

ANNUAL REPORT 2015

**SCOUTING
IRELAND**





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Scouting Ireland Annual Report 2015

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 both indoors and outdoors.



The provision of opportunities for leadership and responsibility.



Learning by doing.



Encouragement of activity in small Groups.



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



Symbolic Framework.



Fellow Scouts,

It is a great honour for me, as I start along my Scouting Trail as Chief Scout, to write the foreword of the Scouting Ireland Annual Report for the year 2014/2015.

Firstly, I would like to pay tribute to my predecessor, Michael John Shinnick. Most of us are aware of the personal difficulties he experienced over the last year, fighting cancer, yet he remained in office as Chief Scout, attending as many events as he could, keeping the ship steady and was always available at the end of the phone for advice. He even agreed to stay in office for an extra five months having planned to complete his term as Chief Scout in April. He is an inspiration to us all and encompasses everything there is to being a Scout "to give and not to count the cost, to toil and not to seek for rest, to labour and look for no reward". Scouting Ireland is indebted to Michael John, his wife Marian and his family for their commitment and dedication to Scouting Ireland since its founding in 2003 and indeed long before in Cork.

The past year has been an exceptional year for Scouting Ireland. The level of activity highlighted in this report only scratches the surface of what is happening in Scout Groups every week across the Country. Our Scouter's commitment never ceases to amaze me. It's also great to see that their commitment is being recognised in an appropriate way by the number of Scouters receiving awards. Our youth members are a credit to themselves, their enthusiasm is infectious and it's a joy to meet them at the various gatherings and events that I regularly visit.

Big projects ahead...

Looking forward to the years ahead, there are many opportunities for Scouting Ireland to grow, to ensure more young people have the opportunity of becoming Scouts. There will be opportunities for our members to get involved in some big projects; JamÓige, the Scouting Ireland Jamboree in 2018, World Events, and the World Scout Moot which is being hosted by us in 2021, to name but a few. It is an exciting time to be a Scout in Ireland and I would encourage anyone that is interested to make sure you put your name forward to join our team and get involved. We will need you to help make these happen. As Chief Scout, I want to ensure that our support structures are focused on delivering where it counts most; to our 500 Scout Groups nationwide. If a structure is not delivering effective support, we will review it to improve its effectiveness or else we will take steps to remove it. I believe we have amazing Scouters volunteering with us to ensure that tens of thousands of young people, every week, can have fun, adventure and challenge in a safe



environment. Each Scouter has a role to play in ensuring that the opportunities for young people keep presenting themselves and in enabling these Scouts to take full advantage of them. Do you know we recruit about 150 adults per month as volunteers? While this number is the envy of most organisations, it is not without its challenges, not least in the areas of membership administration, training, vetting and conflict resolution. It is only by working together and ensuring the most efficient use of our resources that we can meet these challenges.

One of our biggest challenges in the next year will be the Corporate Governance project and the journey we are on to comply with the Charities Act 2009, the Companies Act 2014, the Charities Act Northern Ireland, and the Governance Code for Voluntary and Charitable Organisations. We all have work to do in this area. I understand that some Scouters are nervous about this journey, but Scouting Ireland will be there to support you every step of the way. We have expert teams working on this project and everything that we do will be in the best interest of the local Scout Group.

Thank You

Finally, I would like to thank you most sincerely for putting your trust in me to be your Chief Scout. I will do my utmost not to let you down. I have promised to do my best, and I will do my best, to lead Scouting Ireland in delivering its mission and strategic aims and I'll do this by working with all of our National Teams, by further developing the partnership approach with the Scouting Ireland staff and by engaging with the wider membership to inform our decision making.

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



Report of the Chief Scout 2015



To follow your own path in a world that constantly tries to pull you away is a great achievement. Scouting allows young people to follow their own path. This space is cherished by our youth members and is one of the reasons that we are still attracting so many young people.

As I look back on my path as Chief Scout, I am happy to note some of the milestones that marked the way. I have tried my best to let those milestones be symbols of partnership and growth.

During my time as Chief Scout, we set ourselves the challenge to improve our profile and relationship with Government and I can advise you that our relationship at Ministerial and official levels has been transformed and has begun to bear fruit for the Association.

Scouting must be relevant and responsive to the challenges in society. The level of youth unemployment in Ireland is a terrible legacy of our economic crisis. Scouting Ireland has launched a youth employment programme - Operation Lelievlet - in Limerick, to address this challenge. Our programme, which has attracted Government funding and support, will provide a training and development opportunity for young people as part of 'Not in Employment, Education or Training' (NEETS), a government initiative, in the age group 18 to 24 years. Under this programme we will build sailing boats, Dutch 'Lelievlets', that can be used to augment Scouting Ireland's programme capability so as to offer sailing as an activity at our National Scout Centres. This is a very exciting project for Scouting Ireland and

our first direct employment training programme for young people. Operation Lelievlet and also the Ringsend Sea Training Centre initiative will allow access to the skills of boating and sailing for more young people across the Country. I'm delighted that these projects are kicking off as I end my term as Chief Scout.

"To follow your own path in a world that constantly tries to pull you away is a great achievement."

For me, another milestone has been the growth in membership. I made a huge effort to grow Scouting Ireland so as to bring the gift of Scouting to as many young people and communities as possible. It is remarkable that our membership has grown by almost 25% in the last six years. This of course is not a numbers game but what it means is that many more young people are experiencing Scouting in their lives. As an Association we have a membership percentage of the youth population that would be the envy of many organisations. I believe that no one has the right to deny the opportunity of Scouting to young people when their local community is prepared to support a new Scout Group. Our job is to support that community and make Scouting happen for the young people there.



We have always treasured democracy in Scouting Ireland. There have been many key moments in my time but none better than our National Councils. I feel honoured to have chaired so many landmark decisions in Scouting Ireland. National Council did show us how adverse influences can affect an outcome on our Association, such as the election of a Chief Scout. Like you, I had faith that democracy would prevail. Both candidates showed great strength and resilience in weathering that storm. I would like to thank them for showing such great Scouting spirit and being an example to others.

For me, building partnerships with our sister Girl Guide Organisations is an important objective. I met the Girl Guiding Ulster leadership on their Jamboree in Castle Saunderson and met with the Irish Girl Guides, the Catholic Girl Guides of Ireland also. Along with the ongoing relationship with our brother Scouts in the Northern Ireland Scout Council, we have agreed to work closely in the future. This milestone was reflected in an openness to communicate more effectively and a willingness to make a better effort to work together as the family of Scout and Guide Associations on the island. These bilateral meetings culminated with the first five Association meeting in March 2015, at which I had the privilege to act as Chair. An agreement was reached to hold yearly meetings with the Chair rotating annually.

In January I attended the Sea Scout Conference in Cobh. That was a very special moment for me as there was a very strong youth presence at it. The conference also showed how much Sea Scouting has grown. I was delighted to meet so many new people at the conference and to hear how Sea Scouting has taken off in new waters. It was also very personal for me as it helped me to pay tribute to a close friend of mine, John Brennan, who has gone home. I know that his spirit will sail "deep and wide" in Irish Scouting.

The Charities legislation in the Republic of Ireland and in Northern Ireland is one of the more recent challenges. It will have a major impact around governance and accountability.



This is a challenge that I am confident that the National Management Committee will take on, and that they will bring the relevant proposals to National Council.

Campsites have been a strong interest of mine too. I am happy to have been Chief Scout for the opening of Castle Saunderson. We now have a strategy to develop our National Scout Centres to a world standard so that we are ready for the World Scout Moot in 2021. We intend to invest over one million euro in our National Scout Centres in the coming Scout year. Work will shortly commence on the renewal of our hostels at Larch Hill and Killaloe to bring them up to international standards. I also worked for the opening of 'The Scout Shop' (TSS) concessions on our campsites. It is great to see TSS now hosted at so many of our National Scout Centres.

Hosting the World Scout Moot presents a massive opportunity for Scouting Ireland. I prepared planning proposals for the Association for a three pillar approach over the next 6 years to be ready to host the Moot:

- Foundation (2014-2016)
- Capacity Building (2016-2018)
- Delivery (2018-2021)

"Hosting the World Scout Moot presents a massive opportunity for Scouting Ireland."



Since taking up the role of Chief Scout 7 years ago (the 12th September also being my birthday), I have said that Scouting is all about the Scout Group. I still maintain that opinion and believe that Scouting is primarily delivered by the combined efforts of Scouters working with young people at Scout Group level.

I wish you good Scouting.
Go neiri libh,

Michael John Shinnick

We will ensure that our older programme sections are involved in running and planning for the event within that time. The AcadaMoot is the first step in Rover Scout involvement, which should be up and running in early 2016.

I've enjoyed my time as Chief Scout and hope that I've lived up to your expectations. You as Scouters, youth members and Scouting Ireland staff have gone way above my expectations. I know that I hand over the role of Chief Scout to good hands. I have faith that growth and partnership will continue to blossom and new milestones will be achieved in the coming years.





Chief Commissioner Youth Programme



As the year draws to a close we recently welcomed back the Scouting Ireland Contingent, who attended the World Scout Jamboree in Japan. Yet another successful activity, in which 302 of our young people realised their dreams and expectations of Scouting – a Global Movement for positive change in Society. For our Scouts, who have attended the World Scout Jamboree, they are perhaps making great and long lasting discoveries about themselves and their friends; in contrast, for our young Beaver Scouts, their journey is just beginning.

We sometimes hear of Scouting being referred to as the Game of Scouting; however Scouting is not just a game, it is a “Game with a Purpose” as alluded to by our founder Robert Baden-Powell. As such, it provides those who embrace it with an exciting and vibrant opportunity to discover – reflected within our ONE Programme by the element of ‘Personal Journey’. It is on this journey that our youth members advance at their own pace, taking one step forward at a time on an ‘expedition of personal growth and development’ potentially spanning from the age of 6 to 25 years of age.

What is special about the young people who undertake this expedition, what is so heartening about our youth members is that they are young people who don’t sit around waiting to be entertained. They don’t hang around passively

waiting for others to bring life to their doorstep, they are not spectators at life, they are participants, they make things happen and they make their own choices. Every time they do, they make themselves stronger, more resilient, more skilled and importantly more fulfilled as active citizens of today.

It is a credit to the quality of our youth members and the supporting efforts of our Adult Scouters that our membership is growing daily and many new Scout Groups and Programme Sections are being opened, or indeed revived, over the past year. The efforts of both youth and adults working together has a proven capacity, across communities in Ireland, to influence and change lives. This is especially true in the affirmation and support of those young people whose talents often get overlooked or neglected because of major problems - poverty, disability, illness, bereavement, bullying and difficult family circumstances of all sorts.



Making a difference

Too many of our young people have to face all sorts of crises, but when they do, the friendship and programmes offered through Scouting can make the difference between muddling through badly and surviving with strength and hope. It is for this reason, among many others, that we must ensure, as an Association, that we keep our ability to mentor and facilitate as well as our programme interactions with young people, fresh and relevant to the needs and dreams of today, not yesterday.

Highlights

Below you will see some highlights from the National Youth Programme Team, who continue to listen, consult, reflect and develop new initiatives. They support both Youth Members on their journey of discovery and Adult



Scouters as mentors and facilitators working together in the development of relevant and exciting Scouting programmes and experiences. In truth, this involves hours of time in meetings, away from the playground of Scouting, the outdoors, but all this work is rewarded by the range of activities and initiatives that the National Programme Teams provide to the membership to make the Scouting experience relevant and worthwhile.

Activities such as The Phoenix Challenge, The Explorer Belt, Mountain Pursuits Challenges and Sionnachs have maintained and increased their participation rates. The Star Scout Show continues to appeal to those young people with talents to entertain and goes from strength to strength each year. These and other events present our youth members with opportunities to live their dreams and progress along the milestones of their very own personal journey.

Resources

The complexity of our Youth Programme is a challenge for our adult Scouters in their role of mentoring and facilitating our youth members. ‘Everything is on the table’, so to speak and refining ideas and facilitating the creation of exciting and interesting meetings and adventures can be difficult at times. The secret to the success of Scouting, however, for all of us is to be able to meet change and to turn challenge into endless and countless opportunities for our youth members. To this end each of the National Programme Teams have been providing additional resources and suggestions on a regular basis, through social media, blogs and website content.

Training

Training is a constant for everyone, as times change we must all review and update our skill sets to meet the opportunities that young people present to us. While the core principles of the programme in Scouting have not changed, we must as Adult Scouters ensure that our knowledge of the current offerings and methodologies is up to date in terms of our understanding and ability to support. The Programme Commissioners have had increased inputs into the development of each of the programme sessions

that will form the basis of the new Woodbadge Training Scheme. Shortly, new adult Scouters will experience a different training model that has a highly practical content, as will long serving adult Scouters by continuing their journey. These reflect the extensive consultation processes and feedback that is received regularly at meetings and gatherings both by the National Youth Programme and Adult Resource Committees.

During the year, in response to many requests at Scout Group level, extensive work has gone into the development of ‘How to’ booklets for each of the Programme Sections. These will be completed early in the new Scouting year and will be available to all adult Scouters forming a vital part of the new training scheme, as well as being an invaluable everyday resource.

Chief Scout Award

The Chief Scout Award has expanded beyond all expectations and participation levels are increasing in the Beaver Scout and Cub Scout Programme Sections. Scout, Venture Scout and Rover Scout levels are holding constant. A number of minor difficulties with the award administration have been addressed with our third party partners as we strive to make the process as smooth as possible, while ensuring maximum recognition for our youth members. A renewed agreement with Gaisce - The Presidents Award, is also underway for a future and extended partnership. This includes, in particular, a route that allows holders of Gaisce - The President’s Award and The Duke of Edinburgh, The International Award to avail of the corresponding Chief Scout Award with some additional challenges and learning requirements.



“...302 of our young people realised their dreams and expectations of Scouting...”

Partnerships

Our partnerships with outside bodies continues to strengthen the programme offering, these include Leave No Trace, Mountaineering Ireland, the Irish Sailing Association and other national bodies in particular with relation to the Adventure Skills. We also have partnerships with ERP – Battery Recycling, Tech Week (Irish Computer Society) and with the Science Foundation of Ireland. The Science Foundation of Ireland provided funding to enable the development of new programme resources related to science and creativity in our Scouting programme, which will be available in 2016. I am heartened by the response of a large number of Scout Groups to the ERP ‘Recharge the Earth’ initiative – many young people have taken up the challenge and have played their part to recycle, reuse and regenerate our environment.

Community Celebration Week

Our Community Celebration Week continues to expand year on year and many Scout Groups are doing their bit and undertaking useful and meaningful service actions in their communities. Of particular note are the actions of our Rover Scouts, who generate monies at Electric Picnic each year that is used to fund the Rover Action Week (RAW) Projects. Many other Scouts, Patrols and Scout Groups have posted service actions on the International Messengers of Peace site (www.scout.org) and again all of these actions need to be applauded. One of the duties of a Scout is to others and the ideal of doing a daily good deed, act of kindness or service to our communities is a vital personal development experience for young people.



Youth Empowerment

Our National Youth Representatives have also been busy. A YES (Youth Empowerment Strategy) Workshop attracted over 50 participants and created a collection of themes, strategy considerations and ideas that will feed into the work of the National Youth Programme & Adult Resource Committees in the coming months and years.

For my own part as Chief Commissioner, I have seen, at first hand, the enjoyment of young people in their Scouting. I believe the spirit of Scouting is alive and that young people, facilitated and mentored by adult Scouters, are experiencing a vibrant and active programme. The ONE Programme is getting a hold and more and more programmes are ‘youth led’ and designed. We need only look at the many activities taking place at all levels around Ireland, not to mention the Patrols in Action initiative of Camps ONE, TWO, THREE, FOUR & FIVE, which I launched in 2013. Now entering its fourth year in Castle Saunderson with Camp FOUR, we can see the benefits of such initiatives not alone on the programme, but on the acceptance of lone patrol activities and indeed the expansion and competency building of our National Scout Centre teams.

Programme Review

Scouting Ireland has also embarked on a review of the ONE Programme and opinions and insights will be sought from everyone via meetings, consultations and surveys. Programme is a constant in Scouting and coupled with a quality Scouting experience we can be sure that we are providing young people with many opportunities for them to discover themselves, help overcome their limitations and create new challenges for the future. ONE Programme therefore is never finished but rather evolving constantly to meet the needs of young people of today, while trying to prepare for the young people of tomorrow.

Following are the reports from the various teams that make up the National Youth Programme Committee:



Programme Commissioner (Beaver Scouts)

Beaver Scouts - Highlights

The Beaver Scout Programme Team attended many events and meetings during the year with an approach of listening and consulting with Scouters and discovering their challenges and opportunities to make Beaver Scouting great for every young person.

A number of resources have been created to support Beaver Scouting:

Sleepover Resource

This resource was promoted again in early October/ November and was a continued source of support for Scouters taking their Beaver Scouts on their first sleepover.

Camping Resource

A very useful resource for those going camping with their Beaver Scouts, a “how to” guide designed to aid Scouters considering camping with their youth members.

Beavers Scouts on the Hills

The original resource, written by the previous team, was refreshed and released in 2014. Beaver Scouts took to the Hills in early 2015 and the event will be promoted again this year with an increase in expected participation in the 2016 dates.

Beaver Bake Off 2015

This new event took place, locally but throughout the Country for Beaver Scouts during May 2015. All Colonies were invited to document, by way of photography, their baking efforts and they brought the baked goodies to their den meetings for tasting! This event was a great success with over 400 badges being issued.

Communications-Facebook page

We have had continued success with the Facebook page. This page continues to give Scouters a way to connect and communicate with each other with regard to resources, programme ideas etc. The page continues to be very successful and is heading for 1,000 “friends”.



“A very useful resource for those going camping with their Beaver Scouts...”

Support to Programme Scouters

Each week, I receive various emails and/or phone calls from Scouters nationwide looking for programme support and advice. I follow up on these queries by providing programme support from various sources including buddy support via my own team, other local scouters, GSF’s and directions to ONE Programme resources on our website.

Sleepover – Chief Scout Award

Pre-Christmas is the traditional time for sleepovers and we will again be encouraging Scout Groups to utilize these activities for acquiring new skills etc. and reminding them that the overnight element of the Chief Scout Award can also be achieved by a sleepover in a Scout Den or hostel.

Thanks and Gratitude

Due to consistent family ill health and my mother’s death during 2014/15, my attention and focus was not always what it could have been with regard to Beaver Scouts. I would like to thank the Scouting Ireland Staff at national office for their continuous support. I would also like to especially thank the Chief Commissioner (Youth Programme), Ian Davy, who was always steadfast in his support that family comes first.

Karen Free



Programme Commissioner (Cub Scouts)

National Cub Scout Challenge

This was the highlight event of the year. This year saw 36 teams descend on Castle Saunderson for a weekend of camping. The Cub Scouts had to show a proficiency in camping and campcraft, backwoods and First Aid. This year's Challenge had a few new elements which are orienteering, hiking, campfire, Leave No Trace and Messengers of Peace.

It was a wet weekend, but that did not stop over 350 Cub Scouts from putting on one of the best displays in campcraft and teamwork! The 14th Wicklow (Avoca, Red Kyte) Cub Pack took home the honours of this year's challenge. A remarkable effort by a new Scout Group!

Supporting Cub Scouting

Planning and support was my main focus this year. I had very productive meetings with Graeme Hamilton, Deputy Chief Commissioner for Programme, Scout Association UK about the Centenary celebrations of Cub Scouting. More information on this will be released as the centenary gets closer. The main theme of our meetings though was for closer work with each other and mutual support. I was also very busy with supporting various Provinces and Scout Counties as well as the Scouters Conference. My main concern at these events was listening to the issues

people were having and doing my best to explain or to develop other supports for Scout Groups. This led us to the Adventure Quest Workshop development.

Adventure Quest

We also ran a very successful pilot of the Adventure Quest workshop, where Scouters tried and tested some suggested ideas on how to utilize the ONE Programme materials. The feedback was hugely positive and it is something that we will be rolling out to the Association in the coming year.

“Next year is building up to be a big year for Cub Scouting.”

100 Years of Cub Scouting

Next year is building up to be a big year for Cub Scouting. We celebrate 100 years of Cub Scouts and it is appropriate that we have JamÓige in June 2016 as a big celebration. We will also have a number of events to mark the occasion, so get ready to celebrate!

Joe Boland



Programme Commissioner (Scouts)

This has been a very successful year for the National Scout Programme Team as we continued to provide support to Patrols and Scout Troops across the Country.

Our weekly resources have continued over the past 12 months and we currently have 109 sets of new resources that support local programme. Each one has been designed to reflect the personal journey a Scout takes during their time as a member of a Patrol.

A new resource will continue to be launched each week through Scouting Ireland's weekly mailing, on my.scouts.ie and through the Scout Team Facebook and Twitter accounts.

Other successes in the year have included the delivery of a number of National Activities most prominently Camp THREE and The Phoenix Challenge.

Camp THREE was held in Clarisford Park, Killaloe, Co. Clare. It was a very successful camp, building on the positive momentum of Camps ONE and TWO. All participants survived the 'Zombie Invasion' and made it to the safe zones for the duration of the camp. This event is a wonderful example of how empowered youth members supported by adults can deliver large scale activities successfully.

“Patrol activities and Patrol life remain a focus for the team”

Over the last three years, the Phoenix Challenge has undergone significant developments and restructuring to what is now a four day patrol camp that supports and helps in the development of hundreds of Scouts. This year it was held at Pallaskenny Agricultural College Co. Limerick. One hundred Patrols participated making it the largest one ever! The varied programme offered together with the high level of campcraft from each of the Patrols helped to ensure that the event was a great success.



The fourth Crean Challenge Expedition was successfully held again, during February, in partnership with Skatar (Icelandic Boy and Girl Scout Association). Our partnership for this event has been renewed and developments are currently underway to host a similar event in Ireland, focusing on backwoods, for members of Skatar.

Working with the National Scout Youth Representative s has been a highlight for me, especially in the development of several programme and youth empowerment focused activities. The energy and enthusiasm these young people bring to each challenge truly exemplifies Scouting. I look forward to working with them and their successors in the coming year.

Patrol activities and Patrol life remain a focus of the team as this is core to an individual Scout's development. A varied and challenging programme operated through a strong patrol system and supported by Scouters is the best development opportunity we can offer our young people in this section.

David Shalloo



Programme Commissioner (Venture Scouts)

Crew Support

A 3 year plan has been completed and will be issued in September 2015. Programme resources are available covering all aspects of Fiontar, SPICES, Adventure Skills, Special Interest Badges and the Nautical Training Scheme. These resources also encourage Scout Groups to tackle social issues such as Substance Abuse, Faith & Beliefs and Mental Health.

Communications Team

The team has been managing the Venture Scout section of the Scouting Ireland website, Facebook and Twitter ensuring a direct link to contacting the Venture Scout Team for all Venture Scouts and Scouters. This team has worked very hard to promote and heighten the image of Venture Scouting. We now receive video and photos directly from Venture Scouts encouraging the sharing of resources. This team is also working on information and content for the new website.

Venture Scout Events

The Venture Team has delivered the following events:

- » Three Mountain Havocs this year
- » Venture Challenge, with record numbers attending
- » TriZone
- » Survivor
- » The Venture Scout Ball



“This team has worked very hard to promote and heighten the image of Venture Scouting.”

Venture Scouter Support

The “How to Venture Scout” booklet and video are now complete. The video will be available online along with the pdf version of the booklet.

Venture Scout Handbook

The Venture Scout handbook is not being used extensively throughout the Country, instead, Venture Scouts use mobile phones and computers. In some way the handbook needs to be automated for use on mobile phone and computers. The new website is being developed to make it possible to record a Venture Scout’s personal progression.

Trish Blake



Programme Commissioner (Rover Scouts)

The Rovernet/Venturenet Conference was held in Iceland. This was a fantastic opportunity to get ideas from other countries on how to develop Rover Scouting in our Association. One thing that really stood out was the enthusiasm from other Rover Scout Commissioners with regards to the World Scout Moot coming to Ireland in 2021.

Rover Focus

This was a new event held in January in the heart of Dublin City, where we had 82 Rover Scouts in attendance along with 15/20 Rover Advisors. Lots of topics were discussed and many fun activities took place around the city. The weekend also included our National Rover Scout Forum, where 9 new Rover Scout reps were elected by their peers. The Rover Scout reps were all very enthusiastic and had some fabulous ideas for developing Rover Scouts for the future.

Agora

It is an annual event, hosted by the European Scout Region, which gathers Rover Scouts from all around Europe to come together and discuss all things Rover Scouting and much more. It is a unique event as it is run by Rover Scouts for Rover Scouts. Katie Spillane and Adam McAuliffe attended on behalf of Scouting Ireland.



“The Rover Scout reps were all very enthusiastic and had some fabulous ideas for developing Rover Scouts...”

Explorer Belt

We had 12 teams take part in the Explorer Belt, which was held in Germany. Eleven teams were awarded the Belt, Badge and Cert, but unfortunately one team had to return home early due to illness. Well done to everyone who participated in this event as it must have been very difficult walking 200 kilometers in 40 degree heat. My special thanks to Neil Cowan and his sweep team for organising a great event and to Jim McIllduff and his assessment team for the long hours they spent reading all the logs and projects and chatting with the participants.

Electric Picnic

70 Rover Scouts volunteered their time to pitch tents at the Electric Picnic festival for 24 hours. Despite the hard work, good fun was had by all and a substantial amount of money was raised, which we plan to put towards local crew Rover Action Week projects. Thanks to Kate Cowan and her team for running the event.

Rovers on the Run

This event took place in October with Rover Scouts popping in from all four corners of the Country. We had an open call for Rover Scouts to take the lead on the organising of this event. A huge thank you to Gary Gaughan for putting his name forward and being the team lead along with the National Rover reps for running this event. They made it a very successful weekend. We also did a Winter Clothes Collection for the European refugee crisis.

We are currently running a training programme in our National Scout Centres to get Rover Scouts proficient in the use of defibrillators.

We are always looking for new ideas so if you have one that you feel would benefit Rover Scouts please contact us at roverscouts@scouts.ie

Lucy O’Sullivan Kay



Programme Commissioner (Sea Scouting)



As a nation of coast and inland waterways, Sea Scouting looks to develop and expand the programme for young people to include activities on the water as an integral part of their Scouting Programme.

Partnerships

In 2014/2015 key partnerships were developed and consolidated. A liaison with the Irish Naval Service was announced at the Sea Scouting conference in Cobh in February 2015 and relations remain strong with Sail Training Ireland, Irish Sailing Association, the Irish Institute of Master Mariners, the RNLI, Canoeing Ireland and Waterways Ireland amongst others.

Sea Scouting Conference

A Sea Scouting conference for young people and adults was held at the Commodore Hotel in Cobh in February 2015. Over 90% of the Country's Sea Scout Groups were represented, with delegates from as far away as Donegal, Louth and Galway. Commodore Hugh Tully, Flag Officer Commanding the Naval Service opened the conference. Lieutenant Commander Martin Brett of the Naval Service gave the keynote speech at the dinner on Saturday evening to a large turnout.

Development

Sea Scouting continues to thrive at local level, with strong growth, particularly in some of our new or re-opened Sea Scout Groups such as, in Aghada, Crosshaven and Sheep's Head in Cork, Knocknacarra in Galway and in Moville Port in Donegal. Numbers remain very strong in many Sea Scout Groups in the North East and South East also. New premises were opened in Bray in 2014 and works are continuing in Greystones and Malahide, which will give great opportunities for young people in those Sea Scout Groups.

Communication & Resources

Our Facebook and Twitter pages remain very active, with high quality images available from all major events. Resources on water safety and on the Nautical Training Scheme are also available through these channels and will be further developed in 2015 and 2016.

“Sea Scouting continues to thrive at local level...”

Training

Scouting Ireland has 4 Irish Sailing Association training centres at Dun Laoghaire, Malahide, Galway and the National Water Activities Centre, Killaloe. In the period, steps were also taken towards developing a new sea training centre at Ringsend. Courses differ across the centres but include basic and advanced sailing and



powerboating, with cruiser sailing (shore and sea-based) available in Dun Laoghaire. Charge Certificate and canoe instructor courses were also run in the year. A major initiative was launched with the support of Robert McKiernan and his team at National Council 2015 offering opportunities for taster sessions in kayaking around the country at Outdoor Pursuits centres. We plan on building on this in the future and plan to extend this out to Sailing with the help of ISA.

Events

Many events took place in the period, including the Long Distance Skiff Race, the Hamill Cup for junior seamanship, the Fry Cup for senior seamanship, the 38th Scout Liffey Descent, the 101st Dublin Rowing Regatta and the annual swimming gala. The Desmond Fortune trophy was presented in 2014 after a years absence. The trophy is presented by the Irish Institute of Master Mariners and recognises outstanding individual seamanship. We were fortunate to have Captain Brian McKenna (the competition's first winner) and Captain Martin Ó'Treasaigh judging on the day. Thomas Moore from 5th Port (Dollymount) was the winner. We plan on building on this event in 2015 with the support of the Nautical College in Cork. Sea Scouts and Scouts from across the Country participated in the 2015 Belfast Tall Ships Festival during June and July and sailed 650 miles from Falmouth in Cornwall. A magic event to participate in, watch out for the next one that comes your way.



Boating Guidelines

The Scouting Ireland Boating Guidelines are continuously reviewed to ensure we are up to date with best practise. Scouters and Scouts should read these guidelines carefully prior to undertaking any water based activity and any questions or queries should be forwarded to seascouting@scouts.ie

Stephen Taylor





Programme Commissioner Report

Provincial Youth Programme Reps

The NYPC includes the Provincial Youth Programme Representatives and I coordinate with them especially in between meetings of the NYPC - supporting them in the role and keeping up to date with what is happening in Scout Groups all over the Country. Stephen Keenan (SE), Ber Brennan (S) and Evelyn Ball (NE) all ended their term and I want to thank them for their dedication and hard work in carrying out this role. Welcome to Sean Campion (SE), Deirdre Murphy (S), Dillon Branagan (DSP) and Stephen Halpin (NE) to the team. Along with Cathereen Wells Doherty (N) and Michelle Murphy (W), I enjoy working with you all.



Campsites & Facilities Team

Under the team lead of Gerry Finnegan I represented the NYPC at the meetings of the 5 National Scout Centres. This also includes being a member of the Camp Chief Interview Panel.

Training Team

The National Training Team have 3 representatives from the NYPC where Patricia Blake, Joe Boland and I attended the meetings to fulfil those roles representing the issues on the Training team of the NYPC.

Training Review

The review continues and has now entered the final phase. I am a member of the core team with specific responsibility for Youth Led Programme and Adventure Skills



Adventure Skills

Work continues on a national standard for all Adventure Skills. Assessment planning and the input into the training review to prepare content for Adventure Skills instructors dominates the work of the team at present. My thanks to the nine team leads Air – Greg Boyd, Backwoods – Mick McGrath, Camping – Willie Aherne, Emergencies – Niamh McLain, Hillwalking – Deirdre Byrne, Paddling – Daniel Kennedy, Pioneering – Pat O’Connor, Rowing – Andy O’Connell and Sailing Ciaran Bradshaw and their teams for their ongoing work and dedication.

Star Scout Show

The Star Scout Show was a great success both for all of the participants but also financially as the packages proved very popular. Great credit is due to the team. It was one of the best shows in years.

“Work continues on a national standard for all Adventure Skills...”

CPC / ‘How To’ Manual Review

Working with the Programme Unit reviewing the reprint of the CPC Manual and the production of the ‘How To’ books for each section.

I attended the Educational Methods Forum in Turkey in May along with Conor Murray- Team Lead Chief Scout Award and Gay Davoren, Training Commissioner. It was very insightful covering closing the gaps on youth development – the Top 10 terrible issues facing children, Education for What, 20 Megatrends that impact our Young People and exploring how Local is the new Global.

