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ANNUAL REPORT 2012

SCOUTING IRELAND  GASÓGA na hÉIREANN



SCOUTS
Creating a Better World

Member of World Organisation of the Scout Movement



Scouting Ireland Annual Report 2012



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Office of the Minister for Children and Youth Affairs

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Official Sponsors of Scouting Ireland

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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:

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

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



Report of the Chief Scout 2012



Introduction

Dear Fellow Scouts

I present my report to you as Chief Scout. The first year of my second term as Chief Scout has been eventful and often exciting. Every Scouting year is a roller coaster with its share of highs and lows and this year was no exception but I believe we can look back on a year of progress and achievement and some great milestones for the Association. We are living in challenging times for our country and many of our members and their families are finding the going tough. Scouting continues to be a force for positivity and optimism and a resolve to be part of building a better future. Ireland is being rebuilt following our national economic disaster. This recovery gives us a challenge and an opportunity to rediscover our real values. Scouting Ireland is committed to playing a leading role in rebuilding our country based on what is important rather than what has the highest price. At every level we should work to support one another through this challenge. We are delighted that our membership is rapidly growing to reflect the value young people and their parents see in Scouting.

Chief Executive Officer (CEO)

Our new CEO John Lawlor took office in March 2012 after a rigorous selection process. In this process we had the help and support of Howard Kilroy, a long-time friend of Scouting Ireland and BP Fellow and Steve Peck, Operations Director of the Scout Association and I wish to thank them both very sincerely for their time and expertise.



John has settled in and is assisting the National Management Committee and National Officers in charting a strategy for the Association and a vision for our future. I took the responsibility of Acting CEO until John assumed office in March, and I am very grateful to my fellow National Officers and the staff at National Office for all their assistance throughout this period.

“Scouting continues to be a force for positivity and optimism and a resolve to be part of building a better future”

Transformation and Vision 2020

The approach to developing a shared strategy for the Association is our Transformation Programme and we are mapping a course to Vision 2020 or what Scouting Ireland should be like in the year 2020. This strategy will build on our work of recent years. The vision for Scouting Ireland is not just something for those leading at National Level in the Association; it is for all of us and we must remember that ultimately the future belongs to our young people. For this reason we have engaged in the most extensive consultation process in Scouting Ireland's history. I've learned a lot from listening at these sessions and I'm proud of and impressed by the quality of the insights of our young people and adult Scouters. For this reason I'm very confident that our future is bright and secure.

Growth

The growth of the Association continues at a phenomenal rate and we have passed 33,664 members in 493 groups. I have a personal ambition that we will continue this growth and work to offer Scouting to every community in Ireland. I look forward to the establishment of our 500th Group in the year ahead and what a milestone that will be.

Our Patron

We are very privileged to have the President of Ireland as our Patron and this year we bade farewell to President Mary McAleese who was a great support to us and we welcomed President Michael D Higgins who has already signalled his interest and encouragement for Scouting.

Castle Saunderson

In his first function as our Patron President Michael D. Higgins performed the official opening of our new International Scout Centre at Castle Saunderson in August 2012. This is a real milestone for Scouting Ireland and is a state of the art centre that we can be proud of. Castle Saunderson is a centre for Scouting and a centre for youth in Ireland but it will also play a vital international role as a centre for peace and reconciliation. This will be a place, one of five across the world, that will provide a platform for World Scouting's Messengers of Peace Programme. Peace building is all our business and we take the lead of our founder Baden Powell in using the Scout method and programme to help build a better world. I want to play tribute to all those who worked selflessly and tirelessly to bring the Castle Saunderson dream to the reality that we see today.

We must acknowledge the wonderful and generous support from our partners, Cavan County Council and the Special EU Programmes Body (SEUPB) who made this possible. Scouting Ireland thank you both for this magnificent gift to Scouting and to the youth of Ireland. This wonderful centre at Castle Saunderson owes its vision to a small number of people, some who have passed on, who fought for a dream and helped bring it to a magnificent reality.



JamÓige

Putting together a Jamboree is a massive undertaking and I wish to pay tribute to all those who worked tirelessly for JamÓige 2012. We had huge challenges along the way and not least with the weather over the weekend but the Scouting Spirit was very evident in the way people pulled together to overcome adversity. I want to salute Dave Kessie and his team for their tireless work for JamÓige.

On behalf of Scouting Ireland I want to thank Fingal County Council for making Ardgillen Castle available to us. When we met the Fingal Team in Sweden at the World Scout Jamboree, we spoke of building a cooperation and partnership for the future. We have made a good start and I look forward to great things in the future between Scouting Ireland and Fingal.

100 Years of Sea Scouting

This was a great year for Sea Scouting in Ireland as we celebrate 100 fun-filled years of young people enjoying the adventure of the sea and benefiting from all that Scouting has to offer. Ireland is an island nation but access and participation in water based activities has traditionally been seen as an elite activity. Sea scouting has worked throughout its history to combat this perception and trend and has brought the excitement and wonder of activity on the water to generations of young people from all backgrounds. For this we must pay tribute to all who have given selflessly of their time and talent to bring Sea Scouting to young people over the last century.



Highlights of 2011 – 2012

A selection of highlights and milestones that occurred in Scouting Ireland this year was as follows:

- Massive year round programme of youth activity at Group, County, Provincial and National levels
- Unprecedented levels of adult recruitment
- Recharge weekend for adults at Larch Hill
- Group Leader Commissioner Conference
- New CEO appointed
- National Council in Dublin
- 100 years of Sea Scouting
- Launch of Transformation and Vision2020 project
- Jamóige
- Contingent to Roverway Finland
- Opening of Castle Saunderson
- Record participation at Phoenix Challenge
- Membership reaches 43,203

“The growth of the Association continues at a phenomenal rate and we have passed 33,664 members in 493 Groups”

Government Support

I would like to thank the Minister for Communications, Mr Pat Rabbitte TD for his support and attendance at National Council.

As ever we are grateful for the vital Government support and funding that the Association receives through the offices of the Minister for Children and Youth Affairs, Ms Frances Fitzgerald TD.; under the aegis of the Youth Service's Grant Scheme. This funding is vital for the successful operation of the Association and the support of our 9,539 Volunteers and is much appreciated in the challenging economic environment.

Gone Home

I wish to acknowledge and pay tribute to those Scouts and Scouters who have passed on during the year. We are glad that they walked the Scouting trail with us and I pass on my condolences to the families of the bereaved and also to those families of other Scouters who have endured bereavements in the past year. I trust and pray you will have many fond memories of your loved ones which will help you to carry the grief and sadness at your loss. I would especially like to mark the passing of one of our former Chief Scout's, Peter Dixon. Ar dhéis Dé go raibh siad.



Finally...

I wish to thank all of our 9,539 adults who give so generously of their time and energy to Scouting. I believe that your commitment to Scouting must be matched by our commitment to you and I will always work to ensure that happens. I believe that we have a great treasure and resource in our volunteers. Mile buíochas. I want to thank my fellow National Officers, the National Management



Committee, the staff at National Office and all those who work at national level for their dedication to Scouting Ireland and their kindness and support to me.

We are fortunate and privileged to work with young people and I look forward to working with you to support and serve them in the year ahead.

Go raibh mile maith agaibh

Michael John Shinnick, Chief Scout

Chief Commissioner Youth Programme



We have come to, what I would like to call, the end of the "first" National Programme Cycle, where we have seen ONE Programme being implemented through a transition programme. It is important that we all take stock of where we stand with respect to the tools and initiatives that are required for the "second" National Programme Cycle to get Scouting Ireland as an Association to "Up and Running" status in terms of offering a unique development programme to assist the young people on the island of Ireland to become not just the adults of tomorrow but to develop our youth as the citizens of today!

Scouting Ireland is built on a shared respect for the uniqueness of young people. We believe in the abilities of young people and their wish to discover and harness their own potential. We help them achieve this by providing them with the support and encouragement they need through our ONE Programme. At the heart of Scouting's philosophy is a belief in young people and their ability to learn from each other and speak for themselves in an atmosphere of trust and responsibility. Scouting Ireland's ONE Programme is assisting our 33,664 youth Members (6 years – 25 years) across the island of Ireland to develop in an environment of fun, adventure and challenge through the use of the Scout Method; a methodology, which has at its heart, the giving of responsibility to the young person to lead and plan their own learning and to find their voice in education and society. In doing this, we as Scouts and Adults in Scouting must continue as positive agents for change; in managing and planning the further implementation and continuous improvement of our Youth Programme and assist in

communicating the excitement, possibilities and details of what we as an Association can offer the young people on the island of Ireland in terms of their personal progression through the Scout Method – that is learning by doing.

National Youth Programme Committee

The National Youth Programme Committee (NYPC) is the committee chaired by the Chief Commissioner (Youth



Programme) and is charged with the development and support of Youth Programme for the Association. The NYPC met eight times during the period of this report. The Committee is made up of three constituent elements; Programme Commissioners, Provincial Representatives and Youth Member Representatives.

The work in supporting the Youth Programme of Scouting Ireland lies with the NYPC; however, I have relied greatly on the support of the National Adult Resource Committee (NARC) and the National Spiritual / Religious Advisory Panel (NSRAP). Several working groups / workshops have been set up between these groups which include:

- » Whole Health
- » Spirituality in Scouting
- » Rover Scouts – Adults in Scouting
- » Youth Programme – Pillars for Success
- » Gender Equity – Girls and Boys, Women and Men in Scouting Ireland

The Programme Teams & Programme Unit

- » The nine Programme Commissioners (supported by the Programme Teams) together with the Programme Unit in National Office have continued to work on:
- » The ongoing development of ONE Programme resources.
- » The revisions and updates of ONE Programme handbooks.
- » The continued development of the web based resources.
- » The support of the transition process.
- » Assisting the development of new Groups with the Provincial Support Officer/Group Support Facilitator team.
- » Ongoing research and development of new initiatives/ support mechanisms.

The Youth Programme EXPEDITION

In early Spring I launched a series of Provincial Workshops based on the implementation of the ONE Programme where it matters – within the Small Group System in each and every Programme Section. These workshops entitled the "Youth Programme EXPEDITION" got their name from being based in an environment that is true to our values, that being Nature and the Out of Doors in a series of Juries not another conference facility. These proved very beneficial to both the Scouters who participated in gaining a



greater understanding of the mechanics of the programme from the young person's perspective and for the National Programme Teams to identify where additional toolkits and clarifications are needed.

The Chief Scout Award

In this exciting time for Scouting in Ireland with the continued development of ONE Programme where Adults in Scouting are now assuming the role of 'mentor & facilitator' while Youth Members are become the Leaders in their own Programme and life choices we continue to forge partnerships with external accreditation bodies such as 'Gaisce' and 'The Duke of Edinburgh' Award Schemes via the Chief Scout Award to give wider recognition to the development of our Youth Members. Since the launch of the Chief Scout Award there has been sustained interest to date. To date in excess of 900 applications have been received into the Programme Unit: This Year 146 Beaver Scouts have received the award, 32 Cub Scouts, 8 Scouts 2013 will see the first Venture Scout and Rover Scout awards being processed who are currently seeking the challenges presented through the Award and agreed by themselves and their Chief Scout Award Mentor. A lot of progress and ongoing development has taken place with the Gaisce and the Duke of Edinburgh Award bodies. To date we have trained 143 Chief Scout Mentors around the Association. It is planned for the annual presentation of the Scout, Venture Scout and Rover Scout Chief Scout Awards to be presented on Founders Day.





Focus on development of Scout Groups with a ONE Programme Offering

With the launch of the Venture Scout and Rover Scout start up booklets in 2011, there has been an increased drive in the development and strengthening of these Programme Sections. This refocus was clearly evident in our biggest ever Rover Scout Contingent to Roverway – Finland earlier in the year. A lot of work has also gone into the piloting of a “Venture Club” programme for post-primary schools and “Rover Societies for third-level institutions, and it is my hope that 2013 will see greater interest in these structures by outside bodies. In saying this we as an Association must refocus our offering of a ONE Programme and ensure that we strive to have the five standalone Programme Sections in each and every Scout Group from Beaver Scouts through to Rover Scouts ensuring that we offer a quality cohesive programme to the youth members that join us, while guaranteeing them the opportunity to move through all elements of ONE Programme.

In October 2011 the National Beaver Scout days were held in Crawfordsburn Scout Camp Site and in Cobh. It was a very successful weekend with over 500 Beaver Scouts taking part in the fun. The theme was based in



Scouting Ireland Policies & Publications Supporting Youth Programme

A number of Scouting Policies have been amended and developed over the period of this report based on feedback from Scouts and Scouters in terms of what is important and what is needed to support and indeed protect our unique offering to our Youth Members, these include:

- » Whole Health Policy
- » Social Networking Guidelines (by the Communication team)
- » Ethical Living Policy
- » Camping and Adventures in the Out of Doors Policy
- » Water Safety Policy
- » Uniform, Badge and Neckerchief Policy

The Scouting Trail was revised to become a “Field Resource for the Adventure Skills”, I would like to thank the various departments in particular NSRAP who assisted in developing the material around positive emotional health.

In an effort to support and recognise the small group system in all of the Programme Sections, 26 Small Group (Lodge, Six, Patrol, Watch, Crew) badges are now available from the Scout Shop. These can be used with animal, colour, nautical or as Gaelic references as desired by the Programme Section.

International Partners & Shared Learnings

Det Danske Spejderkorps
In early Spring we hosted a Youth Programme development seminar for Det Danske Spejderkorps (DDS-Scouts, Denmark) based on Scouting Ireland’s journey in the development of ONE Programme. A total of 22 Danish Scouters involved in their programme development travelled to Ireland to assist them on their Scouting Trail. In return DDS shared with us some useful research they undertook in relation to Scout identity and Membership Retention.

Skátamir
We continue to work with the Scout Association of Iceland in terms of our “Crean Challenge” (which takes place in Ireland and Iceland) and their “Woodland Challenge” set to be held in Ireland in 2013. I along with the Chief Commissioner (Adult Resources) will be hosting a visit from members of their senior volunteer management team with a view to working closer together in the future.

“Scouting Ireland is built on a shared respect for the uniqueness of young people”



The African Scout Region

A team of Scouters have been working in conjunction with the International Commissioner with a view to putting in place a bi-lateral support partnership with a National Scout Association from Africa, the foundation of which is Development Education opportunities for all of our Programme Sections. It is hoped that this project will come to fruition in 2013.

Scouts Canada

We have recently engaged with the Chief Commissioner of Scouts Canada who is very interested in our structures surrounding the SPICES. This partnership is in its early stages but we are currently looking at sharing technology to support the areas of training and mobile applications as a shared resource / learning.

National Activities

There were a number of additional National Activities which took place outside of the sole remit of Youth Programme, which nonetheless supported youth programme. I would like to recognise the team leads and their teams for the tremendous work they undertook on behalf of Scouting Ireland:

JamÓige 2012

- » Camp Chief – David Kessie
- » 987 Beaver Scout Participants
- » 2,756 Cub Scout Participants
- » 170 Support Staff

Roverway 2012

- » Head of Contingent – Mary Nugent
- » 94 Rover Scouts
- » 5 IST Participants

Jamboree 2013

- » Camp Chief – Deirdre Butler

World Scout Moot 2013

- » Head of Contingent – Steven Cull (The excitement is building)

World Scout Jamboree 2015

- » Head of Contingent – Stephen Carey (The excitement is building)



beaver scouts



Programme Commissioner (Beaver Scouts)

October 2011 the National Beaver Scout days were held in Crawfordsburn Scout Camp Site and in Cobh. It was a very successful weekend with over 500 Beaver Scouts taking part in the fun. The theme was based around the SPICES and each Lodge had to complete a set of challenges to earn a SPICES woggle. The colourful SPICES woggle proved very popular (no sewing required).

The Beaver Scout Programme Team has developed a support tool of the most frequently asked questions with regard to operating the Beaver Scout Programme.

We have taken part in the very successful programme workshops that were held in Spring 2012 around five of the Scout Provinces with one to follow in the Northern Scout Province.

Scout Groups that are using the Log Chew method for planning and reviewing are having great success. The Log Chews are essential for the Beaver Scouts to have their say in the planning of their programme.

The web based magazine Inside Out included many articles for Beaver Scouts. It is a great opportunity to deliver programme ideas to each Beaver Scout Colony. The articles focused on the adventures that the Fox lodge embark on. The last few articles of the year have focused on the Adventure Skills and how to include them in your programme cycle.



“The Log Chews are essential for the Beaver Scouts to have their say in the planning of their programme”

More Beaver Scout Colonies have embraced camping and it is now a central component within the programme. Colonies are going on camps themselves as well as attending Scout Group camps and Scout County camps.

During the year the Beaver Scout Programme Team launched “Beavers Reaching for the Summit”, which is a resource pack aimed at encouraging more Beaver Scouts to go hill walking.

On the June Bank Holiday Weekend JamÓige took place in the fabulous location of Ardgillian Castle, however, the weather was not very kind and many of the mess tents were damaged before the Beaver Scouts had even arrived. The weather improved from lunch time and there was a full (if smaller than planned) programme provided. For many the highlight of the camp was the closing ceremony which consisted of a drumming workshop and fireworks.

Stephen Halpin



CUB SCOUTS



Programme Commissioner (Cub Scouts)

It's fair to say that when it comes to reviewing the year in Cub Scouts we realise how active we are and how much we actually do Cub Scouts continue to live it LARGE!

The Cub Scout Programme Team kicked off the year with Cub Scouts, from the West and the East, helping them to escape from Zombie Island. Cubs had to overcome many gory challenges in order to decipher the secret code that would break the zombie spellthankfully we have lots of really clever Cub Scouts and we managed to make our escape having made lots of new friends and learned new skills.

It is a known fact that Cub Scouts care about their communities and the environment and in the winter months they always remember to make bird feeders and leave water out for small animals, as well as helping to take care of their neighbours. The Programme Team provided plenty of ideas in “Inside Out” for Cub Scout Packs to try out; from coconut cups and bird feeders to mini Christmas cakes and edible decorations ... we even tried out making our own soap! Packs used these ideas to make gifts or to use at a sale of work.

“Thirty-Four teams of Cub Scouts came from all over Ireland represent their Counties at the Challenge”

Early in the New Year the Team headed off to Lough Dan to prepare for the Elements Challenge and to the Slieve Bloom Mountains to check out the routes available for the Cub Scout Overnight Expedition. Both locations were perfect for the events and we set about working on a fun and challenging programme for Cub Scouts (and their Scouters!). The Rover Society in NUJ Maynooth hosted the National Cub Challenge Day in February. Thirty Four teams of Cub Scouts came from all over Ireland represent their Counties at the Challenge. Cub Scouts really proved what they were made of They conquered knot challenges, airplane races, making tiny cups of tea and Da Vinci bridges, with ease and flair!



Scout time seems to fly by because all of a sudden it was time for the FIRST EVER Cub Scout Overnight Expedition! We set up our base in Srahan, Co. Laois in preparation for a 20km hike through the Slieve Blooms. Cub Scouts set up camp, prepared their route cards, had a good (!) nights sleep and headed off on their expedition.

In between Cub Scout Programme events, the Cub Scout Programme Team were also busy researching and writing articles for “Inside Out”, working with Disney for the Superheroes competition and preparing and facilitating the Youth Programme Expeditions around the country. The best part of being on the Programme Team is getting to meet the Cub Scouts and their Scouters who ARE the programme – and who continue to LIVE IT LARGE.

Annette Byrne



Programme Commissioner (Scouts)



The National Scout Programme Team delivered five very successful Youth Programme Expeditions in the Spring of 2012 helping Scouters across the country implement One Programme in the Scout Section. The newly elected National Youth Reps attended National Council 2012 and were presented with their neckerchiefs and

two National Youth Rep camps were planned in the early stages of their term. The Youth Reps had identified their goals and objectives and discovered these were very much focused on the image of Scouting both within Scouting and outside of Scouting. The Reps attended workshops with the Communication Team and have been working closely with the Communications Commissioner and his team.

The inaugural Crean Challenge Expedition commenced in September 2011, comprised of three training weekends in Ireland and a week long expedition in Iceland. The Scout team worked very closely with the Icelandic Scout Association and they supported our programme design and

“The inaugural Crean Challenge Expedition commenced in September 2011, comprised of three training weekends in Ireland and a week long expedition in Iceland”

their youth members took part in the expedition component of the event in Iceland. It proved to be a fantastic opportunity for Scouts to excel and develop Scouting and life skills. The Crean Challenge Expedition award medals were presented by the Chief Scout during the Gala dinner. The National Youth Reps were involved in the appraisal process for the Phoenix 2012 completing a review of the event based on the actual experiences of the patrols



participating. The Scout Programme Advisory Team successfully delivered a digital log book as part of The Phoenix Challenge 2012 and in addition we have generated a log book guidance resource which supports all variations of log books. We have uploaded a number of programme resources and have generated programme resources based on the Phoenix 2012 bases.

One of the key strategies for the Phoenix Challenge 2012 related to the significant reform of the former ‘Test Meal’ component of the competition. This was replaced by an Eating and Cooking Inspection process designed to focus on the patrols menu planning, diet and sustainable healthy eating throughout the four day event as it is our responsibility as Scouters to ensure the Scouts are prepared to look after themselves as a ‘Patrol’ for the duration of a normal summer camp. The approach was very successful and much of the feedback from the Scouts was positive. This strategy is core to basic Scouting principles and should be continued.

The Team prepared a Patrol Charter for Stradbally Jamboree 2013 to assist Troops and Patrols in their preparation for Stradbally 2013 ‘Patrol in Action’. Working towards independent Patrol Camping is an ideal opportunity for our youth members to develop new skills and excel in existing skills that will stand to them in the future. The Patrol Charter will also assist Scouters in their troop in preparation for Stradbally 2013.

ONE Programme support material is continually being produced by the programme unit under the direction of the National Scout Programme Team and will be available on the website.

Conor McKeown

Programme Commissioner (Venture Scouts)



As always a busy fun filled 12 months that yet again has passed so quickly for Venture Scouting in Scouting Ireland.

One of the main highlights for me is working with the National Youth Representatives throughout the year. This year 8 young people were elected by their peers and really have achieved so much. It was a pleasure to work with these young adults who are all amazing people with great ideas and understanding of what Scouting is about. They have taken part in a European Regional Conference.

“It was a pleasure to work with these young adults who are all amazing people with great ideas and understanding of what Scouting is about”

They also planned and implemented weekends and, as always, played a huge part in shaping the future of Venture Scouting in Ireland through on-going work on the National Youth Programme Committee (NYPC) and in their Province’s. On behalf of Venture Scouts and Scouting Ireland I would like to thank them for their commitment and efforts throughout the year.

A lot of concentration in the first half of the year was given to drafting and finalising the design and layout of the Venture Scout tent at the Youth Programme Expeditions 2012, which saw the majority of the members of the NYPC visit 5 of the 6 Provinces and deliver day long informative sessions on each of the 5 sections and all other elements of ONE Programme.

- Its aim was to:
- » To embrace ONE Programme as a Group
 - » To enrich Scouting communities through the translation of visions and goals into actions
 - » To facilitate the coming together of Programme Scouters and Youth Members in order to assist in the “programme thought process” becoming the “programme plan” for each Youth Member
 - » To create a platform for Youth Members to make a difference in their world through a fun and challenging Programme facilitated by their Scouters – creating an environment of belongingness

The Venture Scout tent for me, as Programme Commissioner (Venture Scouts), gave an opportunity to meet and discuss with Scouters, and some Venture Scouts, the do’s & don’ts of what can always be developed in the Venture Scout Section. It gave Scouters the chance to ask questions openly and receive answers there and then, hopefully beneficial and the feedback from Scouters was very positive. I thank all who turned up for the days and also all who gave a helping hand to me throughout the expeditions. I would ask those who didn’t make it last time



round to make it their business to catch the next one. A new booklet entitled ‘Taking Adventure to a higher level’ was designed early 2011 and went to groups in November 2011. This handbook was also distributed to many Venture Scouts and others throughout the last two years to assist in the development of Venture Scout Units operating ONE Programme in Scout Groups. The booklet was welcomed and has been very helpful to Venture Scouts and Scouters in implementing ONE Programme for this section. Copies can be requested from National Office.



National Events on offer to Venture Scouts this year facilitated and encouraged ONE Programme in the Venture Scout Section. Venture Scouts who took part in these events, such as the Venture Scout Challenge, Tri-zone and Electric Vents, to name a few, developed across all areas of the personal progression scheme of the Venture Scout Section and all other elements of ONE Programme

The Venture Scout Challenge 2012 was located in the challenging and beautiful Lake District in the UK. Ten teams took part this year, all pushed themselves well outside their comfort zones with prescribed and personal challenges. A new element added this year was an Adventure Skills Challenge. Hill walking was a central element and the Venture Scouts had to travel 20km over mountains on the main event. All participants attended the training weekend at Easter 2012. Venture Scouts starting on the road to the Venture Scout Challenge were consulted on this new element and indicated they were happy to have this element added. As always this event can touch on all of the SPICES and develop young people in a very positive way. Congratulations to all who took part.

The Electric Vents saw 70 or so Venture Scouts relax, let loose and have a bit of fun over a weekend in Larch Hill. All had an enjoyable and social time. The programme was developed using ONE Programme elements.

Work never stopped across a number of different areas over the year, which are not always seen or heard about but indirectly develop, create, assist and support the Venture Scout Programme for the better. On behalf of Venture Scouting in Scouting Ireland, I would like to publicly thank everyone involved during the year for the time and effort, they have given, especially the Venture Scout Programme Team.

A few major projects are still on going and will hopefully be signed-off soon and can be developed as tools and supports to Venture Scouting around the Country

Ruth Wylie



Programme Commissioner (Rover Scouts)



Over the past few months the Rover Scout Programme Team have been very busy working on different projects as follows:

1. The Welcome to Rover Scout Pack – an introductory pack for Venture Scouts who are approaching Rover Scout age and have decided to keep actively Scouting.
2. Rover Scout Societies pack – for Rover Scouts who are in college or university and wish to start up a society with your fellow students. This pack has just recently been completed and is now available.
3. Programme Resources packs – programme ideas for the Rover Scout age group.

All 3 packs are available now from National Office.

Our Rover Scout Representatives have been busy working on organising a National Rover weekend called Rover Chill, which will be the ideal opportunity for Rover Scouts around the Country to get together and decide what they want for Rover Scouts as a section – both what they want to put in and what they want to get out along with learning new skills, having fun and networking with other Rovers.

We are currently working on a skill building project for Rover Scouts – Rose Cottage in the magnificent grounds of the newly finished Castle Saunderson Scout Centre, where it is envisaged that Rover Scouts from around the Country would take on a project from the list of things that need to be repaired at the cottage with a view to restoring it to its former glory for use as a permanent Rover Scout retreat. Whether it is making a replacement window or re-plastering a wall, the idea is that a crew will sign up for one of the projects at the beginning of the Scouting year and would hopefully go away to learn the relevant skills and then come to Rose Cottage the following summer and complete the task on site. Some of the skills you may already have through work or your studies but you may choose to learn a completely new skill set.



European events

Over the last few months we have had Rover Scouts taking part in some international trips: Two National Rover Scout reps attended Agora in Kandersteg International Scout Centre, Switzerland. You may ask what is Agora...? It's a get together for European Rover Scouts to discuss the issues important to them and to share new ideas and experiences from other countries.

“We had eleven teams take part in the Explorer Belt, which was held in Brittany, France with all teams receiving the belt, which was a great success!”

We had eleven teams take part in the Explorer Belt which was held in Brittany, France with all teams receiving the belt which was a great success! Roverway 2012 was held in the beautiful forested nature park called EVO in Finland in July and 99 participants from Scouting Ireland attended. There was a mix of Rover Scouts & Venture Scouts amongst the 4,000 thousand participants from around the world at Roverway. I had the opportunity to visit Roverway and to meet and chat and swap ideas with other Rover Commissioners from around the world. All the Irish Rover Scouts/Venture Scouts who attended this event did Scouting Ireland proud. Thanks to all who made this possible and the countdown has already begun to the next Roverway 2016 which will be held in France.

Lucy Kay



National Youth Reps

All nine National Rep positions were filled during the National Youth Forum in January 2012. The team attended the Communications Team workshop in Larch Hill in February. We learned about different methods of Communication and how it is used in Scouts such as radio, photography, film, articles and social networking sites.

We attended National Council on the 31st March 2012 where we received our National Rep Neckertiechiefs. There was a youth disco after National Council, which was totally awesome.

In May we held a Scout Rep Weekend, where we had a meeting with the International Commissioner and had a meeting with Scouters from the National Scout Programme Team.



'The team attended the Communications Team workshop in Larch Hill in February'

In August we attended the Phoenix Challenge some of the National Reps attended as participants and others as Reps. The Reps asked the Patrols what they thought of the event and reported back to the Scout Team after the event. We planned a National Rep weekend in Larch Hill for the second weekend in September and have planned to meet with the Jamboree 2013 programme development team.

We are currently assisting with the generation of programme ideas for Jamboree 2013. Planning for the Youth Forum in January 2013 is ongoing.

Conor McKeon



Programme Commissioner (Sea Scouting)



Sea Scouting Celebrates 100 years - 1912-2012

After Baden-Powell's (B-P) book "Scouting for Boys" appeared in 1908, Scout Groups started spontaneously throughout Great Britain and Ireland. Some Groups, including 1st Dublin Troop, Boy Scouts (founded in February 1908) included boating in their programmes from the beginning, and B-P soon recognised that this was an excellent variation of the Scout programme. Sea Scouting was officially recognised in 1910, and B-P wrote the first introductory pamphlet "Sea Scouting for Boys". Later B-P asked his brother Warrington, a well-known yachtsman, to write a handbook for the new section, and "Sea Scouting and Seamanship for Boys" was published in 1912. The first Sea Scout Troops in Ireland were registered in 1912, in Bray and in Ringsend (1st Dublin Troop mentioned above). Other Troops developed in Dublin in the succeeding years. In 1914 the first inter-Troop rowing race for the Wood-Latimer Cup was held. This event was the start of the Annual Sea Scout Regatta, the 90th Anniversary of which was celebrated this year. In 1915 the Dublin Sea Scout Troops were grouped together in the Port of Dublin Sea Scout Local Association, and they were allocated "Port of Dublin" numbers, a custom that still continues. The annual Seamanship Competition for the Fry Cup started in 1918 and also continues to the present time

Sea Scouting has celebrated it's 100 years on the Island of Ireland, it's a magic number and we celebrated with a number of magic events.

