



#GOODFORYOU



Scouts
Norfolk

Annual Report 2021



County President

A very warm welcome to you all for our Scouting Annual Review for the year 2020-2021

I am so incredibly proud of everything that has been achieved in the last twelve months during the most difficult and testing of circumstances. Over the pandemic, Norfolk Scouting has proved not only resilient, but remarkably forward thinking, creative and imaginative in the way the organisation has been able to adapt, and continue to meet and serve the needs of so many of the county's young people.

And that organisation is of course YOU. We would be nowhere at all without our incredible volunteers, so please never think you are taken for granted. Your service has been nothing short of inspirational over this last year, and I do congratulate you and thank you from the bottom of my heart, for everything you have achieved.



“Your service has been nothing short of inspirational over this last year, and I do congratulate you and thank you from the bottom of my heart, for everything you have achieved.”

It is my fervent hope (as with everyone else!) the next twelve months will be very different to the last, and we see a going forward that far more resembles scouting as we have known it over the years. There will undoubtedly still be challenges but there is so much

to look forward to as well - not least of all Her Majesty's Platinum Jubilee of course. I have every confidence the Platinum Jubilee celebrations will be greeted by typical scouting energy, innovation and sense of fun, as well as a showcasing of the best of traditional scouting skills.

For the skills our young people acquire in the scouting movement through your leadership, generosity of time, and sheer hard work, undoubtedly helps to set them up for life. As a volunteer with Norfolk Scouts, your legacy is profound and long reaching. I hope you take great satisfaction in knowing the very real difference you are making to the lives of our young people. Norfolk owes you a profound debt of gratitude, and I hope to meet and thank as many of you as possible in the year ahead.

On their behalf, thank you so much for all you do, and the sacrifices you make, to ensure our youngsters receive the very best experience possible when they join the Norfolk Scouts.

Lady Pippa Dannatt MBE, President Norfolk County Scout Council



**Other than going camping again...
What are you looking forward to?**

2nd Gorleston

“We're looking forward to seeing their friends again, getting back to the hut, getting some new badges, being together as a pack and playing games together”

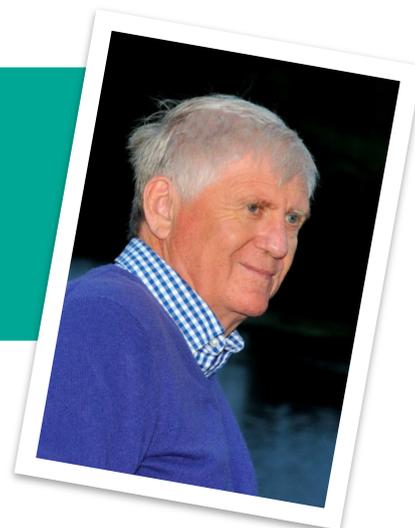


Board of Trustees

I think that everybody reading this will agree it has been a challenging twelve months since the last annual review. Despite the fact there has been very little face to face Scouting the work of the Trustees has continued albeit via Zoom or some other virtual platform. The Trustees' role is primarily governance, ensuring the County Commissioner and his Deputies have the necessary support to cascade down to the Districts. Their wealth of knowledge and experience has been very much in demand and appreciated.

This year we have been pleased to support various activities during lockdown, especially the three BoxJams, The Big Weekend 2 and the Super Saturday Training Day. The Trustees through their sub committees are also pleased that they have been able to oversee the Appointments process for those new to county roles and continue to review those roles over the course of their tenure.

“The Trustees’ role is primarily governance, ensuring the County Commissioner and his Deputies have the necessary support to cascade down to the Districts.”



During the pandemic we were able to support a re-brand of our shop situated at the Alec Bussey Centre, Rowington Road. It is now called the Norfolk Scout Shop and has expanded into online sales. This move has been welcomed in a world where shopping for many via the internet and especially in these times, has become the norm.

Despite the pandemic work has continued at a pace to revamp Iceni House at Eaton Vale Activity Centre. We have assisted where we can providing expertise and financial support and look forward to seeing it bustling with bookings as face-to-face scouting returns.

The transformation at Iceni House has also allowed the Trustees to support the transition of the site bungalow into new office and meeting facilities.

Sadly at this Annual General Meeting our Acting Chair, Dan Gentle, has decided to step down. Dan has held many roles since moving to his adopted county of Norfolk and more recently has steered the Finance Sub Committee and taken to helm as Acting Chair of the Board of Trustees during what has been an unprecedented time. We thank Dan for his wisdom and service.

