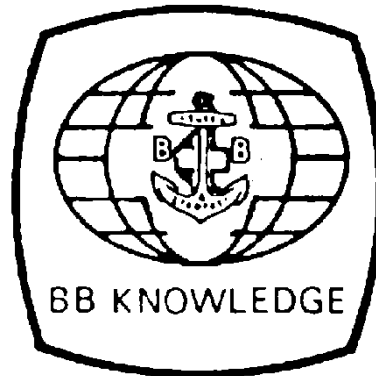


# Candidate Resources

Version 2.10

Released: March 2022



## Boys' Brigade Knowledge Badge - Interview -



The Boys' Brigade Queensland Ltd

# The Boys' Brigade at an International Level

([www.globalfellowship.net](http://www.globalfellowship.net))



## GLOBAL FELLOWSHIP OF CHRISTIAN YOUTH

Global Fellowship is an international umbrella organisation connecting 72 youth organisations in 68 countries around the world. The vast majority of our family of organisations is Boys' Brigade, together with a variety of kindred organisations like FDF, Denmark and Junior Ministry, India.

### HISTORY

Global Fellowship was formed in 1963 to provide a meeting point for Boys' Brigade organisations around the world and to establish each national organisation as autonomous, rather than following instructions from the UK.

Our first member was established over 130 years ago by Sir William Alexander Smith with the establishment of The Boys' Brigade in the United Kingdom & Republic of Ireland (BBUK). In 1963 the international department of BBUK was replaced by 'The World Conference of The Boys' Brigade'.

The objective of the new entity was to ensure that ownership and the decisions of BB were shared internationally, rather than under the jurisdiction of the UK alone. In 2002 the World Conference underwent a name change and became known as the Global Fellowship (GF) of Christian Youth. This change was to acknowledge the growing and diverse nature of youth organisations who desire to partner with us. While some work exclusively with boys and young men, others welcome boys, girls, teenagers and young adults from the age of 5 to 25 years.

Along with the name change in 2002, GF began a formal affiliation with the World Council of Churches. This relationship affirms that our primary partnership is with the Christian church

### AIMS AND OBJECTIVES

The aims and objectives of the *Global Fellowship* include:

- Assisting and advising on fundraising
- Sourcing and distributing information, ideas and resources
- Providing consultation in respect of core activities and programme development
- Working for the development of leadership and leader training
- Encouraging the exchange of leaders and youth
- Facilitating joint activities and contacts
- Offering a common global profile
- Promoting growth of membership by extension into new areas

The *Global Fellowship* is an ecumenical organisation, whose members belong to many different denominations, and it recognized by *The World Council of Churches*, the largest ecumenical church body in the world.

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## **VISION & STRUCTURE**

Global Fellowship is an international umbrella organisation connecting 72 youth organisations in 68 countries around the world. The vast majority of our family of organisations is Boys' Brigade, together with a variety of kindred organisations like FDF Denmark and Junior Ministry India.

Global Fellowship consists of 72 national organisations each of which is autonomous. Where practical and beneficial to all parties concerned member organisations are encouraged to work in partnership on areas such as programme development and leader training. These geographical regions are supported by a key volunteer called a Strategic Consulting Partner appointed by Global Fellowship. Organisations within Regions may organise joint activities for young people and leaders.

## **COUNCIL MEETINGS**

Every three years a Council Meeting is held for member organisations of Global Fellowship. Every organisation is welcome to attend and vote. Voting strength of organisations is determined by its membership, (the more young people who are members of the organisation, the more votes the organisation holds). Individuals who are representing their organisation can also stand to be elected onto the Executive Committee. The Council Meeting hears reports from the Chief Executive, the Treasurer and the Chairman of the Executive Committee. The strategy for the previous three years is evaluated and the proposed strategy for the coming three years can be discussed. The next Council Meeting will be held in 2022.

## **EXECUTIVE COMMITTEE (EXCO)**

The ExCo is elected every 3 years and an individual cannot serve more than 3 terms (a maximum of 9 years). Once elected the four ExCo members choose a Chairman from among themselves and propose a treasurer to join them. Four ExCo members are elected at the Council Meeting for a three year term and there can be no more than 1 from any organisation or more than 2 from any geographical region. The treasurer is also confirmed by the meeting. Those five members of ExCo can co-opt up to two other people to join them if they wish, so ExCo can be between 5-7 people.

