

Sam Lim



**BB
KNOWLEDGE
REPORT**

**A report about the leadership
of Boys' Brigade**



Table of Contents

Table of Contents	1
Introduction	2
Role of a Senior Boy	3
BB Helps You Work Out Who You Are	3
How Can You Help Others in Your Company?	4
Survey Results - Seniors	5
Investigation Details	6
What do they mean?	6
What is an NCO?	8
Duties of Non-Commissioned Officers	8
Duties of Non-Commissioned Officers... continued	9
Ranks of NCOs	9
I'm Not a Leader Yet. Now What?	11
Leadership in Boys' Brigade	11
Being an example.	12
Knowing Yourself.	12
Applying.	12
Conclusion	13



Introduction

Leadership. It's a word that can be underestimated. The key of a hierarchy. The amount of discipline, patience, charisma, integrity and determination you need to be a good leader is... Immeasurable. This report will consist of research conducted at the 21st VIC Mitcham Boys Brigade company, along with a detailed report of both personal and interpersonal experiences and summaries.

As the world progresses overtime, there is and will be a continuous rise in demand for leaders. With the unforeseen circumstances nowadays, leaders are put in the spotlight of our everyday lives. What does this mean for us? What does it mean for you? It's up to you to decide, but in my opinion, everyone inevitably will be a leader in a stage of our life, whether we like it or not.

There are a carte blanche of opportunities to take the first step, however, they are only effective if we act upon them.

Something that I love about the Boys' Brigade is the implementation and the encouragement provided to young men like myself to step out of our comfort zone and start our journey as leaders from the get go. Every single boy in a BB company is able to find opportunity for leadership in all aspects, be it big or small.

This leads to the study that was conducted at my local Boys' Brigade company. The study consisted of a range of questions; from finding out the number of boys that were keen to be leaders, to asking their assumption and what they understand about what leaders/NCOs (Non-Commissioned Officers) do behind the scenes.

At the end of the findings, the collected data will be analyzed, and possibly be able to help expand the leadership phase for boys of all ages in Mitcham and beyond.



Role of a Senior Boy

BB Helps You Work Out Who You Are

The Object of BB:

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

The last 5 years of my time in the Senior’s section have really made a significant impact on my life. All the leadership courses, events, camps, etc, have helped shape the person I am today. The leadership aspect of BB has not only affected me, but also countless other BB members and friends. Being a boy at the Senior’s section might not seem like a big deal, but there is a positive aspect involved with the Boys’ Brigade.

To many, BB might come off as something only meant for Christians, however, there is no dichotomy or idiosyncratic vibes that non-believers have felt!

Back to the aspect of how BB helps work out who you are, BB really encourages you to try a broad range of things and stick at it, even the things that might be way out of your comfort zone! “Knowing who you really are involves knowing your strengths, weaknesses, being confident about what you believe and what you want to strive for.” Knowing **OTHERS** is also a key factor of knowing yourself. How you relate with others, and what makes you feel “truly alive.”

We as humans can be judgemental people. I have come across countless people who didn’t want to try out BB, but now are accessing their full potential thanks to Boys’ Brigade. You often don’t know what you might be good at, or what you might without trying it. For example, how can you be good at piano without practicing?

“There is no honor in practice, but without practice, there is no honor.”



How Can You Help Others in Your Company?

As a younger boy in Year 8, I found BB to be very daunting, due to the new environment of *Seniors*, and the unknown people I had to go out of my way to interact with. Of course, in that instance of time, I didn't see myself becoming anything NEAR a leader, or anything close to that.

As I began to become accustomed to Boys' Brigade in my daily/weekly life, I felt like I was making more of a **contribution** every week that I attended. This was when I remember one of my first ever squad discussions; Leadership in and out of Boys' Brigade. I remember my squad leader at the time implementing the fact that just by coming here, we are helping out the company in a way, shape and form. There was no heresy to that.

Coming from a multicultural background, I can definitely relate to those boys who feel "less valued", or feeling a sense of malaise. But however, this does not mean that we have any less impact on the things we do on a regular basis; such as Boys' Brigade.