Paul Weeks, County Treasurer

**Other than going camping again...
What are you looking forward to?**



1st Bradwell

“I am really looking forward to getting back together with other scouts and socialising, learning new skills and taking part in all the activities. I particularly enjoy sitting round the fire chatting and having a go at new things like axe throwing, sailing, caving, shooting and canoeing.”- Charlie

New Volunteers' Reports



I really wanted to join Beavers as a volunteer to give some of my time to the local community. Having a 5 (nearly 6!) year old I really do understand what it means to the children to have a fun and exciting place to be a part of.

Su (Badger) was keen to have me on board and I'm sure with her and Emma (Woodpecker) guiding me through I will be a valued part of the team. It's been a great experience so far... the Zoom meetings were a great chance to meet everyone and once we got back to the evening meets it was brilliant to finally meet the Beavers in person and talk to the parents too.

I'm looking forward to training, learning and supporting the Beavers - Oh and having FUN!

Ange, New Volunteer - Mattishall

I'm really thankful for the Scout and Guide families, both for the experiences I had growing up and now that I have children of my own, them being able to do the same things.

I realise this can only happen because of volunteers, and like my parents volunteered, it was time for me to do the same.

What I wasn't expecting was how much fun it is, how the Beavers are both competitive and collaborate and help each other in the activities. I wasn't expecting for them to genuinely make me laugh every week and I get to see this other side of my daughter which I just don't see at home.

James, New Volunteer - Bowthorpe



**Other than going camping again...
What are you looking forward to?**



3rd/4th Norwich

"I can't wait for all the Cubs to be able to meet up again as one pack so I can see my friends"

"I want to go Scuba diving like my brother did"

"I miss being able to do the fun things we did and will be excited when we can again"

"Mixing with other Cubs from other packs was fun as I made new friends"

County Commissioner

Wow! What a year!

As usual, as I write my final annual report as County Commissioner, I am reflecting on the charity year ending 1 April 2021.

A year that was like no other before it and in many ways, I hope is not repeated. Yet it was a time that allowed many to step up and make a contribution to their community in so many different ways.

All could contribute, from the simple act of colouring in a happy picture and putting it in your window to cheer up others to camping in your garden for weeks to raise money for a local charity. Within the Scouting community alone we witnessed everything.

“Through an extremely unique period in social history as well as Scouting, I continued to be amazed by and immensely proud of my county and my team.”



Strangely now, with most of the restrictions removed and in the world of self-regulation some of these things seem like years ago.

Scouting teaches resilience, and we can certainly do it by leading by example. Within days of face-to-face Scout meetings being suspended our volunteers were finding ways to deliver the magic of Scouting remotely via email, through the post or using technology. I can still remember my first experience of online Scouting, watching a Scout Leader showing young people on Facebook Live how to light a fire. The leader was in his garden being helped by one son (a Cub) to build the fire and being filmed by his other son (a Scout) on his mobile phone. It was so simple and demonstrated brilliantly how much our volunteers care about providing things to do for our younger citizens. It is also not a million miles from how the big adventure of Scouting all started over 100 years ago by young people learning Scout craft through magazines and journals.

Remarkably within a few weeks we had adapted and most functions that are performed by the County umbrella organisation we were able to continue, albeit from home. Our County Office relocated to the County Secretary's spare bedroom, a fortunate move considering that within two weeks of lockdown the office at Eaton Vale was destroyed by fire.

The role that the County played also became more tactical than normal and I'm proud that by pulling together we organised and delivered a number of key activities to support the survival of the Scout spirit including an online St George's Day, three fantastic online Jamborees called BoxJam and two Scout in the House awards. A big thank you must go to Shelly, her programme team and all the volunteers who made these possible.

Anticipating a difficult winter, we aimed to deliver another 'Big Weekend' for adult volunteers in February. The weekend was online and very different from the original event but still provided an opportunity for nearly two hundred people to attend nearly 70 workshops, training sessions and social events. A real success organised and delivered entirely remotely. A super achievement for the Big Weekend team.

The Big Weekend 2 also saw the first big outing for our refreshed adult learning model. During the course of 2020 Keith, my Deputy for People, has built out a really focused team of County Training Managers taking a new look at how we provide support for the development of our adult volunteers.