The role of ExCo is to act as the trustees for the organisation with the responsibility of setting the direction and policy. The position is voluntary (unpaid). They meet twice a year in person and often in different combinations on Skype.

## **LEADERSHIP**

The Executive Committee (ExCo) is elected every 3 years and an individual cannot serve more than 3 terms (a maximum of 9 years). Once elected the four ExCo members choose a Chairman from among themselves and propose a treasurer to join them. Four ExCo members are elected at the Council Meeting for a three year term and there can be no more than 1 from any organisation or more than 2 from any geographical region. The treasurer is also confirmed by the meeting. Those five members of ExCo can co-opt up to two other people to join them if they wish, so ExCo can be between 5-7 people.

The role of ExCo is to act as the trustees for the organisation with the responsibility of setting the direction and policy. The position is voluntary (unpaid). They meet twice a year in person and communicate regularly through Email and Skype.

## OUR STAFF

**Chief Executive Officer: Ulrich Piltoft** (ulrich@globalfellowship.net)

Ulrich joined us as CEO in August 2018 and has been a GF Consulting Partner. Ulrich is heavily involved in Frivilligt Dreng- og Pige-Forbund (FDF) in Denmark and was previously the FDF General Secretary. The Headquarters for the Global Fellowship is at Feldon Lodge in Hertfordshire, United Kingdom

**African Development Manager: Masauso Mwanza** (masauso@globalfellowship.net)

Masauso started September 2019 and work with Member Organisations within Africa. He lives in Zambia and have been chair of BB Zambia and Global Fellows





## THE PACIFIC REGIONAL FELLOWSHIP

Australia is a member of the Pacific Regional Fellowship (PRF). Member countries are linked through the PRF as equal partners, primarily for the purposes of mutual support and encouragement. That involves a commitment to the sharing of skills, experience and resources, and each country learning from all of the others.

Approximately 5,000 Boys and Officers are linked together in this way through the Fellowship in their countries consisting of Papua New Guinea, Australia, New Zealand, Tonga, Cook Islands, Western Samoa, American Samoa and Fiji. There may also be current BB work in Niue and Tuvalu whilst Solomon Islands and Vanuatu were previously included in the Fellowship.

### History

The PRF was formed in 1962, originally incorporating organisations from throughout the Pacific and Eastern Asian areas. The original membership included Australia, New Zealand, Cook Islands, Samoa, Solomon Islands, Singapore and Malaya.

By 1974, it had become clear that the geographical distance and cultural difference between the northern section of the PRF (Singapore, Hong Kong and Malaysia) and the southern countries was considerable and impeded any close working relationship. It was agreed that it would be well for the northern and southern sections to separate with the northern, Asian countries forming themselves into the East Asia Regional Fellowship.

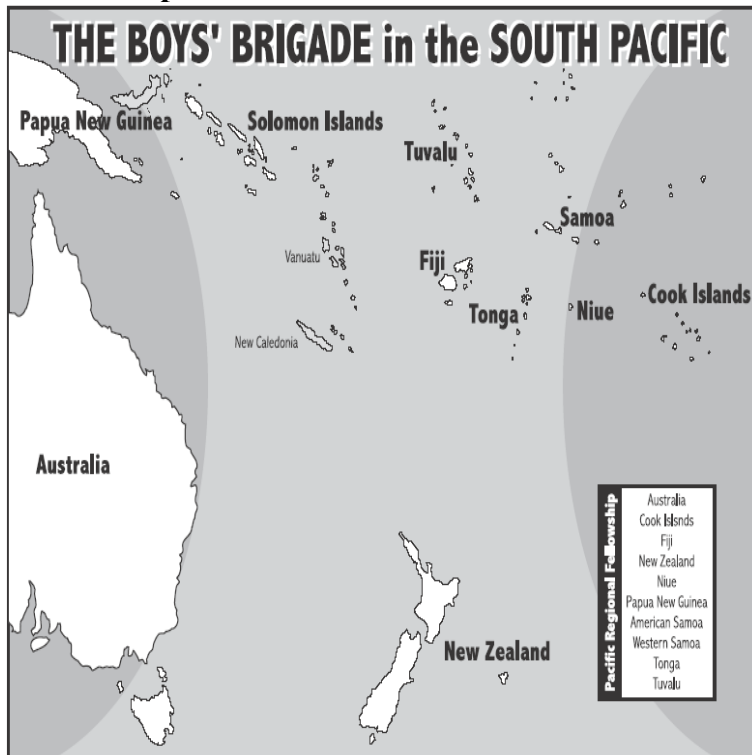
### Australia's Role in the PRF

BBA operates a 'Pacific Extension Fund' to assist in funding valuable extension in the Pacific. Money for this fund comes from Australian BB Companies and Battalions. The money is used for the provision of field workers, printed materials and all matters related to extension of the Movement throughout PRF.