The celebrations began on April 14th with the launch of the Celebration year, 1,000 Sea Scouts from around the Country gathered in Croke Park and formed a fleur de lis on the hallowed soil that is Croke and presented themselves for a piece of history in the making. The photograph will go down in the annals of time each Sea Scout, Sea Venture Scout, Sea Rover Scout and Sea Scouter will be able to identify exactly where they stood at that moment in time.

'Sea Scouting has celebrated it's 100 years on the Island of Ireland, it's a magic number and we celebrated with a number of magic events'

The year 2011/2012 was a very eventful one, Sea Scouts took to the waters in and around Ireland exploring the wonders of the sea and rivers, accepting the challenges they bring and enjoying it immensely.

The autumn season in Sea Scouting is a busy one with many competitions and activities for the Scouts to choose from the Long Distance Skiff race and the Wood Latimer skiff race to the Seamanship Trophies the Junior and Senior. There is the Liffey Descent and Rowing Regatta.



During the summer months Sea Scouts take to the waters in their craft to train for events and competitions. The Rowing Regatta is the longest running Sea Scout Regatta in Europe. The event has been held annually since 1914 (with 5 exceptions). Within that Regatta the 4 oared rowing race the Wood Latimer Cup, presented by T J Woodlatimer chairman of the Dublin Sea Scout committee (1914) takes place. The race is undertaken by the U17's crew and faces stiff competition from all entrants. It is the race that achieves the fastest times and calls for skilful, strategic rowing. During October 2011 the weather was proving to be against the organising team. Conscious that the race must go ahead the event was postponed on 2 occasions due to Hurricane Katia causing disturbances eastwards across the Atlantic to the Irish Sea. This caused dangerous conditions at Dun Laoghaire and for those reasons it was postponed. A further attempt was made a week later, but was once again postponed due to a further gale. In Malahide on October 23rd, the latest date ever for this event, the Regatta went ahead. The rain and strong winds early that morning died away, leaving a soft, dull day, not ideal but so much better than other days scheduled. The 93rd Wood Latimer Race was won by 9th Port Malahide (Wednesday) – As the site cleared the wind was rising again and by the next afternoon torrential rain came in causing wide spread flooding in Dublin. We had just made it.



The Annual Scout Liffey descent is a well-recognised canoe event on the Liffey. It encourages the interest of Scouts in canoe racing and hopefully they will progress to the International Liffey Descent. The race starts from Lucan weir and finishes at Islandbridge and this year 11 troops took part and the Best Male team was won by 32nd Limerick and the best female team by 14th Port Donabate. The success of this event relies greatly on the dedication and skill of the safety/rescue personnel from Scouting and the Canoe Clubs who every year come to man the weirs, rapids and bridges. Their time is greatly appreciated, the race could not happen without them.

2011 was 89th Fry Cup - Senior Seamanship competition and was won by 7th Port of Dublin (Howth) Sea Scouts and the 2011 Junior Seamanship competition, the 37th Hamill Cup, was won by 8ú Calafort Gasoga Mara (Dun Laoghaire).

The Long Distance Skiff Race 2011 was held on a windy Saturday in September. With Force 6 winds forecast the first leg of the race from Dun Laoghaire across Dublin Bay was deemed too risky so the race route was hastily re-organised to take place inside the port area. U17, U15 and U14 crews raced and including Oarsmen, coxswains, safety boat crews and motor vessels the total number of scouts on the water was 80. The finish line was at 4th Port Den on the Dodder bank where the prizes were presented. The winners were as follows: 1st Male Crew – 9th Port Malahide Wednesday and 1st Female Crew – 5th Port Dollymount Valkarries.





As with every winter Sea Scouts spend their time preparing the boats for the spring season, along with hiking, winter kayaking and camping. Preparation of the boats is imperative to the safety of all the Watch on the water. The Scouts spend time sanding, priming, varnishing, painting and anti-fouling in anticipation of the launch that occurs in May each year. This year to celebrate the 100 years 9th Port Malahide Sea Scout Group went all out and invited a piper and the Chief Scout and local dignitaries launch the skiffs, BP18's, Kayaks and Picos' for the summer season. All had an amazing celebration.

Many troops planned annual expeditions with the celebration theme, moving camps on the River Barrow, standing camps at Portlick and Lough Key and international expeditions were undertaken.



In July the Volvo Ocean Race came to Galway. The Sea Scouting Team together with Galway County and 24th Galway Sea Scouts worked with Volvo to bring sea scouting to the Race Festival. Over 650 Scouts took part on the water running sailing, rowing, yachting, power-boating and kayaking workshops and at the campsite displaying pioneering and campcraft. Uachtarán na h'Eireann visited the campsite and presented Dr. Eoghan Lavelle with a model of a Galway Hooker to mark the 100 years of Sea Scouting and Eoghan's 60th year in Scouting.



The Sea Scout Centenary Badge is proving very popular among the troops. Colonies, Packs, Troops, Units and Crews still have time to link up with a Sea Scout Group and plan & implement an activity on the water thus earning the Sea Scout Centenary Badge.

Finally, I would like to thank my team for their unstinting hard work and attention to the safe keeping of our Scouts on the water.

Stephen Taylor



Programme Commissioner (Adventure Skills and Centre Programme)



Adventure Skills continue to fire the imagination and pose challenges for our youth members (and indeed some Scouters) across the country

The Adventure Skills team consists of 9 teams of experts in their field. Sitting at a meeting with the team leads would put most in awe at just how connected to their skill they are. I, am the Patrol Leader, along with GSF Brendan Lynch to keep us on the straight and narrow, and the team continues to go from strength to strength.

We have taken a three-year approach to the structure of Adventure Skills. During this year our focus was on continuing to provide assessment events across the nine

'Recognising the achievements of our young people and their help in peer assessment is the magic of Adventure Skills'

skills throughout the Country. The panel of 'experts' who hold stage 7 or above has grown as a result and this helps all in Scouting Ireland with their journey.



Some significant growth in Sailing, Paddling and Rowing was achieved at the Volvo Ocean Race in Galway where over 650 went afloat. Our Programme Centres in Lough Dan, Killaloe, Larch Hill, Mt Melleray and Portlick continue to provide opportunities to develop in key areas. Hillwalking held a most successful conference in Larch Hill and included an opportunity to do on the spot training. Recognising the achievements of our young people and their help in peer assessment is the magic of Adventure Skills.



For now the 9 core skills of Adventure are Air Activities, Backwoods, Camping, Emergencies, Hillwalking, Paddling, Pioneering, Rowing and Sailing are in focus. There will though, be opportunities for these areas to grow. The external partnerships with Mountaineering Ireland, Irish Canoe Union and Irish Sailing Association have been fantastic in getting external recognition for what we do week in week out and this can only be a partnership that needs to foster and grow.

Pauline Lucas





**Programme Commissioner
(National Events)**



The National Events Team have resourced and provided the crucial services such as logistics, procurement, support and facilitation to ensure the programme developed by the Programme Teams could be put into action. This year events reflected all aspects of ONE Programme for example an alteration to the Explorer Belt was made to include Special Interest Badges and the Venture Scout Challenge included some of the Adventure Skills. Highlights for 2013 include Stradbally 2013, Crean Challenge, Tri-Zone, Electric Vents, Cub Scout Overnight Expedition, Beaver Scout Days and Rover Scout Chill to name a few.

The National Events Team over the period of this Annual Report worked closely with the various Programme Teams, National Youth Representatives and the NYPC to support the Youth Programme by providing a range of Youth Programme National Events. All of these events have been developed in conjunction with the Programme Teams and facilitated by the National Events Team. This year we have negotiated with Irish Rail to provide group rates for Rail Travel for Scouts with a minimum group size of six to facilitate small group travel.

“The National Events Team have resourced and provided the crucial services to ensure the programme developed by the Programme Teams could be put into action”



The table below lists the events run and participation figures for 2011/12.

Event name	Scouters	Beavers	Cubs	Scouts	Ventures	Rovers	Staff	Teams	Packs
Jamoige	934	987	2756				170		
Crean 2012				15			5		
Youth Fora				25	28	22			
Cub Challenge	36		149					32	
Explorer Belt Challenge					20	22	14		
Peak				23	12		13		
SNS					5		1		
Elements Chall	Cancelled	due to	lack of	Participants					
Phoenix				537			260	68	
Electric Vents	10				47				
Star Scout Show	sold out								
Sionnach 293	6			22				6	
Sionnach 294	cancelled	due to	lack of	participants					
Trizone					48	6		28	
Beaver Day East	cancelled	due to	lack of	participants					
Beaver Day West	cancelled								2
Beavers on the Hills									
Spice Badges	57 Phy								
MPC by Four				320			68		

National Event Awards	
The Phoenix Challenge 2012: Gold Standard	21
The Phoenix Challenge 2012: Silver Standard	45
The Phoenix Challenge 2012: Bronze Standard	2
The Venture Scout Challenge 2012: Challenge Wooglee Award	16
The Venture Scout Challenge 2012: Certificate and Badge Award	4
The Explorer Belt (Rover Scouts) 2012: Explorer Belt Award	22



Stephen Synnott & Mark Blake

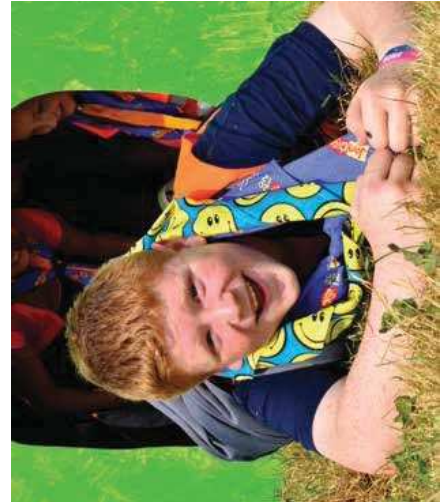
Programme Commissioner (Implementation and Co-Ordination)



I would like to start my report with a huge "Thank You and Well Done" to everyone, whatever your part in helping in the implementation of ONE Programme this year. To all the Groups who have completed their Group Planning and Training Day, to the Transition Trainers who gave up weekends and evenings of their lives

to train and provide support to the Groups, to the National & Provincial Teams, County Commissioners, County Programme Coordinators, County Training Coordinators and not least the County Mentors; I sincerely appreciate and acknowledge your efforts on behalf of the Youth Members of Scouting Ireland.

There are a small number of Groups in each Province yet to undertake their planning and training day. I urge those Groups to grasp the initiative and undertake your transition to ONE as soon as you can so that you can be part of the wonderful experience that is ONE Programme – assisting young people in taking the lead in their personal development.



ONE Programme continues to attract massive international interest and indeed admiration and over the past year. I have corresponded with representatives of various European and world wide groups and met the Chief Scout and Chief Programme Commissioner of the Scout Association of Canada in May 2012.

Safe to say most Scouting associations are facing similar challenges to that being met, and to a large extent overcome, by us in providing a meaningful, relevant and engaging programme for youth and adults alike. Yes there are issues still to be addressed but we should nonetheless recognise and acknowledge the fantastic accomplishments that Scouting Ireland has achieved in the last couple of years.

This year the National Youth Programme Committee (NYPC) took a long and objective look at how we support the implementation of ONE and many long evenings and weekends were spent examining three key questions:

1. What is working well in ONE Programme?
2. What are the challenges Scouters are having with ONE Programme?
3. What can we do now to support Scouters going forward with ONE Programme?

“ONE Programme continues to attract massive international interest and indeed admiration over the past year”



The outcome of these deliberations were the very successful and generally well attended ONE Programme Provincial Expeditions that provided practical guidance on how to engage our youth members and adults in ONE. The National Programme Teams led by Ber Brennan (Expedition Coordinator) supported by a logistics crew, travelled to the Scout Provinces to assist in the understanding of ONE Programme foundations and to listen to the challenges and areas for improvement. The feedback from these events has played a huge part in the direction of the Programme Teams and the Programme Unit in National Office.

The NYPC is currently looking at how we can continue to provide support to Groups at a local level and are formulating proposals to have locally based ONE Programme “Champions” in each Scout Group (embracing and enhancing the Mentor role) who will effectively be a “one stop shop” for all queries and support requests.

We have learned a lot from the implementation methods agreed prior to the launch of ONE, and are working on what supports are required on an ongoing basis to make this function a sustainable reality.

Another new and exciting initiative underway, in conjunction with Accenture, is the development of specific and focused “skills to succeed” module for Venture Scouts and perhaps, in the future, Rover Scouts. This initiative

is loosely based on a programme that Accenture currently operate in selected second level schools. The Programme Commissioner (Venture Scouts) and myself have been working closely with the team in Accenture (mostly staffed by volunteers) to put this into the Scouting context and hope to pilot the module in February with the National Venture Scout Youth Representatives. Once that is complete we will look to roll out the programme at a national level. Hopefully by National Council we will have more to report on this topic.

The National Youth Programme Committee and the National Adult Resources Committee have worked very closely this year and have been meeting regularly, on a (mostly) monthly basis, to progress a number of initiatives including how to deliver, measure and support a QSE (Quality Scouting Experience).

As well as all the above we have reviewed relevant Scouting Ireland policies to ensure that they are compatible with ONE Programme. This work is to ensure we adopt an holistic approach to Scouting and that the policies are easily understandable, relevant and supportive of Scouting activities at home and abroad.

Christine Ellis



Moving on

It is anticipated that the Whole Health Handbook for Scouters and supporting pamphlets for Youth Members will be launched in the coming year supporting Scouters in the areas of:

- » Principles of Coaching
- » Taking Care of Life
- » Anger Management
- » Relaxation Techniques
- » Bullying
- » Friendships and Relationships
- » Keeping the Machine Working
- » Being You: Sexual Identity, Coming Out and Being You
- » Food – Getting the Mix Right
- » Healthy Mind
- » The AD (alcohol & drugs) Factors

I believe the above resources will be a positive additional support to ONE Programme for Scouts and Scouters alike.

Finally I would like to comment on Scouting Ireland's tremendous support for the "Darkness into Light" walk in support of Pieta House. In supporting and recognizing initiatives like these, we as Scouts recognize how friendship is a key part of scouting and is reflected by the type of individuals we assist in the development of what they do at home, work and play.

We make a living by what we get, we make a life by what we give – Churchill

Yours in Scouting

Ian Davy



Provincial Commissioner

2011 - 2012 has been one of the most challenging years for the Dublin Scout Province (DSP) in my time associated with Scouting. Much of the difficulties we are experiencing now and over the last number of years are those from the fallout from National and International financial crisis. . Groups are very mindful of Group and personal finances and consider this while providing Scouting to all.

We experienced a huge increase in the number of parents, guardians, youth workers, carers and various agencies seeking placements for young people in Scouting. This places a strain on the local Scouter teams as Scouting has never been in such high demand. Groups in the Dublin Scout Province operate a waiting list system. With this in mind, one priority of the Dublin Scout Provincial Team is the recruitment of more adults for local Scout Groups. We work closely with Volunteer Bureaus and Companies around the city and as a result many successful volunteer placements have been made. We staff stands and advertise for Scouters at Volunteer Fairs both in key locations and in universities. We plan to continue this work in the future.

Youth membership has increased from 6,203 to 6,381 as at the last census. This year six of the nine Scout Counties had an increase in membership (Cluain Toirc, Mountpeller, Dodder, Dublinia, Dun Laoghaire and 3 Rock) and many Scout Groups have opened additional sections.

Local Groups supported a number of events in the Province, including the Darkness into Light project for Pieta House in the Phoenix Park, seventy Scouters attended a finance workshop, Sea Scouting celebrated 100 Years of Sea Scouting and many events were held around Dublin, the Star Scout Show is a regular annual feature in the city, National Council was held in the Province in March with 144 members from DSP attending, Expedition 2012 held in Larch Hill. Although attendance was poor, those who participated really found the day very helpful.

There are nine Scout Counties within the Dublin Scout Province. Here is a snapshot of four counties: Dodder Scout County have no County Commissioner in place. The County Management Team, however, met several times and this peer support has helped Group Leaders carry out

their functions. All Groups had successful summer camps. Venture Scouts, Rover Scouts & Scouters built a shelter in Lough Dan.

Celebration after celebration occurred in Tolka Scout County. Many Groups enjoyed anniversaries and notable events occurred to mark these occasions. 76th/95th Dublin (Finglas East) Scout Group had a very different celebration when they won €20,000 in the Unsung Heroes Competition. 19th/36th Dublin (Pibsboro) Cub Scouts won first prize in a competition sponsored by Disney, and were treated to attending the premiere of the movie 'Marvel Avengers Assemble'.

Dun Laoghaire Scout County are also without a County Commissioner. Like Dodder they too have met and supported each other. They have twinned with Cois Faraige for programme events, activities and training. Some new Group Leaders have taken up positions recently

'Groups are very mindful of Group and personal finances and consider this while providing Scouting to all.'

and we thank those outgoing for their hard work and the exceptional time given to supporting local Scouting. Mountpeller Scout County have a fantastic and very committed team running the Scout County programme, Youth Fora and facilitating training for the 13 groups. To highlight just one Group for this report, 14th Dublin



(Ballyroan) Scout Group has excelled itself with new den improvements, increased membership of the Scouter team and youth members. The secret to their success: communication with parents.

The following number of Scout Groups in each Scout County have completed Transition Training:

- » 6 of 8 in Dun Laoghaire Scout County
 - » 8 of 9 in Dodder Scout County
 - » 9 of 11 in Cluain Toirc Scout County
 - » 9 of 13 in Mountpellier Scout County
 - » 4 of 8 in Liffey West Scout County
 - » 5 of 8 in 3 Rock Scout County
 - » 6 of 8 in Tolka Scout County
 - » 14 of 14 in Dublinia Scout County
 - » 6 of 6 in Cois Farrage Scout County.
- Basically there are 18 Scout Groups yet to complete



Transition Training. It is the intention to work with the Chief Commissioner (Youth Programme) and his Team this year to see what supports Groups now require in the implementation of ONE Programme.

The Provincial Youth Fora were held in November 2011 in St Andrew's Resource Centre. Each County was invited to send 2 representatives, which would have left a possible attendance of around 60. Participation on the day was 5 Rover Scout Reps, 4 Venture Scout Reps and 7 Scout Reps. The turnout was most disappointing as it effectively meant that many young people who could have been represented were not. Each Forum discussed a number of items of interest to them and there was a shared discussion



amongst all of the Fora attendees. Points arose around activities, uniform, communications, I.T, ONE Programme, Youth Reps, faith and religion, Provincial events, mixed Scouting and youth empowerment. These were brought to the attention of the County Commissioners, Coordinators and Representatives on the Provincial Management Team. The following were elected to form a panel of youth reps for the year 2011-2012.

Section	Group	County	Name
Rover Scouts	94th Walkinstown	Dublinia	Eoin Kearns
Rover Scouts	66th Clontarf	Cluain Torc	Gearóid Nash
Scouts	146th Firhouse	Mountpellier	Richard Murray
Venture Scouts	17th Dalkey	Cois Farrage	Kevin Harkin
Venture Scouts	24th Tallaght	Mountpellier	Eoin Kavanagh
Venture Scouts	146th Firhouse	Mountpellier	Kate Jester

For Scout Groups who own their Scout Dens, one common challenge facing them is the cost of their upkeep and maintenance. A Scout Den in Coolevin, which was closed for some time has had a major transformation and now is playing a vital role in the community. A home maintenance service is running from the Den, creating employment and providing key supports to the elderly of the Ballybrack/Dun Laoghaire area.



Training Table

Course Type	Number of Courses	Numbers Trained
Stage 1	15	211
Stage 2	18	361
Stage 3	3	86
Stage 4	3	71
Stage 5	2	49
Stage 6	2	56
Group Leader / Commissioner	0	0
Total Training days	43	834

Dens upgraded include: 14th Dublin (Ballyroan), 111th Dublin (Springfield), 103rd Dublin (Willington), 112th Dublin (Knocklyon), 24th Dublin (Tallaght), Coolevin, 3rd/4th/41st Dublin (Donnybrook), 42nd Dublin (Dolphin's Barn), 78th Dublin (Ballyfermot), 76th/122nd Dublin (Finglas West). Environmental Awards from Dublin City Council were awarded to 44th Dublin (Whitehall), 4th Port (Dodder), Cubs Scouts and Scouts from 44th/93rd Dublin (Crumlin) and 94th Dublin (Walkinstown).

As I complete this term as Provincial Commissioner, there are too many to thank and acknowledge, but I would extend my thanks to the members of the Dublin Scout Provincial Management Support Team and the Scouters and Youth Members at the heart of our Scouting success.

Aidan Smith



North Eastern Scout Province



Provincial Commissioner

Supporting the roll out and delivery of Programme was the principal focus of the Province this year. The North Eastern Province has always had a strong tradition of a continued focus on Programme and this was needed more than ever during the year.

Following on from the participation of a huge amount of Scouts and Scouters at the World Jamboree in Sweden, we managed to harness that success by bringing everyone together on the May bank holiday weekend in Portlick campsite for Camp North East 2012.

The team, headed by Willie O'Connor and Liam Boyd, brought together a cross section of Scout Troops & Venture Scout Units from each County in the Province for the event. Our focus with Camp North East for 2012, and indeed into the future, was to support local Scouting with a large scale event that allows participants to be challenged and be given a chance to develop each of the SPICES on a different level. Scouters had the chance to be part of the planning and delivery of an event that was of Jamboree style and gain some experience with large scale events so that in the future they may have experience behind them when they volunteer to be staff at Irish, International or World Jamborees. Each team was headed up by an experienced and in-experienced Scouter and we hope to develop this more with future events. Camp North East 2012 was a colourful, fun and challenging weekend for all that showcased the talents and abilities of our Scouts and Scouters and an event that will continue in the years ahead.

The lessons of the Camp, set the agenda for the remainder of the year by showing us the areas we need to support our local Scout Groups with, such as specific training, equipment, camp styles and programme focus. We also took lessons from the Programme Expedition run by the NYPC in February in Navan and will hold further programme expeditions as needed in each of the Counties.

Scouting in each of the Counties continued apace, but there were some changes to County personnel. In Louth Scout County, Finbar Gathins stepped down as County Commissioner and we all wish Finbar well with his new role in Castle Sanderson. Jean O'Neil also stepped down as County Commissioner in Lakelands and we thank her for

her service also. Fingal County saw a change of leadership with Bernie Reddy succeeding David Smith as County Commissioner. David has a huge Programme focus both locally and nationally and we thank him for his service to Scouting in Fingal and wish Bernie well in her new role. On the Provincial Management Support Team, Christy McCann completed his term as our Adult Resources Rep and we

“Camp North East 2012 was a colourful, fun and challenging weekend for all”

wish him well in his role as Scouting Ireland's International Commissioner. Pat Moyné has joined our team as Provincial Treasurer and Kate Cowan has also joined the team as Provincial International Rep. We wish Pat & Kate every success in their new roles.

The Provision of ONE Programme Transition Training peaked during the year, with more than 80% of the Groups in the Province having undergone their training day. Woodbadge Scheme courses also continued during the year, but we were disappointed with the number of early course cancellations only to find a high demand as the summer approached. Our Provincial Training Co-ordinator, Greg Boyd, is working with our Trainers and County Training Co-ordinator's to better manage course demand into the future. The County Commissioners are also working with Group Leaders to oversee participation in training by Scouters who need to do so.



Training Table

Course Type	Number of Courses	Numbers Trained
Stage 1	6	62
Stage 2	8	107
Stage 3	5	135
Stage 4	1	23
Stage 5	2	57
Stage 6	0	0
Group Leader / Commissioner	1	23
Total Training days	23	407



for his amazing resilience and strength during his treatment. Jack was later awarded the Bronze Honour Award for his Scouting under adversity.

We have a lot of work ahead of us in the Province in the coming year and we move into 2013 confident of our ability to deliver on our focus of Better Scouting to more Young People.

James O'Toole

In this report, I want to pay particular tribute to the Scouts and Scouters from 5th Meath (Kells) Scout Group who in June 2012, with the support of many Groups from throughout Gleann na Boinne Scout County, undertook the 'All Meath Bed Push'. The Group set out to raise money for Crumlin Children's Hospital following their care of one of their Scouts, Jack Carey. Jack insisted on going to his Scout meeting each week following his release from hospital for over 6 months. This initiative raised €14,500 for the hospital and I was honoured to be part of the presentation of the cheque in July. Congratulations to everyone in the Group for their amazing efforts and to Jack





Provincial Commissioner

The Northern Province is made up of Five Scout Counties – Brian Boru Scout County, Dalriada Scout County, Down & Connor Scout County, Erne Scout County and Errigal Scout County. There are 63 Groups in total in the Northern Scout Province.

Brian Boru Scout County

The County has a total of 11 Scout Groups. Danny Hagan is the County Commissioner. This is an active County with a full County Management Team in place and a full programme of activities for all sections.

Dalriada Scout County

The County has a total of 6 Scout Groups. Patricia McDonald is the County Commissioner. A full County Management Team is in place and although there are only 6 Scout Groups in the County, a full programme of activities was run for all relevant sections.

Down & Connor Scout County

The County has a total of 16 Scout Groups. Brian McElroy is the County Commissioner. A full County Management Team is in place and a full programme of activities was run for all sections. A new Scout Group was opened in the County during the year – 34th Belfast (Lagmore), - which opened with Beaver Scouts, Cub Scouts and Scouts.

Erne Scout County

The County has a total of 8 Scout Groups. The County Commissioner is Tony Smith. A full County Management Team is in place. This is a very active County with many County programme activities and they are also excellent at attending Provincial and National events.



Errigal Scout County

The County has 22 Scout Groups. Dessie Taylor is the County Commissioner. A full County Management Team is in place. This is a very active County with a full programme of activities for all sections.

“The major Provincial highlight of the year was, without a doubt, the Provincial Camp - Camp Carnival”

The major Provincial highlight of the year was, without a doubt, the Provincial Camp - Camp Carnival. The Camp was for all 5 sections and held in Baronscourt Estate, County Tyrone over the June bank holiday weekend, with just under 1,500 attending. Beaver Scouts camped for 2 nights and all other sections camped for 3 nights. The Camp Chief was Joe Boland who, along with his excellent team, organized a superb programme of activities for all 5 sections. The opening ceremony on the first night was full of fun, music and dancing and concluded with a wonderful fireworks display.

The following morning, Beaver Scouts, Cub Scouts and Scouts each had their own daytime programme of activities followed by an evening programme with a Carnival theme. Venture Scouts and Rover Scouts went further away from the campsite for their activities and bivvied overnight.

Some visitors to the Camp included the Chief Scout, the International Commissioner, the Communications Commissioner, the Programme Commissioner - Adventure Skills and the Child Protection Officer among others. Just

before the closing ceremony on the final night there was a re-enactment of a car crash scene involving 2 cars and young people, one of whom had been using a mobile phone. All the emergency organisations took part including the fire brigade, the ambulance service, the coastguard and the PSNI. The coastguard helicopter was on the way to the scene when it was called away on an emergency so the PSNI arrived by helicopter to the delight of everyone. A full commentary was given as the scene progressed and lots of lessons were learned by the youth members. The closing ceremony then took place with many young people taking part and demonstrating various talents such as singing, dancing and circus skills. The ceremony concluded with yet another fantastic fireworks display. Everyone agreed that the camp had been a huge success.



A Provincial Founders Day ceremony was hosted again by Errigal Scout County and was held in Newtowncunningham, County Donegal. The Chief Scout was in attendance and he presented awards to both Adult Scouters and Youth members.

The roll out of ONE Programme is very nearly completed in the Province. The number of Groups in each County who have completed Group Transition training is: Brian Boru Scout County – 9, Dalriada Scout County – 6, Down & Connor Scout County – 13, Erne Scout County – 8, Errigal Scout County – 19. In total, 55 Scout Groups have completed Transition Training and most of the remaining 8 Scout Groups have dates booked in the calendar.

A Provincial newsletter called Northern News was produced every 2 months and was emailed to all on the Provincial contact list. More and more Groups are now sending information and photographs for publication.

There were successful Youth Fora held in all 5 Scout Counties and a Provincial Youth Forum was then held in the Lorne Girl Guiding Centre, Belfast over the weekend of 9th – 10th December, 2011. Scout and Venture Scout and Rover Scout County youth reps attended the Fora and 6 Scouts, 6 Venture Scouts and 2 Rover Scouts were chosen as Provincial Youth reps. The Provincial Scout Youth reps are – Mark Robinson, Niamh Scullion, Haydn Cullen, Joseph Heany, Andrew McKnight and Ruairi Cormican. The Provincial Venture Scout Youth reps are – Paul Doherty, Owen McCauley, Laura Wells, Tiernan Doherty, Patrick McDonald and Ryan Campbell and the Provincial Rover Scout Youth reps are – Thomas Doherty and Aidan O'Brien. The 14 Youth reps went forward to represent the Province at the National Youth Forum which was held in Dublin over the weekend of 28th and 29th January, 2012.