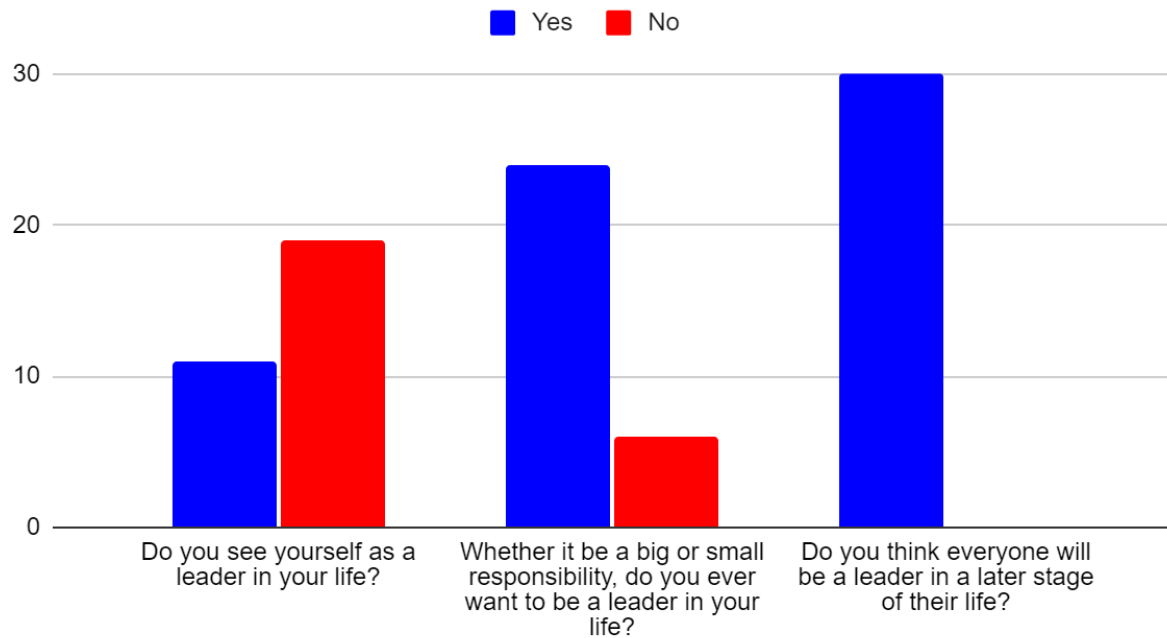
Having said that, some effective ways of helping your company include; fliers, personal experience, parent recommendations, etc, but however, with personal experience proving the most effective. Why, though?

Throughout my years of helping promote BB, not many have really come from regular notices, or random statements from parents. Sure, having boys' parents encourage them to come to BB is certainly a positive thing, but on many occasions, I have seen boys not feeling too comfortable in the environment when it came to that aspect.

However, using personal experience can totally change a mindset, especially if you're speaking from the heart. It is natural for a friend to be attracted to the things YOU'RE saying, rather than a random flier on a piece of paper. So with this, I encourage the boys of the future involved with Boys' Brigade to be a beacon of their company, and to target the hearts of fellow friends, who possibly could be future brigaders.

Survey Results - Seniors

Survey of 30 Senior Boys





Investigation Details

Disclaimer: The research conducted at 21st VIC Mitcham's BB Company consisted of 30 out of 34ish boys participating in the survey. I have avoided implementing ages on the graph table since this year we have such a large age gap between the Alphas (Ages 12-14) and Omegas (Ages 15-18), with the Alphas making up 80% of the Seniors section.

There were three questions that were part of the survey.

- **Do you see yourself as a leader in your life?**
- **Whether it be a big or small responsibility, do you ever want to be a leader in your life?**
- **Do you think everyone will be a leader in life?**

What do they mean?

Building up on the first question "Do you see yourself as a leader in your life", 19 boys have declared that they **DO NOT** see themselves as leaders. Since the majority of boys this year consist of Alphas, this is expected. The remaining 11 boys that have put "yes", were mostly Omegas, who were either promoted as leaders, received accolades, play a leader role at their school, or are just because of their age, put in positions that require more responsibility.

The more interesting bit comes next. On the second question of the survey, 24 out of 30 boys have acknowledged their interest in gaining a leadership role. Moving onto the third question, something that perplexed me was that all 30 boys put a "yes", and agreed that everyone was going to become a leader in life. So, why is this interesting?



Going back to the statement of the second question, 6 of the 30 boys were not interested in becoming leaders, but ALL 30 boys recognized that everyone was going to become a leader at some point of their lives.