Lessons learned at the Big Weekend helped to shape how we could deliver training online, delivering First Aid in a new way as well as other modules. The team is looking forward to being able to deliver face-to-face training again. The County now has the foundations of a leading modern learning provision., thanks Keith!

Around the time of the last County AGM restrictions had eased to allow young people to start meeting again, albeit with many considerations to be taken, Covid risk assessments and quite tight rules about what could and couldn't happen.

Unlike March, when volunteers switched to online, many were now tired, had experienced several months of lockdown and some had been ill. Yet many still enthusiastically turned their attention to putting the requirements in place to start meeting once more. Normally outside and with the new challenge of doing Scouting together, yet 2 metres apart.

Over the course of the next months, the restrictions changed, opening up, closing down and opening up again. The hours of commitment invested in understanding the possibilities, designing the programmes, writing and approving the risk assessments before even delivering a meeting cannot be underestimated.

I need to highlight the excellent work by the District Commissioners and their approver teams who worked through hundreds of assessments. I feel this was delivered as a team effort supporting each other. My thanks also to Jane, my Deputy for Growth and Perception who owned the whole return to face-to-face exercise for Norfolk. A job very well done.

Regrettably the impact of suspension did have a knock-on effect to our membership numbers. At our annual Census in February, we recorded 4,750 young people, down about 30% from 2020 and 2,140 adults, down 10%. Initial feeling is that these numbers have recovered as 2021 has continued.

Following the retirement of David Cubitt as my Deputy for Operations, which we marked at last year's AGM I took the opportunity to restructure my team. Jane became Deputy for Growth and Perception and assumed responsibility for the public facing activities that the Operations team used to support, which mostly stopped in 2020/1.

I welcomed David Human as Assistant County Commissioner (Active Support) who is leading the renewed activities for these important support functions. Phil Wright became Assistant County Commissioner for Support and has led a number of projects on my behalf, most notably representing Norfolk Scouts interest in the rebuild of Icen House at Eaton Vale.

During the year we welcomed Mike Phelps who joined as my new Chair. Sadly, other opportunities presented themselves and by the time of this report Mike has left us to pursue these.

Whilst not in the reporting period of this Annual Report I have also accepted the resignation of Shelly O'Keefe my Deputy for Programme. Like all my Deputies, Shelly has been a phenomenal support and friend and so I want to place on record my appreciation.

Charity year 2021/2 looks to provide a much more opportune environment for the activities of a youth movement like ours. Already I have witnessed many positive activities that I will pass to a new County Commissioner to include within their first report at the next AGM.

Through an extremely unique period in social history as well as Scouting, I continued to be amazed by and immensely proud of my county and my team. I thank each and everyone of our volunteers for everything they do for young people yesterday, today and tomorrow.

I hope that my contribution over the past nearly five years has helped in some way to continue to keep the tradition of excellent Scouting in Norfolk and offer my support to my successor when they step forward.

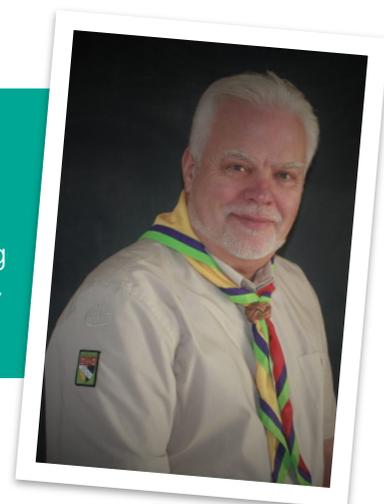
Matthew Burrell, County Commissioner

People Workstream

County Training Managers (CTM) – I now have the full team of four in post. Shirley Sinclair – Managers, Supporters and Trustees; Pat Pinnington – Leaders; Jim Coote – Quality Assurance and Reporting and the most recent edition Tim Newby – Basics. Tim brings his external professional experience to the mix as he is a professional development and training manager for the Co-Op.

County Training Administrator – Jane McIlwhan has given many years service as the County Training Administrator, but has decided to step down from the role. We wish Jane and Charles best wishes for whatever they plan to do next. As I write this report, I am currently advertising the role. Hopefully, someone will be in post to assist with the ongoing training administration.

“I am looking forward to the next twelve months when training can return to face-to-face sessions. I do not think that we will ever stop having some sessions via zoom but hopefully not too many.”



