

THE BOYS' BRIGADE NIGERIA

LAGOS STATE COUNCIL

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Study to show Thyself approved
unto God.. (11 Tim. 2:15)

Courtesy: Training & Extension Committee

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BRIEF HISTORY OF THE BOYS' BRIGADE

The Boys' Brigade is the first voluntary Christian uniformed Youth Organisation in the world that trains Boys to become Disciplined, God-fearing, Self-reliant and good citizens of their community.

INTRODUCTION: In the words of A.B. Wilder, a great British historian, on the effect of the study of the past on the present and the future, he said *"We study the past because it is a guide to the present and a promise for the future, the struggle for a better world is strengthened by the hopes, ambitions and deeds of those who were before us. As we look backward our attention is directed forward"*. Couple with the sayings of a philosopher that *"People without the knowledge of their history are like tree without a root"*. As Officers of the B.B. it is pertinent for us to be interested in the history of our noble organization, so that we can salute the courage of heroes that made the history. Also, whatever we do today become history the next day. So, every day events at present would surely become history.

DEFINITION

Oxford Advanced Learner's Dictionary define History as all event that happened in the past or past events concerned in the development of a particular place, subject be political, social economic etc. The Boys' Brigade is a distinct organization that is worthwhile in studying.

THE FOUNDER'S LIFE

Someone said, "There would probably have been no Boys' Brigade or even Boys Scouts for that matter, had it not been for the foresight of the pioneer of Boyhood and the father of the Brigade movement, William A. Smith".

William Alexander Smith was born on the 27th October 1854 at Penny land House Thurso, Scotland on the stormy North, East Coast of Scout land. At the age of nearly 15 young William came to South of Glasgow to begin work as a Clerk in his Uncle Alexander Fraser's soft goods business. While working with his uncle he joined the first Lanarkshire Volunteers as a recruit at age 19, he was promoted lance corporal almost immediately and by December 1881, when he resigned due to pressure from and business. He was already a Lieutenant (though he re-joined the volunteers in 1884 and reached the rank of Lieutenant Colonel before he retired in 1908).

In 1884, William A. Smith got married to Miss Amelia Pearson Sutherland. The marriage was blessed with children; George Stanley Smith (1888) and Douglas Person Smith (1891). William Smith became a member of a member of a Free College Church near his uncle and aunt's home in the fashionable west end of the city. He was a member of W.M.C.A. as well as Sunday(Sabbath) school teacher in the church school mission hall in North Wood side road not far from the church. In 1909, William Smith was knighted, and this was the honour he received for his work to the youths and that was an incentive to him to continue without ceasing in his B.B. work.

On Friday 8th May 1914 at the B.B Executive meeting at the Albert Hall, Sir William Smith collapsed and was rushed to the hospital. However, on the 10th May 1914 he finally died after not regaining consciousness. He died at age of 60 while still in active B.B. service. As he would have wished, at the most colourful funeral service witnessed by all for the late

founder at St. Paul's Cathedral, he was quoted as having remarked "I can imagine nothing more impressive than to see this wonderful building overflowing with Boys all singing praises to God". This he said during one of the free periods during the B.B Executive meeting and it was exactly one week later that St. Paul's Cathedral was full to the capacity as pictured by Sir William A. Smith.

B.B. FORMATION

It was in the Sunday (Sabbath) School that he struck a snag and had an idea. The snag was that the older boys were bored and restless .no one seemed able to interest or control them. They felt too old for Sunday school and they were suspicious of teachers who told them to sit still, make less noise and generally behave themselves .Smith compared this with the time he spent on Saturday afternoon, as a Lieutenant with the volunteers, when he had no difficulty in making a hundred of men obey his every word of command .yet on Sunday he could do nothing with a group of lively boys. It was then he had his idea. "DRILL AND DISCIPLINE ", Why not turn the Sunday school boys into a volunteers band or brigade with the same military order, obedience, discipline and self-respect as well as any well trained corps of the Army.

William Smith planned the programme for this new idea with two of his close friends in YMCA, the brothers James R. Hill and John B. Hill who taught in the Sabbath school with him and who were fellow volunteers and they discussed with Rev. George Reith. William Smith was to sum up his aims in these words; "the aim was to devise something that would appeal to a boy on the heroic side of his nature. something that would let him see that in the service of God, there is as much scope for all that is brave and true and manly as in the service of king and country".

On the **4th October 1883**, the three leaders invited the Boys to the Church to join the Boys' Brigade. 59 Boys volunteered to join right away. William Smith started with **59 boys** between the ages of 12 and 16. When they learned that discipline meant what was said the numbers of recruits dropped to 35. The rules were that no boy was allowed to "Fall In" if he were even a minute on parade which was then eight O'clock in the evening, another point is that no member was allowed to miss two drills running, the third rule says with or without breakfast, boys should be in the bible class at 9.30 a.m. prompt on Sunday. On enrolment service day 28 boys were enrolled, 7 were not enrolled because they came late to the Church service. At the end of 1883, a promotion examination was conducted among boys. After a careful consideration of drill, written work, conduct and character, two Sergeants, two Corporals and two Lance Corporals were appointed, and the Company was divided under them into six squads. The 1st Glasgow Company of the Boys Brigade was well truly established.

The Object was "The Advancement of Christ kingdom among Boys and the promotion of habits of reverence, discipline, self-respect, and all that tends towards a true Christian manliness. (The word obedience was added some ten years after formation). Throughout its history the most important person in The Boys' Brigade has always been the BOY. By the end of the third year the organization has spread mostly in Scotland centred around Glasgow and later into England. Later we had 1st Jersey and then across the Irish sea, when 1st Belfast was formed in 1888 and then 1st Dublin in 1890 the first camp by the 1st Glasgow company was held in a building at Tighnabruach on the Kyle's of Butte in 1886 July 16-23. Since then camping spread rapidly and camping under canvass soon became the order of the day.

THE BOYS BRIGADE (BASIC KNOWLEDGE)

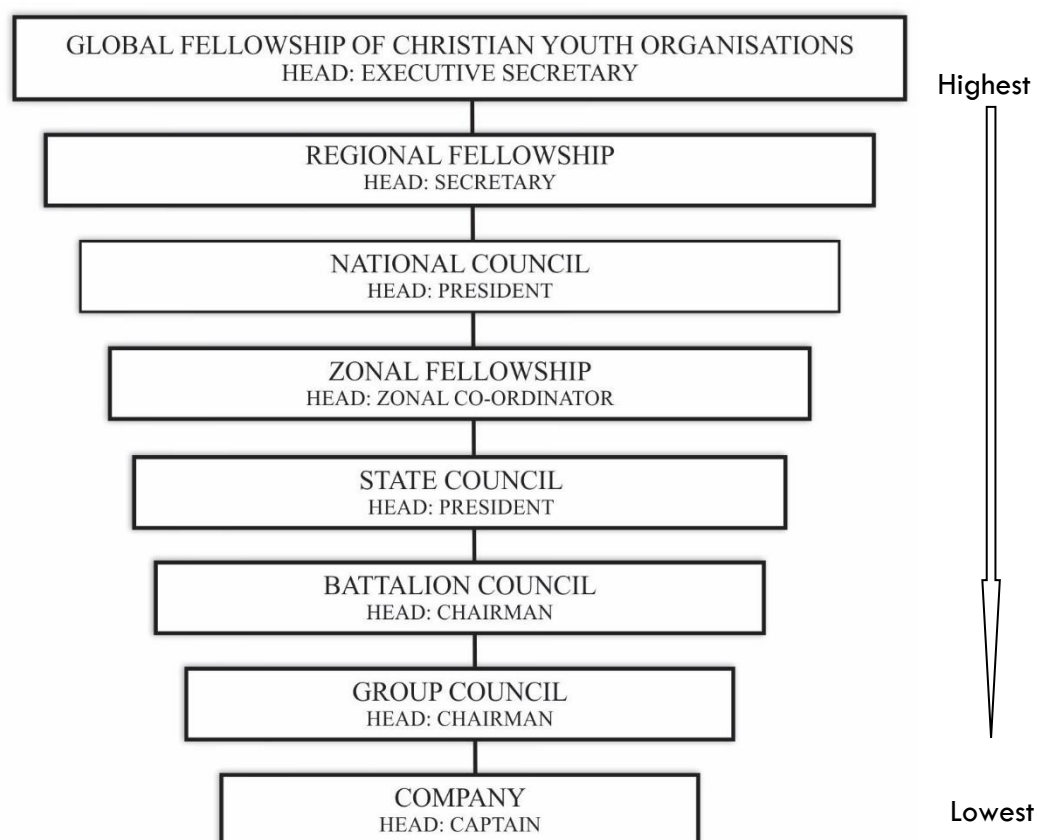
THE BOYS' BRIGADE STRUCTURE

DEFINITION: The Boys' Brigade Structure is an annotated representation or diagram of the various levels of authority of The Boys' Brigade indicating the flow of power from the highest level of authority (Global Fellowship of Christian Youth Organization) to the lowest level of authority (Company). This lecture is to provide officers the definition, explanations, importance, purpose and existence of the Boy in the Boys' Brigade.

1. **GLOBAL FELLOWSHIP OF CHRISTIAN YOUTH ORGANIZATIONS:** - This is the highest level of organization recognized by The Boys' Brigade and it is a conglomerate of different voluntary youth organization in the world. It is headed by an Executive Secretary who is always elected at the world conference. The National bodies of these various youth organization are affiliated to the body.
2. **REGIONAL FELLOWSHIP:** - It is a conglomerate of different National Councils e.g. The West African Regional Fellowship which consist of West African Counties. The Regional Fellowship may not be particularly regarded as a higher level of authority than the National Councils. They exist in complimentary capacity and as such play complimentary role. A National Council that agrees to be part of a Regional Fellowship shall respect the views and opinion of the Fellowship. The Regional Fellowship is headed by a regional Secretary.
3. **NATIONAL COUNCIL:** - It is the highest level of authority of The Boys' Brigade in a particular country and it is headed by a National President who is usually elected at the National Council Meeting. The State Councils of that country are affiliated to the body.
4. **ZONAL FELLOWSHIP:** - It is a conglomerate of various State Councils of The Boys' Brigade in the State region or geographical zones of different Countries e.g. South West Fellowship (Nigeria) which consist of States within the South West geopolitical zone of Nigeria. The zonal Fellowship may not be particularly regarded as a higher level of authority than the State Councils but exist in complimentary capacity and as such play complimentary role. A State Council that agrees to be part of a particular Zonal Fellowship shall respect the views and opinion of the Fellowship. The Zonal Fellowship is headed by a Zonal Coordinator.
5. **STATE COUNCIL:** - It is the second highest level of authority of The Boys' Brigade in a country; it is it is a conglomerate of different Battalion and Group Councils. The State Council is headed by a State President who is elected at the State Annual General Meeting.
6. **BATTALION COUNCIL:** - It is the level of authority of The Boys' Brigade at a Local Government or area. It is usually made up of Companies within the same locality/area

and must be twelve (12) or over Companies to attain a Battalion Council status. It is headed by a Chairman who is usually elected at the Annual General Meeting of the Council.

7. **GROUP COUNCIL:** - It is also the level of authority of The Boys' Brigade at a Local Government or area. It is usually made up of Companies within the same locality/area which are usually less than twelve (12) Companies and must be up to six (6) Companies to attain a Group Council status. It is headed by a Chairman who is elected at the Annual General Meeting of the Council
8. **COMPANY:** - This is the smallest, most important and lowest level of authority of The Boys' Brigade. It is usually made up of at least thirty (30) Boys and three (3) Officers grouped into Junior, Company and Senior Sections depending on the ages of the Boys. The Company is the closest to the grass root. The activity of advancing Christ Kingdom as contained in our object is more pronounced and more effective at this level of authority. The Company is headed by a Captain who is usually appointed by the Church Council. It is pertinent to note that the Company also has a Spiritual Head called the Chaplain.



THE BOYS' BRIGADE METHOD

DEFINITION: Method can be defined as a way, pattern or skill of doing things. The aim of The Boys' Brigade is to train the boys by moulding their character and to win him for Christ and as to such The Boys' Brigade has developed several methods which are eight (8) in numbers which include:

1. **THE CHURCH:** - The Company must belong to the Church. The Church provides the Company with Christian Education and Spiritual backing. The Chaplain which in most cases the head of the Church is the Spiritual Head of the Company.
2. **THE COMPANY:** - This is the smallest; basic and important unit of The Boys' Brigade and every member of The Boys' Brigade must be attached to it. The basic teaching of The Boys' Brigade is taught within the Company and is the primary character builder or moulders of Boys.
3. **UNIFORM:** - This is the set of clothes worn by all members of the organization, The Boys' Brigade. However, varies from section to section within The Boys' Brigade. The uniform serves as a form of Public Relation to The Boys' Brigade. It encourages self-respect, brings about sense of belonging, attracts people and encourages them to join the organization and also brings about smart appearance of members.
4. **DISCIPLINE:** - The ability to have firm control over our behaviour and attitude and been able to take responsibility for our actions. This is imbibed through drill and physical exercise.
5. **AWARDS:** - This is a reward given to maintain progressive, encourage or show appreciation to the boy. It brings about healthy and healthy rivalry and gives zeal to the recipient e.g. in The Boys' Brigade there are series of activities lined up for the boy for the progression of his skill and when completed this, he is given an award before moving to the next level. For Junior Section, it is called J.S. Achievement Scheme which revolves around Spiritual, Physical, Educational and Social, while in the Company Section; we have Target, Specialized, service and Special Award.
 - **TARGET AWARD:** - This is divided into two stages i.e. Target 1 & 2. Three months for the first-year members, this is to encourage him to keep coming. Lectures taught include BB History e. t. c. The progression is more important than the test.
 - **SPECIALIZED AWARD:** - This is divided into three stages. He gets his badge at the end of the 3rd stage. The lectures include First Aid e. t. c.
 - **SERVICE AWARD:** - This is for boys who have been loyal to the Company and coming regularly at least for three (3) years and 70% attendance.
 - **SPECIAL AWARD:** - These awards include Presidents' Badge for boys who have excelled in the previous categories
6. **DRILL:** - Drill is a system used in The Boys' Brigade whereby boys are trained in manner similar to that of the military. It is the tool used to imbibe discipline in The Boys' Brigade. It is often said to be a means to an end. E.g. makes us smart, brings about self-control, team work, self-reliance, leadership etc.
7. **ACTIVITIES:** - These are various programs done in The Boys' Brigade Company. This should be centred on the four cardinal points of The Boys' Brigade which are Spiritual, Physical, Educational and Socials e.g. drill, camping, parent's day, enrolment service etc.

8. **LEADERSHIP:** - This can be regarded as ability to control, direct or coordinate the affairs of a group or organization. Here we allocate leadership rules to the boys. These will encourage them to do more and healthy rivalry

THE BOYS' BRIGADE OBJECT

The object of The Boys' Brigade is ***"The advancement of Christ Kingdom among Boys and the promotion of habits of obedience, reverence, discipline, self-respect and all that tends towards a true Christian manliness"***.

Except for the addition of the word "Obedience" in 1893, the object has remained unchanged since inception of the organization.

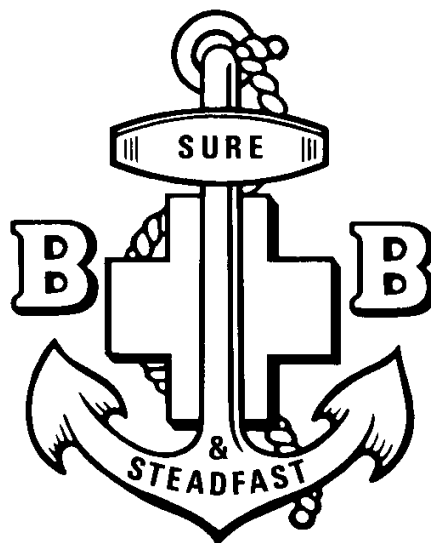
1. **OBEDIENCE:** - This is an act of doing what God, parents, officers, elders and those in authority asked us to do e.g. Abraham was obedient to God when he wanted to sacrifice his son, Isaac to God.
2. **REVERENCE:** - This is having great respect for God and fellow humans e.g. Bowing down when crossing the aisle or crossing the altar to acknowledge the presence of God.
3. **DISCIPLINE:** - This is a way of training someone so that they learn to control their behaviour and obey rules. Restraining oneself from doing what is bad e.g. do not commit fornication before marriage.
4. **SELF-RESPECT:** - This is a feeling of being happy about your character, ability and beliefs e.g. respect is reciprocal they say, when you respect yourself, others will respect you.

THE BOYS' BRIGADE MOTTO

The Motto of The Boys' Brigade is ***"Sure and Steadfast"*** which is taken from the epistle of Paul to the Hebrews 6: 19 ***"Which hope we have as an anchor of the soul (mind), both sure and Steadfast and which entereth into that within the veil (i.e. inner sanctuary). KJV."***

THE BOYS' BRIGADE CREST

The Crest was originally a plain anchor bearing The Boys' Brigade motto, with a capital letter B on either side. Upon merger between The Boys' Brigade and The Boys Life Brigade in 1926, the red Greek cross was placed behind the anchor to form the current emblem. The cross originally formed part of the emblem of The Boys Life Brigade.



The Badge is a golden anchor on a red Geneva cross flanked by golden letter 'B's. The motto, 'Sure and Steadfast', is often placed beneath the badge.

The Boys' Brigade crest has five components, they are:

Component	Notes
The Anchor	This part represents our faith in Christ Jesus. As it is, when an ocean-going ship in the midst of a turbulent wave or wind, is put to calmness by this very small but mighty and powerful instrument (Anchor), so also we see our faith making us to soar above our problems in life. Thus, the soul of an individual is resting upon our Lord and Saviour Jesus Christ.
The Rope	This represents our attachment, believes and hopes in Him (Jesus Christ). It holds our faith firmly and fervently to the Anchor (Jesus) not to be pulled away by the winds or wave of the ocean / sea
The Cross	This symbolized the church. It reminds us of the vicarious death of Jesus on the Cross, the victory and the redemption the death has brought for us
BB	The Two Letters (BB): Stands for the abbreviation of the name of the Organisation, "The Boys' Brigade" Col3:13, Psalm 91:1
Sure & Steadfast	This is harmonized with the Crest to encourage the members (Boys) to remain sure, firm, steadfast, unshaken, courageous, and unperturbed while experiencing the challenges of life. When turbulence and storms come and in their tempestuous times they are to remain firm, immovable, steadfast and be certain of the security and protection that comes only from the master and saviour Jesus Christ.

THE MISSION STATEMENT

The Mission Statement was adopted by the Brigade Council on 4th September 1989.

The Boys' Brigade is a caring organization that challenges young people through informative and educative programme under printed by the Christian faith. This will be achieved by:

- Delivering Christian teaching in partnership with the Church in which the Company is based and encouraging the development of a personal Christian faith.
- Providing opportunities for leadership, decision making and skills training
- Empowering Boys and young people by involving them in decision making at all levels of the organization and giving responsibility appropriate to their age and aptitude
- Raising awareness of Boys and young people to the needs of others (especially other young people) locally, nationally and globally, and encouraging them to engage in activities and projects in which they can make a difference.
- Being sensitive to the needs and aspiration of Boys and young people of varying backgrounds, differing abilities and stages of development and providing appropriate support, advice and guidance.
- Ensuring the safety of Boys and young people through the implementation of suitable procedures for the selection, training and supervision of leaders

THE BOY

INTRODUCTION: This lecture is to give the Officers of The Boys' Brigade the insight of the behavioural characteristics and the expectation of The Boy in The Boys' Brigade.

The Boy is an important personality to the founder of the organisation, Sir William Alexander Smith. As we are all aware of the saying of the leaders of the organization that "without Boys there would not have been Boys' Brigade".

WHO IS A BOY?

Cambridge Advance Learner Dictionary gave us a Boy as "a male child or a male of any age." In The Boys' Brigade setting, The Boy is the most important person that makes the organisation to exist. Officers existence in The Boys' Brigade is as a result of The Boy for them to be guided, directed, counselled, supported and to led. The paramount objective of The Boys' Brigade "is the advancement of Christ's Kingdom among the Boy".

WHAT ARE THE CHARACTERISTICS OF THE BOY?

Boys in the Sections of the Organisation has various characteristics that are attributed to them in which we all need to know in order to perform our duty excellently as an Officer.

1. THE ANCHOR BOY (3 – 7 YEARS OLD)

This is the primitive section of the organisation before attaining the age of a Boy in Junior Section and they have the underlisted characteristics;

- Crude emotion – learn to interpret their action e.g.
- Limited Concentration
- Energetic
- Self – centredness / Egocentrism
- Inability to understand difficult and complex concept
- Undimensional thoughts
- Likes collecting and making things.

2. THE JUNIOR BOY (8 – 11 YEARS OLD)

This is the formative and constructive section of the organisation before attaining the age of a Boy in Company Section and they have the underlisted characteristics;

- Problem Solving Skill
- Crude emotion – learn to interpret their action e.g.
- Limited Concentration
- Restlessness
- Self – centredness / Egocentrism
- Abstract ideas
- Undimensional thoughts

3. THE COMPANY SECTION BOY (12 – 15 YEARS OLD)

Boy in this section are attaining the early pre-adolescence stage and their developmental characteristics are as follows;

- Physical Development
- Sexual awareness
- Friendship
- Independence / Freedom
- Struggle for independence
- Abstract concepts
- Self – centredness / Egocentric i.e. » They have imaginary audience
 - » Feel pompous, ambitious,
 - » Personal allegory, legend, falsehood, crook etc
- Accumulation of stress i.e. » Nobody cares about me
 - » My parents treat me like a small child
 - » Nobody likes me

4. THE SENIOR SECTION BOY (15/16 – 19 YEARS OLD)

Boy in this section are in their adolescent stage and they believe they have arrived because of their developmental characteristics which is as follows;

- Strong need for independence
- Sexual attraction to opposite sex
- Wants recognition, listened to and to be noticed
- Distinguish between abstract and concrete concepts
- At mid – adolescent (16/17), increase attention to defining his identity
- At late – adolescent (18/19), they narrow down choices for the future to few choices

OFFICERS RESPONSIBILITY

WHAT THE BOY HAS:

1. Enthusiasm and Energy: Boys of this age cannot sit still for long. They always want to be on the go, doing something they like on their own, or more usually with others of their age. However, when they commence anything enthusiastically, this their enthusiasm soon fades after a time. The Boys have real feelings for Boys Brigade work, thus spend their time in it.
2. Capacity for Fun: Life is never very serious at this age: most things have funny side (even if it is not intended) and the Boy has a great sense of humour. He has few worries, and those he has soon pass, what he likes to do is to enjoy himself.
3. Capacity for hero-worship: Human beings tend to model their lives after some other people. Nevertheless, this tendency is particularly strong at this age. This attitude is referred to as hero-worship. A Boys' hero may be a footballer, or pop star, but it may equally be his BB Officer or NCO. Although this may happen without him being aware of it, the Boy will model his life, what he does and tries to do, on his hero.

4. An element of uncertainty: A Boy seldom thinks and when he stops to think of security, he feels a need for security, and someone who will take a real interest in him, and whom he can trust in every way. Some Boys are lucky to find this at home, but many others do not and seek it outside their homes. The Boy is not sure of his next move and he's also not sure of the people around him especially when they are people he's not yet used to.

WHAT THE BOY NEEDS

Having known his strengths/what the Boy has, it is proper for us to evaluate his needs with the aims of providing these needs and striking a balance between what he has and what he needs.

1. Counselling and open up: encourage them to talk about what they are passing through while one listen attentively and thinking of the kind and type of advice to give to him. Desist from jumping into conclusions and do not be quick to answer to any question asked. Based on the fact that adolescent doesn't want adult to rush them to advice. They many only want adults to understand what they are passing through and the situation they find themselves before any advice.
2. Building a Strong Relationship: Try to build a strong and family relationship with them so that they feel comfortable coming to you when they need help
3. Offer Reassurance, Encouragement and Support: Officer should be ready to provide verbal or physical comfort, but do not disappointed and discouraged if your efforts are jeopardised. It's a normal reaction to stress. Be cool, happy and ready to offer same any time and let them know that you are available anytime, any day he needs you.

As an OFFICER in the organisation ably ready to work for the development of The Boys irrespective of their developmental characteristics. You should;

- Teach and study God's word
- Pray
- Develop the love for the children
- Patience
- Sense of humour
- Encouragement and support
- Counsel
- Building a good relationship with them
- Study them and be there friend
- Ready to assign responsibility and delegate

CONCLUSION

Having known all these as the behavioural characteristics about The Boy whom you have solely accepted to work for by leading them aright by treading on the rightful path. Note very well that you do not deviate and fail from discharging your duties by bringing The Boy to Christ. Anything short of this is not aimed at the object of the organisation "advancing Christ's Kingdom among Boys".

"Therefore, my beloved brethren, be steadfast, immovable, always abounding in the work of the Lord, knowing that in the Lord your labour is not in vain" (1 Corinthians 15:58).

COMPANY ORGANISATION

One important thing to learn as an Officer of the Boys' Brigade is Company Organisation and Administration.

What is a Company? A Company is the smallest but most important unit (formation) of the Boys' Brigade. It is made up of Boys, Officers, Patrons and Patronesses.

What is Organisation? It is the act of organising.

What is organising? It is the act of putting into working or arranging in a system.

Following these definitions, we can say we are about to learn the act of arranging the Company and putting it into working.

There are some basic procedures in BB Company Organisation. The first thing to think about when organising a Company is:

1. **SECTIONING THE COMPANY:** In Companies Boys are organised into Sections based on their ages and age range. This is so because of reasoning and understanding levels. A boy of seven years thinks differently from another of fifteen years and vice versa.

In the Boys' Brigade Boys are divided into three sections which are:

- a. The Junior Section - Boys between the ages of 6 – 11 years. (BB Age)
- b. Company Section - Boys between the ages of 12 – 15 years (BB age)
- c. Senior Section - Boys between ages of 16 – 18 years (BB Age)

Note: BB Age refers to the age in which the Boy is by 31st December of that year. This provides a common national and international way of organising Boys by their ages.

Each Section is to have an Officer in Charge (O-I-C) who is to plan for the activities of that Section.

2. **SECTION GROUPINGS:** After the Company is divided into sections; these sections should further be divided into smaller units. The Junior Section Units are called "GROUPS" and the Company units are called "SQUADS". The Company should base groupings on Ages of Boys or as deemed fit. Each Group and Squad should have a Group/Squad and might be appointed by members of the Squad. These Groups and Squads must be named as this gives members a sense of belonging. Names of personalities or relevant BB related names could be used.
3. **AWARDS AND PROMOTION:** As a way of recognising for a job well done the BB provides room for Awards and Promotion. This is also a sort of attraction for Boys. This attraction might act as incentives that will spur them up to also work harder. In the Junior Section Six Achievement Badges ranging from the White Badge to the Gold Badge are awarded. In the Company and Senior Sections, the Target 1&2 Awards are awarded. There are specialised Awards like Expedition Award, Sports, Skills, Recreation etc. which are also given in the Company and Senior Sections.

Also, a boy who has attained the BB age of 14 years and done well in his achievement is promoted. (Promotions in the BB start at 14 (BB) years).

There must be well-guarded policies for giving awards and promoting boys e.g. Age, discipline, self-respect, IQ etc but this should be used to encourage boys not discouraging them.

4. **OFFICERS DISTRIBUTION:** There should be distribution of officers among boys in the Company. This is for the purpose of not having idle hands in the Company. Always make sure that officers are distributed accordingly. In the BB system, Officers are distributed to the ratio of 10:1 i.e. Ten Boys to one officer. This rationing system is also done so that every Boy is being specially handled. (The officer knows all the Boys in his squad personally).
5. **COMPANY EXECUTIVES:** There should be Company Executives for easy administration in the Company. There should be the Company Secretary, Treasurer, Financial Secretary, P. R. O., Band leader/Director, Drill Officer and any other as may be necessary for the Company. There should be elections to fill in these positions. The idea of appointing officers should be avoided by all means to check favouritism and fraud.
6. **FINANCE:** This has always been a problem for most companies. It is a very important organ in this study. A company that does not plan for its finance has planned to fail. Finance is a very important factor in the company i.e. All activities (almost all) require at least little finance to be run. The financial problems facing Companies can also be solved when these Companies plan to be self-supporting and self-sufficient. Methods of fund generation in companies include:
 - a. Registration/Membership Dues: this could be collected weekly or monthly as may be seemed fit for the company.
 - b. Bob-A-Job Exercise.
 - c. BB Week Exercise: During the National BB week exercise, companies could generate funds for their selves as well as the state and national council. The companies 25% could also be help in matters relating to finance.
 - d. Band outings: This should really be monitored, as Companies tend to flaunt BB principles in this matter.
 - e. Church Grants.
 - f. Donations.

Other sources of income include: officers should use their initiatives when it comes to fund generation, but the most important aspect is that there should be honesty and sincerity in the part of leaders especially when company finance is concerned.

 - g. Variety Shows/Displays where tickets could be sold.
 - h. Internal fund-raising activities like launchings.
 - i. Sale of Company souvenirs like T-shirts, Pens, Books, etc.

Officers should use their initiatives when it comes to fund generation, but the most important aspect is that there should be honesty and sincerity in the part of leaders especially when company finance is concerned.

FINANCIAL PLANNING

Guidelines for the Financial Success of the Company

INTRODUCTION:

It is good 'Housekeeping' for every company to give time and thought to look at its finances at the end of the session and to plan for the coming session. This is particularly so in the present economic situation. It is the responsibility of the Captain and Officers to make sure that the Company has the ability to pay its way and meet its commitment to the Brigade and the Church, and to provide equipment for the use of the members of the company.

It must be recognised that the Captain and Officers have a major responsibility to demonstrate the ability to manage the funds entrusted to them by others. It is also necessary to realise that the future existence and expansion of the Company will rest not only on its ability to provide an interesting and varied programme for the Boys, but also on its ability to balance its budget. The greater the evidence of inflation the greater the need to undertake financial planning – it becomes a necessity.

- ANALYSING THE PAST YEAR'S FIGURE;

- On Income

- (a) What was the result – did we pay our way?
- (b) If not – why not?
- (c) Did we collect all the Boys subscription?
- (d) If not – what went wrong?
- (e) Do the Boys pay reasonable subscription in comparison with the activities of the company?
- (f) Was BB. Week and other fund-raising effort a success?
- (g) If No – was there any particular reason? Was it through lack of planning and organisation by the Officers?
- (h) What other income should we have received if more thought had been given to the question?
- (i) Did we 'chase' Boys for amount owing to the Company? E.g. uniform sales etc.

- On Expenses:

- (a) Did we make too large or too small a donation to our Church, Charities or other organisations?
- (b) Did we spend too much on administration? Are there areas we can economise?
- (c) Did we spend too much on uniform & parts? Did we get haversacks back into stock when Boys left the company?
- (d) Why did the boys leave?
- (e) Did we plan to purchase equipment but had to amend our plans when funds were not sufficient?
- (f) Did we 'overspend on equipment?

Comparisons

If we made a budget in previous years, on income and expenditure, did the actual results match up to them? Investigate where the differences were.

Camp/Other programmes

- (a) How did our camp accounts compare with our estimates when the camp charge was fixed?
- (b) Questions to ask and answer: -
 - (i) Did we charge the Boys too much?
 - (ii) Did we charge enough?
 - (iii) Did we economise on essential items?

Financial Planning for coming Session

- (a) What are our commitments? What expenses do we know we shall have to meet?
 - (i) Brigade Contributions
 - (ii) State Council Subscriptions
 - (iii) Battalion Subscriptions
 - (iv) Group Council Subscriptions
 - (v) Denominational Fellowship Subscriptions
 - (vi) Donation to Church or other Organisations
 - (vii) Administration of Senior, Company, Junior Sections; Roll books, Stationery, Postage, Badges, Competition Fees, Transport of Boys, Activities etc.
(Compute all the figures)
- (b) Can we meet all the expenses from Boys and officers subscription? What will it cost members in Subscription?
- (c) What other expenses shall we have and what additional or replacement equipment will we need in the Company (all Sections) during the coming Year?

A comprehensive list should be made, and the items drawn up in a list of priorities, costed and totalled.

What will be the total amount required to run the Company during the session?
How are these funds to be found?

- (a) Boys and Officers Subscription? Can these cover all items under (a) above?
- (b) Patrons and patronesses Support/Subscription?
- (c) Special Fund-raising efforts?

What is to be our target for BB. Week? What are we going to do with our share of the money raised? Refer to the list of priorities previously mentioned. Commence thinking and planning early to make it a success.

What other fund-raising efforts are to be held for special projects? Plan these dates well in advance keeping clear of Church, State, Battalion and Group Council's dates.

Work it out on paper and let every Officer have a copy. Refer constantly to it and if some of the estimates are 'way out' enquire into the differences straight away.

XXXXth XXX COMPANY

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THE BOYS' BRIGADE NIGERIA
XXXth XXX COMPANY

NOTES ON BUDGET

1 Company's Subscription to National Council ¶		N	K
a	30 Boys @ N10 per Boy	300.00	
b	5 Officers @ N50 per Officer	250.00	
c	World Conference Levy for Companies	200.00	
		750.00	

2 Implementation of 2019 Programme of Activities § (Cost Implication)		N	K
1	Band & Trumpet Training	10,000.00	
2	Children's Day Celebration	10,600.00	
3	Excursion/Picnic	2,000.00	
4	Community Evangelism	1,000.00	
5	Lecturers' Stipend/Honourarium	2,000.00	
6	Football/Bible Quiz Competition (Prizes/Logistics)	10,000.00	
7	Anniversary/Enrolment	50,000.00	
8	End-of-Year party/Drums Night	10,000.00	
		95,600.00	

BUDGET SUMMARY

EXPENDITURE		N	K
1	CONTRIBUTIONS, DONATION & ADMINISTRATION	169,950.00	
2	BB TRAINING & CAMPS (INTERNAL & EXTERNAL)	50,000.00	
3	EQUIPMENT	100,000.00	
		319,950.00	

INCOME DISTRIBUTION (See Chart)		N	K
1	SPONSORED EFFORTS BY BOYS & OFFICERS	119,600.00	
2	SPONSORED EFFORTS BY PATRONS (NESSES)	77,680.00	
3	CHURCH SUPPORT	122,670.00	
		319,950.00	

Diete-Koki, Charles Jeffrey
Company Captain

THE OFFICER IN THE BOYS' BRIGADE

INTRODUCTION: This is the acronym we all bear and answered to when called by friends, parents, Chaplains etc in our various company, denomination or whenever we are in a gathering. The question I which to put across to us all is, **ARE YOU TRULY AN OFFICER OF THE BOYS' BRIGADE?**

WHO IS AN OFFICER

An Officer is a person **appointed** to command in the Armed Forces, Merchant Ships, Aircrafts, Police Force e.t.c. usually wearing a **special uniform with indications of rank**.