During the year whenever possible I got to attend meetings and events around the country and really enjoyed the input from everyone.

Pauline Lucas



Youth Empowerment

YES Workshop

The Youth Empowerment Strategy (YES) workshop, using Quality Scout Experience (QSE) methodology, provided a structured process for almost 50 participants (youth members & Scouters) to think critically about youth empowerment within Scouting Ireland, allowing them to express what Youth Empowerment means to them collectively, individually and to their communities. Three themes explored were:

- **Connect:** Informed, Voice/Discussion, Understanding
- **Respect:** Freedom, Experiences, Individualism
- **Contribute:** Decision-making, Delegating, Training

The themes and sub-themes were based on the Better Outcomes Better Future Report and the National Policy Framework for Children & Young People 2014 – 2020, Commissioned by Department of Children and Youth Affairs 2014. The YES workshop provided a gauge of how participants feel Scouting Ireland is performing in terms of facilitating young people who are connected, respected and well-equipped to contribute to their respective communities.

Respected

Freedom, Experiences, Individualism. Positive aspects that were identified by the participants included a growing sense in many Scout Groups that the members of Scouting Ireland (youth members and Scouters alike) are willing to change and further engage youth members in decision making, with many Scout Groups embracing

“It is clear that young people need greater support to work independently...”

youth empowerment and encouraging young people to get involved with Group Council and other decision-making structures. It was also highlighted that having more freedom and gaining greater trust and responsibility as you move up through the Programme Sections was an important way in which young people can become empowered through ONE programme.



Contributing

Decision making, Delegating, Skills/Training. A key aspect of Scouting is that youth members feel empowered to contribute to whatever communities that they are a part of. Youth decision-making structures, e.g. Patrol Leader’s/ Watch Leader’s Councils, are vital for young people’s opinions to be valued and for them to have an impact. Leadership training is also identified as being an important means of providing youth members with the essential skills and perhaps more importantly, the confidence to contribute to their communities. The YES workshop participants recognised that youth members are increasingly becoming involved in organising large scale events, with many young people being given the opportunity to be a part of national programme teams, as well as being encouraged to contribute at a local level. This being said, it was felt that youth members could be trusted with even more responsibility, provided that they are given adequate support and training. It is clear that young people need greater support to work independently, with more emphasis on training in order to equip young people with the skills they need to contribute effectively.

Youth Empowerment Strategy

The prioritised recommendations from the YES workshop have informed a youth empowerment strategy that focuses on youth leadership; changing and reinforcing attitudes through programme towards young people and decision making; and youth representation at all levels and



greater advocacy on youth issues. There is an obvious need to establish a common understanding regarding youth empowerment through the Scout Method and to communicate youth empowerment, both at a local and national level. The youth empowerment strategy includes the development of youth leadership training on a provincial level, which can also be implemented at a Scout County level, as well as a more defined role and mandate for youth representatives.

Council of National Youth Reps

The Council of National Youth Representatives has been established, supported by the youth empowerment team and is currently focusing on how to further engage young people in decision making at all levels within Scouting Ireland. The youth empowerment team is also supporting the creation of a youth blog, called inSight, which can act as a platform for youth members to express their opinions.

Mentor Systems

The main task of the youth empowerment team will be to effectively communicate youth empowerment and its integration into ONE Programme, achieved through the Scout Method. This is being encouraged further through the involvement of youth members on core organising teams for national events, which is an important opportunity for skills development. This can be accomplished through mentor systems in which Scouters support youth members taking on roles of responsibility or 'dual-roles' which better facilitate all members in terms of a more cohesive personal development journey.

Niamh Donnelly



National Youth Representatives - Scouts

Below is a brief overview of what the National Scout Reps have been focused on during the reporting period:

National Youth Forum

There were 9 reps elected and a handover meeting was held with the outgoing reps to learn the responsibilities of the role and to be informed of ongoing projects. The Chairperson was Luke Coulton Dillon and the Secretary was Rory Nevin. The reps also chose the teams to work with - NYPC, International, Communications.

The topics mentioned at the National Forum by the Provincial Reps were as follows:

1. Reps need to be promoted and known of by all Scouts.
2. Reps need to be easy to contact.
3. There are too many unexplained acronyms in Scouting.
4. Reps job as the voice of the Scout section to be implemented.
5. Contacts for Scout members on all levels not available.

Projects completed/ongoing

The following projects came about as a result of topics from the National Forum:

1. Provincial / County workshops were designed to inform the membership on what your reps do and that they exist at the County and Provincial Foras. Their existence will be advertised on social media like Facebook etc.
2. Business cards were created to provide a direct channel

between Scout Group level Scouts and the National Reps, as information can be miscommunicated through the levels.

3. Rep email shoutout on the Scouting Ireland Facebook page and the Scouts Facebook page with the rep email.

4. Project acronym: A Rep training workshop on this was in high demand.

5. Designing an official job spec for reps to promote repping so Scouts are comfortable with the rep structure and know about it. Also so that other Scouts feel that if they have an idea/complaint/opinion that they are confident they will be heard and valued.

6. Interactive map of Ireland: We ensured that the National positions are on a map with contact information for each and if the users click on the Scout Province the equivalent will appear. This was also produced at County and Group levels to reconnect and revive the structure we have.



National Youth Rep Training

We attended a training course for our role with Niamh in Donnybrook Scout Den. This was where we learned everything we needed to know about debating and attending National Council. It was here where, amongst ourselves, we split up into our various projects.

Scout Reps Attended YES

There were 4 Scout Reps in attendance. It was very enlightening and we learned a lot from the day. After YES, 2 of the Scout Reps joined Niamh on her Youth Empowerment Team and 4 of the Reps also got involved with the "Den it Yourself" project.

National Council

Cormac spoke on the Venture secular promise motion, while Rory was officially presented with a Communications

Team neckerchief. We had full attendance from the Scout Reps and we voted as a block. All Scout Reps were presented with our National Youth Rep neckers and everyone had a great time.

Resources

At the Phoenix Challenge 2015 a meeting between Cli Dodd, Luke Coulton Dillon, Richard Scriven and Dave Shaloo took place. This was regarding Scout Team resources and their plans to produce more content. Richard had selected Cli and Luke to develop resources for the following topics:

- Leave No Trace
- The Scout Law in Day to Day life
- Patrol Games and linking with other troops.
- A guide to speaking at National council.
- A package of Patrol identity resources.

We have currently completed all but one, which is due to be completed for November. These will be published on a weekly basis and made available for all those in the Scout section. We anticipate a positive result to come from these.

Thanks

We would like to take this opportunity to formally thank Niamh Donnelly and David Shaloo as well as their respective teams for all the help they have given us over the year.

We would like to thank the National Secretary, Jimmy Cunningham and the CCYP, Ian Davy for facilitating our meeting with the NMC in the summer.

Finally we would like to thank last years reps for clearly laying out the work they had started for us to continue. We wish next years reps the very best of luck as they embark on a very enjoyable term.

Rory Nevin

"This was to promote repping so Scouts are comfortable with the rep structure"





National Youth Reps - Venture Scouts

The Venture Reps for the period of the report were:

Luke Brady, Karl Mallon, Catherine Jennings, Stephen Reid, Richard Brett, Hollis Céitinn Ó Conchubhair, Amy McGrath, Shea Glasgow, Sean Kelly.

Events Attended By Venture Representatives

1. Youth Empowerment Strategy day
2. National Youth Strategy Consultation - Department of Children & Youth Affairs
3. NYPC meeting
4. Provincial communications workshops
5. Dublin Province Candidate meeting
6. North Eastern Province Candidate meeting
7. South East Province Candidate meeting
8. Northern Province Candidate meeting
9. Western Province Candidate meeting
10. Southern Province Candidate meeting
11. Star Scout Show
12. National Youth Achievement Awards.
13. Southern Provincial Rep Prep Workshop
14. Council of Youth Reps
15. Training Weekend
16. Venture Challenge
17. Contingent Meetings and Jamboree Planning.
18. Mountain Havoc (Leinster)
19. E.G.M Scouting Ireland
20. Phoenix Challenge
21. Yourope

Below is a list of the activities that the National Scout Representatives have accomplished during the reporting period:

Set up a Facebook for National Youth Forum Members: By doing this we are developing better Communication links between National Reps and the Provincial Reps as well as those between the Provincial Reps and Scout County Reps.

Being Seen on Events and Activities: The National Venture Reps have recently been very active in the participation and attendance of National Events and activities.

The Motion for National Council: The motion presented by the National Venture Reps was accepted to be brought to National Council to vote on and was subsequently passed by two general meetings of the National Council.

Scheduling of meetings throughout the year: This has included the planning of meetings through traditional meeting styles as well as various media tools such as Skype.

“We are developing better Communication links between National Reps and Provincial Reps”



Game Resources for Group Venture Sections: 20 games have been chosen and recorded, it is now just down to the editing of the videos and the finalising of some details before they are ready to launch.

A Review on National Events and Activities: This has been conducted during the period and a report of same will be done verbally at an up and coming NYPC meeting as feedback is currently being returned.

We would like to thank you for reading this report and are open to any questions or queries contained within the report or in general directed to the National Venture Representatives.



National Youth Reps - Rover Scouts

So, what has the National Rover Scout Representatives been focused on over the past 10 months? We have managed to achieve all of the goals we set out to achieve, and have grown as a team in the process. Right now our energy is focused on putting the final touches on Rover Chill 2015 which will be held in Larch Hill and Planning Rover Focus - our national youth forum - for January.

Rover Focus 2015

Rover Focus was held in Ringsend, Dublin this year. Rover Focus 2015 was significant, as one third of the participants were members of University Clubs or Societies all around Ireland. We received amazing presentations from facilitators and participants. Much discussion revolved around Rover Scouts' recognition in third level education, leading to a national seat for a 'Clubs and Societies Representative' for one term and then to be reviewed. We then participated in a Urban City Challenge organised by the Donnybrook Rovers which was incredible, finishing off a great weekend with some casual fire-breathing.

National Rep Training

National training weekend: The national training weekend was an important meeting for us, it was where we were to discuss our tactics for National Council on how each of us was going to vote and what we wished to speak on. While there we had training on how we should speak while on the podium, learning to accrete ourselves with confidence, learning power poses and various acronyms that we would need to be able to identify for our role as national Rover reps. This weekend also gave us a chance to learn our position inside our National sections and how each of us could give something to the team.

Agora

In April of 2015, Katie Spillane and Adam McAuliffe attended the Agora in Jambville, France. We engaged in a number of topics surrounding European Citizenship, Youth Empowerment and Rovers on a European Level. We were privileged with developing the Symbolic Framework for Roverway 2016 in Jambville. Throughout the four days, we learned how the Scout Method has influenced our lives in the decisions we make and how we, as Rovers, are an integral part of what Scouting is. The information gathered at the Agora was given to the International team in our reports with our recommendations included.

National Council-March

Each National Rover Representative was present at National Council in March. For some of us, it was our first time attending National Council, and for others, it was our first time getting up to speak in front of hundreds of Scouters. We realised how important our engagement with the motions were, and so, we deemed it appropriate that we spoke on the motions that we felt were inclusive with our section. To our delight, each motion we spoke on was passed. We received our National Neckerchiefs and got to stand on a big stage, what more could we want!

PR and Communications

Most of our public relations & communications is through the medium of Social Networking, including Facebook and Twitter. Our Facebook Page is very successful with over 1,500 'likes', providing us with a huge immediate audience. Our advertisement for our National Event 'RoverChill' is through Facebook and proves to be working effectively. We also engage with the Scouting Ireland 'Vlogging' Team and the new 'InSight' magazine. Both of these offer a wider audience improving our networking not only within Rovers but to other sections in Scouting Ireland, and WOSM.

Involvement in National Events

Throughout the year we have attended and facilitated National Events such as; The Star Scout Show, Founders Day, Camp Three, Rover Action Week, The Phoenix Challenge and Cub Camp and the Heroes Assemble Cub Camps. Some members of the National Rover Team have been chosen to facilitate Jamóige next year. We are also busy preparing for our National Camp, RoverChill in October.

Lydia O'Connor

“In a changing society, as soon as we stop changing, we start to go backwards.”



In Conclusion

As Chief Commissioner Youth Programme and in a personal capacity I would like to thank:

- The members of the National Youth Programme Committee and its teams.
- John Lawlor, CEO, and all of the staff at National Office for their support and assistance.
- The members of the National Team for Policy Implementation and Coordination.

To serve this Association as Chief Commissioner for the past 5 years and as Programme Commissioner for the previous 5 has been, and continues to be, an enormous honour and privilege. Thank you for the opportunity to continue to do so as I enter the final year of my term.

Ian Davy





Chief Commissioner Adult Resources

It is with pleasure I present my report for the year to August 2015, this report will cover the following:

- Update on the Training Review
- The work of the National Adult Resources Committee (NARC)
- Code of Good Practice
- Fellowship and Recharge
- Adult Awards
- Mutual Agreement
- Training Report from Mr Gay Davoren the Training Commissioner
- Other Support Services & Events

The Training Review

To recap there was a general motion to National Council 2012, that instructed us to undertake a review of Scouter Training using the Adults in Scouting World Policy as reference, with the underlining principles of providing adult leadership training that is flexible and accessible, which acknowledges previous skills and focuses on the actual role specific to each Scouter (Ref: General Motion 13, National Council 2012).

I was appointed interim Chief Commissioner Adult Resources in October 2012, and set about immediately to set up this review, with the following criteria:

This Review Team under the direction of the Project Manager will, in consultation with the National Training Team (NTT), make recommendations to NARC and the NMC in mid-2015 for a proposed new broad based 'Training Programme' for Scouting Ireland, which is cognisant of:

- » General Motion 13, National Council 2012.
- » The need for consultation with the wider membership of Scouting Ireland.
- » World Organisation Of the Scout Movement's (WOSM) Woodbadge Framework.
- » The need for continuous Scouter development.
- » Prioritise the recognition of prior learning and skills.
- » Possible 'E-Learning' models.

In November 2012, I appointed a project manager Chris



Kearns to do a complete review of the Woodbadge Training scheme to ensure the training we provide for our Scouters is fit for purpose and is in line with the WOSM guidelines for Woodbadge training. Following this appointment a steering group was set up in January 2013 commenced this body of work.

In June 2013, the NMC appointed Gay Davoren as the Training Commissioner. Gay will deliver his own report on training. I would report that Gay and his team have worked very closely with Chris and his team on this review.

This review was scheduled to take three years to complete and I can report Chris, Gay and their teams consulted widely with both Youth Members and our adults to ensure that the new Woodbadge training scheme will help us facilitate the development of the young people in Scouting, with Scout values at its core. The consultation has also included some research and input with other National Scout Organisations. Other countries were so impressed by our approach and all inclusive research, that they have adopted our approach.

At the heart of all our deliberations were the following core commitments:

Commitment to young people

To achieve our aim, to meet young people's needs and support their personal development, our youth programme will be delivered and supported by trained & resourced adult leadership teams at all levels of Scouting Ireland. These teams will create safe environments and foster positive youth/adult working relationships that are based on mutual respect and trust. The older a youth member becomes the more the role of the adult Scouter will change from leader to facilitator and from facilitator to mentor.



Commitment to adult learning

Scouting Ireland is committed to supporting adult leadership teams, to better deliver and support the development of young people, through its programme by helping Scouters to:

- Understand Scouting and their role within it.
- Gain the competencies and confidence necessary for them to fulfil their role.

We recognise adults also have different needs, knowledge, experience and learning styles and that an individual's learning needs might be met in a range of ways. We also recognise that adults without prior Scouting experience will have different learning needs over and above those who have been actively engaged as a youth member.

Accordingly, adults in Scouting will be:

- Encouraged and supported to identify individual and team learning needs.
- Afforded the opportunity to consider prior learning and knowledge when determining their learning needs.
- Provided with a range of learning opportunities, which will include Scouting Ireland training courses.
- Recommend the use of the methods most appropriate to their needs in order to gain relevant learning.



- Encouraged to see learning and personal development as a continuous process for the duration of their time in Scouting.
- Afforded the opportunity to provide feedback on the usefulness & quality of the learning opportunities they undertake.
- Provided with advice, support & guidance regarding their progress.

Woodbadge Training Programme

In addition to the above commitment to adult learning, a Woodbadge Training scheme will continue to be an essential and key component of the wider support and learning mechanisms for adults in Scouting Ireland. The Woodbadge is the symbol worn by adults to show they have completed training to a particular standard in their Scouting Association and is recognised worldwide. It is issued by the Training Commissioner on behalf of WOSM. The key principles in designing a Woodbadge Training Programme are set out in WOSM's Adults in Scouting Policy and Woodbadge Framework.

If a Scouter's appointment is to remain valid, they are required to commit to training, in accordance with the standards, policies and procedures as set out by Scouting Ireland and to actively pursue the Woodbadge Training Programme.

Once the core principals were established the review moved to the design phase, where many trainers and stakeholders were very heavily involved. That phase was conducted throughout in partnership with our friends and colleagues from the youth programme team and we would like to thank Ian Davy and his team for their continued contributions to this review.

After a long productive period of work, the structure and general content of the new scheme was agreed and endorsed by the National Management Committee in July 2015.

In accordance with the Review's original 'Vision and Scope' document released in 2013, this new scheme:

- Clarifies the scope and method of delivery for our Wood Badge training.
- Addresses any pre-requisites and additional learning/training to be offered.
- Sets out an approach to continuous personal development.
- Offers distance learning and flexibility as appropriate and where practical.
- Recognises prior experience, learning and skills as appropriate and where practical.
- Focuses on Scouter specific roles where appropriate.

"Scouting Ireland is committed to supporting adult leadership teams."



ADULT RESOURCES

At present the detailed content of every training experience in the scheme is being finalised by over 15 working groups and the Project Manager and Training Commissioner are finalising a strategy for implementation. This strategy will include an introduction to the scheme for Trainers in Scouting Ireland in October 2015 and its first introduction to Scouters at the Scouters Conference in November 2015. Thereafter the scheme will be introduced by means of a comprehensive communication to Adults in Scouting in December 2015.

It is important to note that the current training scheme is still being delivered around the Country by the Training Team and all Scouters are encouraged to continue to engage with and partake in the available training courses on our current calendar.

Our new training scheme will be introduced in a phased process over many months, beginning with the earliest courses and progressing through to the later courses on a Scouter's training journey. This phased process will ensure that introduction of the new scheme will begin with Scouters who have just begun their training journey and



progress through to the phasing out of each of the current stages as the new scheme is rolled out.

This has been the single largest body of work ever undertaken by Scouting Ireland that is related to the development of our adults. I am very excited at the prospect of the introduction of a new Woodbadge scheme that recognises what it means for an adult to be a Scout and enhances the skills that are required to support our youth programme.

“I am very excited at the prospect of the introduction of a new Woodbadge scheme”



The Adult Resources Committee

Under the rules of Scouting Ireland we:

- Monitor and co-ordinate training and review the content of Scouter training in conjunction with the Training Commissioner and the Training Team.
- We are a standing committee of the NMC, thus we develop documents and policies for discussion and approval or otherwise.
- We oversee various Adult events such as Recharge and the Scouters' Conference.
- We work with the National Youth Programme Committee in various ways such as joint conferences and events, e.g. the Phoenix Challenge and Founders day.
- We provide ongoing advice and support as required throughout the Association.

In relation to ongoing support, which is a very broad remit. In the last year we have been requested to assist where disputes arose in Scout Groups. I would wish to remind Scouters that all disputes/conflict should be dealt with locally in the first instance. The procedure is to try to solve the issues at Scout Group level first and then if not solved, the matter may be referred to the County Commissioner. The County Commissioner may request assistance from the Provincial Commissioner. The Provincial Adult Resources Reps are always there to help him/her in resolving the issue as well.

In addition to the Scouting Ireland Staff, who you can always contact and who will support you with all your queries, there is a group that meets in Larch Hill every Monday night that are available on the phone or in person. They are there to give you some advice should you need it.



This service is available from 19:00 – 21:00 and the team can be contacted on 01 495 6300 during these hours.

As you can ascertain the work of this committee is very much a supporting role. All Provincial Adult Resources Reps have or will undergo special training in conflict resolution and mediation and thus are in a position to assist County Commissioners in this sometimes difficult aspect of their role.

Code of Good Practice

The Code of Good Practice was reviewed to ensure compliance with the latest legislation. A copy was sent to every Scout Group. This copy should be displayed prominently in your Scout Den or wherever you meet.

Child Protection Trainers met in September 2014 to share presentations from WOSM's 'Safe from Harm' Project, the Gardaí and the National Youth Council of Ireland. This was a very effective and useful weekend where Child Protection Trainers continued to upskill in order to provide an excellent training experience to all our adults.

Fellowship & Recharge

Recharge 2014 took place in Castle Saunderson in September 2014. This was an opportunity for Scouters to get away for a weekend and have a genuine opportunity to network, attend workshops and most important relax and have FUN with their peers. The planning team put in place an even more exciting programme than the previous year. This was the second year to use Castle Saunderson which has proved highly successful as a venue with the largest number in attendance yet. Thanks to all the staff at Castle

Saunderson for your ongoing support for this event. I would also like to draw your attention to the Fellowship Network. This is a vehicle whereby Scouters can continue to contribute to Scouting and Guiding. Membership of the Fellowship Network is open to any member of 18 years or more who believes that Scouting plays an important and worthwhile role in helping young people and who accepts the Scout Promise and Law as practical and necessary standards in today's world. Recharge serves as a super event to use for fellowship reunions.

Adult Awards

The Scouting Ireland policy on awards includes sample citations and a booklet is available to all Scout Groups throughout the Country. The increased take up on awards is very heartening; remember it is always nice for a Scouter to be thanked for their contribution. Last year's recipients are all listed in the appendix of the Annual Report.

The Awards Committee meet three times a year and the deadline dates for applications are 31st March, 31st August and 31st December so please note these dates for your submissions.

In addition to the merit and honour awards there are service awards, again a nice way to acknowledge the commitment of your Scouters, these can be applied for simply on line.

Mutual Agreement

Since the introduction of the Mutual Agreement & Review in February 2013, many levels of the Organisation have been implementing this very useful and worthwhile policy. We have been reviewing our support documents and have simplified these to help make them easier and more Scout like. I would strongly recommend that you continue to use this at every level as it has proven to be a highly effective method of focus and support to Scout Groups, Scout Counties and Scout Provinces.

“Since the introduction of the Mutual Agreement & Review in February 2013, many levels of the Organisation have been implementing this very useful and worthwhile policy.”





Training Commissioner Report

Provincial Teams

This last year has been another very busy year for training in Scouting Ireland with in excess of 2,000 new adult volunteers. All of these Adults have completed Stage 1 & Stage 2 Training. A breakdown of this training is available as an appendix at the back of this report.

This training has required a huge amount of work by a very committed Team of Provincial Training Co-ordinators. They have, with the support of their Provincial Training Panels, worked tirelessly to ensure that training is being delivered in the Scout Provinces. I would like to record my appreciation to all those Trainers throughout the Provinces for their continued work in supporting our Adults in facilitating the Scout Programme for our Young People. 241 Scouters received their Woodbadge last year, I would like to thank them for their commitment and wish them the best for the coming years.

Train the Trainer

Last year nearly 30 Scouters took part in the Train the Trainer course. This Group of people will enhance the training experience delivered by the Provincial Training Panels.

Training Review

The Training Review has continued over the last year with a phenomenal amount of work being done by Chris Kearns and the Review Team. At all stages the Team have consulted with key stake-holders (Scouters, National Youth Programme Committee, National Adult Resources Committee and the National Management Committee) within the Association to ensure that the work being done was in line with the needs of Scouting Ireland. This consultation included the Scouters' Conference, National Council and surveys.

I would urge you to engage fully with the new Woodbadge Training Scheme. It is, I believe, a training scheme that will fully meet the needs of our Scouters in supporting young people into the future of Scouting Ireland.

Thank You

I would like to take this opportunity to thank the team, the six 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.

Gay Davoran



Conclusion

Other Supports & Events

Following on from the Symposium held in February of the same year, came the idea for the Scouters Conference, which took place from the 7th to 9th of November 2014 using the theme "Discover, Connect, Take Action". The programme for this conference was designed based on a series of Provincial mutual agreement meetings. We had over 200 in attendance at the Conference, which proved again to have been a very worthwhile opportunity for Scouters to network, obtain information and relax together.

As you can no doubt ascertain, the committee put in place a very demanding work schedule, which will now result in the delivery of a new training scheme and I know with your help, support and advice we will be able to deliver on the substance of the motion voted by National Council back in 2012.

Thank You

It is a real pleasure to work with the current members of the National Adult Resources Committee. They all are true Scouts at heart, always willing to help and I thank them for their time and friendship, in what was a very busy year.

Thérèse Bermingham

"Remember, the members of the National Adult Resources Committee are there to help you - the Scouter."



**FRIENDS
BEGIN HERE**
SCOUTING IRELAND





Provincial Commissioner

7,008 youth members working with and supported by 2,142 adult Scouters within 81 Groups and 9 Scout Counties encompassing all aspects of our Communities form the Dublin Scout Province.

The 9 Scout Counties are actively and expertly supported by their respective County Commissioners and County Management Committees: Dodder Scout County – Colin Corcoran, Dun Laoghaire Scout County – Marc Whisker, Cois Ferraige Scout County – Vacant, Three Rock Scout County – Derek Kinsella, Mountpelier Scout County – Jason Palmer, Dublinia Scout County - Arkadiusz Lenkiewicz, Tolka Scout County - John Devereux, Cluain Toirc Scout County – Tony Groves and Liffey West Scout County - Vacant.

The Dublin Scout Province would like to extend a sincere thank you and a deep appreciation to the County Commissioners, who recently completed their terms; Dublinia Scout County - Pat McCartain and Liffey West Scout County - Steven Keaveney, for their hard work and dedication. We would also like to extend our sincere thanks and appreciation to Ger Hennessey, who also completed his term as the Provincial International Rep. We would like to wish our best to our newly appointed PMST members, Dillon Branagan – Provincial Youth Representative and Brian Smith – Provincial International Representative, in support of their new roles on behalf of the members of our Province.

The Dublin Provincial Youth Fora were held in December 2014. 41 attendees participated in a lively and engaging event, representing 6 out of the 9 Scout Counties and 16 Scout Groups from within the Province. The Provincial Youth Reps elected also went on to represent the Province at the National Youth Fora.

Provincial Scout Reps - Susan Hickey, Lee Kavanagh, Aine Kane, Cian Whelan, Luke Coulton Dillon, Sean O'Neill. Provincial Venture Scout Reps - Neil Handly, Jack Kavanagh, Luke Brady, Mark Smith, Ciara Tully, Conor Boyle.

A significant number of Dublin Rover Scouts also participated in the Rover Scout Gathering. The quality and abilities of the youth and adult members

within the Dublin Scout Province is reflected in the number of Youth and Adult Members actively involved in a wide variety of roles on National Committees and Teams.

In April, youth members from within the Province took part in a pilot programme workshop, organised with students from the Dublin Institute of Technology Bolton Street on Creativity and Entrepreneurship in the new Grangegorman Campus.

“The Province actively encourages and supports our adults and youth members in the delivery, understanding and participation of ONE Programme”

Within the Dublin Scout Province we are extremely lucky and grateful to have such a dedicated, hardworking and expanding Team of Trainers, led by our Provincial Training Co-ordinator, Patricia Dalton, all of whom provide on a weekly basis, exceptional quality training and support to our Adult Scouters. During the past year the Training Team have provided Training for Adult Scouters within the Province, details of which can be found at the back of this report.

The Province actively encourages and supports our adults and youth members in the delivery, understanding and participation of ONE Programme. The Province provided a significant number of successful and informative section specific workshops to help and support our adult Scouters in the delivery of ONE Programme.



The Dublin Scout Province has always been lucky to have excellent Scout Groups and Scout Counties who provide a wide, varied and active programme, weekly meetings and regular activities that meet the highest possible standards while being enjoyable and challenging. The Province will continue to support the adult members of our Province with workshops in areas we have collectively identified. As in previous years the majority of our Scout Groups have been active throughout the year and most took part in annual Scout Group camps, mostly in Ireland, with quite a number who also travelled further afield with a large number taking part in the World Scout Jamboree in Japan. A number of our Scout Groups also participated in Camp Three in Killaloe.

The Dublin Scout Province would like to extend our congratulations to all of the youth members who participated in the various National Events for example MPCs, PEAK and the Phoenix Challenge. A particular acknowledgment to all of the youth members from within the Province who participated on Venture Challenge and the Explorer Belt this year.

On behalf of the Province, we would like to extend our sincere appreciation and gratitude to the significant number of adult Scouters who received service awards along with those who received Merit awards that were presented this year. The awards are all well-deserved with many being long overdue.



May I extend the Provinces thanks and appreciation to the other members of the PMST: Maelíosa De Buitléar, our Adult Resource Representative, who provides guidance, support and information to the adult members within our Province; and Anna Davy, who keeps our Provincial finances in order. Thanks also to all of our County Commissioners and their respective teams, Group Leaders and all of our Group Scouters for all of their hard work, dedication and commitment. May I thank all of our youth members, who continue to take part in Section, Scout Group & Scout County meetings, activities and events.

Mark Blake





Provincial Commissioner



Adding more building blocks to the structure of Scouting in the Province was a theme during this year and that took many forms. Not only did we manage to open new Sections in existing Scout Groups, but we also managed to open some new Scout Groups and Scout Dens.

The start of the summer brought the news of the completion of the new Scout Den in Portmarnock, Co. Dublin, which is a joint project with the local Guide Group from IGG. Just a short distance away, the Sea Scout Den in Malahide closed down to facilitate the major upgrade and refurbishment of the building. There is no doubt that a lot more young people will have a truly quality Scouting Experience because of these investments in local Scouting.

The Province welcomed new Scout Groups 1st Monaghan (Clones) and 89th Dublin (Bremore) and we wish them all the best as they begin their journey on their Scouting Trail. The Chief Scout was on hand for the opening of the new Scout Group in Bremore, who took the opportunity to invest their local TD and Minister for Children and Youth Affairs, Dr. James Reilly into the Scout Group.

John Kelly was appointed Camp Chief for Camp North East 2016 by the PMST in March 2015. John and his team have hit the ground running to get things moving. The Camp will take place in Castle Saunderson on the May Bank Holiday weekend 2016 and is planned for Scouts and Venture Scouts in the Province.

The Province was also very well represented at the World Scout Jamboree in Japan. There were 94 Scouts spread across 5 of the 6 Jamboree Scout Troops; 5 members of the Contingent Management Team; 10 Troop Scouters and 15 IST totalling 124. Almost 40% of the entire contingent of 301 came from Áth Cliath 15, Fingal, Glenn na Bóinne, Lakelands, Louth and Réachra. Congratulations to everyone who attended the event, you have done your country proud!

“Adding more building blocks to the structure of Scouting in the Province was a theme during this year and that took many forms ”

The Province welcomed Andrew Fannin as County Commissioner in Cavan Monaghan and Mandy Brady as County Commissioner in Glenn na Bóinne to the team. In addition the Province welcomed Stephen Halpin as our new Provincial Youth Programme Representative. They follow Niamh Moynagh, Neil Kennelly, Bernie Reddy and Evelyn



Ball who stepped down or completed their terms of office during the year. I must thank them all most sincerely for all of their very hard work in their Counties and on the PMST in the last number of years. On a personal note, I would also like to thank the members of the North Eastern Province and Scouting Ireland for their support to me and my family as my Dad lost his short battle with cancer. It was a difficult year for us all and knowing we had the support of all our Scouting friends was a great support and comfort.

Of course the support of adults in their roles through training is a primary focus of ours and this has been another big year for training in the North Eastern Province. This year saw the presentation of 42 Wood Badges in the Province. None of this would be possible without the dedicated growing team of trainers we are fortunate to have in the Province and their work hasn't gone unnoticed!

