







# 21<sup>st</sup> VIC Mitcham NCO Council Project



Created by LCpl Elijah Kiss

# Table of Contents

|   |                            |           |
|---|----------------------------|-----------|
|    | <b>What is it?</b>         | <b>3</b>  |
|   | <b>Purpose</b>             | <b>4</b>  |
|  | <b>Proposed Structure</b>  | <b>6</b>  |
|  | <b>Application</b>         | <b>9</b>  |
|  | <b>Results/outcome</b>     | <b>11</b> |
|  | <b>Concluding thoughts</b> | <b>13</b> |



# What is it?

## **What is an NCO council?**

- An NCO council is a group within the Boys' Brigade made up of Non-Commissioned Officers (NCOs) and supervising Officers.

## **What is its purpose/structure?**

- It is performed on a company level and assigns NCOs into certain positions in order to carry out specified tasks. For example, in previous iterations, this has included a structure in which one or two NCOs are assigned to manage a certain branch of the company. This has included drill, games, advertisements, events, et cetera.

## **Where has it been done?**

- NCO councils have been implemented in other Boys' Brigades throughout the world, such as throughout Singapore, Malaysia - and most notably - 14th VIC Werribee and 17<sup>th</sup> VIC Mooroolbark.

## **How does this apply to Mitcham?**

- Despite previous implementations, a 21st VIC Mitcham NCO council would look and function very differently from others.
- This is because Mitcham BB has differing strengths, weaknesses, skills, and abilities. More details will be covered in the 'Purpose' and 'Proposed structure' sections.



# Purpose

## Overarching purposes:

### **Ideation of new ideas beyond a nightly schedule.**

- BB Mitcham is well known for its well-structured and well-run nightly schedule. Additionally, the NCOs already play major roles in this process, and the leadership system is also efficient and organized. However, it has room to grow beyond the constraints of a Thursday evening.
- NCOs have great potential for such original and beneficial ideas. After all, as boys, they know best the shortcomings of their company. The difficult task is creating an intentional environment for NCOs to participate in this process. An NCO council presents a perfect structure for the presentation and application of such ideas. More details on this will be covered in 'Proposed structure' and 'Application to Mitcham'.

### **Reduced load on the already-burdened Seniors Officers.**

- The current Mitcham Seniors' section officers are all skilled, experienced and dedicated. Simply put, due to the low amount, these individuals are unable to perform at their best. As of Term 3 2023, we often have four or less officers tasked with managing forty boys.

### **Increased involvement with BB on a state (VIC) level.**

- While also aiding in the company, it can be suggested that the current Mitcham NCOs are passionate about BB on a state level. Many participate in state events (state camps) leadership training (weeklong and weekend leadership), state competitions (drill comp).
- Additionally, as by-product of the previous reasons, Mitcham as a company would be more open toward contributing to BBV.





# Purpose

## **Develop NCO leadership from a theoretical to practical application**

- Boys' Brigade is excellent at teaching the theoretical knowledge of leadership. On a state level, boys experience remarkable leadership courses. As well as this, they are informed about leadership through BBK and other activities. However, there is no current system that allows NCOs to freely apply what they have learnt.

## **Better transition NCOs to becoming commissioned officers**

- An NCO council allows boys to realistically experience what being an officer could entail. The specific skills of event organisation, risk assessment creation, and overall ideation breeds greater leaders than the simple following of requests.
- Furthermore, its structure may entice boys who hadn't considered becoming an officer to do so. Many NCOs are intimidated by the new challenges of becoming a commissioned officer. The free and legitimate nature of an NCO council proves that a commissioned officer may be a role that interests them.

## **Encouragement of younger boys to apply leadership abilities**

- Seeing fellow boys apply themselves to improving Mitcham BB may inspire older alphas/young omegas to do the same. An environment where boys observe their NCOs applying their leadership abilities is significantly more influential than officers simply encouraging boys to 'come to leadership camps'.



# Proposed structure

## Current BB Mitcham NCO status

- BB Mitcham currently has **seven Non-Commissioned Officers**. Specifically, there are six Lance Corporals and one Corporal. Year levels are: one year-10, four year-11's, two year-12's.

## Purpose in chosen system

- In an NCO council structure, each one of these NCOs will be assigned to a certain role. Under these roles, **they may manage existing systems, ideate for new possibilities, and execute ideas**. However, each role is different. Tasks and objectives vary from role to role.
- Fundamentally, it aims to **distribute numerous tasks across NCOs** so that each area may be developed, and **each NCO may grow**.
- The proposed system is **tailored toward pioneering new ideas**, rather than managing the weekly program. As mentioned previously, a system of ideation is currently lacking in Mitcham BB.

