerly Scouting Ireland) is a company limited by guarantee. Its financial statements are presented in a different format this year from last year. The format is known as Accounting and Reporting by Charities: Statement of Recommended Practice. It is the recommended standard for charities in the Republic of Ireland and complies with the latest accounting standard, FRS 102. Reporting in this format ensures that Scouting Ireland Services are compliant with the highest standards of reporting for charity accounts.

In July 2016, the National Management Committee (NMC) considered the membership fees taking into consideration the backdrop of rising costs, in particular increasing legal provisions and insurance costs. The NMC have set the fees for 2016/17, 2017/18 and 2018/19 and have resolved that the youth fee should remain at €45.00 and that the adult membership fee will be set at €32.50 for 2016/17, €37.50 for 2017/18 and €42.50 for 2018/19. This was not an easy decision to make and all relevant factors were taken into consideration during the course of this discussion.

Scouting Ireland Services had a small deficit at the financial year end date. When we take, however, the small surplus from 2014/2015 into account we are happy to have reached a break even position over the two years. From an operational point of view the final outcome was that we were on budget target, allowing all budget holders to deliver on their commitments for the year. I would like to thank each and every one for their diligence in managing their budgets, which ensured that Scouting Ireland got the best

***“During the year we have continued to build on the foundation of transparency and governance by strengthening our processes and procedures.”***



value for money possible without compromising the quality of service and delivery that members expect.

Total incoming resources for the year amounted to €5,011,000 compared with €5,178,000 last year. Administration costs are included within the expenditure on charitable activities. They have increased from €563,000 in 2015 to €656,000 in 2016, this increase is ascribed to additional legal provisions and Insurance costs for Scouting Ireland. Administration costs include finance, insurance, information technology, legal costs, central management and depreciation. Scout County and Provincial costs increased by €16,000 and continue to grow. This is reflective of the increase in Scout Group compliance with annual returns, resulting in Scout Counties receiving higher rebates. During the year we have continued to build on the foundation of transparency and governance by strengthening our processes and procedures. We continue to invest a huge amount of time and effort in furthering our journey to full compliance with the Governance Code – a project that will continue into 2017 and beyond.

We continue to remain in line with our Reserves Policy which establishes an appropriate target range for the level of general reserves. The range is based on a risk assessment of the probability and likely impact on Scouting Ireland Services' activities that might be caused by a decline in income, an inability to meet financial obligations, or an inability to reduce expenditure in the immediate short term. The policy ensures a balance of spending



the maximum amount of income whilst maintaining the appropriate level of reserves to ensure uninterrupted operation. The policy and target range will be reviewed at least every two years to reassess the risks and reflect changes in the Company's income, financial obligations and expenditure.

The financial strategy is reviewed on an annual basis and includes a rolling three year budget cycle. This is to ensure that we have correctly aligned resources to guarantee the delivery of the Association's strategic plans. Between 2016 and 2020 Scouting Ireland will make significant capital investments in a combination of areas, i.e. information technology systems, website, National Scout Centres

### National Scout Centres

Our Mission, at the National Scout Centres is to provide a safe, friendly and secure environment for young people to develop through the outdoors using the Scout Method, with a vision of being Centres of Excellence for young people to experience Scouting in the Outdoors.

Our National Scout Centres continue to update and improve the facilities and activities on offer. Major refurbishment of the accommodation buildings were commenced in March of this year in both Killaloe and in Larch Hill and are expected to be completed in October / November 2016. The refurbishments works when completed will represent a €1.3 million investment. It is important that we recognise the dedication and input of the volunteer teams who work in

the National Scout Centres, from maintenance programmes to catering to programme opportunities. Gerry Finnegan is the Campsites and Facilities Team Lead and works with the teams from the National Scout Centres to implement the National Scout Centre's strategic plan that will meet the needs of the Association in the short, medium and long term.

### Castle Saunderson

Castle Saunderson had another successful year in 2015/2016. The Centre has grown its visitor numbers by 23% in the last 12 months. The centre's business continued to grow, far exceeding the initial expectations at the outset of the journey that is Castle Saunderson. Having achieved 16,000 bed/camp nights in 2016, the aim is to increase this to 20,000 in 2017. The centre summer package deals in 2015/16 again have proven to be a great success and the centre will be looking to expand this style of offer in 2017.

Notable events held during the year included the hosting of Santa Days, Camp North East, CastleJAM16 and Camp 4. The centre would like to thank the Camp Chiefs and their teams for bringing these respective camps to the Centre.

Castle Saunderson enjoys the support and dedication of an amazing volunteer crew, without their ongoing support the centre simply could not function.

### NWAC - Killaloe

The National Water Activities Centre at Killaloe was closed for 2015/2016 as a major refurbishment of the hostel building was being undertaken. The works on the hostel commenced in April 2016 and are expected to be fully complete in October 2016.

Further works are required to improve access to the site and a grant of €50,000 has been approved by the Department of Children and Youth Affairs Capital Grants Fund 2016/2017. It is anticipated these works will commence in January 2017. The centre will then be re-launched when all works are completed.





Larch Hill

The Larch Hill International Scout & Guide Centre welcomed 18,000 visitors from all programme sections between September 2015 and August 2016. The spring and summer of 2016 also saw the continued and valued international presence from our Scouting friends abroad. We also welcomed visitors from France, Germany, Switzerland, England, Wales and Scotland. The Patrol (Adirondack) Shelters are continuing to prove very popular, sleeping up to 8 people, complete with their own altar fires and located perfectly for backwoods programme. There are plans to construct further Adirondack shelters in 2017.

The renovation and expansion of Larch Hill House began early in 2016 and it is expected to open in October 2016. It is already proving very popular with a large amount of advance bookings.

Larch Hill held some very successful events during the year including the annual Santa Days, the proceeds from which were donated to Heart Children Ireland and almost 40 sleeping bags were also donated to Focus Ireland. The centre held its annual June Bank Holiday weekend camp with 800 Cub and Beaver Scouts testing their skills at the Larch Hill School of Wizardry & Witchcraft.

Our Larch Hill Meitheal volunteer staff launched a new initiative, “Help the Hill”, which involved a 4 day project during school and college midterm in March 2016, where the participants, under the guidance of experienced volunteer staff, helped with projects on site and experienced the instructor led activities. This event has been a great success and allows Venture and Rover Scouts to experience Larch Hill as a volunteer staff member, many have joined as volunteer staff since participating in the programme.

Larch Hill, in conjunction with Castle Saunderson, ran a



“Our Mission, at the National Scout Centres is to provide a safe, friendly and secure environment for young people to develop through the outdoors using the Scout Method,”

successful internship programme through the summer of 2016. This was a wonderful opportunity for Scouts to gain solid work experience and training opportunities. The programme has successfully expanded the capacity of both centres.

The Larch Hill team also took part in an Erasmus Plus project to establish Best Practise in Scout Centres. This involved co-operation with scout centres in Denmark, Iceland, Sweden and the UK, developing partnerships and sharing ideas.

The centre does not function without the dedication of the Meitheal volunteer staff team, who continue to manage the very busy weekends at the centre with calm efficiency throughout the year. The Department of Social Protection (DSP) funded Community Employment Scheme team and their supervisor continue to provide an invaluable service through maintenance and development projects carried out at the centre.



Lough Dan

This year has been the busiest year at the centre in decades, both in terms of numbers attending and new programme initiatives introduced. The centre has attached the tag Scout Eco-Park to our working title - a first in World Scouting. This is a place where sustainable management and environmental awareness go hand in hand with traditional Scout activities. A new eco-base designed around Charles Darwin’s cabin on board HMS Beagle has been introduced where groups can do a whole range of nature based activities under the title of “Lifelong Learning through Nature”. This initiative will train volunteers in a range of wild-life activities that get young people exploring and re-connected with nature - such as bug hunts, pond dipping, bird watching, photo-safaris and wild flower orienteering using smart phones, etc.

Lough Dan participated in the Wicklow PURE Mile project and won the best youth educational project award for keeping our mile litter free and adopting the beaches of Lough Dan. The centre hopes to extend their participation in this fantastic project inviting all groups in the Country to adopt their favourite location for their activities and keep it litter free.

As part of the Wicklow 1916-2016 project Scout Groups participated in planting over 500 trees in our native woodland. It was a fantastic weekend and an event our founding fathers would have been proud of. The centre has identified an area of bluebells to develop next year into a nature walk along with the existing habitat Green-Way. During the year, part of the mature woodland at the centre was deer fenced so it can be used for school ecology projects and school groups doing Transition Year and Gaisce expeditions midweek at the centre. Despite being the busiest year in ages the centre has never looked better and during the year a small log cabin and a yurt were added for use by all groups.

The use of the centre by day visitor groups also increased greatly during the year. Day visits are free to Scout Groups,

who are encouraged to use the centre to start or finish their hikes. Here they can avail of all of the on-site facilities such as secure parking, toilets and barbecues for free, or they can just come down and have an activity day using some of the on-site activity supports (orienteering, pioneering, eco-base, etc.).

Mount Melleray

2016 has been yet another year of hard work on the renewal of the centre. A new training room facility that can seat 120 people was added. This area has its own kitchen and sleeping quarters. During the year Youth Leadership training, Woodbadge Stages 4, 5 and 6 and the new training scheme ‘Being a Scouter’ course were held. During the year, we have made improvements to the Deise, Cashel and Eamhain Mhaca dorms, the Campfire Area and Activities area. A Faith & Beliefs (FAB) zone was also beautifully designed and established by the participants of the DSP funded Community Employment Scheme. A maintenance programme commenced at the centre to keep it up to the highest standards.

Visitor numbers continue to remain strong with over 10,000 visiting Mount Melleray. The centre hosted the Phoenix Challenge during the year along with many Scout Group, Scout County and Scout Province events. We really appreciate the support of those who come to the centre.

The focus for the next 12 months is the development of programme opportunities and continuing to improve the infrastructure. Planning is underway for Camp FIVE which will be held in July 2017 and we are targeting some other big events to be held on site.

In Conclusion

I wish to thank all the Treasurers in Scout Groups & Scout Counties, the Finance Support Team and all those who take on the role of Treasurer for programme activities and training. It can often be a difficult role and we should be mindful of the amount of background work that these people put into their roles. I am extremely thankful for your commitment and diligence.

Annette Byrne  
National Treasurer





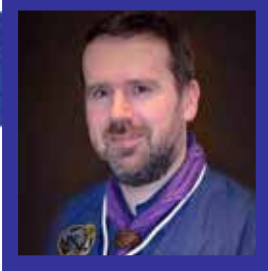
A group of young people, likely Scouts, are running a race on a grassy field. They are wearing white t-shirts and colorful scarves (red, yellow, blue, and green). They are running in a line, with their arms around each other's shoulders. The background shows a line of trees and other people in the distance. The text "MEMORIES BEGIN HERE" is overlaid on the image in large, bold, white letters. Below the text is the Scout logo and the words "SCOUTING IRELAND".

**MEMORIES  
BEGIN HERE**

SCOUTING IRELAND







## Report of the Communications Commissioner - 2016

Scouting Ireland is built on the enthusiasm and drive of its members, an energy that grows and expands into a movement that makes a significant and positive contribution to the world we live in. What drives this energy is the Scout Method, a principle that the Communications Team embrace with vigour, with young people and adults working together, working in small groups, learning together and doing our best to communicate what is great about Scouting. Our job is fun, challenging and exciting, we are a team that is committed, hardworking and open to anything that is sent our way.

Made up entirely of volunteers, the team has met on 34 occasions during the year:

- » 17 evening team meet ups and meetings
- » 4 creative camp weekends
- » 3 National Events covered (JamÓige, Camp FOUR and the Phoenix Challenge)
- » Team members also covered numerous other events; MPCs, Regattas and camps throughout the year
- » 3 workshop days
- » 7 meetings with partners, such as the Scout Shop and our web developers

### Scouting Ireland Identity

One of the biggest changes during the year has been the introduction of our updated Scouting Ireland identity and the roll out of our “begin here” message.

Our new identity has been designed in-house, with the assistance of Peter Sheehan Design Studio, with a steer towards a simpler and more flexible style, suitable for use in a digital era. A particular focus has been on use in social media, where the identity provides a continuity and more defined message in the imagery we use and along with the “begin here” straplines helps promote some of the positive benefits of Scouting.

During the year the team, amongst other projects, updated all of the programme sections’ branding, developed

branding for JamboRí 2018 and developed a new set of branding for use in Scouting Ireland’s videos. In addition to this, we managed and provided support and guidance for over 1,500 individual graphic elements for use in publications and online.

In conjunction with the rollout of our updated identity, the Communications Team has also embarked on a project called “Operation Prague”. Following on from a conference



with the European Scout Region in the Czech Republic, the aim of the project is to answer the question “What is Scouting in Ireland?”, in as concise and universal a form as is possible. The eventual outcome will guide and support our future presence and messages as an Association.

We are fortunate to continue a productive and rewarding engagement with the Scout Shop and the ‘SCOUT’ brand range of clothing continues to be a great seller. The range has garnered international recognition and is a great endorsement of the Scout Method. All of the clothing has been developed from conception to market with the active input of our youth members.

### InSide Out

Our online magazine, InSide Out, continues as strong as ever, providing our membership with an insight into some of the activities and adventures of our Scout Groups around the island of Ireland. This year also brought about a brilliant initiative by our National Secretary, Jimmy Cunningham, who published a comprehensive management bulletin after each National Management Committee (NMC) meeting, bringing openness and transparency to the forefront of the workings of the NMC.

### Photography & Video

There are few things that the team enjoys more than getting stuck into a national activity and capturing on print and film the experience of Scouting. We have an amazing team of both fresh and experienced photographers and videographers, who capture and produce amazing and professional results. Just look at the images and video from JamÓige, Camp FOUR and the Phoenix Challenge, you will see the quality in what has been shot and produced. In August, the team got approval from the Capital Expenditure committee to purchase a high quality video camera and associated equipment. This is a major step forward for the team, as we can move away from using personal equipment - ensuring a higher quality and more consistent style.

***“One of the biggest changes during the year has been the introduction of our updated Scouting Ireland identity and the roll out of our “... begin here” message.”***

### Website

The development of Scouting Ireland’s new website continued through the year, this has been a major focus of the team. It’s involved enormous effort, with countless hours of work and the creation of both written and visual content. We are ready to go live in the very near future and are looking forward to previewing at the Scouters’ Conference in November.

### Public Relations

Over the course of the year, Scouting Ireland has had numerous appearances in the national media; on TV, radio and in print media. We continue to support Scout Groups engaging and garnering media coverage in their own locality. Great work continues in particular in Cork by David Barry and North Dublin by Gerry Hickey. It is our belief that our current approach is the best PR for our Scout Groups and the best way to highlight Scouting in your local area.



### Social Media

In the last twelve months we have grown our Twitter followers from 8,000 to just over 10,000 a fantastic achievement and testament to the good work of our Twitter team, who keep our followers updated on Scouting news on a daily basis. Similarly we have grown our Facebook likes from 7,000 to well over 10,000. Some of our Facebook posts have had a reach of over 100,000 people, demonstrating the interest and following that we can generate in the great work of everyone in Scouting Ireland. People are interested and will listen if we tell the right story.

### Conclusion

I am privileged as Communications Commissioner to be surrounded by a team of strong and dedicated people, who not only give of their time freely, but are so positive and progressive in their manner that it is infectious. We are all volunteers and yet our videos, our photographs, our website and our publications are all of the highest finish and quality. It has been a pleasure working together, aiming for the top and having fun along the way. Our adventures have truly begun!

### Kieran Cody

Communications Commissioner





**2005 to 2015**

(with refinements in 2010)



**2016 onward**

## Our Identity

- . Emphasis on the Scouting Ireland emblem and wordmark (*SCOUTING IRELAND*)
- . Strong, simple white graphics to suit social media and integration to photos & video
- . Textural detail evokes adventure and outdoors
- . Core colours are blue, white and green - but various backgrounds are possible
- . Primary background has subtle triangular silhouettes referencing tents, mountains & sails
- . Primary logo variants places the emblem to one end of the wordmark rectangle
- . A very subtle layer may be needed behind the logo to ensure background contrast - avoid drop shadows



## Our Message

The key word in Scouting's external message is Adventure - promoting the idea that Scouting is a preparation for life's adventures, whatever they may be.

Our primary slogan is: Adventures Begin Here

The key word can be modified, for example:

- . Discovery Begins Here
- . Friends Begin Here
- . Teamwork Begins Here

Key words always relate to the Scout Method.



- . Our identity is the responsibility of all members of Scouting Ireland.
- . Registered Scout Groups of Scouting Ireland may use the emblem and wordmark in its approved variations subject to permission.
- . All badges, flags, banners, apparel, equipment, vehicle graphics and published materials that feature the emblem and/or wordmark must be approved by the Communications Team before production/publication. Please seek permission as early as possible.
- . Email: [communications@scouts.ie](mailto:communications@scouts.ie)





## Report of the Chief Executive Officer - 2016

The past Scout year was marked with significant highlights and reasons for celebration as well as tinged with sadness on the passing of our much-loved Chief Scout, Michael John Shinnick. I know he would be very pleased to see so many of the ideas and projects that were initiated in his term come to fruition and to see Scouting Ireland reach the significant milestone of 50,000 members through the growth that he championed throughout his stewardship. This represents a 20% growth over the last six years with many thousands more young people benefiting from Scouting and many more communities enriched by the presence of a new Scout Group. It is significant that this growth is largely demand driven, with regular contacts to the National Office from communities wanting Scouting in their area.

During the year, we also brought our strategic and operational planning to a new level, which will allow the National Management Committee (NMC) and the Senior Management Team at National Office maintain a strong focus on our goals for the years ahead.

The Senior Management Team at National Office are: Noel O'Connor – Manager (Operations); Joe Marken – Manager (Support Functions); Fionán Lawlor – Financial Controller; Collie Kavanagh – Manager (Programme Unit); Damien O'Sullivan – Support Officer (Campsites and Facilities) and Ruth Hughes – Support Officer (Child Protection & Safeguarding).



We continue to work on our statutory compliance under charities legislation and we have established good working relationships with both regulatory authorities north and south in Ireland. This will greatly assist our Scout Groups in moving to the new arrangements in registration and we will work together in the year ahead to make this as smooth a transition as possible.

We also worked, during the year, to achieve compliance with the Code of Practice for Good Governance of Community, Voluntary and Charitable Organisations and the NMC are committed to working to full compliance with this important standard.



Scouting Ireland's budgetary position has steadily improved through the prudent work of our finance department, the National Treasurer and the support of volunteers. This has allowed the NMC to take a proactive approach to fund capital investment in our National Water Activities Centre in Killaloe and in Larch Hill. These combined projects represent a capital investment of €1.3M for Scouting Ireland.

National Council 2016 was a very busy event with over 900 delegates in the RDS in Dublin giving careful consideration to the business of our Organisation and its future. This scale of attendance at our AGM is unique in the youth sector and indicative both of the health of Scouting Ireland and the commitment of our volunteers.

We have embarked on a new partnership programme involving the members of the National Team for Policy Implementation and Co-ordination (NTPIC) and the Senior Management Team in Scouting Ireland to work together to give effect to the strategy for growth, development and support. This programme will also involve a restructuring

of our professional resources to better support the organisation and its volunteers and to particularly focus our support on Scout Groups. There is an identified shortfall in staffing and manpower on the professional side and a programme of phased recruitment will commence in the year ahead.

We initiated a programme of contact and briefings with public representatives and Government to further improve our profile and their understanding of our activities, programme and challenges and made a pre-budget submission to Government. We contribute to the Government's strategy for children and youth – Better Outcomes, Brighter Futures - and our own strategy has taken this into account. I wish to particularly thank Ministers Michael Noonan and James Reilly and the officials of the Department of Children and Youth Affairs for their support and I look forward to working with Minister Catherine Zappone in the year ahead.

***“This represents a 20% growth over the last six years with many thousands more young people benefiting from Scouting and many more communities enriched by the presence of a new Scout Group.”***

We are currently working on updating our risk and health & safety management to maintain statutory compliance and to ensure the safe support of our programmes. When this work is complete we will provide support materials for use by Scout Groups at local level.

Our Child Protection Officer and the safeguarding team at National Office continue to provide sector leading operations and support in safeguarding and child protection to ensure the welfare of our young people and volunteers.