The Provincial youth reps have had a busy year. At least two of them attend each of the Provincial Management Support Team (PMST) meetings and report back on what they have been doing and what support the youth in the Province need from the PMST. They have attended 2 activity days arranged by the Provincial Youth Programme Rep. The PMST gave the youth reps £1,000 to do with as they pleased as long as it was for the benefit of the Youth members in the Province. They decided to split the money into 5 equal grants of £200 and have devised a grant application form. Two of the grants will be given for cross



community activities and the other three will be given to help support a youth initiative event within the Group. The grants will be applied for by the youth members across the Province.

There were 2 Chief Scout Awards presented. There were also 4 Explorer Belts awarded.

Training Table

Course Type	Number of Courses	Numbers Trained
Stage 1	11	177
Stage 2	13	223
Stage 3	4	82
Stage 4	0	0
Stage 5	2	50
Stage 6	0	0
Group Leader / Commissioner	1	34
Total Training days	31	566



There was considerable growth within the Province over the last year with 3 new Groups opened. A warm welcome is extended to:

- » 34th Belfast (Lagmore) who opened with 3 sections – Beaver Scouts, Cub Scouts and Scouts.
- » 10th Derry (Springtown) who opened with 3 sections – Beaver Scouts, Cub Scouts and Scouts.
- » 17th Donegal (Commany) who opened with 3 sections – Beaver Scouts, Cub Scouts and Scouts.

A number of new sections opened across the Province and a warm welcome is extended to:

- » 25/28th Derry (Limavady) – new Cub Scout section
- » 7th Dromore (Craigavon) – new Venture Scout section
- » 12th Armagh (Slievegullion) – new Rover Scout section
- » 20th Donegal (Bocan) – new Venture Scout section
- » 10th Leitrim (Dowra) – new Venture Scout section

Finally, a big thank you to all the members of the Provincial Management Support Team, who continue to grow and develop the Northern Province.

Wendy Morrow





South Eastern Scout Province

Provincial Commissioner

7th Kildare Rathangan officially became our 101st Scout Group typifying the sustainable growth and stability in the Province this past year. Strong County teams supported by our 3 excellent staff continue the sound management of this expansion with great determination and skill.

3 Explorer Belts were awarded this year to Rover Scouts in the South East Province, Cathal Healy (4th Kildare Naas Group) who was partnered by Sophie Renshaw from Cork, Niamh Fitzgerald and Eimear O'Grady from Rathdrum Group Wicklow. Several Chief Scout awards achieved in the South East Province this year and lots of Beaver Scout and Cub Scouts from various groups also received their awards. 17/20 Waterford (St Pauls) were the overall Phoenix Challenge winners 2012 with 4 teams from the South East in the top ten, and many more teams from the South East receiving gold and silver standards gives an indicator of the continually high levels of achievement made by the youth members in our Scout Groups and the great commitment of the Scouters who facilitate them in driving Scouting forward and providing a solid platform for its future.

Scouting Ireland's first, and so far only, Gold Honour award was made to Colm Ennis of 3/7/13th Waterford (De la Salle) for the life saving rescue of his brother Aidan whilst climbing in the Dolomite mountains. A true Scouting hero.

Training Table

Course Type	Number of Courses	Numbers Trained
Stage 1	21	229
Stage 2	24	387
Stage 3	11	265
Stage 4	3	86
Stage 5	4	121
Stage 6	2	50
Group Leader / Commissioner	0	0
Total Training days	65	1138



I would like to thank Mary Fricker for all her support. Thanks to the ongoing dedication and commitment of all the trainers in the South East Province we have had a very successful and eventful training year. These trainers give up their time selflessly year after year to train our Scouters to a very high level. I look forward to another busy, challenging and fruitful year of training ahead and the continued support from all the trainers.

'7th Kildare Rathangan officially became our 101st Scout Group typifying the sustainable growth and stability in the Province this past year'

Carlow / Kilkenny Scout County

All Groups are holding their membership numbers with some increasing their membership numbers. New Group 15th Kilkenny (Fortgrange) opened during the year. Most Groups now have Venture Scout Sections and Rover Scouts are starting in some Groups.

All Groups now have completed Transition training and are in ONE Programme. There was a large turnout for the ONE Programme Expedition in March from the County. Sections helped run County events and large numbers attending from Beaver Scouts and Cub Scouts, which had its problems at times (suitable venues). The Scout Section ran a very



successful Olympics style camp, which the London Olympics must have copied! Beaver Scout camp was hit with inclement weather and was cancelled at short notice. Sections attended National Events (JamÓige, Sionnach, MPC) and participated at National Scout and Venture Scout Fora.

Scouters attended many Woodbadge courses throughout the year. Congratulations to Scouters who received Woodbeads. Other Scouters have submitted projects and have been assessed. Extra Child Protection courses run to suit all wanting courses. South East Training Team calendar is with Groups and Scouters are booking on to courses.

Hopefully we can open another Group this year but first priority is to strengthen Groups and the County Team. Plans are in place for Cub, Scout and Venture County Foras. Hopefully Sections will attend more National Events next year

Cill Dara Scout County

Another good year for the Cill Dara Scout County. We have maintained our good attendance at County Management and Board meetings. A healthy bank balance (helped by good structured budgets and planning). Good communication between the County Management and the Groups. A County information web based site informs all leaders of what is happening in the County and at National level. This year we will also enable Group Leaders to present the relevant information about their Group, to the County, via the website (providing them with appropriate

templates, to make it easier to use and more uniformed in structure). There is also a very good relationship and plenty of interaction between the Groups themselves. A weekend County camp was held in September in Larch Hill Gardens near Killocock, with an attendance of 600 during the weekend. Some leaders of the newly reopened Rathangan Group attended and helped to run some of the bases. Hopefully next year their youth members will also be present. With an excellent team, the County Programme Co-Ordinator (CPC) is delivering an ever improving programme. Following on from the success of last year's County shield we had 19 teams participating this year. We also introduced new awards and challenges. Three teams were selected to represent the County at the Phoenix Challenge and all three were awarded silver.



County Cub Scout and Beaver Scout challenges were also held during the year. Patrol Leader/Assistant Patrol Leader training weekends, Orienteering event and Beaver Scout camp. The Scout calendar for 2012/2013 has already been circulated and the Beaver Scout, Cub Scout and Venture Scout ones are due to be released shortly. Good summer camps all round, including a joint summer camp, between four of the Groups and a German partner group from Bonn, at a Jamboree in Cologne. 52 members from the County attended as a single group under the County banner and using the international kneckerchief instead of Group colours. I wish to thank all the Scouters and youth members for their good work and effort during the year.

Slieve Bloom Scout County

15 Groups with over 1,200 active members all running well at present. All Groups have grown their numbers and/or are in the process of increasing their numbers. Two Groups within the County who have moved in to new Dens this year - Mountrath and Banagher. The County is growing and going from strength to strength and we've had a new Group start up in 2012, 4th Offaly (Edenderry).



All Groups have completed the ONE Programme transition. The Chief Scout Award is being well implemented throughout the County. The One Programme is working with great success and all Groups are enjoying the challenges it affords. All the Groups had good summer camps, the feedback received from Groups is that fun was had by all providing such a varied programme.

The County held many youth events during the year, which included: County Challenge weekend, Youth Forum etc. We were represented at the Phoenix Challenge with two teams with teams receiving gold and silver. A number of successful programme events were run for each section.

South Kildare County Report

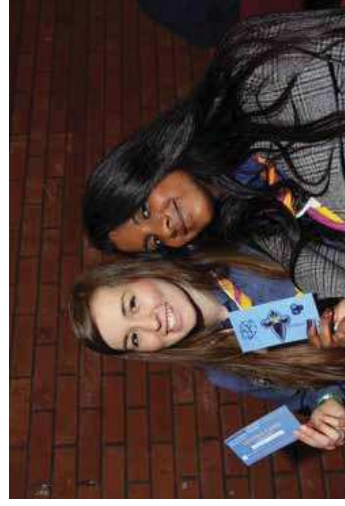
The Scout County is running really well at present with 13 Groups. We pride ourselves on delivering quality programme and a positive Scouting experience to all our members, from the youngest Beaver Scout to the oldest Scouter.

We currently have 4 Groups outstanding to complete their ONE Programme Transition; however the County Mentors are working very hard with these Groups to have them ready for transition prior to April 2013.

The County held many youth events during the year including, The Scout Challenge "Shield", Founders Day, and County Camp to name but a few. We were well represented at many National Events including the Phoenix Challenge with two teams competing.

Cill Mhantain Scout County 2011 / 2012

For the last year, all sections have held events. Events that have taken place included Beaver Scout hikes, Cub Scout evening hike. Scouts held their Cinders camp (qualifier for Phoenix Challenge) and the teams that qualified had a great time on the Phoenix Challenge and represented the County very well. Congratulations to the Scouts and the Scouters involved in their preparation for the event. Venture Scouts organized a number of events during the year. Groups in the County are doing well and providing quality Scouting.



Waterford Scout County 2011/2012

Waterford Scout County had a very successful and active year. Our Beaver Scout colonies took part in 5 County activities as well as their own individual events, Halloween disco, Christmas party, quiz, scavenger hunt and fun day. County Cub Scout hike 2012 took place in Tramore sand dunes with over 250 Cub Scouts and Scouters. We had six teams take part in this year's Phoenix challenge 17/20th Waterford (St Pauls) were the overall winners. Two teams from De la Salle and teams from Faithlegg, Ferrybank and Tramore also took part.

Wexford Scout County 2011 / 2012

There are 14 Groups in Wexford Scout County at present. Great work is being done at Group level to provide programme for the youth members. A huge well

done to all our Beaver Scout and Cub Scout sections who survived JamÓige in typical Irish weather. Groups camped throughout the summer across Ireland, the UK and Switzerland.

We saw a great improvement in people attending training across the County with very successful courses being held in Carne Training Centre. A first ever Christmas party for Scouters was very well attended and looking forward to a repeat this year.

Thank you to all the membership of South East Province for your support and kindness during my term as Provincial Commissioner, I hope I can continue to serve in some way as we move ever onward in our Scouting journey together.

John Watmore





Western Scout Province



Provincial Commissioner

The Western Scout Province consists of 5 Scout Counties: Clare, Galway, Lough Keel, Mayo and Yeats, operating 52 Scout Groups, with 167 programmes sections.

Introduction and Overview of Province

It gives me great pleasure to once again set out the Annual Report for the Western Province. Our last Scouting year witnessed great advances in the uptake of the ONE programme across the Province, with nearly all the Scout Groups now running the new programme. Our youth members have embraced the programme. Scouts from all sections have been embarking on their Chief scout Award and last year we sent a record number of youth delegates to National Council. Commitment to training has seen a dramatic increase in the number of Wood Badge holders throughout the Province. One of the strategic goals of Scouting Ireland is to offer scouting in every community on the island of Ireland. With this in mind, I am delighted to welcome 4 new groups, and 5 new programme sections to existing Scout Groups into our scouting family. Potential growth prospects look extremely healthy as many communities are looking at getting involved in the movement in the near future.

“One of the strategic goals of Scouting Ireland is to offer scouting in every community on the island of Ireland”



Mayo Scout County

The Scout County initiated the beginning stages of a Scout County Shield competition with a view to having a full competition next year with entry into the next Phoenix Challenge. An exciting calendar of events was produced to cater for all section and every Scout Group in the Scout County took part in at least one event. The Scout County is delighted in the creation of new Venture Scout Units to cater for the 15 to 18 year age range. Currently, only two Scout Groups remain to complete Transition Training.

Clare Scout County

One new group has been established in the Scout County. The Scout County were proud to have a number of youth reps elected as national reps across all programme sections. The Scout County sent a record number of Youth delegates to National Council. A record number of applicants for the CSA award at all levels were achieved. Only one Scout Group remains to complete Transition Training. There was a Scout County entrant in the Star Scout Show. Both the 14th Clare (Sixmilebridge) and 5th/22nd (Killaloe) have started development of new Scout Dens. Two patrols took part in the Phoenix Challenge – 1st Clare (Shannon) and 1st/4th Clare (Ennis) both of which attained a Silver Award.

Provincial Programme Report

As in previous years, I'd like to say a big thank you to all local and county based programme teams for delivering a wide range of challenging and fun events for all our programme sections. For the first time, scouting is being promoted through some of our third-level institutions in the west via their society network. Interest has been very encouraging and it is hoped to expand this to other universities in the coming years.

Transition Training

Uptake on Transition Training to the ONE Programme was substantial during the year and today nearly all Scout Counties have completed this process. I would like to take the opportunity to thank all Transition Trainers and Mentors for their hard work and dedication to completing this task. Focus now turns to the "Up and Running" aspect of the ONE Programme throughout the Province.



Youth Involvement

Again this year, we witnessed an increase in our youth members partaking in our Youth Fora both at Scout County and Provincial levels. At a national level I am proud to say that our youth reps from the province are represented in all programme sections.

I am delighted to report that we had increased youth participation at this year's National Council and I would like to thank all our youth members for their contribution at the event. Uptake in the Chief Scout Award at all programme sections has been extremely positive.

Lough Keel Scout County

One new group was established in the Scout County. Transition Training was completed in the Scout County. An action packed programme of events was provided to all scouting sections throughout the year, including a "wet & windy" MPC that Scouts and Venture Scouts participated in. Cub Scouts travelled to JamÓige and Beaver Scouts held a two-night summer camp in Lough Keel campsite. In addition, the Scout County hosted the Girl Guide 101 Camp which proved a huge success. A patrol from the 1st Leitrim, (Ballinamore) took part in the Phoenix Challenge and achieved a Silver award.

Galway Scout County

Two new groups were established in the Scout County. The Scout County ran a very successful 8-day programme of land and water based activities as part of the Volvo Yacht Race. It is estimated that around 2,000 adult and youth participants took part each day and were exposed to what scouting has to offer. As part of the Volvo experience, the Scout County was honoured by a visit from the President of Ireland, Michael D. Higgins. Only three Scout Groups remain to complete Transition Training. Two patrols took part in the Phoenix Challenge – 8th Galway (Oranmore) who achieved a Gold Award and finished 8th overall and 13th Galway (Renmore) who achieved a Silver Award and won the "Best Campfire Sketch" award.

Yeats Scout County

Yeats Scout County really embraced the One Programme this year with all Groups having completed Transition Training. It has been a challenge but both youth members and Scouters have risen to it, with Beaver Scouts going orienteering and camping outdoors, Cub Scouts attending JamÓige and Scouts camping in Lough Keel, Laragh Hill & Camp Carnival. The Scouts and Venture Scouts introduced Civil Engineering students at Sligo IT to Scout Engineering (i.e. pioneering) during a weekend project together. Sligo was selected as the venue for the Scouting Ireland National Council in 2013.

Training Statistics

The Provincial Training Team hosted 38 Wood Badge courses this year providing a training experience to 604 Scouters across the Province, as detailed below.

Course Type	Number of Courses	Numbers Trained
Stage 1	15	148
Stage 2	12	183
Stage 3	5	101
Stage 4	2	50
Stage 5	1	37
Stage 6	1	16
Group Leader / Commissioner	0	0
Total Training days	36	535

A Scout representative from the Western Province was invited to Avas an Uachtarán at the invitation of President Michael D. Higgins to attend a garden party to launch an initiative called "Being Young and Irish" which encourages young Irish people to offer ideas on how they imagine the country's future. The Western Province through our youth members are delighted to be playing an active role with Scouting Ireland in this initiative by the President.

Camping and the Out of Doors

It is wonderful to see so many Scout Groups putting the "out" in scouting and getting out camping. In particular, I'm delighted to see so many Beaver Scouts getting their first taste of camping during the year. Well done to all the Cub Scouts who attended JamÓige this past summer and to all the Cub Scouts, Scouts, Venture Scouts and Rover Scouts who took off to the highways and byways of Ireland and beyond. As we have in the past, the Western Province acknowledges these Scout Groups with the presentation of camping certificates.

Adult Resources

I would like to begin the Adult Resources portion of my report by congratulating Tommy Flaherty and Miriam Pybus on being bestowed with the highest award that Scouting Ireland can award, the Order of Cu Chulainn by our Chief Scout, at respective ceremonies during the past year.



During the year, we continued to attract new Scouters to our ranks, with nearly 150 new members joining us in the Western Province. On behalf of the Association I warmly welcome all our new Scouters.

One of the primary functions of Adult Resources is to support the County Commissioners in relation to adult resource issues, such as advising on disputes and providing guidance where necessary.

To support future growth and development, three Scout Groups from the province received grant aid from Scouting Ireland to further develop their scout dens. These Scout Groups were the 1st Mayo (Castletbar), 22nd Mayo (Achill) and the 13th Galway (Renmore).

Further investment was provided to two of our campsites in the Province allowing them to further enhance their service offering to Scouts from around the country and the world. The Ruan Scout Centre in County Clare was awarded €2k towards the creation of a Beaver Scout play area, and the Lough Keel campsite in County Roscommon received €5K towards the upgrading of the septic tank and percolation area.

Over the past few years, the Province has made a concerted effort in raising the number of Wood Badge holders and this policy has been extremely fruitful as we have added over 50 Scouters in the last 2 years alone. This would not have been possible without the mentoring efforts of our dedicated Provincial Training Team. An added benefit to this increase in Wood Badge holders has been the addition of six new trainers to our Provincial Training Team.



I would also like to thank Fiona Staunton the outgoing County Commissioner from the Clare Scout County for all her hard work during her term of office.

I would also like to thank all the Scouters across the Province who diligently go about providing a wonderful programme of events and activities to the youth members in your care. You are the unsung heroes of not only scouting, but of the communities in which you live.

Finally, a big thank you to all the members of the Western Province Provincial Management Support Team for your support, friendship and hard work in supporting the continued development of scouting in the west.

Brian Webster



Summary & Conclusion

In July, the Province bid farewell to Group Support Facilitator Danny Habberman who returned to his native Germany after 4 years in the role. In August, Joe Doherty, our long standing Provincial Support Officer of 28 years retired from his position. I would like to thank both Danny and Joe for all the professional support and guidance that they provided to Scout Groups, Counties and to the Province down through the years.





Provincial Commissioner

Scouting in the Southern Province has had mixed fortunes this year, but membership numbers have remained on a par with last year. There are 9 Scout Counties within the Province: Cork North , Cork South, West Cork, Cois Laoi Corcaigh, Lee Valley, Kerry , Limerick, Tipperary North and Tipperary Cois Suire.

This year saw Lucy Kay end her term in her role as County Commissioner in Lee Valley to be succeeded by Colin Heas. Robert Costigan took up the role of County Commissioner in Tipperary North. Unfortunately Tim O'Brien also stepped down as County Commissioner of West Cork.

Most Groups at this stage have completed their transition training and those that haven't will have completed it by April 2013. I would, at this stage, like to thank all the Mentors from the Counties and the transition trainers under the guidance of Declan Condon for their time and dedication to helping Groups implement ONE Programme.

Training Statistics

Course Type	Number of Courses	Numbers Trained
Stage 1	7	31
Stage 2	14	234
Stage 3	6	90
Stage 4	5	140
Stage 5	5	107
Stage 6	0	
Group Leader / Commissioner	1	39
Total Training days	38	641

“The Youth section representatives on the PMST have been working hard in putting together workshops for the Provincial Youth Fora”



The Youth section representatives on the PMST have been working hard in putting together workshops for the Provincial Youth Fora. Thanks to Marie Fitzgerald, Jason Dineen and Sinead Callanan for their work in putting together the Fora.

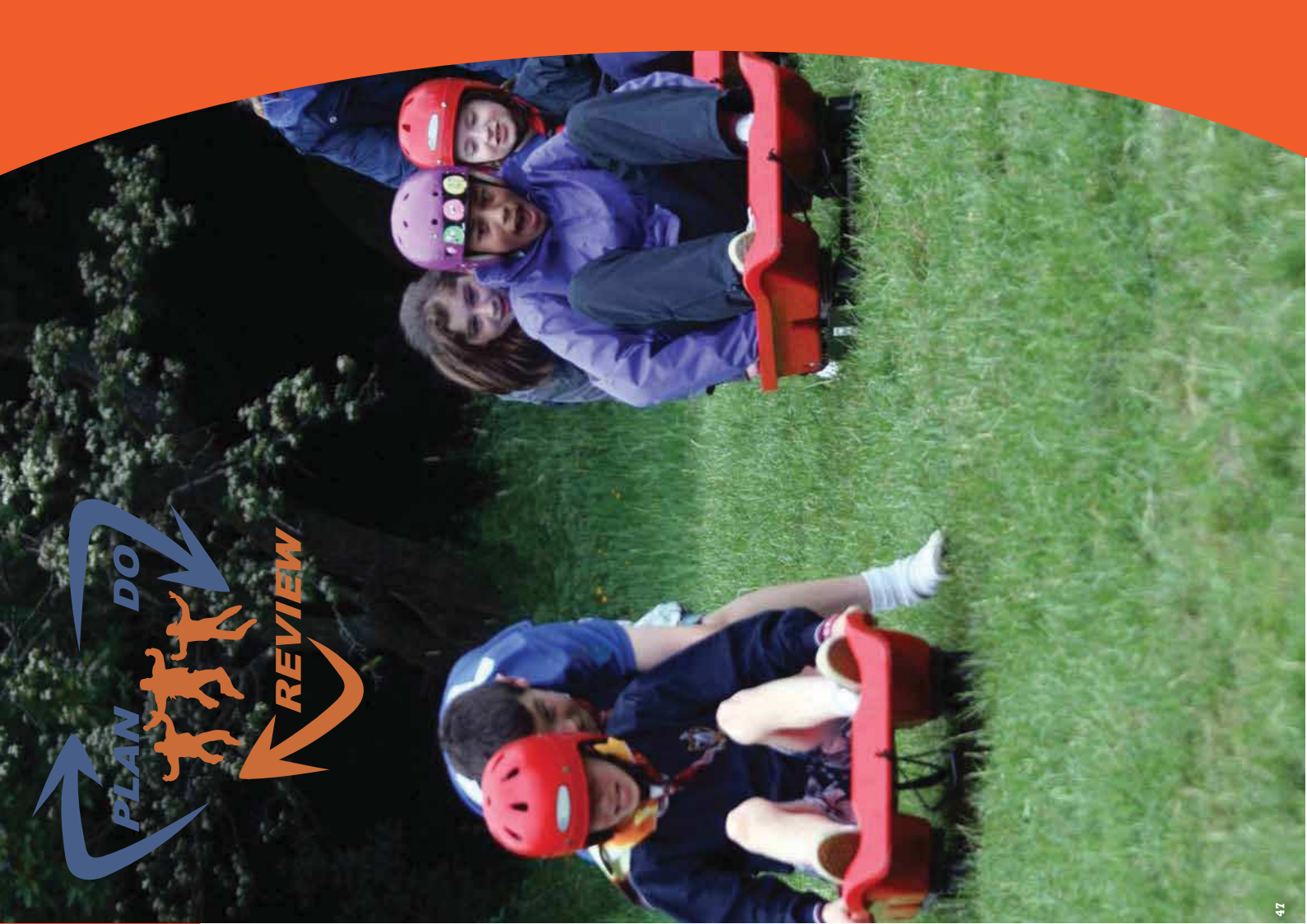
My thanks to the Provincial Management Support Team for their help and assistance over the last twelve months. We aim, in the Province, to have a forward looking attitude in all of our Scout Counties and we hope that all Scout Groups will keep a positive outlook in the coming year to support the young people under their care.

Morgan O'Sullivan



REVIEW

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Chief Commissioner Adult Resources

Scouting Ireland wishes to thank the former Chief Commissioner (Adult Resources) (CCAR) John Brennan (2009/2012), for his untiring, committed and pioneering work as CCAR and for his innovative and far reaching vision on how Scouting Ireland would develop and expand into the future.

National Council 2012 elected Maeliosa De Buitlear as its Chief Commissioner (Adult Resources) replacing John Brennan. Maeliosa brought to the role a high level of commitment and understanding of how Scouting would deal with the many and varied challenges facing both our Country and our Association in the years ahead. Unfortunately, due to personal and unforeseen circumstances, Maeliosa resigned as CCAR in August 2012.

During this reporting period the National Adult Resources Committee (NARC) met formally and also set up Task Teams to carry out specific projects.

Provincial Adult Resources Representative

The job specification was modified during the year to assist in the better understanding of the role and function of the Provincial Adult Resources Representative.

Group Leader Conference

This year the final conference of a trilogy of conferences took place and was attended by over 250 Group Leaders and County Commissioners. The purpose and aim of the conferences was to discuss topics that impact on the everyday role of Group Leaders and County Commissioners and this was successfully achieved. It also equipped Provincial Management Support Teams to plan, organise and run Provincial Conferences.

NARC, in tandem with the Transformation 20/20 initiative, played a valuable role in making this happen, by being supported by Volunteer and National Office Support Staff.



A result of the conferences, where conflict resolution workshops took place, was the publication of a Conflict Resolution Policy and Guidelines document. The operation of the Child Protection Management Team (CPMT) continues to operate and function very effectively with procedures being refined on an on-going basis...

“This year the final conference of a trilogy of conferences took place and was attended by over 250 Group Leaders and County Commissioners”

National Awards

The role of the National Awards Committee was reviewed during this reporting period with changes to how it operates and what its membership should be. The outcome was a restructuring of the Awards Committee, an updated awards policy, a sample citations booklet and an explanatory brochure on awards and procedures.

Heritage Group

The Heritage Group under the leadership of Brian Meyer keeps going from strength to strength and has become a very valuable resource for Groups and individuals carrying out research of their Group or of Scouting. The Group have made presentations on Scouting's history and

mounted Heritage Exhibitions at various events. The Chief Commissioner (Adult Resources) Maeliosa De Buitlear with the agreement of the National Secretary successfully transferred the responsibility of the Heritage Group to the National Secretary.

Quality Scouting Experience (QSE)

This project is nearing completion, with major consultation and debate having taken place. When complete, QSE will act as a tool to assist Groups, Counties and Provinces evaluate the status of the Quality Scouting Experience being delivered to our Youth Membership and allow for the necessary supports and assistance to be put in place.

Recharge/Reunion

The Annual Recharge/Reunion gets bigger and better under the guiding hand of John Reid and his assistants and with the increasing support across the adult membership of the Association. It now begins to become an activity/event that



can and will benefit all those in Scouting who act and live the Scout Spirit and use the Patrol system as participants themselves on the weekend.

Founder's Day

It was agreed that the Founder's Day celebration would become a National Event under the responsibility of the National Secretary. In addition, Scout Groups, Counties and Provinces will arrange localised Founder's Day celebrations in their own communities.

Woodbadge Training

Mary Fricker became our new Training Commissioner during the year and Mary has undertaken to review the training being delivered to our Scouters and to ensure that training stays relevant and applicable to the needs of our adults and youth members alike.

National Adult Resources Committee (NARC)

During the year, members of NARC attended Adult Resources seminars both at home and abroad and it is envisaged that this will continue as a major way of keeping both the NARC and its membership up to date on how Adult Resources can be improved and developed.

Areas identified by the National Management Committee (NMC) as requiring the attention of NARC during this reporting period were:

1. Review of the Code of Good Practice (COGP)
2. Making the NARC effective in its operations
3. Review and tweak training as required
4. Review conflict and disputes processes
5. Introduce the Quality Scouting Experience (QSE)

Sean Farrell





National Secretary

It is my pleasure to set out hereunder my first Annual Report as National Secretary for October 2011 – August 2012.

During the reporting period, there was a change in National Secretary at which point I was elected to the position. Due to this fact, the National Secretary's report is divided into three sections:

1. Report of the National Secretary – Mick Devins
2. Report of the National Secretary – Sean Farrell
3. Routine matters

Report of the National Secretary – Mick Devins

CEO Recruitment

The recruitment process to appoint a Chief Executive Officer commenced in November 2011. Following the recruitment process outlined in SID 78.11, John Lawlor was appointed CEO of Scouting Ireland and his appointment commenced on 1st March 2012.

Change Management

After the retirement of our previous CEO, the National Management Committee entered a phase of Change Management. To this end the National Management Committee established a Change Management Team comprising of the Chief Scout, the National Secretary and three external experts, Martin McCoy, Steve Peck and Howard Kilroy. The Change Management Team highlighted some issues to the National Management Committee and following the appointment of the new CEO, the Transformation Process commenced.

'Scouting Ireland launched Transformation – Vision 2020 in March 2012'

National Council

National Council 2012 took place in the Dublin Scout Province and once again the numbers of participants was very heartening including a large number of youth members being in attendance. Unfortunately the trend continues of some Groups, Counties and indeed Provinces having poor representation. I would like to once again encourage all Groups to participate in National Council so that they can have an input into the important decisions that are made that affect Scouting Ireland.

I would like to say a special word of thanks to the Dublin Provincial Commissioner, Aidan Smith and the Provincial Management Support Team along with National Office Staff for all their hard work in putting National Council together.

Report of the National Secretary – Sean Farrell

First 152 Days

My first 152 days as National Secretary have been exciting and interesting. A number of issues needed immediate attention and other matters that have been highlighted which will require a longer period to implement.

- » Matters addressed immediately were;
- » Complaints and disputes processes and procedures
- » Adult Awards policies and committee membership
- » Founders Day as a National event
- » Heritage Group mobile displays and plans to establish a Heritage Centre at Laragh Hill.
- » The Gathering 2013



Matters that require a longer-term approach are:

- » Compliance recognition process to be established at National Office
- » I.T. facilities at National Office to be updated
- » National Office Staff (Administration/Support) protocols put in place
- » Creating a better corporate image
- » Even more effective and supportive internal communications
- » Scout Promise & Law Reflection and Renewal programme
- » Mentoring and counselling services to be provided
- » Networking within the Association to be promoted and developed

Transformation

Scouting Ireland launched Transformation – Vision 2020 in March 2012. To date there have been three workshops, the results of which can be seen on my.scouts.ie. These three workshops have laid the groundwork for a full suite of Provincial Conferences and Youth Fora that will give the entire membership the opportunity to engage in this process and shape Scouting Ireland for the next eight years.