We continue to build more and more for Scouting in the Province and look forward to doing so again and again.

James O'Toole





Provincial Commissioner

The Northern Province has been working hard in the last year to deliver sustainable Scouting to young people. The membership of the Province is increasing both in terms of youth members and volunteers. This reflects the hard work of the Scout Groups, the Scout County Teams and the Support staff. The Province currently has: -

- 76 Scout Groups
- 61 Beaver Scout Colonies
- 66 Cub Scout Packs
- 57 Scout Troops
- 28 Venture Scout Units
- 14 Rover Scout Crews
- 3,771 Youth Members
- 1,234 Adult Scouters

During the year we opened a number of new Scout Groups and they are very welcome to our Scouting family. They are 18th Donegal (Moville) Scout Group, 8th Down (Portaferry) Scout Group, 4th Down (Newry) Scout Group and 7th Antrim (Whiteabbey) Scout Group.

We also welcomed new sections to our existing Scout Groups, strengthening the delivery of Scouting to local communities. They were Cub Scout Sections in 1st / 2nd / 3rd Derry (Creggan) Scout Group and 1st Down



(Warrenpoint). Scout Sections in 29th Belfast (Carryduff) Scout Group and 3rd Donegal (Raphoe) Scout Group. Venture Scouts Sections in 17th Donegal (Clonmany) Scout Group, 25th / 28th Derry (Limavady) Scout Group and 22nd Donegal (Gweedore) Scout Group.

Highlights of the Year

During the year there were a number of significant successes that I want to highlight:

- Youth empowerment in action
- Cross community work with other youth organisations
- Significant support to local Scout Groups
- Provision of Scouting in local communities Significant support to our volunteers, in the form of training, programme and governance support
- A high number of summer camps and attendance at the World Scout Jamboree in Japan

“The Northern Province has been working hard in the last year to deliver sustainable Scouting to young people”

These areas of work carried out within the Province have made a real and lasting contribution to the programme delivered and to the lives of the young people and volunteers, who are members of Scouting Ireland.

Youth Empowerment in Action

Every Scout County held a County Youth Fora giving young people from local Scout Groups real input into the activities of their Scout County. The Province held its annual Provincial Youth Fora and elected the Provincial Youth Fora reps for the year. These reps then represented themselves and their fellow youth members at the annual National Youth Fora.

Youth Fora members have played a significant role in our PMST including making real contributions to the shape and contents to our 3 year plan for development.

Once again the Provincial Youth Fora ran and managed their own youth small grant scheme, giving young members in the local Scout Groups the opportunity to apply for a



small grant for a project that they wanted to plan and run themselves. The Provincial Youth Fora also organised and attended upskilling events for themselves and some of them took part in an international camping experience.

Cross Community Work

Once again the Northern Province has led the way in tackling issues of Community, Relations, Equality and Diversity (CRED). This is a vital piece of work for all of our young people in Northern Ireland and Scouting is in a strong place because of its ethos and the use of the Scout Method to deliver this work. We have taken a lead role with The Northern Ireland Scout Council, Catholic Guides of Ireland, Girlguiding Ulster, The Boys Brigade NI and the Girls Brigade NI in delivering a substantial CRED project in Northern Ireland, funded by the Youth Council for Northern Ireland. This work has become highly regarded over the last 5 years.

The project this year involved 72 young people and 18 Scouters/volunteers.

Scouter Support

In addition to the Woodbadge Training Scheme for section Scouters where we trained 716 Scouters, we also provided training for 48 Group Leaders and Commissioners, 22 Duke of Edinburgh mentors and provided programme support workshops for 84 Scouters.

We also provided each new Scout Group and Programme Section with a programme resource pack to support their new Scouters in order to help them get a strong foundation in Scouting Ireland’s youth programme.

The trainers in the Province delivered far more than could be expected of them, delivering good quality training almost every weekend of the year.

Camping in the Province

This year really was one to highlight the importance of camping and the out of doors to our programme and our young people. In total there were over 1,000 young people and over 300 Adult Scouters involved in annual camps. This is a magnificent effort by all the Scouters and Scout Groups involved.

Northern Ireland Government

One of the highlights of the year was a presentation given at Stormont, hosted by the Junior Ministers from the Office of the First Minister & Deputy First Minister. This highlighted the value for money that Scouting Ireland brings. For every £1 in grant aid from the Northern Ireland Government there is £25 worth of work carried out. This is a testament to the hard work of our volunteers.

Provincial Management Support Team

The PMST has worked hard on behalf of all the young people, Scout Groups and Scout Counties in the Northern Province. This year it has developed a 3 year plan to support the development of the Scout Groups in the Province, support our Scout Counties and our Scouters in delivering high quality Scouting with young people.

Working with others

This year the PMST has sought to work with others, outside of Scouting Ireland, who can help us deliver on our mission. These have included Catholic Guides of Ireland, the Northern Ireland Scout Council, Boys and Girls Brigade NI, Girlguiding Ulster, Volunteer Now, the Duke of Edinburgh Award, the Youth Council for Northern Ireland, Education and Library Boards (now the Education Authority), amongst



many. This outward looking approach has helped us enhance the experience of Scouting for young people.

Conclusion

It has been an honour and a privilege to lead the provincial team in the Northern Province. The report this year is a credit to the hard work of the teams working to support our Scout Groups and Scout Counties as well as the members of each and every Scout Group working to support our young people.

We are continuing to work through the plan drawn up for the development of the Province. This plan can only be a success with everyone in the Province using the Scout Method in order to make it happen.

I would like to thank the board and staff of Scout Foundation (NI) (SFNI), the Youth Council for Northern Ireland, Youthnet, our brother and sister organisations and the Minister for Education for their support. Without this support these fun filled challenging activities would not happen.

I would also like to thank the staff of SFNI. Without whom a lot of the above results might not have been possible. The staff are extremely dedicated to the development and support of our Scout Groups. None of the development work carried out in the Province could have been achieved



without the hard work and commitment of Scouting Ireland's support staff. Their contribution has been key to this work.

We are increasing the range of activities for our young people as well as the number of our Scout Groups, whilst strengthening the Scout Groups that currently exist. We are also training our youth members and adults. Working together as one team has been the key to our success and is the guarantee of more success in the future.

Kieran McCann





Provincial Commissioner

My final report as Provincial Commissioner for the South East Province leaves it, I think, in good shape. Having progressed in both quantity and quality the product of a team effort to which everyone in the Province has contributed and shared in its success. It has been an honour and a privilege to work with everyone involved and in particular the members of the Provincial Management Support Team (PMST) whose consistently great work, competency and professional attitude made managing the Province such a pleasure over the last five years.

I am also very grateful for the confidence and support given to me by the Province in my bid to become National Secretary of our Association. Success eluded our efforts on this occasion and my thanks to you all for affording me the opportunity.

In the lead up to National Council we welcomed 3 new County Commissioners to the South East PMST; Fidelma Savage took over from Dermot Hackett in Cill Mhantáin, Alison Parle from Brian Fanning in Waterford; and Caoimhin O'Byrne from Dave McCann in Wexford. They were quickly followed just after National Council by Betty Dalton, who takes over from Kevin Murphy in Carlow-Kilkenny as Kevin is now our new Provincial Commissioner. My sincere thanks go to Dermot, Brian, Dave and Kevin for their unstinting work in their respective Scout Counties and for their invaluable support to the Province through the PMST.



Our Province is strong and I am sure with Kevin's leadership and your support, it will contribute to and take the lead, when required, in the new challenges we face with the forthcoming changes to our governance, training programme and self-assessed quality standards.

Everything we do as individuals, or as teams, depends entirely on our commitment and dedication to being Scouts. Our honour, our preparedness and doing our best in every situation will be the measure of our Province's and our Association's success. Thank you once again.

Yours, as one Scout to another,

John Watmore
Sept 2014 – April 2015

Since the Scouting Ireland AGM in April the South Eastern PMST has met and assessed our current status and made some changes to our team.

These were; Johnny Campion as Programme Co-ordinator, Dave McCarthy as International Co-ordinator and John Watmore as Chairperson, Martine Phelan remains as Training Co-ordinator as does James Marks as Adult Resources Co-ordinator and Brendan Doherty as Provincial Treasurer.

“Everything we do as individuals, or as teams, depends entirely on our commitment and dedication to being Scouts”

John and I on behalf of the Province would like to thank Stephen Keenan, Ollie Kehoe & Trevor Timpson for the great work and effort they put in during their time on the PMST. We wish them all well on their future Scouting journey.

The PMST and Scouting Ireland Staff continued their work supporting Scout Counties and Scout Groups mainly with regards to finishing up current Woodbadge training in preparation for the new scheme.



Youth and Scouters from the Province participated in the World Scout Jamboree in Japan and all had a wonderful time and are still talking about the experience of a lifetime.

In August, at our Provincial meeting the candidates for Chief Scout and International Commissioner were introduced and the meeting was greatly supported by our Scout Groups and Scout Counties. There followed a lively Q & A after each candidate's presentation.

Training

Thanks to all the trainers in the South East Province for their continued commitment. Without them, we wouldn't have been able to continue to deliver the sheer volume of courses that we have. The Group Leader / County Commissioner Basic and Advanced courses continued to be well attended. We've taken on board our commitment to support one another and buddy up as we prepare for the new training scheme and we look forward to the challenges ahead. We'd like to welcome on board our new trainers and wish them every success and also we'd like to congratulate Paul Fitzgibbon, John Watmore, Paddy Lynch, Jemma Brennan and Alison Parle on earning their third bead. Well done everyone!

Carlow / Kilkenny Scout County

Again we had a very busy year within Carlow/Kilkenny. In October, the Scout County ran a very successful Sixer & Secunder day. This set the theme for all Carlow/Kilkenny events, where large numbers attended. County Youth Fora were held over one day this year and it worked well. Youth members went forward as Provincial Reps. in Scouts, Venture Scouts and Rover Scouts. From this, one Scout Rep got elected as a National Youth Rep. We wish Adam Hall all the best in this position. The County Shield was again a success with a large improvement in campcraft standards by all taking part. 5th Carlow (Carlow Town) Scout Group and 15th Kilkenny (Fortgrange) Scout Group

represented the Scout County at the Phoenix Challenge and both improved their placing. In June, the Scout County hosted a camp for all Programme Sections in Portlick Scout Campsite and we hope to build on this successful event for next year. The training of Scouters continued as in other years and was supported greatly. All Scout Groups continued to increase membership and the County Team supported Scout Groups in the Scout County as necessary.



Cill Dara Scout County

Cill Dara Scout County has undergone some major changes in leadership at Scout Group level over the past year. On the whole, the Scout Groups participated well at Scout County events and meetings. Scout Groups are working well.

Slieve Bloom Scout County

It was an active year within the Scout County, with events across all Programme Sections, some of which saw Scout Groups taking part in and qualifying for National Events. Scout Groups were very active during the year.

South Kildare Scout County

Over the course of the year, Scout Groups delivered quality programme and a positive Scouting experience to all of their members, from the youngest Beaver Scout to the oldest Scouter.

Scout County events were very successful and well attended with attendance up on last year. Congratulations to the Scout County teams who participated in the Phoenix Challenge in Pallaskenry, on achieving a Silver and Gold Standard. It's a credit to the youth members and their Scouters.



Wexford Scout County

Wexford Scout County has 14 Scout Groups who delivered a high standard of Scouting experience in their Programme Sections and on Scout County events. They are in the process of opening 3 new Venture Scout Units and a new Cub Scout Pack. Scout Groups in Ireland and abroad had great camping experiences.

Waterford Scout County

The Scouting year was a very busy one for the Scout County with all 17 Scout Groups delivering a quality programme and a positive Scouting experience to all our members. The Scout County has continued to grow. Most Scout Groups are now operating waiting lists and continue to recruit new Scouters. Last year was also a very exciting year for Waterford, with a fantastic programme being offered by the Scout County team. This year we had a record number of leaders participate in Woodbadge and Group Leader/County Commissioner training.

Conclusion

As we all move forward on our individual Scouting journeys let us remember that we are also members of various teams to whom we owe our respect and consideration and let us make that journey together in true Scouting spirit.

Kevin Murphy

Cill Mhantain Scout County

The Scout County appointed new County Programme Co-ordinators, who have hit the ground running by organising some events in the County. Scout County events are stacking up and attendance is improving. 14th Wicklow (Avoca) Cub Pack attended their first National event and came away with the National Cub Challenge trophy.

The Darkness into Light walks, Peace Light ceremonies, Sumo wrestling, tag rugby and archery were some of the activities available. Beaver Scouts wrote a cookbook, climbed mountains and achieved the Chief Scouts Award. Cub Scouts likewise pulled in the awards including the National Cub Challenge trophy. Scouts had lots of fun in Lough Dan and the surrounding mountains. Two teams attended the Phoenix Challenge and reached the Silver and Bronze standard respectively. A new Scout County website has been launched.





Provincial Commissioner

It gives me great pleasure tinged with a little sadness to set out my final report as the Provincial Commissioner for the Western Province. It has been a wonderful experience and a truly great Scouting journey, one which I immensely enjoyed. I'm delighted to note that over the past 5 years we have grown from 45 Scout Groups to 64 Scout Groups. Our membership has seen substantial growth during the same period and today we have over 5,500 members in active Scouting. Has it been all smooth sailing, I wish I could report yes, but like anything in life you will meet challenges along the way and I'm pleased to say that in most cases these challenges were overcome.

I would like to welcome Tadgh Kennedy as the new County Commissioner for Mayo and to thank Caroline Chambers, the outgoing County Commissioner for her many years of service to both the youth and adults in the Mayo Scout County.

What can you say about the programme offering that our youth members are getting in the Western Province? It's fantastic! Youth members are receiving programmes that are fun-filled, educational, adventurous and challenging across all the age ranges, from surfing on the Wild Atlantic Way, to opening up an opportunity for the Beaver Scouts to participate in a Provincial Challenge.

Again this past year we had even more teams attending the National Cub Challenge and the Phoenix Challenge. Our Scout Patrols are receiving higher awards at the Phoenix

"It has been a wonderful experience and a truly great Scouting journey"

Challenge, indicating an increase in the level of Scouting skills across the Province.

We were delighted to host Camp Three "West of the Shannon", at both the National Water Activity Centre and Clarisford Park in Killaloe. Nearly 600 Scouts and 200 youth support staff/Scouters enjoyed 5 days of fun and adventure whilst building on the use of the patrol system in our programme. The camp displayed teamwork at its finest!

It has been great to see so many Scout Groups and Scout Counties starting to use the awards programme to recognise the effort that our adult members put in on a weekly basis across the Province. My hope is that more Scout Groups would begin to use this facility to say thanks for a job well done.

I would like to give special thanks to our Youth Reps from both the Scout Counties and the Provincial team. Many of them started off as Cub Scout Reps at the start of ONE Programme and over the years they have progressed through the various sections. Today they are influential voices on numerous national teams and at National Council. Witnessing their development has been a true highlight of my tenure as Commissioner.

All along my journey as Provincial Commissioner, I have had the privilege of meeting fantastic Scouters, in every part of the Province, who were diligent, hard-working and deeply caring about the youth members in their care. To all of you, I say thank you for all you have done and continue to do. It has been my honour to represent each and every one of you.

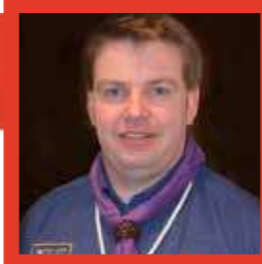
There are many challenges ahead for Scouting Ireland, Charities Act and Good Governance to name but two. I know that these challenges will be met and realised and Scouting will continue on the growth trajectory, as what we do for the youth of Ireland is more important now than ever before.

Finally, thanks to everyone that supported me over the past five years – my family, members of the PMST, staff and colleagues on the National Management Committee. I wish you all continued success.

The greatest pleasure in life is achieving what people say you cannot.

Brian Webster





Provincial Commissioner

I have the pleasure of writing my first Annual Report outlining yet another great year for Scouting in the Southern Province. All of which is a great credit to all of the Scouters that participate in all of activities to make our Province work.

Provincial Management Support Team

In the last few months we have seen some changes around the Provincial table. Morgan O'Sullivan stepped down as Provincial Commissioner. Ber Brennan, as Provincial Youth Programme Representative after many years at the Provincial table, made way for Dee Murphy, who joined us in that role. After many years leading our superb team of Trainers and overseeing many changes in Training and supporting Programme, Declan Condon, stepped back from the role of PTC this post was filled by James Neenan. Declan will remain as part of the Team to help with the roll out of our new training scheme. In other roles; Mary O'Regan continues her role as Provincial Treasurer; Martin Flahive represents us on the National Adult Resources Committee; and Ruairi Nealon on the International Team. Máire Fitzgerald is our Provincial Youth Rep Facilitator and Denis O'Regan joins the team as Provincial Secretary.



At the PMST, the Scout Counties are being represented by Una O'Regan of Cork South, Sinead Jones of West Cork, Robert Costigan of Tipperary North, Michael Dempsey of Tipperary Cois Suire, Sean Sweeney of Kerry, Pa Cotter of North Cork, Derek Long of Cois Laoi and Colin Heas recently finished his term for Lee Valley and has been succeeded by Eoin Callanan. Limerick Scout County finished the year with no County Commissioner.

Youth Representatives

Following very successful Provincial Youth Fora, run by Ber Brennan & Steve McCarthy along with their team, the fora resulted in elected Provincial Reps for Scouts, Venture Scouts and Rover Scouts.

Training

Successful Training courses played a vital role in informing and engaging our adult Scouters. Across the last year we saw a great number participate in Training and complete their Woodbadge. Well done to all.

Development

The following Scout Groups opened in the Province during the 2014/15 Scout year:

County	Group
West Cork	16th Cork (Mizen)
Tipperary North	2nd Tipperary (Nenagh)
Cork South	1st Cork (Crosshaven)
Lee Valley	31st Cork (Lissarda)

In addition, we also opened a number of new Sections within existing Scout Groups.

Cork Office Project

One of the most exciting developments for the Province was the partnership between the Kilcully Scout Campsite and the Provincial Management Support Team in the development of a Training Centre and Provincial Office in Kilcully. Investment by Scouting Ireland enabled the renovation of the first floor of the Kilcully House. An agreement was put in place, which will see all training for the Cork area being held in Kilcully. The dedicated office space offers a facility for both the Support Staff and the Provincial Management Support Team to work closely together.

It is hoped that this partnership will develop over the years to bring success to both the Campsite and the Province and to grow the membership and help bring the experience of Scouting to more young people.

The new office facilities and the very high standard Training room is a result of the vision of Morgan O'Sullivan, our former Provincial Commissioner, Mary O'Regan Provincial Treasurer, Neil Collins our Provincial Support Officer and Michael John Shinnick, Chief Scout.

I would like to thank all of those that have supported me in the first few months of my term and I look forward to working on behalf of the Province in the years ahead.

Chris McSweeney



“Successful Training courses played a vital role in informing and engaging our adult Scouters”





This year has been a busy year for the National Spiritual & Religious Advisory Panel (NSRAP). The panel was reformed in February with new membership from a number of faith groups:

- 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

At the first meeting of the new panel on the 9th February 2015, I was elected as Chairperson. I stated at that time that my primary objective would be to "keep Spirituality on the table of Scouting Ireland".

Spiritual Development in Scouting

One of the first issues that the panel had to consider was the role of NSRAP within Scouting Ireland. We were presented with the report produced by the Faith & Belief working group (FAB) which had identified a number of challenges that had faced NSRAP to that point.

These included:

- Irregular meetings due to the work nature of the Religious community.
- Unattainable goals set by the Association such as the expectation of religious people to provide religious requirements at all National events.
- Panel was reactive to the needs of the Association instead of being at the centre of decision making, e.g. Programme Development.
- Disjointed communication infrastructure due to the NSRAP not needing to be Scouters but expected to know how Scouting works.
- The issues around the disjointed nature of NSRAP need to be addressed urgently.



"...my primary objective would be to "keep Spirituality on the table of Scouting Ireland"."



The FAB work group had made the following recommendations:

1. A clear job description for the role of the various members of the NSRAP.
2. To continue with a designated Faith & Belief (FAB) group to support the work of NSRAP in the Spiritual development of Scouting. The FAB group to meet more regularly and the NSRAP members to attend.
3. The FAB group to work on communications with Scout Groups and Scout Counties to identify the needs of the membership.
4. Work is needed on the Sponsoring authorities, this should be done in the form of a survey to existing Scout Groups so that a clear database of sponsoring authorities can be created.
5. Spirituality sessions for Trainers by church body representatives. The FAB group are to meet the Training Review team.
6. Guidelines on how Scout Groups should be linking with the Pastoral teams in the various communities around the Country.
7. Communicate with Scouters and parents regarding Religious observances on events.
8. Make Scouters aware of existing Spiritual Resources and to develop resources where needed.

We committed to consider these recommendations in the context of supporting, encouraging and advising Scouting Ireland, its Scout Provinces, Scout Counties and Scout Groups in doing their duty to God or in furthering their understanding and acceptance of a spirituality reality. We also asked the FAB group to remain in existence so that we could work with them into the future.

I would like to take this opportunity to thank the other members of the Faith & Belief working group (of which I was one) for their work:

- Rev. David Kenneally
- Rev. Gillian Wharton
- Chief Scout, Michael John Shinnick
- National Secretary, Sean Farrell
- Brian Meyer
- Don Trotter
- Gerry Glynn
- Patricia Blake
- Mark Blake
- Vincent Heeney
- Elaine Dunne

Alternative Promise Review

National Council saw the adoption of a motion calling for an alternative promise variation. This piece of work, which required looking at a variation which did not use the words God or Spiritual Reality, has kept us busy.

National Trail Day

We were very pleased to be part of the National Trail Day this year. It was a fitting ceremony to remember all those Scouts who have 'Gone Home'. We would like to thank the organisers of the day and all those Scout Groups that attended.

Finally, I would like to thank all those people who have given me advice and support during my first year as Chairperson of the Panel. What has been clear to me in this short time is that there are many people that are passionate about the spiritual side of Scouting. Although there are times when shadows fall on the Association, the Spirit of Scouting burns bright, and will continue to do so as long as we stay true to the Promise and Law, bringing us back into the light.

Pat Ó'Súilleabháin





“The mission of the International Commissioner and his team is to facilitate and support members of Scouting Ireland to experience quality International Scouting.”

Intention to Travel

The decision by a Pack/Troop/Unit/Crew to embark on a trip, camp or expedition overseas marks the beginning of the international experience. An online intention to travel form is now available and this allows the Provincial Co-ordinators to begin the support and issue the Countdown to International Camps booklet for the planning process. Over 140 Scout Groups went abroad this year and most importantly arrived back safely. It is encouraging to see so many Scout Groups travelling overseas for the first time.

Provincial International Co-ordinators

All of the Provincial International Co-ordinators have agreed and committed to be the face of International Scouting at Provincial level and will support and track the bulk of the activity. These are: Vacant (Dublin Scout Province), Michael Brennan (North Eastern Province), Niall Gannon (Northern Province), Kieran McCormack (Western Province), Trevor Timpson (South East Province) and Ruairi Nealon (Southern Province).

International Team

The International Team provides various representations on National Teams including: Aidan Brennan (Adult Resources), Kate O’Farrell (National Youth Programme Committee), Fiona McCann (Website & Communications), Paddy Hennelly (National Youth Council of Ireland). Representation on each of these teams ensures an International dimension is sustained throughout the organisation. Each Section had youth reps, who provided a link within the programme Sections. The team administered the Scouting Ireland Academy process, which enabled a fair and relevant representation to many International events. Many thanks go to Steve Cull for this vital role.



World Scout Committee Youth Advisors

Congratulations on the successful election as a World Scout Committee Youth Advisor go to Maire Fitzgerald. She has embarked on a fantastic and hectic journey and we are proud to have a Scouting Ireland member working at such a level.

European Scout Committee

It is good to note that Scouting Ireland is well represented on a number of European Scout Committee working groups:

- Mary Nugent - Educational Methods
- Maelíosa De Buítléar - Organisational Development Core Group
- Claire McAroe - Diversity and Inclusion Priority Group
- Stevie Oakes - Youth Empowerment Priority Group
- Paddy Hennelly - External Relations

World Scout Jamboree, Japan 2015

See the spread on the next page!

Explorer Belt - Germany 2015

A strong contingent of Rover Scouts set off and completed the 2015 Explorer Belt in Germany. A great event and well organised. Well done to Neil Cowan, Kate Cowan and their team.

“...commend the Scout Groups that have taken the brave step to facilitate their youth members to travel overseas...”

Heads of Contingents

The Head of Contingent for Roverway (France) 2016 and the World Scout Moot (Iceland) 2017 have been named as follows:

- Glenn Webster - Roverway (France) 2016
 - Michael Brennan - World Scout Moot (Iceland) 2017
- Congratulations to them both and we wish them and their teams every success on their journeys.

Lesotho Partnership

Darragh O’Brian and his team have now cemented an agreement for a long-term partnership with the Scout Association of Lesotho. This will be a strong project primarily for the Rover Scout Section. In March 2016 we will host the Partnership event where countries with partnerships in the African region & European region will come together to develop the strategies and funding options for a future path. We wish them luck in their endeavours.

Finally

To enable me to achieve all of the above I would like to thank my International Team for their commitment and dedication. My thanks go also to the National Office staff for their support on administration of documents and travel arrangements and indeed may I also thank and commend the Scout Groups who have taken the brave step to facilitate their youth members to travel overseas and/or who have hosted the many visiting Scouts from all over the world. I would also like to commend the many Rover Scouts and Scouters who represented us on the various events and seminars. Your feedback and participation will serve Scouting Ireland for many years to come. All of you have made the International dimension of Scouting in Ireland a reality.

Christy McCann



ADVENTURES BEGIN HERE

SCOUTING IRELAND



World Scout Jamboree Japan 2015

Stephen Carey (Contingent Leader) and Paudy O'Brien (Deputy Contingent Leader) have completed a successful representation to the World Scout Jamboree.

Six troops (240 Scouts and Scouters) and almost 100 IST participated and engaged in every aspect of the Jamboree. As a Contingent they flew the Scouting flags and our sincere thanks go to the Contingent Management Team, Troop leaders and all the unseen supporters, who got them there and back.

Our thanks also go to Charlie McGuinness, Therese Bermingham and Ger Hennessey who took on key roles within the Jamboree planning teams.





**Seán Farrell
1st September 2014 – 18th April 2015**

In this, my final report as National Secretary for the period 1st September 2014 to 18th April 2015, I want to summarise the highlights for me, in that period.

The first National Council Reception took place in the Library of the RDS and the occasion proved to be very successful. It allowed the Association to launch and draw attention to the major issues and developments within Scouting Ireland and no doubt this will only grow in its effectiveness over the coming years.

National Council

Holding National Council in a venue such as the RDS, raises the profile of our Association and hopefully, in time, it will bring about an awareness and a recognition by the public of the work and contribution that Scouting Ireland makes to our Country.

National Management Committee

The National Management Committee (NMC) now has a "Code of Conduct" in place. This will guide and assist the committee to enable it to operate a "shared responsibility" ethos and it will assist the members in carrying out their roles in a true and caring fashion.

NSRAP

The revamp of the NSRAP will allow it to be in a position that ensures the spiritual elements of Scouting Ireland are an integral part of everything we do. Supported by the Faith and Belief Groups as it is, it will make for a more representative ethos from the Association at large.

NMC Committees

The proposed Code of Governance will bring about clarity and responsibilities for these committees and where necessary the 'Code of Conduct' is the tool to guide and assist members to act and behave in a true and beneficial manner that befits our Association.

Group Compliance & Governance

This will become a major element for the Association in the future and it is important that all Scout Groups fully engage in the debate, design and decision making regarding what will constitute good governance and practice in Scouting

Ireland. Each and every one of us must familiarise ourselves with what is required and necessary to ensure, above all else, what is done is in the best interests of the Association, the Scout Groups and the members.

SI Trust & Other SI Companies

This area, over the past three years, has made significant progress in moving towards unification of the Scout Trust Entities. This is thanks to the patience and dedicated involvement of its committee members.

Critical Incident & Crisis Teams

Both of these teams have carried out sterling work and have become more professional and experienced day by day, in this priceless and valuable work.

Insurance and Risk Management

Major progress in areas such as travel, property and buildings insurance continues to develop and expand, again this is due to a diligent committee, for which I thank them.

Heritage Group

Some time back heritage was something looked upon as oldies and the past, while this might be partly true it is now becoming a "living heritage" and is engaged in by both adults and youth members alike. Hopefully the suggested Heritage and Archival Centre in Larch Hill will become a reality in the not- to distant future.

Founder's Day Celebrations

These have now become a very successful annual celebration in Scouting Ireland and will no doubt grow



and develop in the years ahead, bringing to the fore the wonderful abilities and achievements of our youth members.

Larch Hill Remembrance/Trail Day

This event, while on a different date and at a different venue, is an "off shoot" of Founders Day and is a very meaningful way and occasion for all of us to remember our fellow Scouts, who have "Gone Home".

Conflict Resolution

This area requires an understanding of each other and an acceptance that we all from time to time differ in our ways and opinions. We must learn to accept the conclusions of the formal complaint procedure, even if it's not the outcome we would like or want. We need to start talking more to each other and not about each other, in a true and meaningful "Spirit of Scouting".

Database and Information Technology & National Office Technology systems, structures and obligations are an on-going matter in Scouting Ireland and, will in the interests of the Association, be progressed and operated in the

best ways possible, bearing in mind the saying "what is important is rarely complicated and what is complicated is rarely important".

Conclusion and Thank You

Thanks to each and every one who supported and worked with me during my term as National Secretary, I operated in the interests of the Association and the members and always endeavoured to be truthful, transparent and above all else to do so in a friendly and Scout like manner. Thank you ever so much for the privilege.

Sincere thanks also to all of the Scouting Ireland staff, both in the Provinces and at National Office, as well as to the volunteers in the Association. I wish continued success to the wonderful movement that is Scouting Ireland, of which I am proud to be a member.

Seán Farrell

"The 'Code of Conduct' is the tool to guide and assist members to act and behave in a true and beneficial manner that befits our Association."





Jimmy Cunningham

18th April 2015 – 31st August 2015

It is my pleasure to set out hereunder the report of the National Secretary for the Scout year 1st September 2014 – 31st August 2015. I was delighted and honoured that the members chose me to be their National Secretary, but there was no time to enjoy that moment as, straight away, it was down to work in order to provide solutions to what happened at National Council in April. As a Scout myself I was extremely disappointed by the behaviour of some of our members before, during and after National Council. I have to state again, at this stage, that there is no place for this sort of behaviour in any organisation, let alone Scouting, an organisation that prides itself on being open to all without prejudice, be it sexual orientation or age. We saw a side to Scouting that we would never hope to see again so it was heartening for me to witness the largest ever turnout for a National Council at the EGM in September. This was a very strong statement to me that the membership of this Association deplored what went on and wanted to make sure that Scouting Ireland sent out a strong message to the so called members who behaved in this manner. There is no place for them in Scouting. My hope going forward is that all members of Scouting Ireland would live the Scout Law and Promise in all they do.

National Council

The Annual General Meeting of the National Council in 2015 took place in the RDS, Dublin and was attended by a record 914 delegates on the 18th April. The increase in the number of delegates attending, particularly youth



members, is very heartening and with a change to Article 38 of the constitution having been ratified, Scout Groups will now receive an extra admittance card that is specifically reserved for a youth member. National Council failed to elect a Chief Scout in April so an EGM of National Council will be held in September 2015 to address this matter and some other outstanding business. I would like to once again encourage all Scout Groups to participate in National Council so that you can have an input into the important decisions that are made which affect Scouting Ireland.

The next AGM of National Council will take place on Saturday 16th April 2016 in the RDS, Dublin.