The Quality Scouting Experience workshops are being rolled out throughout the island and those Scout Groups who have used this tool have found it to be very helpful in putting together a development plan for their Scout Group. Our research capability has also been enhanced, providing vital insights into the impact of our programme and the factors that affect our progress as a movement. Scouting Ireland has extended its inclusivity programmes in youth employment and outreach & refugee support, with volunteers and professionals working together in this important field of activity. We have also secured continued government funding for our youth employability programme, Operation Lelievlet.

The functions that are managed through National Office



include: programme, research, Scout Group support, growth, volunteer support and development, child protection and safeguarding, training administration, financial management and control, fundraising, membership management, Scout Centre management and development, administration and insurance, health and safety management, IT and systems management, HR and staff management, public relations, special project support, strategy development and planning, NMC, NTPIC and Board Sub-Committee support, Government and statutory agency liaison and external relations. This is not an exhaustive list but might give some sense of the scope and scale of the work undertaken by our Scouting Ireland staff.

I am fortunate to work with a dedicated team of Scouting Ireland staff and volunteers, who work day in day out for Scouting. During the year, we welcomed Colin Sheehan as the assistant Camp Manager at Larch Hill and said farewell to Finbar Gethins as Camp Manager at Castle Sanderson, to Brendan Lynch as Group Support Facilitator in the Southern Province and to Kevin Oates as Group Support Facilitator in the Northern Province. We thank them all for their service to Scouting and wish them well in their new endeavours.

I wish to thank the Chief Scout, NMC and NTPIC for their continued support and trust. I believe that we can be well satisfied with the work and progress of Scouting Ireland in 2015- 2016 and look forward to the year ahead with confidence.

**John Lawlor**  
CEO





## Report of the Scouting Ireland Audit & Risk Management Committee - 2016

This committee was established by the National Management Committee (NMC) in late 2015 and the first meeting of the Committee was held on Tuesday, 10th November 2015. There are eight committee members of whom three are also members of the NMC. A list of the Committee members can be found in the appendices of the Annual Report. The terms of reference of the Committee can be found in the resources section of the Scouting Ireland website.

The Committee considered the 2014/2015 Financial Statements in detail and posed quite a number of questions for the Finance Team and the External Auditor, all of which were answered very satisfactorily. The Committee recommended that the NMC adopt the financial statements and they were subsequently endorsed by National Council in April 2016.

The Committee reviewed the performance of the External Auditor, Grant Thornton and decided to recommend that they be appointed for a further year.

To date the Committee has met on five occasions and following the review of the annual financial statements and the external audit performance, the committee has turned its attention to reviewing the internal controls and risk management.

The Committee has met with the Finance Team and the External Auditor in planning the audit of the Financial Statements for 2015/2016. It is expected that the audited financial statements will be considered by the Committee in November 2016.

There is currently no Internal Audit Function in Scouting Ireland (SI) and the committee recommended to the NMC

***“...the committee has turned its attention to reviewing the internal controls and risk management.”***



in June 2016 that this function should be established. The NMC endorsed this recommendation and agreed that an Internal Audit Function is required for SI. The Committee has decided to make an open call for interested people to apply for membership of the Internal Audit Team. At that stage, an initial three-year Internal Audit Plan will be prepared. It is intended to review this plan at least annually and to ensure that there is a rolling three-year Internal Audit Plan on an ongoing basis.

The Committee is of the view that a Risk Management Group (RMG) is required for SI in order to implement a process of risk management. This was endorsed by the NMC in July 2016 and will involve translating the NMC-approved Risk Management Policy and Framework into action at each level of the organisation:

- » National governance level (NMC and Board)
- » National management level (all areas and functions under the direct remit of the CEO)
- » Provincial management level
- » Scout County management level
- » Scout Group management level

The RMG will design and propose an implementation strategy (including actions and timelines) to achieve its purpose. The Committee decided to make an open call for interested persons.

**Martin Burbridge**  
Chairperson





# ADVENTURES BEGIN HERE

SCOUTING IRELAND

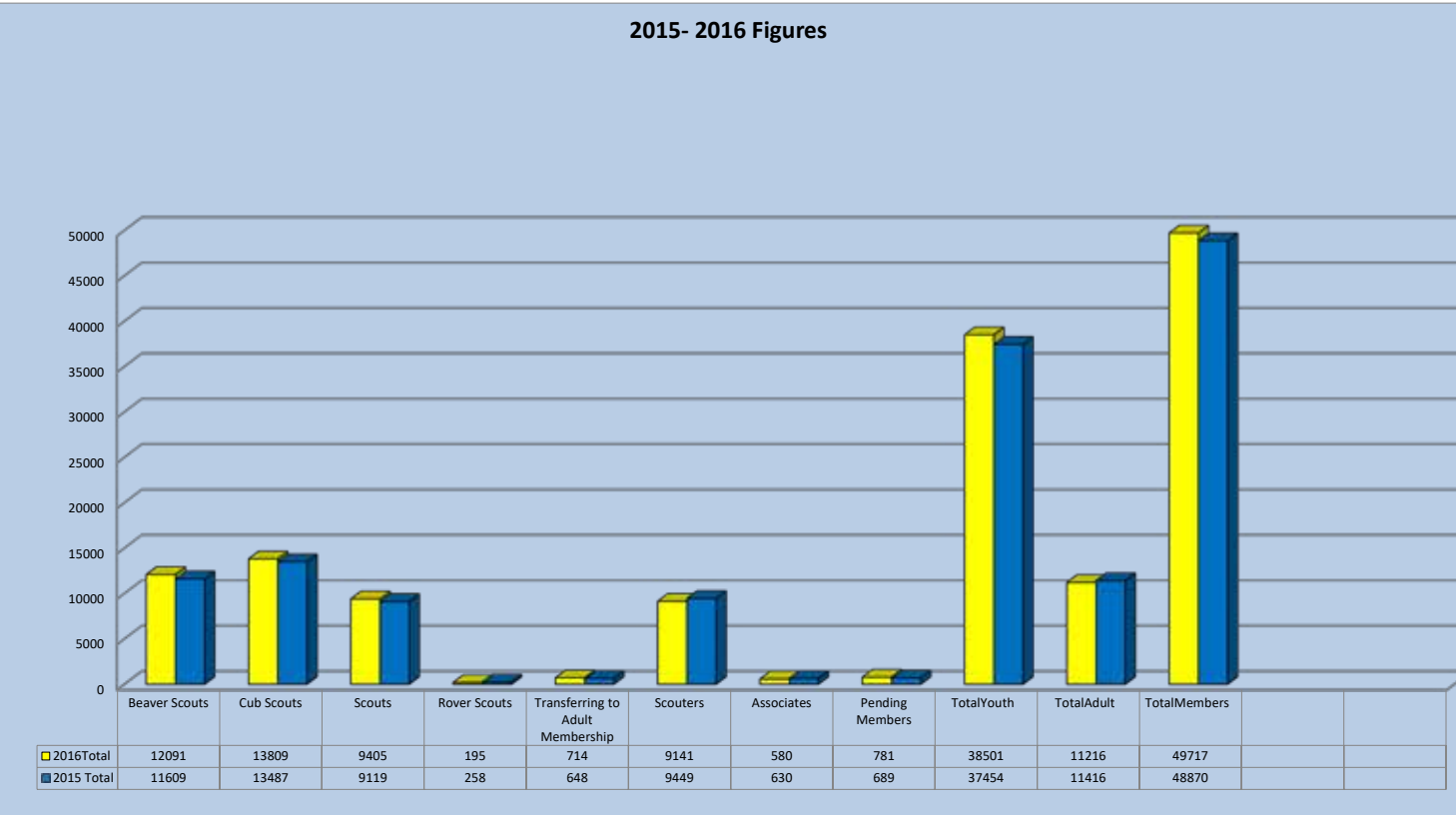






Appendix 1: Table of membership as at the 31st March 2016

Province	Beaver Scouts	Cub Scouts	Scouts	Venture Scouts	Rover Scouts	Scouters + Rovers	Transfer to Adult	Scouter	Assoc.	Pending Member	Total Youth	Total Adult	Total Member
DUBLIN	1821	2434	1982	622	62	118	230	1611	82	104	7039	2027	9066
NORTH EASTERN	2427	2869	1895	493	32	93	140	1716	96	176	7809	2128	9937
NORTHERN	1291	1348	969	239	31	48	63	950	93	93	3926	1199	5125
SOUTH EAST	2784	3125	2105	502	23	99	124	2037	161	112	8638	2434	11072
SOUTHERN	2342	2394	1592	451	40	83	127	1588	92	204	6902	2011	8913
WESTERN	1426	1639	862	220	7	33	30	1239	56	92	4187	1417	5604
2016Total	12091	13809	9405	2527	195	474	714	9141	580	781	38501	11216	49717
2015 Total	11609	13487	9119	2554	258	427	648	9449	630	689	37454	11416	48870
Difference	482	322	286	-27	-63	47	66	-308	-50	92	1047	-200	847
Percentage	3.99%	2.33%	3.04%	-1.07%	-32.31%	9.92%	9.24%	-3.37%	-8.62%	11.78%	2.72%	-1.78%	1.70%



Appendix 2: National Management Committee

Christy McCann (Chairperson), Michael John Shinnick - Resigned 12/09/2015, Jimmy Cunningham (Company Secretary), Kevin Murphy, Ian Davy – Resigned 16/04/2016, James O’Toole, Claire McAroe – Appointed 12/09/2015, Thérèse Bermingham, Annette Byrne, Tom Clarke – Resigned 16/04/2016, Kieran McCann, Mark Blake, Pat O’Sulleabhain, Mary Fricker, Kieran Cody, Christopher McSweeney, Gary Gaughan, David Walsh, David Byrne, Paudy O’Brien, David Shalloo – Appointed 16/04/2016, Greg Andersen – Appointed 16/04/2016, Joe Doherty – Appointed 21/11/2015.

Appendix 3: National Youth Programme Committee (from June 2016)

David Shalloo (CCYP), Dillon Branagan, Deirdre Byrne, Johnny Campion, Michelle Comer, Fionn Delahunty, Ian Feighery, Stephen Halpin, Pauline Lucas, Jim McIlduff, Rory Murphy, Conor Murray, Ruairi Nealon, Rory Nevin, Gearóid Ó’Riain, Una O’Grady, Richard Scriven, Glenn Webster, Cathereen Wells Doherty.

Appendix 4: Programme Teams

**Beaver Scout Team:** Dorothy Brannock, Nuala O’Reilly, Lisa Austin, Luke Coulton-Dillon, Ian Feighery (PC). **Cub Scout Team:** Cormac White, Jamie Murphy, Greg Anderson, Stephen Mangan, Darren Shiels, Stephen Cooper, Andrew Cosgrave, Keith Egan, Johanna O’Connor, Rory Murphy (PC). **Scout Team:** Mark Crowley, Dean Gilchrist, Eoin Callanan, Brian McGrath, Richard Forde, Kelley Hall, Eoin Campbell, Brian O’Connor, James Reynolds, Rebecca Kinsella-Kent, Andrew Dineen, Úna O’Grady (PC). **Venture Scout Team:** James Usher, Cathal Cocoman, Ciara Beatty, Glenn Webster (PC). **Rover Scout Team:** Kate Cowan, Ciara Keegan, Serena Scully, Fionn Delahunty, Ruairi Nealon (PC). **Sea Scout Team:** Stephanie McCann, Kate O’Farrell, Ciaran Bradshaw, Daniel Kennedy, Alex Kelly, Kevin Rowan, Stephen Cull, Alan Delahunty, Fionn Delahunty, Colum McCaffrey , Gearoid O’Riain (PC).

Appendix 5: National Youth Representatives

**Scouts:** Christian McAuley, Eva Moylan, Emily Kelly, Ellie Patterson, Cian Gleeson. Aidan Mamo Cooney. Lee Kavanagh, Liam Carroll, Cormac Casey.

**Venture Scouts:** Adam Chintedza Hall, Dara Rickard, David Somerville, Eva Mannion, Karen Quinn, Kayci Devenney-Gallagher, Niamh Brennan, Nicola Murphy, Sean Paisley.

**Rover Scouts:** Alex Huddleston, Aisling Bonner, Eimear Boyd, Mark Lingwood, Trudie Mitchell, Connor O’Farrell, Colin O’Reilly, Shauna Halpin, Katie Spillane.

Appendix 6: National Adult Resources Committee

Thérèse Bermingham (CCAR), Gay Davoren, Chris Kearns, Maeliosa DeBuitlear, Tommy Flaherty, David Keogh, James Marks, Wendy Morrow, John Reid, Mary Fricker, Joe Marken, Ruth Hughes.

Appendix 7: Training Team

Gay Davoren, Gregory Boyd, Deirdre Byrne, Patricia Dalton, Fiona Donaghy, Deirdre Dowling, Chris Kearns, Pauline Lucas, Paul Mannion, James Neenan, Martine Phelan, Bernadette Rogers.

Appendix 8: Awards Committee

Thérèse Bermingham, Jo Coy, Jimmy Cunningham, Ronald Downey, Sean Farrell, Kiernan Gildea, Mary Hogg, Jimmy Holmes, Christy McCann, Mary O’Regan, Ian Davy, David Shalloo – Appointed 16/04/2016.

Appendix 9: Heritage Group

David Barry, Kieran Barry, Aidan Brennan, Frank Cassidy, Marion Cosgrove, Robert Daly, Edward Darcy, Thomas Deegan, Alan Delahunty, Frank Dempsey, John Downes, Patrick Downes, Brian Doyle, Michael Doyle, Patrick Dunne, Victor Edmonds, Kevin Fahy, Sean Farrell, Angela Fearon, Pat Fearon, Kiernan Gildea, Joe Gilligan, Jimmy Holmes, Bill Holohan, Steve Horgan, Bill James, Peter Kehoe, Dominick Kiely, Colm Kincaid, Philip Lynch, David John Martin, Christy McCann, John McCormack, Eileen McGuigan, Joseph McLoughlin, Brendan McNicholas, Brian Meyer, John Monaghan, Michael Moran, Axel O’Connell, Seamus O’Connor, Brendan O’Sullivan, John O’Toole, Kenneth Ramsey, John Ryan, Damien Scanlon, David Stearn, Susan Thomas, Martin Thompson, Dan Tracey, Frank Tracy, Donald Trotter, Milo Walsh, Ronald Watt, Gary Westby.

Appendix 10: National Spiritual & Religious Advisory Panel

Paul Colton, Leonard Eppel, Pat O’Sulleabhain, Andrew Roulston, John-Paul Sheridan.





Appendix 11: Provincial Management Support Teams (PMST)

Dublin Scout Province

Mark Blake, Patricia Dalton, Anna Davy, Maeliosa DeBuitlear, Dillon Branagan, Brian Smith, John Devereux, Tony Groves, Colin Jennings, Derek Kinsella, Arkadiusz Lenkiewicz, Ed Corkery, Jason Palmer, Marc Whisker, Geraldine Smith, Mike Randall.

North Eastern Scout Province

James O’Toole, Gregory Boyd, David Keogh, Stephen Halpin, Yvonne Lawrence, Pat Moyne, Michael Brennan, Megan Little, Eoin Boylan, Shane Richardson, Mandy Brady, Andrew Fannon, Derek Keyes, Christine O’Keeffe, Fintan Sheridan, Rosanne Whelan , Ian Carey, Gerry Hickey, James Fox.

Northern Scout Province

Kieran McCann, Wendy Morrow, Cathereen Wells Doherty, Mandy McCann, Connor Hodges, Fiona Donaghey, Joseph Corey, John Mulligan, Desmond Taylor, David Monaghan, Martin McCaughley, Kevin Ferguson, Sinclair Trotter.

Western Scout Province

Joe Doherty, Tommy Flaherty, Miriam Pybus, Paul Mannion, Michelle Comer, Gillian Watters, Charles Gibbons, Chris Roche, Tadgh Kennedy, John Egan, Max Bennett, Cathal Breathnach, Niamh Donnelly, Caoimhe Fitzgibbon, Catherine Jennings, Cormac Killilea, Karl Mallon, Eva Mannion, Deion McCarthy, Kieran McCormack, Fiachra McNerney, Matthew McKeon, Elizabeth Molamphy , Ronan Mulligan, Breda Mullooly, Brendan Murphy, Michelle Murphy, Cian Nolan, James O’Connell, Dara Rickard, Cormac Timon, Noel Leahy.

South Eastern Scout Province

Kevin Murphy, Johnny Campion, James Marks, Brendan Doherty, Dave McCarthy, Martine Phelan, John Watmore, Jemma Brennan, Caoimhin O’Byrne, Patrick Lynch, Alison Parle, Fidelma Savage, Brendan Hoyne, Caroline Healy, Patsy Kelly, Adrian Browne, Trudie Mitchell, Emily Kelly, Grace Dunne.

Southern Scout Province

Chris McSweeney, James Neenan, Martin Flahive, Denis O'Regan, Mary O'Regan, Deirdre Murphy, Michael Dempsey, Sean Sweeney, Sinead Jones, Patrick Cotter, Una O'Regan, Eoin Callanan, Theresa Kiely, Robert Costigan, Ned Brennan, Neil Collins, Neil Mahony.

Appendix 12: International Team

Claire McAroe, Robert Guiney, Mícheál Brennan, Brian Smith, Dave McCarthy, Patrick Coady, Ronan Mulligan, Colin O’Reilly, David Somerville, Ellie Patterson, Eva Mannion, Niamh Brennan, Sean Fahy, Jack Tierney, Ciara Beatty, Connor Hodges, Gary Gaughan, Darragh O’Brian, Ger Hennessey, Dave McMullan, Dave Clarke, Kate Cowan, Máire Fitzgerald, Paddy Hennelly, Stephen Reid, Sean Kelly, Rose Doyle, Karol Quinn.

Appendix 13: Communications Team

Kieran Cody, David Ashe, Eoghan Calnan, Tom Clarke, David Coyne, Mark Hardiman, Conor Quinlan, Moira Reilly, Peter Sheehan, John Watmore, Rory Nevin, James Murphy, Eoghan Byrne.

Appendix 14: Crisis Management Team

Kieran Cody, Ollie Kehoe, John Lawlor, Charles McGuinness, Brendan McNicholas, David Kenneally.

Appendix 15: Risk Management Advisory Panel

Jimmy Cunningham, Bill James, John Lawlor, Charles McGuinness, Damien O’Sullivan.

Appendix 16: Child Protection Management Team

Thérèse Bermingham, Ruth Hughes, John Lawlor, Brendan McNicholas, Ian Davy, David Shalloo – Appointed 16/04/2016.

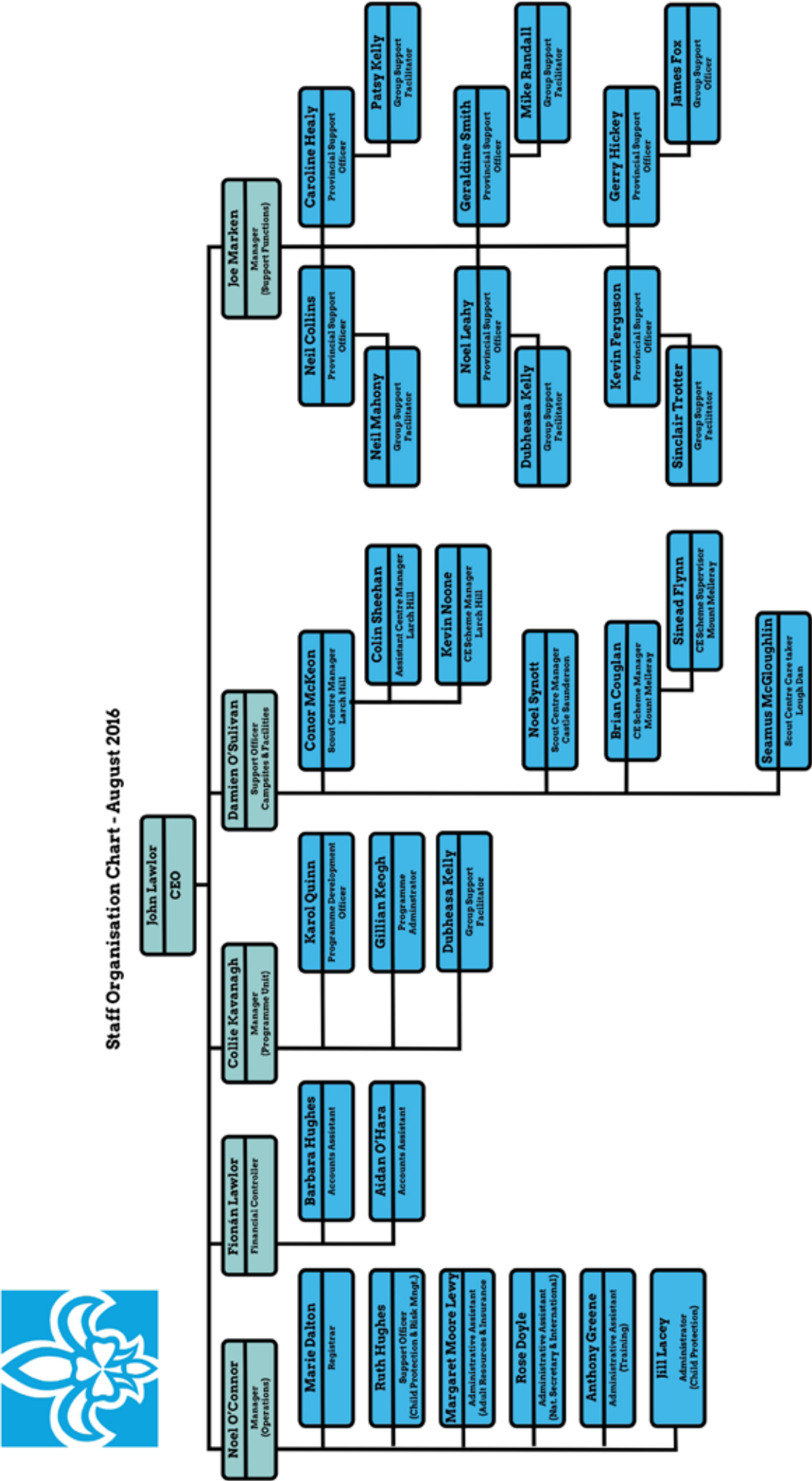
Appendix 17: Audit and Risk Management Team

Martin Burbridge, Elaine Doyle, Niall Walsh, Niall Byrne, Sean Murray, Annette Byrne, James O’Toole, Thérèse Bermingham.