Compliance

It has come to my attention that some Groups and Counties are experiencing difficulties ensuring that they are compliant with the policies and procedures of Scouting Ireland. The job of Group Leader and County Commissioner is a demanding one and the amount of 'paperwork' that is perceived to be associated with these

jobs can be seen as daunting and, in fact, discourages people from taking on these roles. I have started a review of these issues and will put in place a compliance workshop that will assist Group Leaders and County Commissioners to ensure that these important procedures are understood and implemented.

Scouting Ireland – Companies, Trust Corporations & Property

- The Association has three (3) Trust (Property) Companies
- » The Scout Foundation
 - » Scout Association of Ireland Trust Corporation Limited
 - » Scouting Trust Property Limited

These companies act as vehicles for holding properties in trust for Scouting Ireland. Presently, all newly acquired property is vested in Scouting Trust Property Limited.

National Council, as a result of elections from amongst the membership of the Association, nominates people to act as Directors of the trust companies in accordance with the Memorandum and Articles of Association of these companies.

Following National Council 2012, a working group was established by the NMC consisting of three trust company Directors together with three NMC members and the CEO acting as the Chairperson. The key objective of this working group is to ensure that these companies are structured in such a way as to serve Scouting Ireland more effectively with strategic management by the NMC. Their



brief is to review the companies and make proposals to the NMC, at the earliest possible date, on how this can be achieved. While this is a slow moving process it is expected that an interim document of the way forward for these three companies will be presented to National Council 2013.

Other Scouting Ireland Companies:

- » The Scout Foundation NI (SFNI)
- » The Irish Scouting Foundation (currently awaiting ratification by the Registrar of Companies)

The Outdoor Adventure Store (OAS) / The Scout Shop (TSS)

The OAS/TSS operates as a commercial company for the benefit of Scouting Ireland, with its own Board of Directors.

Following National Council 2012 a working group was established consisting of three OAS/TSS Directors and the National Team for Policy Implementation and Co-ordination (NTPIC). The purpose is to review the operations of the OAS/TSS and to make proposals to the NMC on how best to structure/operate in the future. Whilst this is a slow moving process it is expected that an interim document will be presented to National Council 2013. The CEO and the Financial Controller have been interacting on a daily basis with the OAS/TSS and have been reporting to the NTPIC. The National Secretary has also worked in tandem with the OAS/TSS board chairperson on this issue.



Routine Matters

National Management Committee (NMC)

The NMC is the Committee that is elected by National Council to manage the resources of Scouting Ireland. It is a strategic body that debates and decides policies and operating procedures that improve the day to day management of Scouting Ireland.

During 2011/2012, the NMC changed somewhat as new members were elected at National Council. With new members came new ideas and fresh input to the management of Scouting Ireland. We circulate reports, proposals and supporting documentation in advance of the meetings to allow the committee to discuss items with the relevant portfolio holders beforehand and get answers on points of clarification. This frees up time at the meetings for more strategic discussions.

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.

Groups or Counties are welcome to raise issues with the NMC, either through my office or your Provincial Commissioner.

The National Secretary's Notes are produced after each meeting of the NMC and is published in the Inside Out magazine, which is circulated widely by email and through my.scouts.ie. These notes highlight the decisions of the NMC meetings. During the period of 1st October 2011 – 31st August 2012, the NMC met on 9 occasions. The following is a table of attendance at those meetings.

	No. Meetings	No. Attended
Michael John Shinnick	9	9
Michael Devins	5	5
John Brennan	5	5
Ian Davy	9	8
Francis Minogue	9	9
Fr. David Kenneally	9	7
Jimmy Cunningham	9	9
Brian Webster	9	8
John Watmore	9	9
Wendy Morrow	9	6
Aidan Smith	5	5
Tony Smith	2	2
Niall Kenny	9	8
Kevin Murphy	5	5
Sean Farrell	9	9
Ann Foley	5	5
Morgan O'Sullivan	9	7
Jame's O'Toole	9	9
Maeilosa DeBuitear	1	1
Ollie Kehoe	4	4
Cathal Healy	4	3
Glenn Webster	4	4
Claire McAroe	4	4
Christy McCann	4	3
John Reid	4	4

Also during the period of this report, a number of members of the NMC resigned, whilst others had reached the end of their term. I would like to pay tribute to them all for their efforts and thank them for their services to the NMC.

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

National Team for Policy Implementation & Co-ordination (NTPIC)

The NTPIC is a team made up of the Chief Scout (Chair), National Secretary, Chief Commissioner (Youth Programme), Chief Commissioner (Adult Resources), National Treasurer and the Chairperson of National Spiritual Religious Advisory Panel (NSRAP). The CEO also attends

and contributes to the meetings. This team is charged with the implementation and co-ordination of the decisions of the National Management Committee and the general day to day issues of Scouting Ireland.

The NMC has four standing Committees. These are;

- » National Team for Policy Implementation and Co-ordination

- » National Youth Programme Committee
- » National Adult Resources Committee
- » National Spiritual Religious Advisory Panel

Other NMC Teams / sub committees / working groups / representatives are:

- » Communications Team
- » International Team
- » Provincial Management Support Teams
- » Child Protection Management Team
- » World Scout Jamboree 2011 sub committee
- » JamÓige 2012 sub committee
- » Jamboree 2013 sub committee
- » Roverway 2012 and World Scout Moot 2013 sub committee
- » Maryville Trust
- » Campsites and Facilities Team
- » Property Committee
- » IT Strategy Committee
- » Crisis Management Team
- » Critical Incident Stress Management Team
- » Trust Companies and NMC Working Group
- » OAS/TSS & NTPIC Working Group
- » Duke of Edinburgh Award Representation
- » Gaisce Award Representation
- » Mountaineering Ireland Representation
- » National Youth Council of Ireland Representation (NYCI)

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



Database

As the database is live, this means that Groups can log in at any stage during the year to update their membership details. The database, if used correctly, can be a great tool for the administration of Scout Group's membership records. If Group Leaders need support or training using the database, please contact your Provincial Support Officer (PSO) / Group Support Facilitator (GSF) who will be delighted to help.

Information Technology (IT)

The Scouting Ireland website continues to attract new users on a daily basis. The website is only one string in the online bow of Scouting Ireland, and it is managed effectively by our Communications Team. Our online presence on other social media sites continues to grow our profile.



In July, Scouting Ireland embarked on a tender process for the development of an online booking and payment system. The initial stages have produced some interesting solutions all of which are now being considered and advice is being taken from some technical experts as well as an interested group of end users. I'm confident we will see some really significant progress on this in the coming months. The NMC has established a working group that will consider an IT strategy for Scouting Ireland.

'Membership of the NMC involves a great deal of work and time'

Insurance

I am reviewing our insurance policies with the Risk Management Advisory Team and want to assure you that we are providing the best possible service to give good value to our members. 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. An increase in the insurance premium is not anticipated for next year but this is very much predicated on our claims history and your active co-operation in minimising risk will greatly assist in keeping the insurance premium at an acceptable level. Full details of our insurance cover are available from National Office.

National Office

Over the last eleven months we have recruited the following people:

- Chief Executive Officer** - John Lawlor
- Group Support Facilitator** - Judy O'Sullivan (Limerick Scout County)
- Group Support Facilitator** - Mike Randall (Dublin Scout Province)
- Administrative Assistant (Training)** - Anthony Greene

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

Thanks to all

I want to thank my volunteer colleagues, National Office Staff (both Administration and Support) and all of those who have helped, advised and supported me in my role as National Secretary. I am asking each and every one of you, my Scouting Friends, to come on board and work along side me in making and developing our movement to be the best in the land. As noted in my first correspondence to the Association, I am available to Scouters should you need advice or assistance and can be contacted through National Office.

And I leave you with this thought "Working together we can be magic"

Looking forward to working with and for you in the coming years.

Seán Farrell, National Secretary

International



I was honoured to have been the first elected International Commissioner by National Council in 2012 and I succeed Ann Foley after five eventful years as International Commissioner. I would like to show my gratitude to Ann and her team for their work and dedication to International Scouting during Ann's period of office.

My commitment when seeking the role of International Commissioner was to bring International Scouting opportunities to as many members of Scouting Ireland as possible. Well maybe that was easier said than done!! Here's a glimpse of what and where we are at:

Gathering 2013

Scouting Ireland became a key partner to the Gathering 2013 and are currently planning our role in this global Irish homecoming. The International Team is co-ordinating this project in association with the Communications and Campsites teams. A formal letter and information pack to all sections is being circulated to launch our involvement in Gathering 2013 - be part of it.

Provincial International Co-ordinators

All Provincial International Co-ordinators (6) have agreed and committed to be the face of International Scouting at Provincial level and will support Scout Groups intending to undertake an International Scouting experience and assist those Scouts travelling to Ireland from other Scouting organisations.



Representatives to other teams

The International Team has various representations on National Teams such as the National/Adult Resources Committee, the National Youth Programme Committee, the National Fora, the Communications Team, the National Youth Council of Ireland International Committee and the Programme Team for Sea Scouting & Water Activities. This allows much interaction and co-ordination within our organisation.

Development Educational Overseas Project

The follow up to the Unguvu project has taken a further leap. The chosen country to partner Scouting Ireland is Lesotho. The team is now working to formulate a plan and timeline.

Projects and Overseas representation

- » Agora -Kandersteg.
- » Conflict Resolution and Peace & Reconciliation Training - Saudi Arabia.
- » Explorer Belt- France.
- » World Scout Jamboree -Japan.
- » Educational methods forum-Romania.
- » Rover Scout Moot-Canada.
- » Eurosea Conference-Denmark.
- » Youth Spokesperson Training -Belgium.
- » Sea Scout unveiling ceremony -Gilwell.
- » Roverway- Finland.
- » Voice for changing tomorrow-Finland.

“My commitment when seeking the role of International Commissioner was to bring Internationals to as many members of Scouting Ireland as possible”

International Camps

More than 55 applications were made from Scout Groups to travel abroad for their summer camps. While most were reasonably compliant there is a shortfall on certain criteria that needs to be addressed. This will be the team's priority in the coming year. It is clear that we need to support and create incentives for Groups.

World Scout Jamboree - Japan 2015

In preparation for the promotion of this Jamboree a number of ‘Jambassadors’ were appointed and the team will begin its work to ensure that we have good representation in Japan.

Explorer Belt 2012 - France

A strong contingent of Rover Scouts set off and completed the Explorer Belt in France. It was a great well organised event. All participants were successful and presented with the Explorer Belt.

Roverway 2012 -Finland

A large contingent went to Finland for Roverway 2012. Regular feedback during the event indicated that there was a jam packed programme and it became a truly memorable event.

Communication methods

Many thanks go to the Communications Team for our page in the Inside Out magazine and for starting the process of setting up our Facebook and Twitter pages.

European Region

Craig Turpie (Chairman of the European Scout Committee) came to Ireland (by invitation) to attend the Vision 20/20 first meeting. Following on from that I had a good meeting, where we as an Association and the European Region agreed to work more closely. A brief outline of a plan and the priorities ahead were discussed. As part of the Gathering 2013, Scouting Ireland will host the European Scout Symposium where key decision makers from all National Scouting Organisations will plan for the next number of years. Compliments must go to the many Scouting Ireland members who serve and support the European & World Scout committees and working groups as we play a huge role in sharing and creating a future for World Scouting.

Our plan going forward

To maintain the momentum and deliver to on the commitment I gave at National Council 2012 I wish to express my sincere thanks to all who have and will make this possible – you know who you are!!!

Christy McCann



Communications



Being Communications Commissioner for Scouting Ireland has taught me the value of patience. Communications in Scouting Ireland is, to say the least, a challenge. The values and core of Scouting are still important and relevant but the organization has to adapt to modern lives. This takes time and within a voluntary movement it is hard to get all the ducks in a row. But we on the team believe we have made great strides over the last 12 months to put in place the foundations to build very effective communication streams in Scouting Ireland.

I have been constantly inspired by the energy, enthusiasm and commitment by all members of Scouting Ireland but none more so than the members that have been working alongside me on the Communications Team. I've seen, and have been amazed at, what we can achieve by working in small focused groups on various projects. The outcomes have been many over the last 12 months. Another secret to our success is having youth members on our team, they keep everything relevant and right up to date.



Scouting Ireland needs to respond better to the modern lives, concerns and ambitions of young people. The Communications Team believes that we now have to be more innovative, creative and attractive to youngsters from all backgrounds. We are what we always believed we were: an organization whose values and sense of adventure appeals to everyone. Scouting is proving so popular now that we have 33,664 young people across the Island of Ireland taking part on a weekly basis. I believe that we now have to be more confident and ready, if necessary, to face controversy, if we believe that what we are doing is right.



Scouting Identity

Over the last 12 months we have put in a huge effort in building our Scouting Identity and providing resources for our Scout Groups to do this. To this end our first task was to put together comprehensive brand manuals for both the Logo and the Emblem. We also included a refresh of the Logo in this exercise. We have also now developed an area on the Website where downloadable files in all variations are available for all members to use. We compiled and produced last year's Annual report in association with our team of proof-readers. As part of this project we designed and distributed 6 section unique posters for use by Scout Groups. We have currently just completed the full gambit of recruitment brochures for use by Groups and staff alike to help in the recruitment of new Adult and Youth members. It would be our hope that these brochures would aid Groups in the promotion of Scouting Ireland within their communities. We are currently finalizing new stationery design templates for use by all both at national and local level. Also over the last 12 months we assisted all other teams in the production and design of publications in their specific areas.



International

Social media presence

In this area Scouting Ireland was starting to be left behind as most other youth organizations had already embraced the new forms of communications. We as a Team identified this and quickly set to work in addressing this deficiency. Scouting Ireland has now succeeded in having a very strong presence in many of the social media platforms including Facebook, Twitter, Flickr and Vimeo. These have been well received and have proven to be a great vehicle for communicating the message to our youth members. Before moving into the area of social media we developed and produced guidelines for the safe use of this medium. These have now been incorporated into the Code of Good Practice.

Photography

Our Photography team has done a great job over the year and has endeavored to attend and photographically capture all National Events. We have also covered many Provincial and County events and have managed to take, and save for the future years of Scouting, 10,000 images that will record the year that was. Scouting Ireland needed a structured way to take, log and save images so that the heritage of Scouting Ireland can be recorded.

‘It does not matter how smart you are if nobody knows what you are talking about’

Video

Our Video team has over the course of the year produced many videos in all different areas. These cover compiling presentations for use at National Council and other conferences. We also attended events and tried to capture the flavour of the event through interviews and action pieces. We, like in the photography area, have defined ways to take, log and save video so that it can be used by our membership as time goes by.

Public Relations

Over the course of the year Scouting Ireland had numerous appearances in the National media, be it on TV, Radio or in the print media. We have also tried to assist Scout Groups



in promoting themselves on a local basis and put together supports to assist Scout Groups in this. The best forum for publicity for any one of our Scout Groups is in their own locality.

The Website

This is a more long-term project and we have a team of volunteers beavering away in the background to make the website more efficient. Currently we are moving the website onto a new, more modern platform, which when completed will help us with the speed of the site and the ease with which we can make changes. We would hope, when this is up and running, we can fairly quickly make some very swift changes to the look and usability of the site with many new features in the pipeline. This will be a big priority for the team over the next 12 months.

The content on the website needs to be constantly upgraded and changed as time moves forward and we depend on all the teams in Scouting Ireland to keep giving the content to us. The day to day work on the site continues apace, alongside our push to change. We publish a steady flow of news and information to keep all our members

informed on what is happening on a regular basis in Scouting Ireland. Other work completed includes upgrades to the International Area and the launch of the new Identity Zone, Roverway and Jamoige to name just a few items worked on over the last 12 months.

This coverage has helped Scouting Ireland to build a reputation as one of the leading Associations in World Scouting. The team have also contributed to many international publications and have had featured articles on the World and European Scout Region Websites.

We worked alongside the Team in Castle Saunderson to make the opening of this brilliant facility a success, whilst at the same time, picking up substantial media coverage both in Ireland and further afield.



We are working alongside and supporting the new CEO in helping Scouting Ireland to start to speak out, as the largest and fastest growing youth organisation in the country, on issues that affect the lives of our youth members. Taking on board what Minister Rabbitte said at last year's National Council, we need to come out of the backwoods and into the forefront of youth work and start to let people know of the many great things that Scouting Ireland does. We



would hope, with the support of the CEO, to enhance this profile as we move forward with our ultimate aim to have Scouting Ireland recognised as the leading spokesperson for Youth in Ireland.

In February we ran a Communications Workshop for all of the National Youth reps where we gave them hands-on experience in all forms of communications, such as: video production, photography, web design, Social Media, Podcasting, Graphic design, scripting articles and speaking on a topic. This was something that was tried for the first time and was really successful and in fact we had two youth members attend a 'speak out' Training Course in Belgium and other youth members who joined the Communications team and are now full and equal members of the team.

A lot of work has taken place to improve Communications in Scouting Ireland and this work has now been ramped up. This has all been done by volunteers, with many long hours put in on top of their other commitments in Scouting. I want to thank them for their support and friendship over the last 12 months.

We are a service team to all the membership of Scouting Ireland and we are willing to help any team or group to achieve the best in Communication supports for their needs.

It has been a busy year and next year is shaping up to be even busier. Our challenge is to keep the momentum up and continue to deliver better Communications to all areas of Scouting Ireland both young and old.

“It does not matter how smart you are if nobody knows what you are talking about”

Jimmy Cunningham

National Team Lead for Campsites/Facilities



Scouting Ireland opened an additional National Scout Centre at Castle Saunderson, near Belturbet, Co.Cavan. This new Scout Centre was officially opened by The President of Ireland, Mr. Michael D. Higgins, on the 18th of August 2012 and was developed in partnership with Cavan County Council, with funding provided from the SEPUB Peace III fund.

The new centre joins the existing National Scout Centres, which are situated at, Larch Hill, Killaloe National Water Activity Centre, Mount Melleray Scout Centre, and Lough Dan Scout Centre. The National Scout Centres are owned by the National Association, and each centre is managed by a team of volunteers under the direction of a volunteer Camp Chief who is appointed by the National Management Committee.

During the summer camping season 2012 (May to August) a total of 14,817 bed nights were generated by Scouting visitors at the National Scout Centres. This was despite the inclement weather throughout the summer months that created difficult camping conditions.



“Scouting Ireland opened an additional National Scout Centre at Castle Saunderson, near Belturbet, Co. Cavan”



In addition, there is a network of campsites within Scouting Ireland, 27 in total, which are owned/leased either by individual Scout Counties or Scout Groups and managed by volunteers appointed by the Scout County / Group. During the past year, developments and improvements were made at all campsites. A total of €35,000 was given by Scouting Ireland to 13 campsites in the network in order to support them with capital projects that they have undertaken. The purpose of the grants was to continue to improve the facilities available at our campsites for the benefit of our members.

During the year the team leader of the Campsites & Facilities team, Kiernan Glidea, resigned and this position is vacant awaiting appointment by the NMC. The Campsites Support Officer continues to support the management teams at the National Scout Centres and the campsites in the network, to identify further improvements at each centre and to ensure standards are maintained.

We extend our gratitude to all the volunteer staff members who dedicate so much time to our National Scout Centres and network campsites.

We would encourage all our Scout Groups to make use of our Scout campsites. The campsites depend on income generated at the campsites to continue to improve and be maintained to the highest standard.



Chief Executive Officer Report

I am honoured to make my first report to you as Chief Executive Officer (CEO). My term covers the second six months of the report year and it's been an extremely interesting and challenging induction to the role. I want to pay tribute to my predecessor Eamonn Lynch for his dedication and professionalism over his 14 years as CEO.

Moving from a life as a volunteer to working full-time for Scouting is an amazing change and I have been given an insight into the inter-working relationship between fulltime National Office Staff and our volunteers.

We have a healthy and efficient ratio of full-time staff to volunteers with 34.5 staff supporting 9,539 volunteers, which is the envy of many organisations in the not-for-profit sector and we maintain this ratio through the astonishing commitment and generosity of our volunteers with their time. The strong relationship and trust between our volunteers and our staff is a key to our success. This cannot be taken for granted and is something to which I will give my regular attention. I am fortunate to have inherited a great team at National Office and I very much value their commitment and expertise.

The Management Team are:

- » John Lawlor – Chief Executive Officer
- » Noel O'Connor – Manager (Operations)
- » Joe Marken – Manager (Support Functions)
- » Fionan Lawlor – Financial Controller
- » Collié Kavanagh – Manager (Programme Unit)
- » Damien O'Sullivan – Support Officer, Campsites and Facilities
- » Ruth Hughes – Support Officer (Child Protection & Risk Management)

“Moving from a life as a volunteer to working full-time for Scouting is an amazing change”

Operations

The Operations Department is cross functional and in general terms supports the function of the National Secretary. The areas that the Operations Department provide support in are:

1. Human Resources (HR)
2. Membership Registration and Appointments – Database
3. Adult Awards
4. Insurance
5. Property Trust Companies
6. Child Protection & Risk Management
7. I.T.
8. Website
9. Training Administration
10. 12 Days of Christmas
11. General National Office Support



Adult Membership & Child Protection

Scouting Ireland is recruiting on average 150 adults per month. This is an amazing rate of recruitment and beyond any other organisation in Ireland, either commercial or not-for-profit. This places great demands on us in processing applications and ensuring compliance with our Code of Good Practice, our child protection processes and statutory obligations.

I very much appreciate the challenge of meeting these obligations at local level and the commitment of our volunteers in ensuring we operate best practice in safeguarding our young people. Our Child Protection Officer and the Adult Membership Team also provide vital child protection case support and conflict resolution support.

External Relations

As Irelands leading youth organisation, it is essential that Scouting Ireland takes its place at the centre of youth work and policy formation. During August of this year, we were pleased to hear, that after much lobbying, the Minister for

Relations between other statutory agencies, such as the Department of Children and Youth Affairs, Leader, various County Councils, the Department of Education, the Vocational Education Committees and the City of Dublin Youth Services Board continue to thrive creating a very positive atmosphere in the youth work sector

'53% have completed transition training already'

Children and Youth Affairs has reconstituted the National Youth Work Advisory Committee. I was happy to accept the nomination to be one of the NYC's nominees to this committee. Noel O'Connor, Manager (Operations) was elected to the Board of the NYC in November 2011.

In May of this year, Scouting Ireland signed up as partners with the Gathering 2013 and plans are in hand with the NMC and the International Commissioner in relation to some initiatives for this project. During the year we have been building relationships with Connect Ireland, a company established to encourage international companies to consider locating in Ireland. We have also continued to build relationships with An Óige and are about to make a nomination to the An Óige Board of Directors.

excellent way for a Scout Group to raise funds at no cost to themselves.

In 2011 Scout Groups raised €533,276 this was a slight decrease of €2,700 on the previous year but is still a significant financial support for Scout Groups.

Staff Structure

Throughout the year there have been some changes to the National staff team. Niamh Woods & Danny Habermann both resigned as Group Support Facilitators. During the year we have recruited, Judy O'Sullivan and Mike Randall as Group Support Facilitators and Anthony Greene as Administrative Assistant (Training). Joe Doherty, our Provincial Support Officer for the Western Province also retired after 28 years of great service. Bravo Joel!

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



Support

We have 14 staff supporting our Scout Groups, Counties and Provinces. Our Provincial Support Officers (PSO) and Group Support Facilitators (GSF) are our frontline in growth, development and support. Their work is very much appreciated along with the welcome and partnership that volunteers have given them in their role.



These are broad descriptions of the areas of responsibility of the staff in the Operations Department. This team, managed by Noel O'Connor, coordinates the day to day activities of Scouting Ireland. As well as providing support to members of Scouting Ireland in the areas noted, the Operations Department directly support the Chief Scout, National Secretary, Chief Commissioner (Adult Resources), International Commissioner, Communications Commissioner, NMC and NTPIC meetings.

Information Technology (IT)

During the reporting period; the following areas of the Scouting Ireland IT infrastructure have been reviewed, enhanced or upgraded as required:

- » Database – Ongoing maintenance and enhancements
- » National Office network – ongoing maintenance
- » Upgrade of Email Service & introduction of SMS service
- » Provincial support technology upgrades
- » Reporting software – Enhanced level of statistical reports available
- » Website – On-going work with the Communications Commissioner & Team

Fundraising

On behalf of the National Management Committee, the Operations Department co-ordinated the annual fundraiser, 'The Twelve Days of Christmas Draw'. This fundraiser is an



National Quality Standards Framework

Scouting Ireland was selected as one of the first National Youth Work Organisations to take part in the implementation of the National Quality Standards Framework (NQS)

The NQS is a support and development tool for the youth work sector. It provides organisations with an opportunity to articulate, through a common language, their youth work practice. It also provides a structured framework for organisations to assess, indicate and enhance their work.

Scouting Ireland was directly involved in the development of this tool for the youth work sector and continues to have representation on the Implementation Working Group. The Scouting Ireland implementation team have been working

closely with the standards officers and have completed the self-assessment, external assessment and have agreed a continuous improvement plan that will be monitored for the next two years. Scouting Ireland has been commended for the way in which it has engaged with the NQSF and has given support to other youth organisations, through the Specialist Organisation Network of the NYCI.

Finance

The finance team comprises of 3 people, the National Treasurer, Financial Controller, and Accounts Assistant. The work of the finance department consists of routine monthly tasks and ad hoc non routine work. The routine work is normally repeated on a monthly basis and culminates in the production of the monthly management accounts; these are then circulated to the National Management Committee.

- a. Routine tasks include:
- » Weekly payments run including submission to National Treasurer for approval.
 - » Weekly lodgements & delivery of lodgements to Ulster Bank.
 - » 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 run for Fás schemes in Larch Hill and Mount Melleray.
 - » Monthly payroll run for Scouting Ireland.
 - » 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 register and capital grants register.
 - » Preparation of monthly accounts and reports for Scouting Ireland directors.
- b. Non routine tasks can include but are not limited to:
- » Outdoor Adventure Store
 - » World Scout Jamboree
 - » JamÓige
 - » Stradbally 2013
 - » Roverway 2012
 - » World Moot 2013

Programme

Our programme unit of 3 staff members is heavily engaged in the support of ONE Programme, our National Youth Programme Committee and our Chief Commissioner (Youth Programme). They assisted in the support of JamÓige and in planning for Stradbally 2013. They also assisted in policy support and documentation and the development of programme materials.

Campsites

The campsites/facilities team comprises of 6 people, the National Campsites/Facilities Support Officer, the Manager at Castle Sanderson, the Manager at Larch Hill, the Department of Social Protection Community Employment

(DSP CE) 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.

The work of the campsites department consists of providing support to the volunteer Camp Chiefs of Scouting Ireland



and the 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 County and Group campsites that are included in the Scouting Ireland campsites network. The salary of the Campsites/Facilities Support Officer is funded by Scouting Ireland, salaries of staff at a National Scout Centre are funded from the income generated at the centre and salaries of DSP CE scheme supervisors and scheme participants are funded by a grant received from the Department of Social Protection.

National Campsites/Facilities Support Officer

Routine tasks include:

- » Reporting to the NTPIC and NMC
- » Support to the National Scout Centre Camp Chief's Management of the staff employed at the National Scout Centres
- » Preparation of and monitoring budgets at the National Scout Centres
- » Supervising development projects at National Scout Centres
- » Monitoring Health and Safety at National Scout Centres and Scout Group and County campsites
- » Liaising with government departments and local government agencies

- » Marketing and promotion of the National Scout Centres including the Scouting Ireland campsites network
- » Supporting National Events sub-committees as required for events, e.g. JamÓige, Stradbally 2013
- » Supporting Scouting Ireland Property Committee
- » Supporting Scouting Ireland Risk Management Committee
- » Support and advice to Group or County Campsites
- » Maintenance of the Scouting Ireland campsites locator on www.scouts.ie

National Scout Centres Staff

Routine tasks include:

- » Reporting to the Campsites Support Officer
- » Administrative support to the Camp Chief and volunteer teams
- » Management of the maintenance of the centres
- » Management of the bookings at the centres
- » Marketing and promotion of the centres
- » Supervision of DSP CE schemes
- » 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

Finally

Scouting Ireland is enjoying growth and development. We need to work together to ensure that this growth is sustained. Our Association has begun to assume its central position in Irish society as Ireland's leading educational youth organisation. At National Office we will continue to support our volunteers as they deliver an extraordinary service to the nation and an amazing journey of fun and learning for our young people.

John Lawlor





National Spiritual/Religious Advisory Panel (NSRAP)

Role of National Spiritual/Religious Advisory Panel (NSRAP)

The National Spiritual/Religious Advisory Panel provides guidance on matters of spirituality/religion including adherence to spiritual principles, loyalty to the faith that expresses them and acceptance of the duties resulting there from.

“Scouters stretch themselves to the limit and it is important to let the elastic bounce back”

Meetings

We have held 3 meetings of the Panel over the past year. We have reorganized our meeting schedule to meet on the eve of NMC meetings. This has helped us to maintain a contact with the various teams who meet on the eve of the NMC and improve networking between teams. The other notable improvement in the panel has been the attendance of the Chief Scout and Chief Commissioners (Adult Resources & Youth Programme) at various times. Due to work commitments it has rare to have all the members of NSRAP present at meetings.



This was the first step in building a collaborative relationship with Pieta House. We hope to launch Mind ur Buddy support in the coming year.

Website Resources

Spiritual materials and supports have been consolidated under the heading of Spiritual Resources. We hope to continue to build the resources available over the coming year.

Also there are guidelines for Funerals of members of different denominations. It's a practical help and guide to help each other understand how a particular funeral needs to be guided.