An Officer is a person with a position of authority or trust engaged in active duties.

Looking at the aforementioned definitions, it can be deduced that for you to be called an **OFFICER OF THE BOYS' BRIGADE** you must have been duly **APPOINTED** to serve in a particular capacity or office with a set goal which should be towards the development of a service or an organisation.

Let us note at this juncture that ***"all Officers must be men or women of Christian character and be members or adherents of a Church or other Christian organization and shall be desirous of promoting the Object of the Brigade. They should set a high example to the members of the Company and keep the distinctly Christian aims of the Movement continually in mind"***.

An Officer in the organisation of ours is the solely responsibility of the Church Authority having watched and noted some distinguished characteristics and good attitude of the person to be appointed if he/she is worthy to be called an **OFFICER** and trustworthy.

In our organisation today, we have many that are not expected to be called an **OFFICER** based on their activity, performance, character, attitude etc.

For you to be called an **OFFICER**, it must be recorded at the back of your (his/her) mind that you (he/she) must influence the life of your **FOLLOWER(S)**. The question there is, does your life, character /attitude influence the life of your **FOLLOWER(S) (MEMBERS)?**

Officers that are duly appointed by the Church Authority are to be enrolled and decorated by the **Group or Battalion Council** they belong to after good examination and performance at the mandatory Officer's Basic Training programme(s) and satisfied with his character to be reckoned with as a good ambassador of the organisation.

Jeremiah 1 vs. 5 ***"Before I formed thee in the belly I knew thee; and before thou camest forth out of the womb I sanctified thee, and I ordained thee a prophet unto the nations"***. We have to know and believe that our coming into the organisation is not by mistake but by divine call of God to serve in his vineyard as an OFFICER. ***Do you do what you are called for to do?***

It is disgusting now that we that so called OFFICER(S) have failed woefully in our various responsibilities either appointed by the Church Authority or picked by the Captain. Let us know that I Corinthians 1 vs. 26 ***"For ye see your calling, brethren (OFFICER), how that not many wise men after the flesh, not many wise men after the flesh, not many mighty not many nobles are called"***. Being a good OFFICER, you are expected to work tremendously as to achieve The Boys' Brigade Object which is the essential reason for your appointment as an OFFICER... to win Boys for our Lord Jesus Christ.

TYPES OF OFFICER (LEADERS) IN THE BOYS' BRIGADE

1. **OFFICER** - Usually termed a Lieutenant usually male or female member that has completed all training and other qualifications required of him to be an accredited Officer in BB.
2. **WARRANT OFFICER** - An Officer in training or on a special duty that are yet to complete his/her training courses.
3. **HELPERS** - Male or female friends that have attained 18 years or over whom have a good standing in the church community. They may also be on special duty. NCOs and Seniors may also serve.

OFFICERS RESPONSIBILITY

As stated in The Boys Brigade Manual, an attribute of a good deserving OFFICER must be men or women of Christian character and be members of adherents of a church or other Christian organisation.

1. Should reverence God as his creator and make Him his friend.
2. The success of the work at the Company, Group / Battalion State & National Councils depends upon the quality of Christian leadership shown by the Officers and the extent to which this underlies the whole range of activities undertaken with the Boys. This is especially important at Company level.
3. In their everyday lives Officers must be ever mindful of their responsibilities.
4. They should be good image markers of the organization for everyone with whom they are in contact with tend to judge the Brigade as a whole by the personal example of the individual whether in uniform or not.
5. Should and be a role model and of good conduct / example for The Boy to emulate
7. Should be loyal to the constituted authority
8. Should be law abiding and respectful of law of the land
9. Younger Officers should always pay regard to older ones.
10. Respectful

With this, it shows that we (OFFICERS) have a major role to play by leading The Boy to Jesus Christ (Matthew 18 vs. 1 – 6). Christian Leadership is only possible if there are Christians to do the leading and so the quality of this leadership is dependent wholly in the Christian commitment.

THE OFFICER'S RELATIONSHIPS

Church: An Officers first duty is to His Church. The BB is the agency of the Christian Church so the Officer must see himself at the centre of the Church life, leading Boys into worship and witness of the church.

Company: The success of the Company depends on good leadership. He is to give all he can to achieve the Object of the BB. He is to make BB work a vocation, an opportunity for Church service.

Fellow Officers: They must be loyal to one another. They may differ at times but it should never be pronounced before Boys.

Boys: Officer must trust his Boy even in the smallest matter. He should be considered especially in the planning of his programme. He should be dealt with as an individual and respected.

Parents: Officers should visit Boy's parents as this will promote a good relationship and lend him more support in his work.

Other Companies and Youth Organisations: Do not make your Company or the Brigade exclusive and inward looking. Think of other leaders of other Companies and Organisations as colleagues and collaborators and not as competitors. Let there always be co-operation.

QUALITY OF A GOOD OFFICER

There are so many qualities expected of any good officer by The Boy. A great interest in Boys and the Object of The Boys Brigade having a willingness to learn such qualities are;

1. DEPENDABLE: – He should be trustworthy
2. LOYAL: – To the authority
3. ACCOUNTABILITY: – Discharge
4. FAITH: - Personal faith in the Christian Life (Heb.11 vs. 1)
5. ENTHUSIASM: – Be enthused for the Church, Company and organisation both at home and abroad (Colossians 3 vs. 23)
6. GOOD CONDUCT: - In all our deeds
7. SELF CONFIDENCE: – Through training, experience and exposure
8. SELFLESSNESS: – Willingness to work for others without seeking and reward (Galatians 5 vs. 13)
9. Others are: Know the Boys, Visit the Boy, Trust the Boy, Keep faith with the Boys, Be his Confidant.

WHATS YOUR STAND

What's your stand? This is a very big and personal question we need not echo to answer rather, it's an individual question one need to answer by himself. Think twice as you want to answer this question and have a deep thought if truly you are an OFFICER before marching to the altar for declaration during your Company Enrolment Service or Group / Battalion Council's Anniversary (Deuteronomy 23 vs. 22, Ecclesiastes 5 vs. 4 & II Peter 1 vs. 10).

Have you let one or The Boy astray as a result of laxity in the capacity as an OFFICER, you can make a U – TURN now and perform your duty(ies) / responsibility as an OFFICER of the organisation with the believe that "Children are the heritage of the LORD (Psalm 127 vs. 3); Let the children come unto me for their is the kingdom of God (Matthew 19 vs. 14)

CONCLUSION

Can you be called a good OFFICER? This is a clarion call to us all that we have to turn around a make a good decision on what we want the Boy to say us as they call us by that title OFFICER.

Let us know that if we fail to discharge our duty(ies) for them, it is better they don't call us OFFICER at all as registered in the Book of Matthew 18 vs. 1 - 6.

SOME CODE OF CONDUCTS FOR BB OFFICERS

1. They should be loyal to God and the Church.
2. They should be loyal to the Brigade.
3. They should be loyal to the Country.
4. They should avoid anything that will stain the name of the BB.
5. They should be prepared to render services to God and mankind always.
6. They should be full members of their Church.
7. They should always set high examples before their Boys and other Officers.
8. Younger Officers should always pay regard to older ones.
9. They should avoid bad drilling habits. Like drinking alcoholic in front of Boys.
10. Officers should abstain from smoking especially when in uniform.

PROGRAMME PLANNING IN THE BOYS' BRIGADE

INTRODUCTION: This is to articulate the concept, pattern, elements, structure and sketch of a programme planning of the Boys' Brigade for interest, mobility and sustenance.

1. **CONCEPT:** The Boys' Brigade Nigeria adopts various specialised techniques for training in the organisation in accordance with its training policies, one of such methods is the concept of programme planning. Programme planning in our circumstance primarily involves the allocation of our varied activities and exercises to accommodate the abundant potential energies and interest that abound within us. It is evident that The Boys' Brigade was created to assist the "Boy" acquire CHRISTIAN VIRTUES, STRICT DEVOTION AND DISCIPLINE by means of its Training programmes which embody articulated activities and interests. It places emphasis on the "Boy" as an individual because of his abilities and potentials to be adequately DISCOVERED, DIRECTED and DEVELOPED. There must be a well thought out method of PLANNING, PREPARING AND PRESENTING these subjects in sequence to be able to achieve its objectives. And that is why the concept of programme is of great significance to the "Boy".
2. **PATTERN:** Programmes are presented in different forms, types and through various outlooks, but this paper is based on the smallest and most important unit in the hierarchy of BB structure, the Company situation. Generally, it is patterned on the following bases:
 - a. Annually
 - b. Quarterly
 - c. Monthly
 - d. Weekly
 - e. DailyWhatever pattern a Company adopts, the basic idea is a programme that is likely not only to appeal to the Boys, but also attract and keep their interest to learn.
3. **PROGRAMME ELEMENTS:** The following elements should be considered when planning any Company programme.
 - i. Aims / objectives of The Boys' Brigade
 - ii. The Age Group of Boys

- iii. Immediate Environment
 - iv. Number of Staff/Helpers required to execute the program viz the available hands.
 - v. Availability of Materials, Equipment and Space.
4. **PROGRAMME STRUCTURE:** The programme of each section should be structured to embody wholly the four-sided principle of the Boys' Brigade, also known as the four cardinal points including its component.
- a. Educational: Basic BB knowledge and interests, academics /skills acquisition.
 - b. Physical: Physical activities /Simple Drill, Recreational activities /Squad Drill, Team Games / Activities/ Parade.
 - c. Spiritual: Bible Stories, Bible Studies, Christian, Faith.
 - d. Social: Basic knowledge, Basic Discipline, Community Service, Social activities or services.
5. **DRAWING UP A PROGRAMME:** The task of drawing up a programme for operation in a Boys' Brigade Company is ideally a collective responsibility. It requires the involvement of the following:
- a. The Church
 - b. The Officers
 - c. The Boys

A joint meeting of the Chaplain who presents the policies and interest of the Church, the Officers-in-charge of the Sections and sometimes Squad Leaders, may be appropriate to extensively deliberate on the programme idea for the Company. The race of the Chaplain and the Captain is very essential in this regard. They ensure that the contributions made are carefully analysed to meet up with the aspirations and standards of the Church.

The Boy is an important personality to the Founder of the Boys' Brigade, Sir William Alexander Smith and invariably The Boys' Brigade. Someone has rightly said that without Boys there would have been no Boys' Brigade.

SUGGESTED PROGRAMME SHEET OF A COMPANY

Coordinator /Date / Programme / Duration / Time / Venue



THE BOYS' BRIDGE NIGERIA LAGOS-STATE COUNCIL

QUARTERLY PROGRAMME OF THE 5TH APAPA COMPANY
ATTACHED TO ST. JOHN'S ANGELICAN CHURCH, ARAROMI, APAPA, LAGOS.

APRIL - JUNE 2010

WK	DATE	PROGRAMME OF EVENTS	DURATION	TIME	COORDINATOR	REMARK
1	SAT. 3RD APRIL, 2010	- OPENING DEVOTION (JESUS) - B.B. HISTORY - DRILL (ELEMENTARY) - ROLL CALL/SUBSCRIPTION - CLOSING PRAYER	35 MINS. 30 MINS. 30 MINS. 15 MINS. 10 MINS.	4:00-4:35PM 4:35-5:05PM 5:05-5:35PM 5:35-5:50PM 5:50-6:00PM	PAUL KUSA	
2	SAT. 10TH APRIL, 2010	- OPENING DEVOTION/BIBLE EXPOSITION (THE LIFE OF JOSHUA) - B.B. OBJECTS/MOTTO - GAMES - CLOSING PRAYER	35 MINS. 50 MINS. 20 MINS. 15 MINS.	4:00-4:35PM 4:35-5:25PM 5:25-5:45PM 5:45-6:00PM	IDOWU VIHO	
3	SAT. 17TH APRIL, 2010	- OPENING DEVOTION/BIBLE EXPOSITION (THE LIFE OF SAMUEL) - B.B. ANTHEM - DRILL - CLOSING PRAYER	50 MINS. 40 MINS. 20 MINS. 10 MINS.	4:00-4:50PM 4:50-5:30PM 5:30-5:50PM 5:50-6:00PM	OLUWAFEMI MICHAEL	
4	SAT. 24TH APRIL, 2010	- OPENING DEVOTION (PRAISE/ WORSHIP) - FIRST AID/ SAFETY IN THE HOME - PAYING COMPLIMENTS - DRILL /CLOSING PRAYER	40 MINS. 40 MINS. 15 MINS. 20 MINS.	4:00-4:40PM 4:40-5:20PM 5:20-5:35PM 5:35-6:00PM	WALE OTENAIKE	
5	SAT. 1ST MAY, 2010	- OPENING DEVOTION (THE STORY OF SAMSON) - B.B. ANTHEM - GAME (FOOTBALL) - CLOSING PRAYER	40 MINS. 30 MINS. 40 MINS. 10 MINS.	4:00-4:40PM 4:40-5:10PM 5:10-5:50PM 5:50-6:00PM	PAUL KUSA	
6	SAT. 8TH MAY, 2010	- OPENING DEVOTION (OBEDIENCE TO GOD / OTHERS) - ART EDUCATION (DRAWING) - SING SONGS - CLOSING PRAYER	30 MINS. 60 MINS. 20 MINS. 10 MINS.	4:00-4:30PM 4:30-5:30PM 5:30-5:50PM 5:50-6:00PM	IDOWU VIHO	
7	SAT. 15TH MAY, 2010	- OPENING DEVOTION (THE RICH FOOL) - B.B STRUCTURE/COMPANY STRUCTURE - DRILL - CLOSING PRAYER	30 MINS. 50 MINS. 30 MINS. 10 MINS.	4:00-4:30PM 4:30-5:20PM 5:20-5:50PM 5:50-6:00PM	OLUWAFEMI MICHAEL	
8	SAT. 22ND MAY, 2010	- OPENING DEVOTION (GOD LOVE) - PATRONS, PATRONESSES, CAPTAIN AND OFFICERS - ART/CRAFT (DRAWING II) - CLOSING PRAYER	30 MINS. 40 MINS. 40 MINS. 10 MINS.	4:00-4:30PM 4:30-5:20PM 5:20-5:50PM 5:50-6:00PM	WALE OTENAIKE	
9	SAT. 29TH MAY, 2010	- OPENING DEVOTION (PEACE OFFERING) - B.B. PRAYER - DRILL (SQUAD) - CLOSING PRAYER	30 MINS. 30 MINS. 50 MINS. 10 MINS.	4:00-4:30PM 4:30-5:00PM 5:00-5:50PM 5:50-6:00PM	ROBERT J.	
10	SAT. 5TH JUNE, 2010	- OPENING DEVOTION (CONSEQUENCE OF OBEDIENCE) - CAMPING IN THE B.B. - GIVE UP OR GO ON? (JOHN C. MAXWELL) PAGE 126. - MONTHLY SUBSCRITURE - CLOSING PRAYER	30 MINS. 20 MINS. 40 MINS. 20 MINS. 10 MINS.	4:00-4:30PM 4:30-4:50PM 4:50-5:30PM 5:30-5:50PM 5:50-6:00PM	PAUL KUSA	
11	SAT. 12TH JUNE, 2010	- OPENING DEVOTION (FOCUS DIRECTLY TO YOUR TALENT) - B.B UNIFORMS - SIGNALLING (COMPANY STAFF) - DRILL - CLOSING PRAYER	20 MINS. 30 MINS. 30 MINS. 30 MINS. 10 MINS.	4:00-4:20PM 4:20-4:50PM 4:50-5:20PM 5:20-5:50PM 5:50-6:00PM	IDOWU VIHO	
12	SAT. 19TH JUNE, 2010	- OPENING DEVOTION - BIBLE QUIZ (SECTIONS) - THE CHAPLAIN ADDRESS - VOTE OF THANKS - CLOSING PRAYER BY (BABY OF THE CHURCH, COORDINATOR)	20 MINS. 70 MINS. 10 MINS. 5 MINS. 15 MINS.	4:00-4:20PM 4:20-5:30PM 5:30-5:40PM 5:40-5:45PM 5:45-6:00PM	WALE OTENAIKE	
13	SAT. 26TH JUNE, 2010	- OPENING DEVOTION (ETERNITY OF DAVID'S LINE) - THE ADVANCEMENT OF CHRIST - KINGDOM - DRILL - DRILL - CLOSING PRAYER	30 MINS. 40 MINS. 40 MINS. 10 MINS.	4:00-4:30PM 4:30-5:10PM 5:10-5:50PM 5:50-6:00PM	ROBERT J.	

OTENAIKE ADEWALE (Captain)

SUGGESTED PROGRAMMES FOR BALANCE GROWTH

- | | |
|----------------------------------|------------------------------------|
| 1. Bible Class | 14. Drama |
| 2. Drill Practice | 15. Home Economics |
| 3. Health Education | 16. Seminars |
| 4. Camping | 17. Evangelism |
| 5. Singsong / Music Class | 18. Meeting |
| 6. Excursion /Expedition | 19. Parent Night / Award Night etc |
| 7. Sports / Games | 20. Enrolment Service Week |
| 8. Band Practice | 21. Competition |
| 9. Career –talks | 22. Training Course |
| 10. Community Service | 23. Street Parade |
| 11. Recruiting and Schools visit | 24. Company Night Vigil |
| 12. Birthday Ceremony | 25. Art/Craft |
| 13. Visitation | |

However, care must be taken not to attempt too much, too soon – always aim at a few things, well done and in which many Boys will participate.

MERITS OF PROGRAMME PLANNING

1. It keeps the Company going.
2. The training and retention of the Boys is certain.
3. Developing their leadership potential is ascertained.
4. Increasing the number of the Boys in the Company.
5. The varied programmes could help them in their future career.
6. It would afford the Officer(s) the opportunity to really understand the capability of each Boy in the Company.

CONCLUSION

It is important to state here that Boys' Brigade attaches great value to the method of training her members, that is why it encourage prompt and standard programme planning. This is because the style and extent of planning / presentation of ideas is reflecting on the state of our respective Companies.

Remember that if Boys don't enjoy their Company meeting of a particular week they are unlikely to come back the following week. Thus, we must have planned, prepared and prayed concerning the kind articulation of the Boys' Brigade programme. Remember the object of the Boys' Brigade ... Obedience, Discipline, Reverence and Self-Respect.

CHURCH AND COMPANY RELATIONSHIP

“The value of true friendship is seldom known until it is lost” (a wise saying)

The Brigade constitution states, “Each company shall be a part of a church or other Christian organization approved by Brigade executive”. The first step towards the formation and enrolment of any B.B company, therefore, is to obtain the official approval of the church. The constitution further states, “The church shall nominate for the enrolment all officers of the company” All officers shall be members or adherent of a church or other church organization.

Aim

The aim of this lecture is to make officers aware of the relationship, which ought to be established and developed.

Objectives

- List the main individual and group with which a B.B officers has contacts.
- For each of these, understand the ways by which trust, and co-operation can be created, developed and maintained.
- Know the practical steps that can be taken when problems in relationship arise.
- Understand the main principles involved in listing skills.
- Appreciate the influence, which the officers’ personal relationship with God must have on his or her relationship with others.

Definitions:

1. The Oxford Learners Dictionary defines the word relationship as;
 - a. state of being connected either by birth or marriage
 - b. A correspondence between two or more things or people
 - c. Links or contact
 - d. A strong emotional association of individual and or groups within the frame work of a system.
2. The New Webster’s Dictionary of English language defines as:
 - a. The mutual exchange between two people or groups who have dealing with one another.

Nonetheless, for the purpose of this lecture, the definition (1) c, d 11 (a) should be appropriate.

On the other hand, according to Webster’s Dictionary the word skill s ability to do something well. Especially because of a long practical experience e.g. a particular technique.

The Boys’ Brigade regulates that officers must be aware of the relationship, which need to be established and created hence the significance of this lecture.

In the system called the Boys Brigade, we have human capital and materials resources that are subject to change on continuous basis, Every B.B officers must strive to establish good relationship with the under listed groups and individual.

- The Church (worship, members and other organization)
- The Company (as a whole and others sector)
- Fellow Officers, Instructors and Helpers
- The Boys
- The Parent, Patron and Patroness
- Battalion
- The Youth Service (other organization, youth officers)
- The Local Community (neighbour, people group)
- Schools
- Officer’s own family and home life
- Officers own career
- GOD

HOW TO CREATE RELATIONSHIP AND SKILLS NEEDED

The officers should be able to create, develop and maintain a good relationship thought:

- Trust (the need to build up)
- Understanding (of the other person's point of view).
- Dependence (on each other).
- Respect (mutual)
- Friendship (sharing and caring)
- Give and take (not self-centred)

METHOD TO BE USED

There are many different methods, which can be used in relationship skills, but wherever possible these should involve practical work and experience by those concerned. The main ways encompass but not limited to.

- Introduction and discussion
- Visitation
- Case studies
- Role play
- Guided activities
- Games and stimulation
- Guidance and counselling
- Reinforcement (negative and positive)

RESPONSIBILITIES OF THE COMPANY TO THE CHURCH

THE OFFICERS

Every B.B officers should realize when appointment to this office is accepted, he or she is undertaking a duty for the church. This involves several responsibilities as itemized below.

- a. Officers should identify and recognize constantly the authority of the church.
- b. Officers should encourage by their own personal example, church loyalty on the B.B part of the boys.

This can be achieved by means of;

- Regular church attendance
 - Participation in the life and work of the church in every possible way
 - Support of the church and chaplain when talking to Boys (even in the face of own personal views)
 - Acceptance of any other responsibilities within the churches.
- c. Officers should realize that the B.B part of the boys is only one of the agencies working within the church and should be considerate for other societies in the church, and co-operate with them in any way possible.
 - d. Officers should help to let other members of the church know what the B.B stand for, and what it is doing.
 - e. The company should not be a financial burden on the church, should seek ways of assisting the church

- f. Officers should join side's men and ladies or usher.
- g. Members and officers are expected to join other arms of the church such as the choir, Sunday school, men and women organization within the church.
- h. An officer can also be a Sunday school teacher or superintendent or act in any other capacity that God may like to use him.
- i. It is the duty of the company to ensure that its activities or other group in other local church, and constant communication between the company and church is therefore recognized.

THE COMPANY CHAPLAIN

It must be realized that the company chaplain is an officer of the company. He should be invited to all officers' meetings and company meetings.

Every officer should endeavour to develop the closest possible association and friendship with the Chaplain

The Chaplain should be encouraged to speak regularly at the company bible class or other company activities.

Coping with problems.

It becomes pertinent to state here that no matter how good relationships may be. Problems and difficult will arise from time to time. Officers should be able to draw out ways in which such situation may be improved. See John 14:27 "peace I leave with you, however, in coping with problems, suggestion may include;

- a. Ask yourself how much of the problem is my fault (not the other persons)
- b. Ask yourself what you can do to improve the position (not what he or she do about it)
- c. Look for the good in other people (don't think about the bad)
- d. pray about the position, and for the person involved, Romans 12:18 "if it is possible, as much as lieth in you, live peaceably with all men"

Remember, "Happiness is like a jam, you cannot spread even little without getting some on yourself"

Summary

In this lecture, we have defined relationship as the mutual exchange between two people or groups who have dealings with one another. We also defined skill as ability to do something well. We have identified individual and group to which officers must create and maintain good relationship. In addition, how to create relationship and skills needed. The lecture also overviews the method to be used in relationship and the responsibilities of the company to the church.

Conclusion

"Christ wants the Boys as a Boy not the whole Boy as a man, not even part as a Boy but the whole restless, eager, happy boy, as a boy and nothing else.

Moreover, it is this whole, unspoiled; The Boys Brigade sets itself to win for Christ, if you want to lead a boy to Christ, you must do it by training by habit and by conduct.

It is important to state here that this essential relationship between the Brigade and the Church at both local and national levels is a very distinct character of the Boys Brigade and on that, relationship will depend on the measure of its success. At all times, the B.B officers must think of the Company within the Church

DRILL (Theory)

Introduction: Drill means a physical activities or army training that involve formal movement which produces obedient, smartness, discipline, self-control, team work and self-reliance.

BASIC FOUNDATION OF DRILL

There are two types of Basic foundation of Drill, namely;

1. **FORMATION:** It is the particular arrangement of the Boys in the squad.
2. **DIRECTION:** It means the way each squad is facing.

TYPES OF FORMATION

- a. **SQUAD IN LINE:** Three ranks of Boys; one behind the other in a front, centre and rear ranks respectively with a pace interval or distance.
- b. **SQUAD IN COLUMN OF THREES:** It's a squad in line turned to a flank. Flank is either a right or left turn.

DIRECTIONS:

- Squad will advance.
- Squad will retire.
- Squad will move to the right.
- Squad will move to the left.

RELATIONSHIP:

- Maintain formation and maintain direction.
- Maintain formation and change direction.
- Change formation and maintain direction. (It usually comes from the column of threes to squad in line and to maintain direction).
- Change formation and change direction.

WORD OF COMMAND

There are two parts of command and they are;

CAUTION: It tells exactly what to do and the command is usually prolong.

EXECUTIVE: It tells when to do it and the command is shorten, except right and left wings because both commands are giving out when movement is in progress.

(At times a PRELIMINARY CAUTION is given to gives a clear picture of what to do and it usually comes before the cautionary command.)

Example:	(PRE – CAUTION)	CAUTION	EXECUTIVE
(Two word command)		Right	Turn
		Quick	March
(One word command)		Squad	Halt
		Squad	Number
		Dis	Miss
		For	Ward
		Atten	Shun
	Turn to the right	Right	Turn
	Change direction right	Right	Form
	Incline to the left	Left	Incline e.t.c.

TIMING OF COMMAND

When giving command in Quick time, one pace in quick time must be allowed while in slow time, one pace in slow time must be allowed. And also one pace must be allowed before giving the executive part of the command while on the march.

Quick Time = 120 paces @ 60 seconds.

Slow Time = 60 paces @ 60 seconds.

COMMAND ON THE MARCH

All command should be giving on the correct foot to always allow a check pace (or an extra pace) by the Boys through the other foot and actualize the command with the correct foot. i.e. the same foot that receive the command will actualize it.

PURPOSE OR RESULT OF DRILL

1. It trains the Boys in the habits of Obedience and Self-respect.
2. It trains the Boys to be self-controlled and concentrate / focus.
3. It helps the Boys to stand uprightly and move smartly.
4. It helps to build up team spirit among the Boys.
5. It helps to coordinate the Boys better.

HOW TO START A BOYS' BRIGADE COMPANY

INTRODUCTION: The Boys' Brigade Company cannot exist in Isolation. Therefore, it must be attached to a Church or Chapel where a clergy man presides over. Company in a business world is described as group of individuals with a common purpose (profit making).

What is a BB Company? It is the smallest unit of the Boys' Brigade organization to which every members belong and where officers and Boys relationship are built. The company cannot exist without Boys. Therefore, the common purpose of starting the first BB Company in 1883 is to win Boys to Christ and train them for His service (God). The common purpose is depicted in the object of the organization

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

How to conceive or who conceive the idea of starting a BB Company

According to a scholar "Things doesn't happen, until people make it happen.

The idea must be conceived by someone. The idea could be conceived by

1. Clergy i.e. The Pastor in the Church
2. A church member i.e. An interested member of a church
3. Direct introduction from BB body to a Church.

The brigade constitution states, "Each company shall be a part of a church or other Christian organization approved by Brigade executive". The first step towards the formation and enrolment of any B.B company, therefore, is to obtain the official approval of the church. The constitution further states, "The church shall nominate for the enrolment all officers of the company" All officers shall be members or adherent of a church or other church organization.

STEPS INVOLVED IN STARTING A BOYS' BRIGADE COMPANY

Regardless of who or how the vision was conceived, the following steps are very important in starting a BB Company. They include:

1. CHURCH SUPPORT

This is the first step involved in starting a BB Company. It is a stage where the blessing of the church is sought. The Church authority or council will have to approve it so that financial and other support can be given. The financial support includes

- a. Payment of registration fee
- b. Payment of enrolment fee
- c. Procurement of musical instrument etc.

Therefore, the support of the Church is inevitable.

2. SELECTION OF OFFICERS

The officers are the leaders who ensure the smooth running of the company. This responsibility of selecting officers' rest on the shoulders of the Church Governing Body. The leaders to be appointed must be thoroughly scrutinized, people of good Christian faith. The Captain is important among them all.

3. TRAINING OF THE APPOINTED OFFICERS

Training in the Boys' Brigade is very essential. After the Church had appointed the officers, as a matter of necessity, they must offer themselves for training. The training expected for a new officer to attend is Basic Officers' Training Course 1 – 4. It is the training that will expose the officers to know the next line of actions such as

- a. Regular meeting
- b. Recruitment
- c. Enrolment Proper
- d. Running of the company etc.

4. RECRUITMENT OF BOYS

This stage has to do with getting members into the organization. For this to be achieved, various strategies such as Announcement in the Church Bulletin, Through the Sunday School Class, Meeting parent of interested members, Neighboring institutions, etc. The recruitment can be internal (within the Church) or External (Outside the Church).

5. INSPECTION & RECOMMENDATION

At this stage, it is expected that the Company have at least 30 Boys. An inspection team from Battalion or Group council visits the Company to inspect all necessary plans and company activities for recommendation to the state council for registration. The inspection might be once or twice. The inspection team will look into the following:

- a. Membership Strength
- b. Attendance Register
- c. Infrastructures like training ground or facilities
- d. BB Literatures e.g. drill books, membership cards etc.

6. COMPANY REGISTRATION

Based on the recommendation of the group/battalion council to the state, and having paid the prescribed fee, the registration and issuance of number will now be done by the state council. The state council would also register the company at the National Council Level. As a confirmation of the registration, a letter will be written to the Church confirming their registration and enrolment service will be picked by the Church subject to the approval of the State Council.

7. ENROLMENT SERVICE

"This is the day the Lord has made, Let's rejoice and be glad in it." This aspect has always been the much awaited day in the life of the newly recruited Boys and their parents. Having fulfilled all requirements of the councils, the group/battalion in conjunction with state council will perform the official inauguration and enrolment service.

CONCLUSION

Starting a BB company should not be the only concern of officers, but continuity should be ensured. Many companies started very well but had a bad end. Therefore, officers should encourage boys to attend all necessary BB Trainings. Captains should also focus on how to keep the company functioning very well.

THE BOYS' BRIGADE UNIFORM

INTRODUCTION: By the word B. B. uniform, we mean the internationally or nationally recognized and accepted clothing or formal dressing of all members of The Boys Brigade.

The Boys' Brigade is an international Christian voluntary organization that is spread over many nations or countries of the world. As a result, there are some differences in the uniform from one country to the other, something due to the weather condition of member countries.

By this lecture, we are limited to uniform of various ranks & sections of the organization (B.B.) in Nigeria.

WHAT IS A UNIFORM

Uniform is a set of clothes one wear to show that you are part of a particular organization, school, society or a family.

TYPES OF UNIFORM

1. JUNIOR SECTION

- a. Junior Section Beret with B. B. label
- b. Skye Blue shirt with two (2) breasted pocket and B. B. Pocket Badge.
- c. Navy Blue Short
- d. A pair of white canvas and socks.

Note: A white lanyard is used by the leading Boys in the Section.

2. COMPANY SECTION

- a. Navy Blue Short sleeve jacket with three (3) covered pockets
- b. White knicker
- c. B. B. Belt (Brown)
- d. Haversack
- e. Field service cap with numeral (if available)
- f. Black shoe with black socks

Note: Target Award Badges, Specialised Award Badges and Chevron are on the Right Arm while other Special Badge(s) like President's Badge, Queen's Badge, Duke of Edinburg Badges are on the Left Arm.

3. SENIOR SECTION

- a. Navy Blue Jacket with three covered pockets
- b. White shirt
- c. Black tie
- d. White trouser
- e. B. B. Belt (Brown)
- f. Haversack
- g. Field service cap with numeral (if available)
- h. Black shoe with black socks

Notes:

- Target Award Badges, Specialised Award Badges and Chevron are on the Right Arm while other Special Badge(s) like President's Badge, Queen's Badge, Duke of Edinburg Badges are on the Left Arm.
- Staff Sergeant mode of dressing is different from others in the sense that they use a Leather Cross Belt in place of Haversack and also carry a Swagger Cane.

4. OFFICERS (Captains inclusive)

a. UNIFORM A

- i. Navy Blue suit
- ii. White shirt
- iii. Black tie with tie pin
- iv. Black (laced) shoe with black socks
- v. B. B. Collar Badge on jacket lapel
- vi. Glengarry cap with cap badge
- vii. Staff of Office (For Captain only)

b. UNIFORM B

- i. White short-sleeved shirt with Collar Badges on Epaulette
- ii. Navy Blue Trouser
- iii. Black (laced) shoe with black socks
- iv. Glengarry cap with cap badge
- v. B. B. Belt (Brown)
- vi. Lanyard (Red – Warrant Officer; Sky Blue – Lieutenant & Navy Blue – Captain)

Note:

- Lady Officers can wear flesh coloured stockings or tights and plain black court shoes with medium heels.
- Officers are to know that there should be no other brooch or badge should be on when putting on their uniform.

WHY UNIFORM

Uniform is worn in order to;

1. Attract the younger Boy
2. Encourage pride in one's appearance and self-respect
3. Encourage a sense of belonging
4. Encourage acceptance of the ideas at which the uniform and the B. B. stand
5. Makes one look smart

MAINTENANCE

Maintenance is the process of continuing something or keeping it in order and existence.