Appendix 18: Campsites & Facilities Team

Gerry Finnegan, Aidan Brennan, Eoin Campbell, Andrew Cleary, Zef Klinkenbergh, Pauline Lucas, Christy McCann, Pat O’Connor, Tony Smith.

Appendix 19: Staff Organisational Chart





Appendix 20: Table of National Training Figures for the Report Period

Province	Stage 1	Stage 2	Stage 3	Stage 4	Stage 5	Stage 6	GL & Comm	CPA Refresh	Story of Scouting	Being a Scouter	
Dublin	79	287	185	0	96	80	33	36	0	69	865
North Eastern	134	258	220	66	119	66	0	15	0	0	878
Northern	212	242	188	141	134	25	0	0	5	10	957
Southern Eastern	76	411	356	141	141	81	20	19	0	20	1265
South Eastern	317	343	432	260	310	120	50	22	0	27	1881
Western	177	123	265	32	86	31	0	0	0	23	737
Total	995	1664	1646	640	886	403	103	92	5	149	

Appendix 21: Camping Statistics Comparison 2015 & 2016

Province 2015	Groups on Camp	Sections on Camp	International Camps	National Camps	No. of Nights	Total Youth	Total Scouters	Ratio Youth Adults
South Eastern	78	233	28	205	834	3898	961	4.1
Dublin	48	165	34	131	751	2694	738	3.7
Northern	31	92	21	71	253	1095	318	3.4
Southern	67	192	25	166	726	2869	806	3.6
Western	87	96	3	93	276	1460	420	3.5
North Eastern	25	68	7	61	253	1095	318	3.4
Total	336	846	118	727	3093	13111	3561	3.7

Province 2016	Groups on Camp	Sections on Camp	International Camps	National Camps	No. of Nights	Total Youth	Total Scouters	Ratio Youth Adults
Dublin	23	133	42	90	449	569	193	2.9
Northern	31	235	21	71	513	2227	567	3.9
North Eastern	42	155	19	136	565	2848	736	3.9
Southern	59	192	31	139	746	2601	658	4.0
South Eastern	56	192	30	160	481	2699	692	3.9
Western	33	97	7	90	247	1345	391	3.4
Total	244	1004	150	686	3001	12289	3237	3.8



Appendix 22: National & Provincial Office Contacts

Office	Contact	Number	Email
National Office	-	01-4956300	questions@scouts.ie
Dublin Scout Province	Geraldine Smith	086-0473458	gsmith@scouts.ie
North Eastern Scout Province	Gerry Hickey	086-0473457	ghickey@scouts.ie
Northern Scout Province	Mo Treacy	048-92667696	si@scoutfoundationni.org.uk
South Eastern Province	Caroline Healy	086-0474310	chealy@scouts.ie
Southern Scout Province	Neil Collins	086-0474307	ncollins@scouts.ie
Western Scout Province	Noel Leahy	086-0474305	nleahy@scouts.ie

Appendix 23: Directors of All Companies listed

**Scouting Ireland Limited**  
Christy McCann (Chairperson), Michael John Shinnick - Resigned 12/09/2015, Jimmy Cunningham (Company Secretary), Kevin Murphy, Ian Davy – Resigned 16/04/2016, James O’Toole, Claire McAroe – Appointed 12/09/2015, Thérèse Bermingham, Annette Byrne, Tom Clarke – Resigned 16/04/2016, Kieran McCann, Mark Blake, Pat O’Sulleabhain, Mary Fricker, Kieran Cody, Christopher McSweeney, Gary Gaughan, David Walsh, David Byrne, Paudy O’Brien, David Shalloo – Appointed 16/04/2016, Greg Andersen – Appointed 16/04/2016, Joe Doherty – Appointed 21/11/2015.

**Scouting Trust Property Limited**  
Michael John Shinnick – Deceased 10/04/2016, Niall Walsh, Mark Edmund Doyle, Mark O’Callaghan (Company Secretary), Michael Devins, Peter Garrad, Charles McGuinness, Annette Byrne, Jimmy Cunningham, John Reid, Christy McCann – Appointed 07/10/2016.

**Scout Association of Ireland Trust Corporation Limited**  
Michael John Shinnick – Deceased 10/04/2016, Niall Walsh, Mark Edmund Doyle, Mark O’Callaghan (Company Secretary), Michael Devins, Peter Garrad, Charles McGuinness, Annette Byrne, Jimmy Cunningham, John Reid, Christy McCann – Appointed 07/10/2016.

**Scout Foundation**  
Michael John Shinnick – Deceased 10/04/2016, Niall Walsh, Mark Edmund Doyle, Mark O’Callaghan (Company Secretary), Michael Devins, Peter Garrad, Charles McGuinness, Annette Byrne, Jimmy Cunningham, John Reid, Christy McCann – Appointed 07/10/2016.

**Scouting Ireland Campsites and Facilities Limited**  
Jimmy Cunningham (Company Secretary) – Appointed 15/09/2015, Ian Davy, Annette Byrne, David Kenneally, David Walsh – Appointed 15/09/2015, Gerry Finnegan – Appointed 15/09/2015.

**The Outdoor Adventure Store (Liffey Street) Ltd.**  
Niall Walsh – Resigned 06/05/2016, Michael Devins, Martin Ryan, Kevin Butler, William Bowers, Dermot McMullan - Company Secretary (non director), Ann Marie Meehan – Appointed 23/08/2016, Jimmy Cunningham – Appointed 23/08/2016.

**The Scout Foundation of Northern Ireland**  
Wendy Morrow,, Mandy McCann, Joe Corey, Kieran McCann (Chairperson), Tony Smith, Annette Byrne, Jimmy Cunningham – Appointed 24/09/2015, Christy McCann – Appointed 24/09/2015.

**Irish Scouting Fellowship**  
Michael John Shinnick – Deceased 10/04/2016, Sean Farrell (Company Secretary), Annette Byrne, Christy McCann – Appointed 16/12/2015, Jimmy Cunningham – Appointed 16/12/2015.







Appendix 25: Chief Scout’s Award Awardees

**Scouts:** Rebecca Dolan - Dollymount, Sadhbh McDonnell - Dollymount, Clíona McMahon - Dollymount, Laoise McMahon - Dollymount, Cleo Pitcher-Farrell - Dollymount, Zoe Power - Dollymount,Ciara Strutt - Dollymount, Aisling Lynch - Malahide, Ciarán Deay - Arklow , Aoife Gregory - Arklow , Lorcan Sheirdan - Arklow , Lucy Fanning - Ashbourne, Cian McGirr - Ashbourne, Hugh McGrath - Ashbourne, Hannah Keogh - Athy, Cameron Lennon - Athy, David Somerville - Aughrim Street, Kian Linehan - Ballincollig, Jack Riordan - Ballincollig, Eamonn Balfry Jr. - Ballybricken, Stephanie Kerr - Blackrock, Aoife McLain - Blackrock, Oisin Ryan - Blackrock, Anais O'Donovan - Caheragh, Ellen O'Leary - Caheragh, Norma Kennedy - Cahir, Gemma Brophy - Camross, Barry Delaney - Camross, Shane Dowling - Camross, Adam Harmon - Castleknock, Luke Harmon - Castleknock, Kieran Spellman - Claregalway, Ryan Collier - Coastal, Liam Conaghan - Craughwell, Shane Burke - De La Salle, Ciara Molloy - De La Salle, Millie Baker - Delgany, Kate Barrett - Delgany, Robert Norse - Delgany, Ryan Donnelly - Dungannon, Caolan Doran - Dungannon, Ellen Grew - Dungannon, Caoimhe Marshall - Dungannon, Naomi Symington - Dungannon, Ben Toner - Dungannon, Joseph Johnston - Fairview, Adam Mann - Fairview, Louise O'Reilly - Fairview, Emily Collom - Faithlegg, Joanna Meaney - Faithlegg, Ellen Nevin - Faithlegg, Iona Nevin Maguire - Faithlegg, Robert Moore - Huntstown, Abigayil Allen - Kilbrittain, Jennifer Barry - Kilbrittain, Kate Byrne - Kildare Town, Cliodhna Malone - Kildare Town, Christine Murphy - Kildare Town, Lorcan Whelan - Kilkenny City, Regina Macken - Killucan, Killian McGovern - Kinvara, Donna McCosker - Letterkenny, Andrea Delea - Little Island, George Dwyer - Little Island, Glenn Mulcahy - Little Island, Gavin O'Dwyer - Little Island, Chloe Hunter - Midleton, Rebecca Kavanagh - Midleton, Jacques Kinane - Midleton, McKella Daly - Milltown, Ruaidhrí Smit - Milltown, Daniel Ferris - Muff, Una Hepburn - Muff, Maria McGroddy - Muff, Gavan McLaughlin - Muff, Tom McLaughlin - Muff, Michelle McMahon - Newmarket-On-Fergus, Ciaran O'Goole - Newmarket-On-Fergus, Sophia Whoriskey - Newtowncunningham, Molly Carles - Our Lady Help Of Christ, Evan Douglas - Our Lady Help Of Christ, Oisin Finn - Our Lady Help Of Christ, Adam Walsh - Our Lady Help Of Christ, Grace Dunne - Portarlington, Dara Rickard - Renmore, Eoghan Bergin - Roscrea, Lainey Bourke - Roscrea, Amelia Lown - Roscrea, James O'Meara - Roscrea, Darragh Hedman - Saints Peter & Paul, Peter Kenna - Saints Peter & Paul, Tom Carron - Skerries, Leah Fleming - Skerries, Alice Gardner - Skerries, Genevieve Maher - Skerries, Eibhlin O'leary - Skerries, Meg Vaughan - St. Joseph's, Ben Fitzpatrick - Stillorgan, Brian Whelan - Stillorgan, Damien Doyle - Tullow, Skye Allen, Justin Brophy, Shaun Deakin, Marc Dineen, Luke Franklin, Laura Hynes, Jordan Kilgore, Jack Martin, Edel McCarthy, Ronan Watters, Conall Whelan.

**Venture Scouts:** Sarah Brady - Ashbourne , Mary Elizabeth Mcgrath - Ashbourne , Andrew Cosgrove - Ballybricken , Charlotte Counihan - Ballygunner , Rachel O'connell - Carrigaline , Hannah Shalloo - Carrigaline , Megan Casey - De La Salle , Adam Murphy - De La Salle , Annamae Smith - De La Salle , Becky Tubbritt McEvoy - De La Salle , Órla Dooley - Dollymount , Jill Pitcher Farrell - Dollymount , Áine Williams - Dollymount , Aoife Hurley - Kilbrittain , Eadaoin O'Riordan - Kilbrittain , Jack Reardon - Kilbrittain , Ciara Callanan - Monaleen/ Milford , Sinead Callanan - Monaleen/Milford , Karen O'Sullivan - Monaleen/Milford , Katy Rea - Monaleen/Milford , Ciara McCabe - Roscrea , Eoin Boylan - Skerries , Gareth Crowther - Skerries , Shauna Halpin - Skerries.

**Rover Scouts:** Danielle O'Sullivan - Ballybricker, Liam Nielsen - Clane.



Appendix 26: Order of Cú Chulainn Awardees

Anna Hickey - 9th Port Malahide, Aidan Prendergast - Athy, Margaret McGarry - Aughrim Street, Ben McGarry - Aughrim Street, Michael McCarron - Carndonagh, Deirdre Dowling - Crumlin, Brendan Doherty - Faithlegg, Pauline O'Brien - Graiguenamanagh, Derek Long - Mayfield, Charlie McGuinness – Phibsboro, Pat McKeown - St. Joseph's, Mary O'Regan - St. Joseph's, Vivian Rynne – Templeogue.



Appendix 27: List of Honour Awards

Honour Awards - Chief Scout's Commendation of Honour

	Province	County	Group	Name	Award
1	DP	MOUNTPELIER	TEMPLEOGUE	Eimear Hussey	Chief Scout's Commendation of Honour
2	DP	MOUNTPELIER	TEMPLEOGUE	Jonathan Burke	Chief Scout's Commendation of Honour
3	NP	Errigal	Errigal County	Errigal County	Chief Scout's Commendation of Honour
4	SEP	CARLOW KILKENNY	THOMASTOWN	Emily Malone	Chief Scout's Commendation of Honour

Honour Awards - Bronze Honour

	Province	County	Group	Name	Award
1	DP	CLUAIN TOIRC	ARDLEA	RONAN FIELDS	Bronze Honour
2	DP	CLUAIN TOIRC	ARDLEA	CRAIG FOX	Bronze Honour
3	DP	CLUAIN TOIRC	ARDLEA	Ben Hughes	Bronze Honour
4	DP	TOLKA	LHO	Dylan Morley	Bronze Honour
5	DP	TOLKA	LHO	Conor Wilson	Bronze Honour
6	DP	TOLKA	LHO	Luke Murphy	Bronze Honour
7	DP	TOLKA	LHO	MATTHEW WILSON	Bronze Honour
8	DP	TOLKA	LHO	Steven Murphy	Bronze Honour







## Appendix 28: Woodbadge Awardees

Mark O'Connor - Knocknacarra , Ciaran MacDomhnaill - 8 Port, Leonie Lynch - Malahide, Jim Quill - Malahide, Anne Coen - Abbey-Duniry, Rose Mcdonagh - Abbey-Duniry, Monika Shaughnessey - Abbey-Duniry, Mark Coles - Abbeyside, Simon Crowe - Abbeyside, Angela Donohoe - Allenwood, Karen Macbride - Allenwood, Karina Healy - Arklow Sea Scouts, Shane Hoare - Arklow Sea Scouts, Bernie Ryan - Athenry, Fergus Lennon - Athy, Ray Whelan - Athy, Anja Coyne - Avoca, Colin Moore - Avoca, Brendan Moore - Avoca, Philip O'Neill - Avoca, Judith Hughes - Bagenalstown, Patrick Melia - Ballina, Brendan Mulcahy - Ballinora Waterfall, Catherine Waldoock - Ballinora Waterfall, Daragh Owens - Ballinrobe, Joanne Tierney - Ballybricken, Edel Reddy - Ballyragget, Brendan Fitzgerald - Bandon, Nigel Ducker - Bantry, Gerry Geaney - Bantry, Liam Mcevoy - Bennettsbridge, Sean O'Shaughnesy - Blackrock, Sinead Halpin - Blanchardstown, Ciara Keegan - Blanchardstown, Ellen Larkin - Blanchardstown, Declan Hendrick - Blessington, Aoibheann McGuire - Blessington, Roxane Byrne - Bray, Brian Foynes - Bray, Patrick Pirkel - Bray, Fiona Leontis - Bremore, Alan Roche - Bremore, Sinead Roche - Bremore, Honor Dunphy - Butlerstown, Jean Langford - Butlerstown, Cornelius O'Leary - Caheragh, Stefan Watkins - Cahir, Paul Brophy - Carlow Town, Caroline Cassin Timmons - Carlow Town, Helen Burke - Carrabane, Ann Connell - Carrigaline, Sean Nation - Carrigaline, Karl Lynch - Castaheany/Ongar, Alison Belton - Castlebar, Anita Glancy - Castlebar, Fiona Lovat Bourke - Castlebar, Dymrna Maria Reilly - Castlebar, Monica Voignier - Castlebar, Greg Cullen - Castleknock, Gillian Donohoe - Castleknock, John Fitzgerald - Castleknock, Derek Keyes - Castleknock, Colm Mahady - Castleknock, Niamh McLoone - Castleknock, Jason Sweeney - Castleknock, Amanda Carroll - Cavan Town, David Colbourne - Cavan Town, Martina Lynch - Cavan Town, Oisín Neary - Cavan Town, Stuart Short - Cavan Town, Pamela Smith - Cavan Town, Deirdre Molloy - Clane, David Byrne - Clifford Street, Adrian Tennant - Clonard, Stephanie Flynn - Coastal, Rachel Malyan - Coastal, Neil Martin - Coastal, Catherine Thornton - Coastal, Patrick Coady - Cobh, Gary Paul Eastwood - Cookstown, Claire Gately - Corpus Christi, Harry Moreau - Corpus Christi, Deirdre Dowling - Crumlin, Ryan Fay - Crumlin, Lisa Kavanagh - Crumlin, Stephen Short - Cú Chulainn, Paul Windle - De La Salle, Deborah Byrne - Delvin, Eamon Compston - Derriaghy, Rachel McCay - Derriaghy, Eadaoin Ashe - Donnybrook, Leah Hanley - Donnybrook, Cian Ó Rathaille - Donnybrook, Erika Rafferty - Donnybrook, Aidan Young - Donnybrook, Breda Tanner-Mckenna - Donore Avenue, Richard Scriven - Douglas & St. Finbarres, Karen Brunton - Draperstown, Collwyn Brunton - Draperstown, Raymond Cassidy - Draperstown, Denis O'Brien - Dunboyne, Mark Cazzini - Dundrum, Stephen Delany - Dundrum, Dylan Giusti - Dundrum, Michael Long - Dundrum, William Maher - Dundrum, Sean Quinlan - Dundrum, William Robertson - Dundrum, Brian Blake - Dungarvan, Sharrisa Cantwell - Dungarvan, Andy Barber - Dunlavin, Mollie Bruton - East Finglas, Leanne Burke - East Finglas, Michelle Feeney - East Finglas, Ciaran King - East Finglas, Kieran McNeill - East Finglas, Anthony Meaney - East Finglas, Darren Murphy - East Finglas, Alan O'Reilly - East Finglas, Mark O'Reilly - East Finglas, Damian Deehan - Fairview, Mary Hennigan - Ferrybank, Angela Somers - Ferrybank, Cormac Egan - Firhouse, Peter Mulvey - Firhouse, Sinead Nugent - Firhouse, Ed Rafferty - Firhouse, Andrew White - Firhouse, Martina Meaney - Glanworth, Anne O'Byrne - Gorey, Fiona McDonagh - Gort, Veronica Stone - Gort, Neil Bolger - Greenhills, Lauren Jones - Greenhills, Cian McArdle - Greenhills, Conor O'Farrell - Greenhills, Noel McCarthy - Huntstown, Janine Bevan - Innishannon, Mairead Bradbury - Keady, Mary Gormley - Keady, Carla Jones - Keady, Michelle McAnallen - Keady, Anna McCann - Keady, Niall McGrane - Keady, Martin O'Connor - Keady, Francis Denny - Kells, James Kiernan - Kells, Sean Hurley - Kilbrittain, David Hurley - Kilbrittain, Carsten Krammel - Kilbrittain, Gail Swanton - Kilbrittain, Michael Varian - Kilbrittain, Hugh Ward - Kilbrittain, Anne Kelly - Kildare Town, Alma Lynch - Kildare Town, Deborah Whelan - Kilkenny City, Paul Butler - Killaloe/Ogonnelloe, Joanne Goode - Killaloe/Ogonnelloe, David Goode - Killaloe/Ogonnelloe, Tracey Coughlan - Killeagh, Geraldine Fennessy - Killucan, William Sorohan - Kilmacud, Deborah Brown - Knocklyon, Donal Garvey - Knocklyon, Roisin White - Leeson Park, Denise Kehoe - Leighlinbridge, John Laycock - Leighlinbridge, Angela Mahon - Leighlinbridge, Paul McDonald - Leighlinbridge, Damien Cranley - Leixlip, Dominik Galus - Leixlip, Stephen McCormack - Leixlip, Siobhan Nolan - Leixlip, Ed Corkery - Lucan South, Ray Dawson - Lucan South, Neysa De Giorgi - Lucan South, Fiona O'leary - Lucan South, Jane Hoy - Lurgan, Barry Crowley - Macroom, Marie Crowley - Macroom, Deirdre Henley - Macroom, Joe Willis - Macroom, Tony Myles - Maynooth, Callum Poole - Maynooth, Jason Kelly - Milltown, Sonia McDonnell - Milltownpass, Andrew David Dineen - Mitchelstown, Simon Laughton - Mitchelstown, Tim Lawson - Mizen, Conor Murray - Monaghan Town, Jude Slevin - Moore, Mary Breen - Naas, Jo Coy - Naas, Sarah McGuinness - Naas, James Mulligan - Naas, Paul Murphy - Newbridge, Stephanie Somers - Newbridge, Deirdre Matthews - Oranmore, Catherine White - Port Of Waterford , Martin Punch - Raheny, Catherine McDonnell - Rathangan, Laura O'Neill - Rathangan, Gillian Fogarty - Ratoath, Amanda Hogan - Ratoath, Mark Hogan - Ratoath, Niall Crofton - Roscrea, Patrick Marks - Roscrea, Marcella Nolan - Roscrea, Lorraine O'Meara - Roscrea, Siobhan Launder - Roundwood, Kenneth Boylan - Salesians, Jemma Brennan - Salesians, Jessica Murray - Salesians, Michael O'Connor - Sixmilebridge, Maeve Bracken - Skerries, Emer Keenan - Skerries, Bernadette McCoy - Slievegullion, Maeve Browne - St. Colmcilles, Matthew Dawson - St. Colmcilles, Patrick Linden - St. Colmcilles, Kevin O'Shaughnessy - St. John's, Christine Manning - St. Martins, Mark Manning - St. Martins, Evita English - St. Mary's, Daniel Carvill - St. Mary's College, Daniel Carvill - St. Mary's College, Breda Collins - St. Paul's Lisduggan, Kate Murphy - St. Paul's Lisduggan, Eoin O'connor - St. Paul's Lisduggan, Lauren Sinnott - St. Paul's Lisduggan, Michelle Swift - St. Paul's Lisduggan, Ann Heffernan - St. Peters Bray, Patricia McKenna - St. Peters Bray, Debbie O'Toole - St. Peters Bray, Jean Kelly-Kilduff - Stamullen, Michelle O'Hare - Stamullen, Grace Tierney - Stamullen, Michael Walder - Stamullen, Caoimhe Barry - Swords, John Delany - Swords, Molly Fallon - Swords, Kevin Reilly - Swords, Christina Kernan - Thurles, Teresa Mason - Thurles, Jonathan McAleese - Thurles, John Cleary - Tipperary Town, Noel Culbert - Tipperary Town, Liam Power - Tramore, Deirdre Duff - Tulla, Roger Duff - Tulla, Matt Ryan - Tulla, Martina Breen O'Connor - Tuskar, Ian Feighery - Willington.