Training Team - I set up a County Training Team to coordinate and deliver Leader and Trustee training across the county. In addition, I have ensured that all first response trainers are shown on Compass as county trainers. This ensures that due diligence can be carried out when checking qualifications of those delivering our training sessions.

I have worked this team mercilessly hard over the past twelve months. At the end of 2020 we began the 'roll-out' of the new module 10a first response theory training. Jane and Francis Wolsey fronted the training sessions which numbered nine, each of three, two-hour sessions. Fifty- four hours of live streaming does take some organisation and the CTMs and the Training Team achieved this. Nearly 150 adult scout members achieved the module 10a. The administration side alone was a challenge. Setting up the booking system, moderating the sessions, producing and sending the certificates to finally record the results on Compass, proved to be a mammoth task.

In addition to the first response, we delivered module 25 and 12b as stand-alone sessions during the earlier part of the year.

Big Weekend 2 - February 2021, we delivered eleven 'live-streamed' training modules and workshops. These included modules 19 (International); 14 (Supporting Young People); 12b (Programme planning); 13(Growing the Section); 15 (Promoting Positive Behaviours); 36 (Adjustments to Scouting); 8 (Skills of Leadership). The workshops included: Trustee overview; Autism Awareness; Anxiety and Mental Health Well Being and Think you know (online safety).

We also provided a facility for attendees to access a Training Adviser to provide advice on the validation of their modules.

Super Saturday – Not content with the fantastic achievements at the BWE2, the CTMs and the Training Team wanted to offer another opportunity for leaders to undertake further training. The idea of Super Saturday was conceived. This was held on the 12th of June. It attracted forty leaders and offered the following modules: 7 (Scouting for all); 25 (Assessing learning); 13(Growing the section); 14(Supporting young people); 16 (Residential experiences) and a validation facility.

We have another Super Saturday planned for 2 October 2021.

Inclusion and Diversity – Earlier this year, Richard Riggs moved to Norfolk with his job. Richard had been involved in Scouting in Yorkshire. He applied for the role of ACC Diversity and was appointed. Working together with ACC Inclusion, Clara Smith, they have provided some interesting and much needed insights

into the areas we should be embracing within the county. They are both active members of the Training Team, delivering and running workshops at BWE2 and Super Saturday training events. They are also available for advice to groups and districts. They both would welcome the opportunity to share their knowledge and experience. Why not book them for a district executive meeting or as a speaker at your next group AGM?

Safety – Wayne Welch joined the People Workstream as Safety Adviser. He has been working with Two Mile Bottom Campsite and now added this county role to his portfolio. Wayne has been working with Jane Warden, reviewing risk assessment for getting back to face-to-face scouting. Wayne is available for advice on any safety issues.

Safeguarding – Trudy Musgrove and Peter Chetwynd remain our resources for safeguarding, even though they do not have a role in the training since it is now delivered exclusively by e-learning. Please remember to follow the instructions on the Young People First yellow card if you are 'disclosed' anything by a young person. The yellow cards can be obtained free of charge from the Scout Stores.

Local Training Managers – I still have three vacancies across the county for local training managers. These are a county appointment and whilst we currently try to align them with districts, this may not be the case going forward. They are an integral part of the adult training process, acting as the link between the Training Advisers and the County Training Managers. If you think that this role might be for you then please contact me for an informal chat.

Training Advisers – There are two types of training advisers: District TAs for leaders and County TAs for managers, supporters and trustees. They each perform a different role. A TA with the necessary skills could be both. If you are interested in becoming a TA for managers, supporters and trustees then contact me or Shirley Sinclair for the role requirements.

I am looking forward to the next twelve months when training can return to face-to-face sessions. I do not think that we will ever stop having some sessions via Zoom but hopefully not too many.

Keith Coote, Deputy County Commissioner - People



**Other than going camping again...
What are you looking forward to?**

43rd Saxlingham Nethergate

"I'm looking forward to seeing my friends and doing activities that we don't get to do at school, like climbing, archery and sailing. Cubs' activities are always loads better!" - Marcus