Being an Officer in the organization, we must try to maintain our uniform accordingly as our heritage in order to keep the flag flying.

1. The B. B. Uniform must be properly clean, pressed (ironed) and worn correctly
2. The B. B. Belt should only be worn on the B. B. functions
3. No missing button
4. Shoe well-polished
5. Socks should be of the same height
6. No other badges on B. B. Uniform except the B. B. badge
7. Uniform should be worn correctly
8. Haversack should be washed, starched and pressed
9. Brasses should be brightly polished
10. The brass of the B. B. belt bucks should be in the centre.
11. On parade, jacket will be fully buttoned
12. Necessary accessories should be used when the B. B. uniform is put on.

CONCLUSION

Officers let us now know that it's our responsibility to correct all the abnormalities witnessed so far in our organization through our uniform improper uniform maintenance. Before we correct that Boy, let us correct ourselves and move this great organization higher collectively. The task is now in our hand.

RECORD KEEPING IN THE BOYS' BRIGADE

INTRODUCTION: There are various ways of keeping records in the Boys' Brigade but because of our limitation and time constraints, for the purpose of this class, we will limit ourselves to the important unit of the organization which is the company.

RECORD is a document containing information or detail of items, events and activities as they occur; it is kept and arranged according to their occurrence in sequential order

RECORD KEEPING: is the act of preserving, taking care and storing of documents containing detail information about items, object and subject of event and activities as they unfold for reference purposes. The following are records that should be kept in the Boys' Brigade.

1. **COMPANY REGISTRATION CERTIFICATE:** this is a vital document of the company and as such it should be kept in a safe place.
2. **MEMBERSHIP CARD:** this is a yearly card presented at enrolment services. It contains boys' names, company, age, rank, address and church. It also contains the company's chaplain, captain and signature.
3. **COMPANY DUTY BOOK:** this is where members of the company are rostered to perform one assignment duty or the other.
4. **COMPANY REGISTER:** this is a book that contains all members of the company's data e.g. names, ranks, telephone number, place of abode, age and possibly occupation, either work or schooling.
5. **LITERATURE ACHIEVE:** it contains all BB books available which serves as equipment toward getting information toward improving knowledge and training.
6. **COMPANY MINUTE BOOK:** this is a book where all proceedings of meetings are recorded for future references.
7. **COMPANY AWARD SCHEME BOOK:** this is a book that contains the qualities of the boys and the members of the company's data e.g. names, ranks, telephone number, place of abode, age and possibly occupation i.e. work, school or business.
8. **COMPANY'S BLACK BOOK:** this is where member's negative reports are recorded for future references which can make or ban the member's promotion.
9. **COMPANY CORRESPONDENCE FILE:** this is where all copies of company's letters (received and sent) apologies, parents' notes, invitation cards (received and sent)
10. **COMPANY SQUAD ROLL BOOK:** it contains all names, addresses and telephone numbers of Boys in the same squad.
11. **COMPANY CASH BOOK:** it deals with all the company's income and expenditure e.g. grants from church, donations, enrolment service proceeds, BB week etc.
12. **COMPANY EQUIPMENT BOOK:** this is where all the company's properties are recorded for proper auditing e.g. flags, first aid box, band equipment i.e. drums, trumpets and cymbal etc.

HOW TO KEEP RECORDS

1. The Boys' Brigade Authorities should complete each of their records as soon as the programme or event, activities, operation and transaction is completed. However, the records may be kept in note books, for statement of account or in files etc.
2. There should be easy access to retrieving it at the storage whenever references are to be made to it. However, it must be strictly out of bounds to non-members.
3. Each B.B. Authority should try as much as possible to keep accurate and full record of her activities if possible on a daily basis or as the need arises.
4. Concerned members of this organization should check their record on a daily, weekly, monthly, quarterly, bi-annually or annually basis as the need arises.
5. To keep good record, the handler should be lambasted no matter what is to be kept in the record either favourable or lairs or not.
6. The record should be kept in a secured and pressures i.e. not exposed or nearer to a place where a rash of sun higher or rain can affect it.
7. It should be kept deliberately.

METHOD OF KEEPING RECORDS

Records can be kept using the following measures:

1. **ELECTRONIC METHODS:** This entails the storage of record on electronic Gadgets/Media, Instruments or Machines such as Hard Wares of Computer Systems, Telephones (Mobile or Fixed Telephones) Compact Disk, Memory Cards, Diskettes, Flash Disk and Electronic Cabinets etc.
2. **HARD COPY METHODS:** The Records stored in Note Books, File Jackets, Diaries, Papers, Carved Records on Paper, Stones & Wood, Inscriptions of events on Metals etc are regarded as Hardcopies. This measures different from the Electronic Methods
3. **CABINET METHOD:** There different types of Cabinets, the Electronic/Digital and Manual Cabinets. The Electronic/Digital belongs to the Electronic Method of keeping record. While the later which is Manual is a different method entirely. It comprises of stand-alone cabinets, Wall- Cabinet etc that uses Manual way of Operation. It is Opened and Closed with a key. Anybody who have Access to the key can operate it. While the Electronic Methods uses code known to the Users only. It also involves the use of Shelves and Wallets to keep Records.
4. **STORAGE METHODS:** This method where Stores, Rooms, Warehouses and Offices were involved in keeping Records. The keys to those places should be restricted to users only. There should be normal room temperature and pressure there; this will help to preserve the items in there. Records or Documents are however not to be kept on the floor, it can be on Tables, Boards, Desks etc. The Rooms, Stores and Warehouses must not be exposed to ray of sunlight too much and rain.

MERITS OF KEEPING RECORDS

Record keeping has the following advantages:

1. Reference
2. Historical
3. Continuity
4. General assistance of Members
5. Good planning
6. Comprehensive Data Base
7. Promotional and Appointment Reasons
8. Rating or appraisal cum Performance of Individual, Groups, Squad, Company, Battalion, State, National and etc.
9. Disciplinary
10. Educational
11. Counselling (Career Guidance and General Counselling)
12. Medical
13. Spiritual
14. Sporting and games etc

If all these issue raised above are put into consideration, the company will surely progress

CONCLUSION

All records must be kept in a place set-aside by The Boys' Brigade Authorities e.g. if the company has office or store in the Church, Battalion, State& National Council Secretariat and Stores. Only the handlers (Users or Members) should have access to the place where items are kept. Although, non-members may be allowed for reference or perusal.

TIME MANAGEMENT

INTRODUCTION: Meeting targets and deadlines at work is possible with emphasis on proper time management.

There are two (2) keywords in this course, they are Time and Management.

Defining Time

Time is a particular period or part of duration, whether past, present or future.

What is Management?

The organization and co-ordination of the activities of an enterprise in accordance with certain policies with the ultimate aim of achieving defined objectives.

Time Management is the ability to allocate time to the right task in order to make effective use of it.

Time Management therefore suggests that you **Prioritize** by **Organizing**, **Streamlining**, **Economizing** and **Contributing**.

- Prioritize – your time and define your life goals
- Organize – things you have to accomplish regularly be successful
- Streamline – things you may not like to do, but must do (studying and chores)
- Economize – things you should do or may even like to do but are not urgent
- Contribute – by paying attention to the few remaining things that make a difference (social obligations)

IMPORTANCE OF TIME MANAGEMENT

Time Management plays an important role in organizations and also in individual's personal lives by guiding in the decision to

1. **Plan effectively:** This simply means adequately planning. Some of the ways of achieving this are:
 - a. Prepare a TO DO list which will help you identify a few items, the reason for doing them, a timeline for getting them done and then print and post the list for reminders.
 - b. Jot down important activities (in order of priority) to be completed in a day specifying time required to be spent on each task
 - c. In case you don't complete the day's tasks, you plan your time such that you do not start another task until you complete previous task(s)
 - d. A particular method of applying the ABC method assigns "A" to tasks to be done within a day, "B" a week, and "C" a month.

2. **Set goals and objectives:** You should set realistic and achievable goals (also called targets).
3. **Set deadlines:** This requires that you take charge of the activity by setting the completion period right from the beginning of that task. Determine how much time should be devoted to a task.
4. **Prioritize activities:** In prioritizing, you are expected to know the difference between important and urgent. A task can be important and not urgent and vice-versa. Give attention to tasks in their order of importance.

	Urgent	Not Urgent
Important	Crying baby Kitchen fire Some calls 1	Exercise Vocation Planning 2
Not Important	Interruptions Distractions Other calls 3	Trivia Busy work Time wasters 4

5. **Spend the right time on the right activity:** Cultivate the habit of doing the right thing at the right time. Don't play when you are supposed to read. Also, don't play longer than reading, don't browse, 2go, Whatsapp longer than necessary to the detriment of other equally tasks like doing the household chores, reading your books, catching up on current affairs, etc.

If you consider this thing called **TIME** critically, you will come to the realization that we don't run Time, but it runs our lives as long as you are a living being – at school, work, home, church, party, meetings, etc. It is therefore important for us to consistently follow the time management routine in order that we achieve set goals and record the success that comes thereafter.

THE BOYS' BRIGADE NIGERIA

LAGOS STATE COUNCIL

10 Ikosi Road, off Oluyole Bus Stop,
Off Kudirat Abiola Way.
Oregun-Ikeja. Lagos.



**Study to show Thyself approved
unto God.. (II Tim. 2:15)**

Courtesy: Training & Extension Committee

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JUNIOR SECTION HISTORY

INTRODUCTION: When Alexander Smith founded The Boys' Brigade on the 4th October 1883, his target were Boys between 12 and 17. He even mentioned a standard height "probably 4'6". Smith never put into consideration Boys lesser than age 12.

However, in the year **1899**, **Reverend Dr John Brown Paton** founded The Boys Life Brigade with the approval of The National Sunday School Union for Boys lesser than age 12 with the aim of training and instruction in saving life from fire and accidents. The logo being the "RED CROSS" and motto "TO SAVE LIFE." In **1914**, it was suggested that The Boys' Brigade and Boys Life Brigade unite, but the Council of The Boys Life Brigade could not agree. This was because of use of Rifles in The Boys' Brigade Drill and also because some Boys' Brigade Companies were associated with military cadet force.

Also, in **1917**, two BB men, **F.C Carey Longmore**, Captain of the 1st Warley Company and **Douglas Pearson Smith**, the second son of the founder, proposed a properly organized new movement for the younger Boys, with its own uniform, title and training. It was known as **THE BOY RESERVES**; its intention was to serve as a feeder group to The Boys' Brigade.

On **1st October 1926**, The Boys' Brigade (The Boy Reserves) and The Boys Life Brigade (BLB) united. The newly united organization adopted the name "**THE LIFE BOYS**". The BB Anchor Badge was combined with the Geneva Cross of the B.L.B to form a new emblem. The Junior Reserves name disappeared, and the new name **LIFE BOYS** was adopted for Boys within the age of 8-12, they operate as a feeder group to The Boys' Brigade. In **1963**, Haynes Committee recommended that the Life Boys Brigade be brought completely into The Boys' Brigade and Brigade council meeting in Edinburgh in **1966**; The Life Boys were dissolved (including the Badge, Leaders, Object and Salute). From **September 1966**, they were merged with The Boys' Brigade as **THE JUNIOR SECTION**.

In **1982**, the six-year old Boys flocked in to form Pre-Junior Section (later known as Anchor Boys). They meet for a play-hour fun and good company and attend Sunday School.

JUNIOR SECTION ADMINISTRATION

Administration means management. It can also be defined as a method of tending to or managing the affairs of some groups of people especially the group of business.

Junior Section is for Boys between the ages of 8-11/12. Officers, Warrants Officers and Staff Sergeants in the Junior Section may either be men or women. One of the officers will be Officer-In – Charge. They Plan and Executes programmes for the Section.

Junior section is divided into a number of Groups, each group consisting of 6-8 Boys. An officer is placed to be in charge of a group. Groups are given names, which are sometimes changed each year. Each group is expected to have its own group corner. If indoor it can be a circle of chairs, if outdoor, it can be under a tree. Before junior section meeting, the Boys should meet in group corner with group officers who mark the roll, inspect the Boys (uniform and neatness) and collects subscriptions before the opening worship.

UNIFORM

The Junior Section Uniform include:

- Navy blue knickers (Short)
- Sky blue shirt with 2 breast pockets and a pocket badge sewn on the left.
- Navy blue Junior section beret with BB ribbon (The Boys' Brigade)
- Black Shoes with white socks or white canvass with white socks
- White lanyard for Leading Boy (s).

CONCLUSION

It is to be noted here that no Company can exist without the Junior Section but only Junior can form a Company.

The Junior Section Boys are at the very early age of their lives, so they should be treated with care and should not be bored with tedious and stressful activities (so their own meetings should be separated from Company or Senior Sections of the Company).

THE JUNIOR BOY

WHO IS A BOY: A Boy is the younger male gender, found in the Junior Section of The Boys' Brigade Nigeria. The Boy is playful but learns through this medium and other activities like games or anything that is competitive. He is always lively when in the midst of his group.

Characteristics of the Junior

- He is rarely still/restless – playful
- He wants to do things for himself (take his bath, brush his teeth, etc) believing he can do it all
- He is a hero worship
- He enjoys doing things with his friends
- He is always interest in things around
- He is imaginative, he has many ideas of his own
- He likes collecting and making things
- He is competitive
- He learns easily with the use of teaching aids

What to do with the Junior Boy

- Develop his interest in the world around him
- Be caring, attentive and supportive
- Be time-conscious - Break activities into short duration to avoid them getting bored/losing interest
- Encourage him to put in his best not only for his benefit but considering others
- Encourage his competitive spirit in the types of game played
- Encourage his interest in collecting and making things
- Correct in a friendly manner, you are not helping by shunning them
- Be disciplined so as to be able to inculcate discipline into the Boy
- Officer should ensure varieties in the method/the way he teach activities.

PROGRAMME PLANNING FOR JUNIOR SECTION

At the end of this study, trainee should be able to:

- i. Give the meaning of Junior Section
- ii. State in brief “History of Junior Section”
- iii. State the Characteristics of Junior Section
- iv. Factors to consider in planning Junior Section Programme
- v. Plan a programme for Junior Section

INTRODUCTION

For the purpose of this study, we shall define junior section as “One of the sections in the Boys’ Brigade with age range of 8 – 11 years.”

Brief History of “The Junior Section”

In October 1926 the Boys’ Brigade united with The Boys’ Life Brigade. The merger also prompted the abandonment of dummy drill rifles that had been used in The Boys’ Brigade, due to the Life Brigade’s objection to use of weapons or their representations. The Junior Organization of The Boys’ Brigade prior to 1926 was called ‘The Boy Reserves’ but after amalgamation the Juniors were called ‘The Life Boys’. The name came from the fact that the Junior Reserve of The Boys’ Life Brigade had been known as ‘Lifeboys’ (all one word). The Life Boys remained as the ‘Junior Reserve of the Boys’ Brigade until 1966 when the name was changed to ‘The Junior Section’

Characteristics of the Junior Section Boy

In planning programme for the Junior Section Boy, the following characteristics of the boy should be put into consideration. The characteristics include:

1. He is always interested in everything around him
2. He enjoys doing things with his friends.
3. Ability to change from one things to another quickly
4. Very imaginative and have many ideas.
5. He wants to do things on His own.
6. He learns in abstract
7. He is restless
8. He is always interested
9. He has a natural mind (Tabula rasa)

To have a functional programme for the Boy of the Junior Section, consider the following:

1. Encourage his interest in the world around him through activities such as recognition of flowers, animals, birds etc.
2. Encourage his competitive spirit in the types of game played.
3. Encourage him to do his best not only for his satisfaction but for his group and the section at large.
4. Have games and activities for enjoyment.
5. Timing of the programme should also be considered i.e. 30 – 35 minutes
6. Ensure to plan varieties of programme.

Furthermore, the four cardinal points of the Boys Brigade Programme should also be considered which include

1. Spiritual - Story telling of bible passages
2. Educational - Spellings and Dictations
3. Social/Service - Learning communication skills
4. Physical - Games

Sample of Monthly Activities for Junior Section Programme

JUNIOR SECTION PROGRAMME FOR THE MONTH OF JUNE 2012

Date	Week	Event	Duration	Time	Venue	Coordinator
01/06/2012	1	Bible Study – Jonah & Big Fish	30 minutes	4:00pm to 4:30pm	Sunday School Chapel	Sis Yetunde
08/06/2012	2	My Environment	30 Minutes	4:00pm to 4:30pm	Church Premises	Bro. Tope
15/06/2012	3	B.B Prayer	30 Minutes	4:00pm to 4:30pm	Church Auditorium	Sis Yetunde
22/06/2012	4	Simple Drill	35 Minutes	4:00pm to 4:35pm	Church Premises	Bro. Tope
29/06/2012	5	Sport – Football	30 Minutes	4:00pm to 4:30pm	Church Field	Bro. Seun

Conclusion

Junior Section should be given adequate attention. Their programmes are fun and variety in nature. Officers in charge of this Section should endeavour to handle them carefully.

JUNIOR SECTION GROUP WORK

INTRODUCTION:

THE GROUP SYSTEM: It is the method of running a Junior Section taking advantage of the Boy's love of being a member of a gang.

WHAT IS GROUP WORK? It is an assemblage of persons engaged in workings together.

Under this topic, Boys should be taught how to make use of their brain, hands and all parts of their body. This should be a practical work/class for Boys after certain instructions had been given to them on what to do. The Group may be in circle, semi-circle or hollow formation (sitting or standing) but the most important thing is that, the Officer should be able to see each Boy at once.

GROUPINGS:

1. Size: Number of Boys in a Group should be between Six (6) to Eight (8).
2. Age: Balance in age should be considered i.e. Boys of the same age bracket should be grouped together. Physical skills and mental ability of the Boys should be considered too.
3. Naming: Names should be given to groups. You may wish to consider Famous people (Secular and Biblical), Ships, Aircrafts, Animals. E.g. Daniel, Joseph, Abraham, Ajayi Crowther, Lion, Tiger, Elephant. Desist from using names of dubious character people and domestic animals.
4. Marks:
 - a. Award should be in place for Sunday School attendance, games, competitions, etc.
 - b. Theme of the Evening should be symbolised e.g. Harvest – Use various fruits cut out of coloured paper to determine the theme.
 - c. Points: A record of points gained throughout the session can be kept by awarding points each week as follows:
 - First Group - 5 points
 - Second Group - 6 points
 - Third Group - 4 points
 - Fourth Group - 8 points etc.

BENEFITS OF GROUPING

1. It aids discipline among Boys.
2. It enables Officers and Boys to get to know each other very well.
3. It provides opportunities for abled Boys to help those less able themselves.
4. It helps Boys develop interest in the events and activities they are lacking.

PURPOSE OF GROUP WORK

1. It provides variety.
2. It is suitable a break after a strenuous game or a more serious activity.
3. It helps create fitting in with the theme for the evening.

GROUP WORK ACTIVITIES

1. **OBSERVATION:** Boys should be able to observe things with their eyes especially when travelling or on excursion e.g. noting strategic places on their way.
2. **SEEING:** This aspect is used to increase their memory ability. A certain group of things are placed before them and remove or cover after about 2 minutes. Each Boy in the Group should be able to call out (or write down) as many as he can remember when he is being called upon. Examples of things that can be provided or used include:
 - A key, A bean, A match stick, A piece of Soap, A cube of sugar, An envelope, A bird's feather, Safety pin, A leaf, A Sponge, A Nail, A bottle, A Pen, A stone, A button, A piece of paper etc.

3. **FEELING:-**This is designed to increase the reasoning ability of Boys. Different things are put into a cloth bag/nylon bag and closed. This bag should be passed to each Boy, he will feel the bag and write down (or call out as many as possible of what he had felt (He may open or close his eyes). Examples of things that can be felt include:
 - An Orange, A Stone, A book, A Spoon, A Padlock, A Candlestick, A nail, A pair of shoe, A bottle, A Can.
 Boys may also feel with their fingers while their eyes are closed some of the following:
 - A grain of Rice, A Maize seed, A bean, a small piece of used soap, A smooth Stone etc.
4. **SMELLING:** While Boys are given certain things to perceive they must have their eyes closed. Here are some things which can be used.
 - An orange, An Onion, A Guava Fruit, Soap, Mango, Kerosene (must be smelt carefully), Pineapple, Cashew, Fish, Palm Oil etc.
5. **HEARING:** The ability to recognize different sounds should be introduced to Boys when their eyes are closed e.g. The
 - a. Shaking of a ripe seed pod
 - b. Tearing paper
 - c. Banging two pieces of wood together
 - d. Banging of foot on the ground
 - e. Blowing trumpet.
6. **PAPER MODELLING, PAPER FOLDING & PAPER TEARING:** Boys can be taught how to fold paper to make Paper-Mache (making model with paper and starch) e.g. Using paper to make the following models.
 - Snake, Bowl, Mask, Cap, Pot etc
7. **MAKING THINGS FROM Waste MATERIALS:** The boys are already familiar with making thing from waste materials such as empty sugar, boxes and evaporated milk tins used in making cars.

EXPECTATIONS OF OFFICERS

1. Meet Boys in Group Corners before commencement of meeting (to take subscription, examine membership cards, Mark roll, inspect Boys, listen to the Boys news.)
2. Build spirit-de-corps.
3. Visit the home of Boys.
4. Plan activity well in advance.
5. Share in the work of preparing the activities.
6. Start activity without delay and end neatly while the Boys are still keen and interested.
7. Give instructions clearly so that all Boys understand what they are trying to do and or the rules they are expected to keep.
8. Give praise and encouragement to motivate the Boys.

NOTE:

1. Group Work calls for thorough preparation.
2. All materials required should be readily available.
3. Boys can be asked to bring some necessary materials or equipment.
4. Wall charts and displays can be used to show variety of activities contained in the Group work.
5. Any point not understood by Boys can be explained further but mostly after the period.

JUNIOR SECTION ACHIEVEMENT SCHEME

INTRODUCTION: The Boys' Brigade has plans for every cadre of members from Pre-Junior, Junior, Company and Senior sections. The Officers also are catered for to enable them deliver adequately.

JUNIOR SECTION: The Junior Section are Boys aged between 8-11 /12 years. They can be classified as Boys in the primary schools. It is a known fact that since we decided to recruit such Boys, the organization must fashion out activities to keep their interest and training for their steady growth and development, hence **THE ACHIEVEMENT SCHEME**.

Achievement: This is the result of efforts and skill and the achievement is two folds:

1. On the part of the officer to know how far as a teacher he had impacted on the Boys.
2. The Boy to know he is growing in each area of the training, which will afford the officer to identify areas that deserve attention.

Scheme: It is a plan for training or teaching. The Boys' Brigade is a school designed to develop the Boys completely i.e. spiritually, physically, service (social) and mentally (education). It was derived from Luke 2: 52, which described the development of our Lord and Saviour Jesus Christ. The scheme gives each Boy something to work for in the company, and divided into the years the Boy remains in the Junior Section.

Card: Two cards are provided for each Boy while the company keeps one he takes the other to his parent to know and understand his development in the company.

Teaching: Boys are taught each topic in his group corner and test may be practical, written or oral and marks are given. A total score of 60 marks is expected to be earned by the Boy to win the Gold badge. While the National council is expected to fashion the scheme, each area has its peculiarity and officer could adopt such things relevant to the development of the Boy.

Badges: When the Boy passed the required number of tests in 8 particular year, he is awarded a badge. He can win a maximum of six badges throughout his stay in the Junior Section. The badge is made up of small different colours made of cloth or plastic fixed on an arm band; which is worn over the sleeves of Boy's uniform shirt. Of course, before the award is given, he must have passed equal number of tests from each side of the achievement scheme, spiritually, physically, social and educational.

Below is required number of tests that must be passed before a badge is awarded

Colours OF THE BADGES ARE

FIRST YEAR

White & Green

SECOND YEAR

Purple & Blue

THIRD YEAR

Red & Gold

FIRST YEAR

White Badge	2 from each side = 8	8
Green Badge	2 from each side = 8	16

SECOND YEAR

Purple Badge	2 from each side = 8	24
Blue Badge	2 from each side = 8	32

THIRD YEAR

Red Badge	3 from each side = 12	44
Gold Badge	4 from each side = 16	60

This means that to gain the Gold badge, a Boy must have passed 60 of 120 Achievement Test. He will have passed 16 test in his first year, another 16 in his second year and another 28 tests in his third year. One badge should be awarded at the end of the first half of the session. The other badge at the end of the session each year.

PRESENTATION OF BADGES.

Officers should not forget that the Boy had put in efforts to gain the awards; it will be appreciated by them also if the badges are presented before their parents either at a special company programme or church service.

The Boys will appear in their neat uniform to receive the award, this also shows to parents and the congregation the efforts of the company in training the Boys. The best group of the company can be given awards to encourage Boys to put in more efforts in their groups.

JUNIOR SECTION GAMES AND PHYSICAL ACTIVITIES

INTRODUCTION: Many aspects of Physical Education must be considered as specialist activities, and should not be undertaken in a Company unless there is a competent instructor, who has attended specialized training courses in these activities.

At the same time, however, it should be realized that every B.B. Officer may well find himself with a group of Boys Indoor, at camp B.B. function etc. and be required to them through some simple Physical Recreation Activities and Game.

At Basic Training Courses, therefore, it is only an outline of this general Physical Recreational Activities work, which should be included and the reason for this should be made clear to the Officers.

Game is a physical recreative activity with guided rules while physical activities are planned body movement to ease the muscle. Game is the action while physical activities are prelude to the action (game).

IMPORTANCE OF GAMES

1. The value of teamwork is displayed.
2. Social Training.
3. Imparting of discipline.
4. Co-ordination of mind and body
5. The enjoyment of purposeful activity.

REASONS FOR EXERCISE

1. To raise body temperature where muscles become more elastic.
2. Slow and gradual warm-up reduces the risk of acid building in the body
3. It raises the pulse rate and increases the flow of blood and oxygen.
4. It decreases the risk of injury
5. It lubricates the joint

PHYSICAL ACTIVITIES

To take physical Activities successfully the officer must:

1. Aim to have a complete control over a happy but disciplined group of Boys.
2. Plan varies and progressive activities and prepare apparatus thoroughly.
3. Dress in an appropriate way for the activity being taken and encouraged Boys to do likewise.
4. Make separate provision for Boys of different age group to ensure progression.
5. Keep in mind the Achievement scheme when planning, as many of physical Activities enable Boys to gain Achievement.
6. Encourage Boys to improve their own standard of performance (competing against themselves) and to achieve new skills.

7. Rigid formations e.g. lines should be avoided you have to put the hall or space available into consideration.
8. Allow Boys to work at their own Rhythms instead of at rhythm imposed by the officer.
9. Use a conversation/speaking voice instead for military commands.
10. Sometimes encourage Boys to think out their own movement e.g. in how many different ways can they travel from one side of the hall to the other.

GUIDED PROCEDURE

1. Maximum space should be considered
2. Materials should be made readily available
3. The Boys must be divided into groups
4. Officer should put him/herself in a vantage position and show examples
5. Make sure the examples are neatly executed
6. Stop the game when at the peak
7. Seek advice from fellow Officers
8. Give control, criticize and praise when necessary
9. Always listen to their comment and insert yours
10. There should be a particular time fixed for the games
11. The Boys must be motivated after the games

EXAMPLES/TYPES OF GAMES: -There are different types of game/physical activities that have rules and focus:

- Running (50m/8seconds)
- Jumble words
- Road work (20 – 30mintues)
- Sporting the Stranger
- Jumping (High, Long ,Sideways Jumps)
- Football (5 A-side, Penalty, Monkey post)
- Table Tennis
- Aiming (setting cans together/throwing at something)
- Tug-of-war.
- Musical Chairs
- frog jump, cross cat string, dancing marching, trekking and pyramid building (Physical activities that teach the Boy to use his body effectively and easily)

PLANNING:

Tables can be compiled in such a way that all pans of the Boy's bodies are exercised, each table beginning with a short introductory activities ending with a quick game and having "Breaks" you can draw program table as follows:

- Rhythmic Jumps
- Head exercises involving trunk bending forward and downward
- Arm exercises
- Balance and leg exercises, including those with abdominal effect.

JUNIOR SECTION WORSHIP/MUSIC

INTRODUCTION: Music according to the Oxford Advanced Learner's Dictionary is "Sounds that are arranged in a way that is pleasant or exciting to listen to, People sing music or play it on instruments:"

Worship is the moment to show great honour and respect / praise to the creator i.e. GOD and as well as prayer. Worship is the attitude of being in the presence of God.

Junior section worship/music in the Boys' Brigade setting is the act of singing and also playing musical instruments like Flute (recorder), drums, tambourine and so on. This is aimed at making the Boys to worship God through songs; they can be in form of Hymns, rhymes, poems, or choruses.

Boys are more excited in learning and singing new songs or playing an object that gives harmonious sounds, in which they display their talents and it gives them a sense of belonging.

To assist the Boys to realize this atmosphere is to create the greatest possible service and officers will do well to face the responsibility of such a task.

Boys should be made to feel part of the church community worship, by interest and support of the home church.

CHARACTERISTICS OF JUNIOR SECTION MUSIC

1. Should be easy to learn
2. Should not be complicated
3. Should have rhythms and rhyme

HOW TO GO ABOUT JUNIOR SECTION SINGING MUSIC

1. Officers should sing, teach or ask Boys to sing new songs and also familiar songs which they enjoy.
2. A new song can be taught and learned by whistling or humming.
3. Song can be taught in Vernacular or English just as the case may be considering the Boys level of understanding.
4. Officer may need to write on the board and he/she must be conversant with the wordings and tune of the song.
5. Use songs that may combine dancing with singing to make the song more lively and interesting as the Boys will want to danced or tap their feet to the beats and the rhythms.
6. Boys can be introduced to playing minor musical instruments like drumming to beats, playing flute, tapping tambourine and so on.
7. In the process of singing/playing music; Boys can be taught on how to improvise musical instruments using bamboo or pawpaw stalk to make flute, gathering pieces of sticks to make beaters for drumming.
8. Get the Boys familiar with the sofa notes in music i.e. Doh, Re, Me. Fa, Soh, La, Te, Doh.

DIVISIONS OF THE SERVICE

1. THE OPENING SERVICE:

- a. The Opening service sets the tone for the evening. Before officers actually meet with their Boys in worship, a great rehearsal must be done; the service must be well planned.
- b. Whatever theme, officers will preach during the worship must be within the range of the understanding of the Boys.
- c. Boys find it good to learn one thing at a time. A central theme will help at this end and the use of teaching aids will assist in focusing attention on the theme.
- d. A good atmosphere for worship is essential:
 - i. A clean and tidy hall or space with no articles of equipment or clothing lying on the platform or behind the point from where the opening service is conducted. If possible, look for a table spread that will relate to your theme.
 - ii. A table covered with a neat cloth, whereby flowers, leaves or object of interest relating to the theme is placed on it.
- e. Quietness and reverence is parts of worship and must be maintained.
- f. Music must be parts of the worship of God and should be insist upon.

2. THE FORM OF THE SERVICE:

- a. Although the service is a short one, there are many forms it can take and it should not follow the same pattern always.
- b. The junior section hymn book contains old and new, suitable for Boys.
- c. Prayers should be short, simple and understandable language, centered on the theme for the evening and carefully prepared.
- d. Bible reading is important, it has to relate with theme and need not to be lengthy; sometimes, choose a verse.
- e. Talks and stories are great value in introducing the theme for the evening, but should not last longer than eight minutes recommended.
- f. The worship should not exceed thirty (30) minutes.

3. THE CLOSING SERVICE:

It should be shorter but in all, it should follow the same way as laid down for the opening service.

CONCLUSION

1. THE OFFICERS' PART / BEHAVIOR:

2. The attitude of the officers must set a standard for the Boys.
3. The Officers' voice when reading, speaking or praying should be natural and audible (Loud, Simple and clear).
4. All officers should conduct the opening and closing services in turn or interchangeably; this will help the Boys to associate with all their officers and not with the officer in charge only.
5. Give the best of yourself to the Boys
6. The officers should lay a good example of what his preaching; in words, character and deed.
7. The officers should also demonstrate with whatever theme picked for the evening as he is preaching.

JUNIOR SECTION STORY TELLING

DEFINITION: According to the Oxford Advanced learner's Dictionary of English, Story is "a description of events and people...", "an account, often spoken, of what happened to somebody or how something happened", "an account of past events or of how something has developed".

Story can be described as the description of past events, occurrences which could be peoples' actions in form of attitudes and reaction for which a lesson/message learnt/sent to listeners.

Story Telling is the act of narrating or relating past events, in order to report an event or impact knowledge i.e. learning from the past events or knowing and been familiar with past events.

For someone to understand Story Telling in the Junior Section, there is the need to first of all understand the characteristics of the Younger Boy; been Inquisitive, Restless, Hero worship, among others things. Boys enjoy listening to well told stories, therefore the message or information can/must be given or pass across to the Boys in a special way; like illustrations from the Bible relating/revealing past events, implication and cautions. For instance the "Story of Tortoise"

WHAT ARE THE CHARACTERISTICS OF STORY TELLING

- It must be morally imbibed
- It must be spiritual
- It must be interesting
- It must have a flow, continual or be sequential
- There should be a good song to go with
- The story should be short, be brief, be precise as much as possible

WHAT ARE THE SOURCES OF STORIES

- Extraction from the Bible e.g. Jesus' Parable, the Prodigal Son etc
- Real life activities/experiences
- Folks
- Christian Literatures, etc
- The Internet (stories for kiddies)

REASONS FOR STORY TELLING

- To make the class more lively
- To give better understanding of the lessons/information's to the younger ones.
- To inculcate knowledge through the illustrations from the story.

HOW TO GO ABOUT STORY TELLING

Officers in charge of the Junior Section should always put this to heart:

1. Read through the story several times to understand it, memorize the points in the story and also rehearse the presentation in manner that best suit you in your own lively and humorous manner.
2. Class must be well-arranged in a way that the Boys will hear and see when telling the story to have an understanding of the story.
3. Give pictorial illustration – Picture chart
4. Demonstrate actions – Use body language e.g facial expression, movement of the hands, gesticulation and emotional feelings where necessary.
5. Sing song in between
6. Allow some questions briefly.
7. Ensure you are in-charge; don't let the class be taken-over from you.
8. The story telling should not be more than 15 – 25 minutes.
9. Use vernacular/pigin English if the Boys can understand it better than English.
10. Summarize the moral virtue/values in the story, do not preach sermon at the end of the story.