Appendix 29: List of Merit Awards

Merit Awards - Chief Scout’s Commendation of Merit

	Province	County	Group	Name	Award
1	DP	DODDER	RATHFARNHAM	John Sisson	Chief Scout's Commendation of Merit
2	DP	DUBLINIA	Crumlin	Frances Kane	Chief Scout's Commendation of Merit
3	DP	DUBLINIA	Crumlin	Lisa Kavanagh	Chief Scout's Commendation of Merit
4	DP	DUBLINIA	Inchicore/Bluebell	Rebecca Mooney	Chief Scout's Commendation of Merit
5	DP	DUBLINIA	Mount Argus	David Earle	Chief Scout's Commendation of Merit
6	DP	DUBLINIA	Mount Argus	Maria Tellgren	Chief Scout's Commendation of Merit
7	DP	DUBLINIA	Mount Argus	Robert Lahiff	Chief Scout's Commendation of Merit
8	DP	DUBLINIA	Mount Argus	Tracey Kearns	Chief Scout's Commendation of Merit
9	DP	DUN LAOGHAIRE	8 PORT SEA SCOUTS	Gary Holohan	Chief Scout's Commendation of Merit
10	DP	DUN LAOGHAIRE	8 PORT SEA SCOUTS	EOGHAN CARRIGG	Chief Scout's Commendation of Merit
11	DP	TOLKA	OUR LADY HELP OF CHRIST	Marc Kelly	Chief Scout's Commendation of Merit
12	NEP	CAVAN MONAGHAN	6MON AGHAN	Michael Fitzgerald	Chief Scout's Commendation of Merit
13	NEP	CAVAN MONAGHAN	6MONAGHAN	Enda Morris	Chief Scout's Commendation of Merit
14	NEP	CAVAN MONAGHAN	BAILIEBOROUGH	Peter McGuire	Chief Scout's Commendation of Merit
15	NEP	CAVAN MONAGHAN	BELTURBET	Jacqueline Broxton	Chief Scout's Commendation of Merit
16	NEP	CAVAN MONAGHAN	KINGSCOURT	Michael Farrelly	Chief Scout's Commendation of Merit
17	NEP	CAVAN MONAGHAN	LARAGH	Emer Hannafin	Chief Scout's Commendation of Merit
18	NEP	CAVAN MONAGHAN	VIRGINIA	Mary McFadden	Chief Scout's Commendation of Merit
19	NEP	GLEANN NA BOINNE	ATHBOY	Lorna McElhinney	Chief Scout's Commendation of Merit
20	NEP	GLEANN NA BOINNE	ATHBOY	Sarah Whelehan	Chief Scout's Commendation of Merit
21	NEP	LOUTH	BUION SETANTA	Dara Mughal	Chief Scout's Commendation of Merit
22	NEP	LOUTH	ST. OLIVER'S DROGHEDA	ADAM FALLON	Chief Scout's Commendation of Merit
23	NEP	REACHRA	9 PORT MALAHIDE	Eoin Manning	Chief Scout's Commendation of Merit
24	NEP	REACHRA	9 PORT MALAHIDE	Gregory Venner	Chief Scout's Commendation of Merit
25	NEP	REACHRA	9 PORT MALAHIDE	Stephen Scanlan	Chief Scout's Commendation of Merit
26	NEP	REACHRA	9 PORT MALAHIDE	NIAMH MANNING	Chief Scout's Commendation of Merit
27	NEP	REACHRA	9 PORT MALAHIDE	Aoife Lawler	Chief Scout's Commendation of Merit
28	NEP	REACHRA	9 PORT MALAHIDE	PAUL GUYETT	Chief Scout's Commendation of Merit
29	NEP	REACHRA	9 PORT MALAHIDE	Cameron Newman	Chief Scout's Commendation of Merit
30	NEP	REACHRA	9 PORT MALAHIDE	Emer Somers	Chief Scout's Commendation of Merit
31	NEP	REACHRA	9 PORT MALAHIDE	Mark Barry	Chief Scout's Commendation of Merit
32	NEP	REACHRA	9 PORT MALAHIDE	Jim Quill	Chief Scout's Commendation of Merit
33	NEP	REACHRA	9 PORT MALAHIDE	Leonie Lynch	Chief Scout's Commendation of Merit
34	NEP	REACHRA	9 PORT MALAHIDE	STEPHEN O'REILLY	Chief Scout's Commendation of Merit
35	NEP	REACHRA	9 PORT MALAHIDE	Finnian O'Neill	Chief Scout's Commendation of Merit
36	NEP	REACHRA	9 PORT MALAHIDE	Noelle Ameijenda	Chief Scout's Commendation of Merit
37	NEP	REACHRA	RAHENY	John Maguire	Chief Scout's Commendation of Merit
38	NEP	REACHRA	RAHENY	Sinead O'Riordan	Chief Scout's Commendation of Merit
39	NEP	REACHRA	RAHENY	Vanda Cummins	Chief Scout's Commendation of Merit
40	NP	DOWN & CONNOR	DUNMURRY	MARK GILLESPIE	Chief Scout's Commendation of Merit
41	NP	DOWN & CONNOR	ST. COLMCILLES	NIALL BROWNE	Chief Scout's Commendation of Merit
42	NP	FINGAL	ST. MCCULLINS(LUSK)	Ann Sweetman	Chief Scout's Commendation of Merit
43	NP	FINGAL	ST. MCCULLINS(LUSK)	DARREN DALY	Chief Scout's Commendation of Merit
44	NP	FINGAL	ST. MCCULLINS(LUSK)	DAVID BOFIN	Chief Scout's Commendation of Merit
45	NP	FINGAL	ST. MCCULLINS(LUSK)	GRAINNE CURTIN	Chief Scout's Commendation of Merit

46	NP	FINGAL	ST. MCCULLINS(LUSK)	Simon Gaines	Chief Scout's Commendation of Merit
47	SEP	CARLOW KILKENNY	BENNETTSBRIDGE	ORLA MORRISSEY	Chief Scout's Commendation of Merit
48	SEP	CARLOW KILKENNY	BENNETTSBRIDGE	Billy Molloy	Chief Scout's Commendation of Merit
49	SEP	CARLOW KILKENNY	BENNETTSBRIDGE	Micheal Shiel	Chief Scout's Commendation of Merit
50	SEP	CILL DARA	CLANE	LIAM NIELSEN	Chief Scout's Commendation of Merit
51	SEP	CILL DARA	CLANE	Peter Byrne	Chief Scout's Commendation of Merit
52	SEP	CILL DARA	CLANE	Sarah Ryan	Chief Scout's Commendation of Merit
53	SEP	CILL DARA	CLANE	Vanya Furey Shinnors	Chief Scout's Commendation of Merit
54	SEP	CILL MHANTÁIN	Port Of Wicklow Sea Scouts	Sophia Casey	Chief Scout's Commendation of Merit
55	SEP	SOUTH KILDARE	DUNLAVIN	JOE METCALFE	Chief Scout's Commendation of Merit
56	SEP	SOUTH KILDARE	KILDARE TOWN	Wayne FitzGerald	Chief Scout's Commendation of Merit
57	SEP	SOUTH KILDARE	KILDARE TOWN	Kathy McAfee	Chief Scout's Commendation of Merit
58	SEP	SOUTH KILDARE	KILDARE TOWN	Paul Burgess	Chief Scout's Commendation of Merit
59	SEP	SOUTH KILDARE	KILDARE TOWN	Pauline Gallagher	Chief Scout's Commendation of Merit
60	SEP	SOUTH KILDARE	NAAS	JOHN PAUL EARLY	Chief Scout's Commendation of Merit
61	SEP	SOUTH KILDARE	NAAS	Mark Halton	Chief Scout's Commendation of Merit
62	SEP	SOUTH KILDARE	NAAS	Miriam Bolger	Chief Scout's Commendation of Merit
63	SEP	SOUTH KILDARE	NAAS	Sean Gallagher	Chief Scout's Commendation of Merit
64	SEP	SOUTH KILDARE	NAAS	Diarmuid Parker	Chief Scout's Commendation of Merit
65	SEP	SOUTH KILDARE	PORTARLINGTON	Sylvia Horan	Chief Scout's Commendation of Merit
66	SEP	TIP.. COIS SUIRE	CAHIR	Barbara O'Brien	Chief Scout's Commendation of Merit
67	SEP	TIP. COIS SUIRE	CAHIR	Brian O Connor	Chief Scout's Commendation of Merit
68	SEP	TIP, COIS SUIRE	CAHIR	Katrina Watkins	Chief Scout's Commendation of Merit
69	SEP	TIP, COIS SUIRE	CAHIR	Marie O'Farrell	Chief Scout's Commendation of Merit
70	SEP	TIP, COIS SUIRE	CAHIR	RICHARD ROCHE	Chief Scout's Commendation of Merit
71	SEP	TIP, COIS SUIRE	CAHIR	Stefan Watkins	Chief Scout's Commendation of Merit
72	SEP	TIP, COIS SUIRE	FETHARD & KILUSTY	Denis Larkin	Chief Scout's Commendation of Merit
73	SEP	WEXFORD	KILMORE	Eimear Boyd	Chief Scout's Commendation of Merit
74	SP	COIS LAOI CHORCAI	LITTLE ISLAND	RICHARD CROWLEY	Chief Scout's Commendation of Merit
75	SP	COIS LAOI CHORCAI	LITTLE ISLAND	Brid Cottrell	Chief Scout's Commendation of Merit
76	SP	COIS LAOI CHORCAI	LITTLE ISLAND	Niamh McCullough	Chief Scout's Commendation of Merit
77	SP	COIS LAOI CHORCAI	LITTLE ISLAND	Rachel Crowley	Chief Scout's Commendation of Merit
78	SP	COIS LAOI CHORCAI	LITTLE ISLAND	Una O'Riordan	Chief Scout's Commendation of Merit
79	SP	CORK NORTH	KILWORTH	Tim McCarthy	Chief Scout's Commendation of Merit
80	SP	CORK NORTH	KILWORTH	Catherine Flynn	Chief Scout's Commendation of Merit
81	SP	CORK NORTH	MITCHELSTOWN	Teresa Lucey	Chief Scout's Commendation of Merit
82	SP	CORK SOUTH	CARRIG ALINE	RICHARD FORDE	Chief Scout's Commendation of Merit
83	SP	CORK SOUTH	Douglas & St. FinBarres	Vickie Swanton	Chief Scout's Commendation of Merit
84	SP	LIMERICK	ST. JOSEPH'S	Mark Keane	Chief Scout's Commendation of Merit
85	SP	LIMERICK	ST. JOSEPH'S	Niamh Hynes	Chief Scout's Commendation of Merit
86	WP	CLARE	NEWMARKET-ON-FERGUS	Charles Knowles	Chief Scout's Commendation of Merit
87	WP	GALWAY	Abbey-Duniry	Robert Reynolds	Chief Scout's Commendation of Merit
88	WP	GALWAY	ATHENRY	Eamonn Murray	Chief Scout's Commendation of Merit
89	WP	GALWAY	ORANMORE	Jenny-Lynn Holland-Ryan	Chief Scout's Commendation of Merit
90	WP	GALWAY	ORANMORE	Joey (Josephine) Cannon	Chief Scout's Commendation of Merit
91	WP	GALWAY	ORANMORE	Niamh McLnerney	Chief Scout's Commendation of Merit
92	WP	GALWAY	ORANMORE	Pat Piggott	Chief Scout's Commendation of Merit
93	WP	GALWAY	ORANMORE	Patrick O'Brien	Chief Scout's Commendation of Merit
94	WP	MAYO	BALLINROBE	Daragh Owens	Chief Scout's Commendation of Merit



Merit Awards - Bronze Merit

Province		County	Group	Name	Award
1	DP	Campsites	Larch Hill	Gus Nolan	Bronze Merit
2	DP	CLUAIN TOIRC	FAIRVIEW	Muriel Weekes	Bronze Merit
3	DP	DUBLINIA	Inchicore Bluebell	Allen McConnell	Bronze Merit
4	DP	MOUNTPELIER	KNOCK LYON	Richard Hampson	Bronze Merit
5	DP	TOLKA	AUGHIRM STREET	John Oxberry	Bronze Merit
6	NEP	CAVAN MONAGHAN	CASTLE BLAYNEY	Kieran Ashmore	Bronze Merit
7	NEP	CAVAN MONAGHAN	CASTLE BLAYNEY	Linda Ashmore	Bronze Merit
8	NEP	CAVAN MONAGHAN	CAVAN TOWN	John Quigley	Bronze Merit
9	NEP	CAVAN MONAGHAN	CAVAN TOWN	Sabrina Walsh	Bronze Merit
10	NEP	CAVAN MONAGHAN	MONAGHAN TOWN	Maria McKenna	Bronze Merit
11	NEP	CAVAN MONAGHAN	VIRGINIA	Patrick Stratford	Bronze Merit
12	NEP	FINGAL	SWORDS	Brenda Delaney	Bronze Merit
13	NEP	FINGAL	SWORDS	Sinead Clerkin	Bronze Merit
14	NEP	GLEANN NA BOINNE	ATHBOY	Noel Browne	Bronze Merit
15	NEP	GLEANN NA BOINNE	DUNSHAUGHLIN	Mandy Brady	Bronze Merit
16	NEP	GLEANN NA BOINNE	KELLS	Rosie Kiernan	Bronze Merit
17	NEP	GLEANN NA BOINNE	NAVAN	Colette Boyd	Bronze Merit
18	NEP	GLEANN NA BOINNE	TRIM	Gail Fitzgerald	Bronze Merit
19	NEP	REACHRA	9 PORT MALAHIDE	John Butterly	Bronze Merit
20	NEP	REACHRA	9 PORT MALAHIDE	Niall Rock	Bronze Merit
21	NEP	REACHRA	9 PORT MALAHIDE	Paul McEvoy	Bronze Merit
22	NEP	REACHRA	9 PORT MALAHIDE	James Doyle	Bronze Merit
23	NP	ERNE	KINAWLEY	Helena Ward	Bronze Merit
24	NP	ERRIGAL	QUIGLEY'S POINT	Sharleen Doherty	Bronze Merit
25	SEP	SOUTH KILDARE	ATHY	Brid O'Connor	Bronze Merit
26	SEP	SOUTH KILDARE	ATHY	Cecilia Crowley	Bronze Merit
27	SEP	SOUTH KILDARE	ATHY	Kirstey Martin	Bronze Merit
28	SEP	SOUTH KILDARE	ATHY	Fergus Lennon	Bronze Merit
29	SEP	SOUTH KILDARE	ATHY	Kirstey Martin	Bronze Merit
30	SEP	SOUTH KILDARE	KILDARE TOWN	Karen Burgess	Bronze Merit
31	SEP	SOUTH KILDARE	KILDARE TOWN	Brendan Lynch	Bronze Merit
32	SEP	SOUTH KILDARE	NAAS	Irene Flanagan	Bronze Merit
33	SEP	SOUTH KILDARE	NAAS	Paula Kennedy	Bronze Merit
34	SEP	SOUTH KILDARE	NAAS	Gemma O'Houlihan	Bronze Merit
35	SEP	SOUTH KILDARE	NAAS	Kirstin O'Byrne	Bronze Merit
36	SEP	SOUTH KILDARE	NAAS	Anne Herley	Bronze Merit
37	SEP	SOUTH KILDARE	NAAS	David Power	Bronze Merit
38	SEP	SOUTH KILDARE	NAAS	Edric White	Bronze Merit
39	SEP	SOUTH KILDARE	NAAS	Imelda O'Neill	Bronze Merit
40	SEP	SOUTH KILDARE	NAAS	Serena McCoubrey	Bronze Merit
41	SEP	WATERFORD	FERRY BANK	Martina McGrath	Bronze Merit
42	SEP	WATERFORD	ST. PAUL'S LISDUGGAN	Frank Walsh	Bronze Merit
43	SEP	WATERFORD	TRAMORE	Alan Murphy	Bronze Merit
44	SP	CORK NORTH	CHARLEVILLE	Gerard Murphy	Bronze Merit
45	SP	CORK SOUTH	BLACKROCK	Shane Crowley	Bronze Merit
46	SP	LIMERICK	ST. PAUL'S (DORADOYLE)	George Fitzpatrick	Bronze Merit
47	SP	LIMERICK	ST. PAUL'S (DORADOYLE)	Jenny Sparling	Bronze Merit
48	SP	LIMERICK	ST. PAUL'S (DORADOYLE)	Margaret Tyrrell	Bronze Merit
49	SP	LIMERICK	ST. PAUL'S (DORADOYLE)	Theresa Kiely	Bronze Merit