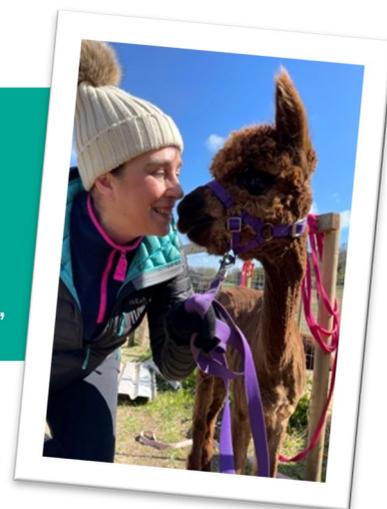
"Our leaders have been great, keeping us going with Zoom and socially distanced meetings, but I'm really looking forward to being inside our Scout HQ without masks on!" - Alex

Perception & Growth Workstream

For the period of this reporting for the AGM (April 2020 to March 2021) you may think what can we do about Growth over the period of the pandemic – actually lots! The name changed from just Growth to Growth and Perception as the important message to get out to the outside world that was the Scouting as still ‘open for business’ although in a slightly different format.

As we moved through the various stages of lockdowns and restrictions with Scouting opening up, how this was perceived by the public if they then saw a group of Scouts out doing something when numbers were higher than currently allowed in other sectors?

“Enquiries for young people to join scouting since the lifting of some restrictions in March has increased significantly, with some areas now from having no Beaver colony during lockdown to a full one and waiting list.”



As Scouting online via zoom and other platforms started to take off, my garden turned into a makeshift main stage and live streaming and pre-records for NORJAM style warm ups. These were used for people having camps at home, the BoxJams and also just as a fun thing for people to join in – non scouting as well via our you tube channel. The County Commissioner’s neighbours, I know enjoyed them and my neighbours thought it was great fun on a Saturday morning!

During the summer the Scouts also launched guidelines for getting back together face-to-face in Scouting, so the role moved from Growth to Risk assessments, guidance and perception.

Every Risk assessment that comes through on smartsheets has to be filed at County level so we have record of them all. I could also give feedback to the county on the percentage of groups who were meeting face-to-face and the areas I could support with help on the risk assessments and the current guidelines

This activity has continued through to the second lockdown and then into 2021, becoming the focal point for understanding the guidelines, which could of course change on a weekly basis to ensure all the District Commissioners were up to date with the current information and as a County we could get the young people back to face-to-face scouting.

I am sure others will have mentioned it in their reports that the Big Weekend 2 was great fun in February and my focus was on the non scouting social side of the activities, Afternoon Tea and the Great Scone Fest (as it became widely known), Bonkers Bingo, Morning Warm up, more bingo (seaside theme this time) and of course the visit to Bumblebarn Farm, which I know a lot of you really enjoyed and many groups are now looking to visit.

I also hosted a Virtual Oscars night in February . This was an amazing evening with lots of reward and recognition going out to the young people and leaders for what they achieved over the last year and also a chance for families to get dressed up!

Enquiries for young people to join scouting since the lifting of some restrictions in March has increased significantly, with some areas now from having no Beaver colony during lockdown to a full one and waiting list. There are some areas of the County that are still working through what Scouting looks like in the new world due to the circumstances of their leadership team and over the coming months this will be a focus for myself and the District Commissioners.

The local media again have been very supportive to us over the last year, especially Radio Norfolk with the summer Scouts in the Sky, but also inviting us to take part in events such as VE day celebrations, Norfolk events, motivational moments, or generally chatting about scouting, thank you for this and especially to Kayleigh Poacher.

I know we have all had to adjust over the past year by running our meetings and growing the group in different ways. I have also found a new skill of managing car parking arrangements and drop offs to meetings, toilet queues and cleaning of touchpoints on a regular basis, but by doing this has allowed the leaders to be with the young people and run the meetings- sometimes it is just the little things we offer to do that make a great difference.

Jane Warden, Deputy County Commissioner, Growth & Perception

**Other than going camping again...
What are you looking forward to?**



1st Docking

“I am looking forward to sleeping in the church again and doing spooky activities” - Leah



**Other than going camping again...
What are you looking forward to?**

1st Holt

Patrycja (Scout) and her brother Bartosz (Cub) are looking forward to camps and geocaching and their brother Mateusz (Scout) is looking forward to camps, hiking and building objects

Beavers - Ezra is looking forward to seeing his friends and going on some more hikes!

George says he's looking forward to completing more fun activities and earning more badges.

Cubs -Rowan is looking forward to working towards getting more badges and seeing all the other cubs again.

When Tom returns to Scouts in September he said he would like to do map reading, go on some hikes, and work as much as possible towards his Chief Scout Gold award.