### Structure

The PRF meets every three years. Between meetings the work of the Fellowship is handled by a small Executive Committee from one of the member countries. This responsibility is accepted from meeting to meeting on a rotational basis around the Fellowship. At present, the Global Fellowship Executive chair is Mr Tim Pratt and the Executive is based in New Zealand.

### Membership



- Australia
- Cook Islands
- New Zealand
- Niue
- Papua New Guinea
- Samoa (American)
- Samoa (Western)
- Solomon Islands
- Tonga
- Tuvalu

# The Boys' Brigade in Australia

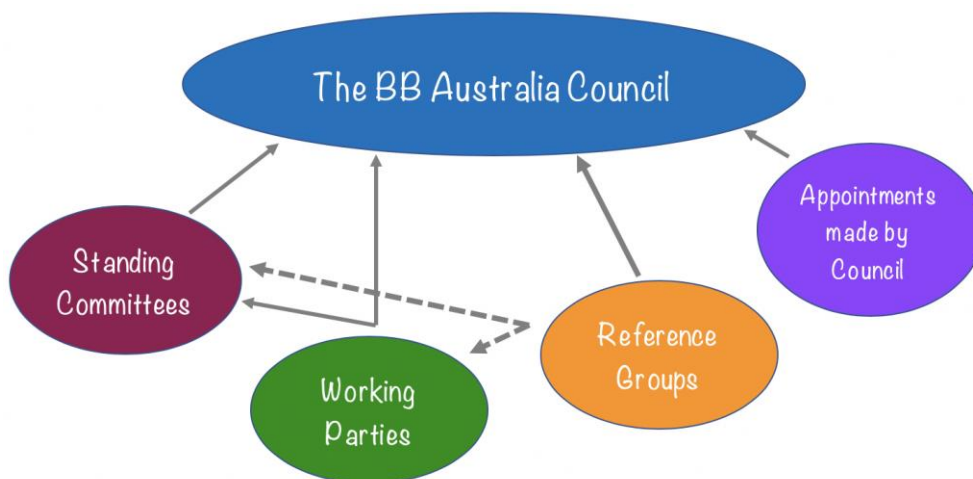
(<http://boys.brigadeaustralia.org>)

The Boys' Brigade Australia Pty Ltd is, at its core, a forum to facilitate the cooperation between member States and Territories and to provide a national approach to those areas where it is both appropriate and/or desired to do so. In particular, BB Australia is responsible for managing:

- Corporate Identity
- Representation at national forums and for national areas of responsibility
- Approval of MOUs with Affiliates and maintaining these relationships
- Policies and Standards (e.g. Child Safety, Awards, Volunteer Recognition, etc)
- Bulk Purchasing (e.g. Uniform, Resources, Insurance, etc)
- International Relationships
- Relationships with similar organisations (e.g. Girls' Brigade, Scouts)
- National Digital Media Presence
- National Competitions and Events
- National Statutory Compliance, Insurance and Legal Claims

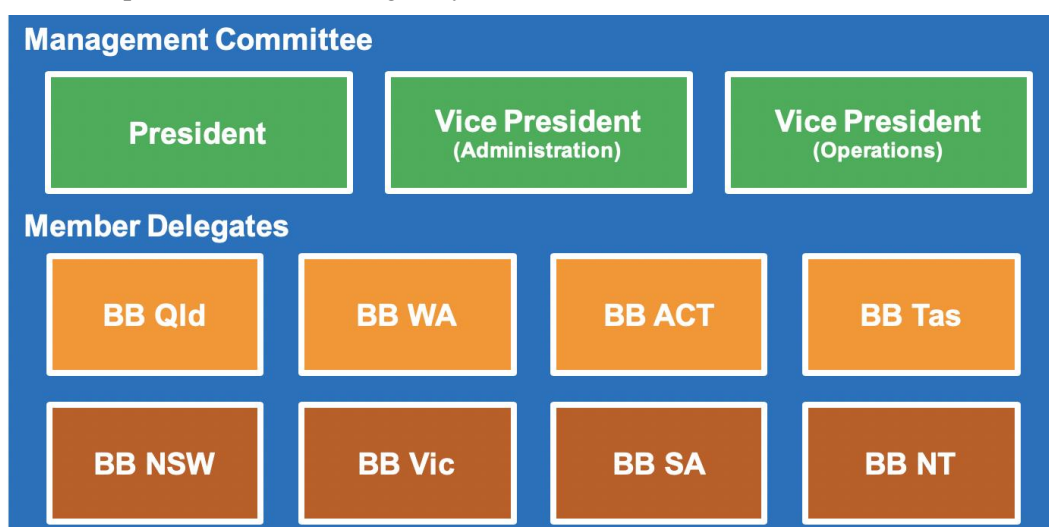
## The BB Australia Structure at a Glance

