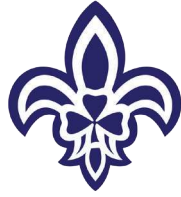




**Final Report
Scouting Ireland Transition
Sub Committee**





Please find the final report of the Transition
Sub Committee for the Board of Scouting Ireland

Signed: Mary Hogg Chair of Transition Sub Committee

Date: 26th October 2021

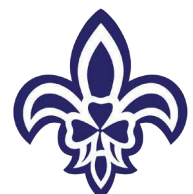
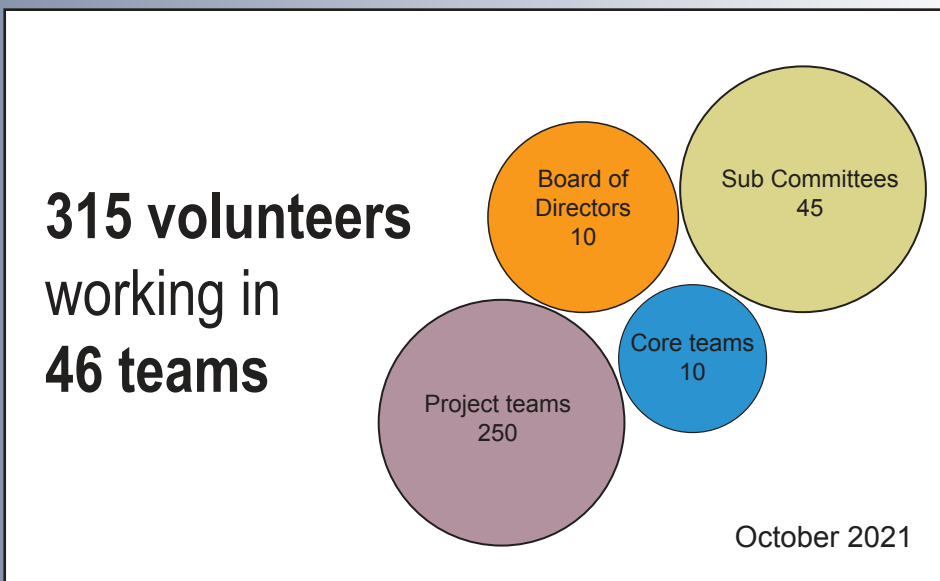
Transition Subcommittee Executive Report

Introduction

It almost seems cliché to start a report by talking about how much change Scouting Ireland has undergone over the last few years, but it's important to take note of where we are and what we have managed to achieve in a relatively short amount of time.

On the 6th of October 2018, we found ourselves with a new Board of Directors, a new structure to develop, new ideas and new ways of working together for the benefit of our young people. Since then, over 315 volunteers working in almost 50 teams have developed.

These teams cover areas as diverse as their members. Young people and adults from around the island of Ireland are working together in clear and accessible structures to create programme supports, run national events, develop our equality policies and so much more. The members of these teams don't need to be qualified experts. The most important part of any application to join us is to have plenty of ideas on how we can continue to grow as a movement.