Critical Incident Stress Management (CISM)

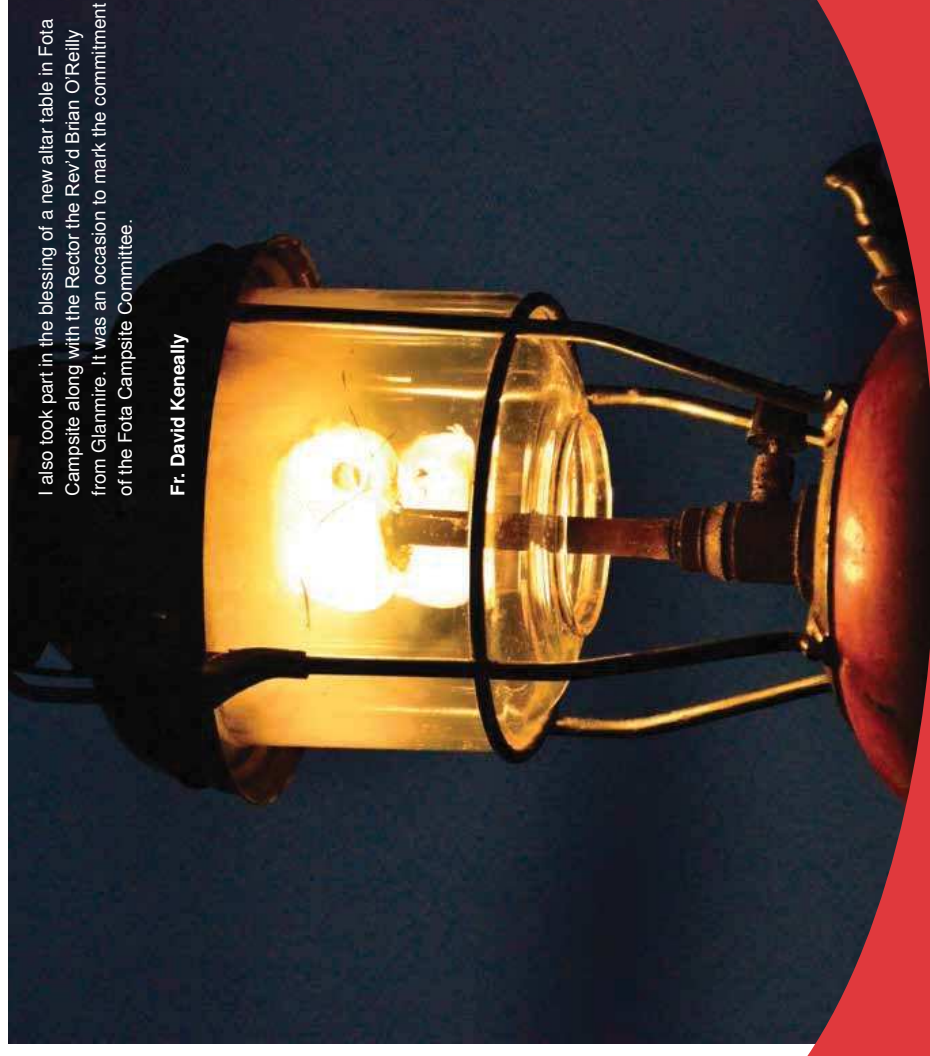
After our full first year of the CISM Team we have been to over 30 Scout Groups who requested support. The team is there to support them through stressful situations. That can mean if something happens on an activity or event that temporarily leaves you wondering how to cope then feel free to contact your PSO or GSF for support.

Founders Day

I joined and preached at Founder's Day (Thinking Day) St. Fin Barre's Cathedral in Cork City, my thanks to Dean Nigel Dunne for the invitation. It was a pleasure to meet so many people and to reflect on Scouting as the United Nations.

I also took part in the blessing of a new altar table in Fota Campsite along with the Rector the Rev'd Brian O'Reilly from Glanmire. It was an occasion to mark the commitment of the Fota Campsite Committee.

Fr. David Keneally



Castle Saunderson

The Dean W Raymond Ferguson representing Bishop Ken Clarke and Bishop Most Reverend Philip Leo O'Reilly officiated at the opening of Castle Saunderson Campsite. They reflected on the need to build bridges between communities and hoped that this campsite would be a genuine Messenger for Peace. Visiting International Commissioner Dr. Hamad Alyahya from Saudi Arabia also read from the Qur'an.

Group Leaders / Commissioners Conference

We presented at the Group Leaders / Commissioners conference this year. The focus was the Spiritual and Emotional SPICES in our programme and to deal with the stress life brings. Scouters stretch themselves to the limit and it is important to let the elastic bounce back.

Darkness to Light

I was one of 40 members from Scouting Ireland in the Phoenix Park at 3am on a brisk May morning. We provided traffic control for the 5,000 people and took part in the pre-dawn walk of Pieta House for Self Harm and Suicide awareness. It brought across to me in one morning how young and old are so deeply affected that they would get out of bed at 3am and walk through the park.

National Treasurer

Scouting Ireland Financial Position – an Overview

It is an honour to lay before National Council my third report as National Treasurer. When I took office in March 2010, I made a simple promise that I would do my best with the huge task entrusted to me. During the last few years I know I have upset some people but I hope that in the main the Membership are happy with the open and transparent manner in which I have tried to perform the role and with the stability achieved in our Associations finances over the three years.

Our Association faces several challenges into the future, one of which is managing to survive in challenging economic times; when the threat of further, potentially deep, cuts in Government funding remains on the National agenda and closer to home the struggle for members, families and their Scout Groups to survive is a constant worry. Open, transparent and careful financial planning is required at all levels of the Association when it comes to financial management and governance; never more so now than ever.

Separate legal entities exist for perfectly valid reasons, however, their link to our Association should be re-structured to provide a more effective service to Scouting Ireland. A number of motions were passed at last year's National Council and this thankfully has started the process of sorting out this matter. The NMC has established a working Group to deal with this and I would anticipate that an update on progress to date will be given at National Council.



This report should be read in conjunction with the financial statements for Scouting Ireland for the eleven month period ended 31 August 2012. Some of the key highlights of the year are as follows:

- » Scouting Ireland's income was €3.84m and expenditure €3.87m for the period; leaving a deficit of €27,000.
- » Further strengthening was achieved in the cash position of Scouting Ireland of €0.2m due to careful and diligent management of Scouting Ireland's available resources. Total cash reserves now stand at €1.5m. I am pleased to say the National Management Committee have set aside a "rainy day" reserve fund of €0.4m.
- » The opening of Castle Saunderson during August 2012; was the culmination of many year's hard work by many people. I was honoured to play a small role on this €3.5million project as a member of its steering committee for its build phase.

“Scouting Ireland's income was €3.84m and expenditure €3.87m for the period; leaving a deficit of €27,000”

- » Business plans are currently under development for each of Scouting Ireland's national campsites. The day to day businesses of the campsites will be delivered by Scouting Ireland Campsites and Facilities Limited. I am delighted to report that funding of some €0.6m should be available (subject to National Management Committee approval) for much needed developments on the national campsites during 2012/13.
- » During the year grants of €153,000 were given out to Scout Counties and €115,000 was given out in a range of incentive schemes to Scout Groups & Campsites. Hopefully this €268,000 was useful to help in everyone's efforts to develop and support Scouting at a local level.
- » In 2012 we experienced a further cut in Government grants from 2011 levels. The income from Membership fees remained relatively stable in 2012. However, the careful management of our resources has allowed us to hold the Membership fee levels unchanged for 2013.



- » The establishment of the Irish Scouting Fellowship (which is to be a fundraising support for the Association) has not yet been finalised.
- » The Outdoor Adventure Store (OAS) continues to trade through difficult times. The OAS Board are performing a strategic review and the Board is due to meet the NTPIC shortly.
- » The National Management Committee established a Property Committee in 2012. This committee is in its infancy but it is planned that this Committee will offer real and practical support to the Association and its Scout Groups in managing and developing property.

- » The continued success of the 12 Days of Christmas fundraiser with 335 Groups raising a much needed €533276.
- » As National Treasurer I attended sub-committees for WSJ 2011, Maryville, JamÓige 2012, Roverway Rover Moot and Jamboree 2013 during the year. I am pleased to report that no financial losses were incurred by the Association on any of these events and that progress on establishing structures and utilising the Maryville funds in the Limerick Scout County is going well.

Analysis of the Membership Fee

Shortly following my appointment as National Treasurer, I published an analysis of the membership fee, which I subsequently updated in 2011. This breakdown below updates that analysis and provides a comparison of 2012/13 position with that from 2009/10.

The budgeted average total membership fee for 2013 is €50. For every Youth Member the Government Grant equates to €27.20 per person (2009/10 :€36). Therefore, Scouting Ireland's overall Youth Member income is €77.20 (2009/10 :€86).

This €77.20 is being spent as follows:

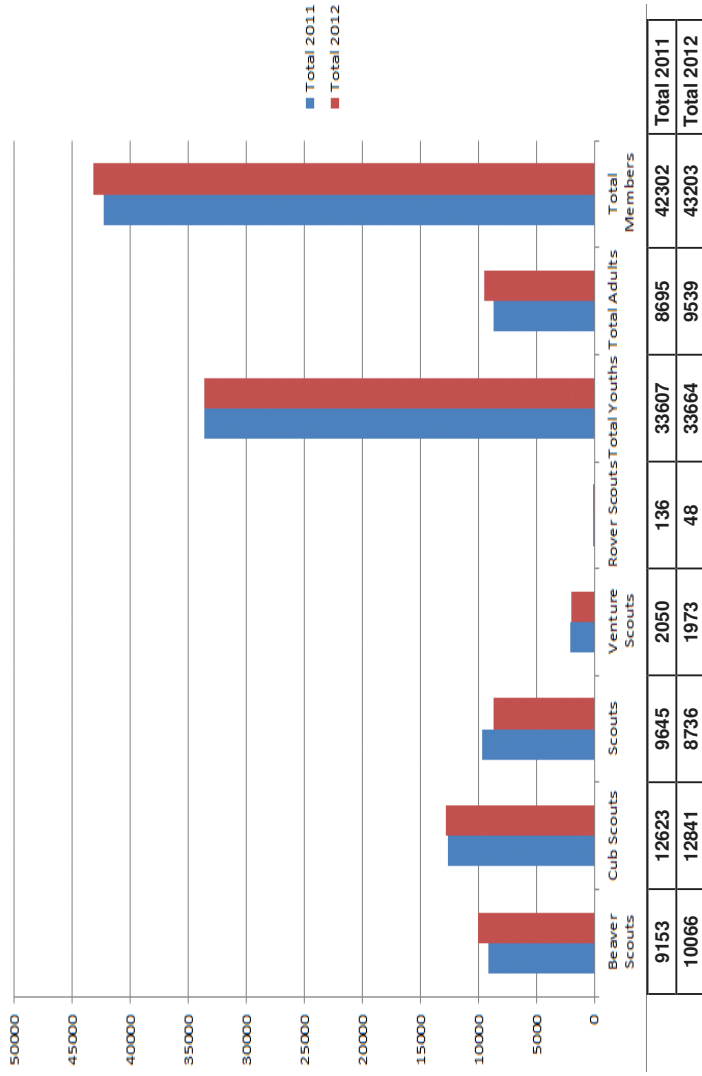
Area	2012/13 Expected €	2009/10 Actual €	Explanation
Insurance	5.00	7.00	Cost of insurances as outlined in insurance briefing document
National Council / NMC	0.70	1.00	Costs of running National Council and the National Management Committee (NMC) meetings.
ONE Programme	3.10	3.50	Costs of developing the ONE Programme books and materials
Communications Team	1.00	1.50	Focus on on-line communications instead of printed documentation
Financial Audit / Compliance	0.70	0.50	
12 Days of Christmas	0.90	1.00	
National Office Cost	5.10	6.00	National Office bills including (light & heat, postage, telephone, other utilities etc.)
Campsite / Den Grants	0.50	1.50	Monies provided for development grants to County & Group campsites
World/Europe Cost	1.20	1.25	World & European region costs
Grants to Counties	7.20	4.25	Rebates to Scout Counties & Scout Groups from the membership fee
Provincial Offices & Budgets	2.00	2.50	Funds provided directly to Scout Provinces to support Provincial Management Teams run Scout Provinces and costs of Provincial offices.
National Officer Operational Budgets	8.20	6.00	Budgets for each National Officer and the costs of running the various committees of Scouting Ireland
Staff Costs - Programme & Campsites	8.70	9.50	Costs in relation to programme unit staff & campsite management staff
Staff Costs - Provincial Support	17.50	19.50	Costs in relation to PSO / GSF staff
Staff Costs - Admin	15.40	21.00	Costs in relation to CEO, admin functions in National Office (finance, registrar, child protection, legal support etc.)
	Total Expenditure	77.20	86.00

Francis Minogue



Appendix 1: Table of membership as at the 31st March 2012

Province	Beaver Scouts	Cub Scouts	Scouts	Venture Scouts	Rover Scouts	Total Youths	Total Adults	Total Members
DUBLIN SCOUT PROVINCE	1480	2410	1976	504	5	6375	1860	8235
NORTH EASTERN PROVINCE	2074	2662	1818	427	12	6993	1771	8764
NORTHERN PROVINCE	1162	1254	871	226	9	3522	1097	4619
SOUTH EAST PROVINCE	2340	2953	1904	329	12	7538	2082	9620
SOUTHERN PROVINCE	1820	2266	1447	347	9	5889	1647	7536
WESTERN PROVINCE	1190	1296	720	140	1	3347	1082	4429
Total 2011	9153	12623	9645	2050	136	33607	8695	42302
Total 2012	10066	12841	8736	1973	48	33664	9539	43203
Difference	913	218	-909	-77	-88	57	844	901
Percentage	9.97%	1.73%	-9.42%	-3.76%	-64.71%	0.17%	9.71%	2.13%



Appendix 2: Members of the National Management Committee
 Michael John Shinnick, Francis Minogue, Sean Farrell, Ian Davy, Dave Kenneally, James O'Toole, Brian Webster, John Wainmore, Morgan O'Sullivan, John Reid - Appointed March 2012, Ollie Kehoe - Appointed March 2012, Niall Kenny, Christy McCann - Appointed March 2012, Wendy Morrow, Jimmy Cunningham - Appointed March 2012, Glenn Webster - Appointed March 2012, Aidan Smith, Cathal Healy - Appointed March 2012, Claire McAroe - Appointed March 2012, Maelosa De Buillear - Appointed March 2012, Ann Geraldine Foley - Resigned March 2012, Kevin Murphy - Resigned March 2012, John Brennan - Resigned March 2012, Michael Devins - Resigned March 2012, Tony Smith - Resigned November 2012.

Appendix 3: National Youth Reps

Scouts: Kayleigh Malone (Western), Padraic Malone (Southern), Mark Robinson (Northern), Conan Smith (North Eastern), Richard Murray (DSP), Andrew Mc Knight (Northern), Aoife Fricker (South Eastern), Donal Watson (Western), Sinead Callanan (Southern), **Venture Scouts:** Patrick McDonald (Northern), Jason Dinneen (Southern), Tom Treacy (Southern), Emma Purser (South Eastern), Alison Maher (North Eastern), Ciara Keegan, Alex Huddleston (Western), Eoin Falconer (South Eastern).
Rover Scouts: Andrew Garrad (South Eastern), Steven Lenihan (Western), Robert English (Western), Jack Denning (Western), Aidan O'Brien (Northern), Tom Doherty (Northern), Marie Fitzgerald (Southern), Eleanor Costiello (DSP), Gerold Nash (DSP).

Appendix 4: Members of the National Adult Resources Committee

John Brennan, Maelosa De Buillear, Tommy Flaherty, Chris McSweeney, Kieran McCann, Christy Mc Cann, Therese Birmingham, James Marks, Aidan Brennan, Mary Fricker, Christine Ellis, Seán Farrell.

Appendix 5: Members of the National Youth Programme Committee

Ian Davy, Mark Blake, Annette Byrne, David Clerkin, John Egan, Christine Ellis, Kieran Gildea, Stephen Halpin, Lucy Kay O'Sullivan, Pauline Lucas, Allan Mathews, Christy McCann, Conor McKeon, Morgan O'Sullivan, Margaret O'Riordan, Richard Scriven, Stephen Taylor, Catherine Wells Doherty, Ruth Wylie.

Appendix 6: Members of the National Religious Spiritual Advisory Panel

Fr. David Kenneally, Rev. Gillian Wharton, Rev. Mary Hunter, Pat O'Suilleabhain, Brian Meyer.

Appendix 7: Provincial Management Support Teams (PMST)

Dublin Scout Province

Aidan Smith, Yvonne Donlon, Anna Davy, Therese Birmingham, Glenn Webster, Kieran Gildea, Chris Kearns, Ann Foley, Richard Murray, Eoin Kearns, Gearoid Nash, Paul Ring, Mark Blake, Pat McCartin, Pat O'Shea, Stephen Kearney, Betty Barry.

North Eastern Province

James O'Toole, Yvonne Lawrence, Pat Moyne, Greg Boyd, Allan Matthews, Kate Cowan, Declan Heaney, Bernie Reddy, Kieran Cody, Neil Kennelly, Niamh Moynagh, Alison Maher, Gary Gaughan.

Northern Province:

Wendy Morrow, Mo Treacy, Mandy McCann, Catherine Wells Doherty, Kieran McCann, Patrick McDonald, Kieran Copeland, Danny Hegan, Patricia McDonald, Brian McElroy, Tony Smith, Dessie Taylor, John Melikham, Connor Hodges.

Western Province

Brian Webster, Colm Dumme, Miriam Pybus, Tommy Flaherty, Michelle Comer, John Egan, Eamon Hartley, Fiona Staunton, Noel Leahy, Damien O'Brien, Gillian Watters, Caroline Chambers.

South Eastern Province

John Wainmore, Caroline Healy, Martine Phelan, David Clerkin, James Marks, Brian Gray, Brendan Doherty, Ollie Kehoe, Edward Doyle, Kevin Murphy, David McCann, Brian Fanning, Greg Killoran, Dermot Hackett, Brian Dunne, Aoife Fricker, Selena Eustace, Omar Boush, Eoin Falconer, Emma Purser, Trudie Mitchell, Andy Garrad, Harley Jordan.

Southern Province

Morgan O'Sullivan, Mary O'Regan, Chris McSweeney, R Nealon, Declan Condon, M Hayes, M O Shaughnessy, J Dinneen, Angela O'Sullivan, Paudy O'Brien, Marian Hurley, Tony Nation, Colin Heas, John Cloonan, R Costigan, M Walters.



ADVENTURES BEGIN HERE...

Appendix 11: Members of the International Team

Christy McCann, Ruari Nealon, Kate Cowan, Patrick McDonald, Eamonn Hartley, Ann Foley, Brian Grey, Ali Maher, Paddy Hennelly, Aoife Fricker, Andrew Gerrard, Aine Fitzgerald, Aidan Brennan, Kate O'Farrell, Darragh O'Brian, Stevie Oaks, Karl Quinn, Aidan Smyth, Stephen Carey, Stephen Cull, Fiona McCann, Stephanie McCann, Rose Doyle.

Appendix 12: Members of the Communications Team

Jimmy Cunningham, Mark Hardiman, Peter Mee, Moira Reilly, Peter Sheehan, David Ashe, Connor Quinlan, John Watmore, David Coyne, Stephen Cull, Finbarr Geithins, Emma Purser, Susan Mc Daid, Eoin Falconer, James Doyle, Tom Clarke, Grainne Breen, Vincent Burns, Eoghan Calnan, Justin Dawson.

Appendix 13: 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 Province	Gerry Hickey	086-0473457	ghickey@scouts.ie
Northern Province	Mo Treacy	048-92667696	si@scoutfoundationni.org.uk
South Eastern Province	Caroline Healy	086-0474310	chealy@scouts.ie
Southern Province	Neil Collins	086-0474307	ncollins@scouts.ie
Western Province	Noel Leahy	086-0474305	nleahy@scouts.ie

Appendix 14: Directors of All Companies listed

Scouting Ireland Limited: Michael John Shinnick (Chairperson), Francis Minogue, Sean Farrell (Company Secretary), Ian Davy, Dave Kenneally, James O'Toole, Brian Webster, John Watmore, Morgan O'Sullivan, John Reid - Appointed March 2012, Ollie Kehoe - Appointed March 2012, Niall Kenny, Christy McCann - Appointed March 2012, Wendy Morrow, Jimmy Cunningham - Appointed March 2012, Glenn Webster - Appointed March 2012, Aidan Smith, Cathal Healy - Appointed March 2012, Claire McAroe - Appointed March 2012, Maeliosa De Buttlér - Appointed March 2012, Ann Geraldine Foley - Resigned March 2012, Kevin Murphy - Resigned March 2012, John Brennan - Resigned March 2012, Michael Devins - Resigned March 2012, Tony Smith - Resigned November 2012.

Scout Association of Ireland Trust Corporation Limited: Michael John Shinnick, Sean Farrell, Appointed May 2012, Niall Walsh, Aidan Brennan, Mark Edmund Doyle, John Reid, Mark O'Callaghan (Company Secretary), Francis Minogue, Kevin Murphy, Appointed May 2012, Michael Devins.

Scouting Trust Property Limited: Michael John Shinnick, Sean Farrell, Appointed May 2012, Niall Walsh, Aidan Brennan, Mark Edmund Doyle, John Reid, Mark O'Callaghan (Company Secretary), Francis Minogue, Kevin Murphy, Appointed May 2012, Michael Devins.

Scout Foundation: Michael John Shinnick, Sean Farrell, Appointed May 2012, Niall Walsh, Aidan Brennan, Mark Edmund Doyle, John Reid, Mark O'Callaghan (Company Secretary), Francis Minogue, Kevin Murphy, Appointed May 2012, Michael Devins.

Scouting Ireland Campsites and Facilities Limited: Peter Dixon, Deceased Feb 2012, John Casey, Resigned May 2012, Francis Minogue, Appointed June 2012, Sean Farrell (Company Secretary), Appointed August 2012, Ian Davy, Appointed June 2012.

Kiernan Gildea Appointed / Resigned June 2012.

The Outdoor Adventure Store (Liffey Street) Ltd.: Michael Devins, Niall Walsh, Martin Ryan, Kevin Butler, William Bowers, Francis Minogue, Fionan Lawlor - Company Secretary (non director).

The Scout Foundation of Northern Ireland: Wendy Morrow, Michael Devins, Resigned July 2012, Mandy McCann, Joe Corey, Kieran McCann, Michael John Shinnick, Francis Minogue, Tony Smith, Sean Farrell Appointed July 2012.

Appendix 15: Order of Cú Chulainn Awardees

Betty Barry (19th / 36th Dublin), Peter Collins (4th Kildare), Kieran Copeland (10th Antrim), Thomas Flaherty (Galway), Pat Gallagher (1st / 2nd / 3rd Fermanagh), Paschal Guilfoyle (3rd / 7th / 13th Waterford), Vincent Heeneey (132nd Dublin), Stephanie McCann (15th Dublin, 9th Port), John O'Connor (21st / 48th / 71st / 89th Cork), Thomas O'Malley (125th Dublin), William Pylbus (1st Galway), John Reid (3rd / 4th / 8th Louth), Tony Smith (1st / 2nd / 3rd Fermanagh).

Appendix 16: Woodbadge Awardees

Dara Coll (12th Donegal), Ellen Collins (17th / 20th Waterford), Sheila Hickey (5th / 10th Limerick), Caroline Leahy (27th Galway), Andrea Lenihan (12th Galway), Gareth McDaid (8th Donegal), Una O'Regan (41st Cork), Donna Quinn (3rd Donegal), Samantha Sutcliffe (67th Cork), Frank Walsh (17th / 20th Waterford), Glenn Webster (35th Dublin), Peter Ashton (1st Galway), Rose Bradley Molloy (5th Meath), Leanne Butler (28th Tipperary), Althea Comyn (132nd Dublin), Oriagh Kinnucane (27th Galway), John Maher (3rd / 12th Cork), Paul Walsh (42nd Limerick), Jessica Collins (17th / 20th Waterford), Jonathan Downey (17th / 20th Waterford), Joe Fitzgerald (17th / 20th Waterford), Peter Murphy (3rd / 7th / 13th Waterford), Ray Smith (3rd / 7th / 13th Waterford), John Cunningham (104th / 144th Dublin), Clara Donohoe (9th Westmeath), Caoimhe Gartlan (3rd Monaghan), Martina Meegan (5th Meath), Mary Slattery (6th Westmeath), Rosie Kiernan (5th Meath), Geoff Turtle (5th Donegal), Martina Reddan (42nd Limerick), Claire Walsh (42nd Limerick), Anna Werner (21st / 48th / 71st / 89th Cork), Kieran O'Connor (3rd / 7th / 13th Waterford), Sean O'Gríofa (3rd / 7th / 13th Waterford), Turlogh Brennan (94th Dublin), Ciaran Butler (177th Dublin), Paul Carroll (8th / 10th Dublin), Aine Dowdy (9th / 10th Dublin), John Delaney (177th Dublin), Roisin Doherty (45th Dublin), Paul Doyle (45th Dublin), Colin Foy (45th Dublin), Bill Grainger (177th Dublin), Colin Hurley (103rd Dublin), Stephen Jones (177th Dublin), Sharon Kelly (23rd Dublin), Robert Lahiff (45th Dublin), Paul Mcconvey (1st / 2nd Downpatrick), Thomas McDermot (9th / 10th Dublin), Shane McEntagart (45th Dublin), Gavin Mcgreer (45th Dublin), Leanne Monaghan (8th / 10th Dublin), Raymond Moran (9th / 10th Dublin), Kevin Mulhair (177th Dublin), Ben Murphy (177th Dublin), Michael Murray (177th Dublin), Martina Nichol (23rd Dublin), Brendan Nichol (23rd Dublin), John Noone (177th Dublin), Angela O'Melia (61st Dublin), Richard Revillie (9th / 10th Dublin), Stephen Synnott (103rd Dublin), Robert Telgrien (45th Dublin), Eugene O'Hanlon (5th Louth), Patrick Shannon (8th Louth), Conor Abbott (6th Tipperary), Jonathan Baker (11th Wicklow), Fiona Gallagher (16th Kildare), Fidelma Savage (5th Wicklow), Mark Wilson (11th Wicklow), Fergus Cooney (14th Clare), Kenneth Folan (12th Galway), Arkadiusz Lenkiewicz (87th Dublin), James Martin (1st Clare), Laura Mulligan (22nd Mayo), Judy O'Sullivan (1st Clare), Pat Madigan (14th Limerick), Jason McMahon (42nd Limerick), Helen Neilligan (3rd Kerry), Catherine O'Connor (42nd Limerick), Damien Toal (1st Armagh), Paul Cashin (3rd Laois), Beatrice O'Sullivan (3rd Kerry), Paul Spencer (6th Tipperary), Johnny Campion (3rd Laois), Lisa Crowe (42nd Limerick), Michael Dempsey, Anne Rowlands (42nd Limerick), Sarah McMahon (42nd Limerick), Denise Sheridan (9th Wicklow), Elizabeth Condon (9th Wicklow), Eliza Blewicz (87th Dublin), Erica Clandillan McDonagh (41st Dublin), Tom Clarke (62nd Dublin), John Donovan (10th Dublin), Susan Doyle (57th Dublin), Michael Eustace (5th Kildare), Brenda Hyland (65th Dublin), Colin Jennings (HQ Dublin), Tracey Kearns (45th Dublin), Patrick Kelly (3rd / 7th / 13th Waterford), John Kirwan (33rd Dublin), Anela Korczak (87th Dublin), Olga Kuznetsova (86th Dublin), Kathleen Macdonald (41st Dublin), Deirdre McDonagh (41st Dublin), Oisín O'Byrne (3rd / 7th / 13th Waterford), Danielle O'Connell (52nd Dublin), Rachel O'Connell (52nd Dublin), Simon O'Neill (52nd Dublin), Tara O'Neill (3rd / 7th / 13th Waterford), Liz Peit De Mänge (41st Dublin), Darina Porter (41st Dublin), Beryl Ryan Alvey (41st Dublin), Susan Sargent (44th / 93rd Dublin), Maria Telgrien (45th Dublin), Mercedes Fleming (1st Galway), Brenda Christine Muraigh (1st / 10th Kildare), Deirdre Burns (27th Galway), Blathnaid Cmaughton (27th Galway), Joanie Gillen (1st Galway), Eamon Hartley (13th Galway), Linda O'Dea (13th Galway), Janette Pteizing (8th Galway), Lorna Carney (23rd Kildare), Marian Higgins (23rd Kildare), Barry Kennedy (23rd Limerick), Martin McGovern (23rd Kildare), Pauline Murphy (4th Kildare), Patrick Murphy (34th Wexford), Deirdre Murphy (45th Dublin), Irene Flanagan (4th Kildare), Gerrard Hynes (44th / 93rd Dublin), Margaret Nolan (14th Kilkenny), John Quigley (2nd Cavan), Colleen Dermody (4th Monaghan), Andrew Fannon (2nd Cavan), Caoimhe Martin (3rd Monaghan), Robert Windle (3rd / 7th / 13th Waterford), David Brown (28th Tipperary), Carol Clarke (2nd Carlow), Wendy Morgan (18th Wicklow), Karen Kelleher (1st / 4th Clare).

Appendix 17: Explorer Belt / Challenge Recipients

Explorer Belt: Una O'Grady (52nd Dublin), Eoghan Calnan (5th Cork), Eoghan Clarke (120th Dublin), Niamh Compston (23rd Antrim), Sarah Compston (23rd Antrim), Conor Dillon (120th Dublin), Marie Fitzgerald (109th Cork), Cathal Healy (4th Kildare), Karl Kelly (52nd Dublin), Declan McGeough (10th Antrim), Andrew Meakin (1st / 10th Kildare), Connor Morgan (10th Antrim), Conor Murray (2nd Monaghan), Kevin Murray (2nd Monaghan), Sean O'Reilly (52nd Dublin), Aoibhín O'Shea (109th Cork), Sophie Renshaw (24th / 65th Cork), Cian Slevin (1st / 10th Kildare), Eimear O Grady (6th Wicklow), Niamh Fitzgerald (6th Wicklow), Conor Kettle (10th Antrim), Donal Murray (10th Antrim).