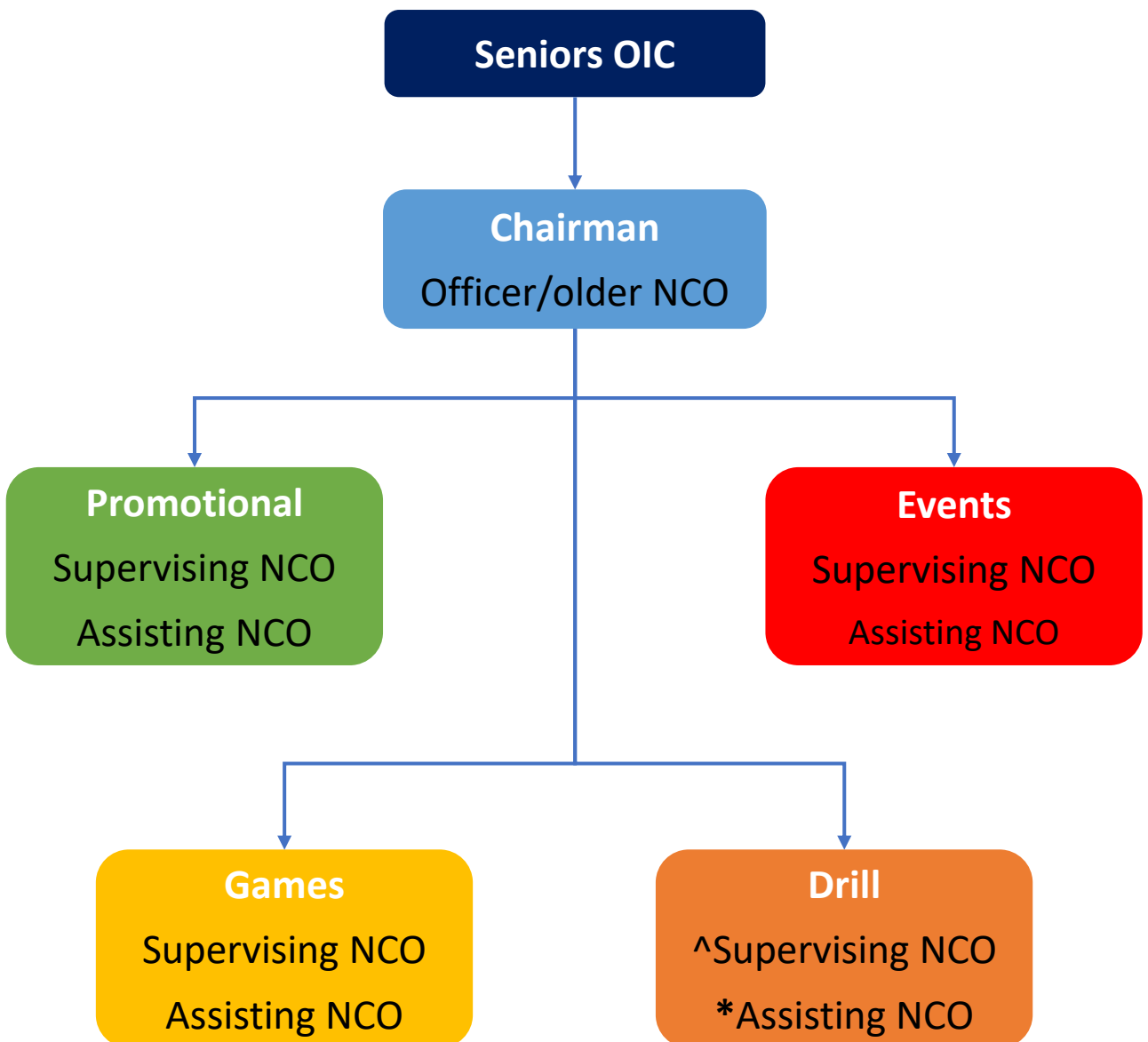
## Inspiration

- Note that various aspects of the following structure have been inspired by 17<sup>th</sup> VIC Mooroolbark and 14<sup>th</sup> VIC Werribee.



# Proposed structure

Below are the proposed NCO council roles:



^ Drill supervising and assisting NCOs may assist in the games or other sections when drill is not running (term 1 + 4)

\* Assisting NCO only when enough NCOs. If not, only one NCO for the 'Drill' section



# Responsibilities of Roles

## Chairman:

1. Allocate NCOs to roles.
2. Organise NCO council meetings.
3. Supervise NCOs and relay information to Seniors OIC.

## Promotional:

1. Ideate and execute BB Mitcham advertisement.
2. Assist in creating Mitcham yearbook.
3. Create/assist in creating flyers for Mitcham BB events.