**Other than going camping again...
What are you looking forward to?**



12th Kings Lynn

“I would like to learn some magic tricks” - Tayler

Regional Commissioner

Fellow Scouters and supporters,

It's that time of year again and what a year it's been with the continuing challenges of COVID.

The Big Weekend was a huge success again and whilst it felt different from being together in Great Yarmouth, the breadth and number of sessions was amazing and the attendance numbers impressive. Huge thanks to all who made it happen! I know that there have been many other examples of virtual camps, St George's Day celebrations and much, much more - thanks to your energy, enthusiasm, imagination, ingenuity and resilience

"I would like to offer every one of you across Norfolk my thanks, and those of Team UK, for everything you have done to keep Scouting going and, plan to do as we return to face-to-face Scouting. You are an amazing team and, I am privileged to know and support you."



We have moved from virtual-only to a more blended approach of meeting and Scouting. This change has only been possible with the commitment and courage of our volunteers, the interest and needs of our young people and the support of parents.

Norfolk, like almost every county across England, saw a reduction in the young person and adult numbers during 2020. It's great to see (as we all hoped) the young people returning in droves to the hobby they enjoy. Adult numbers, which declined around 15-18%, may take longer to recover for a number of reasons. My ask to you all is that you make this a personal issue. If you haven't seen someone for a while, could you give them a quick call, rather than sending an email? Let's see how many colleagues we can support in their return to Scouting.

With so much happening around our Scouting recovery, it's really exciting to hear that the external launch of Squirrels is planned for Thursday 9th September, the very day of your AGM! Over 200 Squirrel "Dreys" are preparing to start from September. If we think back to the start of Beavers, there was lots of nervous excitement and not a little apprehension as to where new adult volunteers could be found. If we have the same success with Squirrels, it will transform our early years offering and bring with it a new cadre of adult volunteers. Enjoy!

In closing, I was really sad when Matthew called me to say he is stepping down. However, we have agreed enough time before he moves on, to ensure that we find and appoint a really good successor as CC Norfolk. Matthew has been a transformational and inspiring County Commissioner and I know that he will take these qualities with him to the WSJ team. There will be lots of time to thank him properly for his efforts and in the meantime, I invite you all to consider who might be the right person to lead Norfolk Scouts for the next few years. The CC Recruitment Pack should be with you all before the AGM and I look forward to working with the Search Team through the autumn.

Finally, I would like to offer every one of you across Norfolk my thanks and those of Team UK, for everything you have done to keep Scouting going and plan to do as we return to face-to-face Scouting.

You are an amazing team and I am privileged to know and support you.

Best wishes,

Graham Woolley, Regional Commissioner

Nominated Members to the Norfolk County Scout Council

- Rita Arnold - External agency, support and advice
- Nicholas Bannon - Norwich Area Scout Trust
- Janet Butler - External agency, support and advice
- Julie Edwards - Alec Bussey Scout Centre
- Richard Garwood - External agency, support and advice
- Simon Gorton - External agency, support and advice
- Stuart Jones - Solicitor
- John Kerr - Local historical Scouting knowledge
- Joan Marshall - External agency, support and advice
- Paula Mobbs - Local historical Scouting knowledge
- Dennis Preston - Local historical Scouting knowledge
- Derek Thorogood - Local historical Scouting knowledge
- Julia Tuck - Norwich Area Scout Trust
- David Wheeler - Local historical Scouting knowledge



**Other than going camping again...
What are you looking forward to?**

1st Beetley

“I’m looking forward to being able to build and light a fires to cook s’mores on with my camp mates. And to make shelters and dens with materials I’ve collected, then spend time in the den.” - Tilly

Norfolk County Scout Council - Annual Accounts Review

This must be one of the strangest years on record, certainly in my lifetime, to have to report on the accounts of Norfolk County Scout Council.

The year ended 31 March 2021 was effectively, all bar three weeks, delivered whilst under some level of COVID restrictions restricting both County events and Group meetings, but also meaning that for the whole year the Scout Shop was closed other than online.

As a result, comparing the performance in 2021 to the previous year tells us very little for obvious reasons, but I am pleased to report that due to the hard work of the Executive, the County Commissioner and the County staff we are able to report a small surplus for the year of £25,610.

Government support and the reducing of expenses has ensured that The Norfolk County Scout Council has ended 2021 in a strong financial position.