STORIES SPECIALLY FOR THE JUNIOR SECTION MAY BE

1. Imaginary stories (folktales)
2. Teaching stories, stories with moral, fable.
3. True stories, real life stories about heroism, obedience, loyalty, honesty and other virtues.

Story Telling is one of the major ways and means of getting the Younger Boy trained, mode, directed and shaped for a better future. There is a saying that says: “you can repair a child, you cannot repair an adult” and the biblical saying that says: “Train up a child in the way he should go, that when he is old he will not depart from it”, with the right challenging story a better Boy is build.

Do your part that it may be said of you, YOU HAVE DONE WELL.

JUNIOR SECTION EVENTS & PROGRAMME

BRIEF KNOWLEDGE OF THE JUNIOR SECTION

The Junior Section falls in the bracket of Eight year to Eleven year.

Boys of this section have similar developmental character, but slight improvement with the Anchor boy. This improvement starts as follows:

- a. **Abstract Ideas** - The child will struggle to understand some complex issues. Why you do what you do. Want to know what is real or concrete.
- b. **Self-Centeredness/Egocentrism** - This begins to reduce, he can now begin to give in return, favours and begins to understand himself.
- c. **Skills-His Skills Will Improve** - The problem solving skill and ideals improve. The best learning takes place during social learning, He starts to make friends. Socialization helps to formulate his sense of competence and hearing vital social skills.
- d. **Crude Emotion** - This stage he expresses his emotions naturally and compare to the previous stage i.e. being able to identify and verbalize or speak out his feelings.
- e. **Limited Concentration** - This stage he is enthusiastic, but still has a limited ability to concentrate on one thing for a long time.
- f. **Restless** - The boy is still restless, he has a lot of energy to dispense.

These characters should be noted and carefully understood by every officer.

EVENTS/PROGRAMME

Apart from other activities in the meetings, there are some other events for this Section. These events/programmes take place at different times during the year and will need a careful planning in good time before taking place.

Before we move further in the course of this study, let us see the meaning of the two words – events and programme;

Events – (plural of Event) means “An occurrence; something that happens”

Programme – means “A set of structured activities”

Although there are other meanings but will like us to dwell on this that brings our points of discussion to a reasonable conclusion.

The Junior Section event/programme includes;

1. **RECRUITING CAMPAIGN:** Although announcements have been made in the Church, Schools etc. before commencement of session. There is need for more sensitization. Recruiting night can be organized by the officers in charge, making use of films, film strips, posters, group works etc. the boys come with their friends. Also the company can have a month to scout for Boys'. Award can be placed for who comes with more friends.

2. **PROMOTION CEREMONY:** At normal recruiting period of Company Section. The officers in charge of the Company section attend to receive and welcome the Boys, being promoted. The cooperation between officer in charge of the Junior Section and the officers in charge of other sections of the company is essential.
3. **ENROLMENT SERVICE:** After commencement of session within six to seven weeks, an enrolment service should be held where in membership cards are presented. Enrolment service should be held every year in church with remainder of the company.
4. **PARENTS EVENING:** This designed to gain the interest and cooperation of the parents. Can be done in three ways;
 - a. Demonstration of Sections activities.
 - b. Parents and boys enjoy a social evening together
 - c. Officers meet parents for social evening.
5. **CHRISTMAS APPEAL AND SERVICE FOR OTHERS:** Appeal are made to various denominational in other to render help or services, by visiting Children's and Old people homes, Hospitals and Prisons.
6. **PARTY:** Invitations are made to the Chaplain, Company staff, Sunday school superintendent, Sunday school Teachers and Leaders of other youth organization in the church. Boys are made to put on fancy dress (Traditional dress, English dress, French dress, Indian Cowboys etc). Also party games; imaginative refreshments can be made and ventriloquist or comedians can be invited, films can be applied.
7. **INTERNATIONAL EVENINGS:** Having interest in Boys' Brigade work overseas and practicing then here. Easter gift scheme i.e. crafts with card papers etc.
8. **DISPLAY:** This normally held at the conclusion of the indoor session. A presentation of Junior Section activities with central theme, e.g. Figure marching, radio and T.V. times etc. A very high standard is necessary. It is an opportunity to display our work to interested outsiders. Also a combine Company display involving all sections may be held if desired.
9. **OUTING:** A very detailed and advanced planning with alternative arrangements, if wet. Preparation for every eventuality, e.g. provision of first aid kits. A very importance of high standard behaviour out-of-doors; tidiness.
10. **SUMMER ACTIVITIES:** This is a complementary to winter's work – outdoor games and activities. This period can also be used make some achievements i.e. Nature Study, Athletics, Local Knowledge, observations, etc. Section Holiday might be declared.

FIGURE MARCHING

WHAT IS FIGURE MARCHING? It is a simple form of drill put in place for the Junior Section. It can be used for display activities.

WHY DO WE DO FIGURE MARCHING?

1. It can be a most enjoyable activity.
2. It promotes team work.
3. It can be fun.
4. It develops smartness.
5. When marching to music the boy is using his body and mind and it gives an enjoyable opportunity for co-ordination
6. To march well the boy needs to learn to listen and to practise this skill carefully and continually.
7. It gives Boys an opportunity to develop rhythmic ability.
8. It is a disciplined activity

VARIETY AND PROGRESSION

- Start with simple movements, building up a more difficult sequence as the boys become proficient
- Each week practise what has already been taught and progress a little more.
- Do not work faster than the Boys are able to perform but do not go so slowly that it becomes boring.
- Achieve a good standard and 'polish up' imperfections gradually.
- Above all keep the boys' interest alive.
- Aim to have a perfectly polished performance by the end-of-session display.
- The suggested length of time for a Figure Marching period in the Junior Section evening is 10 minutes but a great deal can be achieved in five minutes.

PREPARATION

- As in all Junior Section activities adequate preparation is necessary.
- The officer must know exactly what he or she intends to teach.
- The officer taking the Figure Marching and the pianist need to practise together so that the giving of commands and the pianist's response are correct.
- Figure Marching programme for the whole session should be planned, with some idea of how much will be achieved each week. This can be adapted if boys are responding more quickly or more slowly than expected.

PRESENTATION

- Enjoy the confidence that comes with adequate preparation.
- Know exactly what you want the boys to do but be ready to adapt it if necessary.
- Set a good example in the way you stand and as you move about march in time to the music being played.
- Keep the period to 10 minutes or less.
- Make sure all the boys can see you and hear you when explaining movements.
- Keep all instructions as clear and concise as possible preparation is important here.
- Teach a little at a time.

- Give praise and encouragement while continually correcting faults and suggesting improvements.
- Show how much you are enjoying the period yourself.

WORDS OF COMMAND

Before taking part in Figure Marching the Boys should be able to do all that is required for the Simple Drill Basic Achievement. Attention; Stand at Ease; Stand Easy; Right Turn; Left Turn; About Turn; Quick March; Mark Time: Halt.

These movements can only be performed well if clear and correct words of command are given. Commands must be given so that all boys can hear them. There are two parts of a command.

THE TWO PARTS OF A COMMAND

CAUTION EXECUTIVE

which tells the boys what to do.
which tells them when to do it.

E.g.

CAUTION

RIGHT -
STAND AT -
ATTEN -

EXECUTIVE

TURN
EASE
SHUN

The caution should be given deliberately and distinctly. Executive should be given in a short sharp tone to encourage a smart and an immediate response.

As the command 'HALT' cannot be split into caution executive parts the word 'SECTION' should be used as so the command to halt would be: SECTION – HALT

TIMING OF A COMMAND

A pause should always be made between the end of the caution and the executive. The length of the pause should be the time of one pace in marching.

e.g.	SECTION		HALT
	Right	Left	Right

Before taking any Simple Drill or Figure Marching with boys it is advisable for the officer to practise giving commands either to himself or to fellow officers.

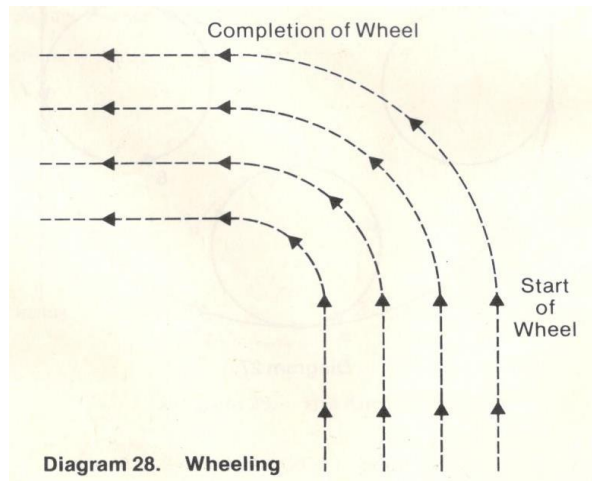
THE SEQUENCE OR FIGURES:

It is better to have a simple, well executed sequence than a complicated item too difficult for Boys to master.

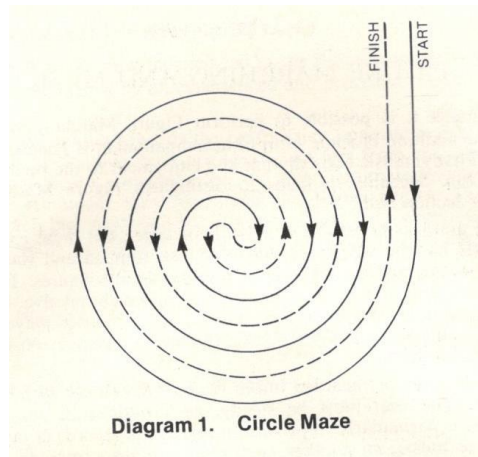
Try the following figures or sequence with your Boys:

1. **FOLLOW THE LEADER:**-Boys place themselves behind the leader and march in single file, they should also be taught how to keep an even distance between them. A signal should be given to stop or start the sequence which can be on drum, tin or whistle.

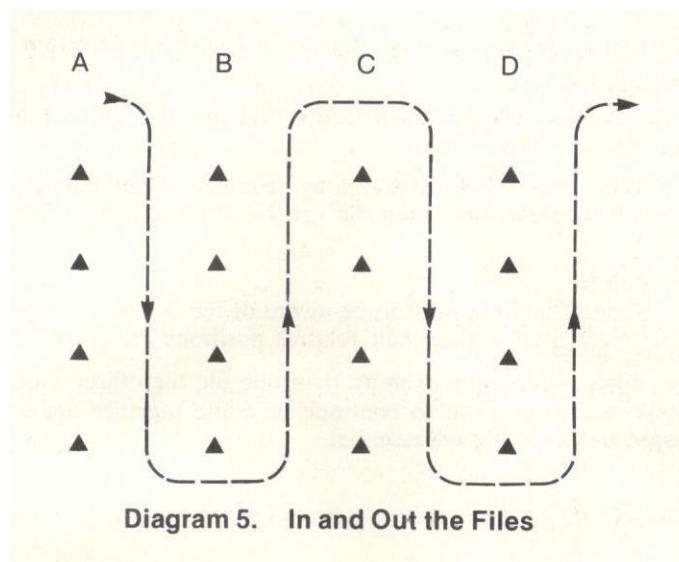
2. **WHEELING**:-Boys can turn left or right smartly with their leader leading.



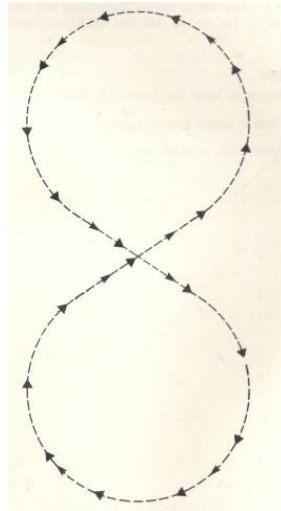
3. **CIRCLE MAZE**: - Still following the leader, they march in spiral until the, leader reaches the centre. He counter marches and leads the file out between the Boys who are still moving towards the centre. It is necessary to leave sufficient room between the files so that those returning to the outside can march correcting.



4. **IN AND OUT THE FILES**:-Boys form in four files. File A marches around the other files, which B, C and D mark time on the signal informing them to take off when the last, Boys in me A gets to points (1), file B follows file A. Then file C follows the last Boy in file B and when the last Boy in file C reaches points (2) file D follows and when wheeling at the top and bottom of files Boys must keep well-spaced from the Boys in stationery files.



5. **FIGURE OF EIGHT:-**Boys moved from the single file with the leading Boys, move diagonally across the space, then wheels to right and to the right again, as to cut through



the section in the centre, after the crossing he wheels to the left and left again so that he completes the figure of eight and is followed the last Boy in the section. Boys should be warned not to deviate from course when crossing but he keep on course.

FIGURE MARCHING AND MUSIC

Although, it is possible to perform figure marching without any music but the inclusion of some form of accompaniment is beneficial for two reasons.

1. Music adds rhythm and enjoyment to the period, making it more fun.
2. It helps to differentiate figure marching from company and senior section drill

It must also be noted that live music is better or preferable to record or tapes. Live or recorded music may be used but the choice of music is important, suitable, current ' popular music is advisable to be used.

FIGURE MARCHING CAN BE FUN

And so, to sum up:

- Make sure that the boys enjoy it.
- Prepare thoroughly.
- Know exactly what you want the boys to do, but Be ready to adapt if things don't seem to work.
- Be imaginative.
- Vary the movements and presentation.
- Progress week by week.
- Make sure boys can see you and hear you.
- Teach a little at a time.
- Use suitable music.
- Look out for ideas on T.V. and at other Displays.
- Correct faults without grumbling at the boys.
- Learn by your mistakes.
- Continually praise and encourage the boys -and yourself!
- Enjoy it with the Boys

THE BOYS' BRIGADE NIGERIA

LAGOS STATE COUNCIL

10 Ikosi Road, off Oluyole Bus Stop,
Off Kudirat Abiola Way.
Oregon-Ikeja. Lagos.



**Study to show Thyself approved
unto God.. (II Tim. 2:15)**

Courtesy: Training & Extension Committee

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THE BOYS' BRIGADE HISTORY

(CASE STUDY - NIGERIA)

Nigeria gained independence from British rule in the year 1960. This was 55 years ago. The Boys' Brigade is more than 55 years old in Nigeria. As a matter of fact, the BB had been introduced into Nigeria before the year 1914 when the Southern and Northern protectorates were amalgamated and Flora Shaw, wife of Sir Lord Lugard named the country by the name it is now being called.

Barely twenty-five years after The Boys' Brigade was founded in the United Kingdom, was it introduced into Nigeria. This was the year when the Boy Scouts, an Organisation which is an offshoot of The Boys' Brigade was founded, the year 1908. According to some findings, there was already germinating the seed of the of The Boys' Brigade in Lagos far back in 1906 but did not blossom until the year 1908. This new inkling was formally introduced by a Briton, Mr. A. W. Wakeman of the CMS Bookshop who was attending the meeting of the Lagos Clergies early in 1908. While all the Priests could not embrace it immediately, it was the Rev. T. A. J. Ogunbiyi who signified his acceptance to start The Boys' Brigade movement in his Holy Trinity Anglican Church, Ebute Ero, Lagos.

Chief J. O. Craig, one of the foundation members of the 1st Lagos Company had this to say in an interview with the Nigerian Broadcasting Service in 1958 *"I remember in 1908, Mr. Wakeman of the CMS Bookshop, now CSS, Lagos came to us Boys of The Holy Trinity Church, Ebute Ero and started a Football Club with us and a few weeks' time, he introduced what is called The Boys' Brigade and trained us to become a Company"*.

On the 13th February 1908, Mr. Wakeman with the co-operation of the Rev. Ogunbiyi further entrenched the idea of The Boys' Brigade at Holy Trinity Church. The happy acceptance of the Organisation by the Church invigorated him and the Boys. Necessary arrangements were made for the formal registration of the Company; thus, on September 5, 1908, it was registered in London by the Rev. T. A. J. Ogunbiyi as "The Lagos Company" and later called "The 1st Lagos Company" as other Companies began to emerge. The first Enrolment Service was held on Sunday, October 20, 1908 with the Rev'd (later the Ven.) T. A. J. Ogunbiyi as Chaplain, Prince Oye Akintoye as Captain and Mr. A. W. Wakeman as the Training Officer. Twenty-eight Boys were enrolled and 5 Officers were commissioned. From the beginning, the membership of the 1st Lagos Company was not limited to the Boys from the Church alone. Boys were recruited from the neighbourhood irrespective of their religion or denomination. (These Boys were to be the foundation members when the BB was established in their Churches). The Company grew to over one hundred Boys within a very short time.

However, and shortly after the registration of the 1st Lagos Company, the 2nd Lagos and 4th (now 3rd) Lagos Companies were registered also in 1908. These were connected with Wesley Church, (now Wesley Cathedral), Olowogbowo, Lagos and Trinity Methodist Church, Tinubu respectively. It was on record that the 4th Lagos Company of Trinity Methodist Church, Tinubu grew very fast with many Boys and later had its fame through brilliant performance on Band.

It will be observed that St. Jude's Anglican Church, (now Cathedral of St. Jude), Ebute Metta which was for many years known as the 3rd Lagos Company is not mentioned as one of the first set of Companies registered in the year 1908. Record has it that the Church was registered as the 3rd Lagos Company in the year 1926. How a Company registered in 1926 came to be designated as the 3rd Lagos Company while the one registered in the year 1908 was designated as the 4th Lagos Company is still shrouded in mystery. It is likely that this number was given to a Church before it was re-designated to the St. Jude's, Ebute-Metta Church. One thing that is clear is that the first set of Officers was: Mr. W. T. G. Lawson as Captain, and Messres Obasa, F. O. Bankole, Soremekun and Ilyod Kunuyi as Lieutenants.

According to Dr. Tiwatope Adeleye Elias Fatile in his book, *History of The Boys' Brigade, Nigeria* published in the year 1998, he has it that some opined that the mistake may have come from Sir William Smith who personally registered the first three Companies in 1908 as he referred to the 2nd Lagos Company as the 1st Olowogbowo Company in one of the Gazettes. He was aware of new Companies in Nigeria and was very delighted having 'the coloured Companies'. Another school of thought, according to Mr. M. Olutola Dada GCOA was that there was a dark period of Brigade Company formation in Nigeria after the establishment of the first three Companies due to the outbreak of the World War I between 1914 and 1918. Thus, when in 1926, the BB was established at St. Jude's Church, the leaders of the only four existing BB Companies who were both Anglican and Methodist Officers met and agreed to alternate the numbering between the two denominations, bringing St. Jude's Anglican Church to 3rd Lagos Company and Trinity Methodist Church, Tinubu to 4th Lagos Company. Obviously, this numbering pattern was not sustained as the next Company which was formed in 1935 (nine years after) was a Methodist Company and was registered as 5th Lagos Company attached to Williams Memorial Methodist Church, Ebute Metta.

The first thirteen Companies in Lagos were registered in London, viz:

- 1st Lagos Company - Holy Trinity Anglican Church, Ebute Ero, Lagos
- 2nd Lagos Company - Wesley Methodist Church, Olowogbowo, Lagos
- 3rd Lagos Company - St. Jude's Anglican Church, Ebute Metta, Lagos
- 4th Lagos Company - Trinity Methodist Church, Tinubu, Lagos
- 5th Lagos Company - Williams Memorial Methodist Church, Ebute Meta, Lagos
- 6th Lagos Company - St. David's Anglican Church, Okesuna, Lagos
- 7th Lagos Company - Christ Anglican Cathedral Church, Marina, Lagos
- 8th Lagos Company - St. Paul's Anglican Church, Breadfruit, Lagos
- 9th Lagos Company - Hoare's Memorial Methodist Church, Sabo, Yaba
- 10th Lagos Company - Ereko Methodist Church, Lagos
- 11th Lagos Company - St. John's Anglican Church, Aroloya, Lagos
- 12th Lagos Company - Folawiyo Bankole Memorial Methodist Church, Surulere.
- 13th Lagos Company - Bishop Tugwell Memorial Anglican Church, Lagos

The Rev'd (later The Rt. Rev'd) Leslie Gordon Vining, and who became the Bishop of Lagos Anglican Diocese between 1940 and 1955 and who later became the first Archbishop of West African Province in 1951 was a very great enthusiast of the BB as he supported the formation of Companies within his jurisdiction.

While the BB work was flourishing in the Lagos area, there was apparently nothing much done in other parts of the country. However, the Revd. W. F. Mellor, a Methodist minister was greatly used in the Ijebu areas. He started the 1st Ijebu Company in the Methodist Church, Sagamu now Rev. Mellor Memorial Methodist Cathedral. This was in the year 1926. He himself was the Captain and as he started Companies from one area to another he made it a point of duty to administer them. He was fondly called Captain General. BB continued to spread through all areas of the country. As it was going through the Western part was it moving to the Eastern part while the Northern part of the country was equally not left out.

BB IN THE WESTERN REGION

The Boys' Brigade was first introduced into the Western Region by Rev. W. F. Mellor in 1926. The organization spread very wide in Ijebuland. As the Circuit Superintendent of Methodist

Churches in Ijebuland, Rev. Mellor encouraged every teacher under the mission to enlist as an Officer of the BB.

Subsequently, wherever these teachers were transferred, they moved ahead with the 'gospel' of The Boys' Brigade. This explains why in the Western Region, extending to Ifaki area in Ekitiland, these Methodist teachers posted to the Region, introduced The Boys' Brigade into many Churches and Schools where they served. This method turned out to be a very successful strategy in spreading the BB within Methodist Church in Nigeria. It should be noted that many of these teachers later became Clergies in Methodist Church.

After Ijebu Remo and Ijebu area, the next place the BB was established in Nigeria was in Akure and afterwards Ekiti area. The original 1st Ekiti Company was registered in 1933 and connected with St. Paul's Anglican Church, Igbara Oke near Akure. It was established by Rev. IOS Okusanya, who had earlier served as a Curate at St. Jude's Anglican Church, Ebute Metta, Lagos. Having gained a lot of experience in BB work, he was instrumental in establishing many BB Companies in Akure axis, especially within the Anglican Communion.

However, the name "1st Ekiti Company" of Igbara Oke was changed to "1st Akure Company" in 1956 during the Western Regional Officers' Council Meeting. Thereafter, 1st Ekiti Company was assigned to the Methodist Church, Ifaki, which was also earlier registered in 1933 as 1st Ifaki Company under The Rev. E. J. Jones who was Circuit Superintendent as Chaplain. Rev. E. J. Jones' period of between 1930 and 1956 witnessed great development of education through which The Boys' Brigade came to Ekiti and grew very fast.

The Ifaki Boys embraced the BB with unalloyed enthusiasm. The Company became a center through which some other Ekiti Companies were established. However, in 1952, the 2nd Ekiti Company was registered with Emmanuel Anglican Church, Ado Ekiti. Thus, the Anglicans began to have BB in some Churches and the growth was very fast. Many of the pupils who had attended the Ifaki Methodist School returned to their various villages with the news of the BB and subsequently, very many schools in Ekiti became intimately involved in BB activities.

By 1956, more independent Companies were emerging even as the Methodist Church grew. Ifaki Circuit was already divided into two, viz: Ifaki Circuit was under Rev. D. O. Babatope and Ayedun Circuit was under Rev. A. O. Orekoya as Superintendents.

Rev. W. F. Mellor started the 1st Ibadan Company attached to Methodist Church, Agbeni in 1934 and the Company had its first Enrolment Service in 1935 with Chief J. O. Ade Craig (formerly of 1st Lagos) as the first Captain.

Chief Craig and Chief Olunuga assisted to register the 2nd Ibadan Company connected with St. Paul's Anglican Church, Yemetu, Ibadan in September 1950. Mr. S. A. Aderinto, a member of 1st Ibadan Company became the Captain with Rev. N. Olatunji as the Chaplain.

Of great significance was the historic visit of Mr. Stanley Smith, the Brigade Secretary and son of the Founder to Nigeria in 1936. This being the only country he visited outside United Kingdom. Although, Sir William Smith could not visit Nigeria, due to his sudden death, but he knew much about the BB development in Nigeria.

The visit of Stanley Smith received a very wide publicity amongst the Companies in Nigeria. Thus, all hands were on deck to receive the "World Secretary". His visit, which was facilitated by Rev. W. F. Mellor in conjunction with the Brigade Executive in United Kingdom, became a great source of encouragement to the Boys and Officers in Nigeria. Mr. Smith travelled extensively and was impressed by the zeal of the members. The visit was mainly within the Western Region as there was no Company in the North until 1935 and none in the East until 1936. On behalf of the BB in Nigeria, the Alake of Egbaland made a return visit later in the

year to Abbey House, London in the glamour of Nigerian royalhood. Many Companies were established in the length and breadth of the Western Region.

However, the need for a central coordinating body was expedient, so some leading Officers in the Western Region and Lagos Group Council made contacts among themselves. Thus, on September 9, 1952, the Western Regional Council of The Boys' Brigade was inaugurated with Lagos as part of the administrative structure.

The following were the first set of the Regional officials:

- | | | | |
|----|----------------------------------|---|----------------------|
| 1. | The Rev. W. F. Mellor | - | President |
| 2. | The Rev. Canon I. O. S. Okusanya | - | Vice President |
| 3. | Mr. Daniel MacMillan | - | Organizing Secretary |

However, this administration was fine tuned in 1956 thus;

- | | | | |
|----|----------------------------|---|--------------------|
| 1. | The Ven. I. O. S. Okusanya | - | President |
| 2. | Mr. S. O. Marayesa | - | Organizer |
| 3. | Mr. Daniel MacMillan | - | Training Secretary |

This was the arrangement until 1961 when the National Council was formed.

In 1956, Mr. R. L. Rawson, the Secretary of the International Committee of The Boys' Brigade visited Nigeria to assess the BB progress in Nigeria. By this time, The Boys' Brigade had become a force to reckon with in the different Regions in Nigeria; with Mr. MacMillan as the Training Secretary for the whole of the South, stationed in Lagos, while Rev. G. C. Hewitson was the Organizing Secretary for the Northern Region, stationed in Jos. By 1960, the Eastern Region of The Boys' Brigade was already in existence with Mr. J. Asuquo Udoh as the full time Organizer stationed at Umuahia; while Mr. Marayesa was stationed at Ibadan.

BB IN THE NORTHERN REGION

The then geographical area which was constituted by The Boys' Brigade as the Northern Region was made up of Kaduna, Zaria, Bauchi, Plateau, Gombe, Minna, Katsina, Adamawa, Sardauna, Sokoto, Kebbi and Borno Provinces. The first area to enjoy the BB was Zaria in the year 1935. The first Company was started by the Anglican mission and attached to St. George's Anglican Church, Zaria. Afterwards, the Sudan Interior Mission which later came to be known as Evangelical Church of West African and now Evangelical Church Winning All (ECWA) spearheaded the spread of the BB and registered about 5 Companies in quick succession. The Boys' Brigade was widely used for the purpose of evangelism by this Church. By the year 1940, the Boys' Brigade was having a very strong base in the Southern parts of the province. Kaduna which was very close to Zaria never had a Company of the BB until the 1960s and by the time it was to have Companies, the strength of BB Companies increased and outnumbered other areas. Companies were found in places like Dama Kasuwa, Kaninkon, Ungwar Fadan Kagoma, Asso/Kyaya, Rimi, Atyap, Moroa, Kufana and Gure.

Plateau area became acquainted with the BB through the Kagoro Company which had been greatly assisted by the Rev'd T. Archbold. The first Officers' Training Course was held in the year 1939 and amongst those who attended were Rev'd Gin Maigari, Rev'd David Lot, Mr. J. Y. Lot and Mr. Micah J. Lohor. This Training programme was organised by Rev'd F. B. Whale who was a minister of the Sudan Interior Mission. Between 1939 and 1940, Companies had sprung up in Langtang and Panyan. One of the early Officers of the Company in Panyan under the leadership of Rev'd David Lot was Mr. Haggai Tuhummang. There were other Companies too such as in Kabir and Forum Districts and all these Companies were very active in evangelism and many young Boys were won to Christ. It was from Plateau that the BB extended to neighbouring areas like Keffi, Lafiam Akwanga and from Jos BB also spread to places like Igbaja in Ilorin province, Sokoto and Benue as well as other areas.

It was in the year 1941 that the BB came to Benue through Jato Aka in Turan. The pioneering Churches were NKST and Qua Iboe Churches. Rev'd A. B. Whales was of great assistance in training and organizing Training Courses for all the Companies in the Benue area. Bauchi had the first Company established in the Bayara Sudan Interior Mission in 1942 while the second Company was formed in Lutheran Church of Christ in Nigeria. Mr. Nehemiah T. Sumi co-ordinated the emerging Companies for a very long time. At Minna/Suleja area, the first Company was in SIM, Diko, near Suleja in 1942. Rev'd A. B. Whale was to also co-ordinate BB work in Adamawa area. The first Company was established in Numan area in 1944 and the second Company was formed in December 1945 in Lamurde and Imburu. Kano had its first Company in 1945, established by the CMS and the second Company by the SIM in 1946. Sokoto had the first Company in the year 1949 but soon went into extinction before it was resuscitated, and more Companies were formed and thrived.

BB work in Plateau area grew so fast that by 1940 and 1945 there were new developments. As Jos was becoming the headquarters of the Sudan Interior Mission was it also made the headquarters of the first Group Council in Nigeria for the Northern provinces. Rev'd A. B. Whale who had been variously described in different parts of the Northern Region as The General Co-ordinator, Brigade Co-ordinator, Captain Whale, Brigade Organiser, Brigade Supervisor, the Missionary in-charge of the Northern Region became the head.

BB IN THE EASTERN REGION

It was in the year 1936 that the Boys' Brigade first came to the Eastern part of the country. The Rev'd T. A. Johnstone was very useful in the Ikot Abasi and Opobo areas. However, the first port of call was Port Harcourt at the Banham Memorial Methodist Church, Aggrey Road, Port Harcourt. The 2nd Port Harcourt Company was registered in 1939, attached with St. Cyprian's Ang. Church, Hospital Road, Port Harcourt while the 3rd Company was St. Thomas' Military Protestant Church, Rainbow Town, PH and the 4th Company was attached to St. Paul's Anglican Church, Diobu, Port Harcourt. The Rt. Rev'd L. G. Vining who was highly interested in the growth of the BB visited the 2nd Port Harcourt Company in the 1940's and many Companies were registered in Port Harcourt between 1939 and 1958.

Enugu had the BB first introduced to St. Luke's Anglican Church, Ogui in the year 1953 with the help of one Engr. Priyor, an expatriate, with the support of the Rev'd W. Willet, a white priest of All Saints' Anglican Church, GRA, Enugu. However, the first Company was registered with Wesley Methodist Church, Uwani (now a Cathedral) while the 2nd Enugu Company is connected with St. Luke's Ang. Church, Ogui and the 3rd Company was St. James' Ang. Church, Iva Valley and the 4th Company went to St. Bartholomew's Anglican Church, Asata Enugu (now a Cathedral). Afterwards many more Companies joined and were registered.

More Companies sprang up in the Abasi area of Calabar where the Rev'd T. A. Johnstone was very famous for his interest in the BB. As there were new Companies altogether from Calabar, Ikom, Orlu, Okigwe, Aba, Onitsha, Abakaliki and Owerri areas, there was the need to put in place an administrative system for the proper co-ordination of BB activities. Mr. A. J. Udo was very helpful in bringing this vision into reality and by the year 1958, he was already a full time Secretary/Organiser for the Eastern Region. The Rev'd J. O. David also became the President of the Eastern Nigeria Council with the support of other officials such as the Rev'd A. O. Oji and the Rev'd O. Mbila who together worked tirelessly to build a very virile Council.

It has to be noted that the growth was not that very fast initially but by the 1960's the Eastern Nigeria Council was already as strong as the Western and Northern Councils in terms of viability. Churches like the Methodist, Anglican, Presbyterian and Qua Iboe were very fast in embracing the BB in the Eastern area of Nigeria.

EMERGENCE OF THE NATIONAL COUNCIL OF THE BOYS' BRIGADE NIGERIA

On April 19, 1961, five men held a very important and historic meeting at the Headquarter of the Sudan Interior Mission (now ECWA), Ilorin. This meeting, after passing through a lot of processes gave birth to the present National Council of The Boys' Brigade Nigeria.

The five men who held the said meeting were:

1. Mallam Gwamna (the Chief of Kagoro) – Vice President, Northern Nigeria Council
2. The Ven. I. O. S. Okusanya - President, Western Nigeria Council
3. Rev. G. C. Hewitson - Organizing & Training Secretary, Northern Nigeria Council
4. Mr. S. O. Marayesa – Organizer, Western Nigeria Council
5. Mr. D. MacMillan – Organizing & Training Secretary, Southern Nigeria Council

Following the Independence granted Nigeria by the British colonial master, one main agenda of the first meeting led to the appointment of Mr. Sam. Ola. Marayesa as the National Secretary of The Boys' Brigade in Nigeria with effect from July 1, 1962, while Mr. T. Ade Adara was appointed to take over from him as the Western Regional Organizer.

Also, the second National meeting which took place at the Sudan Interior Mission Bible School, Angwa Takwa on February 14, 1962 gave approval to the recommendations of the appointment of the National Trustees and registration/incorporation of "The Boys' Brigade Nigeria" under the land ordinance (perpetual succession). In addition, a National Constitution was proposed and adopted.

The first set of Trustees of The Boys' Brigade Nigeria were:

1. The Right Rev. Adelakun W. Howells - Anglican Bishop of Lagos
2. The Rev. Amos S. Solarin - Chairman, Lagos District, Methodist Church Nigeria
3. Rev. G. N. Maigari - Chairman, Council of Evangelical Churches, Northern Nigeria

It should be noted that in 1962, a National Headquarter Building Appeal Committee was constituted to raise 10,000 pounds for the project. This group of eminent people was also saddled with the membership of the BB National Finance Committee, with The Rt. Rev. A. W. Howells as Chairman, The Rev. A. S. Solarin as Vice Chairman, Mr. C. O. Odugbesan as Treasurer and Mr. S. O. Maraiyesa as Secretary.