Communication

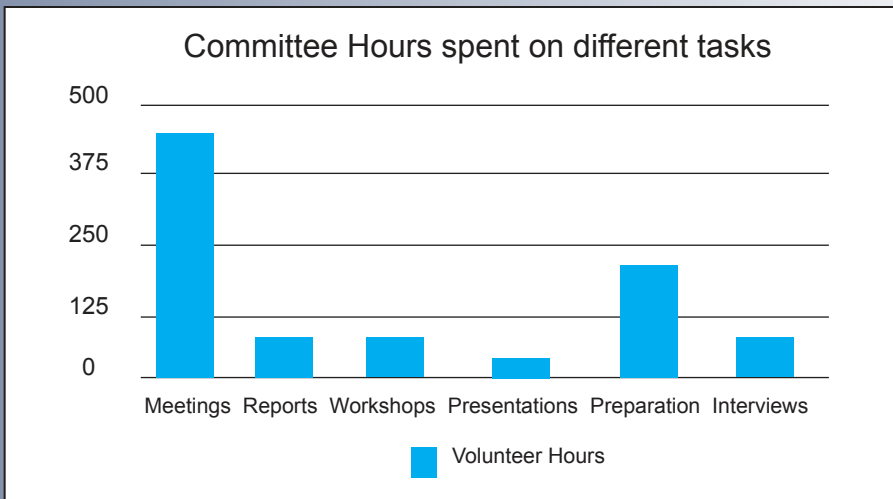
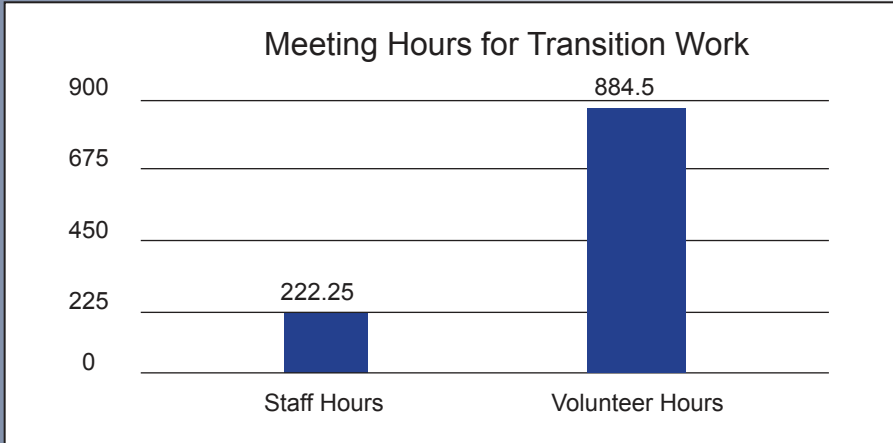
The Board of Directors has worked since they were elected to communicate openly and clearly about what in Scouting Ireland was changing and why. This came in the form of regular emails, updates, newsletters, conference presentations, meetings with County and Provincial Commissioners and by answering questions submitted by email. Some of these reports can be found below.

Description	Date	Link
Board Update #3	2nd November 2018	https://bit.ly/3BPeB8l
Board Update #4	21st November 2018	https://bit.ly/3l0x0cH
Board Update #5	21st December 2018	https://bit.ly/3l3txdw
Board Update #6	29th January 2019	https://bit.ly/3iVWnty
BOD Meeting with County & Provincial Commissioners	3rd February 2019	https://bit.ly/3BLDX7i
Scout Group Charters	20th February 2019	https://bit.ly/3l1Rim1
Joint Oireachtas Committee Presentation	13th March 2019	https://bit.ly/3BHb2Br
Briefing with County & Provincial Commissioners	9th June 2019	https://bit.ly/3zN7qMx
Board Update #7	June 2019	https://bit.ly/3f4ARS5
Board Update #8	August 2019	https://bit.ly/3kZ3pQQ
Board Update #9	October 2019	https://bit.ly/3BQ5Mv4
DCYA Progress Report	October 2019	https://bit.ly/3BLVJr8
Transition Implementation & Monitoring Group Report	October 2019	https://bit.ly/3BJU9pE
External Directors Notice	December 2019	https://bit.ly/3l12e3c
Joint Oireachtas Committee Presentation	December 2019	https://bit.ly/2TDOuQJ
Transition FAQ	December 2019	https://bit.ly/3rFfnR6
Board Update #10	December 2019	https://bit.ly/3rBjdt
Transition Update	December 2019	https://bit.ly/3rB36Nk
Brigid McManus Governance Review	May 2020	https://bit.ly/3x96h03
Board Update #11	July 2020	https://bit.ly/371mdGU
Transition Update	August 2020	https://bit.ly/377Ssz2R
TIMG Report	August 2020	https://bit.ly/3ycXQCe
Board Update #13	April 2021	https://bit.ly/3x5yULn
Board Update #14	July 2021	https://bit.ly/3xak0Dw



Tasks

The Transition Sub Committee worked on a number of tasks throughout its lifespan. In all our work we have been supported by staff in National Office. Below are some of the statistics for the work of the Transition Sub Committee.



The Overview and Supporting Documentation issued by the Governance Review Group in October, 2018 was approved by the Membership and subsequently used by the newly elected Board as a guiding document. This document was closely studied, implemented and amended in conjunction with good governance advice sought from experts. In creating the new structures 90.54% of the guidance in the document was followed and implemented.