Under the structure adopted in 2020, BB Australia is governed by the *BB Australia Council*. The Council is supported by a number of *Support Roles*, *Standing Committees*, *Working Parties* and *Reference Groups*. Shown graphically, this looks like:



## The BB Australia Council

The *Council* is the supreme decision-making body within BB Australia and consists of:



The Council meets every two months. Between meetings, the business of the Council is conducted by the Management Committee (President, plus both Vice Presidents). Members of the *Management Committee* serve 3-year terms of office, while Delegates are appointed to 2-years terms of office.

### Current BBA Management Committee Members

President	Chee Leong Ngui (BBVic)
Vice President (Administration)	Andrew Scott (BBNSW)
Vice President (Operations)	Barry Sims (BBQld)

### Appointments Made by the Council

In order to support the ongoing work of BB Australia, a number of appointments will be made by the Council. Some of the key positions that exist include:



### Standing Committees

Under this structure, 5 *Standing Committees* exist, to provide a forum for cooperation between BB States and to focus on the key operational aspects of the ministry of BB. Made up of representatives from each State/Territory, the following *Standing Committees* are in place:



### Working Parties

*Working Parties* are created by the Council for a specific task/project. Working Parties will exist for a fixed life span that is tied to the completion of the particular project.

### Reference Groups

*Reference Groups* can also be created by the Council consisting of representatives from key stakeholder groups (e.g. young leaders, Captains, experienced leaders).

## PAN AUSTRALIAN CAMPS

([pacamp.brigadeaustralia.org](http://pacamp.brigadeaustralia.org))

Pan Australian Camps are held every three years at various locations around Australia, even in Papua-New Guinea in the early seventies. Originally, the Camps were designed to be a low-cost holiday for B.B. Boys then gradually evolved to include tours, on-site activities, adventure components and the introduction of the five-sided Pentapac award from the 3rd P.A. Camp in 1968-69.

The first PA Camp was held in Narrabeen, in New South Wales, in January 1963. Since this first camp, PA Camps have been held every 3 years.

### LIST OF CAMPS

1st.....	Narrabeen, NSW .....	Jan 1963
2nd.....	Southport, QLD .....	Jan 1966
3rd .....	Stanwell Tops, NSW .....	Jan 1969
4th .....	Rabaul, PNG .....	Dec 1971 – Jan 1972
5th .....	Devonport, Tas .....	Dec 1974 – Jan 1975
6th .....	Perth, WA .....	Dec 1977 – Jan 1978
7th .....	Melbourne, Vic .....	Jan 1981
8th .....	Canberra, ACT.....	Dec 1983 – Jan 1984
9th .....	Adelaide, SA.....	Jan 1987
10th .....	Brisbane, QLD.....	Jan 1990
11th .....	Newcastle, NSW .....	Jan 1993
12th .....	Perth, WA .....	Dec 1995 – Jan 1996
13th .....	Brisbane, QLD.....	Jan 1999
14th .....	Canberra, ACT.....	Jan 2002
15th .....	Stanwell Tops, NSW .....	Dec 2004 – Jan 2005
16th .....	Phillip Island, Vic .....	Jan 2008
17th .....	Ulverstone, Tas .....	Jan 2011
18th .....	Victor Harbor, SA.....	Jan 2014
19th .....	Tamborine Mtn, QLD ...	Jan 2017
20th .....	Stanwell Tops, NSW .....	Jan 2020
21st .....	<i>Canberra, ACT .....</i>	<i>Jan 2024</i>



# The Boys' Brigade in Queensland

This is this level of the organisation that 'delivers' the resources and support to the Companies and the leaders at the 'front line' of BB. The state body has prime responsibility for support, encouragement and guidance of the Movement and its members within each State/Territory. It has the opportunity to 'direction' the Movement according to National policy and implement policy change (uniforms etc) when required. The State body exercises both oversight and support of Companies, while at the same time affirming the local church's role in the Company to be one of ownership and the provision of guidance and adult leadership.