National Management Committee

The National Management Committee (NMC) has to deal with an extraordinary amount of business and this continues to grow and be a challenge for us to manage. I have commenced the development of a 'Scheduling Calendar' for NMC meetings and once implemented, this will ensure that the important items of business are addressed on a regular and scheduled basis. Due to the level of business to be done by the NMC we have now a scheduled NMC meeting each month to make sure we get everything completed. I want to thank my fellow members of the NMC for the time commitment they give to support the running of the national elements of Scouting Ireland.

NMC meetings generally take place over a day, but the committee is flexible enough to allow for a two day meeting when required and is open to visits from standing committees and other appointed individuals.

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

NMC Bulletin

Since I took up the role in April I have issued the National Secretary's Management Bulletin promptly after each meeting of the NMC and it is published in the weekly general mailing, online on my.scouts.ie and in the Inside Out magazine. I think it is important that the NMC communicate directly with every member and let everybody know the decisions that are being taken on their behalf by the NMC. I hope it keeps everyone informed and if nothing else it highlights the vast amount of work that is taking place from week to week.

During the period of September 2014 – August 2015, the NMC met on ten (10) occasions. The following is a table of attendance at those meetings:

	Eligible	Attended
Michael John Shinnick	10	4
Ian Davy	10	8
Jimmy Cunningham	10	10
Brian Webster	10	8
John Watmore	5	3
Sean Farrell	5	5
Morgan O'Sullivan	5	4
James O'Toole	10	8
Ollie Kehoe	5	5
Cathal Healy	5	4
Glenn Webster	5	5
Claire McAroe	5	5
Christy McCann	10	10
John Reid	5	5
Thérèse Bermingham	10	7
Annette Byrne	10	7
Tom Clarke	10	9
Kieran McCann	10	9
Mark Blake	10	10
Pat Ó'Suilleabháin	7	6
Kevin Murphy	5	4
Paudy O'Brien	5	5
David Byrne	5	5
Mary Fricker	5	5
Gary Gaughan	5	4
David Walsh	5	5
Kieran Cody	5	5
Chris McSweeney	5	3

During the period of September 2014 – August 2015, we had a change of personnel on the National Management Committee. Michael John Shinnick was due to retire as Chief Scout in April 2015 but as the National Council failed to elect a replacement, he remained in office as Chief Scout until the end of the Scout year. John Watmore, Sean Farrell, Morgan O'Sullivan, Ollie Kehoe, Cathal Healy, Glenn Webster, Claire McAroe and John Reid retired from the NMC. I would like to pay tribute to them all for their efforts and thank them for their services to Scouting Ireland.



Pat Ó'Suilleabháin, Kevin Murphy, Paudy O'Brien, David Byrne, Mary Fricker, Gary Gaughan, David Walsh, Kieran Cody and Chris McSweeney joined the NMC. Membership of the National Management Committee involves a great deal of work and time and I commend all the members for their dedication to the development of Scouting Ireland.

NTPIC

The National Team for Policy, Implementation & Coordination (NTPIC) comprises the Chief Scout (Chairperson), National Secretary, Chief Commissioner (Youth Programme), Chief Commissioner (Adult Resources), 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. Since I took on the role in April we now have monthly meetings and these generally happen on the first Monday of every month and items of discussion are regularly referred to the National Management Committee for final 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 and I give the membership a briefing in the National Secretaries Management Bulletin.

NSRAP

I am pleased to report that the work of the National Spiritual & Religious Advisory Panel (NSRAP) which commenced during the year 2013/2014 came to fruition this year and a new Chairperson was appointed. Pat Ó'Suilleabháin joined the National Management Committee in February 2015 and has been a very welcome addition, bringing a fresh perspective to the business of the committee.

NMC Sub Committees

The NMC has four standing committees:

- National Team for Policy Implementation and Co-ordination (NTPIC)
- National Youth Programme Committee (NYPC)
- National Adult Resources Committee (NARC)
- National Spiritual and Religious Advisory Panel (NSRAP)

“Scouting Ireland is operating in a different environment than it has been previously and the youth work and charity sector is becoming more and more regulated”

Other NMC Teams & Sub Committees

- Communications Team
 - International Team
 - International Activities Sub-Committee
 - Training Team
 - Provincial Management Support Group
 - Child Protection Management Team
 - Awards Committee
 - Domestic Activities Sub-Committee
 - Maryville Trust
 - Risk Management Advisory Team
 - Campsites and Facilities Team
 - Property Committee
 - Crisis Management Team
 - Critical Incident Management Team
 - Trust Bodies and National Management Committee Working Group
 - Outdoor Adventure Store/The Scout Shop & NTPIC Working Group
 - Corporate Governance Review Committee
 - The Chief Scout Elections review Group
- Scouting Ireland has Memorandum of Agreements with:
- Duke of Edinburgh Award
 - Gaisce Award
 - Mountaineering Ireland

Scouting Ireland is a member of:

- National Youth Council of Ireland (NYCI)
- Children’s Rights Alliance

All of the above are monitored by and make regular reports to the National Management Committee.

Scout Group Compliance

462 Scout Groups were awarded the Certificate of Compliance for the Scout Year 2014/2015 for successfully being compliant with annual census and financial returns. This was an increase of 162 on the previous year. It is critical that Scouting Ireland ensures best practice in areas of compliance and we will continue to take steps to provide support to Scout Groups to ensure our obligations are met. I want to thank each Scout Group for making sure they are compliant and to those who are not, I urge you to seek assistance from us to help you be so.

Membership Management

The management of our membership records is a major challenge for the Association. Incomplete records, incorrect contact information, or worse non-registration/ underreporting 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 (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 irreparable. In the coming months I will be launching a membership support tool that will assist Scout Groups in managing waiting lists and registering members on the national database. But don’t forget, the responsibility for the registration of members lies 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 Stage 2 training.



Governance

As reported last year, the NMC appointed a sub committee to complete a corporate governance review with the aim of Scouting Ireland becoming compliant with the Governance Code for Community, Voluntary and Charitable Organisations in Ireland. Significant work has been undertaken in this area in the past twelve months and the NMC has received a report or presentation as to the work of this committee at every meeting during the year. It has become apparent that significant structural reform is required at national level to ensure that Scouting Ireland can be compliant with the Governance Code, the Charities Act and the Companies Act. In the coming months, resources will be made available to Scout Groups to assist them with registering with the Charities Regulation Authority/Charities Commission Northern Ireland.

A nationwide conversation will commence between the National Management Committee and all Scout Groups to discuss the implications of the changes that Scouting Ireland will be required to make and how these changes can be best implemented to ensure that Scout Groups remain the central focus of Scouting Ireland and that Scouting Ireland can be seen as a sector leader in this area. It is worth noting that in October 2015 the NMC appointed an Audit and Risk Management Committee in compliance with the Governance Code for Community, Voluntary and Charitable Organisations in Ireland.



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 Ireland.

The Companies are managed by their Board of Directors, who at present are also the members of the Company. National Council nominates individuals to the Boards for appointment in accordance with the Memorandum and Articles of Association of the Companies.

The Companies conducted their own governance review in conjunction with the corporate governance review being carried on in Scouting Ireland. Proposals were developed and considered by the National Management Committee. It is envisaged that there will be some changes to the governance structures of the Companies in the near future including:

- Their purpose and objectives.
- Changes to their Memorandum & Articles of Association/Constitution.
- Changes to the method of appointing directors and director rotation.
- Changes to the membership of the company.
- Better and more formal communication with Scouting Ireland.
- Adoption of the Governance Code.
- Services provided for Scout Groups & Scouting Ireland.

Other SI Companies

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

The Outdoor Adventure Store/The Scout Shop (OAS/ TSS) operates as an independent commercial company with its own Board of Directors. The National Management Committee meet with the directors of the Scout Shop annually and more regularly through a smaller working group to discuss items of mutual interest and to ensure that service level commitments are being maintained.

We were pleased with the opening of The Scout Shop units on the majority of National Scout Centres and this venture has proven to be very popular with visitors. We also thank the OAS/TSS for their sponsorship this year.

Critical Incident Stress Management

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 situations. Training of new members to assist in this work takes place regularly.



Crisis Management Team

The Crisis Management Team were on hand to assist with matters, which were considered crises. This committee has an expertise that ensures 'calm heads' prevail when dealing with matters of crises and that proper plans are put into place, when required.

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 general climate of ever increasing costs in this area. The co-operation of the membership in this area is invaluable, 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

Heritage Group

This Group have in the past and continue to be the guardians and keepers of Irish Scouting's history. The Group also help and assist Scout Groups and others to research their history and are always happy to do so.

There is an excellent museum in Mount Melleray that is maintained by the Heritage Group. This exhibit is well worth a visit by any Scout Group that is staying in Mount Melleray or in the general area. They are always looking for assistance and new members, so if you would like to be part of this contact National Office.

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 has become quite a problem and I have started to address this. The National Management Committee has established a committee to consider the current procedures and make recommendations for changes or improvements that need to be made. We need to consider the idea of a central complaint and appeal panel, providing training for Scouters in this area and the development of resources to support Scouters that find themselves dealing with these issues.

I have already published some helpful documents that will support Scouters dealing with these issues in an open, fair and Scout-like manner. My appeal to all members of Scouting Ireland is 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

“We have big challenges to face to ensure we can safeguard Scouting for future generations of young people”



someone and that the other party can accept this fully and allow both parties to move on. This is the Scout way - let's consider this for the year ahead.

Database, IT & Website

The current Scouting Ireland online database has not undergone any significant enhancements during the reporting period, but has required some routine maintenance.

I am pleased to say that the full redevelopment of our online presence is well underway. The Communications Team and National Office have been working closely together developing the first steps of this project, which involves a total overhaul of the Scouting Ireland website. The build part of the Website is now complete and the team are working and putting together content for the various elements of the site. Significant progress has been made in this area and once live, this will be a resource like no other in Scouting.

The second part of this project is on-going, with regular meetings taking place with the contractors. This involves a full redesign of the existing Scouting Ireland Database, which will become a new 'Membership Management System'. As well as providing a user-friendly platform for Scout Groups to manage their members and sections, it will enable online bookings, payments and all of our other paper based processes to be streamlined.

It is anticipated that this system will be launched early in the second quarter of 2016.

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 on-going day to day issues in a very timely way. I'm currently in discussions with the CEO in relation to trying to improve on the partnership approach of the team and the systems of working between volunteers and staff.

A full staff matrix can be found in the appendix at the end of this report.

In Conclusion

Firstly, can I thank the previous National Secretary for the effort he put in over his 3-year term. Sean, I admire

the effort and time that you put into the role and I hope I can continue to finish the many projects you have started.

I would like to thank my fellow Scouters and all of the members of Scouting Ireland for the privilege and honour of being elected as Scouting Ireland's National Secretary. Scouting Ireland is operating in a different environment than it has been previously and the youth work and charity sector is becoming more and more regulated. We have big challenges to face to ensure we can safeguard Scouting for future generations of young people, but I know that if we work together we can overcome these challenges and Scouting Ireland & its Scout Groups will be the better for it.

Jimmy Cunningham





NATIONAL TREASURER



Scouting Ireland's financial result was a very modest surplus for the year of €13k compared with the previous year's deficit of €55k. This was as a direct result of supporting National Officers, national and international events treasurers and Provincial Treasurers to work within their allocated budgets. It is also attributed to close monitoring of National Office expenditure and to the National Scout Centre Managers for the efficient management of their budgets. Sincere thanks to the Finance Support Team, the Finance Team in National Office and the Campsite Managers for their diligence and management of income and expenditure.

Total incoming resources for the year amounted to €5.178m compared with €4.336m last year. The increase in 2015 income over 2014 income is mainly attributed to the World Scout Jamboree. In September 2014, the National Management Committee decided that the youth membership subscription for 2015 should remain at €45.00 and that there should be an increase in the adult membership fee to €25.00. With the growth in membership this resulted in membership fee income rising by 1.6% from €1.594m in 2014 to €1.778m in 2015. Donations received of €85k in 2015 were less than 2014 (€145k), which is due to the timing of receipt of donations in 2013 (€5k). Income from our National Scout Centres grew by €14k to €594k in 2015.

Administration costs increased from €424k in 2014 to €527k in 2015, this increase is ascribed to increased provisions for legal costs for Scouting Ireland. Administration costs include finance, insurance, information technology, human resources, legal costs, fundraising costs, central management and depreciation. Scout County and Provincial costs increased by €18k which is, I am pleased to say, reflective of the increase in Scout Group compliance with annual returns resulting in Scout Counties receiving higher rebates. Governance costs of €23,878 were incurred in meeting Scouting Ireland's compliance with constitutional

“We have continued to build on the foundation of transparency and governance by strengthening our processes and procedures...”



and statutory requirements and these are included in administration costs. During the year we have continued to build on the foundation of transparency and governance by strengthening our processes and procedures. We have also invested a huge amount of time and effort in ensuring compliance to the Governance Code; a project that will continue into 2016 and beyond. During the year the National Management Committee approved the terms of reference for an Audit & Risk Sub Committee of the board and put out an open call to the Association for candidates.

The cash position at year end was €2m, with reserves increasing by €18k to €1.682m. This is in line with Scouting Ireland's Reserve 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's 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 between spending the maximum amount of income, while maintaining the appropriate level of reserves to ensure uninterrupted operation. The policy and target range will be reviewed bi-annually to reassess the risks and reflect changes in the Association's income, financial obligations and expenditure.

The financial strategy is reviewed on an annual basis and includes a three year budget cycle. This ensures that we have correctly aligned resources to guarantee the delivery of the Association's strategic plans. In 2015-2020 Scouting Ireland will make significant capital investments in a combination of areas; information technology systems, website, and the National Scout Centres including the refurbishment of the National Water Activity Centre, Killaloe & Larch Hill House.



Fundraising

The 12 Days of Christmas Fundraiser, following a major revamp in 2014, raised funds of €624k by Scout Groups, which was an increase of €84k on the previous year. We will continue to support this very important fundraiser for Scout Groups and we anticipate that the growth in revenue will continue to provide Scout Groups with these much needed funds.

In July 2015 the National Management Committee approved the recruitment of a fundraising professional, the primary purpose is to identify and pursue income streams and funding possibilities for Scouting Ireland. The National Management Committee have noted a weakness in the overall ability of Scouting Ireland as a National Youth Work Organisation to fundraise and generate other income streams. The NMC agreed that this is an area that requires attention and will consider proposals on how this can be addressed very shortly.

The National Quartermaster and Logistics Team under the direction of Team Lead, Andy Cleary, have continued to keep national equipment in good order, co-ordinating and providing equipment for local and National Activities such as the Phoenix Challenge, Venture Scout Challenge, Beaver and Cub Scout days to name just a few. Our thanks and appreciation go to all of the members of the team, who work so tirelessly (in the background) on our behalf.

National Scout Centres

Our National Scout Centres continue to update and improve facilities and activities on offer. 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 continued in the role of Campsites & Facilities Team Lead and continues working with the teams from the National Scout Centres to implement a National Scout Centre strategic plan that will meet the needs of the Association in the short, medium and long term. During the year the team adopted, with the approval of the National Management Committee, a Mission & Vision statement for the National Scout Centres:

“The 12 Days of Christmas Fundraiser, following a major revamp in 2014, raised funds of €624k by Scout Groups, which was an increase of €84 on the previous year”

Our Mission

To provide a safe, friendly and secure environment for young people to develop through the outdoors using the Scout Method.

Our Vision

To be a Centre of Excellence for young people to experience Scouting in the Outdoors.

Lough Dan

Work on the refurbishment and reconfiguration of the campsite toilet and shower is complete. The camping facilities had one of its busiest summers surpassing the previous year. Lough Dan hosted Gaisce expeditions and many foreign Scout Groups. The addition of the Crean-Shackleton Hut with its own cooking/dining facilities makes the centre an ideal base for small groups hiking the Wicklow Way. Lough Dan Scout Centre is open all year round.

Mount Melleray

It's been all go at Mount Melleray, as refurbishments continued apace throughout the year. The Half Acre has been transformed and the old Games room has had a complete makeover and is now a stylish purpose built training/conference facility. A lot of work has been completed and there has been an increase in the number of visitors as a consequence. Outside, despite winter

storm damage the team have restored the campsite to pristine condition. Well done to all the crews, who give great service to the centre and the Community Employment (CE) Scheme supervisor and participants, who keep Mount Melleray in great shape; without them it would be impossible to provide the service that they do.

Larch Hill

Larch Hill continues to be as busy as ever with a new record of 1,800 visitors to the site on one of the weekends in June. The Tented Villages continued to be as popular as ever and The Pine Village and the Oak Village, which are fully equipped, were occupied for most weekends in the season. This is no surprise when all you have to do is make your reservation and turn up with your sleeping bag! The Patrol Shelters are also proving to be very popular sleeping up to 8 people, complete with their own altar fires, which are great for backwoods or as a stopover for hikers. There are plans underway to construct a further two units in the coming year. There were a number of very successful events run by Larch Hill in the past year such as, Santa Days in December 2014 and Larch Hill Heroes Assemble Cub Scout Camp in June 2015. Keep your eye on the website for future events. Thanks once again to the Meitheal Volunteer Staff, who continue to manage the very busy weekends at the Centre with calm efficiency. Thanks are also due to the CE Scheme supervisor and his team for the maintenance duties they perform at the Centre.

NWAC Killaloe

Alterations to the original designs for the new much needed building for the National Water Activities Centre at Killaloe necessitated that a new planning application was required. This led to a delay in getting the building works underway and as a consequence the centre was closed for the season. The one exception was Camp 3 when the

“Our National Scout Centres continue to update and improve facilities and activities on offer”



foreshore was used to launch vessels for water activities for the event. The activities were supervised and run by the NWAC volunteer team. Meanwhile the planning application was approved in August and the process to appoint a contractor is underway again. We should be ready to set sail again at the centre early in 2016.

Castle Saunderson

The year was a particularly busy one in Castle Saunderson with 9,536 visitors and 17,293 bed nights. While there were no ‘large events’ at the centre the number of individual groups coming to the centre increased, as did the average length of stay. The package deals offered during the summer season were hugely successful. The diversity of visitors to the centre is to be welcomed, with a broad range of users from different communities using the centre. Work is continuing to develop and advance the facilities and programme available for scouts. Great thanks must go to our staff, volunteer staff and Tús Scheme workers for all the work to help maintain and improve the centre.

In Conclusion

Over the past two years I have had the pleasure of working with many teams: The Finance Support Team, Quartermaster and Logistics, Campsites and Facilities, The Scout Shop, Operations Team, The Scout Foundation Northern Ireland, Maryville, Governance Team, Den Development Team, National and International events teams. The most important factor and common denominator in all of these teams is that we work together as Scouts to ensure the efficient use of Scouting Ireland’s resources and to make certain that Scouting will thrive in our Scout Groups long into the future. The overarching sentiment is and remains to be, that decisions made are for the good of scouting and to ensure that Scouts of all ages can enjoy the facilities and programmes provided through the efficient management of finances and resources.

Annette Byrne





How we communicate is evolving quickly, offering us more options than ever before, in the last five years alone, the growth of social media and mobile technology has been staggering and at the same time thrilling. For every instance of necessary communication, be it internal, external, important or fleeting, there's now an appropriate form of messaging. Our job in the Communications Team is to ensure we use all of the tools available to us in an effective and efficient manner.

That is the challenge and it is not always easy, but never shy of accepting a challenge the Communications Team has worked tirelessly week in week out to ensure that Scouting Ireland has a set of communication tools suitable for Ireland's fastest growing and largest youth movement. As a team, youth participation in everything we do is at the centre of our success, young people and adults working together, exploring new ideas and telling the amazing story that is Scouting!

Inside Out

Inside Out, our monthly news e-zine, now in its fifth year of publication, continues to grow and more and more Scout Groups are sending in photos and reports of the amazing activities happening around the Country. In the final few months of this reporting period the team have been testing a new Inside Out blog that we will launch soon, this, along with the e-zine, will continue to be the one stop shop for all that is happening in Scouting Ireland.



Insight

We have also supported the launch of a youth blog; <http://insight.scoutblogs.ie/> which is headed up by Shane Morgan, a Venture Scout from Cork. The blog is an emotional and spectacular insight into the true effect Scouting has had on our membership. It's not all about high adrenalin activities, Scouting can and does have a profound influence on the character and development of its membership.



During the summer of 2015 we also introduced new software for the publication and distribution of our weekly communications email from National Office. This greatly improved the effectiveness and ease of use of this important communications tool and also allows us to track the hit rate and read rate for each of the notices sent. We look forward to further improvements to this service over the coming months.

World Scout Jamboree 2015

The 23rd World Scout Jamboree took place in July and August in Kirara-hama, Japan and Ireland was well represented with 6 Troops and a large representation on the International Service Team. Each of the Troops appointed two "Young Correspondents", who were given the task of keeping those at home updated, in most cases with live feeds of the fun and adventure of a Jamboree. During the lead up to the Jamboree the Young Correspondents published a newsletter and kept the Facebook and Snapchat feeds up to date. We also launched a special mobile app, Tiqbiz, that allowed each of the Troops to communicate home to parents and friends in a secure and efficient manner. During the Jamboree our contingent



"Young Correspondent" Rory Nevin from the Galtee Mór Troop interviewed an astronaut Soichi Noguchi, who at the time was circling around the Globe in the International Space Station, a great honour for Rory and certainly something for his CV.

Photography and Video

Photography and Video continues to be a key area of responsibility for the team and our volunteers have excelled in attending nearly every National Activity in the last twelve months, capturing and cataloguing the fun and adventure as it happened. We have also started to re categorise our back catalogue of over 30,000 images, so that they can be easily accessed for use in publications, posters and publicity and websites. This is a mammoth task but well worth the effort.

The Scout and Venture Scout sections in particular have embraced video and we have had some amazing videos from the World Scout Jamboree, annual camps and a video that was commissioned for the campsite networks. The Scout Reps also produced an excellent video on youth empowerment that went global. The Venture Scout Team have also been working on a number of excellent 'how to' videos.

"How we communicate is evolving quickly, offering us more options than ever before"

Website

Work continues apace on the new website that is planned for launch in the second quarter of 2016. This is a major upgrade and a huge undertaking. The team, working with over 50 volunteers, both young and old, have been working on creating content for the website, again a great example of adults and young people working together, creating exciting and imaginative outcomes. Their work has been storyboarded and work has commenced on cataloguing and reading content for launch. The team have made serious efforts to engage far and wide with all levels of Scouting Ireland and encourage anyone willing to get involved. We have plenty of work still to do, but the end result will, we hope, be worth it.



Separately, work continues on the back end of the website and the 'Membership Management System', which will take over from the current database. This part of the project will include online booking systems for training and programme, along with many support tools. It will take a lot of the unnecessary paperwork out of Scouting leaving more time for the members to get on with their Scouting, happy in the knowledge that they have all the supports they require at the click of a mouse or a tap of their phone or tablet.

Public Relations

Over the course of the year, Scouting Ireland has had numerous appearances in the national media, be it on TV, radio or in the print media. In particular we had excellent coverage on the Six and Nine O'Clock News on RTE for the World Scout Jamboree departure and Malahide Sea Scouts, Big Row Home. We continue to support Scout Groups to engage and garner media coverage in their own locality. Great work continues to be done, in particular in Cork and North Dublin. It is our belief that this PR is the best PR for a Scout Group and the best way to highlight Scouting in your local area.



Social Media

Over the last twelve months we have grown our Twitter followers from 6,500 to just short of 8,000, 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 6,000 to 7,462 a growth rate that any corporate marketing department would be proud of. Our Facebook posts regularly have a reach of over 30,000 people, helping to spread all that is good about Scouting.

Scouting Ireland's Identity

We have a very strong brand and continue to maintain and develop it through all our avenues of communications. This



year saw the successful rebranding of National Office in Larch Hill as well as supporting the roll out and branding of The Scout Shop (TSS) to all our Scout Centres. The team also manages over 1,500 individual graphics for use in our publications and websites, as well as developing new graphics for JamÓige 2016 and both the Beaver Scout and Cub Scout birthday celebrations. We also gave support to the Contingent Management Team for the World Scout Jamboree in the development of apparel and identity for the Scouting Ireland Troops attending.

SCOUT

Scout Brand

Now in its 3rd year the 'SCOUT brand' continues to grow in popularity and our apparel has been worn not only all over Ireland but could be seen being worn by Scouts from all corners of the globe at the World Scout Jamboree. The secret to the success of the SCOUT brand is the involvement of our youth members in the design and selection of the range. This year's range was developed at a special 'Comms Con' get together in Lough Dan, where a selection of youth members and adult Scouters spent the

"I think on the whole we have managed to not only reach our goals but exceed them."

weekend working on new ideas and developed some of the most successful designs in the range to date. We now have a very strong working relationship with The Scout Shop and work closely with their team to ensure the success of the brand and its future development. It was great to see for a second year in a row The Scout Shop make a donation to Scouting Ireland. It is a great feeling to know that not only are you buying a cool T-shirt, but also in the process supporting the future development of Scouting Ireland.

Conclusion

The period of this report spans the term of two Communications Commissioners as I took over from Jimmy Cunningham at National Council in April 2015. Over the last number of years Jimmy worked tirelessly and set a high standard for me to follow. Thankfully Jimmy had gathered a strong and dedicated team around him, all of whom agreed to remain and work with me. The demands on the team are high, particularly when added to their Scout Group appointments and yet they gave of their time freely and at the end of the day produced professional results. I really enjoyed working with the team and our youth reps and even though we set the bar high, I think on the whole we have managed to not only reach our goals but exceed them. Adventures begin here...

Kieran Cody





Chief Executive Officer Report

Scouting Ireland enjoyed a year of progress and development in the Scout Year 2014-2015. This year has been marked with significant growth, progress on a range of key initiatives and work on a new strategy and improved governance for the Association. The vigour of the Association is evident in the growth and the level of activity nationwide and in the attendance of 910 delegates at the meeting of National Council in the RDS in April. We came into the year with the challenge of new requirements for compliance in governance as detailed in the Code of Practice for Good Governance of Community, Voluntary and Charitable Organisations in Ireland and the National Management Committee (NMC) committed to working to full compliance. The NMC adopted a new draft strategy for the Association in July, which will enable the preparation of an operational plan for the year ahead.

I'm privileged to lead the Scouting Ireland Staff Team, who are committed and dedicated to the success of Scouting Ireland and to working in partnership with our 12,000 adult volunteers in delivering high quality Scouting to as many young people as possible. Our ratio of staff to volunteers at 1:350 is very poor in comparison to other organisations in the voluntary sector. The increased workload resulting from the growth of the Association and the increasing demanding statutory context places significant strain on our professional resources.



Our government youth services grant stabilised at the previous year's level of €814,250 following six successive years of cuts amounting to a 32% reduction. Hopefully we're moving away from this difficult period. We also received a special grant of €150,000 for our Operation Lelievlet project. We are grateful for the Government funding support and the general support of our colleagues in the Department of Children & Youth Affairs.

The 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 & Facilities, Ruth Hughes – Support Officer (Child Protection & Risk Management).

“The vigour of the Association is evident in the growth and the level of activity nationwide.”



Operations

The Operations Team, managed by Noel O'Connor, covers a large range of activities and support. It is the engine room for the administration and support of the Association and particularly those areas under the remit of the National Secretary. These include:

- National Management Committee (NMC)
- National Team for Policy Implementation and Co-ordination (NTPIC)
- National conferences administration
- Human resource management (Scouting Ireland staff)
- Governance
- Membership registration and appointments
- Adult Awards administration
- Insurance
- Scouting Ireland Trust Companies
- Complaints & conflict management
- Information & communications technology
- Website development & maintenance
- Data protection
- Service level agreements
- Training administration
- International
- 12 Days of Christmas

Additionally, the Operations Team directly supports the Chief Scout, National Secretary, Chief Commissioner (Adult Resources), International Commissioner, Communications Commissioner and other NMC sub committees.

Information Systems

Whilst the current Scouting Ireland online database has not undergone any significant enhancements during the reporting period it has been maintained on a routine basis as necessary. I am delighted to report that significant progress has been made with the redevelopment of the Scouting Ireland website and membership management system. I have no doubt that the work being undertaken in this area will be of great value to the membership over the coming year and beyond.

Fundraising

The Operations Team at National Office continues to coordinate the annual Association fundraiser, 'The Twelve Days of Christmas Draw'. The draw was rebranded and launched with a new energy including new designs, new prizes and a sales pack circulated to all Scout Groups. The result was a 16% growth in sales and more Scout Groups taking part. In 2014 Scout Groups raised €624K this was a huge increase of €84K on the previous year and '12 Days' has shown itself to be an important funding opportunity for a majority of Scout Groups.

In 2014 we also introduced a new fundraiser, 'The Twelve Deeds of Christmas', this sponsorship fundraiser was specifically designed for our Scout Groups in Northern Ireland as licencing restrictions prevent the tickets for the '12 Days' draw being sold in the North. Unfortunately, the

uptake on this initiative was extremely low so that will not proceed in 2015.

Scout Group Support

Our Provincial Support Officers and Group Support Facilitators, led by Joe Marken, provided key support to local Scouting and played an important role in delivering on the growth in the Association including 15 new Scout Groups and 90 new Programme Sections nationwide.



Adult Membership & Child Protection

We dedicated significant resources in supporting our adult volunteers including processing adult membership applications, providing child protection support, meeting statutory obligations and supporting conflict resolution. Adult recruitment is strong with 7% growth year on year. The adult membership and child protection teams provide professional management of this important function. Ruth Hughes leads our Child Protection Team.

We enjoyed good professional cooperation with key statutory agencies including Tusla, Access NI, An Garda Síochána and PSNI. We work to maintain the highest standards for compliance in training, vetting and membership conditions to ensure best practice and safety for our youth members and support of our volunteers.



Government Liaison

Scouting Ireland plays a lead role in the youth sector as Ireland's foremost educational youth organisation. Our programme and method is well aligned to the Government's 'National Youth Strategy' and to 'Better Outcomes Brighter Futures' (the national policy framework for children & young people) and we made and continue to make significant contributions to these policies.

Ministers James Reilly TD, Michael Noonan TD and Brendan Howlin TD have been very supportive of the work of the Association. We also very much value the support of local government and agencies across the Country and particularly their support for local Scouting

“Scouting Ireland plays a lead role in the youth sector as Ireland’s foremost educational youth organisation”

Finance

The finance team supports the National Treasurer and is led by Fionán Lawlor, Financial Controller with an Assistant Accountant and Accounts Assistant. The finance team work closely with Scouting Ireland's volunteers and carry out many routine and ad hoc tasks. Members of the finance team attend and support a number of Boards of Directors and produces audit files for Scouting Ireland, Scouting Ireland Campsites and Facilities Ltd., The Irish Scouting Fellowship Ltd. and the property Trust Companies.

The functions of the finance team include:

- Weekly Payments Run including submission to National Treasurer for Approval.
- Weekly Lodgements & Delivery of Bank Lodgements.
- Maintaining and Updating the Books of Prime Entry (Cash Receipts Books and Cheque Payments Books).
- Bank Reconciliations for all Scouting Ireland Bank Accounts.
- Weekly Payroll Runs.
- Issuing Purchase Orders to budget holders.
- Maintaining the Debtors and Creditors Ledgers – Processing Invoices and Payments.
- Maintaining Prepayments and Accruals Listings.
- Routine Tax Issues – Payment of PAYE / PRSI
- Maintaining Fixed Asset Registers and Capital Grants Register.
- Preparation of Monthly Accounts and Reports for Scouting Ireland Directors.

Non Routine Tasks:

These can include but are not limited to financial support of various one off events, e.g. World Scout Jamboree, Japan 2015.