50	SP	TIPPERARY COIS SUIRE	KIISHEELAN	Catherine Nolan	Bronze Merit
51	SP	TIPPERARY COIS SUIRE	KIISHEELAN	Ann Davin-Murphy	Bronze Merit
52	SP	TIPPERARY COIS SUIRE	KIISHEELAN	Aine Dempsey	Bronze Merit
53	SP	WEST CORK	CAHERAGH	Rory Jackson	Bronze Merit
54	SP	WEST CORK	INNISHANNON	Hilda Woods	Bronze Merit
55	WP	YEATS	CALRY	Mairead Bartley	Bronze Merit
56	WP	YEATS	ROSSES POINT	Roisin Murphy	Bronze Merit
57	WP	YEATS	Sligo Town	Dolores Henderson	Bronze Merit
58	WP	YEATS	Sligo Town	John Bartlett	Bronze Merit
59	NP	ERRIGAL	QUIGLEY'S POINT	Rose Marie Bonner	Bronze Merit
60	NP	ERRIGAL	QUIGLEY'S POINT	Triona McGonagle	Bronze Merit
61	SP	LIMERICK	BALLYBRICKEN	Ursula Cosgrove	Bronze Merit
62	NP	ERNE	LISNASKEA	Mary Brady	Bronze Merit
63	NP	ERNE	LISNASKEA	DOMINIC MCMAHON	Bronze Merit
64	SEP	CARLOW KILKENNY	BENNETTSBRIDGE	ANN MARIE DOYLE	Bronze Merit
65	SEP	CARLOW KILKENNY	BENNETTSBRIDGE	BRENDAN TYNAN	Bronze Merit
66	SEP	CARLOW KILKENNY	BENNETTSBRIDGE	Richard McEvoy	Bronze Merit
67	SEP	CARLOW KILKENNY	CARLOW TOWN	ELIZABETH MCCARTHY	Bronze Merit
68	SEP	CILL DARA	1ST CELBRIDGE	Karen Free	Bronze Merit
69	SEP	CILL DARA	CLANE	EMMA PRIEST	Bronze Merit
70	SEP	CILL DARA	CLANE	JUDE FLEMING	Bronze Merit
71	SEP	CILL DARA	SALESIANS	KENNETH BOYLAN	Bronze Merit
72	SEP	SLIEVE BLOOM	MOUNT MELLICK	Winnie O'Reilly	Bronze Merit
73	SEP	SOUTH KILDARE	KILCULLEN	Loretta Nolan	Bronze Merit
74	SEP	SOUTH KILDARE	KILDARE TOWN	Alma Lynch	Bronze Merit
75	SEP	SOUTH KILDARE	NAAS	Richard Gallagher	Bronze Merit
76	SEP	SOUTH KILDARE	NAAS	Sarah McGuinness	Bronze Merit
77	SEP	SOUTH KILDARE	NAAS	Joan Corrigan	Bronze Merit
78	SEP	SOUTH KILDARE	NAAS	Carmel Sheehan	Bronze Merit
79	SEP	SOUTH KILDARE	NEWBRIDGE	Sharon McAuliffe	Bronze Merit
80	SEP	TIPPERARY COIS SUIRE	CAHIR	Jonathan McLoughlin	Bronze Merit
81	SEP	TIPPERARY COIS SUIRE	CARRICK-ON-SUIR	ANN O'NEILL	Bronze Merit
82	SEP	TIPPERARY COIS SUIRE	CARRICK-ON-SUIR	JIM WALSH	Bronze Merit
83	SEP	TIPPERARY COIS SUIRE	CARRICK-ON-SUIR	SHARON MURPHY	Bronze Merit





84	SEP	TIPPERARY COIS SUIRE	KILSHEELAN	JIM TOBIN	Bronze Merit
85	SEP	WATERFORD	BUTLERSTOWN	JEAN LANGFORD	Bronze Merit
86	SEP	WATERFORD	FERRYBANK	Lorraine McGavock	Bronze Merit
87	SEP	WATERFORD	FERRYBANK	Kelley Hall	Bronze Merit
88	SEP	WATERFORD	ST. PAUL'S LISDUGGAN	Joe Fitzgerald	Bronze Merit
89	SEP	WATERFORD	ST. PAUL'S LISDUGGAN	BRIAN O'CONNOR	Bronze Merit
90	SP	COIS LAOI CHORCAI	LITTLE ISLAND	RICHARD CROWLEY	Bronze Merit
91	SP	COIS LAOI CHORCAI	LITTLE ISLAND	ANN WHYTE	Bronze Merit
92	SP	COIS LAOI CHORCAI	LITTLE ISLAND	BRENDAN O'KEEFFE	Bronze Merit
93	SP	COIS LAOI CHORCAI	LITTLE ISLAND	David McKnight	Bronze Merit
94	SP	COIS LAOI CHORCAI	Mayfield	MARIA PUNCH	Bronze Merit
95	SP	COIS LAOI CHORCAI	Mayfield	COLIN KELLY	Bronze Merit
96	SP	COIS LAOI CHORCAI	Mayfield	HELEN O'KEEFFE	Bronze Merit
97	SP	CORK NORTH	KILWORTH	Sharon Shields	Bronze Merit
98	SP	CORK NORTH	MALLOW	John McCarthy	Bronze Merit
99	SP	CORK NORTH	MALLOW	Steven Mangan	Bronze Merit
100	SP	CORK NORTH	MITCHELSTOWN	GER DOOLEY	Bronze Merit
101	SP	CORK SOUTH	Douglas & St. FinBarres	CONOR CROWLEY	Bronze Merit
102	SP	CORK SOUTH	St. Finbarr's	Stephen McCarthy	Bronze Merit
103	SP	CORK SOUTH	St. Finbarr's	Naima Bouncir	Bronze Merit
104	SP	KERRY		PAUL KNIGHTLY	Bronze Merit
105	SP	KERRY	DERRY NANE	James Joseph Gleeson	Bronze Merit
106	SP	KERRY	DINGLE	Donna Fahy	Bronze Merit
107	SP	KERRY	FENIT	Micheal Cassidy	Bronze Merit
108	SP	KERRY	FENIT	Jim Fox	Bronze Merit
109	SP	KERRY	FIRIES	Elizabeth O'Donnell	Bronze Merit
110	SP	KERRY	FOSSA	Eckhart Vogelsang-O'Dwyer	Bronze Merit
111	SP	KERRY	KILLARNEY	Michael Moore	Bronze Merit
112	SP	KERRY	KILLORGLIN	Clair Kelly	Bronze Merit
113	SP	KERRY	LYRECROMPANE	Colm Nix	Bronze Merit
114	SP	KERRY	MILLTOWN	Anne Daly	Bronze Merit
115	SP	KERRY	Tralee	Aisling O'Donnell	Bronze Merit
116	SP	KERRY	Tralee	BILL HARNETT	Bronze Merit
117	SP	KERRY	Tralee	Gerard O'Sullivan	Bronze Merit
118	SP	KERRY	Tralee	Treasa Guerin	Bronze Merit
119	SP	LEE VALLEY	BALLINORA WATERFALL	Maire Fitzgerald	Bronze Merit
120	SP	LIMERICK	Monaleen/Milford	DAVID BOURKE	Bronze Merit
121	SP	LIMERICK	MURROE BOHER	Andrew Roulston	Bronze Merit
122	SP	LIMERICK	ST. MARY'S	Brid Ryan	Bronze Merit
123	SP	TIPPERARY COIS SUIRE	CLONMEL	EOIN LANIGAN	Bronze Merit
124	SP	TIPPERARY COIS SUIRE	CLONMEL	WILLIAM CRONIN	Bronze Merit
125	WP	CLARE	NEWMARKET-ON-FERGUS	Aileen McMahon	Bronze Merit
126	WP	CLARE	NEWMARKET-ON-FERGUS	DEIRDRE MCCARTHY	Bronze Merit
127	WP	CLARE	NEWMARKET-ON-FERGUS	SHAUN MCMAHON	Bronze Merit
128	WP	GALWAY	KILLANNIN	Lynette McDonnell	Bronze Merit
129	WP	GALWAY	KILLANNIN	CHRIS ROCHE	Bronze Merit
130	WP	GALWAY	ORANMORE	Deirdre Matthews	Bronze Merit
131	WP	GALWAY	ORANMORE	MALACHY LAVELLE	Bronze Merit
132	WP	GALWAY	ORANMORE	Mary Long	Bronze Merit
133	WP	GALWAY	Renmore	Paul Whelan	Bronze Merit
134	WP	GALWAY	ST. NICHOLAS	Peter Ashton	Bronze Merit
135	WP	LOUGH KEEL	CARRICK-ON-SHANNON	Charles Gibbons	Bronze Merit



Merit Awards - Silver Merit

	Province	County	Group	Name	Award
1	DP	COIS FARRAIGE	SHANKILL	Patricia Hayden Blake	Silver Merit
2	DP	LIFFEY WEST	ESKER	SIOBHAN GRIMES	Silver Merit
3	DP	MOUNTPELIER	FIRHOUSE	Patricia Dalton	Silver Merit
4	DP	MOUNTPELIER	TEMPLEOGUE	NICOLA DOYLE	Silver Merit
5	NATIONAL			Siobhan Rogers	Silver Merit
6	NATIONAL			AIDAN BRENNAN	Silver Merit
7	NEP	CAVAN MONAGHAN	BALLYBAY	FRANCIS LINDEN	Silver Merit
8	NEP	FINGAL	ST. MCCULLINS(LUSK)	Aoibheann BIRD	Silver Merit
9	NEP	REACHRA	RAHENY	Mark Hardiman	Silver Merit
10	NP	BRIAN BORU	COOKSTOWN	Adrian Devlin	Silver Merit
11	NP	DOWN & CONNOR	DERRIAGHY	VERA MCELROY	Silver Merit
12	NP	DOWN & CONNOR	DUNMURRY	CLARE MULVENNA	Silver Merit
13	NP	DOWN & CONNOR	DUNMURRY	BARRY MAGEEAN	Silver Merit
14	NP	ERNE	ENNISKILLEN	BARRY WATSON	Silver Merit
15	NP	ERNE	ENNISKILLEN	CORA WATSON	Silver Merit
16	NP	ERNE	ENNISKILLEN	ANNE MCINTYRE	Silver Merit
17	NP	ERNE	ENNISKILLEN	Debbie Smith	Silver Merit
18	NP	ERNE	ENNISKILLEN	RONAN MCHUGH	Silver Merit
19	NP	ERNE	ENNISKILLEN	OWEN SHEERIN	Silver Merit
20	NP	ERNE	ENNISKILLEN	William Blake	Silver Merit
21	NP	ERRIGAL	LIFFORD CLONLEIGH	Joe Boland	Silver Merit
22	NP	ERRIGAL	LIMAVADY	Cathy Canning	Silver Merit
23	NP	ERRIGAL	LIMAVADY	Patrick McLaughlin	Silver Merit
24	NP	ERRIGAL	LIMAVADY	Mary Owens	Silver Merit
25	SEP	CARLOW KILKENNY	BENNETTSBRIDGE	JOHN WATMORE	Silver Merit
26	SEP	CARLOW KILKENNY	BENNETTSBRIDGE	LIAM MCEVOY	Silver Merit
27	SEP	CARLOW KILKENNY	BENNETTSBRIDGE	MARGARET NOLAN	Silver Merit
28	SEP	CILL DARA	SALESIANS	AIDEEN O'CONNELL	Silver Merit
29	SEP	SOUTH KILDARE	NAAS	ADRIAN BROWN	Silver Merit
30	SEP	SOUTH KILDARE	NAAS	NIALL COLLINS	Silver Merit
31	SEP	WATERFORD	FERRYBANK	Michael McGrath	Silver Merit
32	SEP	WATERFORD	TRAMORE	CAROLINE CAHILL	Silver Merit
33	SP	COIS LAOI CHORCAI	LITTLE ISLAND	EOIN WHITE	Silver Merit
34	SP	COIS LAOI CHORCAI	LITTLE ISLAND	KEVIN BUTLER	Silver Merit
35	SP	COIS LAOI CHORCAI	LITTLE ISLAND	EOIN WHITE	Silver Merit
36	SP	COIS LAOI CHORCAI	ST. PATRICK'S	JOHN MAHER	Silver Merit
37	SP	CORK SOUTH	PASSAGE WEST	Una O'Regan	Silver Merit
38	SP	KERRY		Marian Hurley	Silver Merit
39	SP	KERRY	Tralee	ANGELA STACK	Silver Merit
40	SP	KERRY	Tralee	Kenneth Locke	Silver Merit
41	SP	KERRY	TRALEE SCOUTS	Mary Heaslip	Silver Merit





42	SP	LEE VALLEY	BLARNEY	LUCY O'SULLIVAN KAY	Silver Merit
43	SP	LIMERICK	CROOM	GERARD NEVILLE	Silver Merit
44	SP	LIMERICK	ST. JOSEPH'S	TERENCE SHINE	Silver Merit
45	WP	CLARE	SIXMILEBRIDGE	PAT COLLINS	Silver Merit
46	WP	CLARE	SIXMILEBRIDGE	CLAIRE COLLINS	Silver Merit
47	WP	GALWAY	1st Port Knocknacarra Sea Scouts	ALAN DELAHUNTY	Silver Merit
48	WP	GALWAY	KINVARA	John Downes	Silver Merit
49	WP	GALWAY	MOYCULLEN	CONCEPTA CROKE GERAGHTY	Silver Merit

Merit Awards - Gold Merit

	Province	County	Group	Name	Award
1	DP	MOUNTPELIER	ST. ANGUS TYMON NTH	Anne Darcy	Gold Merit
2	DP	TOLKA	FINGLAS WEST	Anthony Byrne	Gold Merit
3	DP	TOLKA	GLAS NEVIN	Chris Kearns	Gold Merit
4	DP	TOLKA	OUR LADY HELP OF CHRIST	Anne Armstrong	Gold Merit
5	DP	TOLKA	OUR LADY HELP OF CHRIST	John Murphy	Gold Merit
6	NAT			Steve Horgan	Gold Merit
7	NEP	CAVAN MONAGHAN	BEL TURBET	Seamus O'Reilly	Gold Merit
8	NEP	CAVAN MONAGHAN	MAGHERACLOONE	Eoin Cooney	Gold Merit
9	NEP	GLEANN NA BOINNE	NAVAN	Gregory Boyd	Gold Merit
10	NEP	LOUTH	ST. OLIVER'S DROGHEDA	David Walsh	Gold Merit
11	NEP	REACHRA	9 PORT MALAHIDE SEA SCOUTS	Pat Moyne	Gold Merit
12	NEP	REACHRA	9 PORT MALAHIDE SEA SCOUTS	Pat Moyne	Gold Merit
13	SEP	CILL DARA	CLANE	Gillian Ryan	Gold Merit
14	SEP	CILL DARA	MAYNOOTH	Deirdre Dempsey	Gold Merit
15	SEP	SLIEVE BLOOM	ROSCREA	James Marks	Gold Merit
16	SEP	SOUTH KILDARE	ATHY	Jackie Eustace	Gold Merit
17	SEP	SOUTH KILDARE	ATHY	Mary Fricker	Gold Merit
18	SEP	SOUTH KILDARE	NAAS	Annette Byrne	Gold Merit
19	SEP	WATERFORD	SACRED HEART	Brian Fanning	Gold Merit
20	SP	WEST CORK	BEARA	John McLaughlin	Gold Merit
21	SP	WEST CORK	INNISHANNON	Christopher McSweeney	Gold Merit
22	WP	YEATS	Sligo Town	Joe Elliott	Gold Merit
23	SP	WEST CORK	INNISHANNON	Ian O'Neill	Gold Merit

Merit Awards - Other

	Province	County	Group	Name	Award
1	DP	TOLKA	PHIBSBORO	BETTY BARRY	Long Life Certificate



Appendix 30: List of Service Awards

Service Awards

	Province	County	Group	Name	Award	
1	DSP	CLUAIN TOIRC	ARDLEA	Sarah-Ann	Cox	5 YEARS
2	DSP	CLUAIN TOIRC	ARDLEA	Andrew	Crowley	5 YEARS
3	DSP	CLUAIN TOIRC	COOLOCK/ARTANE	Gavin	Barr	5 YEARS
4	DSP	CLUAIN TOIRC	COOLOCK/ARTANE	Jason	O'Keeffe	5 YEARS
5	DSP	CLUAIN TOIRC	COOLOCK/ARTANE	Jade	O'Neill	5 YEARS
6	DSP	CLUAIN TOIRC	COOLOCK/ARTANE	James	Pettengell	5 YEARS
7	DSP	CLUAIN TOIRC	FAIRVIEW	Paul	Hennessey	5 YEARS
8	DSP	CLUAIN TOIRC	FAIRVIEW	Anna	Mann	5 YEARS
9	DSP	CLUAIN TOIRC	FAIRVIEW	Alison	Martin	5 YEARS
10	DSP	CLUAIN TOIRC	PRIORSWOOD	Katie	Bannon	5 YEARS
11	DSP	CLUAIN TOIRC	PRIORSWOOD	JOANNE	MURPHY	5 YEARS
12	DSP	CLUAIN TOIRC	PRIORSWOOD	BRIAN	MURPHY	5 YEARS
13	DSP	CLUAIN TOIRC	PRIORSWOOD	EMMA	WHELAN	5 YEARS
14	DSP	CLUAIN TOIRC	SANTRY	Andrew	Brown	5 YEARS
15	DSP	CLUAIN TOIRC	SANTRY	Samantha	Murdock	5 YEARS
16	DSP	CLUAIN TOIRC	ST. ANTHONY'S	Finton	Ryan	5 YEARS
17	DSP	CLUAIN TOIRC	WHITEHALL	Yvonne	Lappin	5 YEARS
18	DSP	CLUAIN TOIRC	WHITEHALL	Geraldine	Whelan	5 YEARS
19	DSP	COIS FARRAIGE	SHANKILL	John	Coveney	5 YEARS
20	DSP	COIS FARRAIGE	SHANKILL	KARL	KELLY	5 YEARS
21	DSP	DODDER	1 PORT RINGSEND	KATE	O'FARRELL	5 YEARS
22	DSP	DUBLINIA	Merchants Quay	Nicole	Carolan	5 YEARS
23	DSP	DUBLINIA	Merchants Quay	Alison	Kenny	5 YEARS
24	DSP	DUBLINIA	Merchants Quay	Angie	Lawlor	5 YEARS
25	DSP	DUBLINIA	Merchants Quay	Christina	Lawlor	5 YEARS
26	DSP	DUBLINIA	Merchants Quay	Geraldine	O'Gorman	5 YEARS
27	DSP	DUN LAOGHAIRE	17 PORT	Feargus	Barry	5 YEARS
28	DSP	DUN LAOGHAIRE	18 PORT	EOGHAN	CARRIGG	5 YEARS
29	DSP	DUN LAOGHAIRE	19 PORT	John	Higgins	5 YEARS
30	DSP	DUN LAOGHAIRE	20 PORT	Bernard	McGranaghan	5 YEARS
31	DSP	DUN LAOGHAIRE	21 PORT	Áine	Ní Neachtáin	5 YEARS
32	DSP	LIFFEY WEST	ESKER	Ken	Grainger	5 YEARS
33	DSP	LIFFEY WEST	LUCAN SOUTH	Neysa	De Giorgi	5 YEARS
34	DSP	LIFFEY WEST	PALMERSTOWN	Kathleen	Duffy	5 YEARS
35	DSP	LIFFEY WEST	PALMERSTOWN	John	Mulvaney	5 YEARS
36	DSP	MOUNTPELIER	KNOCKLYON	Deborah	Brown	5 YEARS
37	DSP	MOUNTPELIER	KNOCKLYON	Ann-Marie	Coyne	5 YEARS
38	DSP	MOUNTPELIER	KNOCKLYON	Janet	Dignam	5 YEARS
39	DSP	MOUNTPELIER	KNOCKLYON	Andrea	Fagan	5 YEARS
40	DSP	MOUNTPELIER	KNOCKLYON	Imelda	Fisher	5 YEARS
41	DSP	MOUNTPELIER	KNOCKLYON	Orlagh	Kenny	5 YEARS
42	DSP	MOUNTPELIER	KNOCKLYON	HANNAH	MATTHEWS	5 YEARS
43	DSP	MOUNTPELIER	KNOCKLYON	Jolyn	Mulvey Doyle	5 YEARS