After the death of Bishop Adelakun W. Howells, his successor as Bishop of Lagos, Rt. Rev. S. I. Kale was invited to replace him as a member of the Trustee in 1963.

In 1963, Ven. I. O. S. Okusanya was elected the Anglican Bishop of Ondo Diocese and at the 1964 National Council Meeting, a Standing Committee was put in place and he was made the Chairman of the Finance & Standing Committees.

However, on Wednesday, June 2nd, 1965 the sixth National Council meeting was held during which The Rt. Rev. I. O. S. Okusanya was appointed (in absentia) as the first National President of The Boys' Brigade Nigeria.

As the BB was spreading in different parts of the country, there was no central administration. It was just like each Company doing things on its own. At a later date, Companies close to one another were doing things together. However, by April 1962 a meeting was convened at SIM Guest House, Ilorin. Delegates came from many if not every area of the country. It was agreed at this meeting that all should come under one umbrella and so the National Council of The Boys'

Brigade, Nigeria was formed. It is to be noted that this was called the National Committee of The Boys' Brigade, Nigeria initially. Mr. Samuel Ola. Maraiyesa, a Methodist who later became a minister was appointed as the National Secretary of The Boys' Brigade, Nigeria with effect from July 1, 1962. At a meeting, the 6th National Council Meeting held in Jos, present day Plateau State in June 1965, the first National President of The Boys' Brigade, Nigeria was elected in the person of The Rt. Revd. I. O. S. Okunsanya, the then Bishop of Ibadan Diocese, Anglican Communion.

The first National President, The Rt. Revd. I. O. S. Okunsanya served until his retirement in 1972. After his retirement at the 1972 National Council Meeting, the Hon. Justice G. B. A. Coker who had been Lagos State Council President since 1969 was elected as the second National President. The Revd. S. O. Maraiyesa retired as the National Secretary with effect from December 31, 1980 and his Assistant, The Revd. Asuquo John Udoh, also a Methodist Church minister was asked to start acting from January 1, 1981. He was later confirmed as the National Secretary and worked till 1987 when the Revd. Nanchang Nimyel Nanyak was appointed the National Secretary. The Revd. Nanyak resigned his appointment in April 1996 and nobody was appointed as the National Secretary until 1998 when The Revd. Ezekiel Olusegun Babatunde was appointed, whose appointment took effect from July 1, 1998. The Revd. E. O. Babatunde resigned his appointment in the year 2002 and the National Public Relations Officer, Mr. Tiwatope Adeleye Elias-Fatile became the Acting National Secretary. He acted for one year before Mr. Matthew Tamuno Osika was appointed as the Acting National Secretary with effect from year 2003 and lasted only one year before Mr. Samuel Akhange took over from him in September/October 2004. He too did not spend more than one year before he was changed and Mr. Arastus B. Mbamoh became the Acting National Secretary in the year 2005.

Meanwhile, Justice G. B. A. Coker served as the National President until his death in February 1991 and Chief Emmanuel Etim James was elected at the National Council meeting held at Hope Waddel Training Institute, Calabar, Cross-River State in 1992, His death in the year 1994 led to the election of a new National President, Dr. Recab Eleazar Bongi in the same year. He served until a new election which brought in Prof. E. J. Chutta in September 2004 at the meeting held in the Institute of Church and Society, Ibadan, Oyo State.

PAST AND SERVING NATIONAL PRESIDENTS

The Rt. Revd. I. O. S. Okunsanya (of blessed Memory):	1962 - 1972
Hon. Justice G. B. A. Coker, (of blessed Memory):	1975 – 1991
Chief Emmanuel Etim James, (of blessed Memory):	1992 - 1995
Dr. Recab Eleazer Bongi:	1995 – 2004
Pro. E. J. Chuta, KSC:	2004 – 2010
Hon. Prince Yandev Amm'a Bai	2010 – 2016
Sir Sunday Nnamdi Nwosu KSS	2016 to date

PAST AND SERVING NATIONAL SECRETARIES

The Revd. Samuel Olu. Mairayesa (of blessed Memory):	1962 – 1980
The Revd. Asuquo J. Udo (of blessed Memory):	1981 – 1986
The Revd. Nanchang Nimyel Nanyak:	1986 – 1996
The Revd. Ezekiel Olusegun Babatunde (now Canon Dr.):	1998 – 2002
Mr. Tiwatope Adeleye Elias-Fatile (now The Rev'd Dr.):	2002 – 2003
Mr. Tamuno Matthew Osika:	2003 – 2004
Mr. Samuel Akhange:	2004 – 2005
Mr. Arastus B. Mbamoh:	2005 – 2014
Mr. Sunday A. Malgwi: (Acting)	2014 – 2016
Mr. Sunday A. Malgwi	2016 to date.

COMPANY ADMINISTRATION

INTRODUCTION: To treat the above subject, I want to use "SERVE ONE ANOTHER" as my THEME, as could be found in Galatians 5:13 *"for you brethren have been called to liberty; only do not I use liberty as an opportunity for the flesh, but through love serve one another"*, see also Roman 12:3-8. So we being many, are one body in Christ and individually members of one another.

So our calling as members (Officers) of The Boys' Brigade is to serve God through services to one another, our neighbours, our Churches and indeed the Nation with love. We must serve voluntarily with love.

DEFINITIONS

- a. What do we understand by the word **COMPANY**? Fellowship, Association, an assemblage of persons for social purposes. A companion or companions a number of persons united or -incorporated for joint action(s). * A sub-division of infantry Regiment or Battalion, commanded by a Captain.
- b. WHAT OF **ADMINISTRATION**? The acts of administering, direction, management or government, therefore for the purpose of this lecture we shall define Company Administration as the act of directing, coordinating and managing a sub-division of a Boys' Brigade Battalion.

In The Boys' Brigade, a Company is the most important unit of the Organization based in a Church or a recognized Christian Institution. It belongs to the Boy. It is a place where Officer and Boy relations are built up.

HOW THEN SHOULD WE ADMINISTER SUCH BODY?

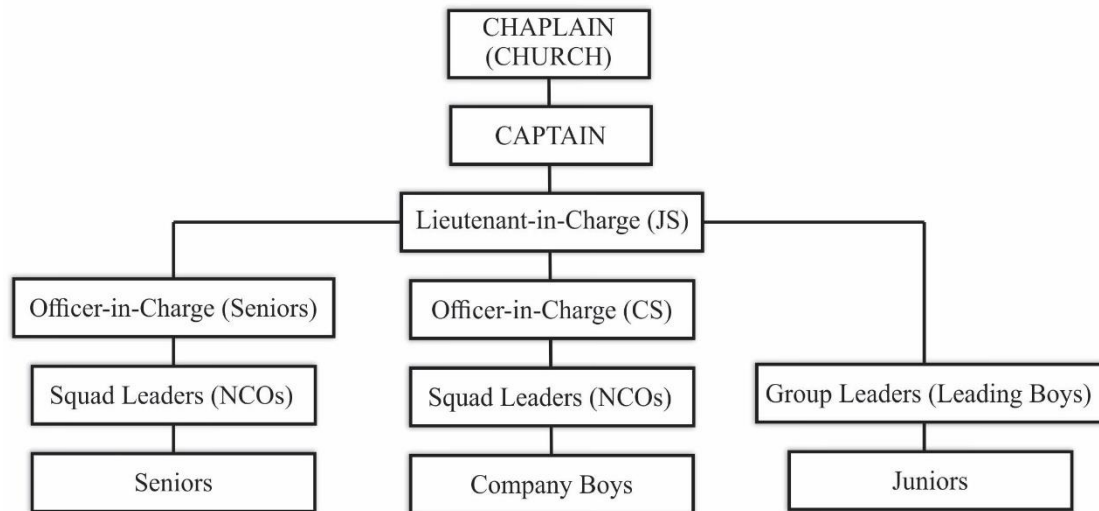
In this wise, I want to start from the scratch. Although you might have been taught on how to start a B. B. Company, let us carefully go through it together. The idea must be initiated by somebody in a Church or institution. There must also be a vision which is the Object of The BB. The idea after being muted and accepted by the Church, to set the ball rolling it must be affiliated to the Battalion/ Group Council. I want us to adopt the simplest PR Method which is RACE: *Research, Action, Communication and Evaluation*.

1. **RESEARCH:** - How do we get Boys, how do we arouse their interest? Who and who should direct the affairs of the proposed Company who will be their leader (Captain). How do we fund the proposed Company, who will provide uniform etc? When do they meet, where etc?
2. **ACTION:** - Announcements in the Church, visit Sunday Schools, or Primary Schools in the Church Compound or near the Church. Approach some parents or Boys themselves. The Ministers assistance/interest is essential to affect a successful set up of B.B. Company. Recruitment forms/Battalion/Application to the state.

3. **COMMUNICATION:** - The best media to get through to your target audience for this purpose is through Church Announcement (Bulletin), Sunday school, Primary and Secondary School, recruitment exercise with form.
4. **EVALUATION:** - To get how effective the Church Announcements are –is through the Response; so also personal appeal or approach to the parents. Boys - Response is the answer. How many Boys/Officers are available if the number is encouraging - 30Boys - Officers to start with, is good enough. The cooperation received from the minister and Church, Elders and Leaders morally and financially.

With all these, you now have a BB. Company registered in your Church. Now how do we administer the Company?

ADMINISTRATION: - "Maximum usage of resources to achieve the maximum effectiveness". The Church appoints a Captain and Officers to run the Company, but the appointments must have received the Minister's blessings as he must have communicated the list via letters to the Battalion and State Councils signed by him (the Minister) who in the BB. is called the Chaplain and the Church Secretary.



1. **COMPANY STAFF AND DUTIES:** - "Having nominated the Officers; the Church usually leave them to look after the running of the company"
 - The Church can be described as the proprietor of every Company.
 - Captain can be described as the Managing Director.
 - Lieutenants-as Directors
 - Warrant Officer as Asst. Directors
 - Staff Sergeants and NCO's as staff

The Church Council and (Parish Council, Leaders' Meeting, Elders Committee) as Board of Governors, should any of these bodies shirks its responsibility; the

progress of the Company would be affected. There is no authority without responsibility.

2. **RESEARCH:** - The depth of your administration in the company must evolve as a result of your answers to the following questions:
 - a. What has to be administered?
 - b. Why do we need / want to administer it?
 - c. To what extent / degree is administration needed to achieve our objective?

As long as you can establish satisfactory answers to these questions and then tailor your plans or administrative pattern towards the questions, the objective would surely be achieved

3. **ACTION:** - List or think of your available resources - such as manpower and materials etc. draw up a four- sided programme of activities under the headings of CHRISTIAN CITIZENSHIP, PHYSICAL EDUCATION and SERVICE. Just as the Boy, Jesus was "developed, by increasing in WISDOM (Education) Stature (Physical) in favour with God (Christian Citizenship) and-Man (Service).

N.B: "Be flexible in your approach".

You may be fortunate as a Captain to have more than enough officers to assist you, or at times less than s normally required which is 10 Boys to 1 Officer. Whatever it is your need to give every one of them gainfully occupied or involved in the running of the Company.

With your Rules and Regulations (if available) elect/appoint company secretary. Financial Secretary, Treasurer, Curator, Games Officer; publicity Secretary, Auditor etc. Remember that all officers must be adequately trained.

Hold meetings and seek the- opinion of the Boy before you draw your programme for each year. Always plan in advance before the beginning of a New B.B. year.

Avoid clash with the National, State, Battalion and you: Denominational Youth Fellowship Programme.

Avoid attempting too much too soon always aim at a few things well done in which many Boys will participate.

PROMOTION AND RANKS

INTRODUCTION: In 1883, William Alexander Smith and his two associates formed a Brigade to help develop the work of their Mission Sunday School in Glasgow. Since then, the society has changed, and the Boy has changed. The Boys' Brigade has changed also, but the essential Christian principles upon which the method is based remain constant.

One of the elements of the B.B. Method is Leadership under which we have promotion where suitable Boys are encouraged to accept responsibility as Non-Commissioned Officers (NCOs) in the Company Section; members accept responsibility for those activities in which they are particularly interested or talented.

What is promotion?

In order to understand the word promotion, it is desirable to consider what not promotion... demotion is. Demotion is synonymous to promotion.

According to Chambers 20th Century Dictionary, to demote means 'to reduce in rank'. Promotion means the act of advancement; in terms of a career, a promotion refers to the advancement of an employee's rank or position in a hierarchical structure.

For the purpose of this class, I wish to postulate that promotion implies a progression upward in rank to higher position in the organization. In the same vein, broadly speaking, promotion concerns rank, marketing, and entertainment, academic and career.

Promotion in the B.B.

The purpose of promotion in the B.B. is an attempt to develop leadership skills in Boys as part of the means for youth development via the process of delegation of authority.

Non-Commission Officers (NCOs)

These are older Boys who are promoted to help run the Company. The Captain after discussion with the other Officers appoints the N.C.O.'s. One of the highest honours that can be conferred upon a Boy in the B.B. is promotion to the rank of Non-Commission Officer.

When making promotions, we need to consider the followings:

- Age – the minimum age for promotion is 14 years.
- Punctuality at Company Meetings
- Character of the Boy
- Ability to lead others
- Conduct at school/home

Do not promote Boys until you know them well enough to judge whether they will make NCOs. When you make first promotions appoint Boys as Lance Corporals and not to higher ranks.

The ranks of Non-Commissioned Officers are:

1. Lance Corporal. The first rank above private. Lance corporal must be at least 14 years old. Lance Corporals wear a one-barred white chevron on the right arm
2. Corporal. The rank above Lance Corporal. The minimum age is 15 years. Corporals wear a two-barred chevron on the right arm.
3. Sergeant. The rank above Corporal. Do not appoint a Sergeant until your company has been enrolled for several years.

Ranks in the B.B.

- Private (applicable to Boys only)
- NCOs (applicable to Boys only by promotion)
- Staff Sergeant (applicable to adults only by appointment)
- Warrant Officer (applicable to adults only on appointment by the Church)
- Lieutenant (applicable to adults only on appointment by the Church)
- Captain (applicable to adults only on appointment by the Church)

Conclusion

The system of Non-Commission Officers in The Boys' Brigade is of great benefit in facilitating the organization of the company, and in developing, the powers of leadership and the character of the Boys selected as NCOs. Officers will find it beneficial to the company to make the fullest possible use of the right Boys for promotion.

COMPANY SECTION PROGRAMME & ACTIVITIES

The Company Section is the most vital section of The Boys' Brigade as it is the where the Senior Boys are moulded in character training, leadership traits are discovered and sustained, as well behavioural attitudes. The Boys are grouped into sections and grouping is based on their age groups. It is because it is not comfortable to teach children of different age groups in one class.

Children's developmental characteristics and learning capacities differ at each age group. A renowned Developmental Psychologist Jean Piaget, stated that children's mental ability to understand things pass through stages. Each stage exhibits different characteristic peculiar to that stage i.e.

- Infancy (from Birth to 2years) – The Sensor motor stage
- Early child hood (from 2years to 7years) – The Pre-Operational stage
- Middle childhood (from 8 to 12years) – The Concrete Operational stage
- Adolescent (from 13 to 18years) – The Formal Operational stage

The Boys' Brigade is not left out with this idea, hence grouping the Boys in Sections.

In this study or course, we will study all about the Company Section in brief considering the following:

1. STRUCTURE

- a. AGE RANGE: The age brackets of this section for membership are Boys from 11th – 16th Birthday. (Going to 12years and working out of 15years).
- b. UNIFORM: The section uniform consists of Navy Blue Short Sleeve Jacket with four pockets, a pair of white shorts or knickers, BB leather belt, haversack, field service cap, a pair of white socks and a pair of black shoes.

2. DEVELOPMENTAL CHARACTERISTICS

Boys' in this section are in there early or pre-adolescence stage and they have the following developmental characteristics:

- a. PHYSICAL DEVELOPMENT: At this stage he is concerned about whether his body is developing normally or not.
- b. ABSTRACT CONCEPTS: He is more rational and able to understand abstract concepts – being able to separate what is real or concrete. He can logically predict cause and effect. He commonly avoids responsibilities for his actions.
- c. SOCIAL AWARENESS: He increases the level of argumentativeness.
- d. FRIENDSHIP: Making friends is extremely important to him at this stage. His esteemed is determined by the number and quality of friends he has.
- e. STRUGGLE FOR INDEPENDENCE: At this period, he tries to identify who he is. It is the time that the struggle for independence/autonomy from adults starts.
- f. ADOLESCENT INVULNERABILITY: The child believes nothing can happen to him. (I know it is not safe, but I cannot be hurt, it won't happen to me"). This is the reason why some engage in risky behaviour.
- g. SEXUAL AWARENESS: He experiences as increase interest and curiosity about making relationships with the opposite sex.
- h. AUTONOMY/INDEPENDENCE: He feels an increase emphasis on being independent and free from parental rule.
- i. SELF-CENTEREDNESS/EGOCENTRISM: He also expresses self-centeredness in more complex ways as indicated below:
 - i. Imaginary Audience: He assumes that he is perpetually on stage. This contributes to his increase level of self-consciousness.
 - ii. He Feels Grandiose: He perceives falsely that he is more important than he really is.
 - iii. The Personal Fable: He believes that his experiences are so unique that adults would not understand him.
- j. ACCUMULATION OF STRESS: He has feelings that accumulate to stress (pressure), such as:
 - i. "Nobody likes me, especially mom and /or dad"
 - ii. "Nobody understands or cares"
 - iii. "Any place can be better that home"

- iv. “My parents treat me like a baby”
- v. “I feel like running away from home” etc.

3. **PROGRAMS**

Programs in Boys' Brigade are designed progressively to attract and influence Boys' within the age limits for each section. It is important to keep the Boys' interest throughout the months and years they spent in the company. To achieve this, the organizations different activities and exercises (Programs) are structured in such a way that it can accommodate the abundant potentials, energies and interest of the Boy.

More emphasis on the Boy in order that his abilities and potentials are adequately discovered, directed and developed just as the Boy Jesus that “...grew in wisdom” (Educational development) “and in stature” (Physical development) “and in favour with God” (Spiritual development) “and men” (Social development) Luke 2:40, 52. The company section is not exempted.

The company section program having considered the Boys' Brigade Object, Age group of the Boys', the immediate environment and parent's belief, should aim at the main characteristics they possess which can be summarized as:

- a. **ENTHUSIASTIC:** Full of enthusiasm - strong feeling of administration or interest. Under this art, the nature of programs should base on Christian faith Bible class /study, Evangelism, prayer, worship etc.
- b. **SUSPICIOUS:** Having, Showing or causing suspicion - feeling that a person has when he suspects; suspecting or being suspected; feeling that something is wrong. This talks about his interests. The program should base on his interest e.g. Games, music drama, etc.
- c. **ENERGETIC:** Full of force, vigour, capacity to do things and get it done. Program should base on leadership.

The importance of this programs are – To keep this section going, To train and retain the Boys', Develop their leadership potentials, Enhance their future career and to afford the officers the opportunity to really understand the capability of each Boy.

Note; Time duration should not be more than 45 minutes.

4. **THE OFFICERS TASKS**

This explains some therapeutic (connected to the art of healing/the cure of diseases) factors that officers can use in this group that would help to stimulate positive growth and changes:

- a. Due to their universal nature, make them understand that nobody is perfect except God. This can be achieved through the application of Christian faith teachings i.e. Bible studies where great men made mistake thinking they were right.
- b. Develop social techniques. This is the time when socialization is very important. As earlier mentioned, one of the developmental characteristics of these group is that the quality of friendships they have can help build their self-esteem. Allow them to make good friends from other companies. Apply more of group method or cooperative learning method in your teaching e.g. social interaction, debates etc.
- c. Feeling of stress. Below are few strategies officers can employ to help their stressful conditions:
 - i. Encourage them to talk about their feelings or what they are passing through, while you listen attentively. Ask questions. Do not jump to conclusion and do not be quick to advice. Pending on the situation, the adolescents do not want adults to rush them with advice. They may just want the adults to understand their situation first before advice. The problem may seem small, it is a major problem. Do not dismiss his feeling. This can cause incredible confusion to him.
 - ii. Offer reassurance, encouragement and support. Be willing to provide verbal or physical comfort. Note – Do not be discouraged if they reject your effort. Be patient and let the child know that you are available if he needs you.

- iii. Provide and encourage them to participate in activities they enjoy doing.
- iv. Build a relationship with them so that they will feel comfortable coming to you when they need help. It helps if they express how they feel or what they are going through without reservations.

5. **PROMOTION/AWARD**

Promotion is the instance of being promoted. To promote is to give a higher position or rank. Award is a gift or grant. Something given as a result of such a decision e.g. a prize in a competition etc.

The company section is the early stage of promotion to Non-Commission officers. The age bracket of this group falls on the rank of;

- Lance Corporal – 14 years
- Corporal - 15 years

Before these promotions are made the following factors are considered;

- Punctuality at company meetings
- Character of the Boy
- Ability to lead others
- Conducts at school/home

The Company Section Award System is progressive, graded, offering services for short and long-term goal and based on varied program of activities.

Generally, the BB has its outline of Award scheme;

- a. **TARGET AWARD:** - In Company section, this is the introductory award to give them varied program, useful incentives and introduce them to varieties of BB activities and it is open as soon as the join the company section. This is divided into two—Target 1 and Target 1 1 Badges. For each award at least three months regular attend, once is required together with knowledge of the various training undertaken, including the following:

- i. **TARGET 1**

- BB Knowledge
- Uniform
- Elementary drill
- Christian education
- Hygiene and common accidents
- Educational interest
- Physical activity.

- ii. **TARGET 2**

- BB Knowledge
- Squad drill
- Christian Education
- Service
- Educational interest
- Physical activity

- b. **SPECIALIZED AWARDS:** - This primarily intended for Boy's in their second session onwards. Twenty-four awards are available and each one is designed on a three stage basis. A bronze badge is presented at the completion of the first stage, silver and gold. Inserts are also added at the completion of second and third stages.
- c. **SERVICE AWARDS:** - A company section service badge with appropriate inserts showing the number of year's regular and loyal service in the company section.
- d. **SPECIAL AWARDS:** - The president's badge, requiring all around proficiency, the going of certain specialized awards and loyal services over at least three years.

All these centres more on the Company Section.

CONCLUSION

This section is so vital in Boys' Brigade to fulfill its object, and will emphasis more on the preparing a program that will enhance their interest, this will build up more recruitment and retention on companies.

COMPANY SECTION AWARD SCHEME

INTRODUCTION: It is no gain saying that B.B is a special school designed to achieve far more than its contemporaries. It designed method of achieving its aim and steps to keep the method alive. One of such step is the continuous of training of Boys in various areas that can propel them for greater height.

Award Scheme: For every effort there should be an incentive to encourage participants to do more. The award scheme in a company section is a continuation in an advance way, achievement scheme undertaken in the Junior Section. The awards which may be gained in the company section are:

1. **Target Award:** is given to Boys in their first session and who are regular at company meetings. Bible Classes or Sunday Services that have knowledge of all various parts of training in the company. It is divided into two parts TARGET 1 and 2. The outline of the topics for Target award:

Target 1	Target 2
B.B Knowledge	B.B. knowledge
Uniform	Squad drill
Elementary Drill	Christian Education
Christian Education	Service
Hygiene and common accidents	Educational Interest
Educational Interest	Physical Activity
Physical Activity	

The award is open to all Boys as soon as they join the Company and for his first session in the company section.

2. **Specialized Award:** As the name connotes it is special, as Boys are allowed to choose their choice on what to undertake in any of the four areas.

Each subject is divided into three stages to allow the Boy have time for other things such as school, home and self. It also affords him adequate time to learn and understand the subject matter.

Training for some awards are done outside the company and B.B could not have full control of time, though the Officer should discuss with the teacher when the Boy is expected to finish because time is part of the criteria, progression is observed in awarding points than proficiency.

On the completion of the training the Boy is given an award. Boys will participate in the specialized award class in his second session in the company. There are about twenty-four different awards each divided into three stages. A certificate is presented on the completion of stages 1 and 2 while the medal is presented on the full completion of stage 3.

3. **Some Awards**

- Art, craft and hobbies

- Athletics
- Band awards
- Camping
- Canoeing
- Christian education
- Communication
- Drill
- Expedition

Other classes are First-Aid, International relation, Naturalist, Safety, Sports man, Swimming etc.

4. **Service Award:** The service award is given for loyalty, steadfastness and good conduct. In the Junior Section, the award is in Gold and Silver, while in the company section it's indicated by Number of year(s) spent in the company.
5. **Special Awards:** As said earlier the Boys' Brigade takes care of the interest of every age grade, the Senior section Boys can take part in the special award scheme such as President's, Governor's and Chairman's Awards.

The Programme of Activities of the BB are woven round Badge Award classes given the Boys something to do. The Boy must show keenness in and knowledge of the subject.

Record Book: A general ledger for all participant is kept, while class cards are issued to Boys. The trainer endorses his card and on the completion of the class and satisfactory in the test conducted he is given the award.

Presentation of Awards: The awards should be presented to Boys in the presence of their parents either at the Parents' Evening or a Church Service to involve the whole congregation in appreciating the work of the Boys' Brigade.

Wearing Badges: All badges must be worn on armbands, and positioned midway between the shoulder and elbow.

Left Arm:	Top Row; President's.
Middle row:	Governor's / Chairman's
Bottom Row:	Junior Section service Badge, Company section service badge
Right Arm:	Top Row: Target Awards.
Additional Rows:	Specialized awards (worn in alphabetical order not more than seven in a rows.

Control of Awards: The control of awards is the prerogative of the Battalion while the design of the badges and formulation of the outline could be handled by the State or National Councils.

NOTE: The awards scheme is not practiced in Nigeria for many generations and it had affected our companies adversely reducing membership while some wear any badge even on uniform. Officers can sponsor discussion on it at the battalion and state councils meetings. I will appreciate if Lagos State Council as the pace setter on training start something for others to follow.

CAMPING IN THE BOYS' BRIGADE

INTRODUCTION: Camping in B.B dates back to the early days of the founding of the organization it is a course on its own in B.B that cannot be covered in a session.

The issue of camping is now embraced by various groups and organization and for various activities and programmes. Many religious bodies now move out of their domain to camp a.k.a Retreat. Sportsmen and women camp in preparation for competition especially international events such as Olympics, commonwealth games and or the world cup.

TYPES OF CAMP: Holiday camp, Training camp, and specialized camp, Retreats spiritual, leadership sport and game etc.

PLANNING THE CAMP: Every successful endeavour, war, journeys and business enterprises are always a pride to participants. The seed of the success was planted on the ground of planning. Camping is a business either holiday camps that are mostly social oriented or workshops and seminars based on profit all require strategic planning.

VISION: The planning start from the thought of the leader, who dreams of a camping activity. Your dream will include the type of camp, and what it would involve. Your dream should be discussed with other officers individually, collectively at the officers meeting. The site and region, duration, period of the year, staff available, finance equipment required. A year planning would be adequate for the camping.

FACTS: There is need to assembly the facts such as site, travel timings, cost, equipment and etc. An officer would be detailed to this task, possible an experienced officer on camping he/she must be someone who can write things down and keep records, who is articulate to give reports of all his or her findings.

COST/BUDGET: As soon as the facts have been laid, the next step is budgeting, estimated income and expenditure. When preparing your budget the use of possible inflation should not be neglected, so provision should be made for unseen expenses a.k.a. miscellaneous.

FOUNDATION: It is very important to book in advance for the site to be used. Letters should be addressed to the owner or operators of the site. Next is tentative travel bookings with transporter at least six months before the camp the travelling booking should be made with reputable transporter.

You should consider other necessary things that can be booked ahead like some equipment not available with the company or may be too heavy to transport. Liaison with nearby B.B Company could be an added advantage of making necessary contacts and obtaining some needed equipment.

PUBLICITY: When bookings of site and transport had been made, you now advertise the camp through hand outs and letters to parents living brief details attaching booking form to be filled and returned with the registration fee. To encourage early registration rebate could be given to early applicants while the late ones pay more, to handle inconveniences. Regular announcements and reminder to the Boys is needed. About a month to the departure to the camp full details can be given to include travel arrangements departure point, date and time. Also list of items to be brought, camp contacts, like email. Telephone, face book and postal address.

STAFF ALLOCATION: The earlier responsibilities are shared the better for optimum performance from the staff, while each is expected to handle items associated with his or her tasks. Quartermaster, Commandant, Adjutant, Transport officer, Games officer, Caterer etc are some offices you allotted early. Ensure such staff would attend the camp. Where there is shortage of manpower an officer can handle 2 or more duties while assistants would be provided for officers if the officers outnumbered the tasks available.

CORRESPONDENCE: Ensure you open a file for the camp to contain all letters sent and received with all relevant information about the camp. Planning must continue meeting of officials at regular times even at the camp preferable after lunch.

WISDOM: There are lots of things that surpass human beings despite the advance in science and technology. Weather, human errors, mechanical errors and other unexpected should be planned for,

then it is wise to have a plan B. You should be elastic in your plan since been rigid and imperviousness would not help situation.

CAMP SITE: It is better if your camp site is near a local town or village but not close to residential areas to avoid disturbances to and from the inhabitants. Avoid sites near cliffs, quarries, rivers, marshes, power lines, high tensions, road junctions and bends. Tents pitched in too open space are prone to wind troubles

The camp site should have access to bathing facilities, pure water for drinking & bathing and cooking, also there should be space for games and other activities. Nearby school with field could be contacted for soccer and other activities that require the use of a field.

CAMP OFFICIALS: The following are regular camp officials, but you can choose titles that are not too common to create fun at the camp. Camp Commandant (Mayor) Chaplain, (G.O) Adjutant (Chief Clerk) Cook, First Aider, Transport officer, Treasurer (Bank governor) Duty officer

CAMP ROUTINE: There should be time table to be followed and posted on the camp notice board or included in the camp information booklet. Timing may vary according to areas you can use this as a guide

5:00 am	Duty officer wakes up to wake cook, quartermaster, and orderly squad.
5:30 am	Reveille: The bugle or sound played for campers to wake up
5.40 am	Thank You O Lord (Corner or tent prayer)
5:50 am	Healthy body and environment
7:00 am	Morning devotion
8:00 am	Tent village or corner inspection
8:45 am	Breakfast
10:00 am	Activities for the day begin.
2:00 pm	Lunch
3:00 pm	Rest or Siesta 4.00pm: Activities resume 6.00pm: Retreat
8:00 pm	Dinner
10:00 pm	Evening devotion
10:30 pm	Last Post
10:45 pm	Lights Out

Arrangement should be made for the camp bank and canteen to operate. The duty officer should announce before each meal daily orders to supplement the information booklet.

Punctuality should be observed from the start of the day, otherwise everything shall be late.

DISCIPLINE: Sensible discipline smoothen the way to success and makes the camp the joy it should be. It emanates from mutual understanding and spirit de corps built up by officers, not rigid harsh enforcement. All breaches of discipline must be checked as soon as after occurrence as possible" Town rats could help detect and report mischievous plans of some campers, to the Adjutant or camp commandant.

MEALS: Most times meals destroy the enthusiasm of camp life, through delayed substandard meals. Adequate arrangement should be made for quality and quantity meals it is not right for children to get back home lean and with unwholesome story about the camp. The kitchen should be alive, and all items purchased in advance to avoid any disappointment also the purchasing officer and caterer should know the local markets where items can be bought at good price.

CODE OF A GOOD CAMPER

1. He or she knows that Discipline is the beginning of all good camping.
2. Very careful of property and does no damage in camp or out of it.
3. He takes pride in the camp, never drops litter but picks up that which the bad camper throws down.
4. He is never content to do his share of the work, he does more.
5. He is a good sportsman; he plays as hard as he works.
6. He is cheerful when the sun shines and laughs when it rains.
7. He is considerate of all living creatures.
8. He everywhere guards the good name of the camp and of the Boys' Brigade.
9. He puts others first all the time and he does not forget the giver of all good things.
10. He leaves the place better than he met it.

CHRISTIAN EDUCATION IN THE COMPANY SECTION

INTRODUCTION: One of the things I grew up to know and hear in the BB is that it is built on a twin pillar. These two pillars are usually said to be 'Religion and Discipline', even though I have personally argued lately that it should be better said that this is Christian Religion and Discipline. The reason for this is the fact that when we say that the BB is built on the twin pillar of Religion and Discipline, one should be quick to ask which religion is being referred to since there are many religions in the world apart from Christianity such as Islam, Buddhism, Shintoism, Confucianism, African Religion and a host of others. It is 'Christ' that has distinguished Christianity from all other religions of the world and this is what is presented to the Boy of the Boys' Brigade.

In view of the above, the Boys' Brigade sees that its primary objective is to ensure that no young person will ever leave without having heard and been challenged by the Gospel of Jesus Christ. This is central to all that the BB exists for and to do.

THE BB APPROACH: Based on the twin pillars of Christian Religion and Discipline, B.B. seeks to provide a meaningful and enjoyable program that balances the four areas of a Boy's life: educational, physical, social and spiritual. The B.B. aims at taking up all that enters into healthy life and dedicating it to God's service through a sound Christian lifestyle. Sir William Alexander Smith began The Boys' Brigade with the foundation of Christian religion and discipline. This is usually implemented through a Bible Study Class (or other form of Christian Education) and Drill

CHRISTIAN EDUCATION, THE CHURCH AND THE BOYS' BRIGADE

Christian education operates at all levels of life and embraces the whole man and life. The overriding purpose of Christian education is to help people gladly obey the Lord Jesus Christ. Christian education, amongst other things, helps the Boy in the following ways:

- To help the Boy understand his Creator (God) and to share his joy with God himself
- To learn how to think; to construct good questions, to formulate true answers, to observe carefully, to analyse, to remember, to recall useful information, etc all through the power of the Holy Spirit.
- To understand himself as an individual and to help him understand his purpose in life
- To help the Boy make wise decisions in obeying God's will in executing human affairs and having access to God's wisdom in knowing which decisions to make.