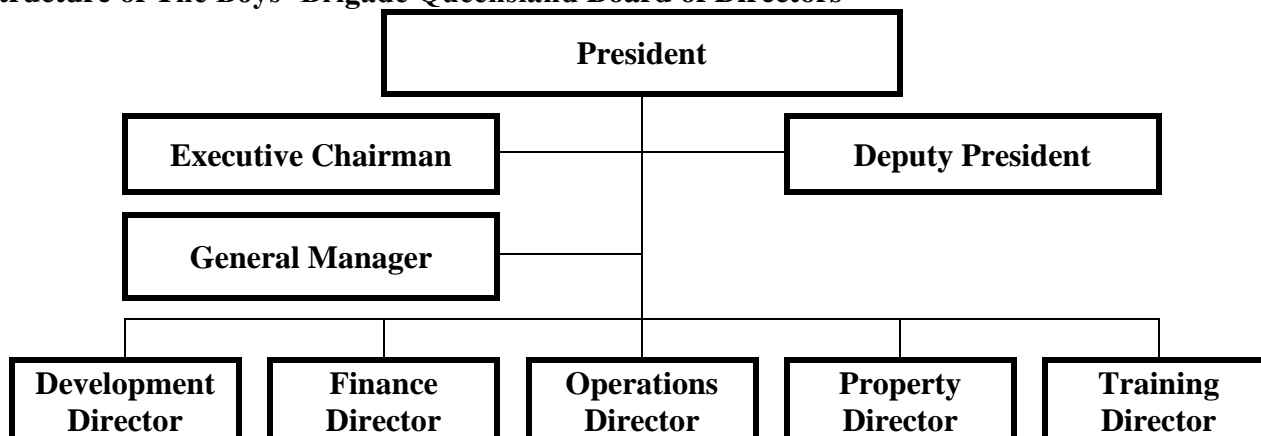
## The Queensland State Council

The Brigade in Queensland is controlled by a registered company called The Boys' Brigade Limited. It meets at least once a year for its Annual General Meeting (AGM), is made up of the registered Officers from all companies and operates within the framework of a Constitution.

## Board of Directors

During the year, between BB Queensland Ltd meetings, the affairs of the Movement are conducted by the Board of Directors. Each Board member looks after a specific area of the work of the Movement in Queensland, e.g. Training, Development, Finance and Operations. The General Manager as a paid servant of the Movement reports to the Board. Local companies contribute to maintaining a central headquarters facility located in Brisbane that supports the Movement throughout Queensland.

### Structure of The Boys' Brigade Queensland Board of Directors



### Current BBQld Office Bearers:

President	Gordon Wallace
Executive Chairman	Jason Knight
Deputy President	Aaron Palmer
<b>DIRECTORS</b>	
- Development	<i>vacant</i>
- Finance	<i>vacant</i>
- Operations	Anthony Campling
- Property	Ian Walters
- Training	<i>vacant</i>
BB Australia Delegate	Jason Knight
General Manager	Carlisle Wyllie
Administrator	Cathy Ballantine
Queensland Patron	Her Excellency the Honourable Dr Jeannette Young PSM

# Battalions & Group Councils

Queensland is divided into a number of Battalions and Group Councils. These are principally geographical divisions grouping together Companies that are in close physical proximity to each other and share a range of commonalities (“a community of interest”).

The main purposes of Battalions/Group Council include:

- fostering of fellowship between the leaders and boys, in Companies within the Battalion boundaries, through the organisation of a variety of inter-Company events during each year
- supporting the development of local Companies by providing a forum for the sharing of ideas and resources
- supporting leadership development within leaders and senior boys through the organising, where appropriate, of various training activities
- facilitating various Seniors Award Scheme activities required by The Boys' Brigade Queensland Ltd
- representing the interests and views of Companies at a State level and acting as a disseminator of information to Companies from The Boys' Brigade Queensland Ltd
- coordinating the promotion of The Boys' Brigade within the general community and being involved in the expansion of the Movement within Battalion boundaries

A minimum of six Companies is required to form a new Battalion. If there are insufficient companies to form a Battalion, then a minimum of three Companies can form a Group Council. Group Councils operate in much the same way as Battalions.

