



Recognising BB Leaders

THE BOYS' BRIGADE OBJECT

The advancement
of Christ's Kingdom
among Boys, and
the promotion of
habits of
Obedience,
Reverence,
Discipline, Self-
Respect and all that
tends towards a
true Christian
Manliness.

BB is dependent on volunteers. Every Captain, Leader, Helper, Board Member, Trainer, Property Caretaker, Battalion and State Event organizer is a volunteer. It can be easily shown that the average leader (trained or untrained Officer or assistant/helper) at Company level gives in excess of 200 hours per year to this ministry. When co-ordination of Battalion or State events, or contribution to executive functions at these higher levels of the Brigade movement are taken into account, that service extends to well over 300 hours per year. That totals in excess of 50,000 hours of BB service across Queensland in 2020!

There are many other ways in which we could show appreciation to our fantastic leaders for their selfless service to Christ through the ministry of BB, whether at Company, Battalion or State level. Most of these require little, if any, expense but will go a long way to encouraging and supporting leaders in the work they do on a weekly basis.

BB Qld has some excellent means of recognising the contribution of leaders.

- ▶ Long Service Badge for 10, 15- and 20-years' service, to be worn in uniform
- ▶ Life Membership
- ▶ Doug Adam Medal
- ▶ Leader of the Year – demonstrated excellence in service, initiative, or programming
- ▶ Young Leader of the Year– under 25 who has demonstrated excellence in service, initiative, programming, or responsibility
- ▶ Innovation Award – for innovation in program delivery or development.

On a Company level you can show appreciation in several different ways:

1. Ensure photos are taken of leaders 'on the job' for future recognition opportunities.
2. Present a certificate with the long service badges, to be included in people's curriculum vitae.
3. Present a long service certificate upon five years of service to match GB's five-year badge.
4. Present certificates of accomplishment/attendance that could be included in curriculum vitae to participants of ILT, Connect, etc courses.
5. Send annual letters (e-mails) to churches in recognition of a leader's involvement in BB beyond Company, e.g., State & Battalion office-bearer, Leadership staff or Directorate team member, Battalion & State event co-ordinator. Churches might include in prayer points, etc, thus further supporting and encouraging the BB ministry in their own church.
6. If you are responsible for a leadership team – Captain, President, Commandant, etc – recognise the contribution of each person in the team with a token gift.
7. Use National Volunteer Week (2nd week in May), International Men's Day (19th November) and International Volunteer Day (5th December) as a basis to recognise leaders' voluntary contributions.

Don't forget your helpers.

Your money collector, form distributor, uniform organiser, prayer, drivers, skill sharer, parent helper, devotion leader.

There are many people who might help on a weekly or occasionally, who aren't "official" BB leaders.

Developing a Boys' Brigade that
Partners with Churches, Supports Leaders, Engages Boys



Information Sheet

The Boys' Brigade Qld

#theboysbrigadeqld

Encourage Showing respect to BB leaders is paramount to recognising and encouraging their contribution and service.

- ▶ Give tasks that are meaningful to the leader and the church / Brigade / community.
- ▶ Ask for their ideas. Include all leaders in decision-making and problem-solving.
- ▶ Take each leader into your confidence regarding the ministry they are involved in.
- ▶ Tell leaders often how their work has been helpful and is appreciated. Thank them privately and publicly (mention in a newsletter, church reports, etc).
- ▶ Help leaders to include their Brigade service in their curriculum vitae.
- ▶ Acknowledge birthdays with a card and / or small gift. Arrange for the Boys in their care to make a group greeting card.
- ▶ Present special mementos acknowledging leaders' service to the Lord through BB.
- ▶ Have a coffee break with each leader, just to enjoy the moment and encourage them.
- ▶ Nominate leaders for community awards, such as Council Citizen of the Year, etc.
- ▶ Encourage Officers to become involved at Battalion and / or State level of BB.

As well as time and energy, BB leaders give financially in a substantial manner. Whilst they would see this as an offering to the Lord's work, it would be good to reimburse out-of-pocket expenses where possible.

The Brigade makes a big issue of Officers participating in ongoing training, through the Kickstart Conference and other courses offered from time to time. A networking function of Battalions, in conjunction with Captains, could be to provide coaching and tutoring within Companies. At every level of BB match the leader's motivation, desires, and talents with the movement's needs. This will provide a sense of satisfaction and fulfilment in the leader's service.

When a leader ceases service, acknowledge and accept that a volunteer leader's ability to commit will change over time, whether as a Company leader or at event co-ordination or executive level at Battalion or State. Take the time to farewell leaders when they move away from your region, move into another Christian ministry, or simply 'retiring' from BB. Conduct an 'exit interview' when a volunteer leader leaves. Provide letters of reference and recommend your leadership team members to prospective employers.

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