[Click here to see the Overview and Supporting Documentation GRG October 2018](#)



[Click here to see the Transition Sub Committee review of the implementation of the Overview and Supporting Documentation GRG September 2021](#)



Structures

We have set up our departments, with a Departmental Manager and where applicable a Core Team. The Chair of the Core Team is a volunteer and the Departmental Manager is a professional staff member. Together, with the Core Team, the Departmental Manager works with and supports all the Project and Support Teams which fall under their Department. Details of these departments and teams are given below:

Office of the Chief Executive Officer

CEO: **Anne Griffin**
Departmental Staff: 1

Project and Support Teams of the Department:

National Youth Representatives	16 volunteers
Melleray Feasibility Team	6 volunteers
Fundraising Project Team	Open Call in November, 2021

Corporate Services Department

Department Manager: **Conor McKeon**
Core Team Chair: Co-chaired
Departmental Staff: 13

Core Team Volunteers: 2

Project and Support Teams of the Department:

National Activities Support Project Team:	17 volunteers
National Scout Centre Lough Dan	33 volunteers
National Scout Centre Larch Hill	10 volunteers
National Scout Centre Castle Saunderson	5 volunteers * (HSE Lease (no project team after April 2021))
National Scout Centre Development	5 volunteers
Safety Advisory Team	4 volunteers
MMS - Membership Database Project Team	16 volunteers
Period Pride Project Team	5 volunteers
Jamoige 2021- now 2022	7 volunteers
Survivor Project Team	3 volunteers
Phoenix Challenge 2021- now 2022	3 volunteers
Cub Challenge 2021 - now 2022	1 volunteer
Explorer Belt 2021 closing and open call for 2022	11 volunteers
Crean Challenge 2021 - now 2022	11 volunteers
Venture Challenge 2021 - now 2022	
Event Project Teams open calls ongoing	

Finance and Compliance Department

Department Manager: **Fionan Lawlor**
Core Team Chair: 0
Departmental Staff: 4
Core Team Volunteers: 0

The County Treasurers and Provincial Treasurers support the work of the Finance and Compliance Department.

Contact: finance@scouts.ie



Information and Communication Department

Department Manager:	Dubheasa Kelly
Core Team Chair:	Paddy Hennelly
Departmental Staff:	3
Core Team Volunteers:	3

Project and Support Teams of the Department:

Project Team Open calls in the coming months
Contact:
Communications: communications@scouts.ie
International queries: international@scouts.ie
GDPR & Data Protection: dataprotections@scouts.ie

Programme Department

Department Manager:	Collie Kavanagh
Core Team Chair:	
Departmental Staff:	4
Core Team Volunteers:	Department Core Team Open Call November 2021

Project and Support Teams of the Department:

Beaver Scout Programme Support	Open Call Oct/Nov
Cub Scout Programme Support	5 volunteers
Scout Programme Support	5 volunteers
Venture Scout Programme Support	3 volunteers
Rover Scout Programme Support	3 volunteers
Programme Support Project Team	1 volunteer
CSA Project Team	4 volunteers
Adventure Skills Project Team	9 volunteers
Equality Project Team	5 volunteers
Sustainability Project Team	7 volunteers
National Activities Review Project Team	4 volunteers
Youth Empowerment	3 volunteers
Sea Scout Support - Open Call October 2021	

Contact: programmeservices@scouts.ie

Safeguarding Department

Department Manager:	Michael Lynch
Departmental Staff:	4
Contact:	safeguarding@scouts.ie

Volunteer and Group Support Department

Department Manager:	Joe Markem
Core Team Chair:	Aidan Magner
Departmental Staff:	9
Core Team Volunteers:	5

Project and Support Teams of the Department:

National Awards Team awards@scouts.ie	7
DRAP/DPAN/A/IO drap@scouts.ie (Open call for new team Oct 2021)	8



PC's - Support Team	6
North East Province: pc.northeast@scouts.ie	Thomas Martens
Western Province: pc.west@scouts.ie	Michelle Comer
Dublin Province: pc.dublin@scouts.ie	Helena Campbell
Northern Province: pc.north@scouts.ie	Joe Corey
South East Province: pc.southeast@scouts.ie	Brendan Kiersey
Southern Province: pc.south@scouts.ie	Michael O'Driscoll

Provincial Training Coordinators Project Team	6
Dublin Province: ptc.dp@scouts.ie	
North East Province: ptc.ne@scouts.ie	
Northern Province: ptc.np@scouts.ie	
South East: ptc.se@scouts.ie	
Southern Province: ptc.sp@scouts.ie	
Western Province: ptc.wp@scouts.ie	
Group Leader & Commissioners Training Review	5
Heritage Group Project Team heritage@scouts.ie	7
GL/CC Conference Project Team	5
Additional Volunteers supporting Groups:	
Provincial Support Teams	6
County Support Teams	41