Challenge: (Woggle) James Boyle (80th Cork), Ryan Campbell (16th Antrim), Paul Collins (49th Cork), Mark Crowley (80th Cork), Jason Dinneen (42nd Limerick), Ellen Doyle (52nd Dublin), Emily Guilfoyle (42nd Limerick), Mark Gury (43rd / 70th Cork), Emily Kavanagh (52nd Dublin), Ruadhan Kearns-Hayes (43rd / 70th Cork), Kate Malone (42nd Limerick), Patrick McDonald (16th Antrim), Catherine Murray (33rd / 40th Limerick), Cian O'Connell (52nd Dublin), Emmet O'Reilly (52nd Dublin), Steven O'Sullivan (23rd Limerick), Patrick Limerick, (Cert and Badge) Ben Buckley (52nd Dublin), Conor Bryden (52nd Dublin), Robert Healy (52nd Dublin), Kevin Killom (52nd Dublin).



Appendix 18: Chief Scout's Award Awardees

Beaver Scouts: Eoghan Stack (1st Laois), Brenda Farren (8th Kildare), Conor Vanduyvenvoorde (8th Kildare), Eoghan Walsh (8th Kildare), Kevin Delaney (43rd / 70th Cork), Aidan Dunne (43rd / 70th Cork), Liam Hogan (43rd / 70th Cork), Ben O'Conor (43rd / 70th Cork), Cian Barry (8th Kildare), Darragh Hardiman Smyth (8th Kildare), Ryan Lee (8th Kildare), Ciodegh Mayock (8th Kildare), Jack O'Doherty (8th Kildare), Emma Jane O'Keefe Aherne (8th Kildare), Michael Smyth (8th Kildare), Greta Dollard (6th Tipperary), Fiolla Dmaglaja (45th Dublin), Jennifer Earle (45th Dublin), Cillian French (45th Dublin), Eoghan Kelly (45th Dublin), Roisin McDonnell (45th Dublin), Freya Nelson (45th Dublin), Calum O'Riordan (45th Dublin), Niamh Geaney (9th Cork), Rachel Barry (102nd Cork), Claran Byrne (28th Galway), Hannah Durkan (28th Galway), Liam Gaughan (28th Galway), Sadhbh Hanley (28th Galway), Liam Limane (28th Galway), Evan O'Connell (28th Galway), Jasper Ryan (28th Galway), Conor Sheridan (28th Galway), Shane Cody (2nd Carlow), Chloe Cody (2nd Carlow), Ava Cummins (2nd Carlow), Emma Dermody (2nd Carlow), Emma Dixon (2nd Carlow), Sarah Hickey (2nd Carlow), David O'Dwyer (2nd Carlow), Sophia Bolger (6th Tipperary), Ella Bourke (6th Tipperary), Niall Calvert (6th Tipperary), Caoimhe Dooley (6th Tipperary), Dylan Dwyer (6th Tipperary), David Maher (6th Tipperary), Meagan Seanson (6th Tipperary), Lee Ainsworth (7th meath), Robbie Carolan (7th meath), Grace O'Connor (5th Westmeath), Daniel O'donoghue (7th meath), Jack O'Riordan (7th meath), Eimer O'Sullivan (7th meath), Jessica Quirke (5th Westmeath), Sophie Quirke (5th Westmeath), Sam Smyth (5th Westmeath), Sean Barry (9th Kildare), Maisie Biddulph (9th Kildare), Anna Choiseul (9th Kildare), Roisin Garrett (9th Kildare), Luke Mantley (9th Kildare), Graeme Reade (9th Kildare), Anna Shaw (9th Kildare), Alex Byrne (3rd / 4th / 6th Louth), Cathal Higgins (3rd / 4th / 6th Louth), Jamie Kent (3rd / 4th / 6th Louth), Shane Loftus (3rd / 4th / 6th Louth), Sam Loughran (3rd / 4th / 6th Louth), Dylan McAvoy (3rd / 4th / 6th Louth), Oisín Mc Cann (3rd / 4th / 6th Louth), Edward McEntee (3rd / 4th / 6th Louth), Danny O'haegain (3rd / 4th / 6th Louth), Felim Ryan (3rd / 4th / 6th Louth), Liam Vainio Mattila (3rd / 4th / 6th Louth), Daraagh Walsh (3rd / 4th / 6th Louth), Killian Brown (1st / 10th Westmeath), Ethan Brown (1st / 10th Westmeath), Joseph Cahill (1st / 10th Westmeath), Annelle Daly (1st / 10th Westmeath), Niamh Dolan (1st / 10th Westmeath), Charlie Gibbons (1st / 10th Westmeath), Louise Hopkins (1st / 10th Westmeath), Niamh Mclean (1st / 10th Westmeath), Jack Mee (1st / 10th Westmeath), Aoibhin Nic Cathail (1st / 10th Westmeath), Eoin Petticrew (1st Clare), Richard Sheil (1st / 10th Westmeath), Craig Rossister (2nd Carlow), Oisín Browne (6th Tipperary), Lee Condron-Reid (6th Tipperary), Cally Dooley (6th Tipperary), Kailyn Egan (6th Tipperary), Ciodeagh Grimes (6th Tipperary), Stephan Lowin (6th Tipperary), Diarmuid McLoughlin (6th Tipperary), Kate Moloney (6th Tipperary), Faye Morton (6th Tipperary), Sarah O'Donnell (6th Tipperary), Neil Ryan (6th Tipperary), Michael Regan (4th Kildare), Kaden Armstrong (146th Dublin), Alibhe Boyle (146th Dublin), Sam Davey (146th Dublin), Isabel Kane (146th Dublin), Holly McLoughlin (146th Dublin), Caroline O'Connor (146th Dublin), Gabriella Papp (146th Dublin), Sarah Reilly (146th Dublin), Katie Doherty (9th Donegal), Siuin Lafferty (9th Donegal).

Cub Scouts: Sorcha Brennan (1st Laois), Glenn Hendrick (5th Kildare), Ronan Kelly (5th Kildare), Alibhe King (5th Kildare), Cameron Lennon (5th Kildare), Kelly Nolan (5th Kildare), Caoimhe Ward (5th Kildare), Kyle Alkaadiri (94th Dublin), Ryan Baker (94th Dublin), Aodhan Boylan (94th Dublin), Gary Buckley (94th Dublin), Philip Byrne (94th Dublin), Eilienne Gill (94th Dublin), Paul Gleeson (94th Dublin), Callum Mc Donnell (5th Mayo), Kory Mooney (94th Dublin), Kian Murphy (94th Dublin), Jack Petherick (94th Dublin), Adam Riordan (94th Dublin), Shane Carolan (7th Meath), Aaron Walsh (7th Meath), Oisín Fitzmaurice (1th Meath), Orla Flanagan (1th Meath), Sarah McInerney (1th Meath), Jack Curran (146th Dublin), Kate Corcoran (80th Cork), Ana-Maria Cruceanu (80th Cork), Emer Delargay (80th Cork), Andrew Flint (80th Cork), Conor Fox (80th Cork), Kate Hyland (80th Cork), Harvey Sowerbutts (80th Cork).

Scouts: Hazel Murray (3rd / 7th / 13th Waterford), Eamon Compton (23rd Antrim), Niamh McCrossan (23rd Antrim), Kyle Douglas (4th / 5th / 129th / 190th Dublin), Rachel Murphy (4th / 5th / 129th / 190th Dublin), Ronan Schulte (4th / 5th / 129th / 190th Dublin), Brian O'Mahony (18th / 19th Cork), Niamh Kealy (17th / 20th Waterford), Lee Wadigan (17th / 20th Waterford), Ciara Power (17th / 20th Waterford), Chris Reidy (17th / 20th Waterford), Cillian Smith (34th / 161st Dublin), Shane Hoare (6th Wicklow), Shane Cullison (6th Tipperary), Sinead Flanagan (6th Tipperary), Mark Duffy (3rd / 7th / 13th Waterford), Emma Baker (29th Dublin), Flonn McNeill (29th Dublin), Oisín McNeill (29th Dublin), Stephen Murray (29th Dublin), Aoife Fricker (5th Kildare), Killian Ward (5th Kildare), Patrick Friel (3rd Donegal), Michael McCloy (3rd Donegal).

Appendix 19: Full list of the year's approved SIDs

New Policies

1.	19A/12	Conflict Resolution Guidelines
2.	20/11B	Crisis Management Team - Terms of Reference
3.	85/11	Water Safety Policy
4.	86/11	National Council Elections Policy
5.	87/12	Scouting Ireland - Funeral Guidelines
6.	88/12	World Scout Jamboree 2015 - Contingent Leader Terms of Reference
7.	88A/12	World Scout Jamboree 2015 - Sub Committee Terms of Reference
8.	89/12	International Team - Terms of Reference
9.	90/12	Maryville Sub-committee - Terms of Reference
10.	91/12	Property Committee - Terms of Reference
11.	92/12	Provincial Management Support Group - Terms of Reference

Changed Policies

1.	01/03	Constitution of Scouting Ireland
2.	01/03A	Rules of Scouting Ireland
3.	04/03	National Appointments Descriptions
4.	06/03	County Appointment Descriptions
5.	11/03	Group Leader Descriptions
6.	19/04	Conflict Resolution Policy
7.	20/04	Crisis Management Policy
8.	28/04	Branding and Sub Brands Policy
9.	31/04	Uniform Guidelines
10.	39/05	Code of Good Practice
11.	40/05	Reporting Procedures
12.	48/06	Role of the Provincial Treasurer
13.	49/06	Role of Provincial adult Resources Representative
14.	60/10	Policy on Annual Registration Fee & Rebates/Grants to Scout Groups/Counties

Withdrawn Policies

1.	63/10	World Scout Jamboree 2011 Sub committee - Terms of reference
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Appendix 20: List of Awards

Honour Awards - Chief Scout's Commendation

	Province	County	Group	Award	Firstname	Surname
1	DSP	TOLKA	19/36DUBLIN	Chief Scout's Commendation	JACINTA	CARROLL
2	DSP	COIS FARRAIGE	41DUBLIN	Chief Scout's Commendation	Marie	Faty
3	DSP	COIS FARRAIGE	41DUBLIN	Chief Scout's Commendation	Mairead	Hurley
4	DSP	3 ROCK	115DUBLIN	Chief Scout's Commendation	DERMOT	POWER
5	DSP	COIS FARRAIGE	41DUBLIN	Chief Scout's Commendation	Donna	Rodgers-Lee
6	NEP	LOUTH	3/4/6LOUTH	Chief Scout's Commendation	CIARA	BENTON
7	NEP	CAVAN MONAGHAN	3MONAGHAN	Chief Scout's Commendation	Aidan	Birmingham
8	NEP	LOUTH	8LOUTH	Chief Scout's Commendation	James	Burke
9	NEP	REACHRA	15DUBLIN	Chief Scout's Commendation	John	Butterly
10	NEP	CAVAN MONAGHAN	3MONAGHAN	Chief Scout's Commendation	LORRAINE	BYRNE
11	NEP	REACHRA	15DUBLIN	Chief Scout's Commendation	Ciaran	Cassidy
12	NEP	LAKELANDS	6WESTMEATH	Chief Scout's Commendation	Colette	Clear
13	NEP	LOUTH	8LOUTH	Chief Scout's Commendation	Andrew	Cullen
14	NEP	LOUTH	8LOUTH	Chief Scout's Commendation	May	Cullen-Young
15	NEP	CAVAN MONAGHAN	3MONAGHAN	Chief Scout's Commendation	Joan	Daly
16	NEP	CAVAN MONAGHAN	3MONAGHAN	Chief Scout's Commendation	Johnny	Daly
17	NEP	CAVAN MONAGHAN	4MONAGHAN	Chief Scout's Commendation	Colleen	Dermody
18	NEP	LOUTH	3/4/6LOUTH	Chief Scout's Commendation	Gavh	Devitt
19	NEP	REACHRA	15DUBLIN	Chief Scout's Commendation	Alice	Geraghty
20	NEP	CAVAN MONAGHAN	3MONAGHAN	Chief Scout's Commendation	Lisa	Gollygly
21	NEP	GLEANN NA BOINNE	16MEATH	Chief Scout's Commendation	Dolores	Hannon
22	NEP	CAVAN MONAGHAN	3MONAGHAN	Chief Scout's Commendation	Aidan	Irwin
23	NEP	CAVAN MONAGHAN	3MONAGHAN	Chief Scout's Commendation	Frank	Jones
24	NEP	CAVAN MONAGHAN	3MONAGHAN	Chief Scout's Commendation	Liebe	Kelly
25	NEP	REACHRA	15DUBLIN	Chief Scout's Commendation	John	Kenny
26	NEP	GLEANN NA BOINNE	16MEATH	Chief Scout's Commendation	JOHN	LOGUE
27	NEP	GLEANN NA BOINNE	16MEATH	Chief Scout's Commendation	Richard	Lucas
28	NEP	GLEANN NA BOINNE	16MEATH	Chief Scout's Commendation	SANDRA	MCDONNELL
29	NEP	REACHRA	15DUBLIN	Chief Scout's Commendation	Paul	McEvoy
30	NEP	CAVAN MONAGHAN	4MONAGHAN	Chief Scout's Commendation	Ann	McGuigan
31	NEP	LOUTH	8LOUTH	Chief Scout's Commendation	Abby	McSherry

32	NEP	CAVAN MONAGHAN	3MONAGHAN	Chief Scout's Commendation	Brenda	Mee
33	NEP	LOUTH	8LOUTH	Chief Scout's Commendation	Joan	Mulholland
34	NEP	LOUTH	8LOUTH	Chief Scout's Commendation	Valerie	Mulligan
35	NEP	LOUTH	5LOUTH	Chief Scout's Commendation	Eugene	O'Hanlon
36	NEP	REACHRA	15DUBLIN	Chief Scout's Commendation	Douglas	Pye
37	NEP	CAVAN MONAGHAN	4MONAGHAN	Chief Scout's Commendation	Mark	Ramsay
38	NEP	LOUTH	3/4/6LOUTH	Chief Scout's Commendation	ENDA	RICE
39	NEP	LOUTH	8LOUTH	Chief Scout's Commendation	Phil	Scott
40	NEP	REACHRA	15DUBLIN	Chief Scout's Commendation	James	Doyle
41	NEP	LOUTH	8LOUTH	Chief Scout's Commendation	Patrick	Shannon
42	NEP	LOUTH	3/4/6LOUTH	Chief Scout's Commendation	JOANNE	TAAFFE
43	NP	ERRIGAL	15DONEGAL	Chief Scout's Commendation	Rose Marie	Bomber
44	NP	DOWN & CONNOR	11BELFAST	Chief Scout's Commendation	BRENDAN	BROWNE
45	NP	ERRIGAL	11DONEGAL	Chief Scout's Commendation	Alison	Clarke
46	NP	DOWN & CONNOR	11BELFAST	Chief Scout's Commendation	SAM	CORBETT
47	NP	ERNE	1/2/3FERMANAGH	Chief Scout's Commendation	Paula	Donnelly
48	NP	ERNE	1/2/3FERMANAGH	Chief Scout's Commendation	John	McManus
49	NP	ERNE	1/2/3FERMANAGH	Chief Scout's Commendation	Michelle	McTeague
50	NP	DOWN & CONNOR	29BELFAST	Chief Scout's Commendation	SEAMUS	NAPIER
51	NP	DOWN & CONNOR	29BELFAST	Chief Scout's Commendation	Seamus	Ritchie
52	SEP	SOUTH KILDARE	4KILDARE	Chief Scout's Commendation	Graham	Allen
53	SEP	SOUTH KILDARE	4KILDARE	Chief Scout's Commendation	Carreen	Allen
54	SEP	SLIEVE BLOOM	3LAOIS	Chief Scout's Commendation	JUSTIN	BROPHY
55	SEP	CILL MHPANTAIN	4WICKLOW	Chief Scout's Commendation	Audrey	Castles
56	SEP	WATERFORD	4WATERFORD	Chief Scout's Commendation	Karen	Coleman
57	SEP	CARLOW KILKENNY	1CARLOW	Chief Scout's Commendation	MARGARET	CURTIS
58	SEP	CILL MHPANTAIN	4WICKLOW	Chief Scout's Commendation	Debbie	Gillanders
59	SEP	CARLOW KILKENNY	1CARLOW	Chief Scout's Commendation	ELIZABETH	MCCARTHY COLEMAN
60	SEP	SOUTH KILDARE	4KILDARE	Chief Scout's Commendation	Sarah	McGuinness
61	SEP	CARLOW KILKENNY	1CARLOW	Chief Scout's Commendation	Irene	O'Brien
62	SEP	CARLOW KILKENNY	1CARLOW	Chief Scout's Commendation	Colin	Sheerin

Honour Awards - Bronze Honour

Province	County	Group	Award	Firstname	Surname
1 DSP	LIFFEY WEST	142DUBLIN	Bronze Honour	Georgina	O'Neill
2 NEP	LOUTH	7LOUTH	Bronze Honour	Mary Kate	Tiernan
3 NEP	LOUTH	7LOUTH	Bronze Honour	James	Tiernan
4 NP	ERNE	6FERMANAGH	Bronze Honour	Mathew	Monaghan
5 WP	MAYO	20MAYO	Bronze Honour	Sinead	Lally

Honour Awards - Gold Honour

Province	County	Group	Award	Firstname	Surname
1 SEP	WATERFORD	37/13 WATERFORD	Gold Honour	Colm	Emmis

Merit Awards - Bronze Merit

Province	County	Group	Award	Firstname	Surname
1 DSP	CLUAIN TOIRC	160DUBLIN	Bronze Merit	SINEAD	FITZPATRICK
2 DSP	DUBLINIA	91Dublin	Bronze Merit	Eirín	Jennings
3 DSP	3 ROCK	137DUBLIN	Bronze Merit	TARA	MURPHY
4 NEP	CAVAN MONAGHAN	4MONAGHAN	Bronze Merit	Rosemarie	Cooney
5 NEP	CAVAN MONAGHAN	3MONAGHAN	Bronze Merit	BARRY	CUNNINGHAM
6 NEP	LOUTH	2LOUTH	Bronze Merit	BERNADETTE	DEERY
7 NEP	REACHRA	73DUBLIN	Bronze Merit	Anne	Kelly
8 NEP	CAVAN MONAGHAN	2MONAGHAN	Bronze Merit	FRANCIS	LINDEN
9 NEP	LOUTH	3/46LOUTH	Bronze Merit	LIAM	MCCOLE
10 NEP	CAVAN MONAGHAN	3MONAGHAN	Bronze Merit	MARK	O'REILLY
11 NP	ERRIGAL	9DONEGAL	Bronze Merit	HANNAH	ANDERSON
12 NP	ERNE	1/2/3 FERMANAGH	Bronze Merit	William	Blake
13 NP	DOWN & CONNOR	29BELFAST	Bronze Merit	ELISH	BOYLE
14 NP	ERRIGAL	9DONEGAL	Bronze Merit	ANDREW	BROWNE
15 NP	ERRIGAL	4DONEGAL	Bronze Merit	GERALDINE	COUGHLIN
16 NP	DOWN & CONNOR	29BELFAST	Bronze Merit	GARY THOMAS	DAVIDSON
17 NP	ERNE	6FERMANAGH	Bronze Merit	Mary Elizabeth	Mahon
18 NP	ERNE	6FERMANAGH	Bronze Merit	Ted	Maye

63	SEP	CARLOW KILKENNY	SKILKENNY	Chief Scout's Commendation	Declan	Skehan
64	SEP	WATERFORD	4WATERFORD	Chief Scout's Commendation	Claran	Walsh
65	SEP	CILL DARA	8KILDARE	Chief Scout's Commendation	Ruby	Whelan
66	SP	CORK SOUTH	27Cork	Chief Scout's Commendation	Paul	Collins
67	SP	WEST CORK	19CORK	Chief Scout's Commendation	Julie	Collins
68	SP	CORK SOUTH	27Cork	Chief Scout's Commendation	Bernard	Lyons
69	SP	CORK SOUTH	27Cork	Chief Scout's Commendation	Stephen	McCarthy
70	SP	LEE VALLEY	5CORK	Chief Scout's Commendation	Daniel	Murphy
71	SP	COIS LAOI CHORCAI	3/12CORK	Chief Scout's Commendation	TIMMS	QUINLAN
72	SP	CORK NORTH	18/19CORK	Chief Scout's Commendation	SEAN	JOYCE
73	WP	YEATS	2/3/10SLIGO	Chief Scout's Commendation of Honour	Angela	Bartlett
74	WP	YEATS	2/3/10SLIGO	Chief Scout's Commendation	JOHN	BARTLETT
75	WP	GALWAY	29GALWAY	Chief Scout's Commendation	Keith	Bines
76	WP	GALWAY	29GALWAY	Chief Scout's Commendation	MARGARET	BUTLER
77	WP	YEATS	2/3/10SLIGO	Chief Scout's Commendation	Brian	Doherty
78	WP	GALWAY	1GALWAY	Chief Scout's Commendation	NUJALA	HEFFERNAN
79	WP	YEATS	2/3/10SLIGO	Chief Scout's Commendation	DOLORES	HENDERSON
80	WP	YEATS	2/3/10SLIGO	Chief Scout's Commendation	KIERON	KEARNEY
81	WP	YEATS	2/3/10SLIGO	Chief Scout's Commendation	Michelle	Kelly
82	WP	YEATS	2/3/10SLIGO	Chief Scout's Commendation	Geraldine	Killoran
83	WP	GALWAY	29GALWAY	Chief Scout's Commendation	GERALDINE	KINNEVEY
84	WP	GALWAY	29GALWAY	Chief Scout's Commendation	CRAIG	MCCLEANE
85	WP	GALWAY	29GALWAY	Chief Scout's Commendation	Lynette	McDonnell
86	WP	GALWAY	29GALWAY	Chief Scout's Commendation	Jim	McDonnell
87	WP	GALWAY	29GALWAY	Chief Scout's Commendation	SEAMUS	MOORE
88	WP	YEATS	2/3/10SLIGO	Chief Scout's Commendation	Sean	Moylan
89	WP	GALWAY	29GALWAY	Chief Scout's Commendation	CAITRIONA	NIC.MHUIRIS
90	WP	GALWAY	29GALWAY	Chief Scout's Commendation	Gerard	O'Donnell
91	WP	GALWAY	29GALWAY	Chief Scout's Commendation	CHRIS	ROCHE
92	WP	GALWAY	29GALWAY	Chief Scout's Commendation	Karola	Synott
93	WP	GALWAY	29GALWAY	Chief Scout's Commendation	MARY	WALSH



ADVENTURES BEGIN HERE...



ADVENTURES BEGIN HERE...



19	NP	ERNE	6FERMANAGH	Bronze Merit	Patrick	McGirr
20	NP	ERNE	10LEITRIM	Bronze Merit	PAULINE	MCGOVERN
21	NP	ERNE	1/23FERMANAGH	Bronze Merit	RONAN	MCHUGH
22	NP	ERNE	1/23FERMANAGH	Bronze Merit	ANNE	MCINTYRE
23	NP	ERNE	1/23FERMANAGH	Bronze Merit	Debbie	Smith
24	NP	DOWN & CONNOR	29BELFAST	Bronze Merit	ANN	TIMONEY
25	NP	ERNE	1/23FERMANAGH	Bronze Merit	CORA	WATSON
26	SEP	CILL MHAINTÁIN	4WICKLOW	Bronze Merit	BRIGID	CREAVIN
27	SEP	WATERFORD	4WATERFORD	Bronze Merit	GEAROID	FRAHER
28	SP	COIS LAOI	21/487/189CORK	Bronze Merit	SINEAD	BRENNAN
29	SP	COIS LAOI	21/487/189CORK	Bronze Merit	IRENE	CASSIN
30	SP	WEST CORK	102CORK	Bronze Merit	IMELDA	HURLEY
31	SP	CORK NORTH	29/30CORK	Bronze Merit	MARGARET	HUSSEY
32	SP	CORK SOUTH	2/7Cork	Bronze Merit	Mark	Keanne
33	SP	COIS LAOI	21/487/189CORK	Bronze Merit	MARK	LONG
34	SP	CORK SOUTH	2/7Cork	Bronze Merit	Pat	McCarthy
35	SP	COIS LAOI	21/487/189CORK	Bronze Merit	DES	MCCARTHY
36	SP	COIS LAOI	3/12CORK	Bronze Merit	KEVIN	MOYNIHAN
37	SP	WEST CORK	8CORK	Bronze Merit	PATRICIA	MURRAY
38	SP	CORK NORTH	29/30CORK	Bronze Merit	ELIZABETH	O'BRIEN
39	SP	LEE VALLEY	5CORK	Bronze Merit	MICHAEL	PHILLIPS
40	SP	LIMERICK	32LIMERICK	Bronze Merit	COLM	SLEVIN
41	WP	GALWAY	14GALWAY	Bronze Merit	BRYAN	CAHILL
42	WP	GALWAY	14GALWAY	Bronze Merit	MARY	COLLINS
43	WP	YEATS	2/3/10SLIGO	Bronze Merit	PATRICIA	CRYAN
44	WP	GALWAY	1GALWAY	Bronze Merit	ANNE MARIE	MILLER

Merit Awards - Silver Merit

Province	County	Group	Approved	Firstname	Surname
1	NP	ERNE	1/23FERMANAGH	KATE	ALLEN
2	NEP	REACHRA	73DUBLIN	Derek	Bray
3	NEP	LOUTH	3/4/6LOUTH	VINCENT	BURNS
4	NP	ERNE	1/23FERMANAGH	PHILLIP	DARCY
5	DSP	TOLKA	19/36DUBLIN	IAN	DE MANGE
6	SP			LIAM	FITZGERALD
7	WP	GALWAY	14GALWAY	ROBERT	GANDER
8	DSP	CLUAIN TOIRC	18DUBLIN	PATRICIA	HINEY
9	DSP	TOLKA	177DUBLIN	CHRIS	KEARNS

10	SP	COIS LAOI	21/487/189CORK	Silver Merit	OLGA	LONG
11	WP	GALWAY	1GALWAY	Silver Merit	ANNE MARIE	MILLER
12	NP	ERNE	6FERMANAGH	Silver Merit	Agnes	Monaghan
13	NP	ERNE	1/23FERMANAGH	Silver Merit	TERESA	O'REILLY
14	NEP	REACHRA	73DUBLIN	Silver Merit	Martin	Punch
15	NEP	LOUTH	1/2/5LOUTH	Silver Merit	Finian	Sheridan
16	DSP	TOLKA	19/36DUBLIN	Silver Merit	DARREN	SHEILS
17	NEP	REACHRA	73DUBLIN	Silver Merit	Dave	Walsh

Merit Awards - Gold Merit

Province	County	Group	Approved	Firstname	Surname
1	NP	ERNE	1/23FERMANAGH	MARK	ALLEN
2	NP	ERNE	1/23FERMANAGH	OLIVER	BEATTIE
3	DSP	TOLKA	19/36DUBLIN	VINCENT	CAHILL
4	NP	ERRIGAL	4DERRY	BERNIE	CASSIDY
5	NP	ERNE	10LEITRIM	JOSEPHINE	COX
6	NP	ERNE	1/23FERMANAGH	ANNE	GIBSON
7	NEP	REACHRA	15DUBLIN	ANNA	HICKEY
8	SP	COIS LAOI	21/487/189CORK	DEREK	LONG
9	NEP	CAVAN	3MONAGHAN	PHILIP	MCDERMOTT
10	DSP	CLUAIN TOIRC	18DUBLIN	JOHN	MCGOVERN
11	NP	ERNE	6FERMANAGH	Anne	Molloy
12	NP	ERNE	6FERMANAGH	Maurice	Monaghan
13	NEP	CAVAN	3MONAGHAN	LIAM	MURRAY
14	NEP	LAKELANDS	5WESTMEATH	WILLIAM	O'CONNOR
15	NP	ERRIGAL	4DERRY	DESMOND	TAYLOR