Programme Unit

Our Programme Unit led by Collie Kavanagh supported the work of many areas of the Association and particularly our programme. Key Areas include:

- Supporting the development of new Scout Groups and Programme Sections particularly with regards to programme implementation, development & quality delivery.
- Supporting Chief Scout Award, national events and administration.
- Research & development of programme resources.
- General research on our impact, effectiveness, trends and developments.
- Other initiatives this year include the development of 'How To' handbooks and resources for all sections.
- Outreach programmes are being worked on for young people including the Muslim Community and the Refugee Access Programme in partnership with the City of Dublin Education & Training Board. In addition we support our partnership project with the Lesotho Scout Association.
- Working with Programme areas to develop materials and initiatives.
- Working with the Scout Shop to develop a new e-library product which will be available to all Scout Groups in 2016.

Management and development of our flagship youth employment initiative in Limerick – Operation Lelievlet. Through this initiative participants are being given real employment development opportunities while constructing Lelievlet sailing boats for our National Centres to develop our programme capability.

In partnership and with funding support from the Science Foundation of Ireland, we developed and produced a new suite of programme material to explore how science can be made more interesting for young people under the STEM tagline (Science, Technology, Engineering, Maths) in the context of the Scouting programme. These programme packages will be launched shortly.



Campsites & Centres

The Campsites/Facilities staff led by Damien O'Sullivan comprises of 7 people. These are the National Campsites/Facilities Support Officer, the Manager and Assistant Manager at Castle Saunderson, the Manager at Larch Hill, the DSP CE Employment Scheme Supervisor at Larch Hill (supervising 16 participants), the DSP CE Employment Scheme Supervisor at Mount Melleray (supervising 16 participants), the Maintenance Operative Lough Dan. There are also 8 persons working at the centres, 2 at Lough Dan and 6 at Castle Saunderson under the auspices of the TUS programme. The work of the campsites department consists of providing support to the volunteer Camp Chiefs and management teams of the National Scout Centres in the daily operations of the centres. In addition the Campsites Support Officer provides advice and support to the management teams of Scout County and Scout Group campsites that are included in the Scouting Ireland Campsites Network.

Support Officer Campsites/Facilities

Routine tasks include:

- Reporting to the NMC & NTPIC, when required.
- Support to the National Scout Centre Camp Chiefs.
- Management of the staff employed at the National Scout Centres.
- Monitoring budgets at the National Scout Centres.
- Supervising development projects at National Scout Centres.
- Liaising with Government Departments and Local Government agencies.
- Marketing & promotion of the National Scout Centres including the Scouting Ireland Campsites Network.
- Advisor to domestic National Activity Teams as required for events e.g. The Phoenix, Patrol in Action Camps etc.
- Supporting the Scouting Ireland Risk Management Committee.
- Support and advise to Scout Group or Scout County Campsites & facilities.
- Maintenance of the Scouting Ireland Campsites Locator on Scouts.ie website.

National Scout Centre Managers

Routine tasks include:

- Reporting to the Campsites Support Officer
- Administrative support to Camp Chief & volunteers
- Management of the maintenance of the centres



- Management of the bookings at the centres
- Marketing and promotion of the centres
- Management of DSP CE schemes and TUS
- Preparation of monthly financial reports to the Camp Chief and National Office
- Managing and supervising development projects
- Liaising with the National programme Teams
- Monitoring safety at the centre
- Preparation of funding applications
- Management of Events

In Conclusion

Scouting Ireland is dynamic and growing and is seen in society as relevant, progressive and effective in working with young people and we are well positioned for a great year ahead. I wish to thank the National Management Committee for their continued confidence and support and I wish to thank the staff team for their commitment and professionalism. We will continue to build an effective partnership with our incredible volunteers in the interest of Scouting and young people.

John Lawlor



MEMORIES BEGIN HERE

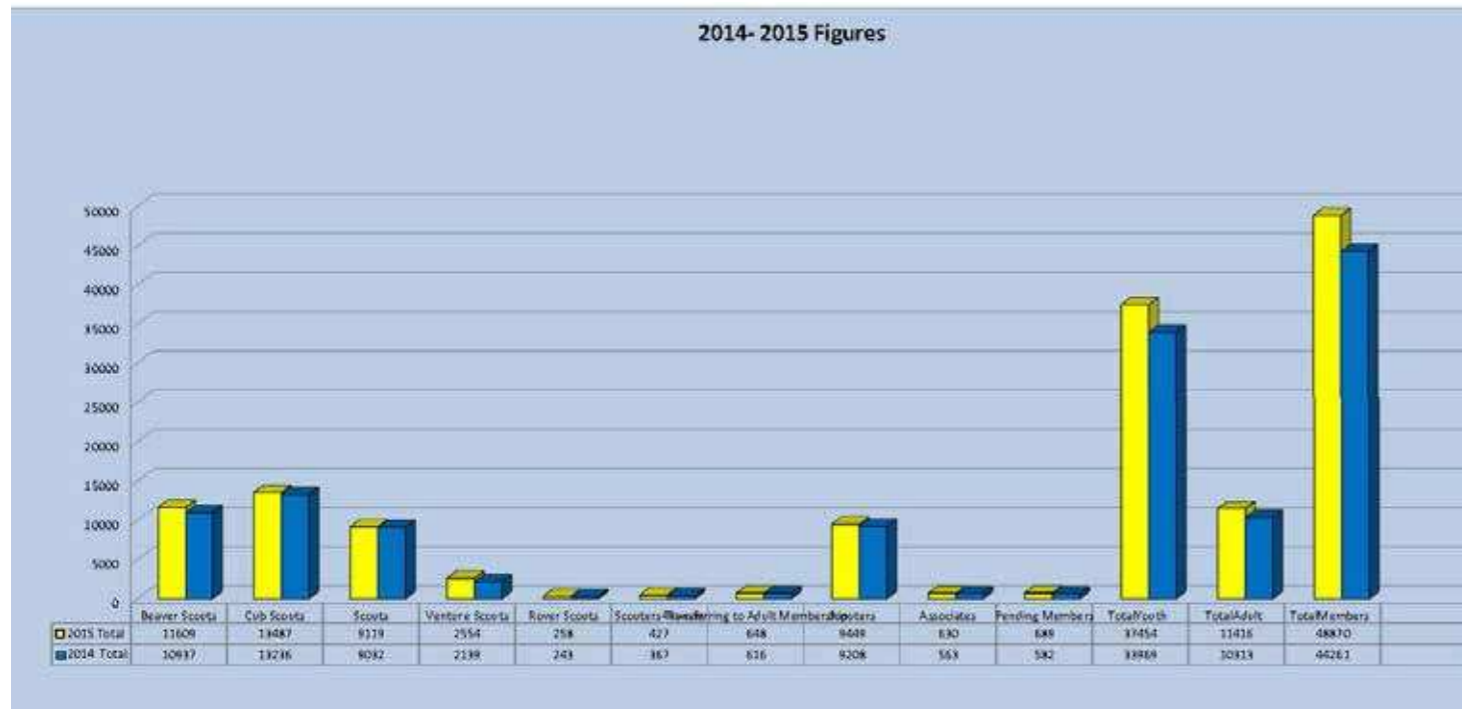
SCOUTING IRELAND





Appendix 1: Table of membership as at the 31st March 2015

Province	Beaver Scouts	Cub Scouts	Scouts	Venture Scouts	Rover Scouts	Scouters + Rovers	Transfer to Adult	Scouter	Assoc.	Pending Member	Total Youth	Total Adult	Total Members
DUBLIN	1801	2413	2013	601	69	111	182	1751	88	121	7008	2142	9150
NORTH EASTERN	2283	2782	1835	462	52	79	146	1705	94	137	7493	2082	9575
NORTHERN	1227	1311	931	227	46	29	54	984	103	93	3771	1234	5005
SOUTH EASTERN	2751	3194	2027	482	36	92	102	2095	186	105	8582	2488	11070
SOUTHERN	2200	2285	1498	465	50	78	130	1609	107	137	6576	1983	8559
WESTERN	1347	1502	815	317	5	38	34	1305	52	96	4024	1487	5511
2015 Total	11609	13487	9119	2554	258	427	648	9449	630	689	37454	11416	48870
2014 Total	10937	13236	9032	2139	243	367	616	9208	563	582	33969	10313	44261
Difference	672	251	87	415	15	60	32	241	67	107	3485	1103	4609
Percentage	5.79%	1.86%	0.95%	16.25%	5.81%	14.05%	4.94%	2.55%	10.63%	15.53%	9.30%	9.66%	9.43%



Appendix 2: National Management Committee

Christy McCann (Chairperson), Michael John Shinnick – Resigned 12/09/2015, Jimmy Cunningham (Company Secretary), Seán Farrell Resigned 18/04/2015, Kevin Murphy, Ian Davy, Brian Webster – Resigned 31/08/2015, John Watmore – Resigned 18/04/2015, James O’Toole, Morgan O’Sullivan – Resigned 18/04/2015, John Reid – Resigned 18/04/2015, Glenn Webster – Resigned 18/04/2015, Cathal Healy – Resigned 18/04/2015, Claire McAroe – Resigned 18/04/2015 (Reappointed 12/09/2015), Oliver Kehoe, Thérèse Bermingham, Annette Byrne, Tom Clarke, Kieran McCann, Mark Blake, Pat Ó’Suilleabháin – Appointed 22/02/2015, Mary Fricker – Appointed 18/04/2015, Kieran Cody – Appointed 18/04/2015, Christopher McSweeney – Appointed 18/04/2015, Gary Gaughan – Appointed 18/04/2015, David Walsh – Appointed 18/04/2015, David Byrne – Appointed 18/04/2015, Paudy O’Brien – Appointed 18/04/2015.

Appendix 3: National Youth Programme Committee

Ian Davy, Joe Boland, Dillon Branagan, Johnny Campion, Niamh Donnelly, Karen Free, Stephen Halpin, Patricia Hayden Blake, David Kenneally, Pauline Lucas, Stephanie McCann, Louis Mullee, Deirdre Murphy, Michelle Murphy, Lucy O’Sullivan Kay, David Shaloo, Stephen Taylor, Cathereen Wells Doherty.

Appendix 4: Programme Teams

William Ahern, Gregory Boyd, Ciaran Bradshaw, Dillon Branagan, Deirdre Byrne, Johnny Campion, Gerry Finnegan, Stephen Halpin, Daniel Kennedy, Pauline Lucas, Michael McGrath, Jim McIluff, Niamh McLain, Michelle Murphy, Conor Murray, Andy O’Connell, Pat O’Connor, Cathereen Wells Doherty.

Appendix 5: National Youth Representatives

Scouts: Luke Coulton Dillon, Kayci Devenney, Adam Hall, Aidan Mamo Cooney, Christian McAuley, Rory Nevin, Dara Rickard, Cormac Timon, Callum White.

Venture Scouts: Luke Brady, Richard Brett, Shea Glasgow, Catherine Jennings, Hollis Keating O’Connor, Sean Kelly, Karl Mallon, Amy Mcgrath, Stephen Reid.

Rover Scouts: Ciaran Harford, Fiachra Hurley, Adam McAuliffe, Ronan Mulligan, Michael Nestor, Lydia O’Connor, Colin O’Reilly, Katie Spillane.

Appendix 6: National Adult Resources Committee

Thérèse Bermingham, Aidan Brennan, Gay Davoren, Maeliosa DeBuitlear, Tommy Flaherty, Mary Fricker, Mark Hardiman, Connor Hodges, Ruth Hughes, Chris Kearns, David Kenneally, David Keogh, Joe Marken, James Marks, Wendy Morrow, Morgan O’Sullivan, John Reid, Glenn Webster.

Appendix 7: Training Team

Gay Davoren, Gregory Boyd, Desi McAroe, Patricia Dalton, Joe Doherty, Patricia Hayden Blake, Pauline Lucas, Donal McGahon, James Neenan, Martine Phelan.

Appendix 8: Awards Committee

Thérèse Bermingham, Jo Coy, Jimmy Cunningham, Ian Davy, Ronald Downey, Kiernan Gildea, Mary Hogg, Jimmy Holmes, Mary O’Regan, Michael John Shinnick, Donald Trotter.

Appendix 9: National Spiritual & Religious Advisory Panel

Pat Ó’Suilleabháin, Paul Colton, Leonard Eppel, Andrew Roulston, John-Paul Sheridan.

Appendix 10: 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, Michael Hassett, 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, Michael John Shinnick, David Stearn, Susan Thomas, Martin Thompson, Dan Tracey, Frank Tracy, Donald Trotter, Milo Walsh, Ronald Watt, Gary Westby.

Appendix 11: Provincial Management Support Teams (PMST)

Dublin Scout Province

Mark Blake, Patricia Dalton, Anna Davy, Maeliosa DeBuitlear, John Devereux, Tony Groves, Colin Jennings, Steven Keaney, Derek Kinsella, Arkadiusz Lenkiewicz, Richard Murray, Jason Palmer, Mike Randall, Geraldine Smith, Marc Whisker.

North Eastern Scout Province

James O'Toole, Gregory Boyd, Eoin Boylan, Mandy Brady, Michael Brennan, Andrew Fannon, Declan Heaney, David Keogh, Yvonne Lawrence, Megan Little, Pat Moyne, Christine O'Keeffe, Shane Richardson, Fintan Sheridan, Rosanne Whelan.

Northern Scout Province

Kieran McCann, Joseph Corey, Niall Gannon, Connor Hodges, Desi Mcaroe, Mandy McCann, Martin McCaughley, David Monaghan, Wendy Morrow, John Mulligan, Tommy Quigley, Desmond Taylor, Cathereen Wells Doherty.

Western Scout Province

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

South Eastern Scout Province

Kevin Murphy, Jemma Brennan, Johnny Campion, Kate Campion, Lorna Campion, David Clerkin, Sinead Clerkin, Betty Dalton, Cliona Dodd, Brendan Doherty, Brian Dunne, Eoin Hickey, Fiona Keenan, Sarah Kelly, Aine Lynch, Patrick Lynch, James Marks, Dave McCarthy, Amy McGrath, Caoimhin O'Byrne, Alison Parle, Martine Phelan, Fidelma Savage, John Watmore.

Southern Scout Province

Christopher McSweeney, Declan Condon, Martin Flahive, Michelle Hennebry, Deirdre Murphy, James Neenan, Mary O'Regan.

Appendix 12: International Team

Claire McAroe, Aidan Brennan, Stephen Carey, Kate Cowan, Steven Mark Cull, Rose Doyle, Niall Gannon, Brian Gray, Christy McCann, Fiona McCann, Kieran McCormack, Ruairi Nealon, Stephen Oakes, Darragh O'Briain, Kate O'Farrell, Karol Quinn.

Appendix 13: Communications Team

Kieran Cody, Jimmy Cunningham, David Ashe, Eoghan Calnan, Tom Clarke, David Coyne, Niamh Foley, Mark Hardiman, Stephen Oakes, Emma Purser, Conor Quinlan, Moira Reilly, Peter Sheehan, John Watmore.

Appendix 14: Crisis Management Team

Jimmy Cunningham, Kieran Cody, John Lawlor, Charles McGuinness, Brendan McNicholas.

Appendix 15: Risk Management Advisory Panel

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

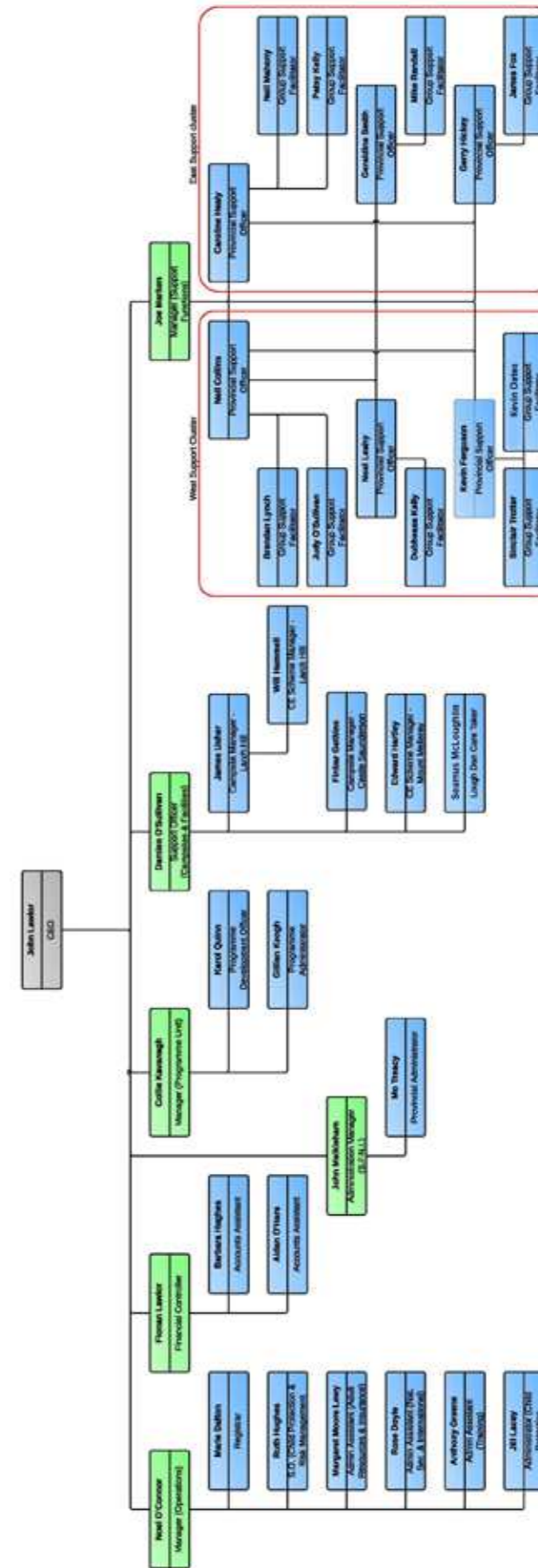
Appendix 16: Child Protection Management Team

Thérèse Bermingham, Ian Davy, Ruth Hughes, John Lawlor, Brendan McNicholas.

Appendix 17: Campsites & Facilities Team

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

Appendix 18: Staff Organisational Chart



Appendix 19: Table of National Training Figures for the Report Period

Province	Stage 1	Stage 2	Stage 3	Stage 4	Stage 5	Stage 6	Group Leader/ Commissioner	Total
Dublin Scout Province	186	407	127	94	148	32	0	994
North Eastern Scout Province	168	356	199	60	48	47	0	878
Northern Scout Province	237	240	160	30	30	19	48	764
Southern Scout Province	140	329	222	119	119	48	14	991
South Eastern Scout Province	371	519	263	152	167	53	26	1551
Western Scout Province	267	311	142	102	73	0	0	895
Total	1369	2162	1113	557	585	199	88	6073

Appendix 20: Camping Statistics Comparison 2014 & 2015

Province 2014	Groups on Camp	Sections on Camp	International Camps	National Camps	No. of Nights	Total Youth	Total Scouters	Ratio Youth Adults
South Eastern	68	152	25	127	639	2440	686	3.6
Dublin	63	143	57	86	830	2470	634	3.9
Northern	39	104	18	21	408	1469	410	3.6
Southern	52	95	20	75	458	1649	433	3.8
Western	19	48	3	45	182	696	182	3.8
North Eastern	63	151	25	126	519	2251	634	3.6
Total	304	693	148	480	3036	10975	2979	3.7

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

Appendix 21: 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 22: Directors of All Companies listed

Scouting Ireland Limited

Christy McCann, Michael John Shinnick (Chair), Jimmy Cunningham (Company Secretary), Ian Davy, Thérèse Bermingham, Annette Byrne, James O'Toole, Tom Clarke, Kieran McCann, Mark Blake.

Seán Farrell (Company Secretary) - Resigned 18/04/2015, Brian Webster - Resigned 31/08/2015, John Watmore - Resigned 18/04/2015, Morgan O'Sullivan - Resigned 18/04/2015, John Reid - Resigned 18/04/2015, Glenn Webster - Resigned 18/04/2015, Cathal Healy - Resigned 18/04/2015, Claire McAroe - Resigned 18/04/2015, Oliver Kehoe - Resigned 18/04/2015.

Kevin Murphy – Appointed 18/04/2015, Pat O'Sulleabhain - Appointed 22/02/2015, Mary Fricker - Appointed 18/04/2015, Kieran Cody - Appointed 18/04/2015, Christopher McSweeney - Appointed 18/04/2015, Gary Gaughan - Appointed 18/04/2015, David Walsh - Appointed 18/04/2015, David Byrne - Appointed 18/04/2015, Paudy O'Brien - Appointed 18/04/2015.

Scouting Trust Property Limited

Michael John Shinnick, Sean Farrell – Resigned 20/06/2015, Niall Walsh, Mark Edmund Doyle, Mark O'Callaghan (Company Secretary), Kevin Murphy – Resigned 20/06/2015, Michael Devins, Peter Garrad, Charles McGuinness, Annette Byrne, Jimmy Cunningham – Appointed 27/05/2015, John Reid – Appointed 27/05/2015.

Scout Association of Ireland Trust Corporation Limited

Michael John Shinnick, Sean Farrell – Resigned 20/06/2015, Niall Walsh, Mark Edmund Doyle, Mark O'Callaghan (Company Secretary), Kevin Murphy – Resigned 20/06/2015, Michael Devins, Peter Garrad, Charles McGuinness, Annette Byrne, Jimmy Cunningham – Appointed 27/05/2015, John Reid – Appointed 27/05/2015.

Scout Foundation

Michael John Shinnick, Sean Farrell – Resigned 20/06/2015, Niall Walsh, Mark Edmund Doyle, Mark O'Callaghan (Company Secretary), Kevin Murphy – Resigned 20/06/2015, Michael Devins, Peter Garrad, Charles McGuinness, Annette Byrne, Jimmy Cunningham – Appointed 27/05/2015, John Reid – Appointed 27/05/2015.

Scouting Ireland Campsites and Facilities Limited

Sean Farrell (Company Secretary) – Resigned (14/06/2015), Ian Davy, Annette Byrne, David Kenneally.

The Outdoor Adventure Store (Liffey Street) Ltd.

Niall Walsh, Michael Devins, Martin Ryan, Kevin Butler, William Bowers, Dermot McMullan (Company Secretary).

The Scout Foundation of Northern Ireland

Wendy Morrow, Mandy McCann, Joe Corey, Kieran McCann (Chair), Michael John Shinnick – Resigned 12/09/2015, Tony Smith, Sean Farrell – Resigned 20/05/2015, Annette Byrne, Jimmy Cunningham – Appointed 24/09/2015, Christy McCann – Appointed 24/09/2015.

Irish Scouting Fellowship

Michael John Shinnick, Sean Farrell (Company Secretary), Annette Byrne.

Appendix 26: Full list of the year's approved SIDs

New Policies

1.	31/14A	World Scout Jamboree 2015 - Climate Specific Uniform Policy
2.	104A/15	Position Description - Equality, Diversity and Inclusiveness Advisor and Facilitator
3.	116/14	Capital Expenditure Approval Process
4.	117/14	Capital Expenditure Committee - Terms of Reference
5.	118/14	JamOige 2015 Camp chief - Terms of reference
6.	119/15	Scout Promise Review - Terms of Reference
7.	120/15	WSM2021 - Foundation Committee Terms of Reference
8.	121/15	Appointing a Temporary Group Leader or County Commissioner
9.	122/15	Disciplinary Review Committee
10.	123/15	Whistle Blower Policy
11.	124/15	Risk Management Policy
12.	124A/15	Risk Management Framework
13.	125/15	Audit & Risk Management Committee - Terms of Reference
14.	126/15	Undertaking Fair Investigations within Scouting Ireland
15.	127/15	Chief Scout Elections Review Committee - Terms of Reference
16.	128/15	Den Development Grant Committee - Terms of Reference
17.	129/15	Jamboree 2018 Camp Chief Terms of Reference

Changed Policies

1.	01/03	Constitution of Scouting Ireland
2.	01/03A	Rules of Scouting Ireland
3.	02/03	Standing Orders of the National Management Committee
4.	04/03	National Appointments Descriptions
5.	31/04	Uniform Policy
6.	69/10	Finance Manual
7.	86/11	National Council Elections Policy
8.	99/13	National Appointments Selection Process
9.	104/13	Equality & Inclusiveness Policy
10.	104A/15	Position Description - Equality, Diversity and Inclusiveness Advisor and Facilitator
11.	105/14	Scouting Ireland International Conference & Delegate Seminar Academy - Terms of Reference
12.	112/14	Corporate Governance Review - Terms of Reference
13.	115/14	Reserves Policy
14.	117/14	Capital Expenditure Committee - Terms of Reference
15.	119/15	Scout Promise Review - Terms of Reference



Appendix 23: Order of Cú Chulainn Awardees

John Allen - 4th Port Dodder Sea Scouts, John Mulligan - Newtownabbey, Carol Mulligan (PM) - Newtownabbey, John Butler - St. Mary's Athlone, Fiona McCann - Kildalkey, Robert (Bobby) Phelan - Fethard & Kilusty, John Maguire - Charleville, Pat Hanratty - St. Oliver's Drogheda, Margaret McGlinchey - Creggan, Dympna Whoriskey - Newtowncunningham, Enda Downey - Douglas & St. FinBarres, Oliver Kehoe - Clifford Street, Declan Reilly - Coastal, Mary McGuigan - St. Angus Tymon North, Desmond Taylor - St. Eugeenes 4 Derry, Michael Ryan - Shannonbanks



Appendix 24: Chief Scout's Award Awardees

Scouts: Daniel O'Connor - Walkinstown, Martin Winterlich - Walkinstown, Niall Vince - Walkinstown, Maureen Kenny - Tullow, Eoghan O'Reilly - Willington, Sarah Joyce - Willington, Jonathan Burke - Templeogue, Ben Forde - Our Lady Help Of Christ, Ciara Tully - Our Lady Help Of Christ, Leon Hanlon - Our Lady Help Of Christ, Ruth Hurley - Our Lady Help Of Christ, Ryan Higgins - Our Lady Help Of Christ, Sam Fogarty - Our Lady Help Of Christ, Seán Larkin - Our Lady Help Of Christ, Stephen Meagher - Our Lady Help Of Christ, Zara Blomer - Our Lady Help Of Christ, Eoghan Byrne - Huntstown, Stephen Reid - Coastal, Caoimhe Baxter - Armagh City, Ciara McDaid - Letterkenny, Ella Walter - Salesians, Aoife O'Shea - Maynooth, Aisling Page - Mountrath, Elma Delaney - Mountrath, Aisling Shaw - Roscrea, Liam Nolan - Roscrea, Micheala Loughnane - Roscrea, Rebecca Williams - Roscrea, Alanna McLoughlin - Monasterevin, Dean Maher - Monasterevin, Frank Gillen - Monasterevin, Laura Cleary - Monasterevin, Robbie Hatfield - Kildare Town, Sarah Kelly - Kildare Town, Abigail Dunne - Kilcullen, Sarah Behan Cahill - Kilcullen, Kate Madigan - St. Paul's Lisduggan, Brian McGrath - Ferrybank, Sean Hoban - Ferrybank, Charlotte Counihan - St. Mary's Ballygunner, Eve (Molly) Nevin - Faithlegg, Emily Quann - Faithlegg, Emma Elliott - Faithlegg, Rebecca Kinsella Kent - Faithlegg, Cian Upton - Tramore, Ross Upton - Tramore, Shane Murphy - Tramore, Thomas Corcoran - Tramore, Conor Considine - St. Patrick's, Jordan Murray Whelan - St. Patrick's, Oliver Drugan - St. Patrick's, Adam Cahill - Ballincollig, Conor Canavan - Ballincollig, Conor O'Sullivan - Ballincollig, Evan Whelan - Ballincollig, Jack Keegan - Ballincollig, Killian Mckibben - Ballincollig, Padraig Mcauliffe - Ballincollig, Clare Creedon - Saints Peter & Paul, Hugh Sutton - Saints Peter & Paul, Kevin Morris - Saints Peter & Paul, Niamh Busby - Saints Peter & Paul, Eoin Stapleton - Shannonbanks, Andrew Cosgrove - Ballybricken, Jack Heelan - Ballybricken, Dan Walsh - Fethard & Kilusty, David Moclair - Fethard & Kilusty, Dylan Ryan - Fethard & Kilusty, Hugh Ward - Kilbrittain, Conor McCarthy - Sixmilebridge, Patrick Donlon - Sixmilebridge, Rachel Kelly - Sixmilebridge, Christina Malone - Claregalway, Callum Ashton - St. Nicholas, Jason Kelly - 1st Port Knocknacarra Sea Scouts, Oisín Hodgins - 1st Port Knocknacarra Sea Scouts.

Venture Scouts: Eoin Cooke - Roscrea, Ciara Lupton - Roscrea, Carrie Mullane - St. Paul's Lisduggan, Denise O'Connor - St. Paul's Lisduggan, Liam Patrick Hoban - Ferrybank, Elizabeth McGrath - St. Mary's Ballygunner, Brian O'Mahony - Fermoy, Mark Lingwood - Bishopstown, Sean Rainford Killaloe/O'Gonnelloe, Ciarán Van Dam - Killaloe/O'Gonnelloe, Fionn Delahunty - 1st Port Knocknacarra Sea Scouts.