## Events:

1. Organise events within and outside of weekly programs for the Seniors' section.
2. Communicate with officers and other parties for other event responsibilities. This may include distributing tasks (risk assessments, flyers, et cetera).

## Games:

1. Communicate with each boy running weekly games.
2. Organise risk assessment for each new game.
3. Ideate new games.
4. Communicate information with officers.

## Drill:

1. Organise squad drill comp and manage teams for state drill comp.
2. Oversee development and training of drill throughout the year.
3. During terms 1 and 4, reflect and ideate for upcoming drill events. Additionally, aid with operation of 'Games' section if necessary.





# Application to Mitcham

## Distribution of NCOs throughout council

- As mentioned earlier, we have **seven NCOs** as of Term 3, 2023.  
Looking at the current young omegas and alphas, we can expect for that **number to remain** (around 6-10) for the next 2-3 years.
- These numbers can best be utilised through four major divisions of the NCO council (**drill, games, promotion, events**).

## Roles of supervising/assisting NCOs

- For each section, an **older NCO will manage**, while a **younger will aid and learn**. Both the younger and older NCO will be **allocated for one semester**, then **reassigned** to a different section.
- The **older NCO** is ultimately responsible for making decisions and communicating with other involved parties. **They are responsible for their section, and for communicating with the council chair.**
- The **younger NCO** is tasked with contributing to the section objectives and aiding the older NCO. Additionally, they should learn with/from the older NCO.

## Why this structure?

- Each section above allows the **NCOs to get creative**, as opposed to simply ticking all the boxes of running a weekly program. They are expected to **go beyond what they have seen** and **try new things**. After all, how can we improve if we do not experiment?



# Meeting and Communication

## Structure of Meetings

- A proposed NCO council would include **three meetings each term**: 1<sup>st</sup> week, 5<sup>th</sup> week, final week. The location, time and structure is agreed upon by the Council.
- Such meetings would **examine ideas, updates, and requests** for each section. They may also be a space for section to communicate and plan together.
- **All members** of the council are **required to participate in** these meetings. If unable, notes will be written regarding the topics discussed.
- Positions in the council will be adjusted each semester or year, according to what the council agrees upon.

## An example of the structure may be as follows:

- Sunday evening first week of term 4 2023 via Mitcham BB discord server.

## Implementation of Ideas

- All ideas executed through the council **must** be **approved and supervised by the Chairman**. Before this, the Chairman must inform the Seniors OIC. The **SOIC must then approve** this idea before implementation.



# Results/Outcome

## **The ideal outcome of a BB Mitcham NCO Council is:**

- Expansion of Mitcham beyond fulfillment of weekly program.
- An environment for NCOs to construct and apply ideas (and grow in the process)
- A ripple effect for a greater environment of leadership throughout the company.

Unfortunately, the **results of this council cannot be evaluated** (and as a result, predicted) by any straightforward metric.

Therefore, the **effectiveness** of an NCO council must be **assessed subjectively by the Mitcham officers.**

## **The overall success of an NCO council**

- Above all, an NCO council is managed by Non-Commissioned Officers. Therefore, the results of a Mitcham NCO council is dependent on the NCOs.
- As an NCO of Mitcham BB, **I don't believe there is a group of boys with more potential.** They are driven, creative, and team-focused. They are an amazing bunch of young Christian men I have the honour of growing alongside.

# Possible alternatives

In contrast to the structure mentioned in this document is one that focuses on **executing and improving the weekly program**:

- NCOs appointed to devotions, badge class, squad development etc. However, I believe this limits the NCOs to fulfilling weekly obligations, rather than encouraging them to go above and beyond.





# Concluding thoughts

I hope this document enlightened (and perhaps convinced) you on the many possibilities of a BB Mitcham NCO council.

## **My experience and motivation**

As an NCO who has been through all the BBV leadership courses, I'm extremely eager to see what a tremendous impact an NCO council could make.

Additionally, Mitcham BB itself has had such a beneficial effect on my life. I believe its structure, activities, and members have influenced me more positively than any other group/activity. It has driven me to confidently pursue/try new things and grow in a way I never thought possible.

Utilising all the skills and abilities of young leaders always excites me (the potential is limitless!)

**I truly believe that an NCO council is a major step in helping Mitcham become a more well-rounded company.**