It should be noted that the 2021 accounts do not reflect the lower membership fees collected in April 2021 and we expect these to be lower as numbers in the County fell and a lower levy was charged to support the Groups in the County.

Expenses have reduced significantly as County Activities ceased and the County reduced costs, in line with other businesses and charities, at this time of uncertainty.

Norfolk Scouts received over £20,000 in Government support grants and a further £9,000 in Job Retention Support which was used to support and safeguard our employees.

The County saved £20,000 by ceasing activities and switched to online deliveries of both Governance and programme support.

Movements in Income and Expenditure	£
Coronavirus Grants and JRS	29,834
Reduced County Activities	19,395
Impact of Shop closure (lost profit)	(21,685)
Other Income	20,969
Insurance claim	7,194
Other movements in income and Expenditure	(8,910)
YOY movement	46,797

The Scout Shop saw its takings fall by 90% (£98,000) to £12,118 in 2021 with it switching its trading to online by the end of the year, a real benefit for Norfolk Scouts and its members as we move forward. The impact of this loss of trading was minimised by great stock management and the Job Retention Scheme ensuring the fall in profits was limited to just £22,000 and the loss in the year only being £10,458. This could have been significantly higher.

Reserves

As a result of this support and remedial action over the last twelve months the reserves of Norfolk County Scout Council remain strong at £593,892.

Balance Sheet	2020	Movement in Year	2021
General Funds	183,496	(24,427)	159,069
Future Scout Development	50,010	2	50,012
Norjam	20,573	25,646	46,219
Norfolk County ASU	134	-	134
Norfolk Scouts Canoe Team ASU	6,381	(242)	6,139
Norfolk Scouts Shooting ASU	475	5	480
Trading post	12,000	-	12,000
Two Mile Bottom	12,000	-	12,000
Alec Bussey Centre Fund	283,213	24,626	307,839
Total Funds	568,282	25,610	593,892

General funds remain sufficient to cover any future risks and we are planning for the County Activities to start again during 2022.

The County congratulates the following Good Service Awards during the year

Silver Wolf

Charles Bartram, Deputy Group Scout Leader, 1st Norwich, Southern Norfolk
Janet Rope, District Scout Active Support Member, East Norfolk



Bar to Silver Acorn

Gillian Mays, District Scout Active Support Manager, East Norfolk
Miranda Smith, District Appointments Chair, North West Norfolk
Robert Trueman, Group Scout Leader, 1st Bradwell, East Norfolk



Silver Acorn

Rosemary Banks, Group Secretary, 1st Holt, North East Norfolk
Malcolm Cubitt, Assistant Section Leader, 11th Norwich, Northern Norfolk
Susan Flynn, Section Leader, 33rd Norwich, Southern Norfolk
Barbara Fox, Assistant Section Leader, West Runton, North East Norfolk
Jean Gillingwater, Section Assistant, 1st Buxton Lamas, North East Norfolk
Romina Marshall, Section Leader, 1st Hoveton & Wroxham, North East Norfolk
Moira Wesson, Assistant Section Leader, 14th King's Lynn, North West Norfolk



Award for Merit

Ian Bisley, Section Leader, Great Ellingham, Southern Norfolk
Suzanne Bisley, Group Scout Leader, Great Ellingham, Southern Norfolk
Emma Broughton, Section Leader, 1st Rural, North East Norfolk
Alister Christman, Assistant Section Leader, Toolboxes, Southern Norfolk
Michael Craven-Romain, Group Scout Leader, 1st Old Buckenham, Southern Norfolk
Sally Goodrum, District Training Adviser, Southern Norfolk
Gillian Hales, Section Leader, 1st Old Buckenham, Southern Norfolk
Paul Lister, Section Leader, 1st Cringleford, Southern Norfolk
Trudy Musgrove, Assistant Group Scout Leader, 1st Tasburgh, Southern Norfolk
Malcolm Pratt, Section Assistant, 1st Hainford & Frettenham, North East Norfolk
Tina Teteris-Barnet, Section Leader, 1st Harling, Southern Norfolk
Peter Thurston, Group Scout Leader, 1st Long Stratton, Southern Norfolk
Helen Williamson, Assistant Section Leader, 1st Cringleford, Southern Norfolk
Gwen Wilkin, District Commissioner, Eastern Norfolk