The Boys' Brigade remains the oldest Christian Voluntary Youth Uniform Organisation in the whole world, having been founded in the year 1883. It is second, in establishment, to Young Men's Christian Association (YMCA). It is basically a Christian Organisation. It was founded in the Church, for the Church and by the Church.

The Boys' Brigade being an inter-denominational Organisation has arranged that each Church should choose the type of Christian education to give to her children. This however does not rule out the possibility of a Battalion or State making a syllabus with advice from members of all denominations. From historical perspective, this type was adopted when Western Region and Lagos Colony were under one umbrella.

Right from the beginning of the Organisation, the Bible has been made as the basis for its existence. We see even the motto of the BB, Sure and Steadfast, being picked from the Bible (Hebrews 6:19).

There are many people in the world today who have a wrong impression of the Organisation. I have personally heard some who say the BB is not a Christian Organisation. I have personally wondered what might have been responsible for this ill-feeling about the Organisation. I later found out that we have deviated from the foundation of the BB. It is part of the Constitution of The Boys' Brigade as stated in Article 7, **"The Church.....shall be responsible for the Christian Education of the Company"**

It will be seen, therefore, that it is for the Church to decide the nature of the service, the time and place, and the part the Officers will play. The Chaplain should be fully consulted in planning the class, but in most cases, he will leave the Captain to be responsible for the actual running of the class.

THE IMPORTANCE OF BIBLE CLASS IN THE BB

Each BB Company, exceptional circumstances apart, is enrolled at the request of a local Church, and each Officer who is commissioned is first recommended by the Church. As a result, the BB Company should be seen as an essential part of the total life and witness of that Church. One thing that should always be seriously considered, and reconsidered from time to time, is what part the Company should play in the life of the whole Church, and this is as true for the Bible Class as it is for all other Company activities.

The Bible Class originated in a determination to retain and win for Christ, boys who were being lost to the Church because the Sunday School could not hold them. It has been demonstrated again and again that the Bible Class can do something for a Boy in a particular way and can make an important contribution to his development during this vital period in his life. In the life of many a Church, the Bible Class has been, and remains, a powerful influence for good, and it should neither be under-rated nor lightly set aside. On the other hand, the Officers of the BB Company must never forget that the central work of the Bible Class is still to hold and win Boys for the Church, and it must never become a centre of worship over and against the Church. What strengthens the work of the Company should also strengthen the life of the Church; loyalty to the Company Bible Class should lead on naturally to loyalty to the Church.

The relationship of the Company, and of the Bible Class in particular, to the total work and witness of the Church will depend in the last resort, not upon organisation, but upon men. In a Company where the Officers know that they are essentially a part of the whole Church, taking a full part in its life, and not confining their activities to the BB, however much the Company may depend on them; where they are right in the worshipping community and not seen only at

Bible Class and other Company activities, the biggest problem of relationships will have already been solved, and the Officers will seek, with other responsible Church leaders, the guidance of the Holy Spirit, that they may deal wisely with such problems as arise from time to time.

Whatever form the Company's weekly meeting for Christian Education may take, all BB Officers should be included in the leading of it, and whilst the following quotes the Bible Class, it will be seen that the same points will apply to any form of worship, etc., including services at camp, the opening of the Company Parade Night, etc as well as the normal weekly meeting on Sundays.

All the activities of The Boys' Brigade are geared towards evangelism. Most Companies have a weekly Bible Class of their own, at an hour agreed by the Chaplain, preferably at a time which does not clash with Church or Sunday school. As at present there is no Bible Class Syllabus for the Boys' Brigade Nigeria. The idea is that each Church or Company is expected to do this as each decides the type of Christian education to give to its Boys, as already mentioned earlier. It is, however, recommended that there should be some form of progressive teaching in the class. Other methods of instruction and worship can be adopted at the desire of the Chaplain. Certified attendance at Church or Sunday school can take the place of Company Bible Class if this is desired. Many Companies give their Sunday offerings to the support of other charity homes.

THE COMPANY AND THE BIBLE CLASS

The purpose for which The Boys' Brigade exists is the "**Advancement of Christ's Kingdom among Boys.**" To that end all our energies are directed. Drill, games, and all our activities are employed as channels through which Christian influence may be brought to bear upon which a true Christian fellowship may be built. Unfortunately, this most important aspect of The Boys' Brigade is almost relegated to the background in the Organisation within the country.

GENERAL ARRANGEMENTS

The Bible Class is not a substitute, and should not be seen as one, for public worship. This does not mean that it is not a religious service. It is! It is therefore not encouraged that there should not be any form of drill and wearing of uniform in the Bible class. Quiet reverent atmosphere should be maintained for the Bible class.

Every detail of the service should be planned well in advance, each Officer having been advised of the detailed arrangement and his own responsibility for the conduct of the class. The hymns will be arranged with the keyboardist or pianist if there is one; and where possible one or more of the Boys could be trained to handle this. Squad(s) responsible for the arrangement of seats in the hall or classroom should be informed well on time. Members of the Squad as well as the Officers should be there at least 10 minutes before the time. It is strongly recommended that a short time be set apart when the Officers meet together for prayer, asking God's blessings and guidance on the class.

Attendance and punctuality are as important at Bible class as they are on parade. Waiting for late-comers will only encourage more to come late next time. Service should begin in earnest so that Boys will learn to come in good time. They should be presented with Bibles and hymns books, ready for the class starting at the appointed time. In the past, the Boys' Brigade, Nigeria had hymn leaflets, A & B as well as Hymns for Special Occasions.

THE SERVICE

A Bible class should be a service of worship, an integral part of which is the proclamation of the truth of God. The class is not a congregation to be addressed, but a class to be taught and that is a different thing. The thoughtful Officer will give a good deal of care in the planning of the order of service. The Chaplain should regularly be consulted in this matter'

Here is an Order of Service that is most commonly used. However, variations may occur from Company to Company depending on local circumstances.

1. Opening Hymn
2. Prayer, including the Lord's Prayer
3. Hymn
4. Scripture Reading
5. Hymn
6. The Lesson – lasting not more than 15 minutes
7. Short Prayer or Collect
8. Hymn
9. Benediction

OFFICERS' TASK AS TEACHERS

The period of the Bible class and the message to be presented to the Boys are both important. It is an opportunity for Officers to help Boys to understand something of the wonder of the love of God, to trace the workings of His providence in the history of men and nations, to discover for themselves that the only true way of life is Christ's way and that He alone can satisfy the deepest needs of the human heart. The greatest of the opportunity is the measure of the responsibility of the Officers.

HOW AND WHO CONDUCTS THE BIBLE STUDY?

It is the duty of the Chaplain to draw a Syllabus for the Company Christian Education. However, the conduct of the Bible class is entirely the responsibility of the Captain and his team of Officers who should take turn to handle the classes. It is always necessary and important that a Syllabus be drawn. This should be discussed at Officers' Meeting and duties allotted to each Officer based on the Syllabus.

BUDGETTING & COMPANY FINANCE

BUDGET: A Budget is an itemised forecast of an organisation's revenue and expenditures over a period of time. It can also be described as a financial future plan of action of an organization. It is a financial quantitative statement prepared and approved prior to a defined period of time of the policies to be pursued during those periods.

A budget is the most fundamental and effective financial planning tool for any organisation. A well-prepared budget will either give you a surplus, deficit or balanced budget. A budget surplus means excess of revenue over expenditure is anticipated, while a budget deficit means that expenditure will exceed revenues. A balanced budget however means that revenues are expected to equal expenditure.

Reasons for preparation of Budget

1. To assist in planning of annual programmes
2. To guide and control financial activities of an organisation
3. It represents proposed allocation of resources
4. It motivates officers and boys to strive to achieve the objectives of the organisation
5. It makes the BB officers to be financially disciplined
6. It provides definite expectation.
7. It enhances and promotes coordination, communication and financial discipline.
8. It defines financial policies of the organisation.

As a Captain or an officer in the Boys Brigade, you should be able to prepare a budget at the beginning of a particular period, usually at the beginning of the year, whereby you forecast and make estimate of the likely income that will come to your company and the likely expenditure to be incurred. This will not only aid your financial planning, but will also help the church to make adequate provision for the Boys Brigade in their overall budget.

Budget Format

**The Boys Brigade Nigeria
1st Kirikiri Company
Jehovah Jah Pentecostal Church, Kirikiri, Lagos.**

2016 ANNUAL BUDGET

INCOME	2015 ACTUAL	2016 BUDGET	EXPENDITURE	2015 ACTUAL	2016 BUDGET
	N	N		N	N
Church grant	xx	xx	Battalion levy	xx	xx
Membership dues	xx	xx	State levy	xx	xx
Donations	xx	xx	Training expenses	xx	xx
B. B. Week proceed	xx	xx	Printing & stationeries	xx	xx
Enrolment service	xx	xx	Enrolment service	xx	xx
Deficit	xx	xx	Members welfare	xx	xx
			Excess	xx	xx
	xxx	Xxx		xxx	xxx

REQUIREMENTS FOR AN EFFECTIVE BUDGETARY CONTROL SYSTEM

1. Adequate accounting records and procedures, so that measurement of performance may be possible and relied on.
2. Establishment of Budget Committee
3. Participation of individuals within the budget process
4. Awareness by the Company of the use of budgetary control system
5. Flexibility, so that plans and objectives may be revised
6. Coordination of individuals involved in preparing budgets
7. Proper identification of inflow and outflow of fund

COMPANY FINANCE

Finance is the monetary resource of an organization, or money used to run a business, an activity or a project. It involves the way and manner which funds are generated and utilized. When the financial

position of an organization is good, the organization functions effectively and achieves the objectives for which the organization was set up.

Finance has been identified as one of the responsibilities of the church. The church should give financial assistance to the company to undertake and maintain its work. As a result of increased cost of running the church, and increased cost of running the B.B. Company, it has become necessary to look outward for more financial support other than the annual grants from the church. The aim of every B.B. company should be that of being financially self-supporting.

SOURCES OF FINANCE FOR A B.B COMPANY

The following are the various ways of financing a B.B. Company:

1. **Boys' subscriptions:** These usually come in the way of weekly contributions by members, and they vary according to the age of the Boys, the affluence of the area and the facility offered by the section.
2. **Special events (Fund Raising):** Special events such as raising fund for the purchase of musical instruments, Games materials, sponsorship of overseas training of the boys, etc. However, all methods of raising funds for the B.B. Company must be fully compatible with the policies of the church.
3. **B. B. Week:** When Boys and Officers collect money from people they know, using collection cards. Company could arrange more suitable events or activities during B.B. week, e.g. Drama night, Parent night, etc.
4. **Sponsored events:** Sponsored events should be encouraged in B.B. companies so as to prove a valuable opportunity for partnership with parents and friends and the wider church family.
5. **Subvention from Church:** This is the annual grant given to the B.B. company by the church authority
6. **Grant-in-Aid:** This is a special fund requested for a particular project or purchase of some items of equipment e.g. Teaching/Training materials.
7. **Annual Enrolment Service:** A well-planned enrolment service is a good source of fund to finance the activities of the organization.
8. **Sale of Handcraft materials:** Handcraft or printed B.B. materials produced by Boys during their handcraft session can be sold during enrolment service or special programmes to parents and church members.
9. **Sale of Farm/Poultry produce:** Where the B.B. Company is buoyant enough to have a farm or a poultry, the produce can be sold and the proceed used to finance the activities of the company.
10. **Investment of Surplus Fund:** Where a company has surplus fund in the bank account, it is reasonable for such company to contact professionals on investment portfolio management.
11. **Other Sources:** These are other ways that the B.B. Company deemed it fit to source for finance in line with the church policies, e.g. Car washing, House cleaning, Bush clearing, etc.

NEED FOR ACCOUNTABILITY AND TRANSPARENCY

1. Each company should have financial guidelines and accounting policies on how revenue and expenditure of the company is to be carried out for direction.
2. Use of Budget: There should be an adequate budget to cater for the activities of the year and strictly adhered to by all departments of the B.B.
3. Reports: The report should be given by the Treasurer so as to evaluate the performance with the budgeted activities.
4. All the mandatory books of accounts such as Receipt book, vouchers, Boys/Officers contribution books should be kept and adequately maintained.
5. Banking of B.B. money should be encouraged at the company level with signatories like Chaplain, Captain and Treasurer.
6. All expenditure must be authorized.

CONCLUSION

The funds of the Boys Brigade organisation are held in trust by the leaders and officers for the charitable objectives of the organisation. They are supposed to be kept transparently and properly accounted for at any given point in time.

COMMUNICATION

Introduction: Communicating positively with children helps them develop confidence, feelings of self-worth, and good relationships with others. It also helps make life with young children more pleasant for children and parents.

Positive communication focuses on respect for the child and involves both speaking and listening. Communication is what we say and how we say it. Positive communication leads to nurturing relationships, cooperation, and feelings of worth. Poor communication can lead to kids who "turn off" adults, conflicts and bickering, and feelings of worthlessness.

Adults sometimes have difficulty communicating positively with children when feelings are involved-either their own or the child's. There are ways for Officers to improve their communication with children.

Get the child's attention before speaking

Children can only concentrate on one thing at a time. Look directly at the child and call his name. A touch on the shoulder or taking his hand will help get his attention. Give him time to look at you before you start speaking. (Example: "Jide." Wait until he stops playing with the pen and looks at you.)

Communicate on the same level as the child

Communication is more effective if both people are on the same level. Adults need to stoop down to the child's level or sit beside him. Making eye contact with the child lets him know that he has your attention and is much less intimidating to the child.

Speak as if you mean it

Make important requests firmly. Use a firm tone of voice without sounding angry or pleading. Tell the child what you want him to do and why. Give clear, consistent instructions. Remember your body language. It should show that you are serious and expect the child to comply.

Say "Please," "Thank you," and "You're welcome" to the child.

Modelling appropriate behaviour is one of the best ways to get desired behaviour from a child. Children also deserve the common courtesies that we, as adults, expect. Children are more likely to carry out desired behaviours when we add these courtesies. Nagging a child to say "please" or "thank you" sets a bad example. They are more likely to use courtesies if they are not constantly reminded.

Make requests simple

Too many requests are confusing for a young child to remember. Make sure that your requests are short, clear and consistent. Laughing at a behaviour one time and reacting angrily another sends the child a contradictory message.

Use more positive direction than negative

Positive communication with children uses more "Do's" than "Don'ts." In other words, tell the child what to do rather than what not to do. Children respond much quicker to positive demands than negative ones. Allow children to make choices when possible. They are more likely to show appropriate behaviour when they have some control over their actions.

Talk with-not at-children

Adults should communicate with children with the respect and consideration they give their friends. Sometimes, adults spend so much time talking "to" the child that they neglect the listening part of communication. Talking with children lets them know that not only do we have something to tell them, but that we are also willing to listen to what they have to say.

Keep lines of communication open by listening attentively when the child talks to you

Encourage the child to talk to you. However, if you are busy, do not pretend to listen. Tell the child, "I'm busy now, but we will talk about it later." Be sure to follow through with the child. Never try to trick children. Answer questions honestly. Share your feelings and ideas but accept the child's fears, ideas and feelings. Never promise the child anything that you cannot deliver. Making an effort to keep our promises to children increases the effectiveness of our communication.

Use kind words and actions to encourage and support the child

Unkind words help to tear a child down and make the child feel bad. Kind, supportive words and actions tell children that they are loved and lead to positive self-esteem. Nurturing words and actions help to develop trusting relationships where problems can be discussed and solved. Remember that affection is also part of effective communication and that comforting a child and sharing smiles and hugs are powerful communication tools.

Tip: Pick a day and record how many times you say "No," "Stop," "Don't," "Quit," or "You know better." Work on your communication skills to replace these words with positive statements.

THE BOYS' BRIGADE NIGERIA

LAGOS STATE COUNCIL

10 Ikosi Road, off Oluyole Bus Stop,
Off Kudirat Abiola Way.
Oregun-Ikeja. Lagos.



**Study to show Thyself approved
unto God.. (1 Tim. 2:15)**

Courtesy: Training & Extension Committee

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THE BOYS' BRIGADE HISTORY

(CASE STUDY - LAGOS STATE)

INTRODUCTION: Lagos appears to have been taking the lead in many of the historical events in Nigeria. Lagos State is an administrative division of Nigeria, located in the south-western part of the country. The smallest in area of Nigeria's states, Lagos State is the second most populous state (after Kano State) and arguably the most economically important state of the country, containing Lagos, the nation's largest urban area. Lagos State was created on May 27, 1967 by virtue of State (Creation and Transitional Provisions) Decree No. 14 of 1967, which restructured Nigeria's Federation into 12 states. Prior to this, Lagos Municipality had been administered by the Federal Government through the Federal Ministry of Lagos Affairs as the regional authority, while the Lagos City Council (LCC) governed the City of Lagos.

INTRODUCTION OF THE BB IN LAGOS

As far as the BB is concerned in Nigeria, Lagos was to also take the lead. As at the year **1908** when the BB was introduced into Nigeria, Lagos was its first port of call. Historically, a Briton, by name, **Mr. (and later Canon) A. W. Wakeman** of the CMS Bookshop was the one responsible for starting this at the Holy Trinity Anglican Church, Ebute Ero, Lagos which had the Rev. T. A. J. Ogunbiyi as its Vicar then. It started as a Boys Club then using football activities as a means to entice the Boys until it was branded as The Boys' Brigade.

Chief J. O. Craig, one of the foundation members of the 1st Lagos Company had this to say in an interview with the Nigerian Broadcasting Service in 1958 "I remember in 1908, Mr. Wakeman of the CMS Bookshop, now CSS, Lagos came to us Boys of The Holy Trinity Church, Ebute Ero and started a Football Club with us and a few weeks' time, he introduced what is called The Boys' Brigade and trained us to become a Company".

On the **13th February, 1908**, Mr. Wakeman with the co-operation of the Rev. Ogunbiyi further entrenched the idea of The Boys' Brigade at Holy Trinity Church. The happy acceptance of the Organisation by the Church invigorated him and the Boys. Necessary arrangements were made for the formal registration of the Company; thus, on **September 5, 1908**, it was registered in London by the Rev. T. A. J. Ogunbiyi as "The Lagos Company" and later changed to "The 1st Lagos Company" as other Companies began to emerge. The first Enrolment Service was held on **Sunday, October 20, 1908** with the **Rev'd (later the Ven.) T. A. J. Ogunbiyi** as Chaplain, **Prince Oye Akintoye** as Captain and Mr. A. W. Wakeman as the Training Officer. **Twenty-eight Boys** were enrolled and **5 Officers** were commissioned. From the beginning, the membership of the 1st Lagos Company was not limited to the Boys from the Church alone. Boys were recruited from the neighbourhood irrespective of their religion or denomination. (These Boys were to be the foundation members when the BB was established in their Churches). The Company grew to over one hundred Boys within a very short time.

However, and shortly after the registration of the 1st Lagos Company, the 2nd Lagos and 4th (now 3rd) Lagos Companies were registered also in 1908. These were connected with Wesley Church, (now Wesley Cathedral), Olowogbowo, Lagos and Trinity Methodist Church, Tinubu respectively. It was on record that the 4th Lagos Company of Trinity Methodist Church, Tinubu grew very fast with many Boys and later had its fame through brilliant performance on Band.

It will be observed that St. Jude's Anglican Church, (now Cathedral of St. Jude), Ebute Metta which was for many years known as the 3rd Lagos Company is not mentioned as one of the first set of Companies registered in the year 1908. Record has it that the Church was registered as the 3rd Lagos Company in the year 1926. How a Company registered in 1926 came to be designated as the 3rd Lagos Company while the one registered in the year 1908 was designated as the 4th Lagos Company is still shrouded in mystery. It is likely that this number was given to a Church before it was re-designated to the St. Jude's,

Ebute-Metta Church. One thing that is clear is that the first set of Officers was: Mr. W. T. G. Lawson as Captain, and Messres Obasa, F. O. Bankole, Soremekun and Ilyod Kunuyi as Lieutenants.

According to Dr. Tiwatope Adeleye Elias Fatile in his book, History of The Boys' Brigade, Nigeria published in the year 1998, he has it that some opined that the mistake may have come from Sir William Smith who personally registered the first three Companies in 1908 as he referred to the 2nd Lagos Company as the 1st Olowogbowo Company in one of the Gazettes. He was aware of new Companies in Nigeria and was very delighted having 'the coloured Companies'. Another school of thought, according to Mr. M. Olutola Dada GCOA was that there was a dark period of Brigade Company formation in Nigeria after the establishment of the first three Companies due to the outbreak of the World War I between 1914 and 1918. Thus, when in 1926, the BB was established at St. Jude's Church, the leaders of the only four existing BB Companies who were both Anglican and Methodist Officers met and agreed to alternate the numbering between the two denominations, bringing St. Jude's Anglican Church to 3rd Lagos Company and Trinity Methodist Church, Tinubu to 4th Lagos Company. Obviously, this numbering pattern was not sustained as the next Company which was formed in 1935 (nine years after) was a Methodist Company and was registered as 5th Lagos Company attached to Williams Memorial Methodist Church, Ebute Metta.

BB EXPANDS IN LAGOS

As the work of the BB continued to gain recognition by Church authorities, more and more Churches began to embrace the Boys' Brigade, establishing Companies in their Churches. More Companies from Lagos were being registered in London and below is the list of the first thirteen Companies in Lagos which were registered in London, viz:

1st Lagos Company	-	Holy Trinity Anglican Church, Ebute Ero, Lagos
2nd Lagos Company	-	Wesley Methodist Church, (now a Cathedral) Olowogbowo, Lagos
3rd Lagos Company	-	St. Jude's Anglican Church, (now a Cathedral) Ebute Metta, Lagos
4th Lagos Company	-	Trinity Methodist Church, Tinubu, Lagos
5th Lagos Company	-	Williams Memorial Methodist Church, (now a Cathedral) Ebute-Metta
6th Lagos Company	-	St. David's Anglican Church, Okesuna, Lagos
7th Lagos Company	-	Christ Anglican Cathedral Church, Marina, Lagos
8th Lagos Company	-	St. Paul's Anglican Church, Breadfruit, Lagos
9th Lagos Company	-	Hoare's Memorial Methodist Church, (now a Cathedral) Sabo, Yaba
10th Lagos Company	-	Ereko Methodist Church, Lagos
11th Lagos Company	-	St. John's Anglican Church, Aroloya, Lagos
12th Lagos Company	-	Folawiyo Bankole Memorial Methodist Church, Surulere.
13th Lagos Company	-	Bishop Tugwell Memorial Anglican Church, Lagos

The Rev'd (later The Rt. Rev'd) Leslie Gordon Vining, and who became the Bishop of Lagos Anglican Diocese between 1940 and 1955 and who later became the first Archbishop of West African Province in 1951 was a very great enthusiast of the BB as he supported the formation of Companies within his jurisdiction.

Likewise, The Rev. W. H. Mann, a Methodist Priest was actively involved in BB and had a meritorious service in the assistance rendered to both 2nd and 4th Lagos Companies in the 1940s and 1950s. Around

the same time, The Rev. T. Olufosoye was the Chaplain of the 7th Lagos Company, given good support to BB work in the Cathedral under the guidance of Bishop Vining.

However, there were many other Companies around Lagos; viz: 1st Badagry Company of Freeman Methodist Church, Badagry which was established by Rev. W. F. Mellor in 1948; St. Michael's Anglican Church, Popo Oba, Epe which was registered in 1956 as 1st Epe Company and a host of others.

Nevertheless, each of these Companies were independent. There were many more registered Companies, but there was no supervisory authority at the centre since Mr. W. A. Wakeman (now Canon) was no more in the scene.

INITIAL ADMINISTRATIVE SET-UPS IN LAGOS

As said above, from 1908 that the BB was established in Nigeria, there was no joint meeting or programme. However, by the year 1947, Boys' Brigade Officers in Lagos Companies decided to constitute "Lagos Officers' Council". Bishop L. G. Vining became the Chairman and Ven. S. C. Phillips was made the Council Chaplain. The name was changed to Lagos Officers' Group Council in 1962 and Mr. S. H. O. Alder of the then 9th Lagos Company was elected the Chairman.

The implication of this was that it was only in Lagos that there was a formal body controlling and administering Companies. Other areas in the Western Region did not enjoy such a benefit. In 1951, Mr. Daniel MacMillan arrived Lagos as a BB missionary from United Kingdom. He later became the Training and Organizing Secretary of the Southern Nigerian and the Southern Cameroon. However, the need for a central coordinating body was expedient, so some leading Officers in the Western Region and Lagos Group Council made contacts among themselves. Thus, on September 9, 1952, the Western Regional Council of The Boys' Brigade was inaugurated with Lagos as part of the administrative structure.

The Lagos Officers' Group Council was making a steady progress and was becoming stronger. By the year 1964, Mr. Moses Olutola Dada, son of a Methodist minister was made the Chairman of the Council. It was in this year that the Lagos Officers' Group Council presented a request to be granted a Battalion status. This request was granted in the year 1965. Mr. M. O. Dada became its Chairman and Mr. S. H. Olatunji Alder was the Vice Chairman while Mr. J. S. Adenibi and Mr. E. A. Alder were elected as the first Secretary and Assistant Secretary of the Battalion respectively.

At the 8th Annual National Officers' Council Meeting held at Ondo Boys' High School, Ondo, in the year 1968, the Lagos Battalion and Ikeja Group Council presented a request that Lagos State Council of The Boys' Brigade be established. This was following the creation of Lagos State Government in May 1967 by the Federal Republic of Nigeria. This request was granted and once again, Lagos took the lead as it has always done as the first State Council to be established in the whole of The Boys' Brigade, Nigeria.

At a service held at the Cathedral Church of Christ, the Lagos State BB Council was inaugurated. This was on Sunday, May 4, 1969 after a camping programme that took place from 2nd – 4th May. There and then, Justice (Chief) George Baptist Ayodola Coker, a Justice of the Supreme Court of Nigeria, was invested as the President, the post he held until his death in February 1991. Mr. (later the Rev'd) S. Ola. Maraiyesa was the Secretary. He had been the National Secretary of The Boys' Brigade, Nigeria since July 1, 1962. It was possible for him to combine the two positions together since both the administrative offices of both the National Council and Lagos State Council was on the same building at Igbobi-Fadeyi area of Lagos. The Lagos State occupied the ground floor of the building on Alhaji Calfos Street from 1968 to the year 2001 when it was sent out of the building.

The year 1970 saw Mr. J. S. Adefolarin Idowu taking over from the Rev'd S. Ola. Maraiyesa as the State Secretary/Organiser. It was during his tenure that the popular Youth Holiday Camp "Anchortown" which took Boys and Officers to different states of the country was started. He also started the Junior

Section Picnic, took Boys and Officers to excursion in Ghana. He also led the BB contingent from Lagos State Council, after a Youth Holiday Camp, to Scotland for the Centenary celebrations of the BB in the United Kingdom in the year 1983. He worked assiduously to move the State Council to greater heights.

There was however a period of about 6 years when the State Council did not have a Secretary/Organiser. This was between about 1984 – 1990. It was the period of the ‘Sole Administrator’ in the State, arising from the UK post-Centenary celebration crisis. Mr. M. O. Dada single-handedly administered the State Council.

However, to the glory of God, a new Secretary/Organiser, in person of Mr. Festus Ola. Adeniyi was appointed and he resumed on 1st August 1990. He continued the good works of the former Secretary/Organiser. He also continued with the Anchortown Camps which were held both within and without the State, such as Badagry 1992; Osogbo 1995 and Ilorin 1997 etc. He started the idea of honouring members who have served the Organisation with awards such as HOA, COA, etc which are still being used today. He worked vigorously and extended BB Companies to where there were none. He was instrumental to the creation of additional Councils in Lagos for the purpose of expansion. His tenure came to an end in the year 2002.

Other people who have either served as full time Secretary/Organiser or part time include the following:

- Engr. (now Very Rev'd) Muyiwa Awe (Acting)
- Mr. Olasoji Onabamiro (Acting)
- Pastor Soji Bisi Taiwo (Full Time)
- The Rev'd E. O. Obilana (Full Time)
- Mr. Oluseyi Oyinlade (Full Time)
- Elder Mark Uche Ottah (Acting)
- 'Tope Odusola (Acting)
- Diète-Koki, Charles-Jeffrey (Full Time)

CREATION OF ADDITIONAL COUNCILS

Ikeja Battalion had been inaugurated, being the second one in the State in the year 1968. While Lagos Battalion Council was meeting at Christ Church Cathedral, Marina, Lagos, the Ikeja Battalion was meeting at St. Jude's Anglican Church, Odi-Olowo, Mushin. At a later stage, the following Councils were created

- Apapa/Ojo Group Council
- Badagry Group Council
- Ikorodu Group Council
- Epe Group Council

It will be seen that the Companies in these areas would find it difficult to come to attend meetings and programmes of the two established Battalions. April 26, 1992 saw the inauguration of Apapa Battalion Council at Christ the King Anglican Church, Ajegunle Apapa with Mr. L. A. Osibanjo and President while in October 31, 1993 Badagry Battalion was inaugurated at St. Thomas' Anglican Church, Badagry and Mr. M. S. Samuel became the first President.

From the year 1991 onward, the State experienced period of further expansion as the State Secretariat created Zonal Councils from the two old Battalions thus:

From Lagos Battalion:

- Lagos Island Zone
- Mainland Zone
- Surulere Zone

From Ikeja Battalion:

- Agege/Oshodi Zone and later
- Oshodi/Isolo Zone and later Oshodi Zone and Isolo Group Council
- Mushin Zone
- Kosofe Zone
- Somolu Zone
- Bariga Zone
- Alimosho Zone
- Ojo Zone

To the glory of God, all these Zones and the Group Councils have become Battalions.

LEADERSHIP OF THE STATE COUNCIL

Following the death of Justice (Chief) G. B. A. Coker in 1991, Mr. M. Olutola Dada became the next President in the year 1992 at the State Council Meeting held at Bishop Adelakun Howells Memorial Anglican Church, Barracks, Surulere; and after his own death in 1996, Pastor (Engr.) Dr. G. B. A. Coker was elected as President the 1996 Annual State Council Meeting held at Hoare's Memorial Methodist Cathedral, Yaba. With the illness of Pastor Dr. G. B. A. Coker in 1999 before his death in the year 1991, Chief E. Ade. Alder who was the most senior Vice President to him then became the Acting President until the year 2002 when another election was held. The election that produced the next President, Omo'ba Olajide Abayomi Martins was held at Christ Apostolic Church, Isale Apata, Somolu on 14th September 2002.

Omo'ba Olajide A. Martins spent a term of three years till the year 2005 which paved way for Pastor (Dr.) O. O. Sowande who was before this year the Internal Auditor of the State Council to emerge as the next President at the Annual General Meeting hosted by the Agege Battalion Council and held within the hall of the Agege Local Government Secretariat. He spent a total of six years of two terms, having been re-elected. He was succeeded by Sir Sunny N. Nwosu who was one of the Vice Presidents in the cabinet of Pastor Dr. Sowande. His own election came up in 2011 at St. Theresa's Catholic Church, Ifako Agege thus becoming the 6th and incumbent President of the Lagos State Council as he was re-elected in the year 2014 for a second term as President.

At the expiration of the second term of Sir Sunday Nnamdi Nwosu, Architect Olusegun Paul Adetokunbo Ladega FNIA was elected unopposed as the 7th President of The Lagos State Council of The Boys' Brigade Nigeria by the Annual General Meeting held at The Cathedral of St. Thomas, Badagry. Architect Ladega served as a Vice President in the terms of Pastor (Dr.) O. O. Sowande.

The present list of Office-bearers of Lagos State Council is as follow:

- | | | |
|--------------------------------|---|--|
| 1. Arc. O. P. A. Ladega FNIA | - | President |
| 2. Mr. Bola Olu. Tonade | - | Vice President, Training & Extension |
| 3. Surv. Oluwafemi Fatoki | - | Vice President, Projects & Investments |
| 4. Mr. Bisi Onadipe | - | Vice President, Finance & Administration |
| 5. MSA Elijah Adebajo | - | Vice President, National & Int'l Relations |
| 6. Diete-Koki, Charles-Jeffrey | - | Secretary/Organiser |
| 7. MSA Sunday G. Dansu | - | Treasurer |
| 8. Elder Sunday O. Agi | - | PRO |
| 9. Mr. Benjamin Ndiyo | - | Internal Auditor |

CONCLUSION

Although the Lagos State Council is an icon amongst other State Councils in the BB Nigeria, but its journey is that which needs a review. There has been issue of indiscipline in the BB Nigeria today, the State Council not being an exception. Indeed, there have been developments and improvements in different areas, but I believe there are still more rivers to cross.

THE SENIOR AND THE SENIOR SECTION STRUCTURE

INTRODUCTION: In 1889, the founder Sir William Smith, said 'Christ wants the whole Boy, as a Boy, not the whole Boy as a Man, not even part of the Boy as a Man and the other part as a Boy, but the whole restless, eager, happy Boy, as a Boy and nothing else'. It is therefore very important for us to take interest in the seniors that will be the leader of tomorrow. The BB cannot exist without the Boy. Somebody said, and it is a reasonable fact, "No Boys, No Boys' Brigade." It is obvious that the BB fulfils secular objectives through intensive attention on the spiritual growth of the Boys. It has been discovered that all individuals, Boys not exempted, have five basic common needs. They are:

- | | | |
|---------------------------|---|--|
| 1. Physiological Needs | - | food, water, sleep, shelter, clothing |
| 2. Safety Needs | - | security, protection from danger |
| 3. Social Needs | - | belonging, loved, friendship |
| 4. Self-Esteem Needs | - | self-respect, status, recognition, identity |
| 5. Self-Realisation Needs | - | growth, personal development, accomplishment |

With these needs in mind, one should be able to understand what life is like when viewed through the eyes and personality of a teenager or a young man.