Appendix 25: Woodbadge Awardees

Angela O'Connor & Paul O'Dwyer - 5 Port Dollymount Sea Scouts, Michael O'Neill - 7 Port Howth Sea Scouts, Mary Keegan-Hynes - Abbey-Duniry, Martine Phelan - Allenwood, Jim Hoare & Sandra Hoare - Arklow Sea Scouts, Kevin Oates - Armagh City, Andrew Mahon & Jennifer McGrath - Ashbourne, Karen Masterson - Athboy, Eamonn Murray - Athenry, Sandra Lennon - Athy, Steven Condon & Mairead Condon & Dermot Moore - Avoca, Carol Clarke & James Cody - Bagenalstown, Stephen Conaty & Glenn Hingerty & Sophie Kennedy & Tara Murphy & Deirdre Worthington - Balally, Karen Clare & Linda Kilmurry & Tracy Masterson - Balbriggan, Maire Fitzgerald - Ballinora Waterfall, Deirdre Cashin & Gillian Griffin & Alison Lawlor & Emma McCann & Deirdre Whelan - Ballinteer, Anna Creegan - Ballybricken, Niamh Nugent - Ballymacarbry, Peter Romaszewskij - Ballyragget, Brian Conville & Niamh Foley & Victoria Grant Duggan & Colette McKeown & Aisling Shatwell - Bayside, Patrick Keaney - Belcoo, Orla Morrissey - Bennettsbridge, David O'Neill - Bishopstown, Emma McMullin - Blackrock, Stephen Canning & Pauline McLaughlin - Bocan, Orla Scanlan - Cappoquin, Denis Randles - Carrabane, Carol Kelly - Carrick-On-Suir, Margaret Murphy & David Shalloo - Carrigaline, Geraldine Laffey - Cashel, Clement Byrnes & Mark Dean - Castlebar, Michael O'Halloran - Christ The King Caherdavin, Ciara Doyle & Jude Fleming & Eva Grant & Michelle Murray-Tucker - Clane, Frances Doyle & Deirdre Oman - Clara, Frances Devine & Neill McDaid & Marjorie McDaid - Clonmany, John Blanche & Sandra O'Dwyer - Clonmel, Carainn McDaid & Jaz Ryan - Coastal, Connor Hodges - Cookstown, Tania Caswell & Claire Moore - Corpus Christi, Michelle Hynes & Sinead McFadden - Craughwell, Theresa Short - Cú Chulainn, Jonathan Coyle & Damian Kearns - Culmore, Anne-Marie Doyle - Davidstown, Sarah Lawrence - De La Salle, Karen McGee & Michael Murphy - Delvin, Niamh Compston & Sarah Compston & Liz Wilson - Derriaghy, Colin Corcoran & Vanessa O'Carroll - Donnybrook, Colleen Scullion - Draperstown, Linda Doyle - Dun Laoghaire, Ann Marshall - Dungannon, Mark Gillespie & Clare Mulvenna & Michaela O'Neill & Michelle O'Neill - Dunmurry, Brian Smith - Esker, Sean Bonner & Jenny Boylan & Nicola Earley & Alison Martin & Denis Murphy & Daithi O'Donohoe & Kevin Wallace - Fairview, Ciaran Brennan & Sean Ladrigan - Glasnevin, Martin Mccaughley - Glenavy & Killead, Aisling Cronin & Niamh McArdle - Greenhills, Roisin Doherty & Tara Gallagher & Marilyn McMahon & Fiona O'Reilly - Gweedore, Joseph Boyle - Holycross (Ardoyne), Deirdre Glendon & Janet Kelly & Antoinette McCarthy - Huntstown, Liam Cannon & Padraig Dundon & Conall Heussaff - Inchicore/Bluebell, Julia Ann Deasy - Innishannon, Michelle McAnallen & Anna McCann - Keady, Darrell McAuley & Niall Sheridan - Kentstown, Brenda O'Riordan - Kilbrittain, Barbara Forster - Kill, Jean Conway & Tracey Quirke - Killucan, Francis O'Reilly & Jean O'Reilly - Kinawley, Marcella Johnston & Maureen McCullagh & Frances O'Reilly & Olivia O'Reilly & Ben Putnam - Kingscourt, Siobhan Beatty & Peter Doyle & Richard Fagan & Gaye Hand & Ciara Lynch & Maura McDermott - Knocklyon, Dara Macken & Emma Macken & Aine Nic Giolla Choille - Leeson Park, Fergal Dermody & Liam Forde - Leighlinbridge, Mark Lynch - Leixlip, Anne-Marie Meehan - Limerick, Ann McQueen - Lisburn, David Irvine & Colin Lively & Jacqueline Mullan - Lisnaskea, Lorraine Kelly & Elizabeth Redmond - Lucan South, Alice McCavigan - Lurgan, Brian Gilligan & Simon Lawlor - Mafikeng Sutton, Siobhainn Kelly - Magheracloone, Hazel Murray - Maynooth, Jenni Simpson & Oliver Wynne - Mount Merrion, Cathal Healy - Naas, Brian Doyle - Naomh Eoin (Clontarf), Enda McDonald - New Ross Sea Scouts, Michael Corcoran & Anthony Corcoran - Newbridge, Sharon Mcauliffe - Newbridge, Patrick McAuliffe - Newbridge, Deirdre McCarthy - Newmarket-On-Fergus, Kathleen Ritts - Newtownabbey, Fiona Keenan & Susan Roe & Eilish Tierney - Newtownmountkennedy, Janette Pfetzing - Oranmore, Niamh McDonagh - Oughterard, Noreen Nealon - Pallaskerry, Nelly Akpaka - Passage West, Olaf Berthold & Jolanta Lenkiewicz & Bartlomiej Mickiewicz - Polish Scout Group, John Berry - Portaferry Sea Scouts, Damian Molloy - Portlaoise, Kevin Ferguson & Mike Randall & Sinclair Trotter - Professional Staff, Edward Coyle & Andrea McAuley & Terry Walker - Raphoe, Imelda Brereton - Rathangan, Keith Wallace - Rathfarnham, Colm John Suiter Finlay - Rathgar, John Grace - Ratoath, Michael Byrne & Claudine Ivers & Maxine Murphy - Roundwood, Jemma Brennan - Salesians, Sonja Owens - Sallins, Andrew Brown - Santry, Samantha Murdock - Santry, Rachel O'Neill & Eileen O'Reilly - Shankill, Miriam Simmonds - Shannon, Claire Collins - Sixmilebridge, Bryan Leonard - Skryne, Padraig Coyle - Slieve Foy, Caroline Chambers - Snugboro, Kevin Fahy - South Circular Road, Sinead Britton - St Josephs Newry, Kate Allen & Maire O'Connor - St Michaels Enniskillen, Ailis Cosgrave - St. Anthony's Clonta, Margaret Byrnes & Orla Dawson & Sheila Hickey - St. Joseph's, Neil O'Sullivan - St. Mary's Ballygunner, Alan Butler & Victoria Furner & Lee Madigan & Noelle Malone & Alison Parle - St. Paul's Lisduggan, Margaret Tyrrell - St. Paul's(Doradoyle), John McCole - St.Oliver Plunkett-Renmore, Paul Fitzgibbon & Jim Lawlor - Staplestown, Laura Holton & Gerard Holton - Swords, Andrew Duhig - Tallaght, Dillon Branagan - Templeogue, Therese Moylan - Thomastown, Jennie McAleese - Thurles, James Anthony Kelly & Alan Murphy & Stephen White - Tramore, Rachel O'Toole & Ian Redmond - Trinity Scout Group, Bernie Byrne & Ann Byrne - Tullow, Louise Kavanagh - Virginia, Ciaran Brittain & Sinead McHugh & Maria Murphy & Damien Phipps & Serena Vallom - Willington.



Appendix 27: List of Awards

Honour Awards - Chief Scout's Commendation of Honour

Province	County	Group	Name	Award	
1	DP	Tolka	Phibsboro	Noel Redmond	Chief Scout's Commendation Of Honour
2	DP	Tolka	Phibsboro	Claire Burke	Chief Scout's Commendation Of Honour
3	NEP	Cavan Monaghan	Castle Blayney	Shannon Ashmore	Chief Scout's Commendation Of Honour
4	NEP	Lakelands	Mullingar	Quyen Bartley	Chief Scout's Commendation Of Honour
5	NP	Down & Connor	Dunmurry	Mark Gillespie	Chief Scout's Commendation Of Honour

Honour Awards - Bronze Honour

Province	County	Group	Name	Award	
1	NEP	Louth	St. Oliver's Drogheda	Aaron Lynch	Bronze Honour
2	SEP	South Kildare	Naas	Anne Herley	Bronze Honour
3	SEP	South Kildare	Naas	Katie Kennedy	Bronze Honour
4	SP	Cork North	Charleville	Hazel Murphy	Bronze Honour
5	SP	Limerick	Ballybricken	Andrew Cosgrove	Bronze Honour
6	SP	Limerick	St. Paul's(Doradoyle)	Neil Slevin	Bronze Honour
7		Training Commissioner		Gay Davoren	Bronze Honour

Honour Awards - Silver Honour

Province	County	Group	Name	Award	
1		Professional Staff		Damien O'Sullivan	Silver Honour

Honour Awards - Gold Honour

Province	County	Group	Name	Award	
1		Chief Scout		Michael John Shinnick	Gold Honour

Merit Awards - Chief Scout's Commendation of Merit

Province	County	Group	Name	Award	
1	DP	CLUAIN TOIRC	FAIRVIEW	Nicola Earley	Chief Scout's Commendation of Merit
2	DP	CLUAIN TOIRC	SANTRY	Andrew Brown	Chief Scout's Commendation of Merit
3	DP	CLUAIN TOIRC	SANTRY	Antoinette Farrell	Chief Scout's Commendation of Merit
4	DP	CLUAIN TOIRC	SANTRY	David Gannon	Chief Scout's Commendation of Merit
5	DP	CLUAIN TOIRC	SANTRY	Samantha Murdock	Chief Scout's Commendation of Merit
6	DP	DUBLINIA	Polish 87 Dublin	Arkadiusz Lenkiewicz	Chief Scout's Commendation of Merit
7	DP	DUBLINIA	Polish 87 Dublin	Aneta Korczak	Chief Scout's Commendation of Merit
8	DP	LIFFEY WEST	LUCAN 48	Simon Briggs	Chief Scout's Commendation of Merit
9	DP	TOLKA	AUGHRIM STREET	Brian Griffith	Chief Scout's Commendation of Merit
10	DP	TOLKA	AUGHRIM STREET	Paddy Ellis	Chief Scout's Commendation of Merit
11	DP	TOLKA	Phibsboro	Helena Campbell	Chief Scout's Commendation of Merit
12	DP	TOLKA	Phibsboro	Claire Burke	Chief Scout's Commendation of Merit
13	DP	TOLKA	Phibsboro	Shauna O'Regan	Chief Scout's Commendation of Merit
14	DP	TOLKA	Phibsboro	Rhoda Campbell	Chief Scout's Commendation of Merit

15	DP	TOLKA	Phibsboro	Siobhain O'Regan	Chief Scout's Commendation of Merit
16	DP	TOLKA	Phibsboro	Lisa Beekharry	Chief Scout's Commendation of Merit
17	NEP	CAVAN MONAGHAN	CASTLE BLAYNEY	Louise Harkin	Chief Scout's Commendation of Merit
18	NEP	CAVAN MONAGHAN	CASTLE BLAYNEY	Micheal Gilsean	Chief Scout's Commendation of Merit
19	NEP	CAVAN MONAGHAN	CASTLE BLAYNEY	Tracey West	Chief Scout's Commendation of Merit
20	NEP	CAVAN MONAGHAN	LARAGH	Breege O'Reilly	Chief Scout's Commendation of Merit
21	NEP	CAVAN MONAGHAN	MAGHERACLOONE	Dorothy Murphy	Chief Scout's Commendation of Merit
22	NEP	CAVAN MONAGHAN	VIRGINIA	Katherine Brady	Chief Scout's Commendation of Merit
23	NEP	CAVAN MONAGHAN	VIRGINIA	Roisin Kelly	Chief Scout's Commendation of Merit
24	NEP	FINGAL	BALLY BOUGHAL	Stuart Kelleher	Chief Scout's Commendation of Merit
25	NEP	FINGAL	BRACKENSTOWN	Ian Carey	Chief Scout's Commendation of Merit
26	NEP	FINGAL	GARRIS TOWN	Bob Hamilton	Chief Scout's Commendation of Merit
27	NEP	FINGAL	RUSH	Sue Foley	Chief Scout's Commendation of Merit
28	NEP	FINGAL	SKERRIES SEA SCOUTS	Paul McMenamin	Chief Scout's Commendation of Merit
29	NEP	GLEANN NA BOINNE	ATHBOY	Brenda-Lee O'Neill	Chief Scout's Commendation of Merit
30	NEP	GLEANN NA BOINNE	ATHBOY	Karen Masterson	Chief Scout's Commendation of Merit
31	NEP	LOUTH	COASTAL	Rachel Malyan	Chief Scout's Commendation of Merit
32	NEP	LOUTH	CU CHULAINN	Stephen Short	Chief Scout's Commendation of Merit
33	NEP	LOUTH	CU CHULAINN	Theresa Short	Chief Scout's Commendation of Merit
34	NEP	LOUTH	CU CHULAINN	Theresa Short	Chief Scout's Commendation of Merit
35	NEP	LOUTH	FERDIA	Gearoid Cahill	Chief Scout's Commendation of Merit
36	NEP	LOUTH	FERDIA	Michele Magee	Chief Scout's Commendation of Merit
37	NEP	LOUTH	MONAS TERBOICE	Sinead Andrews	Chief Scout's Commendation of Merit
38	NEP	LOUTH	RAVENSDALE	Damien Toner	Chief Scout's Commendation of Merit
39	NEP	LOUTH	St. Martins	Rachel Dowd	Chief Scout's Commendation of Merit
40	NEP	LOUTH	St. Martins	Christine Manning	Chief Scout's Commendation of Merit
41	NEP	LOUTH	St. Martins	Mark Manning	Chief Scout's Commendation of Merit
42	NEP	LOUTH	ST. OLIVER'S DROGHEDA	Megan Donnelly	Chief Scout's Commendation of Merit
43	NEP	REACHRA	9 Port Malahide	Aoife Moyne	Chief Scout's Commendation of Merit
44	NEP	REACHRA	9 PORT MALAHIDE	Robert McKernan	Chief Scout's Commendation of Merit
45	NP	BRIAN BORU	COOKS TOWN	Connor Hodges	Chief Scout's Commendation of Merit
46	NP	DOWN & CONNOR	DERRIAGHY	Matthew Foster	Chief Scout's Commendation of Merit
47	NP	ERNE	IRVINES TOWN	Catriona Johnston	Chief Scout's Commendation of Merit
48	NP	ERNE	IRVINES TOWN	Jacinta Sloan	Chief Scout's Commendation of Merit
49	NP	ERNE	IRVINESTOWN	Jacinta Conway	Chief Scout's Commendation of Merit
50	NP	ERNE	IRVINESTOWN	Mary Valentine	Chief Scout's Commendation of Merit
51	NP	ERRIGAL	QUIGLEY'S POINT	Callum Tweedie	Chief Scout's Commendation of Merit
52	SEP	CILL DARA	ALLEN WOOD	Ann O'Gorman	Chief Scout's Commendation of Merit
53	SEP	CILL MHANTAIN	BRAY SEA SCOUTS	Joyce Timms	Chief Scout's Commendation of Merit
54	SEP	CILL MHANTAIN	NEWTOWNMOUNTKENNEDY	Kevin Connaughton	Chief Scout's Commendation of Merit
55	SEP	CILL MHANTAIN	ROUNDWOOD	Joseph Gilmore	Chief Scout's Commendation of Merit
56	SEP	SLIEVE BLOOM	ROSCREA	Padraig Bourke	Chief Scout's Commendation of Merit
57	SEP	SLIEVE BLOOM	ROSCREA	Lorraine Shaw	Chief Scout's Commendation of Merit
58	SEP	SOUTH KILDARE	NAAS	Barry Naughton	Chief Scout's Commendation of Merit
59	SEP	SOUTH KILDARE	NAAS	Alan Higgins	Chief Scout's Commendation of Merit
60	SEP	SOUTH KILDARE	NAAS	James Mulligan	Chief Scout's Commendation of Merit
61	SEP	WATERFORD	DE LA SALLE	Oisin O'Byrne	Chief Scout's Commendation of Merit
62	SEP	Waterford	St. Paul's	Kerrie Deegan	Chief Scout's Commendation of Merit
63	SP	COIS LAOI CHORCAI	MIDLETON	Fiona Hill	Chief Scout's Commendation of Merit
64	SP	LIMERICK	ST. PAUL'S (DORADOYLE)	Chriss Reidy	Chief Scout's Commendation of Merit
65	SP	LIMERICK	ST. PAUL'S (DORADOYLE)	Denis O'Brien	Chief Scout's Commendation of Merit
66	SP	LIMERICK	ST. PAUL'S (DORADOYLE)	Marguerite Doyle	Chief Scout's Commendation of Merit

67	SP	WEST CORK	BANTRY	Ruth Oliver	Chief Scout's Commendation of Merit
68	SP	WEST CORK	KILBRITTAIN	Niamh Allen	Chief Scout's Commendation of Merit
69	WP	CLARE	CRATLOE	Brian Murphy	Chief Scout's Commendation of Merit
70	WP	CLARE	SHANNON	Martina Harrison	Chief Scout's Commendation of Merit
71	WP	CLARE	TULLA	Deirdre Duff	Chief Scout's Commendation of Merit
72	WP	GALWAY	PORTUMNA	Henry Mullen	Chief Scout's Commendation of Merit
73	WP	GALWAY	PORTUMNA	Chris Finnerty	Chief Scout's Commendation of Merit
74	WP	GALWAY	PORTUMNA	Lyndsay Hay	Chief Scout's Commendation of Merit
75	WP	GALWAY	PORTUMNA	Morgan Claffey	Chief Scout's Commendation of Merit
76	WP	YEATS	BENBULBEN	Dympna O'Carroll	Chief Scout's Commendation of Merit
77	DP	Campsites	Larch Hill	Ciara O'Sullivan	Chief Scout's Commendation of Merit
78	NP	ERRIGAL	QUIGLEY'S POINT	Rose Farren	Chief Scout's Commendation of Merit
79	NP	ERRIGAL	QUIGLEY'S POINT	Carol Glenn	Chief Scout's Commendation of Merit
80	NP	ERRIGAL	QUIGLEY'S POINT	Sandra Galbraith	Chief Scout's Commendation of Merit
81	NP	ERRIGAL	QUIGLEY'S POINT	Emma Doherty	Chief Scout's Commendation of Merit
82	SEP	CARLOW KILKENNY	TULLOW	Aisling Maher	Chief Scout's Commendation of Merit
83	SEP	CARLOW KILKENNY	TULLOW	Mark Sneyd	Chief Scout's Commendation of Merit
84	SEP	CARLOW KILKENNY	TULLOW	Michelle Davis	Chief Scout's Commendation of Merit
85	SEP	CARLOW KILKENNY	TULLOW	Stuart Bryan	Chief Scout's Commendation of Merit
86	SEP	SLIEVE BLOOM	PORT LAOISE	Garreth O'Brien	Chief Scout's Commendation of Merit
87	SEP	SLIEVE BLOOM	PORT LAOISE	David Rollo	Chief Scout's Commendation of Merit
88	SEP	SOUTH KILDARE	ATHY	Deborah Brennan	Chief Scout's Commendation of Merit
89	SEP	SOUTH KILDARE	ATHY	Ger Brennan	Chief Scout's Commendation of Merit
90	SEP	SOUTH KILDARE	ATHY	Sandra Lennon	Chief Scout's Commendation of Merit
91	SEP	SOUTH KILDARE	ATHY	Claire Chanders	Chief Scout's Commendation of Merit
92	SEP	SOUTH KILDARE	ATHY	David Ward	Chief Scout's Commendation of Merit
93	SEP	SOUTH KILDARE	ATHY	Erin Moran	Chief Scout's Commendation of Merit
94	SEP	SOUTH KILDARE	ATHY	Gary Kelly	Chief Scout's Commendation of Merit
95	SEP	SOUTH KILDARE	ATHY	John Delaney	Chief Scout's Commendation of Merit
96	SEP	SOUTH KILDARE	ATHY	Ray Whelan	Chief Scout's Commendation of Merit
97	SEP	SOUTH KILDARE	ATHY	Rosemary Keogh	Chief Scout's Commendation of Merit
98	SEP	SOUTH KILDARE	ATHY	Carolanne Doran	Chief Scout's Commendation of Merit
99	SEP	SOUTH KILDARE	ATHY	Catherine Cusack	Chief Scout's Commendation of Merit
100	SEP	SOUTH KILDARE	ATHY	Robert Dancey	Chief Scout's Commendation of Merit
101	SEP	SOUTH KILDARE	ATHY	Neil Davis	Chief Scout's Commendation of Merit
102	SEP	SOUTH KILDARE	ATHY	Matthew Keogh	Chief Scout's Commendation of Merit
103	SEP	SOUTH KILDARE	ATHY	Jason O'Connor	Chief Scout's Commendation of Merit
104	SEP	SOUTH KILDARE	ATHY	Johnny O'Connor	Chief Scout's Commendation of Merit
105	SEP	SOUTH KILDARE	KILDARE TOWN	Deborah Bonnie	Chief Scout's Commendation of Merit
106	SEP	SOUTH KILDARE	KILDARE TOWN	Imelda Hatfield	Chief Scout's Commendation of Merit
107	SEP	SOUTH KILDARE	NAAS	Lisa Deeney	Chief Scout's Commendation of Merit
108	SEP	SOUTH KILDARE	NAAS	Sinead Dunbar	Chief Scout's Commendation of Merit
109	SEP	SOUTH KILDARE	NAAS	Noel Singleton	Chief Scout's Commendation of Merit
110	SEP	SOUTH KILDARE	NAAS	Richard Gallagher	Chief Scout's Commendation of Merit
111	SEP	SOUTH KILDARE	NAAS	Caroline Mulcahy	Chief Scout's Commendation of Merit
112	SEP	SOUTH KILDARE	NAAS	Maura Quinn	Chief Scout's Commendation of Merit
113	SEP	SOUTH KILDARE	NAAS	Niamh Shepherd	Chief Scout's Commendation of Merit
114	SEP	SOUTH KILDARE	NAAS	Philip Shepherd	Chief Scout's Commendation of Merit
115	SEP	SOUTH KILDARE	NAAS	Shauna Mccarthy	Chief Scout's Commendation of Merit
116	SEP	SOUTH KILDARE	NAAS	Trevor Timpson	Chief Scout's Commendation of Merit
117	SEP	SOUTH KILDARE	NAAS	Victoria Rowan	Chief Scout's Commendation of Merit
118	SEP	SOUTH KILDARE	NAAS	Sarah O'Neill	Chief Scout's Commendation of Merit

119	SEP	SOUTH KILDARE	NAAS	Shauna MacGabhann	Chief Scout's Commendation of Merit
120	SEP	SOUTH KILDARE	NAAS	Tim Casey	Chief Scout's Commendation of Merit
121	SEP	SOUTH KILDARE	NAAS	Paulina Phelan	Chief Scout's Commendation of Merit
122	SP	CORK NORTH	CHARLEVILLE	Jacqueline Riordan	Chief Scout's Commendation of Merit
123	SP	COIS SUIRE	FETHARD & KILUSTY	Rachel Hanlon	Chief Scout's Commendation of Merit
124	WP	YEATS	BEN BULBEN	Caroline Litster	Chief Scout's Commendation of Merit
125	WP	YEATS	BENBULBEN	Oisin Gillen	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	AUGHRIM 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



9	NEP	CAVAN MONAGHAN	KINGS COURT	Jackie Faulkner	Silver Merit
10	NEP	CAVAN MONAGHAN	KINGS COURT	Kathy Gargan	Silver Merit
11	NEP	CAVAN MONAGHAN	KINGS COURT	Patricia Wakely	Silver Merit
12	NEP	LOUTH	BLACKROCK SEA SCOUTS	Frank Conlon	Silver Merit
13	NEP	LOUTH	ST PATRICKS	Andrew Mcmanus	Silver Merit
14	NEP	REACHRA	BAYSIDE	Maire Costigan	Silver Merit
15	NEP	REACHRA	BAYSIDE	Brendan Costigan	Silver Merit
16	SEP	CILL DARA	MAYNOOTH	Peter Garrad	Silver Merit
17	SEP	SOUTH KILDARE	ATHY	Jim Lawler	Silver Merit
18	SEP	SOUTH KILDARE	BLESSING TON	Declan Hendrick	Silver Merit
19	SEP	SOUTH KILDARE	KILDARE TOWN	Robert Kelly	Silver Merit
20	SEP	SOUTH KILDARE	KILDARE TOWN	Anne Kelly	Silver Merit
21	SEP	SOUTH KILDARE	MONASTEREVIN	Brian Dunne	Silver Merit
22	SEP	SOUTH KILDARE	NAAS	Paula Rice	Silver Merit
23	SEP	SOUTH KILDARE	NAAS	Cathal Healy	Silver Merit
24	SEP	WATER FORD	ST. MARY'S BALLYGUNNER	Brian Fanning	Silver Merit
25	SEP	WATERFORD	TRAMORE	Leonie Rogers	Silver Merit
26	SP	CORK SOUTH	CARRIGALINE	David Shalloo	Silver Merit
27	SP	LEE VALLEY	BISHOPSTOWN	June Ward	Silver Merit
28	SP	WEST CORK	KIL BRITTAIN	Imelda Hurley	Silver Merit
29	WP	GALWAY	PORTUMNA	Brendan Murray	Silver Merit
30	WP	LOUGH KEEL	BALLINAMORE	Michelle O'Donnell	Silver Merit
31	WP	YEATS	Sligo Town	James Scanlon	Silver Merit
32	WP	YEATS	Sligo Town	Diane Moran	Silver Merit
33	NEP	ÁTH CLIATH 15	Huntstown	Gerard Brady	Silver Merit
34	NEP	LAKELANDS	MULLINGAR	Christine O'Keefe	Silver Merit
35	NEP	LOUTH	ST PATRICKS	Barry O'Neill	Silver Merit
36	NEP	LOUTH	ST PATRICKS	Patricia Gethins	Silver Merit
37	NEP	REACHRA	9 PORT MALAHIDE SEA SCOUTS	Ivan Barrett	Silver Merit
38	NP	ERNE	KINAWLEY	Francis O'Reilly	Silver Merit
39	NP	ERRIGAL	LIFFORD/CLONLEIGH	Catherine Wells Doherty	Silver Merit
40	SEP	CILL MHANTÁIN	ROUNDWOOD	Lisa Montgomery	Silver Merit
41	SEP	SOUTH KILDARE	NAAS	Kevin Phelan	Silver Merit
42	SP	KERRY	FOSSA	Sean Sweeney	Silver Merit
43	SP	LIMERICK	Monaleen/Milford	Denis Murray	Silver Merit
44	SP	LIMERICK	ST. PAUL'S (DORADOYLE)	Colm Slevin	Silver Merit
45	WP	CLARE	SIXMILEBRIDGE	Noel Keaney	Silver Merit
46	WP	CLARE	SIXMILEBRIDGE	Josephine Roche	Silver Merit
47	WP	GALWAY	KILCOONA	Anna Casserly	Silver Merit

Merit Awards - Silver Merit

	Province	County	Group	Name	Award
1	DP	Campsites	Larch Hill	Des Ryan	Silver Merit
2	DP	TOLKA	AUGHRIM STREET	Brenda Fleming	Silver Merit
3	DP	TOLKA	AUGHRIM STREET	Teresa Hennessy	Silver Merit
4	DP	TOLKA	AUGHRIM STREET	May Scully	Silver Merit
5	DP	TOLKA	AUGHRIM STREET	Marie Hegarty	Silver Merit
6	DP	TOLKA	GLAS NEVIN	Louise Gillen	Silver Merit
7	NEP	CAVAN MONAGHAN	COOTE HILL	Margaret Hartnett	Silver Merit
8	NEP	CAVAN MONAGHAN	KINGS COURT	Patricia Wakely	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	NAT	Heritage Group		Patrick Downes	Life Long Service to Scouting

Service Awards

	Province	County	Group	Name	Award
1	DSP	3 ROCK	Kiltinan	John Naughton	5 YEARS
2	DSP	3 ROCK	Kiltinan	Hugh O'Sullivan	5 YEARS
3	DSP	CLUAIN TOIRC	FAIRVIEW	Jim Hannon	5 YEARS
4	DSP	DODDER	LEESON PARK	Niamh Despard	5 YEARS
5	DSP	DODDER	LEESON PARK	JAKE O'BRIEN	5 YEARS
6	DSP	DODDER	RATHFARNHAM	John Sisson	5 YEARS
7	DSP	DUBLINIA	Inchicore/Bluebell	Rebecca Mooney	5 YEARS
8	DSP	DUBLINIA	POLISH SCOUT GROUP	Eliza Bielewicz	5 YEARS

9	DSP	DUBLINIA	POLISH SCOUT GROUP	Aneta Korczak	5 YEARS
10	DSP	DUBLINIA	POLISH SCOUT GROUP	Arkadiusz Lenkiewicz	5 YEARS
11	DSP	DUBLINIA	POLISH SCOUT GROUP	Jolanta Lenkiewicz	5 YEARS
12	DSP	DUN LAOGHAIRE	CABINTEELY	Aisling Casey	5 YEARS
13	DSP	DUN LAOGHAIRE	CABINTEELY	Barry O'Shaughnessy	5 YEARS
14	DSP	DUN LAOGHAIRE	DUN LAOGHAIRE	Elaine Bell	5 YEARS
15	DSP	DUN LAOGHAIRE	DUN LAOGHAIRE	Sinead Byrne	5 YEARS
16	DSP	DUN LAOGHAIRE	DUN LAOGHAIRE	Caoimhe Lennon	5 YEARS
17	DSP	DUN LAOGHAIRE	DUN LAOGHAIRE	Christopher Lennon	5 YEARS
18	DSP	DUN LAOGHAIRE	STILLORGAN	Brenda Sweeney	5 YEARS
19	DSP	DUN LAOGHAIRE	STILLORGAN	John Wilson	5 YEARS
20	DSP	LIFFEY WEST	CLONDALKIN	Sinéad Brennan	5 YEARS
21	DSP	LIFFEY WEST	CLONDALKIN	Edward Brennan	5 YEARS
22	DSP	LIFFEY WEST	CLONDALKIN	MARTIN BYRNE	5 YEARS
23	DSP	LIFFEY WEST	CLONDALKIN	BRIAN DUNPHY	5 YEARS
24	DSP	LIFFEY WEST	LUCAN SOUTH	Bill O'Farrell	5 YEARS
25	DSP	LIFFEY WEST	PALMERSTOWN	Michael Church	5 YEARS
26	DSP	LIFFEY WEST	PALMERSTOWN	Joe McCarthy	5 YEARS
27	DSP	LIFFEY WEST	PALMERSTOWN	Grace Mooney	5 YEARS
28	DSP	LIFFEY WEST	PALMERSTOWN	Romy Moore	5 YEARS
29	DSP	LIFFEY WEST	PALMERSTOWN	Brenda O'Mahony	5 YEARS
30	DSP	LIFFEY WEST	PALMERSTOWN	Nuala O'Sullivan	5 YEARS
31	DSP	LIFFEY WEST	PALMERSTOWN	Karl Slater	5 YEARS
32	DSP	MOUNTPELIER	CASTLEVIEW	ROS DONOHOE	5 YEARS
33	DSP	MOUNTPELIER	CASTLEVIEW	Eoin Mahon	5 YEARS
34	DSP	MOUNTPELIER	GREENHILLS	LAUREN JONES	5 YEARS
35	DSP	MOUNTPELIER	KNOCKLYON	Mark Brennan	5 YEARS
36	DSP	MOUNTPELIER	KNOCKLYON	Ronan Daly	5 YEARS
37	DSP	MOUNTPELIER	KNOCKLYON	Brian Kelly	5 YEARS
38	DSP	MOUNTPELIER	KNOCKLYON	Lorraine Thompson	5 YEARS
39	DSP	MOUNTPELIER	TALLAGHT	Jane Prendergast	5 YEARS
40	DSP	TOLKA	GLASNEVIN	John Delaney	5 YEARS
41	DSP	TOLKA	GLASNEVIN	Colm Greenan	5 YEARS
42	DSP	TOLKA	GLASNEVIN	Stephen Jones	5 YEARS
43	DSP	TOLKA	GLASNEVIN	Steven Maclean	5 YEARS
44	DSP	TOLKA	GLASNEVIN	Ben Murphy	5 YEARS
45	DSP	TOLKA	GLASNEVIN	John Noone	5 YEARS
46	DSP	TOLKA	GLASNEVIN	Peter O'Kelly	5 YEARS
47	NEP	CAVAN MONAGHAN	CASTLEBLAYNEY	Louise Harkin	5 YEARS
48	NEP	CAVAN MONAGHAN	CASTLEBLAYNEY	Tracey West	5 YEARS
49	NEP	CAVAN MONAGHAN	MAGHERACLOONE	Bernard Kelly	5 YEARS
50	NEP	CAVAN MONAGHAN	MAGHERACLOONE	Nigel O'Neill	5 YEARS
51	NEP	CAVAN MONAGHAN	MAGHERACLOONE	Angela Parker	5 YEARS
52	NEP	FINGAL	ST. MCCULLINS (LUSK)	Michelle Bellew	5 YEARS
53	NEP	FINGAL	ST. MCCULLINS (LUSK)	Aoibhe Cuevas	5 YEARS
54	NEP	FINGAL	ST. MCCULLINS (LUSK)	GRAINNE CURTIN	5 YEARS
55	NEP	FINGAL	ST. MCCULLINS (LUSK)	Simon Gaines	5 YEARS
56	NEP	FINGAL	ST. MCCULLINS (LUSK)	PHILIP HEARTY	5 YEARS
57	NEP	FINGAL	ST. MCCULLINS (LUSK)	Sarah Kelly	5 YEARS