44	DSP	MOUNTPELIER	KNOCKLYON	Carlos	Nolan	5 YEARS
45	DSP	MOUNTPELIER	KNOCKLYON	Alan	O'Brien	5 YEARS
46	DSP	MOUNTPELIER	KNOCKLYON	Maura	Solan	5 YEARS
47	DSP	MOUNTPELIER	KNOCKLYON	Robert	Tierney	5 YEARS
48	DSP	TOLKA	OUR LADY	Marian	Fagan	5 YEARS
49	DSP	TOLKA	OUR LADY	Martina	Kelly	5 YEARS
50	DSP	TOLKA	OUR LADY	Joseph	O'Toole	5 YEARS
51	DSP	TOLKA	PHIBSBORO	Rhoda	Campbell	5 YEARS
52	DSP	TOLKA	PHIBSBORO	Siobhan	O'Regan	5 YEARS
53				Andrew	Diamond	5 YEARS
54				Mark	Murphy	5 YEARS
55				MARGARET	TOLAND	5 YEARS
56	NEP	Áth Cliath 15	Blanchardstown	Kate	Cowan	5 YEARS
57	NEP	Áth Cliath 15	Blanchardstown	Daragh	McIntyre	5 YEARS
58	NEP	Áth Cliath 15	Blanchardstown	AISHLING	TEEHAN	5 YEARS
59	NEP	Áth Cliath 15	Blanchardstown	SIMON	TONER	5 YEARS
60	NEP	Áth Cliath 15	Castleknock	Patricia	Farnan	5 YEARS
61	NEP	Áth Cliath 15	Castleknock	Anna	Farrell-Osawe	5 YEARS
62	NEP	Áth Cliath 15	Castleknock	Grainne	Kehoe	5 YEARS
63	NEP	Áth Cliath 15	Castleknock	CAITRIONA	PEELO	5 YEARS
64	NEP	Áth Cliath 15	Huntstown	Deirdre	Glendon	5 YEARS
65	NEP	Áth Cliath 15	Huntstown	David Paschal	Maguire	5 YEARS
66	NEP	Áth Cliath 15	Porterstown	Fiona	Colley	5 YEARS
67	NEP	Áth Cliath 15	Porterstown	Thomas	Deininger	5 YEARS
68	NEP	Áth Cliath 15	Porterstown	Cathal	Heaney	5 YEARS
69	NEP	Áth Cliath 15	Porterstown	Jennifer	Kavanagh	5 YEARS
70	NEP	Áth Cliath 15	Porterstown	Yvonne	Laing	5 YEARS
71	NEP	Áth Cliath 15	Porterstown	Joe	McGrath	5 YEARS
72	NEP	Áth Cliath 15	Porterstown	Tony	McKinley	5 YEARS
73	NEP	Áth Cliath 15	Porterstown	Denise	Mooney	5 YEARS
74	NEP	Áth Cliath 15	Porterstown	David	O'Brien	5 YEARS
75	NEP	Áth Cliath 15	Porterstown	Jemma	O'Leary	5 YEARS
76	NEP	Áth Cliath 15	Porterstown	Aaron	Slater	5 YEARS
77	NEP	Áth Cliath 15	Porterstown	Aileen	Convery	5 YEARS
78	NEP	CAVAN MONAGHAN	KINGSCOURT	Olivia	O'Reilly	5 YEARS
79	NEP	CAVAN MONAGHAN	MAGHERACLOONE	Aoife	Cassin	5 YEARS
80	NEP	CAVAN MONAGHAN	MAGHERACLOONE	SIOBHAINN	KELLY	5 YEARS
81	NEP	CAVAN MONAGHAN	MAGHERACLOONE	Christine	Kite-Kennedy	5 YEARS
82	NEP	CAVAN MONAGHAN	Mullagh	Julie	Brady	5 YEARS
83	NEP	CAVAN MONAGHAN	Mullagh	Eamon	Conlon	5 YEARS
84	NEP	CAVAN MONAGHAN	Mullagh	Ann Marie	Norris	5 YEARS
85	NEP	CAVAN MONAGHAN	VIRGINIA	Francis	Brady	5 YEARS
86	NEP	CAVAN MONAGHAN	VIRGINIA	Yvonne	Stratford	5 YEARS
87	NEP	FINGAL	BREMORE	Ciarán	Harford	5 YEARS
88	NEP	FINGAL	BREMORE	Catherine	Murray	5 YEARS
89	NEP	FINGAL	RIVER VALLEY, SWORDS	Assumpta	Kennedy	5 YEARS
90	NEP	FINGAL	RUSH	CLAIRE	COADY	5 YEARS
91	NEP	FINGAL	RUSH	Ciaran	Gibbons	5 YEARS
92	NEP	FINGAL	RUSH	MICHAEL	GOSSON	5 YEARS
93	NEP	FINGAL	RUSH	BRIAN	KAVANAGH	5 YEARS
94	NEP	FINGAL	RUSH	AIDEN	KAVANAGH	5 YEARS



95	NEP	FINGAL	SKERRIES	Caroline	Delaney	5 YEARS
96	NEP	FINGAL	SKERRIES	Clive	Duncan	5 YEARS
97	NEP	FINGAL	SKERRIES	Paula	Dunne	5 YEARS
98	NEP	FINGAL	SKERRIES	EITHNE	KILTY	5 YEARS
99	NEP	FINGAL	SKERRIES	EOLANN	KITTERINGHAM	5 YEARS
100	NEP	FINGAL	SKERRIES	Ciaran	Lappin	5 YEARS
101	NEP	FINGAL	SKERRIES	Kevin	O'Sullivan	5 YEARS
102	NEP	FINGAL	SKERRIES	RACHEL	SHANAHAN	5 YEARS
103	NEP	FINGAL	SKERRIES	LAURA	SHANAHAN	5 YEARS
104	NEP	FINGAL	ST. MCCULLINS(LUSK)	RAYMOND	DALY	5 YEARS
105	NEP	GLEANN NA BOINNE	ASHBOURNE	Grainne	Docherty	5 YEARS
106	NEP	GLEANN NA BOINNE	ASHBOURNE	Ethna	Felten	5 YEARS
107	NEP	GLEANN NA BOINNE	ASHBOURNE	Anita	Mulligan	5 YEARS
108	NEP	GLEANN NA BOINNE	ASHBOURNE	Deirdre	Murray	5 YEARS
109	NEP	GLEANN NA BOINNE	COIS FARRAIGE	Oisin	Dunne	5 YEARS
110	NEP	GLEANN NA BOINNE	DONORE	CATHERINE	MCALLISTER	5 YEARS
111	NEP	GLEANN NA BOINNE	KELLS	Andrew	Bogie	5 YEARS
112	NEP	GLEANN NA BOINNE	KELLS	Rufina	Gibney-Harrison	5 YEARS
113	NEP	GLEANN NA BOINNE	KELLS	Patricia	Martin	5 YEARS
114	NEP	GLEANN NA BOINNE	KENTSTOWN	Darrell	McAuley	5 YEARS
115	NEP	GLEANN NA BOINNE	LONGWOOD	Stephen	Melia	5 YEARS
116	NEP	GLEANN NA BOINNE	NAVAN	Emma	Hayes	5 YEARS
117	NEP	GLEANN NA BOINNE	NAVAN	Julie Ann	Taaffe	5 YEARS
118	NEP	GLEANN NA BOINNE	TRIM	John Anthony	Kelly	5 YEARS
119	NEP	LOUTH	COASTAL	Joanne	Cooney	5 YEARS
120	NEP	LOUTH	COASTAL	Stephanie	Flynn	5 YEARS
121	NEP	LOUTH	COASTAL	Catherine	Thornton	5 YEARS
122	NEP	REACHRA	10 PORT MALAHIDE	Linda	Fleming	5 YEARS
123	NEP	REACHRA	11 PORT MALAHIDE	Margaret (Mags)	O'Riordan	5 YEARS
124	NEP	REACHRA	9 PORT MALAHIDE	Brian	Finnegan	5 YEARS
125	NEP	REACHRA	BEAUMONT	Lorcan	Caulfield	5 YEARS
126	NEP	REACHRA	BEAUMONT	Catherine	McMillan	5 YEARS
127	NEP	REACHRA	BEAUMONT	Phyllis	Redmond	5 YEARS
128	NEP	REACHRA	BEAUMONT	Ger	Stapleton	5 YEARS
129	NEP	REACHRA	GRANGE	Kayleigh	Byrne	5 YEARS
130	NEP	REACHRA	GRANGE	LIAM	HOULIHAN	5 YEARS
131	NEP	REACHRA	PORTMARNOCK	Hilda	Hegarty	5 YEARS
132	NEP	REACHRA	PORTMARNOCK	Dermot	Kelly	5 YEARS
133	NEP	REACHRA	PORTMARNOCK	Bronagh	Nugent	5 YEARS
134	NEP	REACHRA	RAHENY	Elizabeth	Condron	5 YEARS
135	NEP	REACHRA	RAHENY	Jack	Connolly	5 YEARS
136	NEP	REACHRA	RAHENY	Vanda	Cummins	5 YEARS
137	NEP	REACHRA	RAHENY	Suzanne	Curran	5 YEARS
138	NEP	REACHRA	RAHENY	Denise	Egan	5 YEARS
139	NEP	REACHRA	RAHENY	Eve	MacDarby	5 YEARS
140	NEP	REACHRA	RAHENY	Paul	Murray	5 YEARS
141	NEP	REACHRA	RAHENY	Sinead	O'Riordan	5 YEARS
142	NP	BRIAN BORU	ARMAGH City	Teresa	Keenan	5 YEARS
143	NP	BRIAN BORU	ARMAGH City	ELEANOR	MAGUIRE	5 YEARS
144	NP	BRIAN BORU	ARMAGH City	Majella	McBrien	5 YEARS
145	NP	BRIAN BORU	ARMAGH City	Terence	McCreanor	5 YEARS
146	NP	BRIAN BORU	ARMAGH City	Michael	McMullan	5 YEARS





147	NP	BRIAN BORU	ARMAGH City	Anne-Marie	Nugent	5 YEARS
148	NP	BRIAN BORU	ARMAGH City	Kevin	Oates	5 YEARS
149	NP	BRIAN BORU	ARMAGH City	ADEL	WEBSTER	5 YEARS
150	NP	BRIAN BORU	COOKSTOWN	Serena	Scully	5 YEARS
151	NP	DAL RIADA	DRAPERSTOWN	Gemma	Brougham	5 YEARS
152	NP	DAL RIADA	DRAPERSTOWN	Eugene	McNicholl	5 YEARS
153	NP	DAL RIADA	DRAPERSTOWN	Leanne	Noonan	5 YEARS
154	NP	DAL RIADA	Glenavy & Killead	Martin	McCaughley	5 YEARS
155	NP	DAL RIADA	Glenavy & Killead	Paul	Donnelly	5 YEARS
156	NP	DOWN & CONNOR	ST. COLMCILLES	NIALL	BROWNE	5 YEARS
157	NP	ERNE	IRVINESTOWN	Adrian	Monaghan	5 YEARS
158	NP	ERNE	ENNISKILLEN	Roisin	Carney	5 YEARS
159	NP	ERNE	ENNISKILLEN	BECKY	GODLY	5 YEARS
160	NP	ERNE	ENNISKILLEN	Shane	Hicks	5 YEARS
161	NP	ERNE	ENNISKILLEN	Jennifer	Kettyles	5 YEARS
162	NP	ERNE	ENNISKILLEN	Shane	Maguire	5 YEARS
163	NP	ERNE	ENNISKILLEN	KERRI	MCCANNY	5 YEARS
164	NP	ERNE	ENNISKILLEN	Aidan	McKeever	5 YEARS
165	NP	ERNE	ENNISKILLEN	Shannel	McShea	5 YEARS
166	NP	ERNE	ENNISKILLEN	Ruairi	Molloy	5 YEARS
167	NP	ERNE	ENNISKILLEN	James	O'Connor	5 YEARS
168	NP	ERNE	ENNISKILLEN	Megan	Shannon	5 YEARS
169	NP	ERNE	ENNISKILLEN	Aideen	Timoney	5 YEARS
170	NP	ERRIGAL	LETTERKENNY	Nicola	Boyle	5 YEARS
171	NP	ERRIGAL	STRABANE	Frances	McKinney	5 YEARS
172	NP	ERRIGAL	STRABANE	Majella	Quinn	5 YEARS
173	NP	ERRIGAL	STRANORLAR	Rosemary	Murray	5 YEARS
174	SEP	CARLOW KILKENNY	BENNETTSBRIDGE	Billy	Molloy	5 YEARS
175	SEP	CARLOW KILKENNY	BENNETTSBRIDGE	ORLA	MORRISSEY	5 YEARS
176	SEP	CARLOW KILKENNY	BENNETTSBRIDGE	Micheal	Shiel	5 YEARS
177	SEP	CARLOW KILKENNY	BORRIS	Mary	Barron	5 YEARS
178	SEP	CARLOW KILKENNY	BORRIS	Eamonn	Coleman	5 YEARS
179	SEP	CARLOW KILKENNY	BORRIS	Mary	Dunphy	5 YEARS
180	SEP	CARLOW KILKENNY	CARLOW TOWN	MARGARET	CURTIS	5 YEARS
181	SEP	CARLOW KILKENNY	CARLOW TOWN	Damien	Nolan	5 YEARS
182	SEP	CARLOW KILKENNY	CARLOW TOWN	Philip	Vint	5 YEARS
183	SEP	CARLOW KILKENNY	LEIGHLINBRIDGE	Ronan	Coady	5 YEARS
184	SEP	CARLOW KILKENNY	LEIGHLINBRIDGE	Liam	Forde	5 YEARS
185	SEP	CARLOW KILKENNY	LEIGHLINBRIDGE	Margaret	Hamilton-Stanford	5 YEARS
186	SEP	CARLOW KILKENNY	LEIGHLINBRIDGE	Denise	Kehoe	5 YEARS
187	SEP	CARLOW KILKENNY	LEIGHLINBRIDGE	Paul	McDonald	5 YEARS
188	SEP	CARLOW KILKENNY	TULLOW	Stuart	Bryan	5 YEARS
189	SEP	CARLOW KILKENNY	TULLOW	Michelle	Davis	5 YEARS
190	SEP	CARLOW KILKENNY	TULLOW	Mark	Sneyd	5 YEARS
191	SEP	CILL DARA	ALLENWOOD	Ann	O'Gorman	5 YEARS
192	SEP	CILL DARA	ALLENWOOD	Mark	Cullen	5 YEARS
193	SEP	CILL DARA	Carbury	Declan	Canning	5 YEARS
194	SEP	CILL DARA	Carbury	Alan	Moss	5 YEARS
195	SEP	CILL DARA	Carbury	Sheila	Quinn	5 YEARS
196	SEP	CILL DARA	Carbury	Susan	Tierney	5 YEARS
197	SEP	CILL DARA	KILCLOON	David	Flynn	5 YEARS
198	SEP	CILL DARA	KILCOCK	Aoife	Fagan	5 YEARS







199	SEP	CILL DARA	KILCOCK	Fiona	Gallagher	5 YEARS
200	SEP	CILL DARA	KILCOCK	Hugh	Gallagher	5 YEARS
201	SEP	CILL DARA	KILCOCK	Cathal	McCauley	5 YEARS
202	SEP	CILL DARA	KILCOCK	Kieran	Quinn	5 YEARS
203	SEP	CILL DARA	KILCOCK	Catherine	Smith	5 YEARS
204	SEP	CILL DARA	KILCOCK	Declan	Smith	5 YEARS
205	SEP	CILL DARA	SALESIANS	Siobhan	Brady	5 YEARS
206	SEP	CILL DARA	SALESIANS	Lauren	Meehan	5 YEARS
207	SEP	CILL DARA	SALESIANS	Jessica	Murray	5 YEARS
208	SEP	CILL MHANTÁIN	BRAY	BEN	BRADFORD	5 YEARS
209	SEP	CILL MHANTÁIN	GREYSTONES	Vicki	Guy	5 YEARS
210	SEP	CILL MHANTÁIN	KILCOOLE	Sarah	Kelly	5 YEARS
211	SEP	CILL MHANTÁIN	KILCOOLE	Gregori	Meakin	5 YEARS
212	SEP	CILL MHANTÁIN	St. Kilians	Neil	Dorgan	5 YEARS
213	SEP	CILL MHANTÁIN	WICKLOW TOWN	David	O'Donovan	5 YEARS
214	SEP	CILL MHANTÁIN	WICKLOW TOWN	Raymond	St. John	5 YEARS
215	SEP	SLIEVE BLOOM	EDENDERRY	Pauline	Smith	5 YEARS
216	SEP	SLIEVE BLOOM	MOUNTMELICK	Annette	Dwyer	5 YEARS
217	SEP	SLIEVE BLOOM	MOUNTMELICK	Clara	moonen	5 YEARS
218	SEP	SLIEVE BLOOM	ROSCREA	Padraig	Bourke	5 YEARS
219	SEP	SLIEVE BLOOM	ROSCREA	Claire	O'Meara	5 YEARS
220	SEP	SLIEVE BLOOM	ROSCREA	Raymond	Ryan	5 YEARS
221	SEP	SLIEVE BLOOM	ROSCREA	Sinead	Bourke	5 YEARS
222	SEP	SLIEVE BLOOM	ROSCREA	Gillian	Wallace	5 YEARS
223	SEP	SOUTH KILDARE	BALTINGLASS	Josephine	Jones	5 YEARS
224	SEP	SOUTH KILDARE	BALTINGLASS	Susan	Kielthy	5 YEARS
225	SEP	SOUTH KILDARE	KILDARE TOWN	Anne	Kelly	5 YEARS
226	SEP	SOUTH KILDARE	KILDARE TOWN	Kathy	McAfee	5 YEARS
227	SEP	SOUTH KILDARE	NEWBRIDGE	Raymond	Brown	5 YEARS
228	SEP	SOUTH KILDARE	NEWBRIDGE	Michael	Corcoran	5 YEARS
229	SEP	SOUTH KILDARE	NEWBRIDGE	Paul	White	5 YEARS
230	SEP	SOUTH KILDARE	NEWBRIDGE	Aidan	Cooke	5 YEARS
231	SEP	SOUTH KILDARE	NEWBRIDGE	Sharon	McAuliffe	5 YEARS
232	SEP	WATERFORD	BUTLERSTOWN	David	Abbott	5 YEARS
233	SEP	WATERFORD	BUTLERSTOWN	Laura	Conway	5 YEARS
234	SEP	WATERFORD	CAPPOQUIN	Susan	McLaughlin	5 YEARS
235	SEP	WATERFORD	CAPPOQUIN	Susan	Power	5 YEARS
236	SEP	WATERFORD	CAPPOQUIN	Sharon	Power	5 YEARS
237	SEP	WATERFORD	CAPPOQUIN	Stacey	Power	5 YEARS
238	SEP	WATERFORD	CAPPOQUIN	Orla	Scanlan	5 YEARS
239	SEP	WATERFORD	FAITHLEGG	Eoghan	Hegarty	5 YEARS
240	SEP	WATERFORD	FAITHLEGG	Michael	Keating	5 YEARS
241	SEP	WATERFORD	PORT OF WATERFORD	Gillian	Carthy	5 YEARS
242	SEP	WATERFORD	PORT OF WATERFORD	Josephine	Carthy	5 YEARS
243	SEP	WATERFORD	BALLYGUNNER	Angela	Carey	5 YEARS
244	SEP	WATERFORD	BALLYGUNNER	Adrienne	Kane	5 YEARS
245	SEP	WATERFORD	BALLYGUNNER	FIONA	McAVINUE	5 YEARS
246	SEP	WATERFORD	BALLYGUNNER	NIAMH	O'MEARA	5 YEARS
247	SEP	WATERFORD	BALLYGUNNER	Michelle	Tubbritt	5 YEARS
248	SEP	WATERFORD	ST. PAUL'S LISDUGGAN	Eleanor	Fitzgerald	5 YEARS
249	SEP	WATERFORD	ST. PAUL'S LISDUGGAN	Noelle	Malone	5 YEARS
250	SEP	WATERFORD	ST. PAUL'S LISDUGGAN	Kate	Murphy	5 YEARS