Sub-Committees of the Board

Finance Audit and Risk

Chair: Denis O'Brien Resigned October 2021/ New Chair To be Appointed	
Committee Volunteers:	4

Governance Nominations & Compliance

Chair:	Paul Mannion
Committee Volunteers:	9

Health and Safety

Chair:	Ned Brennan
Committee Volunteers:	8

Quality Scouting

Chair:	Pat Kidney
Committee Volunteers:	11

Safeguarding

Chair:	Lorraine Lally
Committee Volunteers:	7

Transition (finishing November, 2021)

Chair:	Mary Hogg
Committee Volunteers:	6

Motions Committee

Chair:	Chief Scout Jill Pitcher Farrell
Committee Volunteers:	3

Fundraising (New – Open Call October, 2021)

Strategy and Culture Sub-Committee (New – Open Call November, 2021)



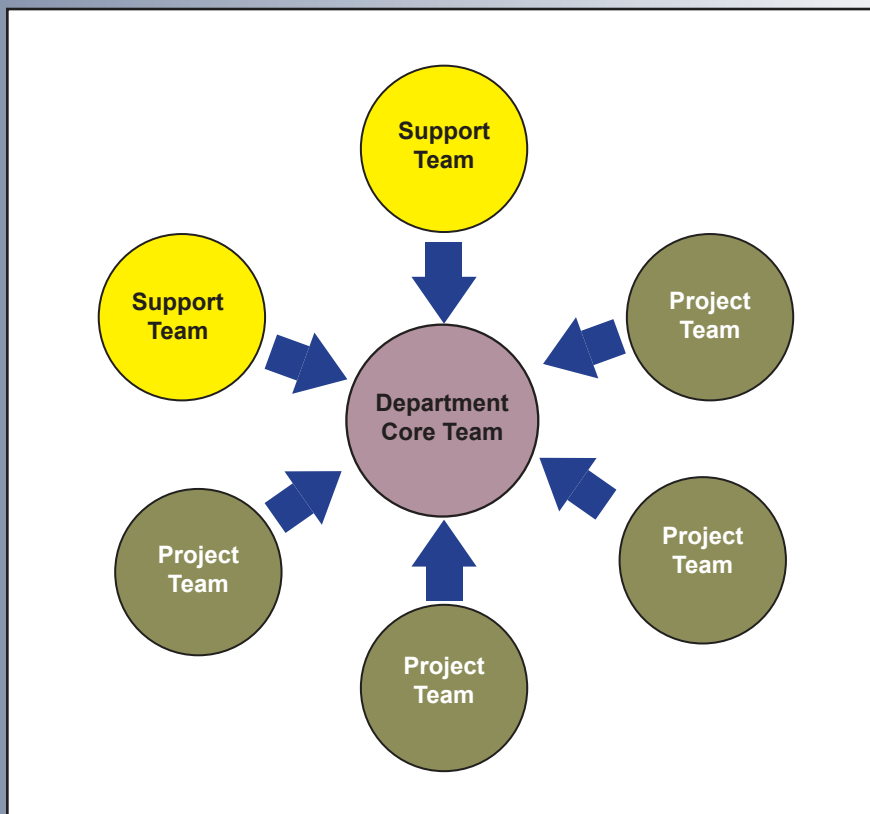
Board of Directors

Chair:
Volunteers:
Contact: board@scouts.ie

Pat Kidney
10

Company Secretary
Contact: cosec@scouts.ie

Matt Kavanagh



□ The **Department Core Team** is the heart of each Department. It is comprised of both volunteer (Adult and Youth members) and professional staff, working together to ensure that the Department reaches our strategic goals and objectives. It is chaired by a volunteer and includes the Department Manager. The function of the Core Team is the overall operation of the Department and its Support and Project Teams. The Core Team reports through the Department Manager and Chair directly to the Office of the CEO. The day to day running of the Department and any staff assigned to that area is the responsibility of the Department Manager. All Departments, as necessary support and work together to deliver on our strategic goals and objectives.