Service Awards

	Province	County	Group	Award	Firstname	Surname
1	DSP	CILL MHAINTÁIN	5WICKLOW	5 Year Service	MICHELLE	ADEBISI
2	DSP	DUBLINIA	94Dublin	5 Year Service	ESTHER	BRADY
3	DSP	DUBLINIA	94Dublin	5 Year Service	MICHELLE	BREEN
4	DSP	TOLKA	177DUBLIN	5 Year Service	DARREN	BRIERTON
5	DSP	3 ROCK	10Dublin	5 Year Service	Heather	Burnett Niland
6	DSP	TOLKA	19/36DUBLIN	5 Year Service	JACINTA	CARROLL
7	DSP	3 ROCK	137DUBLIN	5 Year Service	Terry	Carroll
8	DSP	MOUNTPELIER	112DUBLIN	5 Year Service	Marian	Clince
9	DSP	DUBLINIA	94Dublin	5 Year Service	BRENDA	COLLOPY
10	DSP	DUBLINIA	94Dublin	5 Year Service	Mark	Cooke
11	DSP	CLUAIN TOIRC	1DUBLIN	5 Year Service	MARK	DALY
12	DSP	DODDER	7DUBLIN	5 Year Service	Michael	Downes
13	DSP	MOUNTPELIER	125DUBLIN	5 Year Service	Jonathan	Doyle
14	DSP	DUN LAOGHAIRE	57DUBLIN	5 Year Service	SUSAN	DOYLE
15	DSP	DUBLINIA	45Dublin	5 Year Service	Collin	Foy
16	DSP	ATH CLIATH 15	109Dublin	5 Year Service	PAULA	GILVARRY
17	DSP	TOLKA	177DUBLIN	5 Year Service	BILL	GRAINGER
18	DSP	MOUNTPELIER	112DUBLIN	5 Year Service	GAYE	HAND
19	DSP	MOUNTPELIER	112DUBLIN	5 Year Service	CIARA	LYNCH
20	DSP	3 ROCK	137DUBLIN	5 Year Service	Robert	Mathews
21	DSP	MOUNTPELIER	112DUBLIN	5 Year Service	Maura	McDermott
22	DSP	DUBLINIA	78Dublin	5 Year Service	James	McKernan Jnr.
23	DSP	TOLKA	177DUBLIN	5 Year Service	KEVIN	MULHAIR
24	DSP	MOUNTPELIER	112DUBLIN	5 Year Service	David	Mulligan
25	DSP	DUBLINIA	45Dublin	5 Year Service	Deirdre	Murphy
26	DSP	TOLKA	177DUBLIN	5 Year Service	MICHAEL	MURRAY
27	DSP	DUBLINIA	94Dublin	5 Year Service	GERARD	O'BEIRNE
28	DSP	3 ROCK	10Dublin	5 Year Service	Michael	O'Dea
29	DSP	MOUNTPELIER	112DUBLIN	5 Year Service	Paul	Quigley
30	DSP	DUBLINIA	94Dublin	5 Year Service	FIONA	REDDINGTON
31	DSP	MOUNTPELIER	112DUBLIN	5 Year Service	Kevin	Riney
32	DSP	DUBLINIA	44/93Dublin	5 Year Service	Susan	Sargent
33	DSP	DUN LAOGHAIRE	57DUBLIN	5 Year Service	Oliver	Seeny
34	DSP	TOLKA	177DUBLIN	5 Year Service	DECLAN	SHEEHAN
35	DSP	MOUNTPELIER	112DUBLIN	5 Year Service	Peter	Somers
36	DSP	MOUNTPELIER	112DUBLIN	5 Year Service	Paula	Walsh
37	DSP	MOUNTPELIER	112DUBLIN	5 Year Service	PAUL	WARD
38	DSP	DODDER	7DUBLIN	5 Year Service	Claire	Wheeler
39	NEP	LOUTH	1/2/5LOUTH	5 Year Service	Michelle	Boyle
40	NEP	GLEANN NA BOINNE	6MEATH	5 Year Service	DECLAN	BRADY
41	NEP	LOUTH	1/2/5LOUTH	5 Year Service	Christopher	Browne
42	NEP	LOUTH	7LOUTH	5 Year Service	Therese	Byrne
43	NEP	CAVAN MONAGHAN	3MONAGHAN	5 Year Service	LORRAINE	BYRNE
44	NEP	GLEANN NA BOINNE	1MEATH	5 Year Service	CIARAN	BYRNE
45	NEP	GLEANN NA BOINNE	17MEATH	5 Year Service	Deborah	Connolly

46	NEP	FINGAL	38DUBLIN	5 Year Service	BRENDAN	COWZER
47	NEP	LOUTH	1/2/5LOUTH	5 Year Service	Grainne	Cumsiskey
48	NEP	FINGAL	38DUBLIN	5 Year Service	JO	CUMMINS
49	NEP	CAVAN MONAGHAN	3MONAGHAN	5 Year Service	GRAINNE	CUNNINGHAM
50	NEP	CAVAN MONAGHAN	3MONAGHAN	5 Year Service	SEAN	CUNNINGHAM
51	NEP	CAVAN MONAGHAN	3MONAGHAN	5 Year Service	Joan	Daly
52	NEP	CAVAN MONAGHAN	3MONAGHAN	5 Year Service	Johnny	Daly
53	NEP	LOUTH	7LOUTH	5 Year Service	Wendy	Daly
54	NEP	GLEANN NA BOINNE	1MEATH	5 Year Service	Pat	Egan
55	NEP	GLEANN NA BOINNE	1MEATH	5 Year Service	Nicola	Elovsson
56	NEP	GLEANN NA BOINNE	17MEATH	5 Year Service	Margaret	Ennis
57	NEP	LAKELANDS	5WESTMEATH	5 Year Service	NOEL	FENNESSY
58	NEP	ATH CLIATH 15	109Dublin	5 Year Service	LIZ	FINNEGAN
59	NEP	GLEANN NA BOINNE	6MEATH	5 Year Service	DAVID	FLYNN
60	NEP	CAVAN MONAGHAN	3MONAGHAN	5 Year Service	JAMES	FOX
61	NEP	GLEANN NA BOINNE	1MEATH	5 Year Service	MARINA	FURMAN
62	NEP	CAVAN MONAGHAN	6CAVAN	5 Year Service	KATHY	GARGAN
63	NEP	LOUTH	1/2/5LOUTH	5 Year Service	Finbar	Gethins
64	NEP	GLEANN NA BOINNE	1MEATH	5 Year Service	HELEN	GOOD TROY
65	NEP	ATH CLIATH 15	181Dublin	5 Year Service	Rosanne	Gorman
66	NEP	GLEANN NA BOINNE	1MEATH	5 Year Service	ROISIN	GRAHAM
67	NEP	REACHRA	73DUBLIN	5 Year Service	Jennifer	Greaves
68	NEP	GLEANN NA BOINNE	1MEATH	5 Year Service	GERRY	HANNIGAN
69	NEP	ATH CLIATH 15	109Dublin	5 Year Service	Teresa	Hunt
70	NEP	GLEANN NA BOINNE	17MEATH	5 Year Service	Ken	Hurley
71	NEP	GLEANN NA BOINNE	5MEATH	5 Year Service	ILONA	JENKINS
72	NEP	CAVAN MONAGHAN	3MONAGHAN	5 Year Service	Frank	Jones
73	NEP	LAKELANDS	9WESTMEATH	5 Year Service	Joseph	Keane
74	NEP	ATH CLIATH 15	181Dublin	5 Year Service	MICHAEL	KINSELLA
75	NEP	ATH CLIATH 15	181Dublin	5 Year Service	GERALDINE	KIRWAN
76	NEP	LAKELANDS	5WESTMEATH	5 Year Service	RORY	LYNCH
77	NEP	GLEANN NA BOINNE	5MEATH	5 Year Service	JAMES	MALERVY
78	NEP	CAVAN MONAGHAN	3MONAGHAN	5 Year Service	CAOIMHE	MARTIN
79	NEP	LOUTH	7LOUTH	5 Year Service	Carairin	McDaid
80	NEP	CAVAN MONAGHAN	3MONAGHAN	5 Year Service	UNA	MCGINN
81	NEP	LOUTH	1/2/5LOUTH	5 Year Service	Aidan	McGuinness
82	NEP	GLEANN NA BOINNE	1MEATH	5 Year Service	Margarette	McGuirk
83	NEP	LOUTH	5LOUTH	5 Year Service	Ellis	McKenna
84	NEP	GLEANN NA BOINNE	5MEATH	5 Year Service	MARTINA	MEEGAN
85	NEP	FINGAL	38DUBLIN	5 Year Service	CIATH	MONKS
86	NEP	REACHRA	35DUBLIN	5 Year Service	MARK	MOORE
87	NEP	LOUTH	7LOUTH	5 Year Service	Ann Marie	Murray
88	NEP	REACHRA	15DUBLIN	5 Year Service	LARRY	O'DEA
89	NEP	ATH CLIATH 15	109Dublin	5 Year Service	Mary	O'Gara Rogers
90	NEP	GLEANN NA BOINNE	8MEATH	5 Year Service	Brenda-Lee	O'Neill
91	NEP	CAVAN MONAGHAN	3MONAGHAN	5 Year Service	MARK	O'REILLY
92	NEP	GLEANN NA BOINNE	17MEATH	5 Year Service	Dave	O'Sullivan
93	NEP	GLEANN NA BOINNE	1MEATH	5 Year Service	Eoin	Peacock
94	NEP	GLEANN NA BOINNE	6MEATH	5 Year Service	SUZIE	RAFTER



ADVENTURES BEGIN HERE... →



ADVENTURES BEGIN HERE... →



144	SEP	SUIEVE BLOOM	1LAOIS	5 Year Service	SHEILA	BARRETT
145	SEP	CILL MHANTAIN	1WICKLOW	5 Year Service	UTA	BEAN UJ ALMHAIN
146	SEP	SOUTH KILDARE	8WICKLOW	5 Year Service	MALCOLM	BERESFORD
147	SEP	CILL MHANTAIN	5WICKLOW	5 Year Service	Aaron	Bradshaw
148	SEP	CILL MHANTAIN	1WICKLOW	5 Year Service	MARTHA	BRENNAN
149	SEP	CILL MHANTAIN	11WICKLOW	5 Year Service	BRENDAN	BRIERTON
150	SEP	CILL DARA	1170KILDARE	5 Year Service	Barry	Brook
151	SEP	WEXFORD	2WEXFORD	5 Year Service	David	Byrne
152	SEP	CARLOW KILKENNY	5CARLOW	5 Year Service	Marie Therese	Byrne
153	SEP	CILL MHANTAIN	9WICKLOW	5 Year Service	THOMAS	BYRNE
154	SEP	SOUTH KILDARE	8WICKLOW	5 Year Service	BREDA	CAGNEY
155	SEP	SUIEVE BLOOM	7LAOIS	5 Year Service	JOSEPHINE	CLARK
156	SEP	SUIEVE BLOOM	7LAOIS	5 Year Service	GARY	CLARK
157	SEP	CILL MHANTAIN	9WICKLOW	5 Year Service	LAURA	COEY
158	SEP	SUIEVE BLOOM	3OFFALY	5 Year Service	PADRAIG	CONNAUGHTON
159	SEP	SOUTH KILDARE	2KILDARE	5 Year Service	JOHN PAUL	COTTER
160	SEP	SUIEVE BLOOM	9OFFALY	5 Year Service	LIAM	COUGHLAN
161	SEP	SUIEVE BLOOM	7OFFALY	5 Year Service	JOHN	CRONLY
162	SEP	CILL MHANTAIN	3WICKLOW	5 Year Service	Muiréann	Dallon
163	SEP	CILL MHANTAIN	5WICKLOW	5 Year Service	PAUL	DILLON
164	SEP	SUIEVE BLOOM	7OFFALY	5 Year Service	SHEILA	DORAN
165	SEP	CILL MHANTAIN	11WICKLOW	5 Year Service	Ciodagh	Doyle
166	SEP	CILL MHANTAIN	9WICKLOW	5 Year Service	DARREN	DOYLE
167	SEP	CILL MHANTAIN	1WICKLOW	5 Year Service	Jeffrey	Dunne
168	SEP	CILL MHANTAIN	1WICKLOW	5 Year Service	NIALL	DUNNE
169	SEP	SUIEVE BLOOM	1LAOIS	5 Year Service	Julian	Eails
170	SEP	SUIEVE BLOOM	1LAOIS	5 Year Service	SARAH	FITZSIMONS
171	SEP	CILL MHANTAIN	1WICKLOW	5 Year Service	ANGELA	FLYNN
172	SEP	CILL MHANTAIN	5WICKLOW	5 Year Service	SARAH	GALLIGAN
173	SEP	SUIEVE BLOOM	6LAOIS	5 Year Service	ANN-MARIE	GEE
174	SEP	SUIEVE BLOOM	7LAOIS	5 Year Service	MARY YVONNE	GLEESON
175	SEP	SOUTH KILDARE	8WICKLOW	5 Year Service	Deirdre	Grogan Grace
176	SEP	WATERFORD	31WATERFORD	5 Year Service	Kelley	Hall
177	SEP	SUIEVE BLOOM	7LAOIS	5 Year Service	ANN	HANNEVIG
178	SEP	CILL MHANTAIN	18WICKLOW	5 Year Service	AIDAN	HARTNETT
179	SEP	CILL DARA	18KILDARE	5 Year Service	DENISE	HAYES
180	SEP	SOUTH KILDARE	8WICKLOW	5 Year Service	DECLAN	HENDRICK
181	SEP	SOUTH KILDARE	8WICKLOW	5 Year Service	RAYMOND	HORAN
182	SEP	CILL DARA	18KILDARE	5 Year Service	Angela	Houlin Byrne
183	SEP	CARLOW KILKENNY	4CARLOW	5 Year Service	PHILLIPA	JENNINGS
184	SEP	CILL MHANTAIN	9WICKLOW	5 Year Service	DAVID	KAVANAGH
185	SEP	CILL MHANTAIN	1WICKLOW	5 Year Service	MICHELE	KEANE
186	SEP	SUIEVE BLOOM	7LAOIS	5 Year Service	PATRICIA	KEENAN
187	SEP	CARLOW KILKENNY	5CARLOW	5 Year Service	Patrick	Kelleher
188	SEP	SUIEVE BLOOM	1LAOIS	5 Year Service	GERALDINE	KELLY
189	SEP	CARLOW KILKENNY	4CARLOW	5 Year Service	Michelle	Kirby
190	SEP	CARLOW KILKENNY	4CARLOW	5 Year Service	James	Lakes
191	SEP	DUN LAOGHAIRE	5CARLOW	5 Year Service	DAVID	LAWTON
192	SEP	CILL MHANTAIN	11WICKLOW	5 Year Service	Michael	Lennon

95	NEP	FINGAL	38DUBLIN	5 Year Service	CARENA	RICKARD
96	NEP	CAVAN MONAGHAN	6CAVAN	5 Year Service	JACKIE	SEXTON
97	NEP	CAVAN MONAGHAN	3MONAGHAN	5 Year Service	Barry	Sherry
98	NEP	LAKELANDS	9WESTMEATH	5 Year Service	Nicholas	Skelly
99	NEP	GLEANN NA BOINNE	1WEATH	5 Year Service	Tina	Walsh
100	NEP	LOUTH	7LOUTH	5 Year Service	David George	Wardle
101	NEP	CAVAN MONAGHAN	3MONAGHAN	5 Year Service	ADELE	WOODS
102	NP	ERRIGAL	15DNEGAL	5 Year Service	Rose Marie	Bonner
103	NP	ERRIGAL	9DNEGAL	5 Year Service	ANDREW	BROWNE
104	NP	ERRIGAL	9DNEGAL	5 Year Service	GRAHAM	BUCHANAN
105	NP	ERNE	1/2FERMANAGH	5 Year Service	Simon	Burns
106	NP	BRIAN BORU	1TYRONE	5 Year Service	BRIAN	CAMPBELL
107	NP	BRIAN BORU	12ARMAGH	5 Year Service	MARTIN	CLARKE
108	NP	ERRIGAL	6DNEGAL	5 Year Service	KAREN	Coote
109	NP	ERRIGAL	1/2FERMANAGH	5 Year Service	Marcus	Corrigan
110	NP	DOWN & CONNOR	18BELFAST	5 Year Service	JOANNE	DOBBIN
111	NP	BRIAN BORU	1TYRONE	5 Year Service	MARGARET	FERRAN
112	NP	ERNE	4FERMANAGH	5 Year Service	Aileen	Fitzpatrick
113	NP	ERNE	17FERMANAGH	5 Year Service	NOEL	GILHEENEY
114	NP	ERRIGAL	15DNEGAL	5 Year Service	CAROL	GLENN
115	NP	BRIAN BORU	5/6DROMORE	5 Year Service	Jane	Hoy
116	NP	ERRIGAL	9DNEGAL	5 Year Service	BLAITHIN	LYNGH
117	NP	ERNE	18FERMANAGH	5 Year Service	Claire	Maguire
118	NP	ERNE	4FERMANAGH	5 Year Service	DANIEL	MAGUIRE
119	NP	ERNE	6FERMANAGH	5 Year Service	Conagh	Mahon
120	NP	BRIAN BORU	7DROMORE	5 Year Service	TERESA	MARTIN
121	NP	ERRIGAL	9DNEGAL	5 Year Service	PATRICIA	MC COLLUM
122	NP	ERRIGAL	6DNEGAL	5 Year Service	Della	Mc Ginty
123	NP	ERNE	4FERMANAGH	5 Year Service	MARTIN	MC GROY
124	NP	BRIAN BORU	8ARMAGH	5 Year Service	MARIE	MCBRIDE
125	NP	ERNE	18FERMANAGH	5 Year Service	Gemma	McDonagh
126	NP	BRIAN BORU	5/6DROMORE	5 Year Service	BRENDAN	McGEOUGH
127	NP	BRIAN BORU	8ARMAGH	5 Year Service	ELAINE	MCKEOWN
128	NP	BRIAN BORU	7DROMORE	5 Year Service	AMY	MCLARNON
129	NP	ERRIGAL	9DNEGAL	5 Year Service	RUTH	MILLIGAN
130	NP	ERNE	4FERMANAGH	5 Year Service	JENNIFER	MOFFATT
131	NP	DOWN & CONNOR	2BELFAST	5 Year Service	ROISIN	MULHOLLAND
132	NP	ERNE	1/2FERMANAGH	5 Year Service	MICHELE	MURPHY
133	NP	ERNE	1/2FERMANAGH	5 Year Service	Julie	O'Donnell
134	NP	ERNE	1/2FERMANAGH	5 Year Service	Paul	O'Hara
135	NP	ERNE	1/2FERMANAGH	5 Year Service	Jacqueline	Quinn
136	NP	ERNE	1/2FERMANAGH	5 Year Service	Declan	Quinn
137	NP	ERNE	4FERMANAGH	5 Year Service	JARLATH	RICE
138	NP	DOWN & CONNOR	10ANTRIM	5 Year Service	CATHERINE	RIDDELL
139	NP	ERRIGAL	9DNEGAL	5 Year Service	ANDREW	SMITH
140	NP	ERNE	11FERMANAGH	5 Year Service	NICOLA	TIMONEY
141	NP	DOWN & CONNOR	18BELFAST	5 Year Service	VINCENT	WATTS
142	NP	DOWN & CONNOR	18BELFAST	5 Year Service	NOREEN	WATTS
143	SEP	CILL MHANTAIN	11WICKLOW	5 Year Service	Jonathan	Baker

240	SP	DUN LAOGHAIRE	17/51CORK	5 Year Service	KEVIN	HICKEY
241	SP	COIS LAOI CHORCAI	4CORK	5 Year Service	MAEVE	KEARNEY
242	SP	DUN LAOGHAIRE	17/51CORK	5 Year Service	GERARD	KELLEHER
243	SP	LIMERICK	33/40LIMERICK	5 Year Service	Niamh	Kelly
244	SP	DUN LAOGHAIRE	17/51CORK	5 Year Service	STEPHEN	LYNCH
245	SP	TIPPERARY COIS SUIRE	27TIPPERARY	5 Year Service	Michael	McCarthy
246	SP	COIS LAOI CHORCAI	4CORK	5 Year Service	MICHAEL	MCCARTHY
247	SP	CORK NORTH	24/65CORK	5 Year Service	KATHLEEN	MCENERY
248	SP	CORK NORTH	54CORK	5 Year Service	EAMON	MCGRAITH
249	SP	TIPPERARY COIS SUIRE	7TIPPERARY	5 Year Service	Jonathan	McLoughlin
250	SP	LIMERICK	34/LIMERICK	5 Year Service	Jack	Muliane
251	SP	CORK NORTH	82CORK	5 Year Service	ALAN	MURPHY
252	SP	WEST CORK	8CORK	5 Year Service	PATRICIA	MURRAY
253	SP	LEE VALLEY	2CORK	5 Year Service	CLARE	NICHOLLS
254	SP	CORK NORTH	82CORK	5 Year Service	MOSSIE	O' SULLIVAN
255	SP	WEST CORK	8CORK	5 Year Service	Finbarr	O'Driscoll
256	SP	LIMERICK	33/40LIMERICK	5 Year Service	Aoife	O'Dwyer
257	SP	TIPPERARY COIS SUIRE	7TIPPERARY	5 Year Service	Marie	O'Farrell
258	SP	COIS LAOI CHORCAI	21/48/7189CORK	5 Year Service	HELEN	O'KEEFE
259	SP	LEE VALLEY	49CORK	5 Year Service	BRENDAN	O'KEEFE
260	SP	DUN LAOGHAIRE	17/51CORK	5 Year Service	SEAN	O'SULLIVAN
261	SP	COIS LAOI CHORCAI	21/48/7189CORK	5 Year Service	MARIA	PUNCH
262	SP	COIS LAOI CHORCAI	3/12CORK	5 Year Service	TIMMS	QUINLAN
263	SP	DUN LAOGHAIRE	17/51CORK	5 Year Service	STACEY	QUINN
264	SP	TIPPERARY COIS SUIRE	7TIPPERARY	5 Year Service	RICHARD	ROCHE
265	SP	LEE VALLEY	49CORK	5 Year Service	Keely	Sheehan
266	SP	LIMERICK	32LIMERICK	5 Year Service	COLM	SLEVIN
267	SP	LIMERICK	32LIMERICK	5 Year Service	MARTINA	SLEVIN
268	SP	CORK NORTH	67CORK	5 Year Service	Charlotte	Sloney
269	SP	CORK NORTH	67CORK	5 Year Service	Samantha	Surcliffe
270	SP	COIS LAOI CHORCAI	4CORK	5 Year Service	CIAN	TWOMEY
271	SP	LIMERICK	32LIMERICK	5 Year Service	MARGARET	TYRELL
272	SP	TIPPERARY COIS SUIRE	27TIPPERARY	5 Year Service	John	Walsh
273	WP	GALWAY	29GALWAY	5 Year Service	MARGARET	BUTLER
274	WP	MAYO	20MAYO	5 Year Service	Marie	Cox
275	WP	LOUGH KEEL	1/11ROSCOMMON	5 Year Service	SINEAD	CUMMINS
276	WP	YEATS	13SLIGO	5 Year Service	REGINA	DIAAMOND
277	WP	MAYO	3MAYO	5 Year Service	Christina	Dunleavy
278	WP	YEATS	13SLIGO	5 Year Service	PAUL	GERAGHTY
279	WP	MAYO	20MAYO	5 Year Service	Sean	Henry
280	WP	YEATS	13SLIGO	5 Year Service	LORRAINE	HOGAN
281	WP	MAYO	1MAYO	5 Year Service	Thomas	Horkan
282	WP	MAYO	3MAYO	5 Year Service	Jessica	Hughes

193	SEP	SLIEVE BLOOM	6TIPPERARY	5 Year Service	LOWN	
194	SEP	SLIEVE BLOOM	7OFFALY	5 Year Service	LYNAM	
195	SEP	DUN LAOGHAIRE	5CARLOW	5 Year Service	MAHER	
196	SEP	CILL MHANTAIN	9WICKLOW	5 Year Service	Marah	
197	SEP	CILL MHANTAIN	5WICKLOW	5 Year Service	McConnell	
198	SEP	CARLOW KILKENNY	4CARLOW	5 Year Service	McDonald	
199	SEP	CILL DARA		5 Year Service	McDonald	
200	SEP	SOUTH KILDARE	8WICKLOW	5 Year Service	MCMANUS	
201	SEP	SLIEVE BLOOM	1LAOIS	5 Year Service	MOLLOY	
202	SEP	CILL MHANTAIN	1WICKLOW	5 Year Service	MONTGOMERY	
203	SEP	SLIEVE BLOOM	9OFFALY	5 Year Service	MURPHY	
204	SEP	CILL MHANTAIN	5WICKLOW	5 Year Service	Aisling	
205	SEP	CILL MHANTAIN	9WICKLOW	5 Year Service	MICHAEL	Murray
206	SEP	SOUTH KILDARE	8WICKLOW	5 Year Service	GARY	O'CONNOR
207	SEP	CILL MHANTAIN	1WICKLOW	5 Year Service	JENNIFER	O'CONNOR
208	SEP	CILL MHANTAIN	1WICKLOW	5 Year Service	JAMES	O'SULLIVAN
209	SEP	CILL MHANTAIN	9WICKLOW	5 Year Service	LORETTA	O'SULLIVAN
210	SEP	SOUTH KILDARE	12WICKLOW	5 Year Service	Annette	O'Toole
211	SEP	DUN LAOGHAIRE	5CARLOW	5 Year Service	ELAINE JEAN	PENKETH
212	SEP	CILL MHANTAIN	5WICKLOW	5 Year Service	PATRICK	PIPKL
213	SEP	CILL MHANTAIN	1WICKLOW	5 Year Service	LIZ	PLUCK
214	SEP	SLIEVE BLOOM	4OFFALY	5 Year Service	Pauline	Price
215	SEP	CILL MHANTAIN	1WICKLOW	5 Year Service	DON	SCOTT
216	SEP	SLIEVE BLOOM	6TIPPERARY	5 Year Service	LORRAINE	SHAW
217	SEP	SLIEVE BLOOM	7LAOIS	5 Year Service	MARGUERITE	SHEERAN
218	SEP	WATERFORD	38WATERFORD	5 Year Service	CATHY	SKILTON
219	SEP	CILL DARA	1/10KILDARE	5 Year Service	KIERAN	SLEVIN
220	SEP	CILL MHANTAIN	9WICKLOW	5 Year Service	JOYCE	TIMMS
221	SEP	CILL MHANTAIN	7WICKLOW	5 Year Service	Ruth	Trevasakis
222	SEP	CILL MHANTAIN	7WICKLOW	5 Year Service	Mary Rose	Walker
223	SEP	SLIEVE BLOOM	7OFFALY	5 Year Service	NEAL	WALLACE
224	SEP	CILL DARA	18KILDARE	5 Year Service	Yvonne	Wallace
225	SP	CORK NORTH	105CORK	5 Year Service	BERNADETTE	BARRY
226	SP	LEE VALLEY	2CORK	5 Year Service	Sinead	Bartley
227	SP	COIS LAOI CHORCAI	4CORK	5 Year Service	KEALAN	BURKE
228	SP	CORK NORTH	24/65CORK	5 Year Service	PETER	BUTLER
229	SP	LIMERICK	32LIMERICK	5 Year Service	GERALDINE	CALLANAN
230	SP	LIMERICK	33/40LIMERICK	5 Year Service	Clodagh	Campbell
231	SP	LIMERICK	33/40LIMERICK	5 Year Service	Michael	Carey
232	SP	TIPPERARY COIS SUIRE	7TIPPERARY	5 Year Service	Leo	Coffey
233	SP	COIS LAOI CHORCAI	4CORK	5 Year Service	OWEN	COLLINS
234	SP	CORK NORTH	67CORK	5 Year Service	John Joe	Cremtin
235	SP	LIMERICK	32LIMERICK	5 Year Service	GEORGE	FITZPATRICK
236	SP	LIMERICK	32LIMERICK	5 Year Service	CAROLINE	FLAHEE
237	SP	LIMERICK	32LIMERICK	5 Year Service	NOLIN	GUINANE
238	SP	CORK NORTH	18/19CORK	5 Year Service	PATRICK	HEALY
239	SP	TIPPERARY COIS SUIRE	7TIPPERARY	5 Year Service	Brian	Hickey



332	NEP	REACHRA	73DUBLIN	10 Year Service	Cathal	Gahan
333	NEP	CAVAN MONAGHAN	3MONAGHAN	10 Year Service	CAOIMHE	GARTLAN
334	NEP	LOUTH	1/25LOUTH	10 Year Service	Allan	Mathews
335	NEP	CAVAN MONAGHAN	3MONAGHAN	10 Year Service	MARIANNE	MCENEANEY
336	NEP	LOUTH	1/25LOUTH	10 Year Service	Andrew	McManus
337	NEP	CAVAN MONAGHAN	3MONAGHAN	10 Year Service	COLM	O'HAGAN
338	NEP	ATH CLIAITH 15	175DUBLIN	10 Year Service	FRANK	PEELO
339	NEP	REACHRA	73DUBLIN	10 Year Service	AnnMarie	Punch
340	NEP	CAVAN MONAGHAN	2CAVAN	10 Year Service	JOHN	QUIGLEY
341	NEP	FINGAL	153DUBLIN	10 Year Service	OWEN JAMES	QUINN JNR
342	NP	DOWN & CONNOR	18BELFAST	10 Year Service	JOSEPH	BOYLE
343	NP	ERNE	4FERMANAGH	10 Year Service	MARY	BRADY
344	NP	DOWN & CONNOR	10ANTRIM	10 Year Service	JOHN	BROWN
345	NP	ERNE	4FERMANAGH	10 Year Service	DENISE	CASSIDY
346	NP	ERNE	1/23FERMANAGH	10 Year Service	Marcus	Corrigan
347	NP	#N/A	ERNE	10 Year Service	CELINE	GLEESON
348	NP	BRIAN BORU	1TYRONE	10 Year Service	EAMONN	GOODWIN
349	NP	ERRIGAL	7DONEGAL	10 Year Service	Nuala	Knox
350	NP	ERNE	4FERMANAGH	10 Year Service	COLIN	LIVELY
351	NP	BRIAN BORU	8ARMAGH	10 Year Service	SEANNA	Magill
352	NP	DOWN & CONNOR	18BELFAST	10 Year Service	KATRINA	MCGANN
353	NP	DOWN & CONNOR	10ANTRIM	10 Year Service	CLARE	MULVENNA
354	NP	ERRIGAL	6DONEGAL	10 Year Service	Colm	O'Dwyer
355	NP	ERNE	4FERMANAGH	10 Year Service	BARRY	PRUNTY
356	NP	ERRIGAL	7DONEGAL	10 Year Service	Catherine	Smith
357	NP	DOWN & CONNOR	18BELFAST	10 Year Service	NOREEN	WATTS
358	SEP	SOUTH KILDARE	12WICKLOW	10 Year Service	ANDY	BARBER
359	SEP	CILL MHANTAIN	17WICKLOW	10 Year Service	ZOE	BLACK
360	SEP	CILL MHANTAIN	1WICKLOW	10 Year Service	SIMON	BLANKENSEE
361	SEP	CILL MHANTAIN	5WICKLOW	10 Year Service	Roxane	Byrne
362	SEP	CILL MHANTAIN	4WICKLOW	10 Year Service	BRIGID	CREAVIN
363	SEP	#N/A		10 Year Service	Paddy	Dempsey
364	SEP	SLIEVE BLOOM	2OFFALY	10 Year Service	CHRISTINE	DOORLEY
365	SEP	#N/A	1WICKLOW/2DUBLIN	10 Year Service	ANTHONY	FINNEGAN
366	SEP	CILL MHANTAIN	6WICKLOW	10 Year Service	GERRY	FITZGERALD
367	SEP	CILL MHANTAIN	6WICKLOW	10 Year Service	MARY	FITZGERALD
368	SEP	SLIEVE BLOOM	2OFFALY	10 Year Service	MARGARET	FLEMING
369	SEP	SLIEVE BLOOM	4OFFALY	10 Year Service	Barry	Hearnis
370	SEP	SLIEVE BLOOM	1LAOIS	10 Year Service	MAURA	KENNY
371	SEP	CILL MHANTAIN	1WICKLOW	10 Year Service	PAM	LUCKIE
372	SEP	CILL MHANTAIN	1WICKLOW	10 Year Service	ANTHONY	MAY
373	SEP	CILL DARA	1/10KILDARE	10 Year Service	Lorna	McDonald
374	SEP	CARLOW KILKENNY	4CARLOW	10 Year Service	Bligit	Meaney
375	SEP	SOUTH KILDARE	12WICKLOW	10 Year Service	GWYNETH	MILEY
376	SEP	CILL DARA	1/10KILDARE	10 Year Service	BRENDA	MURTAGH
377	SEP	SLIEVE BLOOM	2OFFALY	10 Year Service	CHRISTINE	O'HARA
378	SEP	CILL MHANTAIN	5WICKLOW	10 Year Service	Pauline	O'Toole
379	SEP	CILL MHANTAIN	9WICKLOW	10 Year Service	HEATHER	REDMOND