251	SEP	WATERFORD	ST. PAUL'S LISDUGGAN	Gail	Power	5 YEARS
252	SEP	WATERFORD	ST. PAUL'S LISDUGGAN	James	Reynolds	5 YEARS
253	SEP	WATERFORD	ST. PAUL'S LISDUGGAN	Michelle	Swift	5 YEARS
254	SEP	WATERFORD	TRAMORE	AINE	BREEN	5 YEARS
255	SEP	WATERFORD	TRAMORE	DYLAN	CONWAY	5 YEARS
256	SEP	WATERFORD	TRAMORE	GARVAN	KANE	5 YEARS
257	SEP	WATERFORD	TRAMORE	Stephen	White	5 YEARS
258	SEP	WATERFORD	TRAMORE	SARAH	WILSON	5 YEARS
259	SEP	WEXFORD	DAVIDSTOWN	John	Kavanagh	5 YEARS
260	SEP	WEXFORD	DAVIDSTOWN	Ellen	Wilson	5 YEARS
261	SP	COIS LAOI CHORCAI	COBH SEA SCOUTS	Hans	Bonne	5 YEARS
262	SP	COIS LAOI CHORCAI	COBH SEA SCOUTS	Birgitta	O'Driscoll	5 YEARS
263	SP	COIS LAOI CHORCAI	COBH SEA SCOUTS	John David	Brennan	5 YEARS
264	SP	COIS LAOI CHORCAI	COBH SEA SCOUTS	TREVOR	FORREST	5 YEARS
265	SP	COIS LAOI CHORCAI	GLANMIRE	Dermot	Kelly	5 YEARS
266	SP	COIS LAOI CHORCAI	GLANMIRE	Sarah	O'Callaghan	5 YEARS
267	SP	COIS LAOI CHORCAI	GLANMIRE	Carol	O'Dowd	5 YEARS
268	SP	COIS LAOI CHORCAI	GLANMIRE	Louise	O'Sullivan	5 YEARS
269	SP	COIS LAOI CHORCAI	GLANMIRE	Gordon	Saville	5 YEARS
270	SP	COIS LAOI CHORCAI	GLANMIRE	Ger	Whelan	5 YEARS
271	SP	COIS LAOI CHORCAI	LITTLE ISLAND	David	McKnight	5 YEARS
272	SP	COIS LAOI CHORCAI	LITTLE ISLAND	Deirdre	Mulcahy	5 YEARS
273	SP	COIS LAOI CHORCAI	LITTLE ISLAND	Sharon	O'Brien	5 YEARS
274	SP	COIS LAOI CHORCAI	LITTLE ISLAND	CHRISTINE	WALSH	5 YEARS
275	SP	COIS LAOI CHORCAI	LITTLE ISLAND	Ken	Collins	5 YEARS
276	SP	COIS LAOI CHORCAI	LITTLE ISLAND	Janet	Dennehy	5 YEARS
277	SP	COIS LAOI CHORCAI	LITTLE ISLAND	Ciara	Norris	5 YEARS
278	SP	COIS LAOI CHORCAI	Mayfield	ANDREW	DUNLEA	5 YEARS
279	SP	COIS LAOI CHORCAI	Mayfield	DAVID	FOLEY	5 YEARS
280	SP	COIS LAOI CHORCAI	Mayfield	COLM	HORNIBROOK	5 YEARS
281	SP	COIS LAOI CHORCAI	Mayfield	Maria	Hornibrook	5 YEARS
282	SP	COIS LAOI CHORCAI	Mayfield	COLIN	KELLY	5 YEARS
283	SP	COIS LAOI CHORCAI	Mayfield	KEVIN	O'CONNOR	5 YEARS
284	SP	COIS LAOI CHORCAI	Mayfield	DAVID	O'CONNOR	5 YEARS
285	SP	COIS LAOI CHORCAI	Mayfield	GAVIN	O'CONNOR	5 YEARS
286	SP	CORK NORTH	FERMOY	David	Bartley	5 YEARS
287	SP	CORK NORTH	FERMOY	Chris	Dewhurst	5 YEARS
288	SP	CORK NORTH	FERMOY	Eadaoin	Morrish	5 YEARS
289	SP	CORK NORTH	KILWORTH	Catherine	Flynn	5 YEARS
290	SP	CORK NORTH	KILWORTH	Mary	Maher	5 YEARS
291	SP	CORK NORTH	KILWORTH	Sharon	Murphy	5 YEARS
292	SP	CORK NORTH	KILWORTH	Antoinette	O'Flynn	5 YEARS
293	SP	CORK NORTH	KILWORTH	Frank	O'Sullivan	5 YEARS
294	SP	CORK SOUTH	BALLYPHEHANE	Naima	Bouncir	5 YEARS
295	SP	CORK SOUTH	BALLYPHEHANE	Stephen	McCarthy	5 YEARS
296	SP	CORK SOUTH	CARRIGALINE	Ann	Connell	5 YEARS
297	SP	CORK SOUTH	CARRIGALINE	Paul	Furlong	5 YEARS
298	SP	CORK SOUTH	CARRIGALINE	CATHAL	MALONE	5 YEARS
299	SP	CORK SOUTH	CARRIGALINE	Lynda	Meiklejohn	5 YEARS
300	SP	CORK SOUTH	CARRIGALINE	Margaret	Murphy	5 YEARS
301	SP	CORK SOUTH	CARRIGALINE	TIMOTHY	NATION	5 YEARS
302	SP	CORK SOUTH	PASSAGE WEST	Nelly	AKPAKA	5 YEARS



303	SP	CORK SOUTH	PASSAGE WEST	LIAM	CUSACK	5 YEARS
304	SP	CORK SOUTH	PASSAGE WEST	Eddy	Higgins	5 YEARS
305	SP	CORK SOUTH	PASSAGE WEST	Leah	Livingstone	5 YEARS
306	SP	CORK SOUTH	PASSAGE WEST	Michael	O'Halloran	5 YEARS
307	SP	CORK SOUTH	PASSAGE WEST	Mary	Wilkie	5 YEARS
308	SP	KERRY	FENIT	Micheal	Cassidy	5 YEARS
309	SP	KERRY	FIRIES	Elizabeth	O'Donnell	5 YEARS
310	SP	KERRY	FOSSA	NOIRIN	MEE	5 YEARS
311	SP	KERRY	FOSSA	ANTHONY	WALSH	5 YEARS
312	SP	KERRY	KILLARNEY	Michael	Moore	5 YEARS
313	SP	KERRY	LYRECROMPANE	Colm	Nix	5 YEARS
314	SP	KERRY	MILLTOWN	Anne	Daly	5 YEARS
315	SP	KERRY	TRALEE SCOUTS	David	Hughes	5 YEARS
316	SP	LIMERICK	MURROE BOHER	Ann	Butler	5 YEARS
317	SP	LIMERICK	MURROE BOHER	John	Fitzgerald	5 YEARS
318	SP	LIMERICK	MURROE BOHER	Derek	McInerney	5 YEARS
319	SP	LIMERICK	MURROE BOHER	Paul	Newton	5 YEARS
320	SP	LIMERICK	MURROE BOHER	Andrew	Roulston	5 YEARS
321	SP	LIMERICK	RATHKEALE	Celia	Brighten	5 YEARS
322	SP	LIMERICK	RATHKEALE	Lauren	Wilmot	5 YEARS
323	SP	LIMERICK	RATHKEALE	Joe	Wilmot	5 YEARS
324	SP	LIMERICK	RATHKEALE	Nikita	Wilmot	5 YEARS
325	SP	LIMERICK	ST. JOHN'S	Meadhbh	Hennessy	5 YEARS
326	SP	LIMERICK	ST. JOSEPH'S	Mark	Keane	5 YEARS
327	SP	TIP.[J] COIS SUIRE	FETHARD & KILUSTY	Tony	Burgess	5 YEARS
328	SP	TIPP. COIS SUIRE	FETHARD & KILUSTY	Nichola	Quigley	5 YEARS
329	SP	WEST CORK	KILBRITTAIN	Niamh	Allen	5 YEARS
330	WP	CLARE	NEWMARKET-ON-FERGUS	Edel	Bourke	5 YEARS
331	WP	CLARE	NEWMARKET-ON-FERGUS	Aisling	Halpin	5 YEARS
332	WP	CLARE	NEWMARKET-ON-FERGUS	Charles	Knowles	5 YEARS
333	WP	CLARE	NEWMARKET-ON-FERGUS	Aileen	McMahon	5 YEARS
334	WP	CLARE	NEWMARKET-ON-FERGUS	Johnny	Moore	5 YEARS
335	WP	CLARE	NEWMARKET-ON-FERGUS	Olivia	O'Toole	5 YEARS
336	WP	CLARE	NEWMARKET-ON-FERGUS	FERGUS	COONEY	5 YEARS
337	WP	CLARE	SIXMILEBRIDGE	Bernadette	Kennedy	5 YEARS
338	WP	GALWAY	CARRABANE	KATHLEEN	DUFFY	5 YEARS
339	WP	GALWAY	Renmore	Siobhan	Carr Molloy	5 YEARS
340	WP	GALWAY	Renmore	Ann-Marie	Connolly	5 YEARS
341	WP	GALWAY	Renmore	Lyna	DeBlaca	5 YEARS
342	WP	GALWAY	Renmore	Sharon	Gavin	5 YEARS
343	WP	GALWAY	TUAM	Lesley	Connern	5 YEARS
344	WP	LOUGH KEEL	MOHILL	Desmond	Duignan	5 YEARS
345	WP	LOUGH KEEL	MOHILL	Kim	Taylor	5 YEARS
346	WP	MAYO	BALLINROBE	Daragh	Owens	5 YEARS
347	WP	MAYO	BALLINROBE	Peter	Byrne	5 YEARS
348	WP	MAYO	BALLINROBE	Marie	Fraser	5 YEARS
349	WP	MAYO	BELMULLET	James F.	Geraghty	5 YEARS
350	WP	MAYO	BELMULLET	Patrick J.	Healy	5 YEARS
351	WP	MAYO	BELMULLET	MARGARET	TALLOTT	5 YEARS
352	WP	MAYO	CASTLEBAR	Alison	Belton	5 YEARS
353	WP	MAYO	CASTLEBAR	Julia	Duggan	5 YEARS
354	WP	MAYO	CASTLEBAR	Máire	Ni Fhearraigh	5 YEARS





355	WP	MAYO	CLAREMORRIS	Megan	Higgins	5 YEARS
356	WP	MAYO	FOXFORD	Edel	Anders	5 YEARS
357	WP	MAYO	FOXFORD	Yvonne	Ruane	5 YEARS
358	WP	MAYO	FOXFORD	Maria	Elstone	5 YEARS
359	WP	MAYO	SWINFORD	Breege	McHugh	5 YEARS
360	WP	MAYO	WESTPORT	Louise	Clarke	5 YEARS
361	WP	MAYO	WESTPORT	Ruth	Crowley	5 YEARS
362	WP	MAYO	WESTPORT	Fintan	Swanton	5 YEARS
363	WP	MAYO	WESTPORT	Fintan	Swanton	5 YEARS
364	WP	YEATS	BALLISODARE	Martin	Feeney	5 YEARS
365	WP	YEATS	BALLISODARE	Alain	Meehan	5 YEARS
366	WP	YEATS	BALLISODARE	Trevor	Sweetman	5 YEARS
367	WP	YEATS	BENBULBEN	Christopher	Dolan	5 YEARS
368	WP	YEATS	BENBULBEN	Rory	Gallagher	5 YEARS
369	WP	YEATS	BENBULBEN	Oisin	Gillen	5 YEARS
370	WP	YEATS	BENBULBEN	Caroline	Litster	5 YEARS
371	WP	YEATS	BENBULBEN	Gerard	Moran	5 YEARS
372	WP	YEATS	BENBULBEN	Grainne	Murphy	5 YEARS
373	DSP	CLUAIN TOIRC	FAIRVIEW	MAIREAD	HENNESSY	10 YEARS
374	DSP	CLUAIN TOIRC	FAIRVIEW	MURIEL	WEEKES	10 YEARS
375	DSP	COIS FARRAIGE	SHANKILL	RACHEL	O'NEILL	10 YEARS
376	DSP	DODDER	1 PORT RINGSEND	STEVEN MARK	CULL	10 YEARS
377	DSP	DUBLINIA	Inchicore/Bluebell	David	Carter	10 YEARS
378	DSP	DUBLINIA	Inchicore/Bluebell	Kevin	Gough	10 YEARS
379	DSP	DUBLINIA	Inchicore/Bluebell	Margaret	Humpherys	10 YEARS
380	DSP	DUBLINIA	Inchicore/Bluebell	Kenneth	Behan	10 YEARS
381	DSP	DUN LAOGHAIRE	10 PORT	DARA	TOTTERDELL	10 YEARS
382	DSP	DUN LAOGHAIRE	8 PORT	DECLAN	MCDONNELL	10 YEARS
383	DSP	DUN LAOGHAIRE	9 PORT	Diarmuid	Quinn	10 YEARS
384	DSP	LIFFEY WEST	ESKER	SIOBHAN	GRIMES	10 YEARS
385	DSP	LIFFEY WEST	LUCAN 48	VALERIE	HOGG	10 YEARS
386	DSP	LIFFEY WEST	LUCAN SOUTH	ELIZABETH	REDMOND	10 YEARS
387	DSP	LIFFEY WEST	PALMERSTOWN	Nuala	O'Sullivan	10 YEARS
388	DSP	MOUNTPELIER	KNOCKLYON	Julie	Kilroy	10 YEARS
389	DSP	TOLKA	PHIBSBORO	JACINTA	CARROLL	10 YEARS
390	DSP	TOLKA	PHIBSBORO	Aoife	Keely	10 YEARS
391	NEP	Áth Cliath 15	Blanchardstown	NEIL	COWAN	10 YEARS
392	NEP	Áth Cliath 15	Castleknock	JOHN	FITZGERALD	10 YEARS
393	NEP	Áth Cliath 15	Corduff	Lorraine	Carey	10 YEARS
394	NEP	Áth Cliath 15	Huntstown	Joe	Byrne	10 YEARS
395	NEP	Áth Cliath 15	Huntstown	Jennifer	Dunne	10 YEARS
396	NEP	Áth Cliath 15	Huntstown	Deborah	O'Brien Poynton	10 YEARS
397	NEP	Áth Cliath 15	Porterstown	Thomas	Claffey	10 YEARS
398	NEP	FINGAL	RIVER VALLEY, SWORDS	SHARON	CHAPMAN	10 YEARS
399	NEP	FINGAL	RUSH	CARENA	KING	10 YEARS
400	NEP	FINGAL	SKERRIES	Annemarie	Gleeson	10 YEARS
401	NEP	FINGAL	SKERRIES	Gwen	Macken	10 YEARS
402	NEP	FINGAL	SKERRIES	CHRIS	MCCLELLAND	10 YEARS
403	NEP	FINGAL	SKERRIES	ANNE	MCMENAMIN	10 YEARS
404	NEP	GLEANN NA BOINNE	ATHBOY	Brenda-Lee	O'Neill	10 YEARS
405	NEP	GLEANN NA BOINNE	LONGWOOD	Dave	O'Sullivan	10 YEARS
406	NEP	GLEANN NA BOINNE	NAVAN	COLETTE	BOYD	10 YEARS



407	NEP	GLEANN NA BOINNE	NAVAN	PETER	LAWLOR	10 YEARS
408	NEP	GLEANN NA BOINNE	TRIM	GAIL	FITZGERALD	10 YEARS
409	NEP	REACHRA	9 PORT MALAHIDE	GERARD	DUFFY	10 YEARS
410	NEP	REACHRA	9 PORT MALAHIDE S	Alice	Geraghty	10 YEARS
411	NEP	REACHRA	BAYSIDE	ORLA	KEOGH	10 YEARS
412	NEP	REACHRA	GRANGE	Gary	Rickard	10 YEARS
413	NEP	REACHRA	GRANGE	Paul	Whelan	10 YEARS
414	NEP	REACHRA	RAHENY	Tara	Dunne	10 YEARS
415	NEP	REACHRA	RAHENY	Shane	Lynch	10 YEARS
416	NP	BRIAN BORU	ARMAGH City	Brian	Campbell	10 YEARS
417	NP	BRIAN BORU	ARMAGH City	COLM	MCBRIEN	10 YEARS
418	NP	BRIAN BORU	COOKSTOWN	Emma Louise	Dallas (nee Devlin)	10 YEARS
419	NP	BRIAN BORU	COOKSTOWN	GARY PAUL	EASTWOOD	10 YEARS
420	NP	BRIAN BORU	LURGAN	ALICE	MCCAVIGAN	10 YEARS
421	NP	BRIAN BORU	LURGAN	BRENDAN	McGEOUGH	10 YEARS
422	NP	ERNE	LISNASKEA	Kathleen	Breen	10 YEARS
423	NP	ERNE	LISNASKEA	DANIEL	MAGUIRE	10 YEARS
424	NP	ERNE	LISNASKEA	JENNIFER	MOFFATT	10 YEARS
425	NP	ERNE	LISNASKEA	JACQUELINE	MULLAN	10 YEARS
426	NP	ERNE	LISNASKEA	JARLATH	RICE	10 YEARS
427	NP	ERNE	LISNASKEA	MAUREEN	WARD -PRUNTY	10 YEARS
428	NP	ERNE	ST MICHAELS ENNISKILLEN	Maggie	Beattie	10 YEARS
429	NP	ERNE	ST MICHAELS ENNISKILLEN	Simon	Burns	10 YEARS
430	NP	ERNE	ST MICHAELS ENNISKILLEN	Paula	Donnelly	10 YEARS
431	NP	ERNE	ST MICHAELS ENNISKILLEN	Lloyd	Donnelly	10 YEARS
432	NP	ERNE	ST MICHAELS ENNISKILLEN	SINEAD	MAGUIRE	10 YEARS
433	NP	ERNE	ST MICHAELS ENNISKILLEN	Michelle	McTeague	10 YEARS
434	NP	ERNE	ST MICHAELS ENNISKILLEN	Julie	O'Donnell	10 YEARS
435	NP	ERNE	ST MICHAELS ENNISKILLEN	Declan	Quinn	10 YEARS
436	NP	ERNE	ST MICHAELS ENNISKILLEN	Jacqueline	Quinn	10 YEARS
437	NP	ERRIGAL	CARNDONAGH	Frances	McGonigle	10 YEARS
438	NP	ERRIGAL	LETTERKENNY	CLIVE	ALCORN	10 YEARS
439	NP	ERRIGAL	STRABANE	KATHY	COYLE	10 YEARS
440	NP	ERRIGAL	STRABANE	Diana	McNally	10 YEARS
441	NP	ERRIGAL	STRABANE	Ray	Wilson	10 YEARS
442	SEP	CARLOW KILKENNY	BENNETTSBRIDGE	ANN MARIE	DOYLE	10 YEARS
443	SEP	CARLOW KILKENNY	CARLOW TOWN	ELIZABETH	MCCARTHY	10 YEARS
444	SEP	CILL MHANTÁIN	KILCOOLE	Aisling	Donnelly	10 YEARS
445	SEP	SLIEVE BLOOM	ROSCREA	MARK	LOWN	10 YEARS
446	SEP	SOUTH KILDARE	BALTINGLASS	Christopher	Murray	10 YEARS
447	SEP	SOUTH KILDARE	DUNLAVIN	JOE	METCALFE	10 YEARS
448	SEP	SOUTH KILDARE	KILCULLEN	Terri	Reade	10 YEARS
449	SEP	SOUTH KILDARE	NEWBRIDGE	PATRICK	MCAULIFFE	10 YEARS
450	SEP	WATERFORD	PORT OF WATERFORD	Mary	Tebay	10 YEARS
451	SEP	WATERFORD	ST. PAUL'S LISDUGGAN	JESSICA	COLLINS	10 YEARS
452	SEP	WATERFORD	ST. PAUL'S LISDUGGAN	EMAR	O'CONNOR	10 YEARS
453	SEP	WATERFORD	TRAMORE	COLIN	BAILEY	10 YEARS
454	SEP	WEXFORD	DAVIDSTOWN	ANNE-MARIE	DOYLE	10 YEARS
455	SP	COIS LAOI CHORCAI	COBH SEA SCOUTS	KEALAN	BURKE	10 YEARS
456	SP	COIS LAOI CHORCAI	GLANMIRE	James	Grimes	10 YEARS
457	SP	COIS LAOI CHORCAI	GLANMIRE	Barry	O'Keefe	10 YEARS
458	SP	COIS LAOI CHORCAI	LITTLE ISLAND	KEVIN	BUTLER	10 YEARS