THE SENIOR AGE GROUP {15- 19 YEARS}

The Boys' Brigade Officers Manual (1971 Edition, page 15) posit that the status of senior is given during the section of the boys "16th Birthday to the end of the session in which the Boy becomes 18 years of age"

Seniors play an important role in the BB Company while the status of senior is given to a Boy at the beginning of the session in which he reaches 16 yrs of age. This implies that every 16-year-old Boy will be given a special recognition as a senior. This is the age group that is considered in the youth work as the most delicate age, the fact remains that they are the bridge between adolescent and adulthood; hence they are characteristically willing to have their freedom of movement, thought, association, decision etc. However, in having these right and freedom, they needed to be guided towards achieving their desires within the Organization.

CHARACTERISTICS OF A SENIOR BOY

The Senior Boy are in transition stage – from Boyhood to Adulthood, characterised by;

1. Intense physical changes – broadened chest and shoulders, secondary reproductive development etc.
2. Behavioural development- the development of a distinct personal identity.
3. Agility and strength.
4. Mental alertness
5. Search for spiritual identity.

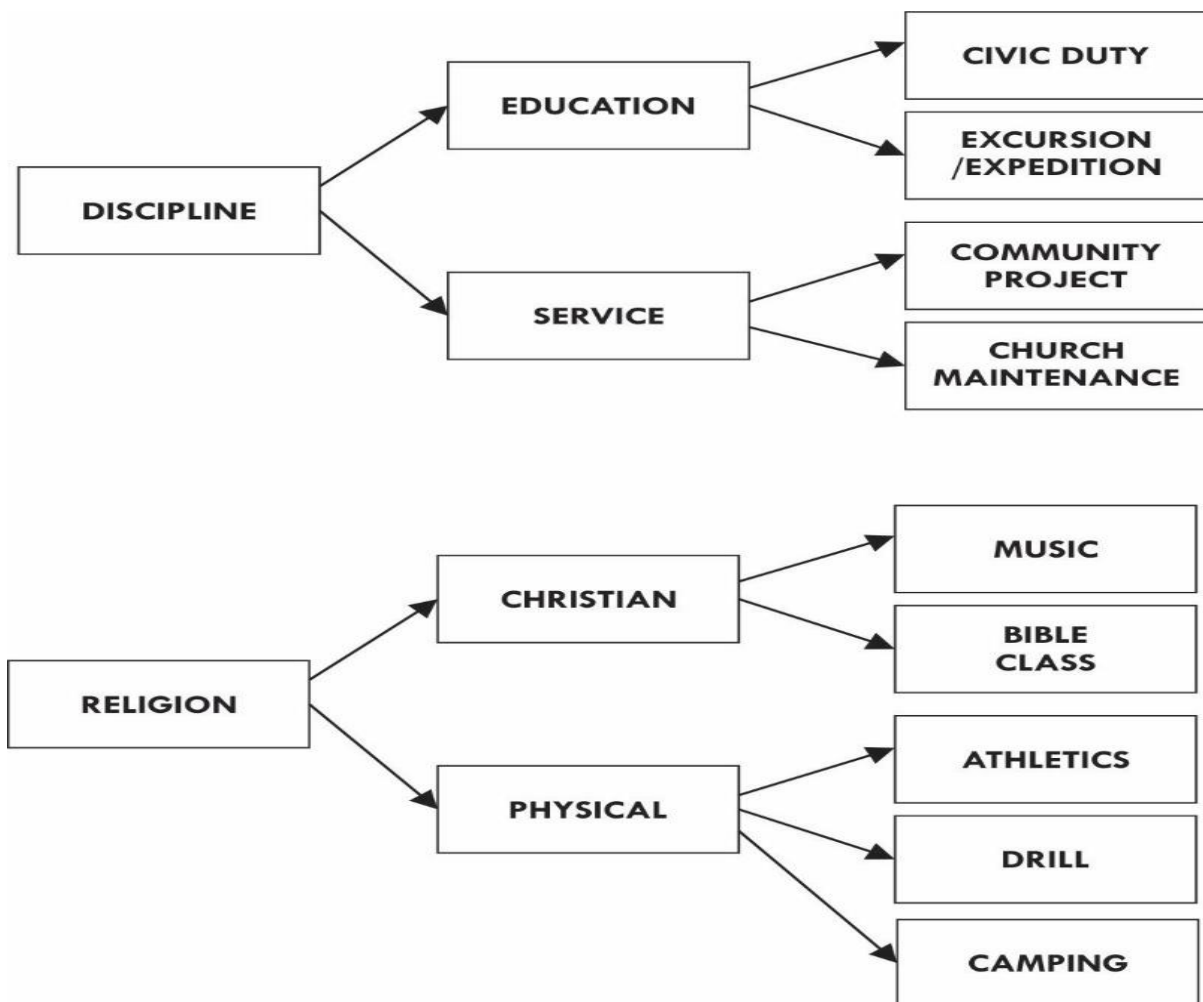
FORMATION OF THE SENIOR SECTION

The senior section is usually constituted during first Enrolment of the company alongside other sections. A boys' Brigade Company may exist without a senior section, or a company section or even without both. There are many companies in the Boys' Brigade, which run only on the junior sector or junior section and company section. Although this is not so popular in the Boys' Brigade Nigeria. The boy's brigade allows that, in companies without the senior section, Boys will remain in the company section until they are 18 years of age. Before a senior section is formed, officers should think through all the ramifications very carefully and should undertake a reveal of the situation each year. A senior section should not be formed just because the Brigade recommends it.

If the senior is to be helped to take his place in the church and the wider communities, then the senior section must be onward and outward looking, preparing the senior section boys for the time he will be discharged from the company.

SENIORS PROGRAMMING

It should be borne in mind that the prime purpose of work with the seniors is to provide a bridge between them and the church. Having considered all the objectives and aims of planning for the seniors. It is important that all these programmes must be based on the methods of the BB which are discipline and religion; the methods are further divided as shown in the diagram below:



ELEMENT OF PROGRAMMING: It is pertinent to consider the following factors that are necessary for successful programming;

1. Timing
2. Goals and Objectives
3. Target Audience
4. Variety of programme
5. Finance
6. Venue
7. Facilitator

THE PURPOSE OF THE SENIOR SECTION

The purpose of this section is the same as that of other sections of the company and this purpose is as expressed in the object of the Boys' Brigade. It should be the aim of the senior section to complete the work already commenced at an earlier stage in a Boys' life and to pass him into the full life of the church.

In order to achieve the above, the Senior Section aside continuing training begun in other Sections of the company, should now adopt a different emphasis on the training with new techniques adopted also. The Seniors should be trained for Christian leadership according to individual's ability and service to the Community in all aspects should be encouraged.

SENIOR SECTION UNIFORM

- Navy Blue long sleeve jacket (with four pockets with cover and shoulder flap)
- White Long Sleeve shirt
- Black Tie
- White trousers/skirt

- Haversack (except Staff-Sergeant)
- Field Service Cap
- BB Belt
- Black lace-up shoe and black socks.

IMPORTANCE OF SENIOR SECTION

Seniors are important to the BB Company for many reasons. This includes

1. They are vital to the fulfilment of the Brigade's noble objective.
2. They can provide stability and a balance of age and experience amongst the Boys.
3. They are often the best line of communication between the Boys and the Officers.
4. They can assist in company organization and programme planning.
5. They are able to take on various leadership roles, depending on each individual's own maturity and sense of leadership.
6. They are central to the spirit and morale of the Company.
7. They provide challenge to other Boy's and encourage them to become active seniors.

SUPERVISION/LEADERSHIP OF THE SENIORS

The overall responsibility for Senior Section entirely lies with the Company captains. However, the day to day running/administration should be delegated to other Officers, a senior Lieutenant (where applicable) should be detailed as Officers In Charge.

OFFICERS IN THE SENIOR SECTION SHOULD BE

1. Men/Women who can lead, probably from behind, rather than command.
2. Men/Women who can enthuse rather than announce.
3. Men/Women who can think in terms of today rather than "when I was their age...."
4. Men/Women who can discuss rather than lecture.

WORKING WITH THE SENIORS

The key words when working with the seniors are FLEXIBILITY AND PARTICIPATION

- FLEXIBILITY OF THE OFFICERS
- MAXIMUM PARTICIPATION FROM THE SENIORS

The Officer's attitude towards the senior is the most important factor. Seniors are young adults, not children, and should be treated as such. Senior should be encouraged and enabled to participate in the planning of their programme and carry them out. The aim of the senior's officers should be to enable the seniors to run their own activities, calling on the officers for advice and support where necessary. Mistakes will occur from time to time, but this is a necessary part of the learning process for both seniors and staff. Full and active participation by the seniors themselves is an essential part of senior's work in the Brigade. Senior Officers must be flexible in their approach. Many learning techniques that is effective with younger Boy's and not relevant in the senior's age group.

CONCLUSION

Seniors are at transitional stages in their lives, they will be making decisions affecting their future. Teach them that they can only found in a personal relationship with our creator. Teach your senior from childhood that the closer they are to God, the closer they will be fulfilling their life's purpose. So I encourage you to just keep plugging away at training and preparing your seniors for their adult lives. If you live by the word and are sensitive to God's Spirit, your decisions will be sound, and they are going to be ready when God calls them out from their parent's home and into adulthood. They are going to be ready to make their mark for the Lord Jesus Christ and be mightily blessed of God as they impact their world. Help your seniors to focus on discovering who they are and who God called them to be instead of focusing on who they want to be with.

THE SENIOR AND THE CHURCH

INTRODUCTION: The Seniors in the BB is the most tasking, challenging, difficult and enjoying because the group comprises of teenagers or young adult that are experiencing changes in all aspects of life's, therefore whoever that will be involve in this group needs extra care in dealing and relating with them.

The end-time and its troubles are affecting all aspects of human lives, and in these troubled times, there are a lot of troubled young people or teenagers. Some of these troubled young people are rebelling against their parents, and your influence as officers of the BB could bring them around and make a difference in their lives. The important thing to remember is that we are not just raising teenagers or young people so that they don't embarrass us. We are training up the next generation of citizens for our nation – and more significantly for the kingdom of God and usefulness of our church.

THE BB COMPANY AND THE CHURCH

The church is very important for the BB Company to exist. The BB cannot operate in isolation from the church. Its loyalties, its tradition and the achievement of the object depend on a sound church-centred relationship at the company level. It is also of importance that, 'In the work of the company it shall be the duty of the captain to seek to establish the closest co-operation with the chaplain and the church or other organisation of which the company is apart'. It must be noted that the issue of the officers that care must be taken by the chaplain to ensure that "all officers are men and women of Christian character and be member or adherents of a church or other Christian organisation and shall be desirous of promoting the object of the Brigade". It is the church which appoints her members as Officers.

Other things which the church is expected to do for the company are;

1. To provide the basic materials that the company will get itself established.
2. To ensure that the appointed officers attend basic leadership training needed for the job.
3. To help the company conduct its first enrolment service in the church and the subsequent enrolment services are held annually.
4. To see to it that the company gives regular weekly moral, religious and Christian discipline training to the Boys.

HONORARIES AND THE SENIORS

The Company Chaplains are the spiritual fathers of the Company and should be invited to staff meetings, even if he is only able to attend few. He should be fully consulted regarding matters connected with the senior section, including the Christian education of the seniors. All other honoraries such as Patrons, Honorary Officers, Advisers etc as notable individuals in the church should be encouraged to be visible to the Boys only then will they be able to play a major part as role model and character builders and also serve as moral check on the activities of the boys. They should be invited to make regular informal contacts with the seniors by perhaps joining in some of the activities of the section. If they have some hobby, interest or talent apart from normal church role, which may have positive effect on the seniors, such may be introduced to them. Officers of the section should always work in close relationship and cooperation with the honoraries to ensure that the ultimate goal of the Brigade is continuously fulfilled.

THREE NECESSARY THINGS FOR BRILLIANT SENIORS

1. Teach them to ask questions; encourage them to ask lots of questions when they are around people who know more than they do.
2. Help them develop a teachable spirit; someone once said, "It's what you learn after you know it all that counts." Help them make habit of never going to sleep without having learned something new that day.

3. Challenge them to have passion for God; encourage them to be devoted to the things of God and be highly interested in all activities that have to do with Christ and the church.

SENIORS AND EVANGELISM IN THE CHURCH

The seniors are teenagers or young adult that are agile and strong, all efforts should be centred on activities that will lead to the increase in the numerical strength of the company and the church. Captains and Officers should encourage the seniors to show interest in evangelism. The seniors should use every means within his disposal to be a good ambassador at all times where ever they are.

SPECIFIC ENGAGEMENT FOR SENIOR BOYS WITHIN THE CHURCH

1. Church membership; A member of a church is one who subscribes to its dictates and believes. The age group of the senior section form the catchment age for official recruitment into the church. The Boys should therefore be encouraged to submit to the full membership by attending Membership/Baptismal/Confirmation Classes. The Chaplain should be contacted to handle this, so that the full implication can be fully discussed and understood by the boy.
2. Regular attendance at church services should be constantly stressed. Where applicable, register of attendance record should be maintained.
3. Active participation at church programme: Senior Boys should be encouraged to participate actively in all the programmes of the church which are relevant to him. E.g. seminars, vigils, bible study evangelism etc.
4. Special Days: Seniors should also be encouraged to participate actively during special occasions such as anniversaries, marriages, harvest.
5. Vehicular control: Senior Boys are well suited for assisting in vehicular control/arrangement of parking lot during church programmes.
6. Church Groups: preparatory to their discharge from the BB Senior Boys should be encouraged to take active part in the activities of various church groups/arms that catches his fancy e.g. the choir ,guild of stewards/ ushers, prayer warriors, Sunday school teachers, alter guild/servers etc. The boy should not be forced to join any of the groups but should rather be encouraged to take up membership of the one that interest him most.
7. Peer to peer influence and evangelism: As a regular member of a church, the senior boys can positively influence their peers from vices and unchristian behaviour.
8. Positive image laundering: the senior can also project a positive Christian image for their church through their behaviour, both within and outside the church.
9. Church of tomorrow: fundamentally, the senior boys form the foundation of the church of tomorrow by keeping them active; the BB is indirectly preserving the vibrancy of the church of tomorrow.
10. Committee Members: Active senior boys are also useful members of youth group etc. Committees in the church.

CONCLUSION

Seniors are at a transitional period in their lives, they will be making decisions affecting their futures and they do exhibits varying social, physical and emotional traits occasionally. Officers should prepare to offer sensitive counselling and help when required and also tackle some controversial issues when necessary. The aim of the senior and the church is to encourage each young man to achieve his potential and to gain a greater understanding of Christian faith and be ready to make a Christian commitment. They should be actively encouraged to be involved in all aspects of the church. Officers must have a constant awareness that the seniors are evolving his spiritual self and seek to encourage, support and stimulate evolution. It is at the senior section level in particular that the object of the BB is fulfilled, and the works undertaken in the other sections come to fruition. Each company should therefore endeavour to ensure that more young people are introduced to Christ and the church.

Our Senior Boys are a timeless message we will send into the generation we will never see, what kind of message will you send to the next generation?

LEADERSHIP

If your actions inspire others to dream more, learn more, do more and become more, then you are a leader. (John Quincy Adams.)

INTRODUCTION: Leadership is an integral part of the Boys' Brigade as it remains one of the methods of the B.B. as formulated from inception, with which the organization seeks to achieve her object. It is one of the components upon which the continued existence/sustainability of the organization is pivoted.

Leadership, as it relates to the B.B., is a complex concept which entails both administrative and Christian leadership. As officers of the B.B. we may rightly say that we are leaders in our own right, it is therefore important for us to evaluate leadership in its complexity with a view to understanding its basic virtues and responsibilities as we presume to possess.

DEFINITIONS: The Oxford advanced learners' dictionary defines leadership as the state or position of being a leader and defines a leader as one who leads a group of people especially as the head of an organization, country etc.

The Longman active study dictionary defines leadership as the quality of being good at leading a team, organization, country etc. while it defines a leader as a person who is in charge or control of a team, organization, country etc.

Several scholars have also attempted to define leadership in its complexity, some of such definitions are stated below;

Leadership is deliberately exerting special influence on a group to move it towards achieving a goal of beneficial performance that fulfils the group's real needs. (John Haggai)

Leadership is ultimately creating a way for a people to contribute to making something extra ordinary happen. (Allan Keith)

Leadership is the capacity of the leader to listen and observe, to use their expertise as a starting point to encourage dialogue between all levels of decision making, to establish processes and transparency in decision making, to articulate their own values and visions clearly but not impose them. (Ann Marie Mcswain)

Leadership is knowing what to do next, why it is important and knowing how to bring appropriate resources to bear in the need at hand.

Leadership can also be said to be a process by which a person influence others to accomplish an objective and directs the organization in such a way that it's more cohesive (united) and more coherent (clearly and well organized).

Ultimately leadership is the capacity to translate vision into reality. Therefore it is about setting agendas, identifying problems and initiating processes and changes that makes for substantial improvement rather than managing change.

GOOD LEADERSHIP

Good leadership entails the description of what you must be, what you must know and what you must do, it may not come naturally, but acquired through continuous hard work and study. Good leadership is said to have been achieved when the leader is respected by his followers, who may not necessarily asses his attributes but his attitude which is more important as it creates a platform for better understanding of his person. It is this character/attitude that tells whether or not he is honorable and can be trusted or self-serving. Self-serving leaders though may be effective and successful, but only for a while, because people only obey them and do not follow them. It is only a matter of time before they will decide to stop obeying them, and so good leadership is honorable, trustworthy and selfless service to the organization.

Good leadership positively affects the objectives of the organization as well as the wellbeing of members of the organization. Good leaders concentrate on what they are/be (character) what they know (job, task, experience, skills etc.) and what they do (implementing, motivating, directing etc.) subjects naturally like to follow and be guided by those they respect and who have a clear sense of direction. To gain respect the leader must be ethical and concentrate on the be, know and do, while conveying a strong vision of the future will achieve a clear sense of direction.

LEADERSHIP APPROACHES/THEORIES

These are approaches/theories postulated to understand the complex concept of leadership based on different perspectives of viewing what is intricate in leadership. They include;

1. **Trait theory/approach:** this theory stipulates that leadership is based on individual attributes; it assumes that leadership is rooted in the characteristics that certain individuals possess. It brings to fore the belief that leaders have distinct and superior personality/character and are endowed with innate qualities which are not possessed by others.
2. **Behavioural theory/approach:** the theory states that leadership entails strong personality which will develop positive ego. Here the motive is more important than the traits. This approach is useful in pointing out the inter-personal behavior and perception in leadership. The dictum "leaders are made not born" was coined from this approach.

3. **Situational theory/approach:** this holds that different situation call for different characteristics, therefore no single optimal psychographic profile or psyche of a leader exists. This means that when an individual acts as a leader, what he does is largely dependent on the characteristics of the situation in which he functions.
4. **Contingency theory/approach:** this approach employs the use of analytic or diagnostic strategy to understand the characteristics and peculiarities of an organization or group with a view to determining what will work best for them under different conditions. It is predictive in nature.
5. **Functional theory/approach:** this theory stipulates that the leader's main job is to ensure that whatever is necessary to the group's need is taken care of, simply put get the job done. Here the leader is adjudged to have done well when he contributes to the group's effectiveness.
6. **Transaction theory/approach:** this theory holds that the relationship between a group and its leadership is viewed in terms of transactions in other words business like. It entails the ability to perform certain tasks and be rewarded or punished for the team's performance (As in a football coach). It gives the opportunity for the leader to lead and the group agrees to follow with a view to accomplishing pre-determined goal in exchange.
7. **Transformational theory/approach:** this approach stipulates that the leader motivates his followers to be effective and efficient and allows them to learn from him. The approach is premised on the role of a leader to act as motivator to his subordinates in the realization of organizational goals and objectives.

LEADERSHIP STYLES

While there are several approaches/theories to leadership, the style of leadership adopted by a leader is a manifestation of the individual's behavior which is resultant of his philosophy, personality and experience. Four major leadership styles were identified by Kurt Lewin, they include;

1. **Dictatorship:** this style of leadership is synonymous with an all-powerful ruler. It is an all and all style of leading where no contribution is taken from any quarter no matter how relevant, sensible, important or helpful it may be. This style of leadership is self-centered and has no regard or empathy for others. It is all about the leader who coerces (sometimes involves the use of force) people to do his will or bidding.
2. **Autocratic:** this style of leadership entails the centralization of powers and decision making on the leadership. Here the leader expects the subjects to obey even when the rules are unfair to them. There is no room for cooperation between the leadership and the led, and it is usually intolerant of what they see as dissents. This style of leadership makes it difficult for subordinates to contribute and develop as it manipulates all processes of decision making to do his bidding.
3. **Democratic:** this style of leadership favours decision making by the group. Instructions are usually given after consultation with the group and allowing every member to have a say before arriving at a conclusion or making a decision. Those who adopt this style lead by example and endeavor to foster team spirit in a harmonious environment which allows every member of the team the opportunity of reaching his highest potentials, the full potentials of the team can be reached as well. The democratic style of leadership gives respect to human consideration and delegates powers.
4. **Laissez Faire:** also referred to as "Free Reign Leadership". Leaders who adopt this style are impoverished leaders (i.e. low task, low relationship, low ideas etc.). They use delegate and disappear management style, they believe in absolute freedom of the group and gives members of the group free hand to operate. They are allowed to decide on policies, search for solutions and set goals on their own. Here the leader is largely detached from the subordinates and finds it difficult to assert his authority.

QUALITIES OF A LEADER

1. **Know yourself and seek self-improvement:** As a leader you must understand your be, know and do attributes and improve yourself through self-study, reflection, formal classes and interaction with others. Also seek to develop a sense of honesty, integrity and respect for yourself.
2. **Seek responsibilities and take responsibilities for your actions and inactions:** As a leader one must continuously seek ways to guide his team to new and greater heights and ultimately achieving success. It is important for the leader to absorb and accept all faults in the process if any, and pass no blame, because naturally all the bulk stops at the leader's table either positive or negative. At the end of every process the leader should analyze the process, take lessons and corrections if any and move on to the next challenge.
3. **Be technically proficient:** A leader must have good knowledge of his responsibilities, have solid familiarity with his subordinates and have a sound understanding of the terrain with a view to applying the right and clear cut approach to tasks. He must understand the internal and external forces and formulate appropriate strategies to carry out the tasks of achieving organizational goals.
4. **Make sound and timely decisions:** The leader must use good problem solving, decision making and planning techniques. In doing so, he must be careful to develop a sense of respect for all and never try to subvert or circumvent any rules and regulations.
5. **Set the example:** The leader should make the subordinates see what they are expected to do and not just hear it. He should be a good role model who lives by the principle of "do as I do" and not "do as I say" i.e. practice what you preach.
6. **Know your people and look out for their well-being:** The leader needs to understand human nature and the importance of sincerely caring for his subordinates. He needs to develop a sense of shared interest and problems and a climate which encourages mutual respect and understanding in the team irrespective of

individual member's status or condition. He must possess good interpersonal relationship, always show concern and ready to help.

7. **Develop a sense of responsibility:** A leader who develops good character traits will help the people out of their difficulties and tasks and will create an atmosphere in which subordinates feel free to discuss and express themselves. He must ensure that tasks are understood, supervised and accomplished; he must possess good communication skills in trying to ensure this, and also develop a sense of selfless service without necessarily expecting any reward.
8. **Teamwork:** it is important for the leader to encourage team work as this is the best way to work. He must encourage every member of the team to be fully engaged and fully participate in the team's tasks of achieving organizational goals. He must encourage the principle of "all for and one for all" thereby making every one realize that they need each other to succeed and the success or otherwise of the team is dependent on this. Also when team spirit is developed and nurtured it gives room for the development and realization of the team's fullest potentials and capabilities.

COMPONENT INTERPLAY IN LEADERSHIP

Leadership as stated earlier is a complex concept, it involves the interplay of some components to determine its success or otherwise. They include;

- i. **Followers:** These are the people that are led also known as the subjects or subordinates. Different individuals make up the pool of followers and they all have their individual traits, characteristics and peculiarities which are unique to them and as such may require different relationship/approach. A person who has a high morale, high level of exposure, education etc. will require an approach different from one who does not. Therefore, it is sacrosanct on the leader to have a good basic understanding of human nature especially those of his followers.
- ii. **Leader:** There should be an honest understanding of who the leader is by the followers. The success or otherwise of the leader is largely determined by the followers, if they do not trust him, respect him or lack confidence in him they may be uninspired to follow him religiously. Therefore, it is important for the leader to convince his followers and not himself or other higher authorities that he is worthy of being followed. The followers on their part should be loyal and faithful to the leader and avoid acts or attitudes which suggests or promote sabotage.
- iii. **Situation:** Different situation require different approach and different leadership style and so the leader must ensure he judiciously employs his sense of judgment in deciding the best leadership style that would be effective and successful in different situations.
- iv. **Communication:** This is a very important component of leadership as it is constant at every facet of life. Effective communication is vital to effective and successful leadership. Therefore, leaders and followers alike must develop good communication skills both verbal and non-verbal; they both must communicate in a manner that is devoid of brewing acrimony or bickering. The leader should as much as possible use himself as example and practice what he preaches.

CHRISTIAN LEADERSHIP

This is the type of leadership that is synonymous to the Boys' Brigade. If any unit (Company, Battalion/Group, State Council and National Council) of the organization must be successful, it will be largely dependent on the quality of Christian leadership shown or delivered by officers both serving and non-serving who occupy various positions of authority within the organization. It is important for us as officers not to lose sight/focus of the organization's goal as clearly spelt out from inception in our object which is ***"the advancement of Christ's kingdom among boys and the promotion of habits of obedience, reverence discipline self-respect and all that tend towards a true Christian manliness"***. Christian leadership in this sense will entail the ability to lead people from where they are, what they think and how they behave to where God wants them to be, think the way God wants them to think and behave the way God wants them to behave. Thereby making the people kingdom candidates and consequently advancing Christ kingdom. Which is why interalia it is emphatically stated in the international manual of the B.B. that ***"all officers must be men or women of Christian character and be members or adherents of a church or other Christian organization and shall be desirous of promoting the object of the B.B."***

Christian leadership is all encompassing as it positively affects the lives of boys, officers and at large the organization in its entirety. The snag in our current B.B. circle is the fact that we have made wealth, academic qualification, social standards, societal status and other material criteria as major, if not the sole pre-requisites for appointing and electing leaders as against God's standards as prescribed in the International manual in accordance to our object. While all of these material criteria are important they should not be in the front burner thereby relegating the real qualities of a Christian leader.

CONCLUSION

As officers and leaders of the organization it is important we understand the concept of leadership in its complexity and adopt the most appropriate, applicable and peculiar methods while ensuring that we make our selves Christian leaders who can lead the boy and are worthy of being followed. More importantly there is need for a rebirth in the Brigade circle to bring back to the fore our core leadership values which had been relegated, with a view to regaining our lost heritage. This is important because in the Brigade circle as we currently have, we do not have many leaders who can be regarded as true Christian leaders, what we have is rather a dirge of the real qualities of Christian leaders in majority of our leaders.

SENIOR SECTION PROGRAMME PLANNING

INTRODUCTION: The Boys' Brigade in a bid to advance Christ's kingdom developed a set of specific and clearly defined methods, which the organization employs in achieving her goal. One of these methods is "activity", every business of achieving the organizational goal of the B.B. as set out in the object revolves around the various activities of the organization. While activity as a part of the B.B. method may be specific it can be viewed in its generic state/form as "**programme**".

DEFINITIONS

Programme can be defined as a scheme of things or activities; it can also be defined of things or activities that will be done with the intention of achieving a goal.

Planning can be defined as the process of making plans for something, it's an idea of how something will be done /achieved or a method of how something will be done or achieved. Planning involves a systematic process where so many things are put into consideration.

Programme Planning is a process of making plans for the scheme of things or activities. It is an idea or method of how a programme will be done or achieved.

Senior Section is the third group into which the B.B. is divided; the group is composed of boys within the ages of 16yrs.-19yrs.

Senior Section programme planning therefore is the process of making plans for the scheme of things or activities for the composition the senior section (i.e. boys in the senior section) in a bid to achieve organizational goals.

STEPS TO FOLLOW IN PLANNING SENIOR SECTION PROGRAMME

1. **Identify the goal:** This is the first step in planning any programme, it is important that the goal is clearly identified and well spelt out from the outset. These centers around organizational needs. In this case what the B.B. as an organization seeks to achieve.
2. **Determining the Objectives:** This entails breaking down the goal into workable parts around which programmes and activities as regard the senior section will be worked out. The objectives describe the expected consequences, results or impacts on the targeted audience which in this case is the senior section. The objectives must be measurable.
3. **Identify available resources and constraints:** At this stage the process of planning is brought into perspective, with a view to identifying what is available and what is not. Here an analysis of finance, personnel, venue, materials etc. is carried out.
4. **Design the programme:** This stage focuses on drawing up programmes and activities which will yield the desired consequences, results or impacts as stated in the objective.
5. **Implement the programme:** This is to strike the programme or put action to what had been planned in actualizing organizational goal and objectives.
6. **Evaluate:** This is done to assess whether or not what was set out to achieve was actually achieved. It brings into perspective the entire process. It can be used at any stage of planning to develop a new programme or improve upon an existing one. Evaluation seeks to acquire information about, or analyze the following;
 - i. **Impression:** To examine the feeling of the boys towards the output of the programme with a view to determining the acceptability of the programme, the level of interest developed or lost, how exciting or boring the programme was etc.

- ii. **Reaction:** This is to examine the immediate and later response of the boys on the programme, to determine whether or not there is increased participation, attendance (is it occasional, regular or poor?) and if there is any interest any special interest in a particular event(s).
 - iii. **Planning:** This is to examine and determine whether there was anything wrongly done in the process, whether there are better ways in which certain things could have been done to achieve better results etc.
7. **Report:** This is the final stage in planning a programme, it is important that a report of the entire process is compiled and documented for reference purposes.

PATTERN OF PROGRAMMES

Programmes planned for boys in the senior section could take different forms or patterns depending on the peculiarities of the boys, the company and the resources available. The following patterns can be identified;

- i. **Daily:** Programmes of activities for a day and terminates in a day.
- ii. **Weekly:** Planned to cover a week and terminates at the expiration of the week.
- iii. **Monthly:** Planned to cover a month and terminates at the end of the month.
- iv. **Quarterly:** Planned to cover three months and terminates at the expiration of the quarter.
- v. **Annually:** Planned to span a year and terminates at the end of that year.

APPROACH TO PLANNING PROGRAMMES FOR THE SENIOR SECTION

The senior section boys are boys whose age, range between 16yrs. – 19yrs. they are somewhat matured and are at a critical stage of their life. In fact, it is often said that what they learn at this stage of their life would either make or mar them, as they are believed to be in the final formative stage of their respective individual lives. It is therefore important to use the right and effective approach in planning programmes for them. Using the right and effective approach will entail considering their characteristics, their psyche, level of exposure, the type of programme that suite them based on the circumstances that prevail and the peculiarities of the company without losing sight of the organizational goal and objectives.

The senior section boys are characteristically vigorous, impressionable, defining etc. therefore their programmes should be geared towards the themes of Christian leadership, social education/awareness or consciousness, their physicality and fitness, career path and future etc.

STRUCTURE

Programmes in the B.B. are pivoted on a particular structure and that of the senior section is not different. What may be different are the approach and the types of programmes planned around this structure.

Programmes in the B.B. are structured around what is referred to as the **“Four Cardinal Points”** which is derived from the bible from the book of Luke 2:52 **“...and the boy Jesus increased in WISDOM and in STATURE, and in favour with GOD and MAN”**. The four cardinal points include;

- i. WISDOM – EDUCATION
- ii. STATURE – PHYSICAL
- iii. GOD – SPIRITUAL (CHRISTIAN EDUCATION)
- iv. MAN – SOCIAL/SERVICE

To maintain a good balance and all round development of the boy, senior section programmes should revolve around these points.

ELEMENTS OF SENIOR SECTION PROGRAMMES

1. **Goal/Objectives:** The organizational goal and specific objectives should be realizable through the programmes and planning.
2. **Audience:** This takes into cognizance the group we are planning for, which in this case is the senior section. Care should be taken to avoid planning programmes which will not appeal to them or tickle their fancy.
3. **Timing:** This is a very important factor in planning programmes for the seniors. Adequate time should be allocated for each activity to avoid partial completion, over stretching of programmes should also be avoided. The period in which the programme is planned is also of essence.
4. **Variety:** Variety they say is the spice of life. Therefore, in planning programmes for the seniors variety should be introduced, a pot pouri of relevant and interesting activities should be included in the programme and avoid unnecessary repetition to discourage boredom and unimpressive participation.

DRAWING UP A PROGRAMME FOR THE SENIORS

The task of drawing up programmes for the seniors should be participatory and all encompassing. It should be a collective responsibility of the Church (Chaplain or his representative), Officers, the seniors themselves and experts from within or outside the church if required. The Chaplain or his representative would present and represent the policies, interest and norms of the church to which the company is attached while the captain/officers and the senior boy(s) will present and represent the interest of the company and the boys respectively. The experts will give advice and support on peculiar programmes where technical input is required. A committee of the parties concerned should be formed and should meet to plan, execute and monitor the execution of the programme.

SUGGESTED PROGRAMME SHEET

S/NO	PROGRAMME	DURATION	TIME	VENUE	CO-ORDINATOR	REMARK

ADVANTAGES OF PLANNING PROGRAMMES FOR THE SENIORS

1. It ensures their training.
2. Sustains their interest and retention in the organization.
3. Helps them in self-realization and definition.
4. Helps in developing their leadership potentials.
5. It may prove important and handy in their choice of career path.
6. It positively influences their decision-making abilities and the choices they make in life.
7. It is useful in their final formative stage.
8. Understanding the capabilities of individual boys would be brought to fore.
9. It helps in the development and realization of individual boy's fullest potentials.

SUGGEST PROGRAMMES FOR THE SENIORS BASED ON YOUR UNDERSTANDING OF THE TOPIC.

CONCLUSION

The ultimate aim of engaging the boys of the senior section is to channel the circumstances around them towards the development and achievement of their personal potential and a greater understanding of the Christian faith, with a view to improving their lives, making them better persons, causing them to live a fulfilled life and ultimately making them kingdom candidates. It is therefore important to plan relevant, interesting and progressive programmes for them using the right approach.