283	WP	YEATS	13SLIGO	5 Year Service	Margaret	Kelly
284	WP	GALWAY	29GALWAY	5 Year Service	GERALDINE	KINNEVEY
285	WP	GALWAY	8GALWAY	5 Year Service	MALACHY	LAVELLE
286	WP	MAYO	20MAYO	5 Year Service	Bridie	Lawlor
287	WP	GALWAY	29GALWAY	5 Year Service	CRAIG	MCCLEANE
288	WP	YEATS	13SLIGO	5 Year Service	Maeve	McCormack
289	WP	LOUGH KEEL	11TIROSCOMMON	5 Year Service	Anmaria	McHugh
290	WP	GALWAY	29GALWAY	5 Year Service	SEAMUS	MOORE
291	WP	GALWAY	29GALWAY	5 Year Service	CAITRIONA	NIC MUIRIS
292	WP	GALWAY	29GALWAY	5 Year Service	CHRIS	ROCHE
293	WP	GALWAY	29GALWAY	5 Year Service	MARY	WALSH
294	WP	MAYO	3MAYO	5 Year Service	KATHLEEN MARIE	WALSH
295	WP	MAYO	3MAYO	5 Year Service	TONY	WALSH
296	DSP	DUBLINIA	94Dublin	10 Year Service	COLETTE	BRENNAN
297	DSP	DUBLINIA	91Dublin	10 Year Service	Shane	Briggs
298	DSP	DUBLINIA	94Dublin	10 Year Service	Stephen	Carey
299	DSP	DUBLINIA	45Dublin	10 Year Service	Paul	Doyle
300	DSP	3 ROCK	137DUBLIN	10 Year Service	PHILIP	DOYLE
301	DSP	DODDER	7DUBLIN	10 Year Service	Aoife	Fitzpatrick
302	DSP	TOLKA	177DUBLIN	10 Year Service	LOUISE	GILLEN
303	DSP	DUBLINIA	94Dublin	10 Year Service	BRIAN	HENDERSON
304	DSP	TOLKA	177DUBLIN	10 Year Service	STEPHEN	KIRBY
305	DSP	DODDER	21DUBLIN	10 Year Service	ADRIAN	MARTIN
306	DSP	DUBLINIA	78Dublin	10 Year Service	David	McGowan
307	DSP	CLUAIN TOIRC	10DUBLIN	10 Year Service	BRENDAN	MURPHY
308	DSP	DUBLINIA	45Dublin	10 Year Service	Stephen	O'Connor
309	DSP	CLUAIN TOIRC	10DUBLIN	10 Year Service	MICHAEL	OKEEFFE
310	DSP	MOUNTPELIER	112DUBLIN	10 Year Service	MARK	ONEILL
311	DSP	MOUNTPELIER	112DUBLIN	10 Year Service	MICHAEL	PHELAN
312	DSP	3 ROCK	137DUBLIN	10 Year Service	Dorothy	Roe
313	DSP	MOUNTPELIER	112DUBLIN	10 Year Service	JIM	ROGERS
314	DSP	MOUNTPELIER	112DUBLIN	10 Year Service	ANDREW	SLOWEY
315	DSP	DUBLINIA	94Dublin	10 Year Service	PAULINE	THOMPSON
316	DSP	DUBLINIA	94Dublin	10 Year Service	GLEN	VINCE
317	DSP	CLUAIN TOIRC	18DUBLIN	10 Year Service	STEPHEN	WALDRON
318	DSP	TOLKA	45/129/190DUBLIN	10 Year Service	PAUL	WALSH
319	NEP	FINGAL	153DUBLIN	10 Year Service	Aoibheann	BIRD
320	NEP	REACHRA	73DUBLIN	10 Year Service	Gerard	Clancy
321	NEP	FINGAL	28DUBLIN	10 Year Service	DAVID	CLARKE
322	NEP	FINGAL	153DUBLIN	10 Year Service	PAULA	CORR
323	NEP	LOUTH	12/5LOUTH	10 Year Service	Grainne	Cormiskey
324	NEP	CAVAN MONAGHAN	3MONAGHAN	10 Year Service	BARRY	CUNNINGHAM
325	NEP	LOUTH	34/6LOUTH	10 Year Service	Gavin	Devitt
326	NEP	LOUTH	5LOUTH	10 Year Service	Marian	Dullaghan
327	NEP	REACHRA	73DUBLIN	10 Year Service	Aidan	Dunne
328	NEP	REACHRA	15DUBLIN	10 Year Service	DONAL	DWYER
329	NEP	#N/A		10 Year Service	Jackie	Faulkner
330	NEP	ATH CLIAITH 15	109Dublin	10 Year Service	GREGG	FINNEGAN
331	NEP	ATH CLIAITH 15	109Dublin	10 Year Service	LIZ	FINNEGAN

380	SEP	CILL MHANTÁIN	5WICKLOW	10 Year Service	DEBBIE	REYNOLDS
381	SEP	WATERFORD	36WATERFORD	10 Year Service	ASHLEY	SKILTON
382	SP	TIPPERARY COIS	7TIPPERARY	10 Year Service	Tara	Armitage
383	SP	LIMERICK	33/40LIMERICK	10 Year Service	MARIANNE	BARRETT
384	SP	CORK NORTH	105CORK	10 Year Service	RAYMOND	BARRY
385	SP	CORK NORTH	105CORK	10 Year Service	EILISH	BARRY
386	SP	LIMERICK	33/40LIMERICK	10 Year Service	DAVID	BOURKE
387	SP	CORK NORTH	13CORK	10 Year Service	JOHN	CASEY
388	SP	CORK NORTH	54CORK	10 Year Service	PATRICK	COTTER
389	SP	DUN LAOGHAIRE	17/51CORK	10 Year Service	SHANE	CROWLEY
390	SP	CORK NORTH	67CORK	10 Year Service	PAT	DUNNE
391	SP	TIPPERARY COIS	7TIPPERARY	10 Year Service	JOHN	HICKEY
392	SP	CORK NORTH	54CORK	10 Year Service	AISLING	KENNEALLY
393	SP	LEE VALLEY	49CORK	10 Year Service	RICHARD	LINEHAN
394	SP	TIPPERARY COIS	7TIPPERARY	10 Year Service	BRENDAN	LOOBY
395	SP	LIMERICK	33/40LIMERICK	10 Year Service	MICHELLE	MAGNIER
396	SP	CORK NORTH	105CORK	10 Year Service	MARY	MAHON
397	SP	LIMERICK	33/40LIMERICK	10 Year Service	ASHLING	MALONE
398	SP	CORK NORTH	54CORK	10 Year Service	ROSE	MCGRATH
399	SP	TIPPERARY COIS	7TIPPERARY	10 Year Service	Jonathan	McLoughlin
400	SP	LIMERICK	33/40LIMERICK	10 Year Service	STEPHEN	MULHALL
401	SP	TIPPERARY COIS	7TIPPERARY	10 Year Service	PAT	O DONNELL
402	SP	CORK NORTH	67CORK	10 Year Service	PAUDY	O'BRIEN
403	SP	LEE VALLEY	49CORK	10 Year Service	CAROLINE	OKEFFE
404	SP	WEST CORK	8CORK	10 Year Service	BERNARD	O'LEARY
405	SP	COIS LAOI CHORCAI	21/48/71/89CORK	10 Year Service	PAUL	RAMSELL
406	SP	KERRY	2KERRY	10 Year Service	HELEN	REGAN
407	SP	#N/A		10 Year Service	PETER	ROCHE
408	SP	KERRY	8KERRY	10 Year Service	ECKHART	VOGELSAANG
409	SP	TIPPERARY COIS	7TIPPERARY	10 Year Service	JOE	-ODWYER
410	WP	MAYO	1MAYO	10 Year Service	BREDA	WALSH
411	WP	MAYO	20MAYO	10 Year Service	Miriam	CECCHETTI
412	WP	MAYO	20MAYO	10 Year Service	Nuala	Moran (Cooney)
413	WP	LOUGH KEEL	3LEITRIM	10 Year Service	EUGENE	Mullins
414	DSP	TOLKA	177DUBLIN	15 Year Service	EAMONN	WOODS
415	DSP	TOLKA	177DUBLIN	15 Year Service	EAMONN	CORRIGAN
416	DSP	DUBLINIA	45Dublin	15 Year Service	James	Cullen
417	DSP	DUBLINIA	78Dublin	15 Year Service	Val	Doyle
418	DSP	MOUNTPELIER	112DUBLIN	15 Year Service	CHRISTINE	ELLIS
419	DSP	TOLKA	910DUBLIN	15 Year Service	BRENDA	FLEMING
420	DSP	TOLKA	910DUBLIN	15 Year Service	MARIE	HEGARTY
421	DSP	TOLKA	910DUBLIN	15 Year Service	TERESA	HENNESSY

422	DSP	TOLKA	910DUBLIN	15 Year Service	DERMOT	KINANE
423	DSP	3 ROCK	137DUBLIN	15 Year Service	TARA	MURPHY
424	DSP	MOUNTPELIER	112DUBLIN	15 Year Service	LOUISA	RICHARDSON
425	DSP	TOLKA	910DUBLIN	15 Year Service	MAY	SCULLY
426	NEP	FINGAL	38DUBLIN	15 Year Service	BRENDAN	COWZER
427	NEP	LOUTH	1/2/5LOUTH	15 Year Service	Grianne	Cumiskey
428	NEP	CAVAN MONAGHAN	2CAVAN	15 Year Service	ANDREW	FANNON
429	NEP	ATH CLIAITH 15	109Dublin	15 Year Service	LIZ	FINNAN
430	NEP	LAKELANDS	9WESTMEATH	15 Year Service	LORETO	FLANAGAN
431	NEP	REACHRA	73DUBLIN	15 Year Service	Mark	Hardiman
432	NEP	CAVAN MONAGHAN	3MONAGHAN	15 Year Service	PETER	MEE
433	NEP	LAKELANDS	5WESTMEATH	15 Year Service	DEIRDRE	O'CONNOR
434	NEP	REACHRA	73DUBLIN	15 Year Service	Marion	Punch
435	NEP	LOUTH	1/2/5LOUTH	15 Year Service	Fintan	Sherridan
436	NEP	CAVAN MONAGHAN	3MONAGHAN	15 Year Service	JONATHAN	THORNTON
437	NP	FINGAL	28DUBLIN	15 Year Service	DAVID	CLARKE
438	NP	ERNE	11FERMANAGH	15 Year Service	HUGHIE	FERGUSON
439	NP	ERNE	11FERMANAGH	15 Year Service	MARIE	GREENE
440	NP	DOWN & CONNOR	18BELFAST	15 Year Service	KAREN	LEE
441	NP	DOWN & CONNOR	10ANTRIM	15 Year Service	BARRY	MAGEEAN
442	NP	ERRIGAL	7DNEGAL	15 Year Service	James	McGuinness
443	NP	BRIAN BORU	5/6DROMORE	15 Year Service	PATRICIA	MCEVOY
444	NP	DOWN & CONNOR	18BELFAST	15 Year Service	STEPHEN	SHERIDAN
445	NP	ERNE	1/23FERMANAGH	15 Year Service	BARRY	WATSON
446	SEP	SLIEVE BLOOM	1WICKLOW	15 Year Service	MARY	BRENNAN
447	SEP	SLIEVE BLOOM	3LAOIS	15 Year Service	JOHNNY	CAMPION
448	SEP	SLIEVE BLOOM	3LAOIS	15 Year Service	PAUL	CASHIN
449	SEP	CILL DARA	1/10KILDARE	15 Year Service	DAVID	COYNE
450	SEP	WEXFORD	2WEXFORD	15 Year Service	Niall	Donovan
451	SEP	WATERFORD	17/20WATERFORD	15 Year Service	MIRIAM	FANNING
452	SEP	CILL MHANTÁIN	1WICKLOW	15 Year Service	Claire	Finnegan
453	SEP	SLIEVE BLOOM	3OFFALY	15 Year Service	MARY TERESA	HAYES
454	SEP	CILL MHANTÁIN	5WICKLOW	15 Year Service	FIONA	HAYES
455	SEP	CILL MHANTÁIN	7WICKLOW	15 Year Service	Nora	Kennedy
456	SEP	CILL MHANTÁIN	18WICKLOW	15 Year Service	EUGENE	MCHUGH
457	SEP	CILL MHANTÁIN	1WICKLOW	15 Year Service	PAUL	TYRRELL
458	SP	LEE VALLEY	2CORK	15 Year Service	TIMOTHY	CALVERT
459	SP	COIS LAOI CHORCAI	4CORK	15 Year Service	MARY	GRONIN
460	SP	TIPPERARY COIS	7TIPPERARY	15 Year Service	TINA	ENGLISH
461	SP	CORK NORTH	105CORK	15 Year Service	Eileen	Fisher
462	SP	COIS LAOI CHORCAI	66CORK	15 Year Service	ROBIN	JOHNSTON
463	SP	COIS LAOI CHORCAI	21/48/71/89CORK	15 Year Service	MARK	LONG
464	SP	COIS LAOI CHORCAI	80CORK	15 Year Service	Neil	Mahony
465	SP	COIS LAOI CHORCAI	21/48/71/89CORK	15 Year Service	DES	MCCARTHY
466	SP	CORK NORTH	29/30CORK	15 Year Service	ELIZABETH	O BRIEN
467	SP	LIMERICK	32LIMERICK	15 Year Service	JONATHAN	O'NEILL
468	SP	DUN LAOGHAIRE	17/51CORK	15 Year Service	VAL	QUIGLEY
469	WP	LOUGH KEEL	1/11ROSCOMMON	15 Year Service	TREVOR	CONROY



470	WP	GALWAY	8GALWAY	15 Year Service	SEAN	GREENE
471	WP	GALWAY	8GALWAY	15 Year Service	THOMAS	SHERIDAN
472	WP	GALWAY	29GALWAY	15 Year Service	DECLAN	SLEMON
473	DSP	TOLKA	19DUBLIN	20 Year Service	SEAN	BYRNE
474	DSP	MOUNTPELIER	112DUBLIN	20 Year Service	TOM	CURRAN
475	DSP	MOUNTPELIER	112DUBLIN	20 Year Service	OLGA	CURRAN
476	DSP	TOLKA	19/36DUBLIN	20 Year Service	IAN	DE MANGE
477	DSP	TOLKA	19/36DUBLIN	20 Year Service	ANITA	KELLY
478	DSP	TOLKA	76/122DUBLIN	20 Year Service	RICHARD	LAWRENCE
479	DSP	CLUAIN TOIRC	18DUBLIN	20 Year Service	JOHN	MCGOVERN
480	DSP	CLUAIN TOIRC	1DUBLIN	20 Year Service	TOM	MCKIERMAN
481	DSP	TOLKA	19/36DUBLIN	20 Year Service	DARREN	SHIELDS
482	DSP	CLUAIN TOIRC	18DUBLIN	20 Year Service	MAURICE	WOOD
483	DSP	3 ROCK	137DUBLIN	20 Year Service	DEIRDRE	WORTHINGTON
484	NEP	FINGAL	28DUBLIN	20 Year Service	DAVID	CLARKE
485	NEP	FINGAL	38DUBLIN	20 Year Service	BRENDAN	COWZER
486	NEP	ATH CLIAITH 15	181Dublin	20 Year Service	KEITH	D'ARCY
487	NEP	GLEANN NA BOINNE	17MEATH	20 Year Service	Niall	Duignan
488	NEP	ATH CLIAITH 15	109Dublin	20 Year Service	LIZ	FINNEGAN
489	NEP	CAVAN MONAGHAN	2CAVAN	20 Year Service	JOHNNY	HANCOX
490	NEP	CAVAN MONAGHAN	3MONAGHAN	20 Year Service	LIAM	MURRAY
491	NP	ERNE	1/2/3FERMANAGH	20 Year Service	PHILLIP	DARCY
492	NP	DOWN & CONNOR	18BELFAST	20 Year Service	Mervyn	Hanna
493	NP	BRIAN BORU	5/6DROMORE	20 Year Service	Andrew	Harbison
494	NP	DOWN & CONNOR	29BELFAST	20 Year Service	SIOBHAN	LAVERTY
495	NP	ERRIGAL	7DONEGAL	20 Year Service	James	Mc Guinness
496	NP	DOWN & CONNOR	18BELFAST	20 Year Service	THOMASENA	MCCANN
497	NP	BRIAN BORU	14TYRONE	20 Year Service	DEIRDRE	MCDONALD
498	NP	ERNE	4FERMANAGH	20 Year Service	DOMINIC	MCMAHON
499	NP	ERNE	1/2/3FERMANAGH	20 Year Service	CONAL	ODONNELL
500	NP	ERNE	1/2/3FERMANAGH	20 Year Service	TERESA	O'REILLY
501	SEP	CILL MHANTAIN	12WICKLOW	20 Year Service	MICHAEL	CARROLL
502	SEP	CILL MHANTAIN	18WICKLOW	20 Year Service	SHELLA	HASKINS
503	SEP	WEXFORD	2WEXFORD	20 Year Service	Helen	Keioe
504	SEP	CILL MHANTAIN	17WICKLOW	20 Year Service	BRIAN	MERRIMAN
505	SP	CORK NORTH	18/19CORK	20 Year Service	KENNETH	BARRY
506	SP	DUN LAOGHAIRE	17/51CORK	20 Year Service	ROGER	CLEARY
507	SP	TIPPERARY COIS SUIRE	27TIPPERARY	20 Year Service	John	Cloonan
508	SP	LEE VALLEY	109CORK	20 Year Service	DAN	DOWNEY
509	SP	KERRY	2KERRY	20 Year Service	WILLIAM	HEASLIP
510	SP	CORK NORTH	105CORK	20 Year Service	LIAM	LAWTON
511	SP	COIS LAOI CHORCAI	21/48/71/89CORK	20 Year Service	DEREK	LONG
512	SP	COIS LAOI CHORCAI	21/48/71/89CORK	20 Year Service	OLGA	LONG
513	SP	LEE VALLEY	109CORK	20 Year Service	BRIAN	LOUGHEED
514	SP	DUN LAOGHAIRE	17/51CORK	20 Year Service	KIERAN	LYNCH
515	SP	CORK NORTH	17/51CORK	20 Year Service	DOREEN	MCCARTHY
516	SP	LIMERICK	33/40/LIMERICK	20 Year Service	Margaret	O'Riordan

517	SP	COIS LAOI CHORCAI	2148/71/89CORK	20 Year Service	DENISE	O'SULLIVAN-WALSH
518	SP	CORK NORTH	18/19CORK	20 Year Service	ROBERT GERARD	WALSH
519	WP	MAYO	20MAYO	20 Year Service	HENK	WILERS
520	DSP	TOLKA	19/36DUBLIN	25 Year Service	BETTY	BARRY
521	DSP	TOLKA	76/122DUBLIN	25 Year Service	ANTHONY	BYRNE
522	DSP	DUBLINIA	94Dublin	25 Year Service	Stephen	Coffey
523	DSP	CLUAIN TOIRC	66DUBLIN	25 Year Service	GERARD	GARRAHAN
524	DSP	DUBLINIA	44/93Dublin	25 Year Service	Gerrard	Hynes
525	DSP	TOLKA	9/10DUBLIN	25 Year Service	BEN	MCGARRY
526	DSP	3 ROCK	137DUBLIN	25 Year Service	ANTHONY	ROE
527	NEP	FINGAL	28DUBLIN	25 Year Service	DAVID	CLARKE
528	NEP	ATH CLIAITH 15	109Dublin	25 Year Service	ELAINE	COSTELLO
529	NEP	FINGAL	38DUBLIN	25 Year Service	BRENDAN	COWZER
530	NEP	GLEANN NA BOINNE	1MEATH	25 Year Service	HEDWIGE	HUGHES
531	NP	ERNE	1/2/3FERMANAGH	25 Year Service	ANNE	GIBSON
532	NP	ERRIGAL	7DONEGAL	25 Year Service	James	Mc Guinness
533	NP	DOWN & CONNOR	10ANTRIM	25 Year Service	JIM	MCLDUFF
534	NP	ERNE	1/2/3FERMANAGH	25 Year Service	Maire	O'Connor
535	NP	BRIAN BORU	8ARMAGH	25 Year Service	OWEN ROE	ONEILL
536	SEP	CILL MHANTAIN	5WICKLOW	25 Year Service	THOMAS	QUINN
537	SEP	CILL MHANTAIN	5WICKLOW	25 Year Service	KAREN	BLACKBYRNE
538	SEP	CILL MHANTAIN	5WICKLOW	25 Year Service	STEPHEN	CARVILL
539	SEP	#N/A	1WICKLOW/2DUBLIN	25 Year Service	ANTHONY	FINNEGAN
540	SEP	CILL MHANTAIN	1WICKLOW	25 Year Service	JOAN	JONES
541	SEP	CILL MHANTAIN	5WICKLOW	25 Year Service	FIDELMA	SAVAGE
542	SP	TIPPERARY COIS SUIRE	7TIPPERARY	25 Year Service	KEVIN	HUBBARD
543	SP	TIPPERARY COIS SUIRE	27TIPPERARY	25 Year Service	Robert	Phelan
544	SP	KERRY	8KERRY	25 Year Service	SEAN	SWEENEY
545	SP	LEE VALLEY	2CORK	25 Year Service	ALEX	TREACY
546	DSP	COIS FARRAIGE	52DUBLIN	30 Year Service	Mark	Blake
547	DSP	TOLKA	19/36DUBLIN	30 Year Service	VINCENT	CAHILL
548	DSP	COIS FARRAIGE	52DUBLIN	30 Year Service	KARINE	CONNOLLY
549	DSP	COIS FARRAIGE	52DUBLIN	30 Year Service	KENNETH	CONNOLLY
550	DSP	TOLKA	1DUBLIN	30 Year Service	KENNETH	GERAGHTY
551	DSP	COIS FARRAIGE	52DUBLIN	30 Year Service	Patricia	Hayden Blake
552	DSP	DUBLINIA	94Dublin	30 Year Service	Pat	McCartin
553	DSP	TOLKA	9/10DUBLIN	30 Year Service	MARGARET	MCGARRY
554	DSP	DUBLINIA	78Dublin	30 Year Service	Sandra	McKernan
555	DSP	TOLKA	9/10DUBLIN	30 Year Service	COLETTE	RYAN
556	DSP	DUBLINIA	94Dublin	30 Year Service	DAVID	SMITH
557	NP	DOWN & CONNOR	10ANTRIM	30 Year Service	KIERAN	COPELAND
558	NP	DOWN & CONNOR	29BELFAST	30 Year Service	JEROME	DAWSON
559	SEP	CILL MHANTAIN	9WICKLOW	30 Year Service	EITHNE	CANTWELL
560	SEP	SUIVE BLOOM	3LAOIS	30 Year Service	ANGELA	DRENNAN
561	SEP	CILL MHANTAIN	9WICKLOW	30 Year Service	MAJELLA	MYLER



ADVENTURES BEGIN HERE...



PATRON Michael D. Higgins
PRESIDENT OF IRELAND

SCOUTING IRELAND
GASÓGA na HEIREANN
ADVENTURES BEGIN HERE

Reg. No. 397084
Charity No. CHY3507

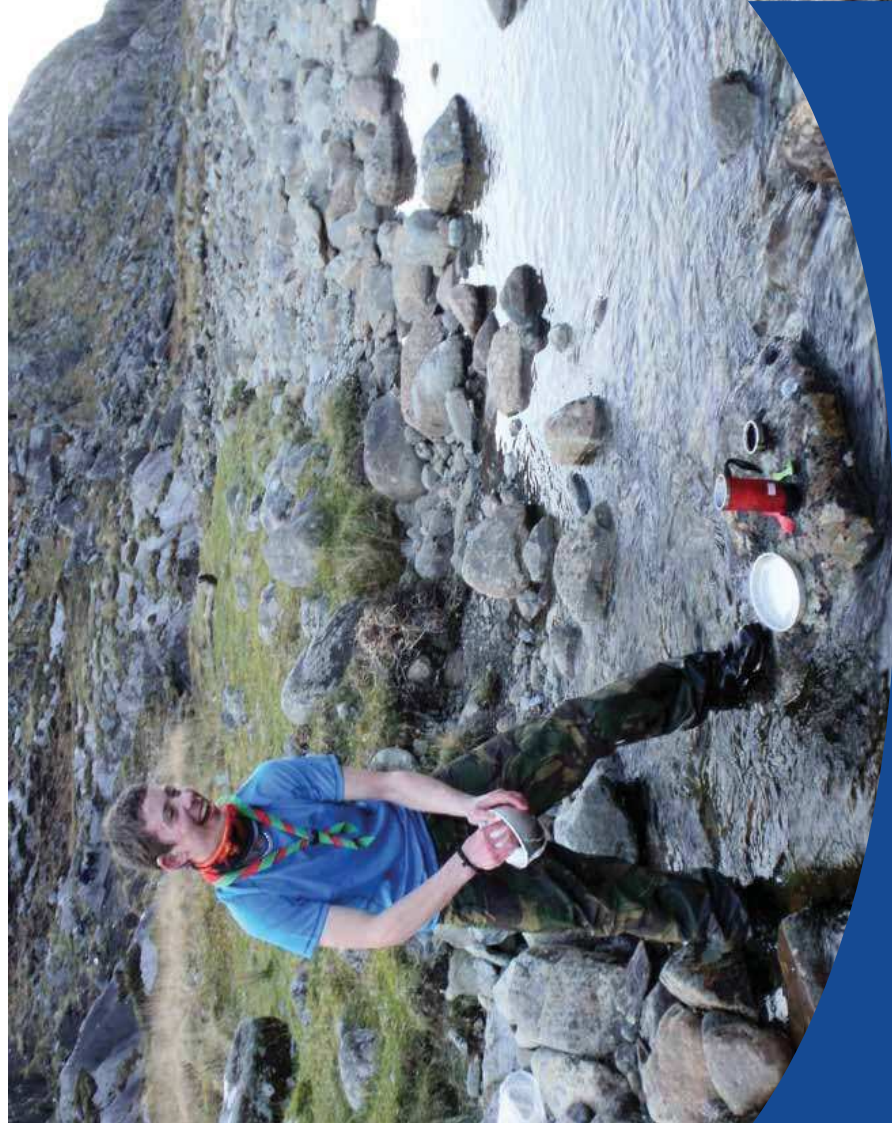
Scouting Ireland
National Office
Larch Hill
Dublin 16



SCOUTS
Creating a Better World

Member of World Organisation of the Scout Movement

562	SEP	CILL MHANTÁIN	9WICKLOW	30 Year Service	JAMES	MYLER
563	SEP	CILL MHANTÁIN	5WICKLOW	30 Year Service	FIDELMA	SAVAGE
564	SEP	CILL MHANTÁIN	11WICKLOW	30 Year Service	MARGARET	SUTTON
565	SEP	CILL MHANTÁIN	5WICKLOW	30 Year Service	ADRIENNE	WHITE
566	SP	LEE VALLEY	2CORK	30 Year Service	PATRICIA	BARBER
567	SP	LEE VALLEY	2CORK	30 Year Service	DAVID	KINNEAR
568	SP	#N/A		30 Year Service	Robert	Wallace
569	SP	LEE VALLEY	2CORK	30 Year Service	ALAN	WOLFE
570	NP	ERNE	112/3FERMANAGH	40 Year Service	PAT	GALLAGHER
571	NP	ERNE	112/3FERMANAGH	40 Year Service	FRANK	O'REILLY
572	SEP	CILL MHANTÁIN	1WICKLOW	40 Year Service	MARY	FITZPATRICK
573	NP	ERNE	112/3FERMANAGH	50 Year Service	BERNARD	O'CONNOR
574	SEP	CILL MHANTÁIN	1WICKLOW	50 Year Service	DONAL	MCGAHON
575	SP	LEE VALLEY	37CORK	50 Year Service	DONAL	MC CARTHY
576	SP	LEE VALLEY	2CORK	50 Year Service	DONALD	TROTTER
577	SP	COIS LAOI CHORCAI	21/48/71/89CORK	50 Year Service	RAY	WALSH
578	SP	LIMERICK	3LIMERICK	LLSS Life Long Service to Scouting	TIMOTHY	DONOVAN



DISCOVER TOGETHER