## Queensland Battalions & Group Councils

The five Battalions/Group Councils in Queensland, at present, (including the areas they cover) are:

<b>No.1 Brisbane Battalion</b> Inner/western Brisbane suburbs
<b>No.3 Brisbane Battalion</b> Northern Brisbane; Moreton Bay and Sunshine Coast council areas
<b>South Moreton Battalion</b> Southern Brisbane; Logan; Gold Coast
<b>Cunningham Battalion</b> Ipswich, Toowoomba, Warwick, Southern Downs, Lockyer Valley, Somerset, Scenic Rim and Dalby council areas
<b>Wide Bay Group Council</b> Gympie, Fraser Coast, Bundaberg, Gladstone and Rockhampton council areas

## Your Local Battalion/Group Council

The office bearers of your Battalion/Group Council are, normally, elected annually. These people are elected to run the day-to-day business of the Battalion/Group Council.

Fill in the table below to outline the office bearers of your Battalion/Group Council:

Position	Name	Home Company
President		

# The BB Company

The Company is the level where the action happens! It is an integral part of the youth and children's ministry of the local Church and complements the work of other groups in the Church such as the Children's Church, Sunday School, non-uniformed youth groups, etc. Each Company must be a ministry of a local Church. The Church is responsible for resourcing the Company, in staffing, equipment and finances.

Each Company is given a formal name that uniquely identifies it, following the same structure:

## The Boys' Brigade – 1st Brisbane Company

Obviously, the number and city/town name will change with each Company. Companies will usually refer to themselves less formally using just its' number and city/town – e.g. 1st Brisbane. The city/town name is selected based on the local government area the Company starts in. For example, a Company that starts within Logan City Council boundaries would be called Xth Logan Company; and a Company starting with Moreton Bay Regional Council boundaries would be called Xth Moreton Bay Company.

## COMPANY SECTIONS

Most Companies meet weekly and on varying weeknights and runs programs for boys between 6-18 years of age. A Company is divided into 3 Sections – Anchors (5-7 BB Age); Juniors (8-11 BB Age); Seniors (12-18 BB Age). Seniors is further broken down into 2 smaller groups – Alphas (12-14 BB Age); Omegas (15-18 BB Age).

### Anchors (5-7 BB Age)

Anchors provides a program which is based on the idea of having fun, forming friendships, learning to play together and develop a grounding in BB. A typical Anchors program would contain games, songs, crafts and stories specially designed for their age group plus activities which are aimed at letting them develop abilities and let their personalities shine through. The uniform is similar to Juniors but with a pale blue polo shirt.

### Juniors (8-11 BB Age)

Juniors introduces boys to a formal award scheme through The Achievement Scheme which provides a varied program that offers challenges in Spiritual, Educational, Social and Physical development. Each Achievement activity is tailored to the Boy's age and achievement is recognised with the awarding of cloth badges which are worn on the uniform. Boys have the opportunity to earn up to eight badges during their time in Juniors. Boys wear either the Classic or Contemporary uniform, similar to that worn in the Seniors Section.

### Seniors (12-18 BB Age)

The Seniors program is based on a progressive system of awards and badges with activities designed to give boys the opportunity to develop new skills, enhance existing ones. Each activity is designed to specifically cater to the unique needs of boys this age and badges are broken up into four main categories – knowledge, physical, outdoor and skills. There are two sub-groups within the Seniors Section: **Alpha Seniors** (12-14 BB Age) and **Omega Seniors** (15-18 BB Age). Most Companies have multi-age Squad groups for parades and competitive physical activities. The uniform for this section can be either Classic or Contemporary style with long pants replacing the shorts worn in the Juniors Section.

## COMPANY STAFF ROLES

### Captain

The Captain is the leader who is in charge of the entire Company. The Captain, as leader of the Officer team, has oversight of all Sections, including financial and administrative matters and the leadership team. The Captain may also act as an OIC. The Captain must be male and must be at least 20 BB Age.

### Officer-in-Charge

Section leaders, called Officers-in-Charge (OIC), are appointed to head up the leadership team in each Section.

### Chaplain

The local Pastor, or their appointee, usually takes on the role of Chaplain, overseeing the spiritual side of the program and relating to the Boys and their families.