58	NEP	FINGAL	SWORDS	John Delany	5 YEARS
59	NEP	GLEANN NA BOINNE	ASHBOURNE	Robert O'connor	5 YEARS
60	NEP	GLEANN NA BOINNE	KELLS	Raymond Haworth	5 YEARS
61	NEP	GLEANN NA BOINNE	KELLS	Geraldine Lee	5 YEARS
62	NEP	GLEANN NA BOINNE	KELLS	David Martin	5 YEARS
63	NEP	GLEANN NA BOINNE	KELLS	David Sliney	5 YEARS
64	NEP	GLEANN NA BOINNE	KILDALKEY	Richard Lucas	5 YEARS
65	NEP	GLEANN NA BOINNE	SKRYNE	Arlene Forster	5 YEARS
66	NEP	LAKELANDS	CASTLEPOLLARD	Maxine Kelly	5 YEARS
67	NEP	LAKELANDS	CASTLEPOLLARD	Caroline Lancaster	5 YEARS
68	NEP	LAKELANDS	CASTLEPOLLARD	Charles Leonard	5 YEARS
69	NEP	LAKELANDS	CASTLEPOLLARD	Ann O'reilly	5 YEARS
70	NEP	LAKELANDS	DELVIN	Nicola Douglas	5 YEARS
71	NEP	LAKELANDS	DELVIN	Miriam Maguire	5 YEARS
72	NEP	LAKELANDS	DELVIN	Patrick Maguire	5 YEARS
73	NEP	LAKELANDS	DELVIN	Bertha McBride	5 YEARS
74	NEP	LAKELANDS	DELVIN	Dave McBride	5 YEARS
75	NEP	LAKELANDS	DELVIN	Karen Mcgee	5 YEARS
76	NEP	LAKELANDS	DELVIN	Michael Murphy	5 YEARS
77	NEP	LAKELANDS	DELVIN	Michael O'farrell	5 YEARS
78	NEP	LAKELANDS	DELVIN	Yvonne Smith Murphy	5 YEARS
79	NEP	LAKELANDS	LECARROW	Paddy Quinn	5 YEARS
80	NEP	LAKELANDS	MILLTOWNPASS	Jane Slevin	5 YEARS
81	NEP	LAKELANDS	MULLINGAR	Maeve Conroy	5 YEARS
82	NEP	LAKELANDS	MULLINGAR	Barbara Gilhooley	5 YEARS
83	NEP	LAKELANDS	MULLINGAR	Tim Mooney	5 YEARS
84	NEP	LAKELANDS	MULLINGAR	Gerard O'keeffe	5 YEARS
85	NEP	LAKELANDS	MULLINGAR	Garry Stroker	5 YEARS
86	NEP	LAKELANDS	Portlick Campsite Team	John Dowling	5 YEARS
87	NEP	LAKELANDS	Portlick Campsite Team	Michael Harney	5 YEARS
88	NEP	LAKELANDS	Portlick Campsite Team	Declan O'rourke	5 YEARS
89	NEP	LAKELANDS	Portlick Campsite Team	David Quast	5 YEARS
90	NEP	LAKELANDS	ST. MARY'S (ATHLONE)	Philip Gillen	5 YEARS
91	NEP	LAKELANDS	ST. MARY'S (ATHLONE)	Keith Tuohy	5 YEARS
92	NEP	LOUTH	CÚ CHULAINN	Wendy Daly	5 YEARS
93	NEP	LOUTH	ST PATRICKS	Keith Agnew	5 YEARS
94	NEP	LOUTH	ST PATRICKS	Sean Kelly	5 YEARS
95	NEP	LOUTH	ST. OLIVER'S DROGHEDA	Ciara Benton	5 YEARS
96	NEP	LOUTH	ST. OLIVER'S DROGHEDA	Joseph Crilly	5 YEARS
97	NEP	LOUTH	ST. OLIVER'S DROGHEDA	Eoghan Khan	5 YEARS
98	NEP	LOUTH	ST. OLIVER'S DROGHEDA	Cathal Khan	5 YEARS
99	NEP	LOUTH	ST. OLIVER'S DROGHEDA	Aisling Mongey	5 YEARS
100	NEP	LOUTH	ST. OLIVER'S DROGHEDA	Noel Synnott	5 YEARS
101	NEP	REACHRA	9 PORT MALAHIDE SEA SCOUTS	Noelle Ameijenda	5 YEARS
102	NEP	REACHRA	9 PORT MALAHIDE SEA SCOUTS	John Butterly	5 YEARS
103	NEP	REACHRA	9 PORT MALAHIDE SEA SCOUTS	Joan Desmond	5 YEARS
104	NEP	REACHRA	9 PORT MALAHIDE SEA SCOUTS	Gerard Duffy	5 YEARS
105	NEP	REACHRA	9 PORT MALAHIDE SEA SCOUTS	Derek Ennis	5 YEARS
106	NEP	REACHRA	9 PORT MALAHIDE SEA SCOUTS	Kieran Garrett	5 YEARS
107	NEP	REACHRA	9 PORT MALAHIDE SEA SCOUTS	Alice Geraghty	5 YEARS
108	NEP	REACHRA	9 PORT MALAHIDE SEA SCOUTS	Leigh Hazzard	5 YEARS
109	NEP	REACHRA	9 PORT MALAHIDE SEA SCOUTS	John Kenny	5 YEARS

110	NEP	REACHRA	9 PORT MALAHIDE SEA SCOUTS	Colin Lynch	5 YEARS
111	NEP	REACHRA	9 PORT MALAHIDE SEA SCOUTS	Blaithain McCaffrey	5 YEARS
112	NEP	REACHRA	9 PORT MALAHIDE SEA SCOUTS	Robert McGrath	5 YEARS
113	NEP	REACHRA	9 PORT MALAHIDE SEA SCOUTS	Robert McKernan	5 YEARS
114	NEP	REACHRA	9 PORT MALAHIDE SEA SCOUTS	Hilary O'Brien	5 YEARS
115	NEP	REACHRA	9 PORT MALAHIDE SEA SCOUTS	Edward O'Donnell	5 YEARS
116	NEP	REACHRA	9 PORT MALAHIDE SEA SCOUTS	STEPHEN O'REILLY	5 YEARS
117	NEP	REACHRA	9 PORT MALAHIDE SEA SCOUTS	Niall Rock	5 YEARS
118	NEP	REACHRA	9 PORT MALAHIDE SEA SCOUTS	Gregory Venner	5 YEARS
119	NEP	REACHRA	BAYSIDE	Eoin Bowers	5 YEARS
120	NEP	REACHRA	BAYSIDE	AILBHE COMYN	5 YEARS
121	NEP	REACHRA	BAYSIDE	Mairín Deaton	5 YEARS
122	NEP	REACHRA	BAYSIDE	Alison Hughes	5 YEARS
123	NEP	REACHRA	BAYSIDE	AISLING SHATWELL	5 YEARS
124	NEP	REACHRA	EDENMORE	Hilary Reynolds	5 YEARS
125	NEP	REACHRA	RAHENY	Paul Colbert	5 YEARS
126	NEP	REACHRA	RAHENY	Paul O'Connor	5 YEARS
127	NP	BRIAN BORU	CRAIGAVON	Donna Atkinson	5 YEARS
128	NP	BRIAN BORU	DUNGANNON	Ciara Currie	5 YEARS
129	NP	BRIAN BORU	St Josephs Newry	Niamh Britton	5 YEARS
130	NP	DAL RIADA	BALLYMONEY	Deirdre Finnerty	5 YEARS
131	NP	DAL RIADA	BALLYMONEY	Barbara Hegarty	5 YEARS
132	NP	DAL RIADA	BALLYMONEY	Caroline McKeever	5 YEARS
133	NP	DAL RIADA	DRAPERSTOWN	Karen Bradley	5 YEARS
134	NP	DAL RIADA	DRAPERSTOWN	Raymond Cassidy	5 YEARS
135	NP	DAL RIADA	DRAPERSTOWN	Colleen Scullion	5 YEARS
136	NP	DAL RIADA	Glenavy & Killead	Ann McAleese	5 YEARS
137	NP	DAL RIADA	Glenavy & Killead	Ciara McCaughley	5 YEARS
138	NP	DAL RIADA	LARNE	Raymond O'Toole	5 YEARS
139	NP	DOWN & CONNOR	ST. COLMCILLES	MATTHEW DAWSON	5 YEARS
140	NP	DOWN & CONNOR	ST. COLMCILLES	Paul Harkin	5 YEARS
141	NP	DOWN & CONNOR	ST. COLMCILLES	PATRICK LINDEN	5 YEARS
142	NP	DOWN & CONNOR	ST. COLMCILLES	DONAL MACKLIN	5 YEARS
143	NP	DOWN & CONNOR	ST. COLMCILLES	Stephen Smith	5 YEARS
144	NP	DOWN & CONNOR	ST. MICHAEL'S	Noelle Boyle	5 YEARS
145	NP	DOWN & CONNOR	ST. MICHAEL'S	Gareth Hefferon	5 YEARS
146	NP	ERNEP	DOWRA	VERONA FITZPATRICK	5 YEARS
147	NP	ERNEP	IRVINESTOWN	Michelle McBrien	5 YEARS
148	NP	ERRIGAL	BUNCRANA	Christi McGuinness	5 YEARS
149	NP	ERRIGAL	BUNCRANA	Thomas McLaughlin	5 YEARS
150	NP	ERRIGAL	BUNCRANA	Mary Teresa McLaughlin	5 YEARS
151	NP	ERRIGAL	CLONMANY	ROSEMARY McLAUGHLIN	5 YEARS
152	NP	ERRIGAL	KILLYBEGS	Claire Barrett	5 YEARS
153	NP	ERRIGAL	QUIGLEY'S POINT	Emma Doherty	5 YEARS
154	SEP	CARLOW KILKENNY	BAGENALSTOWN	Paul Gardiner	5 YEARS
155	SEP	CARLOW KILKENNY	BAGENALSTOWN	Karen O'Brien	5 YEARS
156	SEP	CARLOW KILKENNY	BAGENALSTOWN	Brian O'Dwyer	5 YEARS
157	SEP	CARLOW KILKENNY	BAGENALSTOWN	Donal Ryan	5 YEARS
158	SEP	CARLOW KILKENNY	BALLYRAGGET	THERESA DELANEY	5 YEARS
159	SEP	CARLOW KILKENNY	BALLYRAGGET	Aidan Morrissey	5 YEARS
160	SEP	CARLOW KILKENNY	BALLYRAGGET	Peter Romaszewskyj	5 YEARS
161	SEP	CARLOW KILKENNY	BALLYRAGGET	Sheila Walshe	5 YEARS

162	SEP	CARLOW KILKENNY	CARLOW TOWN	Irene O'Brien	5 YEARS
163	SEP	CARLOW KILKENNY	CARLOW TOWN	Eamonn O'Sullivan	5 YEARS
164	SEP	CARLOW KILKENNY	CARLOW TOWN	Martin Byrne	5 YEARS
165	SEP	CARLOW KILKENNY	CARLOW TOWN	Seamus Murphy	5 YEARS
166	SEP	CARLOW KILKENNY	CARLOW TOWN	Raymond Timmons	5 YEARS
167	SEP	CARLOW KILKENNY	TULLOW	Paul Byrne	5 YEARS
168	SEP	CARLOW KILKENNY	TULLOW	Jason James Doyle	5 YEARS
169	SEP	CARLOW KILKENNY	TULLOW	Jimmy Schoeb	5 YEARS
170	SEP	CILL DARA	Clane	Jennifer Ahmed	5 YEARS
171	SEP	CILL DARA	Clane	Cyril Creaven	5 YEARS
172	SEP	CILL DARA	Clane	Ciara Doyle	5 YEARS
173	SEP	CILL DARA	Clane	Catherine Killoran	5 YEARS
174	SEP	CILL DARA	CLANE	Peter Byrne	5 YEARS
175	SEP	CILL DARA	CLANE	Vanya Furey Shinnors	5 YEARS
176	SEP	CILL DARA	CLANE	LIAM NIELSEN	5 YEARS
177	SEP	CILL DARA	CLANE	Sarah Ryan	5 YEARS
178	SEP	CILL DARA	SALESIANS	Terence Murray	5 YEARS
179	SEP	CILL DARA	SALLINS	Ann Byrne	5 YEARS
180	SEP	CILL DARA	SALLINS	Karen Byrne	5 YEARS
181	SEP	CILL DARA	SALLINS	DEBORAH FRANCIS	5 YEARS
182	SEP	CILL DARA	SALLINS	JOE KELLY	5 YEARS
183	SEP	CILL DARA	SALLINS	Marian Kennedy	5 YEARS
184	SEP	CILL DARA	SALLINS	Damien Quinn	5 YEARS
185	SEP	CILL DARA	Staplestown	Eileen Crosse	5 YEARS
186	SEP	CILL DARA	Staplestown	Louise Kiernan	5 YEARS
187	SEP	CILL MHANTÁIN	BRAY SEA SCOUTS	STEPHEN BRANDON	5 YEARS
188	SEP	CILL MHANTÁIN	BRAY SEA SCOUTS	MARK DAVIDSON	5 YEARS
189	SEP	CILL MHANTÁIN	BRAY SEA SCOUTS	NICOLE FEIGHERY	5 YEARS
190	SEP	CILL MHANTÁIN	BRAY SEA SCOUTS	BRIAN FOYNES	5 YEARS
191	SEP	CILL MHANTÁIN	BRAY SEA SCOUTS	DARREN LOGUE	5 YEARS
192	SEP	CILL MHANTÁIN	BRAY SEA SCOUTS	PAUL O'HALLORAN	5 YEARS
193	SEP	CILL MHANTÁIN	BRAY SEA SCOUTS	KIERAN RUSSELL	5 YEARS
194	SEP	CILL MHANTÁIN	BRAY SEA SCOUTS	SANDRA STANLEY	5 YEARS
195	SEP	CILL MHANTÁIN	BRAY SEA SCOUTS	JAMES TOBIN	5 YEARS
196	SEP	CILL MHANTÁIN	BRAY SEA SCOUTS	NATASHA WHYTE	5 YEARS
197	SEP	CILL MHANTÁIN	KILCOOLE	Stephen Donnelly	5 YEARS
198	SEP	CILL MHANTÁIN	KILCOOLE	Seighin Lennon	5 YEARS
199	SEP	CILL MHANTÁIN	KILMACANOGUE	Gerard Redden	5 YEARS
200	SEP	CILL MHANTÁIN	NEWTOWNMOUNTKENNEDY	Lynne Keenan	5 YEARS
201	SEP	CILL MHANTÁIN	NEWTOWNMOUNTKENNEDY	Susan Roe	5 YEARS
202	SEP	SLIEVE BLOOM	CLOUGHJORDAN	Fiona Chadwick	5 YEARS
203	SEP	SLIEVE BLOOM	MOUNTMELICK	Jonathan Healy	5 YEARS
204	SEP	SLIEVE BLOOM	MOUNTMELICK	Yvonne Keady	5 YEARS
205	SEP	SLIEVE BLOOM	MOUNTMELICK	Winnie O'Reilly	5 YEARS
206	SEP	SLIEVE BLOOM	MOUNTMELICK	Edel Shaw	5 YEARS
207	SEP	SLIEVE BLOOM	MOUNTRATH	Yvonne Byrne	5 YEARS
208	SEP	SLIEVE BLOOM	MOUNTRATH	Caroline Page	5 YEARS
209	SEP	SLIEVE BLOOM	PORTLAOISE	Catherine Bergin	5 YEARS
210	SEP	SLIEVE BLOOM	PORTLAOISE	Claire Hurley	5 YEARS
211	SEP	SLIEVE BLOOM	PORTLAOISE	Ciara McDonagh	5 YEARS
212	SEP	SLIEVE BLOOM	ROSCREA	NIAMH ABBOTT	5 YEARS
213	SEP	SLIEVE BLOOM	ROSCREA	Conor Abbott	5 YEARS

214	SEP	SLIEVE BLOOM	ROSCREA	Seamus Browne	5 YEARS
215	SEP	SLIEVE BLOOM	ROSCREA	Sean Conlon	5 YEARS
216	SEP	SLIEVE BLOOM	ROSCREA	Joseph Gaynor	5 YEARS
217	SEP	SLIEVE BLOOM	ROSCREA	Louise Hennessy	5 YEARS
218	SEP	SLIEVE BLOOM	ROSCREA	GILLIAN LUPTON	5 YEARS
219	SEP	SLIEVE BLOOM	ROSCREA	Luke McAndrew	5 YEARS
220	SEP	SLIEVE BLOOM	ROSCREA	DAVID MCGRATH	5 YEARS
221	SEP	SLIEVE BLOOM	ROSCREA	Aidan Moloney	5 YEARS
222	SEP	SLIEVE BLOOM	ROSCREA	Marcella Nolan	5 YEARS
223	SEP	SLIEVE BLOOM	ROSCREA	Michael Nolan	5 YEARS
224	SEP	SLIEVE BLOOM	ROSCREA	Mairead Ramsbottom	5 YEARS
225	SEP	SLIEVE BLOOM	ROSCREA	John Searson	5 YEARS
226	SEP	SOUTH KILDARE	ATHY	Deborah Brennan	5 YEARS
227	SEP	SOUTH KILDARE	ATHY	Ger Brennan	5 YEARS
228	SEP	SOUTH KILDARE	ATHY	Catherine Cusack	5 YEARS
229	SEP	SOUTH KILDARE	ATHY	Neil Davis	5 YEARS
230	SEP	SOUTH KILDARE	ATHY	Sandra Lennon	5 YEARS
231	SEP	SOUTH KILDARE	KILDARE TOWN	Deborah Bonnie	5 YEARS
232	SEP	SOUTH KILDARE	KILDARE TOWN	Jennifer Corley	5 YEARS
233	SEP	SOUTH KILDARE	KILDARE TOWN	Niamh Keogh	5 YEARS
234	SEP	SOUTH KILDARE	NAAS	Fiona Campbell	5 YEARS
235	SEP	SOUTH KILDARE	NAAS	Richard Gallagher	5 YEARS
236	SEP	SOUTH KILDARE	NAAS	JONATHAN GLEESON	5 YEARS
237	SEP	SOUTH KILDARE	NAAS	CATHAL HEALY	5 YEARS
238	SEP	SOUTH KILDARE	NAAS	Anne Herley	5 YEARS
239	SEP	SOUTH KILDARE	NAAS	Gemma O'Connell	5 YEARS
240	SEP	SOUTH KILDARE	NAAS	Imelda O'Neill	5 YEARS
241	SEP	SOUTH KILDARE	NAAS	Wayne O'Shea Green	5 YEARS
242	SEP	SOUTH KILDARE	NAAS	CAROLINE PERKINS	5 YEARS
243	SEP	SOUTH KILDARE	NAAS	David Power	5 YEARS
244	SEP	SOUTH KILDARE	NAAS	Fiona Ui Bhriain	5 YEARS
245	SEP	SOUTH KILDARE	NAAS	Keir Whytock	5 YEARS
246	SEP	SOUTH KILDARE	PORTARLINGTON	Patrick Whelan	5 YEARS
247	SEP	SOUTH KILDARE	PORTARLINGTON	Elaine Whelan	5 YEARS
248	SEP	WATERFORD	DE LA SALLE	James Doherty	5 YEARS
249	SEP	WATERFORD	DE LA SALLE	Mark Hennessy	5 YEARS
250	SEP	WATERFORD	DE LA SALLE	Patrick Kelly	5 YEARS
251	SEP	WATERFORD	DE LA SALLE	Eric Whelan	5 YEARS
252	SEP	WATERFORD	FAITHLEGG	Thomas Sheerin	5 YEARS
253	SEP	WATERFORD	FERRYBANK	Barry Fox	5 YEARS
254	SEP	WATERFORD	FERRYBANK	Aoife Hourigan	5 YEARS
255	SEP	WATERFORD	FERRYBANK	Hubert McGavock	5 YEARS
256	SEP	WATERFORD	FERRYBANK	Christy McGrath	5 YEARS
257	SEP	WATERFORD	SACRED HEART	Thomas Powell	5 YEARS
258	SEP	WATERFORD	SACRED HEART	Selina Prendergast	5 YEARS
259	SEP	WATERFORD	ST. MARY'S BALLYGUNNER	Helena Coleman	5 YEARS
260	SEP	WATERFORD	ST. MARY'S BALLYGUNNER	Paul Duggan	5 YEARS
261	SEP	WATERFORD	ST. MARY'S BALLYGUNNER	Michael Lehane	5 YEARS
262	SEP	WATERFORD	ST. MARY'S BALLYGUNNER	Pat Manning	5 YEARS
263	SEP	WATERFORD	ST. PAUL'S LISDUGGAN	Joanna Fowler	5 YEARS
264	SP	COIS LAOI CHORCAI	COBH	Nora Black	5 YEARS
265	SP	COIS LAOI CHORCAI	COBH	CHRISTOPHER DOYLE	5 YEARS

266	SP	COIS LAOI CHORCAI	MIDLETON	Denis Casey	5 YEARS
267	SP	COIS LAOI CHORCAI	MIDLETON	JOHN COOPER	5 YEARS
268	SP	COIS LAOI CHORCAI	MIDLETON	CHARLES LA MERE	5 YEARS
269	SP	COIS LAOI CHORCAI	ST. PATRICK'S	Finbarr Burns	5 YEARS
270	SP	COIS LAOI CHORCAI	ST. PATRICK'S	AMY MAHER	5 YEARS
271	SP	COIS LAOI CHORCAI	ST. PATRICK'S	Deirdre O'Donovan	5 YEARS
272	SP	COIS LAOI CHORCAI	SUNDAY'S WELL	Maud Murphy	5 YEARS
273	SP	COIS LAOI CHORCAI	SUNDAY'S WELL	MICHAEL O'CONNELL	5 YEARS
274	SP	COIS LAOI CHORCAI	SUNDAY'S WELL	Liam O'Rourke	5 YEARS
275	SP	CORK NORTH	DONERAILE	JOHN PATRICK GLASSETT	5 YEARS
276	SP	CORK NORTH	MALLOW	Evelyn Humphries	5 YEARS
277	SP	CORK NORTH	MALLOW	William Malone	5 YEARS
278	SP	CORK NORTH	MALLOW	Stephen Mangan	5 YEARS
279	SP	CORK NORTH	MALLOW	Donal McCarthy	5 YEARS
280	SP	CORK NORTH	MALLOW	Gavin Murray	5 YEARS
281	SP	CORK NORTH	MALLOW	Peter Neville	5 YEARS
282	SP	CORK NORTH	RATHCORMAC	Elizabeth Kingston	5 YEARS
283	SP	KERRY	BLENNERVILLE	DENISE ALLMAN MORIARTY	5 YEARS
284	SP	KERRY	DINGLE	Sharon Crandall	5 YEARS
285	SP	KERRY	DINGLE	Amanda Cremin	5 YEARS
286	SP	KERRY	DINGLE	Sandra Cremin	5 YEARS
287	SP	KERRY	DINGLE	Adrian Cremin	5 YEARS
288	SP	KERRY	DINGLE	Georgina Diver	5 YEARS
289	SP	KERRY	DINGLE	John Fahy	5 YEARS
290	SP	KERRY	DINGLE	Donna Fahy	5 YEARS
291	SP	KERRY	DINGLE	Kathleen Garvey	5 YEARS
292	SP	KERRY	DINGLE	Andreas Herkommer	5 YEARS
293	SP	KERRY	DINGLE	Caroline Kearney	5 YEARS
294	SP	KERRY	FOSSA	Dermot Sweeney	5 YEARS
295	SP	KERRY	Tralee	Aisling O'Donnell	5 YEARS
296	SP	LEE VALLEY	BALLINORA WATERFALL	PAUL BRADLEY	5 YEARS
297	SP	LEE VALLEY	BALLINORA WATERFALL	Annette Conway	5 YEARS
298	SP	LEE VALLEY	BALLINORA WATERFALL	BRENDAN MULCAHY	5 YEARS
299	SP	LEE VALLEY	BALLINORA WATERFALL	DENIS O'SHEA	5 YEARS
300	SP	LEE VALLEY	BALLINORA WATERFALL	DAVE WALDOCK	5 YEARS
301	SP	LEE VALLEY	LOUGH	DONNCHADH Ó'LAOGHAIRE	5 YEARS
302	SP	LEE VALLEY	LOUGH	AOIFE RIGNEY	5 YEARS
303	SP	LEE VALLEY	MACROOM	Barry Crowley	5 YEARS
304	SP	LEE VALLEY	MACROOM	Christopher Fitzgibbon	5 YEARS
305	SP	LIMERICK	BALLYBRICKEN	Maurice Keyes	5 YEARS
306	SP	LIMERICK	Monaleen/Milford	Michael Campbell	5 YEARS
307	SP	LIMERICK	Monaleen/Milford	Úna Purcell	5 YEARS
308	SP	LIMERICK	Monaleen/Milford	John Rea	5 YEARS
309	SP	LIMERICK	PALLASKENRY	TOM BREEN	5 YEARS
310	SP	LIMERICK	PALLASKENRY	Nichola O'Regan	5 YEARS
311	SP	LIMERICK	PALLASKENRY	JENNIFER O'REGAN	5 YEARS
312	SP	LIMERICK	RATHKEALE	Carmel Wilmot	5 YEARS
313	SP	LIMERICK	Shannonbanks	Michael McInerney	5 YEARS
314	SP	LIMERICK	Shannonbanks	Rachel O'Flaherty	5 YEARS
315	SP	LIMERICK	Shannonbanks	Paul O'Reilly	5 YEARS
316	SP	LIMERICK	Shannonbanks	Aisling Portley	5 YEARS
317	SP	LIMERICK	ST. JOHN'S	Evelyn Lyons	5 YEARS

318	SP	LIMERICK	ST. PAUL'S (DORADOYLE)	Gareth Martin	5 YEARS
319	SP	LIMERICK	ST. PAUL'S (DORADOYLE)	Jenny Sparling	5 YEARS
320	SP	TIPPERARY COIS SUIRE	CAHIR	Laura Butler	5 YEARS
321	SP	TIPPERARY COIS SUIRE	FETHARD & KILUSTY	Michelle Hennebry	5 YEARS
322	SP	WEST CORK	CAHERAGH	Breda Ross	5 YEARS
323	SP	WEST CORK	INNISHANNON	Janine Bevan	5 YEARS
324	SP	WEST CORK	INNISHANNON	LINDA HALL	5 YEARS
325	SP	WEST CORK	INNISHANNON	Declan O'Mahoney	5 YEARS
326	WP	CLARE	KILLALOE/OGONNELLOE	Michele Coleman	5 YEARS
327	WP	CLARE	KILLALOE/OGONNELLOE	Deirdre Flannery	5 YEARS
328	WP	CLARE	KILLALOE/OGONNELLOE	Siobhan Huddleston	5 YEARS
329	WP	CLARE	KILLALOE/OGONNELLOE	Sheila Lynch	5 YEARS
330	WP	CLARE	KILLALOE/OGONNELLOE	Anna McElhinney	5 YEARS
331	WP	CLARE	SIXMILEBRIDGE	Gerard McGonagle	5 YEARS
332	WP	CLARE	SIXMILEBRIDGE	Johanna O'Connor	5 YEARS
333	WP	CLARE	SIXMILEBRIDGE	Gonda Oyen	5 YEARS
334	WP	GALWAY	CARRABANE	Helen Burke	5 YEARS
335	WP	GALWAY	CARRABANE	Paul Darcy	5 YEARS
336	WP	GALWAY	CARRABANE	Claire Forde	5 YEARS
337	WP	GALWAY	CARRABANE	Darren Hill	5 YEARS
338	WP	GALWAY	CARRABANE	Maura Mulry	5 YEARS
339	WP	GALWAY	GORT	John Ashton	5 YEARS
340	WP	GALWAY	GORT	David Murray	5 YEARS
341	WP	GALWAY	ORANMORE	Joey (Josephine) Cannon	5 YEARS
342	WP	GALWAY	ORANMORE	CIARAN GREENE	5 YEARS
343	WP	GALWAY	ORANMORE	Mary Long	5 YEARS
344	WP	GALWAY	ORANMORE	Deirdre Matthews	5 YEARS
345	WP	GALWAY	ORANMORE	Niamh McInerney	5 YEARS
346	WP	GALWAY	ORANMORE	Patrick O'Brien	5 YEARS
347	WP	GALWAY	ORANMORE	Janette Pfetzing	5 YEARS
348	WP	GALWAY	ORANMORE	Pat Piggott	5 YEARS
349	WP	GALWAY	ORANMORE	Dominic Snowdon	5 YEARS
350	WP	GALWAY	PORTUMNA	ULTAN HYNES	5 YEARS
351	WP	GALWAY	ST. NICHOLAS	Peter Ashton	5 YEARS
352	WP	GALWAY	ST. NICHOLAS	Mercedes Fleming	5 YEARS
353	WP	LOUGH KEEL	BALLYBORO	Ronan Collier	5 YEARS
354	WP	LOUGH KEEL	BALLYBORO	Bernadette Costello	5 YEARS
355	WP	LOUGH KEEL	BALLYBORO	EMER DONOHOE	5 YEARS
356	WP	LOUGH KEEL	BALLYBORO	Emma Murray	5 YEARS
357	WP	LOUGH KEEL	BALLYBORO	Angela Walton	5 YEARS
358	WP	MAYO	ACHILL ISLAND	Natasha McNamara	5 YEARS
359	WP	MAYO	BALLINA	Patrick Melia	5 YEARS
360	WP	MAYO	BALLINROBE	Tadhg Kennedy	5 YEARS
361	WP	MAYO	CASTLEBAR	Clement Byrs	5 YEARS
362	WP	MAYO	CASTLEBAR	Michelle Comer	5 YEARS
363	WP	MAYO	CASTLEBAR	Mark Dean	5 YEARS
364	WP	MAYO	CASTLEBAR	Fiona Doyle	5 YEARS
365	WP	MAYO	CASTLEBAR	Stephen Lowe	5 YEARS
366	WP	MAYO	CASTLEBAR	JOHN MULLIGAN	5 YEARS
367	WP	MAYO	CASTLEBAR	Monica Voignier	5 YEARS
368	WP	MAYO	CLAREMORRIS	Lorraine Dolan	5 YEARS
369	WP	MAYO	CLAREMORRIS	DANNY PILBROW	5 YEARS