Chief Scout's Commendation for Good Service

Hannah Bailey, Section Assistant, 1st North Walsham, North East Norfolk
Julie Barry, Section Leader, 1st Fressingfield, Southern Norfolk
Michael Bool, Assistant Section Leader, 1st Drayton, Northern Norwich
Karen Brazier, Group Scout Leader, 3rd Thetford, Southern Norfolk
Ryan Breeze, Group Skills Instructor, 1st Buxton Lamas, North East Norfolk
Christine Briggs, Group Chair, 1st Long Stratton, Southern Norfolk
Kevin Brundle, Section Leader, 1st Drayton, Northern Norwich
Chris Carman-Jones, Assistant Section Leader, 1st Fressingfield, Southern Norfolk
Dawn Carman-Jones, Group Chair, 1st Fressingfield, Southern Norfolk
David Cartwright, Section Leader, Skavenger, Southern Norwich
Michael Dann, Assistant Section Leader, 1st Stalham, North East Norfolk
Michael Fisher, Section Leader, 1st Hainford & Frettenham, North East Norfolk
Stephen Hall, Assistant Section Leader, 1st Buxton Lamas, North East Norfolk
Cath Howes, Assistant Section Leader, 1st Hoveton & Wroxham, North East Norfolk
Keith Ingham, Assistant Section Leader, 1st Drayton, Northern Norwich
Linda Meechan, Assistant Section Leader, 1st Hainford & Frettenham, North East Norfolk
Emily Nolan, Section Leader, Skavenger, Southern Norwich
Daniel Pates, District Treasurer, Southern Norfolk
Jennifer Ray, Assistant Section Leader, 33rd Norwich, Southern Norwich
Neil Sainty, Group Scout Leader, 2nd Reepham, Northern Norwich
Lisa Skelton, District Section Leader, Long Stratton, Southern Norfolk
Nicky Summers, Group Scout Leader, Brooke & Poringland, Southern Norwich



Commissioner Commendation

William Aitchison, Helen Arnold, Chris Backhouse, Amy Barker, Julie Barry, Fin Brown, Dan Byrne, James Byrne, Natalie Chalk, Jamie Clarke-Twell, Izzy Cooke, Rosie Crane, Ed Cubitt, Louisa Dixey, Laura Eke, Kit Fordham, Ellie Hayward, Roger Hill, Nicola Hinsley, Wayne Hornigold, Betsy James, Henry James, Ruby Jennings, Adam Johnson, Josh Kohler, Ruby Landis, Chris Latimer, Ellie Mackay, Milton Maxwell, Andre Marques, Gillian Mays, Carl Meadows, Oli New, Andy Nicol, Michele O'Keefe, Joe Osborne, Liam Osler, Alice Palmer, Luke Prior, Katja Ruda, Annelise Savill, George Schofield, Liam Segust, Derek Sizeland, Karen Sharp, Allan Smith, Henry Strivens, Oscar Taylor, Amelia Towell, Oscar Towell, Finley Walsh, Kieron Walsh, Steve Walsh, Caroline Wolfe, Rosie Valentine



Why volunteering at Scouts is

#GOODFORYOU

1. It's good for your skills and your future

84%

of UK adults believe Scouts helps you develop skills useful in later life (YouGov 2020)

71%

of young people in the UK aged 14–18 believe Scouts helps you develop skills useful in later life (YouGov 2020)



Scouts score **18%** higher on courage, **15%** higher on independence and are **18%** more likely to be better problem solvers (Scout Experience Survey 2020)

2. It's good for your health and happiness



The most common benefits volunteers report are enjoyment (**93%**), a sense of personal achievement (**90%**) and feeling that they make a difference (**90%**). (Time Well Spent Survey NCVO 2019)



Over three-quarters of volunteers (**77%**) agree it improves their mental health and wellbeing. (Time Well Spent Survey NCVO 2019)



People who've volunteered in the past year were more satisfied with their lives and rated their overall health as better. (Journal of Happiness Studies 2020)



Scouts spend on average **1.1** more days a week being physically active (Scout Experience Survey 2020)

3. It's good for your family, friends and community



Researchers found that participants ages 16–24 and 55–74 were especially likely to benefit from volunteering, perhaps because of the opportunity to build social connections. (Journal of Happiness 2020)



Over two-thirds (**68%**) of volunteers agree it helps them feel less isolated – this is even higher among younger volunteers (**77%**) for those aged 18–24 and **76%** for those aged 25–34). (Time Well Spent Survey NCVO 2019)