### Warrant Officers & Lieutenants

Lieutenants are leaders who have completed the required training program and work primarily in one Section. Warrant Officers are leaders who are in the process of completing their training. Both of these types of leaders can be either male or female (females can only work in Anchors or Juniors) and must be at least 19 BB Age.

# The Seniors Award Scheme

## Minimum BB Age for Commencement of Award Level

Group/Award Title	1	2	3	4	5
<b>Core Group</b>					
Scripture Knowledge	12	13	14	15	16
Service to the Community	12	13	14	15	16
Citizenship	15	16	17	18	
BB Knowledge					
6 Month Service Badge	12				
Badge	13	14	16	16	16
<b>Skills Group</b>					
Skills	12	13	14	15	16
Hobbies	12	13	14	15	16
<b>Outdoor / Adventure Group</b>					
Environmentalist	12	13	14	15	16
Expedition	12	13	14	15	16
<b>Physical Group</b>					
Physical	12	13	14	15	16
Sportsman	12	13	14	15	16
<b>Leadership Certificates</b>					
Weekend Courses	Red...14		Blue...15		Green...16
Week-long Courses	White...15			Gold...16	

When determining the points gained towards either the Sir William Smith Award, or Queen's Badge, the number of points gained equals the total number of levels achieved within a group eg level 1 = 1 point, level 2 = 2 points.

## Sir William Alexander Smith Award Requirements (prev. Private First Class)

- At least 1 One Year Service award at silver level
- Red Leadership Braid, or higher
- At least 15 points from the Activity Awards with the following minimums:
  - Core Group
    - Scripture Knowledge ..... 2 points
    - Service to the Community ..... 2 points
  - Skills Group ..... 3 points
  - Outdoor/Adventure Group ..... 3 points
  - Physical Group ..... 3 points
  - Additional Points ..... 2 points - from any award(s)

## Queen's Badge Requirements

- At least three One Year Attendance Badges at Silver level
- Green or White Leadership Braid
- At least 25 points from the Activity Awards with the following minimums:
  - Core Group
    - Scripture Knowledge ..... 3 points
    - Service to the Community ..... 3 points
    - Citizenship ..... 2 points
    - BB Knowledge Badge ..... 1 point
  - Skills Group ..... 4 points
  - Outdoor/Adventure Group ..... 4 points
  - Physical Group ..... 4 points
  - Additional Points ..... 5 points - from any award(s)
- Captain's recommendation that the boy is a worthy candidate

# Must Read Sections of the Seniors Handbook

The following sections are to be studied for the BB Knowledge Interview in addition to the information provided in the publication.

<b>Section</b>	<b>Page</b>
- BB Object and Motto	3
- Basic History Facts	4
- Leadership Positions	9
- On being a Senior	13
- On Being an NCO	14
- The Award System Overview	18
- Award Summaries	19-20
- Badge Level Requirements	20-24

## Version Control

Issue	Date	Changes
1	18/11/2009	
2-2	28/3/2015	Added Gobal fellowship web address Re-write of Global fellowship information Re-write of PRF information Added BB Australia web address Re-Write of BBA information Included List of PA camps and web address Re-write of BBQ information Update of Battalion Lists for Qld Update of Section Names in a BB Company to new standard Include Sir William Smith Award Update references to <i>Seniors Handbook</i>
2-3	03/12/2015	Included members of the BBA Management Committee Corrected PA camp web address Update PA camp list Updated BB Qld positions
2-4	16/5/2017	Update PA camp list Update BBA positions Update BB Qld Board Structure (remove Chaplain role from board structure). Removal of Honorary Vice Patron positions as per guidance from BBA Correction to Sir William <i>Alexander</i> Smith Award Update issue number in footer
2-5	17/5/2018	Update BBA positions Update BB Qld Training Director
2-6	17/5/2019	Update Qld President (Gordon Wallace) Update Qld Structure (Incl Executive Chairman)
2-7	19/6/2019	Update to National President (Chee Leong Ngui) Update to National Treasurer (Vacant) Update to Qld Development Director (Vacant)
2-8	24/2/2020	Update to National Executive Officer (Retiring 2020) Update to Patron: David Hurley AC, DSC, FTSE Update to PA Camp 20 and 21
2-9	11/2/2021	Update to BBA Council Structure Update to Global Fellowship of Christian Youth Minor Updates to PRF Update to BB Qld positions
2-10	25/3/2022	Updated PA Camp 21 Update to Qld Governor Update to BB Knowledge Badge