COMMUNICATION

Introduction: Communicating positively with children helps them develop confidence, feelings of self-worth, and good relationships with others. It also helps make life with young children more pleasant for children and parents.

Positive communication focuses on respect for the child and involves both speaking and listening. Communication is what we say and how we say it. Positive communication leads to nurturing relationships, cooperation, and feelings of worth. Poor communication can lead to kids who "turn off" adults, conflicts and bickering, and feelings of worthlessness.

Adults sometimes have difficulty communicating positively with children when feelings are involved-either their own or the child's. There are ways for Officers to improve their communication with children.

Get the child's attention before speaking

Children can only concentrate on one thing at a time. Look directly at the child and call his name. A touch on the shoulder or taking his hand will help get his attention. Give him time to look at you before you start speaking. (Example: "Jide." Wait until he stops playing with the pen and looks at you.)

Communicate on the same level as the child

Communication is more effective if both people are on the same level. Adults need to stoop down to the child's level or sit beside him. Making eye contact with the child lets him know that he has your attention and is much less intimidating to the child.

Speak as if you mean it

Make important requests firmly. Use a firm tone of voice without sounding angry or pleading. Tell the child what you want him to do and why. Give clear, consistent instructions. Remember your body language. It should show that you are serious and expect the child to comply.

Say "Please," "Thank you," and "You're welcome" to the child.

Modelling appropriate behaviour is one of the best ways to get desired behaviour from a child. Children also deserve the common courtesies that we, as adults, expect. Children are more likely to carry out desired behaviours when we add these courtesies. Nagging a child to say "please" or "thank you" sets a bad example. They are more likely to use courtesies if they are not constantly reminded.

Make requests simple

Too many requests are confusing for a young child to remember. Make sure that your requests are short, clear and consistent. Laughing at a behaviour one time and reacting angrily another sends the child a contradictory message.

Use more positive direction than negative

Positive communication with children uses more "Do's" than "Don'ts." In other words, tell the child what to do rather than what not to do. Children respond much quicker to positive demands than negative ones. Allow children to make choices when possible. They are more likely to show appropriate behaviour when they have some control over their actions.

Talk with-not at-children

Adults should communicate with children with the respect and consideration they give their friends. Sometimes, adults spend so much time talking "to" the child that they neglect the listening part of communication. Talking with children lets them know that not only do we have something to tell them, but that we are also willing to listen to what they have to say.

Keep lines of communication open by listening attentively when the child talks to you

Encourage the child to talk to you. However, if you are busy, do not pretend to listen. Tell the child, "I'm busy now, but we will talk about it later." Be sure to follow through with the child. Never try to trick children. Answer questions honestly. Share your feelings and ideas but accept the child's fears, ideas and feelings. Never promise the child anything that you cannot deliver. Making an effort to keep our promises to children increases the effectiveness of our communication.

Use kind words and actions to encourage and support the child

Unkind words help to tear a child down and make the child feel bad. Kind, supportive words and actions tell children that they are loved and lead to positive self-esteem. Nurturing words and actions help to develop trusting relationships where problems can be discussed and solved. Remember that affection is also part of effective communication and that comforting a child and sharing smiles and hugs are powerful communication tools.

Tip: Pick a day and record how many times you say "No," "Stop," "Don't," "Quit," or "You know better." Work on your communication skills to replace these words with positive statements.

CEREMONIAL DRILL

INTRODUCTION: Drill is essential aspect of Boys' Brigade. Since the inception of B.B in 1883, it has been parts of the organization and one of the tools used to enforce discipline. This is what Sir Williams A. Smith having the knowledge of Drill as a military man and Bible study to formed Boys' Brigade.

DEFINITION OF DRILL

According to Advanced Learner's Dictionary defined Drill as a training in marching and the use of weapon, practice session, recitation etc. it is also said as preparation of soldiers for performance of their duties in peace and war through the practice and rehearsal prescribed.

TYPES OF DRILL

Drill are on different categories depends on the session involve in the training on marching. Therefore, B.B. has the following types of drill:-

1. Figure Marching
2. Elementary Drill
3. Squad Drill
4. Company Drill
5. Company Parade Night
6. Ceremonial Drill

CEREMONIAL DRILL

All companies, Battalion, State and National Council are involved from time to time in certain items of ceremony such as enrolment services, investiture, passing out parade etc. Basically, in recognized Drill book manual on page 91 – 103, ceremonial drill is divided into two: Church parades and Ceremonial Parade.

Church Parade:

This involves a company which prepare to move to church for an enrolment services. The parade will be led by the Captain of the company. The process and procedure of handling colour inside and outside church is well detailed in Drill book manual on page 91 – 100.

Ceremonial Parade:

This is the parade usually performed during special occasions, when a parade formation is mounted by Boys and Officers inspected. Ceremonial parade usually precedes any other ceremonial activity such as displays, opening and closing ceremonies of Training courses and any other Boys' Brigade activities that involves reviewing a parade. The word of command is stipulated in Drill book manual on page 100 – 103.

Conclusion

Drill is very important in a company and a tool used by the organization to implement the discipline as part of the twin pillar; therefore, it is necessary that every company should have a good drill instructor if not more than one.

RECRUITMENT, TRAINING AND RETENTION IN THE BOYS' BRIGADE

INTRODUCTION: This is an important aspect in the growing concern of the Brigade. The growth of any ministry, idea, philosophy depends mostly on the recruitment, training and retention. The ministry of Jesus Christ after his temptation in the wilderness started with recruitment. Christ needed more people, people he can train, people to learn the job of evangelism and ministry of reconciliation (Mathew 4:8-21). Jesus trained his disciples in order to train them for the work he will leave for them. For proper continuity, there is need for recruitment, training and thus retaining the trained.

RECRUITMENT

Recruitment is an overall process of attracting, selecting, choosing, enlisting, and or adding to an existing one in an organization. The Boys' Brigade was founded to arrest rebellion, youthful exorbitant and other social vices. This give room for the much talked evangelism and soul-winning. Boys are expected to be brought to this fold in annual basis. The strength of a company as the smallest and most important unit of the Brigade lies in the taking in of new members annually. Brigade calendar runs between 1st September and 31st August of each year. It is expected that new members be recruited into the company towards this period. It is for the purpose of advancement of Christ kingdom.

WHY WE NEED TO RECRUIT

1. It enhances performance of the company.
2. Membership of the company is increased.
3. Active participation is allowed.
4. It is a way of keeping the organization a life.
5. Fulfilment of our divine calling.

METHODS OF RECRUITMENT

1. **SELF-ADVERTISMENT:** It is important that the life, attitude of a Brigade member is worth commendation. The life in and outside in a public announcement and a priceless advertisement of Brigade.
2. **SCHOOLS:** Campaigns for recruitment may be taken to schools both public and private after the consent of Head Teacher or Principal is sought and obtain.
3. **SUNDAY SCHOOL:** Recruitment can equally be achieved in the Sunday school which harbours a greater member of children in any denomination. This is one of the reasons that officers should be committed to strategic department of the church e.g Sunday teacher.
4. **CHURCH BULLETINS:** Captains and Officers may request that information about the Brigade be put on church bulletins to advertise Brigade.
5. **PERSONAL APPROACH:** Recruitment can be done through personal approach to the boy and parents in the church and resident areas.
6. **STREET PARADE OR COMPANY DISPLAY:** The performance, beauty of the Brigade in street parade or company annual display is a method that can attract boys to the Brigade.
7. **OTHER PROGRAMMES AND ACTIVITIES:** Boys are easily enticed to programmes and activities of interest. If such programmes are organized, interest of boys will be captured to join the organization.
8. **POSTERS AND HANDBILL:** Posters and hand bills can be printed and pasted in strategic positions and are as where people can easily read.

TRAINING

Training has been defined as "an organized activity aimed at imparting information and or instructions to improve the recipient's performance or to help him attain a required level of knowledge or skill".

Training is a learning process that involves the acquisition of knowledge, sharpening of skills, concepts, rules or changing attitudes and behaviours to enhance the performance of the trainee. Training is a process of skill development, a way of improving knowledge already acquired.

To this end, the important of training cannot be over emphasized as the need is very advantageous.

BOYS' BRIGADE TRAINING

The Boys' Brigade which focuses with concern the positive development of the Boys to attain a certain level of life takes training as a catalyst of achieving this aim. The Boys' Brigade aims to life coach boys by providing positive Christian values, develop latent leadership qualities to Boys and Officers this making them become meaningful contributors to the community, church, organization and the nation at large. The training in the Boys Brigade is

concerned or derived from the Cardinal points of spiritual, physical, social and educational. This cardinal is derived from the scripture as stated in Luke 2: 52. "And Jesus grew in wisdom and stature and in favour with God and Men" (NIV).

- **Spiritual:** Jesus grew in favour with God-
This is an important aspect of the training of the Boys. Without the spiritual knowledge all other acquired knowledge is vanity. This is where boys learn about Christ and Christianity through Bible teaching, prayers, hymns, memory verses and other teachings.
- **Physical:** Jesus grew in stature
The physical aspect is derived through games, sport, indoor and outdoor activities and camping. The lack of physical education can bring dullness to the Boy.
- **Social community:** Jesus grew in favours with men.
Social and community work is seen in this point, boys must associate with others and must be talk low to help or assists others in the community especially the older ones.
- **Educational:** Jesus grows in wisdom
The boys acquired skills through teaching and expertise counseling, they become professional in different field of endeavor.

TYPES OF TRAINING IN BRIGADE

Training in the Boys' Brigade is divided into two main categories.

1. **JUNIOR LEADERS TRAINING COURSE:** The Junior leaders are into two folds

- a. NCOs (Non-commission officers) Basic Training
- b. NCOs (Non-commission officers) Advanced Training

These are the starting point training in the Boys' Brigade. It is expected that every Boy passes through the training to acquire the rudiments of the Brigade.

2. **OFFICERS TRAINING COURSE:** The Officers' Training include:

- a. *Officers Induction Training:* This is offered to off Brigade leader who want to acquaint themselves with the Boys' Brigade and what is expected of t the would- be leader (officers).
- b. *Officers Basic Training Course:* This must be satisfactorily completed by all officers. The Basic I-II in a normal situation, it is only those who have completed Basic I-IV that should be appointed as Lieutenants in a Company.
- c. *Brigade School:* One week residential and comprehensive training for those who have completed their basic. It covers Brigade work.
- d. *Refreshers Course:* For officers who have completed Brigade School and recommended to attend in order to keep abreast of the B.B. activities and new innovations.
- e. *Specialized Training Course:* Example of these are as follows:
 - i. Drill Instructions Course
 - ii. Parade Commanders Course
 - iii. Band/Band Masters Course
 - iv. First Aid Etc.

This is for Officers as well as Boys who want to specialize in certain areas of the work scope.

- f. *Advance Training:* These are special course organized by the National and the State Councils. Seminars, Workshops, Train-The-Trainers etc.

RETENTION

This is a process of keeping, maintaining something or somebody. In the Brigade, retention can be seen as a process or procedure of keeping, retaining, encouraging the boys to remain in the organization. In the conventional world, organizations, offices, parastatals etc have their method of retaining their workers especially the hard working and result producers.

In the Boys Brigade the following can be considered in order to retain Boys in the organization.

1. **Programme Planning:** - The Boys' Brigade plans her programmes to be stimulating and progressive in a variety manner which ordinarily retains the interests of the Boys, especially in the Junior Section, the aspects of Variety and Progression are always borne in mind when programmes are being planned for them.
2. **Promotion:** — In The Boys Brigade members are split into the following: groups
 - a. Anchor Boys - for Boys aged 5 to 8 years

- b. Junior Section - for Boys aged 8 to 11 years
- c. Company Section - for Boys aged 11 to 15 years
- d. Senior Section - for young men aged 15 to 18 years

Usually, promotion from one Section to the other is always done ceremoniously. This to the Boys, is an incentive as they know there will be enough fanfare attached to this. Aside this, Boys who have been enrolled as Privates are promoted to become NCOs: Lance Corporal, to Corporal, to Sergeant, and finally to Staff Sergeant. This is to encourage Boys and to develop leadership in them.

3. **Badge Award System:** - Boys are retained through a series of programmes in the Company. In the Anchor and Junior Section, a Boy's interest is retained through the Achievement Scheme. The Achievement Scheme is based on the four sided program of Spiritual, Physical, Social/Community and Educational/Interest from Luke 2:52. A fifth aim has been added for Adventure and the programme uses the SPACI model approach: Spiritual; Physical; Adventure; Community; interest = S.P.A.C.I.

The aims of the Junior section SPACI approach are to:

- a. Present a series of challenges appropriate to the Boy's age.
- b. Provide a progressive scheme of activities over a period of four years.
- c. Provide incentives by means of the presentation of awards.
- d. Encourage a Boy to develop skills, knowledge and participation in a wide range of interest, through a balanced program.
- e. Encourage Boys to have adventures.
- f. Establish links with a Boys church, home and school, each of which is concerned with his development.

In the company and or senior section(s), this is achieved through the Award Brigade programme. The award structure of the company section may be outlined as follows:-

- a. **Target Awards:** This award is for boys in their first session in the Company section, to give them a varied programme and useful incentives and also to introduce them to a variety of BB activities. Two awards are available (Target 1 and Target 2), each of which requires regular attendance for a period of at least three months during which time the Boy must show that he has gained knowledge in the various parts of his training programme, covering all rounds developments and interest.
- b. **Specialized Award:** This is intended for boys in their second session onwards. There are at least twenty-three different awards, covering subjects which are of interest to Boys of this age range, each award is designed on a three-stage basis.
- c. **Service Award:** This is given to indicate length of service and loyalty in both Junior and Company sections. It is called the Service Badge, with appropriate inserts showing the total number of years in the company section.
- d. **Special Award:** There were two different types of this special award in the United Kingdom and Ireland. These are the President's badge, awarded for all round proficiency and the Queen's badge, which is awarded to a person already holding a President's badge and has served additional two years involving leadership and responsibility, followed by satisfactory attendance at a special Queen's badge completion course.

We should create this category of award to encourage and retain our Boys, minor course should be introduced to overtake the British Awards.

CONCLUSION

It is absolutely important and necessary that RTR be seen as a factor of making the Brigade what it should in number and other spheres.

CHRISTIAN CITIZENSHIP IN THE SENIOR SECTION

INTRODUCTION: It is the aim of The Boys' Brigade to help Boys to feel part of the Church family, to be nurtured through a programme of Christian Education and the example of their leaders, and involvement in the worship and mission of the Church. In particular each should be challenged to a personal commitment to Christ at an appropriate time. Citizenship education is education for citizenship, behaving and acting as a citizen, therefore it is not just a knowledge of citizenship and civic society; it also implies developing values, skills and understanding.

Boys become Seniors when they attain the age of 16 years and in some cases when they are 15 years. Seniors are important to the Company for many reasons, including the following:

1. They are vital, if the Brigade is to fulfil its Object.
2. They can provide stability and a balance of age and experience amongst the Boys.
3. They are often the best line of communication between the Boys and the Officers.
4. They can assist in Company organisation and programme planning
5. They are able to take on various leadership roles, depending upon individual's own maturity and sense of leadership.
6. They provide a challenge to the other Boys, and encourage them to become active Seniors.
7. They are central to the spirit and morale of the Company
8. They bring energy and perception to the Company's activities.
9. They are individuals, with their own different needs and experiences.

Definitions

There are two key words in this topic and these are (1) Christian and (2) Citizenship. Without prejudice to whatever opinion anyone may have, a Christian is a disciple, a follower of Christ, one who clings to the gospel. Furthermore, a Christian is one who is prepared to suffer for the sake of Christ, if necessary.

According to the Merriam-Webster Dictionary, Citizenship is the quality of an individual's response to membership in a community

Founded in Glasgow, Scotland on 4 October 1883 by Sir William Alexander Smith, The Boys' Brigade is the pioneer uniformed Youth Organization. It is now an international organization. It was the concern of the BB from the very beginning to engage Boys in meaningful activity during their free time and to develop them into Christian Citizens.

The Boys' Brigade has as its object "the advancement of Christ's Kingdom among Boys and the promotion of habits of Obedience, Reverence, Discipline, Self-Respect and all that tend towards a true Christian Manliness."

Our aim is for the BB Boys to grow just as Jesus grew in wisdom and in stature, and in favour with God and man (Luke 2:52). Hence, we have a four-sided programme based on the following core activities:

1. Spiritual - Christian Education and Moral Values
2. Physical - Drill, Adventure Activities
3. Educational - Citizenship, Personal Enrichment
4. Social - Civil Defence, Community Service

The BB programme also provides many opportunities for its member to develop their leadership potential. Suitable Boys are given responsibilities as NCOs or Squad leaders.

The Senior Section

The Senior Section is designed to especially for children aged 15 to 19 years old. Senior Section Members enjoy a variety of activities, lessons and projects that encourage holistic development, encompassing four areas: physical, educational, spiritual and social. These programmes and activities, including song-singing sessions, Bible classes, award classes, drill and games. From time to time, we will also organize excursions and special programmes like camps, adventure activities, educational tours and participation in state as well as national events. Senior Section Awards programme encourages learning and development through a myriad of awards Boys can earn, such as First Aid, Computer Knowledge, Camping, Expedition, Safety, Nature Awareness, International Relations, Physical Training, Swimming, Communications and many more.

On Being a Senior

What the BB teaches at the Senior Section level, in whatever aspect of her programme, is leadership. Being a Senior brings added responsibilities and opportunities. The part a Boy plays in his Company as a Senior is a major factor in determining whether his Company operates well or just struggles along. A Senior Boy will be expected to show a more mature attitude than a younger Boy. He will be expected to show more loyalty and enthusiasm. The example he sets to younger Boys should be a positive one encouraging them to take part in all that the Company offers. He should always aim to be an efficient Senior providing support to his officers and his co-members. At this time pressures of school work may tempt him to put aside his involvement in his Company.

Christian Education

The way of life that The Boys' Brigade represents takes its character from the relationship that it has with the Christian Church. Every Company must be a part of a Church or other Christian organisation.

Boys must participate in some authorised form of Christian Education, and this forms part of the programme of every Seniors Programme, usually through the Company Bible Class, either as a separate class or as part of the family worship of the Church. By these means, the Boy is shown how Christianity is relevant to the life and age in which he is living. It is no exaggeration to say that this weekly meeting is the powerhouse of the Company, and it is this, more than anything else, that distinguishes the BB Method from the method of other youth organisations. In a materialistic age, in which even an active Church finds difficulty in communicating with young people, this characteristic feature of The Boys' Brigade is more than ever needed.

Seniors' Programming and Leadership Opportunities

The Seniors' programme of Christian Education and Citizenship should continue the progressive training a Boy receives through the BB. They should be involved in, and responsible for, planning their own programmes. It is most important that their programme is varied. In planning activities, Officers should bear in mind the following things:

1. Relevance of the activities to the interests of the young men involved.
2. Promotion of Christian growth
3. Recognition of individual attitudes
4. Planning with or by the Seniors themselves
5. Encouragement of Seniors to look outside the immediate Company environment and taking part in activities often run by other groups and organisations

They should be encouraged to develop their leadership skills, although not all of them are natural leaders. Each one of them should be made to take on leadership roles. The Officer must be prepared to spend time needed to enable the Senior to make his own decisions on important issues. Way of life that The Boys' Brigade represents takes its character from the relationship that it has with the Christian.

We should, however, remember that the theological purpose of Christian charity is not merely to help the poor and others who are in need of the church's love and care, but also to allow the grace of God to work through us so that we may be conformed to the image of Christ and bear witness to the world of that grace. According to Jesus (Matt. 5:17–24), it is the bearing of fruit, the hearing and acting on Christ's words, the doing the will of His Father that constitute the life of faith, a life likened by Jesus to a house that could fall if not adequately constructed to withstand severe adversity. The Gospel of Mark recounts these words of Christ, "If any man would come after me, let him deny himself and take up his cross and follow me. For whoever would save his life will lose it; and whoever loses his life for my sake and the gospel's will save it" (Mark 8:34–35). Because the Christian gospel is as much about getting heaven into us as getting us into heaven, we should not be quick to accept government solutions that may have the unintended consequence of impeding the church's opportunity to bear witness to Christ's grace in our works of charity and mercy.

God's people are concerned not only about the world to come but also about the world in which we now live. Christian Citizens act right, love what is right, and seek to walk rightly by following Christ without looking for the platitudes of man (Micah 6:8). God calls His people to engage the secular culture with scriptural truths. We are disobedient when we keep our faith to ourselves. Jesus said we are to be "salt" and "light" (Matthew 5:16). We must let our faith season all we are and all we do, including our participation in the market place as well as in the dialogue of thoughts and ideas in the public square. In Nigeria, we have more than a right to let our faith shine forth; we have an obligation. This is what The Boys' Brigade must do in the lives of the Seniors.

GUIDANCE AND COUNSELLING

INTRODUCTION: Problems and needs in society are nothing new. But today they seem to be proliferating unprecedented rate. The unique problems in changing family, cities, schools, organizations in up level conflicts in values attitude and the new criticism about politics, economics factors, the changing role or work, new pressure and demands on the school and problems of the youth all points out the needs of the counselling services. The irrelevance of the curriculum of our educational system to the need and aspiration of the society and individual, made it necessary to search for a philosophy to pilot the direction of individual and nation at large. In view of the variance between theoretical philosophy and practical philosophy of the world, there is extensive need for guidance counselling in every aspect of our development.

WHAT IS GUIDANCE?

Oxford dictionary defined guidance as help or advise that is given to somebody, especially by somebody older or with more experience. Guidance is the process of helping an individual understand himself and his world. Literally the word, guidance derives is root from the word “guide” which means direct, watch over, know, pilot, manage, steer aid, lead and inform.

Isakan and Mink (1963: 191) developed a discussion for a proper understanding of the definition of guidance “It is a programme needs of each individual, and understanding” of his immediate environment, peers, teachers, parent etc.

WHAT IS COUNSELLING?

Counselling is a process of assistance extended by an expert in an individual situation to needy person. According to Carl Rogers Counselling is a series of direct contact with the individual which aims to offer assistance in changing the attitudes and behaviours. Counselling is also defined as a process in which the counsellors assist the counselee to make interpretations of facts relating to choice, plan and or adjustment. Thompson and Poppen (1972) see counselling as a person-to-person relationship in which one person helps another to resolve an area of inflict that has not been hitherto resolve.

NEED OF COUNSELLING

There is urgent need of introducing and strengthen counselling service in organizations, individual, schools both in administrative and educational activities.

1. To help in the total development of an individual
2. To help in the proper choices of courses.
3. To help in the vocational development.
4. The develop readiness for choices and changes to face new challenges
5. To minimize the mismatching between education and employment and help in the efficient use of manpower.
6. To motivate the youth for self-employment
7. To help refreshers establish proper identity guidance and counseling service is needed to help students deal effectively with the normal developmental tasks of adolescence and face life situations boldly.
8. To identify and motivate to individual from weather section of society.
9. To help in the period of turmoil and confusion.
10. To make up deficiencies of home.
11. To minimize the incidence of indiscipline.

SITUATIONS WHERE COUNSELING IS REQUIRED;

1. When a boy requires not only reliable information but also an interesting introspection of those information which can solve his personal difficulties.
2. When a Boy needs intelligent listener, who has more experience than the boy to whom he can recite his difficulties, and through which can seek suggestions for his working plan.
3. When the counsellor has to assess those facilities, which can help in resolving the boy problems, but the Boy doesn't enjoy such an access to those facilities.
4. When the boy has some problem, but he is unaware of that problem and his development, he is to be made aware of that problem.
5. When boy is aware of the problem and difficulties created by the problem, but he feels difficult to define it and to understand it that is, when the boy is familiar with the presence of the problem and its nature, but he is unable to face the problem due to this temporary tension and distraction.
6. When the individual suffers the main maladjustment problem or some handicapped which is temporary and which needs careful long due diagnosis by an expert Majority of students lack a sense of direction, a sense of purpose and a sense of fulfilment and include in destructive activities which lead to social damage

and loss. Adequate guidance and counselling facilities is the only answer to help and guide the youth to worthwhile channels and help them to realize the goals of optimum academic personal and social development

CHARACTERISTICS OF ADOLESCENCE

Adolescence is best defined in relation to puberty. This is period which begins with puberty and ends with the several cessation of physical growth, it emerges from the later childhood and merges into adulthood. Adolescence is a critical period in the development of personal identity A. T. Jersild observes Adolescence is that span of years during which boys and girls move from childhood to adulthood mentally, emotionally, socially and physically.

SIGNIFICANCE OF GUIDANCE

To help understand on going behaviour, interference theory provides a frame of reference in terms of four ideas.

The first is that people behave as they do because of various affixtures, assumptions and beliefs, they have about themselves from these assertions an individual makes decision about the feasibility of various kinds of behaviour. The adequacy of his behaviour is largely a function of the validity of this assertion.

The second idea is that as an individual initiates behaviour he observes its effects. This feed back to the individual can either confirm or disconfirm his assertions — The third idea is that when assertions are disconfirmed, tensions result which inhibit the reappraisal of assertions.

Fourth, because of the inflexibility and rigidity resulting from tensions, the individual strives harder to confirm initial assertions.

SIGNIFICANCE OF COUNSELLING

1. Decision making construct: The psychological problems of adolescents can be seen as decision making problems.
2. Conflict: These decision-making problems almost always involve some conflict, either because of factor emotional ambiguities or both.
3. Assertions:- Behaviour is a result at the assumptions, beliefs, and attitudes that one see about himself , others and the world in which her lives.
4. Disconfirmations:-The effects of behaviour following decisions are feed back to the individual perceived and they confirm or disconfirm ascertain to varying degrees
5. Tension:- When assertions are disconfirm, tensions result.
6. Redundancy:- Tensions inhibit the ability of an individual to re-examine his assertions and attempt to confirm them and thus they cause redundant behaviour.

CONCLUSION

The general public tends to view counselling as a remedial function and emphasizes immediate goals, such as problem solution, tension reduction and the likes may refer to the resolution of a particular conflict or problem situation. Counselling in its spirit and essence is generative it aims at assisting the individual to develop such that he becomes psychologically mature and is capable at realizing his potentialities optimally. The Secondary Counselling needs a meaningful, realistic, practical frame of reference constituent with the short-term nature at school counselling.

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FINANCIAL ADMINISTRATION IN THE BOYS' BRIGADE

INTRODUCTION: The term 'Financial Administration' consists of two words – 'Finance' and 'Administration'.

Finance refers to monetary resource. It involves the way and manner which funds are generated and utilised.

Administration, on the other hand, is a process of organising the way things are done. It involves planning, organising and coordinating the activities of an organisation towards achieving its set goals.

Financial Administration in Boys Brigade can therefore be described as a process of planning, organising and coordinating the way and manner which funds are generated, effectively utilised and properly accounted for in the Boys Brigade organisation to achieve its set goals.

PROCESS OF AN EFFECTIVE FINANCIAL ADMINISTRATION IN THE BB

Effective financial administration in the Boys Brigade involves the following process:

1. **PLANNING:** - This is a process whereby a detailed financial proposal in form of a budget is prepared in order to chart a course of action towards achieving the objects of the Boys Brigade. The question of what, how, when, where and who should be borne in mind during planning process
2. **ORGANIZING:** - This involves putting together events, programmes and activities through which funds can be generated and effectively utilised while creating value and fun for the boys.
3. **CO-ORDINATING:** - This is a process of ensuring that the various activities are well put together within the available resources in order to carry out the established plans of the organisation.
4. **ACCOUNTING:** - This is the process of rendering account of how the funds have been utilised to achieve the set goals of the organisation. Here a statement of account, usually a statement of income and expenditure is prepared to determine how well the funds have been utilised.

BUDGET

One of the financial tools of planning is the budget. A budget is the most fundamental and effective financial planning tool for any organisation. It is an itemised forecast of an organisation's revenue and expenditures over a period of time. A properly prepared budget will either give you a surplus, deficit or balanced budget.

A budget surplus means excess of revenue over expenditure is anticipated, while a budget deficit means that expenditure will exceed revenues. A balanced budget however means that revenues are expected to equal expenditure.

REASONS FOR PREPARATION OF BUDGET

1. To assist in planning of annual programmes
2. To guide and control financial activities of an organisation
3. It represents proposed allocation of resources
4. It motivates officers and boys to strive to achieve the objectives of the organisation
5. It makes the BB officers to be financially disciplined
6. It provides definite expectation.
7. It enhances and promotes coordination, communication and financial discipline.
8. It defines financial policies of the organisation.

As a Captain or an officer in the Boys Brigade, you should be able to prepare a budget at the beginning of a particular period, usually at the beginning of the year, whereby you forecast and make estimate of the likely income that will come to your company and the likely expenditure to be incurred. This will not only aid your financial planning, but will also help the church to make adequate provision for the Boys Brigade in their overall budget.

BUDGET FORMAT

The Boys' Brigade Nigeria

1st Kirikiri Company

Jehovah Jah Pentecostal Church, Kirikiri, Lagos.

2012 ANNUAL BUDGET

	2011 ACTUAL	2012 BUDGET		2011 ACTUAL	2012 BUDGET
INCOME			EXPENDITURE		
Church grant	N xx	N xx	Battalion levy	N xx	N xx
Membership dues	xx	xx	State levy	xx	xx

Donations	xx	xx	Training expenses	xx	xx
B. B. Week proceed	xx	xx	Printing & stationeries	xx	xx
Enrolment service	xx	xx	Enrolment service	xx	xx
Deficit	xx	xx	Members welfare	xx	xx
			Excess	xx	xx
	xxx	xxx		xxx	xxx

SOURCES OF INCOME

In providing for funds that will be utilised to achieve the set goals of the organisation, an officer in charge needs to identify the various possible source of income. Here are some of them:

COMPANY LEVEL

1. Donations from patrons and patronesses
2. Weekly contributions
3. BB Week proceeds
4. Church grant
5. Investment income
6. Special Projects
7. Enrolment Service proceeds
8. BOB-A-JOB

BATTALION LEVEL

1. Company Annual levy
2. BB Week proceeds
3. Annual Programme Launch
4. Fund Raising
5. Local Government Grant
6. Donations Received
7. Fixed Deposit Interest
8. Training Surplus

STATE LEVEL

1. BB Week
2. Bank Interest
3. Company Levy
4. Training Proceeds
5. Battalion Levy
6. Company Registration
7. Sale of Materials
8. Investment Income
9. Fund Raising
10. Fines
11. Government Grants
12. Legacies
13. Donations Received
14. Special Project

And in effective utilisation of the funds, possible expenditures of the organisation must be identified. These expenditures are categorised into two:

1. Capital expenditures are expenses incurred in buying fixed assets or to add to the value of the existing ones for the benefit of the organisation. The benefits of this type of expenditure are usually utilised for more than one fiscal year. Examples of such expenditure in the Boys Brigade organisation are as follows:
 - a. Band instruments
 - b. Office equipment
 - c. Motor Vehicles
2. Recurrent or Revenue expenditures are expenses the benefits of which are utilised by an organisation within a year. They are expenses that occur repeatedly within a single year. They include:
 - a. Annual dues
 - b. Printing & stationeries
 - c. Transport & travelling
 - d. Camp expenses
 - e. Training expenses
 - f. Enrolment service expenses
 - g. Internet & telephone expenses
 - h. Repairs & maintenance

ACCOUNTING RECORDS AND BOOK-KEEPING

Accounting records are all sources of information and evidence that are used in the preparation and verification of a financial statement. Accounting records also include documentation to prove ownership of assets and evidence of monetary transactions.

Accounting records/documents can take many forms and include:

1. Ledgers
2. Cash book
3. Journals
4. General Ledger
5. Bank Statement
6. Sales Ledger

7. Receipt booklet
8. Minutes Book
9. Invoice
10. Debtors Register
11. Payment voucher
12. Creditors Register

13. Petty cash voucher
14. Stock Cards
15. Contracts and agreement
16. Lodgement Tellers
17. Assets register
18. Cheque book

Book-keeping, on the other hand, is the art of recording the day to day financial transactions of an organisation. It involves recording the activities of an organisation which can be measured in monetary terms. Accounting records and book-keeping are vital tools which enable members and all stake-holders to be aware of all transactions conducted by the organisation and to be able to measure the degree of success of its activities.

IMPORTANCE OF KEEPING ACCOUNTING RECORDS

1. Keeping accounting records helps in measuring performance. It helps members to know whether the organisation is doing well or not. This performance is usually measured through the preparation of an Income and expenditure account or statement.
2. It aids planning. Having good record keeping of the financial activities of an organisation in place helps in planning for the future growth of such organisation.
3. It helps the authority/Church to have control over the activities of the organisation.
4. It aids decision making. It helps the officers and leaders of the organisation to make quality decision that will bring about improvement in its activities.

INCOME AND EXPENDITURE STATEMENT

One of the ways of measuring the performance of an organisation like the Boys Brigade is through the preparation of an Income and expenditure account or statement. The statement shows excess or deficit of income over expenditure for a particular period of time.

INCOME AND EXPENDITURE STATEMENT FORMAT

The Boys Brigade Nigeria

1st Kirikiri Company

Jah Jehovah Pentecostal Church, Kirikiri, Lagos.

Income and expenditure statement for the year ended 31st December, 2011

Expenditure		Income	
	N		N
State Council levy	xx	Church grant	xx
Battalion council levy	xx	Membership dues	xx
Training expenses	xx	Donations	xx
Printing & stationeries	xx	Enrolment service proceeds	xx
Postages & telephone	xx	B. B. Week proceeds	xx
Excess of income over expenditure	xx	BOB-A-JOB proceeds	xx
	xxx		xxx

CONCLUSION

The funds of the Boys Brigade organisation are held in trust by the leaders and officers for the charitable objectives of the organisation. They are supposed to be kept transparently and properly accounted for at any given point in time.

It is written in the scriptures that as long as the earth exists, sowing time and harvest time shall never cease. Sowing represents various investments we make, while harvest is the reward or returns from such investments. It is essential for members of the Boys Brigade at all levels to meet up with their financial obligations regularly to enable the organisation to achieve her set goals and objectives.

As an officer of the Boys Brigade, transparency and accountability should be your watchword in order to continue to enjoy the trust and confidence reposed on you by the boys and the church authorities.