370	WP	MAYO	Crossmolina	Pauline Coggins	5 YEARS
371	WP	MAYO	Crossmolina	Louise Maughan	5 YEARS
372	WP	MAYO	Crossmolina	Patricia McKinley	5 YEARS
373	WP	MAYO	Crossmolina	Carmel Williams	5 YEARS
374	WP	MAYO	MAYO	COLM DUNNE	5 YEARS
375	WP	MAYO	SNUGBORO	Janine McGinn	5 YEARS
376	WP	MAYO	SNUGBORO	Bernie O'Boyle	5 YEARS
377	WP	YEATS	BALLYSHANNON	Deirdre Clarke	5 YEARS
378	WP	YEATS	BALLYSHANNON	Stewart Doyle	5 YEARS
379	WP	YEATS	BALLYSHANNON	Mairead Gallagher	5 YEARS
380	WP	YEATS	BALLYSHANNON	Leo Heeney	5 YEARS
381	WP	YEATS	BALLYSHANNON	Tara Keenaghan	5 YEARS
382	WP	YEATS	BALLYSHANNON	Frank McManus	5 YEARS
383	WP	YEATS	BALLYSHANNON	Stephanie Myles	5 YEARS
384	WP	YEATS	BALLYSHANNON	Brendan Whoriskey	5 YEARS
385	WP	YEATS	CALRY	Fiona Feeney	5 YEARS
386	WP	YEATS	CALRY	Jennifer Wall	5 YEARS
387	WP	YEATS	ROSSES POINT SEA SCOUTS	GERRY FLANAGAN	5 YEARS
388	WP	YEATS	ROSSES POINT SEA SCOUTS	ROISIN MURPHY	5 YEARS
389	WP	YEATS	Sligo Town	Geraldine Elliott	5 YEARS
390	WP	YEATS	Sligo Town	EDEL HENDERSON	5 YEARS
391	WP	YEATS	YEATS	Andrea Martin	5 YEARS
392	DSP	3 ROCK	MOUNT MERRION	CIARAN KEAVENY	10 YEARS
393	DSP	3 ROCK	MOUNT MERRION	JENNI SIMPSON	10 YEARS
394	DSP	CLUAIN TOIRC	FAIRVIEW	MARK DALY	10 YEARS
395	DSP	COIS FARRAIGE	JOHNSTOWN/KILLINEY	EOIN CAMPBELL	10 YEARS
396	DSP	COIS FARRAIGE	RATHMICHAEL	WYATT ORSMOND	10 YEARS
397	DSP	DODDER	DARTRY	DEBBIE D'CUNHA	10 YEARS
398	DSP	DODDER	DARTRY	SUSAN MCDAID	10 YEARS
399	DSP	DODDER	LEESON PARK	AINE NIC GIOLLA CHOILLE	10 YEARS
400	DSP	DUBLINIA	Inchicore/Bluebell	Patricia Briggs	10 YEARS
401	DSP	DUBLINIA	Inchicore/Bluebell	Richard Carter	10 YEARS
402	DSP	DUN LAOGHAIRE	STILLORGAN	Karen D'Alton Poff	10 YEARS
403	DSP	DUN LAOGHAIRE	STILLORGAN	Gwen Reddy	10 YEARS
404	DSP	LIFFEY WEST	LUCAN 48	James SCOTT PEOPLES	10 YEARS
405	DSP	LIFFEY WEST	LUCAN SOUTH	ED CORKERY	10 YEARS
406	DSP	LIFFEY WEST	LUCAN SOUTH	Laurena Duffy	10 YEARS
407	DSP	LIFFEY WEST	PALMERSTOWN	Steven Keaney	10 YEARS
408	DSP	LIFFEY WEST	PALMERSTOWN	Mark Lynch	10 YEARS
409	DSP	LIFFEY WEST	PALMERSTOWN	Tony Mc Carthy	10 YEARS
410	DSP	LIFFEY WEST	RATHCOOLE	MICHAEL MURPHY	10 YEARS
411	DSP	MOUNTPELIER	CASTLEVIEW	STEVEN CORCORAN	10 YEARS
412	DSP	MOUNTPELIER	CASTLEVIEW	SARAH WILLIAMS	10 YEARS
413	DSP	MOUNTPELIER	KNOCKLYON	GAYE HAND	10 YEARS
414	DSP	MOUNTPELIER	KNOCKLYON	GERARD KAVANAGH	10 YEARS
415	DSP	MOUNTPELIER	OLD BAWN	Jonathan Doyle	10 YEARS
416	DSP	TOLKA	GLASNEVIN	Declan Sheehan	10 YEARS
417	NEP	CAVAN MONAGHAN	COOTEHILL	JANEY FREEMAN	10 YEARS
418	NEP	CAVAN MONAGHAN	LARAGH	Breege O'Reilly	10 YEARS
419	NEP	FINGAL	SKERRIES	Bob Crowther	10 YEARS
420	NEP	FINGAL	SKERRIES	Steve Gardner	10 YEARS
421	NEP	FINGAL	SKERRIES	Deirdre Mulholland	10 YEARS

422	NEP	FINGAL	ST. McCULLINS (LUSK)	DAVID BOFIN	10 YEARS
423	NEP	FINGAL	ST. McCULLINS (LUSK)	Ann Sweetman	10 YEARS
424	NEP	GLEANN NA BOINNE	ASHBOURNEP	Suzie Rafter	10 YEARS
425	NEP	GLEANN NA BOINNE	DUNSHAUGHLIN	Patricia Walsh	10 YEARS
426	NEP	GLEANN NA BOINNE	KILDALKEY	SANDRA McDONNELL	10 YEARS
427	NEP	LAKELANDS	LECARROW	LINDA KELLY	10 YEARS
428	NEP	LAKELANDS	ST. MARY'S (ATHLONE)	BRENDAN HAMROCK	10 YEARS
429	NEP	LOUTH	BUION SETANTA	Elizabeth Bailey	10 YEARS
430	NEP	LOUTH	BUION SETANTA	Maire Gallagher	10 YEARS
431	NEP	LOUTH	BUION SETANTA	Eugene O'Hanlon	10 YEARS
432	NEP	LOUTH	ST PATRICKS	Niall Kelly	10 YEARS
433	NEP	LOUTH	ST. OLIVER'S DROGHEDA	GLENN MCCORMACK	10 YEARS
434	NEP	LOUTH	ST. OLIVER'S DROGHEDA	BRIAN REILLY	10 YEARS
435	NEP	LOUTH	ST. OLIVER'S DROGHEDA	Michael Seaman	10 YEARS
436	NEP	LOUTH	ST. OLIVER'S DROGHEDA	JOANNE TAAFFE	10 YEARS
437	NEP	REACHRA	9 PORT MALAHIDE SEA SCOUTS	AIDEEN ABBOTT	10 YEARS
438	NEP	REACHRA	9 PORT MALAHIDE SEA SCOUTS	GILLIAN FORDE	10 YEARS
439	NEP	REACHRA	BAYSIDE	MARK CONNOLLY	10 YEARS
440	NEP	REACHRA	BAYSIDE	FRANK LYNCH	10 YEARS
441	NEP	REACHRA	RAHENY	Elaine Dunne	10 YEARS
442	NP	DAL RIADA	20 ANTRIM	LORNA AUSTIN	10 YEARS
443	NP	DAL RIADA	20 ANTRIM	Dawn Dougan	10 YEARS
444	NP	DAL RIADA	BALLYMONEY	GARY TRUESDALE	10 YEARS
445	NP	DAL RIADA	BALLYMONEY	ELAINE TRUESDALE	10 YEARS
446	NP	DAL RIADA	COLERAINE	MALACHY MCILROY	10 YEARS
447	NP	DAL RIADA	Glenavy & Killead	Martin McCaughley	10 YEARS
448	NP	DAL RIADA	Glenavy & Killead	Ciara McCaughley	10 YEARS
449	NP	DOWN & CONNOR	ST. COLMCILLES	BRENDAN BROWNE	10 YEARS
450	NP	DOWN & CONNOR	ST. COLMCILLES	SAM CORBETT	10 YEARS
451	NP	ERNEP	BELCOO	PATRICK KEANEY	10 YEARS
452	NP	ERRIGAL	CARNDONAGH	Mary Harkin	10 YEARS
453	NP	ERRIGAL	CARNDONAGH	ROSEMARIE McDERMOTT	10 YEARS
454	NP	ERRIGAL	QUIGLEY'S POINT	Rose Marie Bonner	10 YEARS
455	NP	ERRIGAL	STRANORLAR	KAREN Cootie	10 YEARS
456	NP	ERRIGAL	STRANORLAR	Laura McGinty	10 YEARS
457	SEP	CARLOW KILKENNY	BAGENALSTOWN	CAROL CLARKE	10 YEARS
458	SEP	CARLOW KILKENNY	BAGENALSTOWN	NIAMH DARCY	10 YEARS
459	SEP	CARLOW KILKENNY	CARLOW TOWN	Marie Therese Byrne	10 YEARS
460	SEP	CARLOW KILKENNY	KELLS	AIDAN FARRELL	10 YEARS
461	SEP	CILL DARA	CLANEP	COLIN LOWRY	10 YEARS
462	SEP	CILL DARA	SALESIANS	KENNETH BOYLAN	10 YEARS
463	SEP	CILL DARA	SALESIANS	MICHAEL CONNOLLY	10 YEARS
464	SEP	CILL DARA	SALESIANS	AIDEEN O'CONNELL	10 YEARS
465	SEP	CILL DARA	Staplestown	Gerd Benndorf	10 YEARS
466	SEP	CILL DARA	Staplestown	Paul Fitzgibbon	10 YEARS
467	SEP	CILL DARA	Staplestown	Jim Lawlor	10 YEARS
468	SEP	CILL MHANTÁIN	KILCOOLE	Simon McConnell	10 YEARS
469	SEP	SLIEVE BLOOM	MOUNTRATH	MAI DUNNE	10 YEARS
470	SEP	SLIEVE BLOOM	PORTLAOISE	SHEILA BARRETT	10 YEARS
471	SEP	SLIEVE BLOOM	PORTLAOISE	GERALDINE DUFF	10 YEARS
472	SEP	SLIEVE BLOOM	PORTLAOISE	DAMIAN MOLLOY	10 YEARS
473	SEP	SLIEVE BLOOM	PORTLAOISE	GERALDINE MULLEN	10 YEARS

474	SEP	SLIEVE BLOOM	PORTLAOISE	Tom Wilkinson	10 YEARS
475	SEP	SLIEVE BLOOM	ROSCREA	SEAN DELANEY	10 YEARS
476	SEP	SLIEVE BLOOM	ROSCREA	JAMES MARKS	10 YEARS
477	SEP	SLIEVE BLOOM	ROSCREA	Caroline Marks	10 YEARS
478	SEP	SLIEVE BLOOM	ROSCREA	PAUL SPENCER	10 YEARS
479	SEP	SOUTH KILDARE	KILDARE TOWN	Robert Kelly	10 YEARS
480	SEP	SOUTH KILDARE	NAAS	NIALL COLLINS	10 YEARS
481	SEP	SOUTH KILDARE	NAAS	ANNA O'SULLIVAN	10 YEARS
482	SEP	SOUTH KILDARE	NAAS	EDRIC WHITE	10 YEARS
483	SEP	SOUTH KILDARE	PORTARLINGTON	Roy Champ	10 YEARS
484	SEP	WATERFORD	DE LA SALLE	Peter Murphy	10 YEARS
485	SEP	WATERFORD	DE LA SALLE	Seán Ó'Gríofa	10 YEARS
486	SEP	WATERFORD	PORT OF WATERFORD SEA SCOUTS	GABRIELLE ROBINSON	10 YEARS
487	SEP	WATERFORD	SACRED HEART	Andrew Paul	10 YEARS
488	SEP	WATERFORD	ST. PAUL'S LISDUGGAN	DONNA FITZGERALD	10 YEARS
489	SP	COIS LAOI CHORCAI	COBH	PATRICK COADY	10 YEARS
490	SP	COIS LAOI CHORCAI	COBH	ADRIAN CURTIS	10 YEARS
491	SP	COIS LAOI CHORCAI	COBH	JOSEPH DALY	10 YEARS
492	SP	COIS LAOI CHORCAI	COBH	HAZEL KEATING	10 YEARS
493	SP	COIS LAOI CHORCAI	COBH	Darragh Pender	10 YEARS
494	SP	COIS LAOI CHORCAI	COBH SEA SCOUTS	OWEN COLLINS	10 YEARS
495	SP	COIS LAOI CHORCAI	COBH SEA SCOUTS	SHAUN KEARNEY	10 YEARS
496	SP	COIS LAOI CHORCAI	COBH SEA SCOUTS	MAEVE KEARNEY	10 YEARS
497	SP	COIS LAOI CHORCAI	MIDLETON	CATHERINE MacSWEENEY	10 YEARS
498	SP	COIS LAOI CHORCAI	SUNDAY'S WELL	EOGHAN HEALY	10 YEARS
499	SP	CORK NORTH	FERMOY	PATRICIA McGRATH	10 YEARS
500	SP	CORK SOUTH	BLACKROCK	Kevin Hickey	10 YEARS
501	SP	KERRY	Tralee	Kenneth Locke	10 YEARS
502	SP	KERRY	Tralee	Gerard O'Sullivan	10 YEARS
503	SP	LEE VALLEY	BALLINORA WATERFALL	CATHERINE WALDOCK	10 YEARS
504	SP	LIMERICK	BALLYBRICKEN	GARRY COSGROVE	10 YEARS
505	SP	LIMERICK	BALLYBRICKEN	URSULA COSGROVE	10 YEARS
506	SP	LIMERICK	Shannonbanks	Ger Ahern	10 YEARS
507	SP	LIMERICK	ST. JOHN'S	Dermot Flanagan	10 YEARS
508	SP	LIMERICK	ST. JOHN'S	Kathy Ray	10 YEARS
509	SP	LIMERICK	ST. PAUL'S (DORADOYLE)	GEORGE FITZPATRICK	10 YEARS
510	SP	LIMERICK	ST. PAUL'S (DORADOYLE)	THERESA KIELY	10 YEARS
511	SP	LIMERICK	ST. PAUL'S (DORADOYLE)	COLM SLEVIN	10 YEARS
512	SP	LIMERICK	ST. PAUL'S (DORADOYLE)	MARGARET TYRRELL	10 YEARS
513	SP	TIPPERARY COIS SUIRE	CAHIR	Brian Hickey	10 YEARS
514	SP	TIPPERARY COIS SUIRE	CAHIR	Marie O'Farrell	10 YEARS
515	SP	WEST CORK	INNISHANNON	HILDA WOODS	10 YEARS
516	WP	GALWAY	CARRABANE	JAMES S. COOKE	10 YEARS
517	WP	GALWAY	CARRABANE	NOEL LEAHY	10 YEARS
518	WP	GALWAY	ORANMORE	MALACHY LAVELLE	10 YEARS
519	WP	LOUGH KEEL	1/3/5LONGFORD	FINTAN MacCASARLAIGH	10 YEARS
520	WP	LOUGH KEEL	BALLYBORO	MARIE CLEARY	10 YEARS
521	WP	LOUGH KEEL	BALLYBORO	THOMAS GILL	10 YEARS
522	WP	LOUGH KEEL	BALLYBORO	LIAM KELLY	10 YEARS
523	WP	LOUGH KEEL	BALLYBORO	Caroline Madden	10 YEARS
524	WP	LOUGH KEEL	BALLYBORO	Theresa Mullooly	10 YEARS
525	WP	MAYO	CASTLEBAR	Michelle Comer	10 YEARS

526	WP	MAYO	CASTLEBAR	Mark Dean	10 YEARS
527	WP	MAYO	CASTLEBAR	Stephen Lowe	10 YEARS
528	WP	MAYO	CASTLEBAR	JACQUELINE McCORMACK	10 YEARS
529	WP	MAYO	CLAREMORRIS	DANNY PILBROW	10 YEARS
530	WP	MAYO	MAYO	COLM DUNNE	10 YEARS
531	WP	YEATS	CALRY	GERALDINE COURTENAY	10 YEARS
532	WP	YEATS	CALRY	WILLIE DOWNES	10 YEARS
533	WP	YEATS	ROSSES POINT SEA SCOUTS	ROISIN MURPHY	10 YEARS
534	DSP	CLUAIN TOIRC	FAIRVIEW	ALAN WISE	15 YEARS
535	DSP	CLUAIN TOIRC	SANTRY	CHRISTOPHER McGRATH	15 YEARS
536	DSP	DUN LAOGHAIRE	CABINTEELY	DEREK LOGUE	15 YEARS
537	DSP	DUN LAOGHAIRE	STILLORGAN	Marc Whisker	15 YEARS
538	DSP	LIFFEY WEST	CLONDALKIN	EDWARD DUNPHY	15 YEARS
539	DSP	LIFFEY WEST	48 LUCAN	ROSEMARY FAIR	15 YEARS
540	DSP	LIFFEY WEST	48 LUCAN	JANEP MURPHY	15 YEARS
541	DSP	LIFFEY WEST	48 LUCAN	HAZEL NANGLE	15 YEARS
542	DSP	MOUNTPELIER	KNOCKLYON	RICHARD HAMPSON	15 YEARS
543	DSP	MOUNTPELIER	TALLAGHT	DECLAN CURRAN	15 YEARS
544	DSP	TOLKA	GLASNEPVIN	Louise Gillen	15 YEARS
545	DSP	TOLKA	OUR LADY HELP OF CHRIST	PAUL WALSH	15 YEARS
546	NEP	CAVAN MONAGHAN	COOTEHILL	MARGARET BANNON	15 YEARS
547	NEP	LAKELANDS	MULLINGAR	MONICA MARTIN	15 YEARS
548	NEP	LAKELANDS	ST. MARY'S (ATHLONE)	GERARD HENNESSY	15 YEARS
549	NEP	LAKELANDS	ST. MARY'S (ATHLONE)	SEAN MIMNAGH	15 YEARS
550	NEP	LOUTH	ST. OLIVER'S DROGHEDA	LIAM MCCOLE	15 YEARS
551	NEP	LOUTH	ST. OLIVER'S DROGHEDA	David Walsh	15 YEARS
552	NEP	REACHRA	9 PORT MALAHIDE SEA SCOUTS	IVAN BARRETT	15 YEARS
553	NEP	REACHRA	9 PORT MALAHIDE SEA SCOUTS	ELAINE DUNNE	15 YEARS
554	NEP	REACHRA	9 PORT MALAHIDE SEA SCOUTS	LO KLINKENBERGH	15 YEARS
555	NEP	REACHRA	BAYSIDE	LISA HARRINGTON	15 YEARS
556	NEP	REACHRA	RAHENY	AnnMarie Punch	15 YEARS
557	NP	DAL RIADA	BALLYMONEY	PAUL HEGARTY	15 YEARS
558	NP	DAL RIADA	COLERAINE	ERIN BONNER	15 YEARS
559	NP	DAL RIADA	COLERAINE	TERRY DUGGAN	15 YEARS
560	NP	DAL RIADA	Glenavy & Killead	Ciara McCaughley	15 YEARS
561	NP	DAL RIADA	Glenavy & Killead	PATRICIA McDONALD	15 YEARS
562	NP	DOWN & CONNOR	DUNMURRY	JOHN BROWN	15 YEARS
563	NP	DOWN & CONNOR	DUNMURRY	CLARE MULVENNA	15 YEARS
564	NP	DOWN & CONNOR	ST. MICHAEL'S	NEIL McSTRAVICK	15 YEARS
565	NP	ERNE	DOWRA	ANNE McGOVERN	15 YEARS
566	NP	ERNE	EDERNEY	LIAM McMULKIN	15 YEARS
567	NP	ERNE	IRVINESTOWN	Jacinta Conway	15 YEARS
568	NP	ERNE	IRVINESTOWN	Mary Elizabeth Mahon	15 YEARS
569	NP	ERNE	IRVINESTOWN	Ted Maye	15 YEARS
570	NP	ERNEP	IRVINESTOWN	Patrick McGirr	15 YEARS
571	NP	ERNEP	IRVINESTOWN	Jacinta Sloan	15 YEARS
572	NP	ERRIGAL	CARNDONAGH	ANNE MARIE MONAGLE	15 YEARS
573	NP	ERRIGAL	STRANORLAR	MARTINA FLANAGAN	15 YEARS
574	NP	ERRIGAL	STRANORLAR	Colm O'Dwyer	15 YEARS
575	SEP	CARLOW KILKENNY	TULLOW	SIMON RONAN	15 YEARS
576	SEP	CILL MHANTÁIN	1st Wicklow 2nd Dublin St. Kilians	Dermot Hackett	15 YEARS
577	SEP	SLIEVE BLOOM	MOUNTMELICK	MAURA KENNY	15 YEARS

578	SEP	SLIEVE BLOOM	PORTLAOISE	J. D. Corcoran	15 YEARS
579	SEP	SLIEVE BLOOM	PORTLAOISE	Anna Sexton Lynch	15 YEARS
580	SEP	SLIEVE BLOOM	ROSCREA	Alwyn Stapleton	15 YEARS
581	SEP	SOUTH KILDARE	NAAS	NIALL COLLINS	15 YEARS
582	SEP	SOUTH KILDARE	NAAS	PAULINE MURPHY	15 YEARS
583	SEP	WATERFORD	DE LA SALLE	Gary Sinnott	15 YEARS
584	SP	COIS LAOI CHORCAI	COBH	DEIRDRE KEATING	15 YEARS
585	SP	COIS LAOI CHORCAI	COBH	MARY MURPHY	15 YEARS
586	SP	COIS LAOI CHORCAI	COBH	BERNADETTE RYAN	15 YEARS
587	SP	COIS LAOI CHORCAI	SUNDAY'S WELL	DENIS O'SULLIVAN	15 YEARS
588	SP	CORK NORTH	CHARLEVILLE	Hazel Murphy	15 YEARS
589	SP	CORK SOUTH	St. Finbarr's	Margaret Goulding	15 YEARS
590	SP	KERRY	BLENNERVILLE	KAY O'CONNOR	15 YEARS
591	SP	KERRY	Tralee	Treasa Guerin	15 YEARS
592	SP	KERRY	Tralee	BILL HARNETT	15 YEARS
593	SP	KERRY	Tralee	ANGELA STACK	15 YEARS
594	SP	LEE VALLEY	BALLINORA WATERFALL	NORMA BARROW	15 YEARS
595	SP	LEE VALLEY	BALLINORA WATERFALL	CARMEL DRINAN	15 YEARS
596	SP	LEE VALLEY	LOUGH	MICHAEL PHILLIPS	15 YEARS
597	SP	LEE VALLEY	MACROOM	Deirdre Henley	15 YEARS
598	SP	LIMERICK	ST. JOHN'S	Joseph Gordon	15 YEARS
599	SP	WEST CORK	INNISHANNON	DENIS HARRINGTON	15 YEARS
600	WP	MAYO	CASTLEBAR	JOANNE LOWE	15 YEARS
601	WP	MAYO	CASTLEBAR	Stephen Lowe	15 YEARS
602	WP	MAYO	CLAREMORRIS	DANNY PILBROW	15 YEARS
603	WP	MAYO	MAYO	COLM DUNNE	15 YEARS
604	WP	MAYO	SNUGBORO	Ann Halpin	15 YEARS
605	WP	MAYO	SNUGBORO	Miriam Moran (Cooney)	15 YEARS
606	WP	YEATS	Sligo Town	DIANEP MORAN	15 YEARS
607			Professional Staff	PATRICK KELLY	15 YEARS
608	DSP	3 ROCK	MOUNT MERRION	BRIAN HIGGINS	20 YEARS
609	DSP	COIS FARRAIGE	RATHMICHAEL	PETER RICHARDSON	20 YEARS
610	DSP	DODDER	LEESON PARK	Killian HALPIN	20 YEARS
611	DSP	LIFFEY WEST	LUCAN 48	CAROLINE WHITLEY	20 YEARS
612	DSP	LIFFEY WEST	LUCAN SOUTH	LORRAINE KELLY	20 YEARS
613	DSP	MOUNTPELIER	TALLAGHT	PAMELA McGOURTY	20 YEARS
614	NEP	CAVAN MONAGHAN	MAGHERACLOONE	Eoin Cooney	20 YEARS
615	NEP	FINGAL	BREMORE	Brendan Dempsey	20 YEARS
616	NEP	LOUTH	BUION SETANTA	Sarah O'Hanlon	20 YEARS
617	NEP	REACHRA	RAHENY	Mark Hardiman	20 YEARS
618	NEP	REACHRA	RAHENY	Martin Punch	20 YEARS
619	NP	DAL RIADA	20 ANTRIM	TESSA HENRY	20 YEARS
620	NP	DAL RIADA	BALLYCASTLE	BRIAN HILL	20 YEARS
621	NP	DAL RIADA	COLERAINE	LOUISE COYLE	20 YEARS
622	NP	DAL RIADA	Glenavy & Killead	CLODAGH FLEETON	20 YEARS
623	NP	DOWN & CONNOR	DUNMURRY	BARRY MAGEEAN	20 YEARS
624	NP	ERNEP	DOWRA	PAULINE MCGOVERN	20 YEARS
625	NP	ERNEP	ST MICHAELS ENNISKILLEN	Debbie Smith	20 YEARS
626	SEP	CARLOW KILKENNY	INISTIOGE	BRENDAN KIERSEY	20 YEARS
627	SEP	CARLOW KILKENNY	TULLOW	ANTHONY MAHER	20 YEARS
628	SEP	CILL DARA	CLANE	Brian Gray	20 YEARS
629	SP	CORK NORTH	MITCHELSTOWN	JOHN WHITE	20 YEARS

630	SP	CORK SOUTH	Douglas & St. FinBarres	CONOR CROWLEY	20 YEARS
631	SP	KERRY	BLENNERVILLE	SARAH CONWAY	20 YEARS
632	SP	KERRY	BLENNERVILLE	JOAN DEVANE	20 YEARS
633	SP	KERRY	BLENNERVILLE	BEATRICE O'SULLIVAN	20 YEARS
634	SP	KERRY	Tralee	MAURA O'DONNELL	20 YEARS
635	SP	LIMERICK	PALLASKENRY	DEIRDRE RYAN	20 YEARS
636	SP	TIPPERARY NORTH	CLONOULTY-ROSSMORE	KAY KEARNEY	20 YEARS
637	WP	GALWAY	1st Port Knocknacarra	ALAN DELAHUNTY	20 YEARS
638	WP	MAYO	CASTLEBAR	STEPHEN VERITY	20 YEARS
639	DSP	MOUNTPELIER	TALLAGHT	MARGARET POYNTON	25 YEARS
640	DSP	MOUNTPELIER	TALLAGHT	Ciaran Prendergast	25 YEARS
641	DSP	TOLKA	191 DUBLIN	SEAN BYRNE	25 YEARS
642	DSP	TOLKA	GLASNEVIN	Chris Kearns	25 YEARS
643	DSP	TOLKA	PHIBSBORO	ANITA KELLY	25 YEARS
644	DSP	TOLKA	TOLKA	Charles McGuinness	25 YEARS
645	NEP	CAVAN MONAGHAN	COOTEHILL	MARGARET HARTNETT	25 YEARS
646	NEP	GLEANN NA BOINNE	KILDALKEY	NEIL KENNELLY	25 YEARS
647	NEP	LOUTH	BUION SETANTA	Yvonne Lawrence	25 YEARS
648	NEP	LOUTH	ST. OLIVER'S DROGHEDA	WILLIAM REILLY	25 YEARS
649	NEP	REACHRA	BAYSIDE	Aidan Brooks	25 YEARS
650	NEP	REACHRA	BAYSIDE	SILE COMYN	25 YEARS
651	NEP	REACHRA	BAYSIDE	MAIRE COSTIGAN	25 YEARS
652	NEP	REACHRA	BAYSIDE	BRENDAN COSTIGAN	25 YEARS
653	NP	ERNEP	IRVINEPSTOWN	Agnes Monaghan	25 YEARS
654	NP	ERNEP	ST MICHAELS ENNISKILLEN	Tony Smith	25 YEARS
655	NP	ERRIGAL	CARNDONAGH	Ailish Tully	25 YEARS
656	NP	ERRIGAL	CARNDONAGH	Shaun Tully	25 YEARS
657	SEP	CILL DARA	SALESIANS	JEMMA BRENNAN	25 YEARS
658	SEP	CILL MHANTÁIN	BRAY SEA SCOUTS	RORY MURPHY	25 YEARS
659	SEP	SOUTH KILDARE	NAAS	Jo Coy	25 YEARS
660	SEP	WATERFORD	DE LA SALLE	John O'Donoghue	25 YEARS
661	SP	LEE VALLEY	BALLINORA WATERFALL	DAN DOWNEY	25 YEARS
662	SP	LIMERICK	PALLASKENRY	MORGAN O'SULLIVAN	25 YEARS
663	SP	LIMERICK	Shannonbanks	DORIS RYAN	25 YEARS
664	WP	MAYO	CLAREMORRIS	BRIGID PILBROW	25 YEARS
665	WP	MAYO	SNUGBORO	HENK WIJERS	25 YEARS
666	WP	YEATS	Sligo Town	JOE ELLIOTT	25 YEARS
667			NWAC Staff	Diarmuid Ó'Briain	25 YEARS
668	DSP	DUN LAOGHAIRE	CORNELSCOURT	ZEF KLINKENBERGH	30 YEARS
669	DSP	LIFFEY WEST	CLONDALKIN	JOSEPH MANNION	30 YEARS
670	DSP	TOLKA	191 DUBLIN	SEAN BYRNE	30 YEARS
671	DSP	TOLKA	PHIBSBORO	BETTY BARRY	30 YEARS
672	NP	BRIAN BORU	ST. COLMAN'S	TERENCE DUFFY	30 YEARS
673	NP	BRIAN BORU	ST. COLMAN'S	ALBERT FLYNN	30 YEARS
674	NP	DAL RIADA	COLERAINE	MARTIN COYLE	30 YEARS
675	NP	DAL RIADA	Glenavy & Killead	GEORGE FLEETON	30 YEARS
676	NP	DOWN & CONNOR	DUNMURRY	JIM McILDUFF	30 YEARS
677	NP	ERNE	DOWRA	JOSEPHINE COX	30 YEARS
678	NP	ERNE	IRVINESTOWN	Anne Molloy	30 YEARS
679	NP	ERNE	IRVINESTOWN	Maurice Monaghan	30 YEARS
680	SEP	SLIEVE BLOOM	ROSCREA	NOEL RYAN	30 YEARS
681	SEP	SOUTH KILDARE	NAAS	PETER COLLINS	30 YEARS

682	SEP	WATERFORD	DE LA SALLE	David Guilfoyle	30 YEARS
683	SEP	WATERFORD	DE LA SALLE	Sean Murphy	30 YEARS
684	SEP	WATERFORD	DE LA SALLE	Ian Sinnott	30 YEARS
685	SEP	WATERFORD	DE LA SALLE	Ray Smith	30 YEARS
686	SEP	WATERFORD	FAITHLEGG	BRENDAN DOHERTY	30 YEARS
687	SEP	WATERFORD	1ST PORT OF WATERFORD	RUBY PURCELL	30 YEARS
688	SP	LEE VALLEY	LOUGH	COLIN J HEAS	30 YEARS
689	SP	LIMERICK	PALLASKENRY	KATHLEEN McKEOWN	30 YEARS
690	SP	LIMERICK	PALLASKENRY	JOE MCKEOWN	30 YEARS
691	SP	WEST CORK	INNISHANNON	IAN O'NEILL	30 YEARS
692	WP	YEATS	Sligo Town	JAMES SCANLON	30 YEARS
693			National Training Panel	FIONA DONAGHY	30 YEARS
694			NWAC Staff	Diarmuid Ó'Briain	30 YEARS
695	DSP	3 ROCK	RATHFARNHAM	RAYMOND KEOGH	40 YEARS
696	DSP	3 ROCK	RATHFARNHAM	BERNARD KEOGH	40 YEARS
697	DSP	DUBLINIA	Inchicore/Bluebell	Joe Briggs	40 YEARS
698	NEP	REACHRA	9 PORT MALAHIDE	KEVIN ROWAN	40 YEARS
699	NEP	REACHRA	BAYSIDE	DAVID KEOGH	40 YEARS
700	NP	ERRIGAL	CARNDONAGH	MICHAEL J. McCARRON	40 YEARS
701	SEP	WATERFORD	ST. MARY'S BALLYGUNNER	EAMONN DORAN	40 YEARS
702	SEP	WATERFORD	ST. MARY'S BALLYGUNNER	SEAN HAYES	40 YEARS

Appendix 28: National Council 2014 Attendance Summary

Province	Adult	Youth	Total
Dublin Scout Province	157	19	176
North Eastern Province	166	21	187
Northern Province	61	5	66
Western Province	43	15	58
Southern Province	137	21	158
South East Province	186	32	218
National Delegates	25	26	51
Total	775	139	914

Appendix 29: Den Development Grant

Group	Work and Project	Funds Granted
168th St Aongus Tymon North	Improvement of Existing Building/Facilities	€2,000.00
Malahide	Improvement of Existing Building/Facilities	€1,000.00
73rd Raheny	Improvement of Existing Building/Facilities	€1,500.00
ballykely 12th wexford	Improvement of Existing Building/Facilities	€1,500.00
25th Cork (Cobh)	Improvement of Existing Building/Facilities	€1,500.00
18th/26th Ferrybank	Improvement of Existing Building/Facilities	€3,500.00
31st Waterford Faithlegg & Crooke	Improvement of Existing Building/Facilities	€600.00
2nd Kildare, Newbridge	Improvement of Existing Building/Facilities	€1,400.00
2nd Offaly	Improvement of Existing Building/Facilities	€800.00
46th/92nd Cork (Glanmire)	New Building	€1,000.00
Total		€14,800.00



**NATIONAL OFFICE
LARCH HILL
DUBLIN 16**

SCOUTS.IE



**ADVENTURES
BEGIN HERE**
SCOUTING IRELAND 

Reg. No. 397094
Charity No. CHY3507