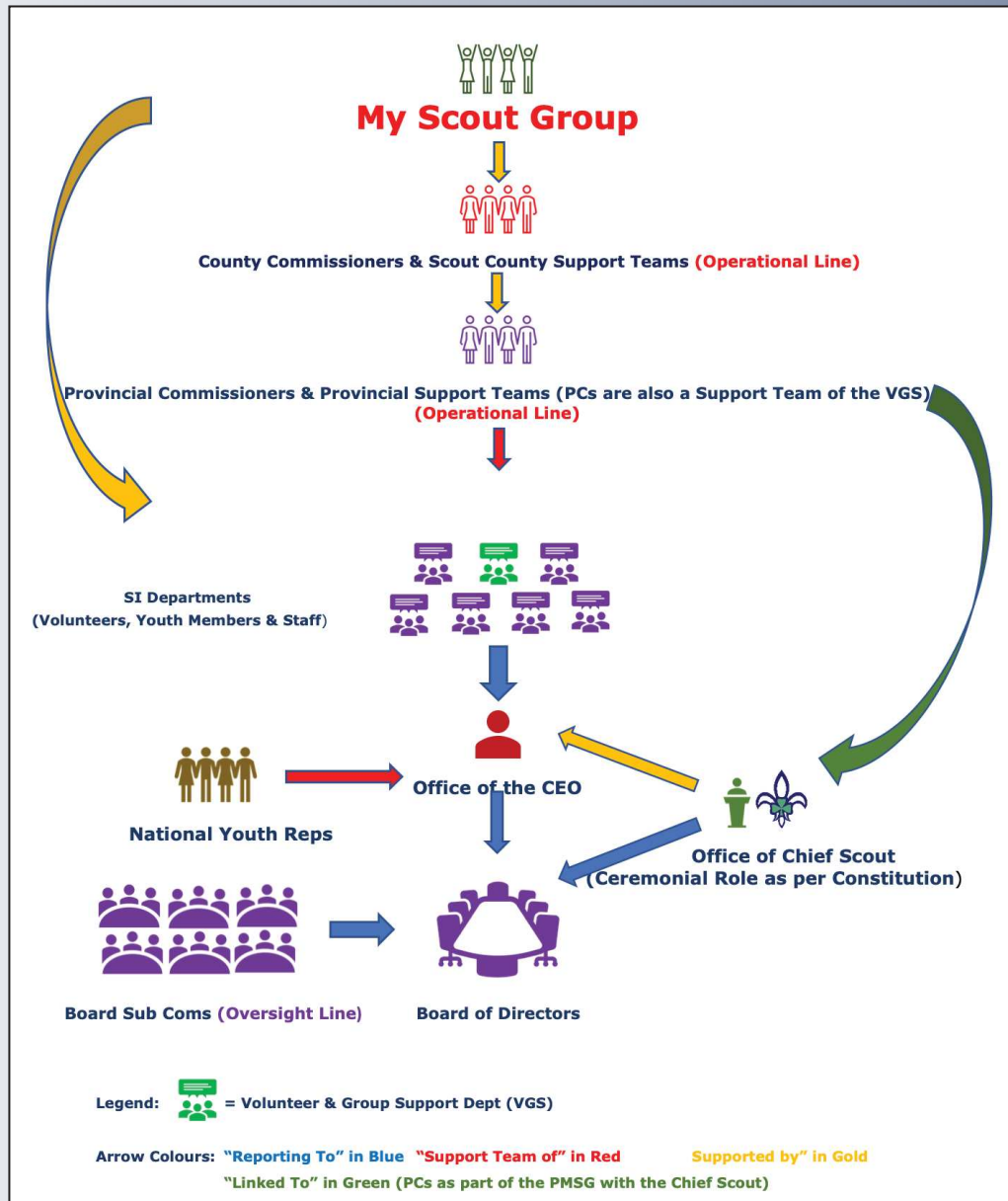
□ Some Departments may have a Support Team which reports to the Core Team. Some may have more than one. **Support Teams** are responsible for key functions of the organisation as opposed to specific projects or events. An example of this is the Provincial Support Team, which is an important element of the Volunteer and Group Support Department, ensuring that the Provincial function of the organisation is managed and supported. Another example is the Safety Advisory Team, that forms part of the Corporate Services Department, ensuring that this function of the organisation is realised. Support Teams may be comprised of volunteers (Adult and Youth members) and professional staff. Support Teams report to the Department Core Team.