459	SP	COIS LAOI CHORCAI	LITTLE ISLAND	Paul	McGuirk	10 YEARS
460	SP	COIS LAOI CHORCAI	Mayfield	HELEN	O'KEEFFE	10 YEARS
461	SP	COIS LAOI CHORCAI	Mayfield	MARIA	PUNCH	10 YEARS
462	SP	CORK SOUTH	BALLYPHEHANE	Paul	Collins	10 YEARS
463	SP	CORK SOUTH	BALLYPHEHANE	Bernard	Lyons	10 YEARS
464	SP	CORK SOUTH	CARRIGALINE	JIM	SHALLOO	10 YEARS
465	SP	KERRY	KERRY	MAURA	LYONS	10 YEARS
466	SP	LIMERICK	ST. JOSEPH'S	TJ	MURPHY	10 YEARS
467	SP	TIPP. COIS SUIRE	CARRICK-ON-SUIR	CAROL	KELLY	10 YEARS
468	SP	TIPP. COIS SUIRE	CARRICK-ON-SUIR	BARBARA	REIDY	10 YEARS
469	WP	CLARE	NEWMARKET-ON-FERGUS	SHAUN	MCMAHON	10 YEARS
470	WP	CLARE	NEWMARKET-ON-FERGUS	FERGUS	COONEY	10 YEARS
471	WP	CLARE	SIXMILEBRIDGE	MAEVE	FLYNN	10 YEARS
472	WP	GALWAY	GORT	Mary	Shaw	10 YEARS
473	WP	GALWAY	KILLANNIN	CHRIS	ROCHE	10 YEARS
474	WP	MAYO	BALLINROBE	Jessica	Hughes	10 YEARS
475	WP	MAYO	BELMULLET	EILEEN	COWMAN	10 YEARS
476	WP	MAYO	BELMULLET	PAULINE	GERAGHTY	10 YEARS
477	WP	YEATS	BALLISODARE	PAUL	GERAGHTY	10 YEARS
478	DSP	CLUAIN TOIRC	ARDLEA	AOIFE	BYRNE	15 YEARS
479	DSP	CLUAIN TOIRC	FAIRVIEW	DENIS	MURPHY	15 YEARS
480	DSP	CLUAIN TOIRC	PRIORSWOOD	Eamonn	Burrowes	15 YEARS
481	DSP	CLUAIN TOIRC	PRIORSWOOD	Antoinette	Stone	15 YEARS
482	DSP	COIS FARRAIGE	SHANKILL	TREASA	WHYTE	15 YEARS
483	DSP	DUBLINIA	Merchants Quay	Hubert	Kessie	15 YEARS
484	DSP	DUBLINIA	Merchants Quay	Sarah	Nolan	15 YEARS
485	DSP	DUBLINIA	Merchants Quay	Angela	O'Melia	15 YEARS
486	DSP	DUN LAOGHAIRE	11 PORT	DECLAN	MCGRATH	15 YEARS
487	DSP	DUN LAOGHAIRE	12 PORT	CORMAC	Ó Dúlacháin	15 YEARS
488	DSP	DUN LAOGHAIRE	13 PORT	Gearóid	Ó Riain	15 YEARS
489				ANDREA	O'DONOGHUE	15 YEARS
490	NEP	CAVAN MONAGHAN	CARRICKMACROSS	COLM	O'HAGAN	15 YEARS
491	NEP	FINGAL	RUSH	CARENA	KING	15 YEARS
492	NEP	FINGAL	SKERRIES	JOHN	WOODLOCK	15 YEARS
493	NEP	FINGAL	ST. MCCULLINS(LUSK)	Aoibheann	BIRD	15 YEARS
494	NEP	GLEANN NA BOINNE	NAVAN	COLETTE	BOYD	15 YEARS
495	NEP	GLEANN NA BOINNE	TRIM	GAIL	FITZGERALD	15 YEARS
496	NEP	LAKELANDS	MULLINGAR	FRANCES	LITTLE	15 YEARS
497	NEP	REACHRA	RAHENY	Gerard	Clancy	15 YEARS
498	NEP	REACHRA	RAHENY	Cathal	Gahan	15 YEARS
499	NP	BRIAN BORU	ARMAGH City	JULIE	KENNEDY	15 YEARS
500	NP	BRIAN BORU	ARMAGH City	MANDY	MCCANN	15 YEARS
501	NP	BRIAN BORU	ARMAGH City	DEIRDRE	WHITE	15 YEARS
502	NP	ERNE	LISNASKEA	Mary	Brady	15 YEARS
503	NP	ERNE	LISNASKEA	Denise	Cassidy	15 YEARS
504	NP	ERNE	LISNASKEA	Celine	Gleeson	15 YEARS
505	NP	ERNE	LISNASKEA	DOMINIC	MCMAHON	15 YEARS
506	NP	ERNE	LISNASKEA	BARRY	PRUNTY	15 YEARS
507	NP	ERNE	ST MICHAELS ENNISKILLEN	William	Blake	15 YEARS
508	NP	ERNE	ST MICHAELS ENNISKILLEN	RONAN	MCHUGH	15 YEARS
509	NP	ERNE	ST MICHAELS ENNISKILLEN	ANNE	MCINTYRE	15 YEARS
510	NP	ERNE	ST MICHAELS ENNISKILLEN	John	McManus	15 YEARS



511	NP	ERNE	ST MICHAELS ENNISKILLEN	OWEN	SHEERIN	15 YEARS
512	NP	ERNE	ST MICHAELS ENNISKILLEN	CORA	WATSON	15 YEARS
513	NP	ERRIGAL	LETTERKENNY	LIAM	MCGRATH	15 YEARS
514	NP	ERRIGAL	NEWTOWNCUNNINGHAM	DARINA	FRIEL	15 YEARS
515	NP	ERRIGAL	STRABANE	Diana	McNally	15 YEARS
516	NP	ERRIGAL	STRABANE	Ray	Wilson	15 YEARS
517	SEP	CARLOW KILKENNY	BENNETTSBRIDGE	Richard	McEvoy	15 YEARS
518	SEP	CARLOW KILKENNY	BENNETTSBRIDGE	BRENDAN	TYNAN	15 YEARS
519	SEP	CARLOW KILKENNY	BENNETTSBRIDGE	JOHN	WATMORE	15 YEARS
520	SEP	CARLOW KILKENNY	BORRIS	John	Dalton	15 YEARS
521	SEP	CARLOW KILKENNY	TULLOW	BERNIE	BYRNE	15 YEARS
522	SEP	CARLOW KILKENNY	TULLOW	ANN	BYRNE	15 YEARS
523	SEP	CILL MHANTÁIN	BRAY	DONALD	GRAY	15 YEARS
524	SEP	SLIEVE BLOOM	ROSCREA	TONY	FOYLE	15 YEARS
525	SEP	SOUTH KILDARE	DUNLAVIN	ANDY	BARBER	15 YEARS
526	SEP	SOUTH KILDARE	KILCULLEN	Terri	Reade	15 YEARS
527	SP	COIS LAOI CHORCAI	GLANMIRE	HILDA	BAKER	15 YEARS
528	SP	COIS LAOI CHORCAI	GLANMIRE	Gavin	Coakley	15 YEARS
529	SP	COIS LAOI CHORCAI	LITTLE ISLAND	ANN	WHYTE	15 YEARS
530	SP	COIS LAOI CHORCAI	Mayfield	PAUL	RAMSELL	15 YEARS
531	SP	CORK NORTH	KILWORTH	PATRICK	COTTER	15 YEARS
532	SP	CORK SOUTH	BALLYPHEHANE	Tom	Kelleher	15 YEARS
533	SP	CORK SOUTH	BALLYPHEHANE	Pat	McCarthy	15 YEARS
534	SP	CORK SOUTH	BALLYPHEHANE	Paul	Scannell	15 YEARS
535	SP	CORK SOUTH	CARRIGALINE	SEAN	NATION	15 YEARS
536	SP	CORK SOUTH	PASSAGE WEST	Una	O'Regan	15 YEARS
537	SP	KERRY	BLENNERVILLE	HELEN	NELLIGAN	15 YEARS
538	SP	LIMERICK	ST. JOHN'S	Kevin	O'Shaughnessy	15 YEARS
539	WP	CLARE	NEWMARKET-ON-FERGUS	FERGUS	COONEY	15 YEARS
540	WP	GALWAY	Renmore	Eamon	Hartley	15 YEARS
541	DSP	CLUAIN TOIRC	ARDLEA	TONY	GROVES	20 YEARS
542	DSP	LIFFEY WEST	LUCAN 23	William	Kenny	20 YEARS
543	NEP	Áth Cliath 15	Porterstown	MARION	HARVEY	20 YEARS
544	NEP	Áth Cliath 15	Porterstown	BRIDGET	O'NEILL	20 YEARS
545	NEP	FINGAL	BREMORE	Fiona	Fitzgerald	20 YEARS
546	NEP	REACHRA	GRANGE	ROSANNE	WHELAN	20 YEARS
547	NEP	REACHRA	RAHENY	Maria	McGivern	20 YEARS
548	NP	ERNE	ST MICHAELS ENNISKILLEN	BARRY	WATSON	20 YEARS
549	NP	ERRIGAL	NEWTOWNCUNNINGHAM	JOHNNIE	CALLAGHAN	20 YEARS
550	NP	ERRIGAL	STRABANE	FRANK	MCKINNEY	20 YEARS
551	NP	ERRIGAL	STRABANE	Diana	McNally	20 YEARS
552	NP	ERRIGAL	STRABANE	Ray	Wilson	20 YEARS
553	SEP	CARLOW KILKENNY	BENNETTSBRIDGE	BREDA	BOLGER	20 YEARS
554	SEP	CARLOW KILKENNY	BENNETTSBRIDGE	LIAM	MCEVOY	20 YEARS
555	SEP	CARLOW KILKENNY	BENNETTSBRIDGE	MARGARET	NOLAN	20 YEARS
556	SEP	CARLOW KILKENNY	BENNETTSBRIDGE	MARY	WATMORE	20 YEARS
557	SEP	CILL DARA	ALLENWOOD	MARTINE	PHELAN	20 YEARS
558	SEP	SLIEVE BLOOM	ROSCREA	FRANCIS	MINOGUE	20 YEARS
559	SP	COIS LAOI CHORCAI	LITTLE ISLAND	BRENDAN	LYNCH	20 YEARS
560	SP	COIS LAOI CHORCAI	Mayfield	IRENE	CASSIN	20 YEARS
561	SP	COIS LAOI CHORCAI	Mayfield	MARK	LONG	20 YEARS
562	WP	CLARE	SIXMILEBRIDGE	CLAIRE	COLLINS	20 YEARS





563	WP	MAYO	BELMULLET	MARGARET	TALLOTT	20 YEARS
564	NP	ERRIGAL	STRABANE	MAJELLA	MCCALLION	25 YEARS
565	NP	ERRIGAL	STRABANE	FRANK	MCKINNEY	25 YEARS
566	NP	ERRIGAL	STRABANE	Ray	Wilson	25 YEARS
567	SEP	CARLOW KILKENNY	BORRIS	Patricia	Stapleton	25 YEARS
568	SEP	WATERFORD	ST. PAUL'S LISDUGGAN	CAROLINE	MADIGAN	25 YEARS
569	SEP	WEXFORD	PORT OF WEXFORD	TONY	WALSH	25 YEARS
570	SP	COIS LAOI CHORCAI	Mayfield	DEREK	LONG	25 YEARS
571	SP	CORK SOUTH	BALLYPHEHANE	Kieran	Lyons	25 YEARS
572	SP	TIPP. COIS SUIRE	CARRICK-ON-SUIR	Sheila	Power	25 YEARS
573	SP	TIPPERARY NORTH	THURLES	JOE	BUTLER	25 YEARS
574	WP	YEATS	BENBULBEN	Gillian	Watters	25 YEARS
575	DSP	CLUAIN TOIRC	SANTRY	MAURICE	WOOD	25 YEARS
576	DSP	DODDER	1 PORT RINGSEND	CIARAN	BRADSHAW	25 YEARS
577	DSP	LIFFEY WEST	CLONDALKIN	EDWARD	DUNPHY	25 YEARS
578	DSP	TOLKA	PHIBSBORO	IAN	DE MANGE	25 YEARS
579	DSP	TOLKA	PHIBSBORO	DARREN	SHIELS	25 YEARS
580	NEP	Áth Cliath 15	Corduff	LIZ	FINNEGAN	25 YEARS
581	NEP	Áth Cliath 15	Corduff	GREGG	FINNEGAN	25 YEARS
582	NEP	Áth Cliath 15	Porterstown	BRIAN	HARVEY	25 YEARS
583	NEP	CAVAN MONAGHAN	CARRICKMACROSS	LIAM	MURRAY	25 YEARS
584	NEP	CAVAN MONAGHAN	CAVAN TOWN	JOHNNY	HANCOX	25 YEARS
585	NEP	LOUTH	St. Martins	JANE	COYLE	25 YEARS
586	NP	ERNE	ENNISKILLEN	KATE	ALLEN	25 YEARS
587	NP	ERNE	ENNISKILLEN	PHILLIP	DARCY	25 YEARS
588	NEP	Áth Cliath 15	Corduff	ELAINE	COSTELLO	30 YEARS
589	NEP	FINGAL	RUSH	David	Clarke	30 YEARS
590	NEP	FINGAL	SKERRIES	Denise	Grundy	30 YEARS
591	NEP	GLEANN NA BOINNE	LONGWOOD	Niall	Duignan	30 YEARS
592	NEP	LOUTH	COASTAL	DECLAN	REILLY	30 YEARS
593	NEP	REACHRA	GRANGE	MARY	MCKENNA	30 YEARS
594	NP	DOWN & CONNOR	ST. COLMCILLES	SEAMUS	DAWSON	30 YEARS
595	NP	ERNE	ENNISKILLEN	ANNE	GIBSON	30 YEARS
596	NP	ERNE	ENNISKILLEN	Maire	O'Connor	30 YEARS
597	NP	ERNE	ENNISKILLEN	THOMAS	QUINN	30 YEARS
598	NP	ERRIGAL	STRABANE	DECLAN	BRESLIN	30 YEARS
599	NP	ERRIGAL	STRABANE	Ray	Wilson	30 YEARS
600	SEP	SOUTH KILDARE	KILCULLEN	Patrick	Reade	30 YEARS
601	SEP	SOUTH KILDARE	KILCULLEN	Richard	Reade	30 YEARS
602	SP	LEE VALLEY	BISHOPSTOWN	SHEILA	MCCARTHY	30 YEARS
603	WP	MAYO	CLAREMORRIS	SEAMUS	MCLOUGHLIN	30 YEARS
604	NP	ERRIGAL	STRABANE	Ray	Wilson	40 YEARS
605	SEP	WATERFORD	PORT OF WATERFORD	BRIAN	GAULE	40 YEARS
606	SP	COIS LAOI CHORCAI	GLANMIRE	Marie	Mackey	40 YEARS
607	SP	COIS LAOI CHORCAI	GLANMIRE	PAT	MACKEY	40 YEARS
608	DSP	DUN LAOGHAIRE	14 PORT	SEAMUS	MCGLOUGHLIN	40 YEARS
609	DSP	DUN LAOGHAIRE	15 PORT	RICHARD	MOSSOP	40 YEARS
610	DSP	DUN LAOGHAIRE	16 PORT	BRIAN	WELSH	40 YEARS
611	NEP	REACHRA	BAYSIDE	Vincent	HEENEY	40 YEARS
612	DSP	CLUAIN TOIRC	WHITEHALL	COLM	TUMBLETON	50 YEARS
613	DSP	DUN LAOGHAIRE	22 PORT	EOGHAN	LAVELLE	50 YEARS
614	DSP	DUN LAOGHAIRE	23 PORT	PETER	TOBIN	50 YEARS
615	WP	YEATS	Sligo Town	Joe	Doherty	50 YEARS





Appendix 31: Den Development Grant

Group	Work and Project	Funds Granted
73rd Raheny	Improvement of Existing Building/Facilities	€2,000.00
4th Kildare Naas	Other	€500.00
Buion Setanta	Improvement of Existing Building/Facilities	€1,500.00
13th Galway Renmore	Improvement of Existing Building/Facilities	€1,000.00
13th Wexford, Clonard	New Building	€1,000.00
6th Cavan Kingscourt	Improvement of Existing Building/Facilities	€290.00
15/25 Waterford Sacred Heart	Improvement of Existing Building/Facilities	€1,000.00
4th cork cobh	Improvement of Existing Building/Facilities	€1,364.00
9/10th Dublin (Aughrim Street)	Improvement of Existing Building/Facilities	€1,000.00
25th Cork Cobh	Improvement of Existing Building/Facilities	€1,000.00
Total		€10,654.00

Appendix 32: SIDs Approved, Changed or Withdrawn New Policies

01/03	Constitution of Scouting Ireland
01A/03	Rules of Scouting Ireland
02/03	Standing Orders of the National Management Committee
04/03	National Appointment Descriptions
06/03	County Appointment Descriptions
11/03	Group Appointment Descriptions
31/04	Uniform Policy
31B/16	Climate Specific AcadaMoot Japanese Internship Uniform Policy
51/07	Team Lead Campsites and Facilities
71A/11	Youth Programme Abroad Guidelines
73/11	Promise and Law: Youth Variations
74/11	Campsites and Facilities Team - Terms of Reference
77A/11	Camping and Adventures in the Out of Doors Guidelines
86/11	National Council Elections Policy
92/12	Provincial Management Support Group - Terms of Reference
97/13	Complaints Procedure
99/13	National Appointments Selection Process
101/13	Finance Support Team - Terms of Reference
105/14	International Delegate Panel – Terms of Reference
113/14	Operation Lelievlet Sub Committee - Terms of Reference
120/15	WSM2021 - Project Management - Terms of Reference
125/15	Audit & Risk Management Committee - Terms of Reference
126/15	Policy on Undertaking Fair Investigations within Scouting Ireland

Changed Policies

01/03	Constitution of Scouting Ireland
01/03A	Rules of Scouting Ireland
02/03	Standing Orders of the National Management Committee
04/03	National Appointments Descriptions
31/04	Uniform Policy
69/10	Finance Manual
86/11	National Council Elections Policy
99/13	National Appointments Selection Process
104/13	Equality & Inclusiveness Policy

104A/15	Position Description - Equality, Diversity and Inclusiveness Advisor and Facilitator
105/14	Scouting Ireland International Conference & Delegate Seminar Academy - Terms of Reference
112/14	Corporate Governance Review - Terms of Reference
115/14	Reserves Policy
117/14	Capital Expenditure Committee - Terms of Reference
119/15	Scout Promise Review - Terms of Reference

Withdrawn Policies

31A/14	World Scout Jamboree 2015 - Climate Specific Uniform Policy
34/05	Policy on Recruiting and Developing Staff in Scouting Ireland
45/06	Role of the Provincial Youth Programme Representative
46/06	Role of the Provincial Training Co-ordinator
47/06	Role of a Provincial International Co-Ordinator
48/06	Role of the Provincial Treasurer
49/06	Role of Provincial adult Resources Representative
50/06	Role of Provincial SQS Representative
54/09	Policy on interviewing Procedures: Recruitment and Selection
88/12	World Scout Jamboree 2015 - Contingent Leader Terms of Reference
94/12	Scouting Ireland Domestic National Activity Team - Terms of Reference
95/12	Scouting Ireland International Activity Team - Terms of Reference
100/13	Finance Sub-committee - Terms of Reference
119/15	Scout Promise Review - Terms of Reference
127/15	Chief Scout Elections Review Committee - Terms of Reference
134/15	National Management Committee Protocol for Handling Litigation Reference

Appendix 33: National Council EGM 2015 Attendance Summary

Province		Adult	Youth	Total
Dublin Scout Province		136	40	176
North Eastern Province		149	57	206
Northern Province		59	24	83
Western Province		41	27	68
Southern Province		100	40	140
South Eastern Province		163	67	230
National Delegates		28	21	49
Total		676	276	952





**Appendix 34: National Council AGM 2016 Attendance Summary**

Province		Adult	Youth	Total
Dublin Scout Province		124	47	171
North Eastern Province		121	42	163
Northern Province		41	7	48
Western Province		59	21	80
Southern Province		116	34	150
South Eastern Province		188	68	256
National Delegates		30	24	54
Total		679	243	922

**Appendix 36: Activity Support Team**

David Shalloo, Thérèse Bermingham, Brendan Doherty, Claire McAroe, Paudy O'Brien, Kiernan Gildea, Ian Davy, Micheal Brennan.







# ADVENTURES BEGIN HERE

SCOUTING IRELAND



NATIONAL OFFICE  
LARCH HILL  
DUBLIN 16

SCOUTS.IE



Reg. No. 397094  
Charity No. CHY3507