Whereas a Support Team deals with a function of the organisation, **Project Teams** organise and manage specific projects, events and roles within a Department. Project Teams also report to the Department Core Team. A Department may have more than one Project Team, indeed some, such as the Corporate Services, Programme Services Department or Volunteer and Group Support Department, have many. Some Project Teams are established to manage aspects of the organisation that are ongoing, with membership of these teams being refreshed regularly. An example of this would be the Awards Project Team. Other Project Teams may have a specific purpose with a defined end date, such as an event. An example of this may be a Project Team established for an overseas Jamboree. Such teams are established and later stood down as and when required. Project Teams can be comprised of volunteers, both Adult and Youth members, as well as professional staff members, depending on the needs of the Support Team.

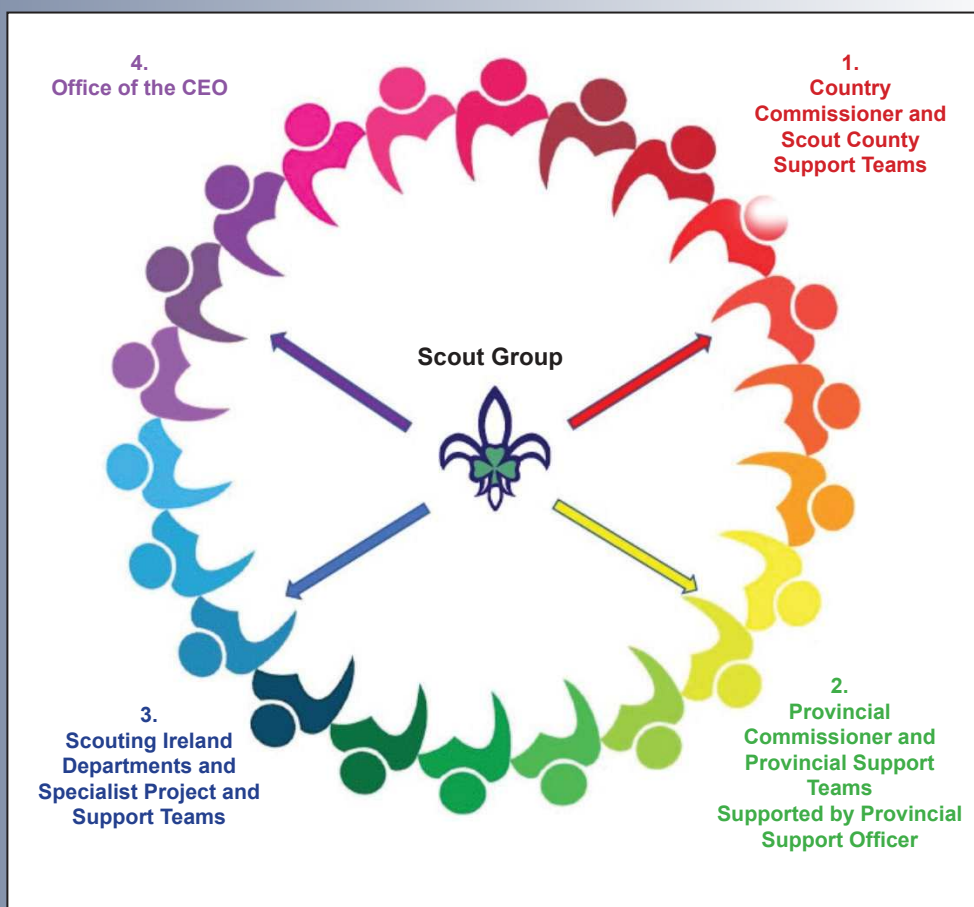
How do the new Governance Structures work then at National Level?

My Scout Group in Scouting Ireland Structures



How is my Scout Group supported under the new structures?

Scouting Ireland Support Structure for Scout Groups



- Our Scout Groups and their members are at the centre of everything we do at Scouting Ireland. Every Scout Group is encompassed by a network of supports provided by both volunteers and professional staff, depending on whatever the need is.
- The primary supports are at the County and Provincial levels, through their County and Provincial Commissioners and their teams, with assistance and guidance available on matters such as Group finances, management, training, programme and events.
- Scout Groups need direct support from our Departments or, more specifically at times, a Project or Support Team within that Department. Examples of this are Cub Scout Programme, JamÓige, Awards Team, Sustainability Team etc.

Ultimately, all of the supports that are available to Groups are managed by our CEO. In conclusion, the Transition Sub-Committee have worked to creating the best structures and supports for our Groups and young people in Scouting Ireland.

There is still work to be completed, but in moving forward, we should build on these foundations by working in partnership within these structures.