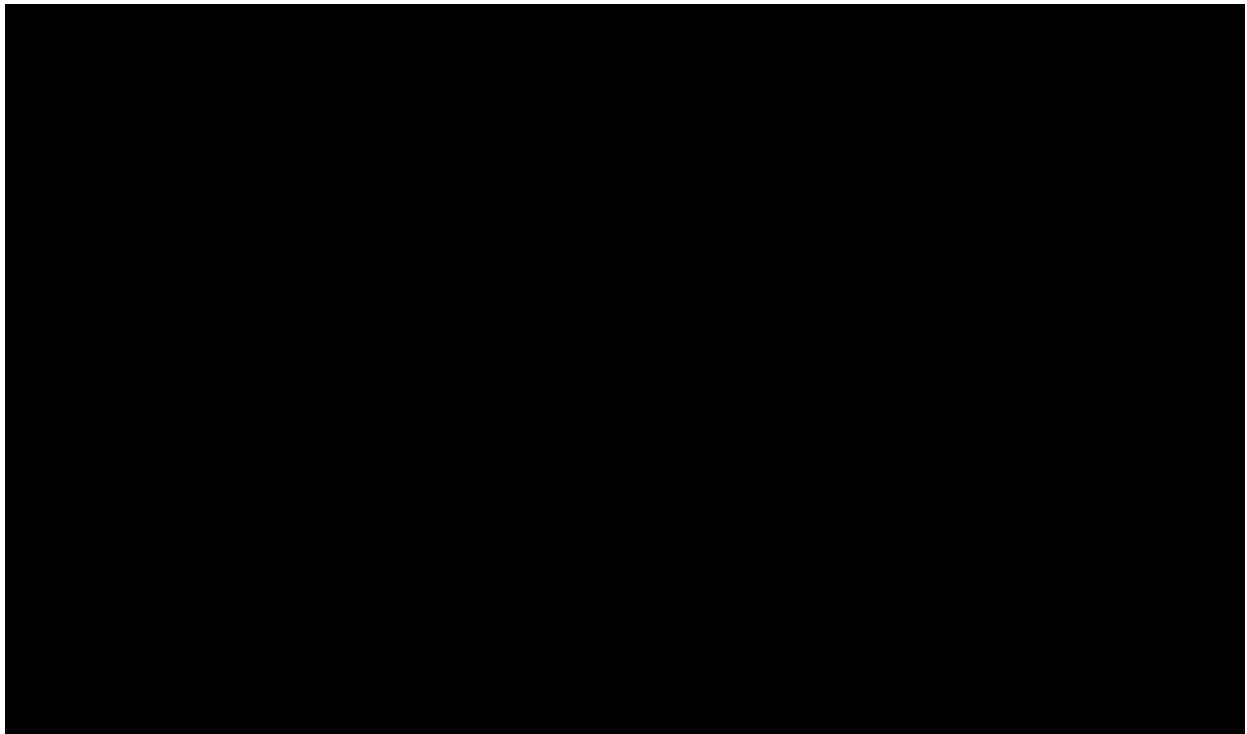
Boys' Brigade may be effective to some selected boys in terms of leadership. Some may find it appealing, some, not too much. Sure, we could encourage them to attend the leadership courses, but we certainly couldn't force them to. Some instances have occurred where boys have completely bailed out on a leadership course due to an excuse of some sort.

So the question I pose to the leaders of Boys' Brigade; how do we encourage boys of all ages; future men, in our weekly program, to step up as future leaders whilst keeping it appealing to all?

What is an NCO?

Duties of Non-Commissioned Officers

Here's a short video that I made, interviewing some of the younger boys on what they thought NCOs were:





Duties of Non-Commissioned Officers... continued

The highest honour a boy and BB can receive is to be promoted to a formal Leadership position, also known as a **Non-Commissioned Officer/NCO**. Being a Non Commissioned Officer is no small duty. Even to the NCOs themselves, they might think that they are carrying a light responsibility, however cultivating a mindset like that will result in fiascos. I remember when I was writing my cover letter to become an NCO, Evan Leed, a leader in Mitcham asked me a question; “What do you think NCOs are?” Back then, I had a pretty limited understanding when it came to leadership, but one thing that Evan said that stuck out to me was that “once you become an NCO, boys will be looking at you like a **role model**.” It’s a big word! Well, two big words at least!

The process of becoming an NCO is relatively not to be taken lightly. By showing a record of good attendance to BB, showing integrity, conduct and character, along-side with the willingness of committing to activities in and outside of BB, are some of the traits officers look for before promoting a boy to become an NCO.

Ranks of NCOs

There are three different ranks of an NCO. They are listed below, along with the minimum age requirements. (Note: BB age is the age that you will turn the same year)

Lance-Corporal:	15 BB Age
Corporal:	16 BB Age
Sergeant:	17 BB Age

A Lance-Corporal is the starting rank of an NCO. Although it is the first of the three, the responsibilities by no means have lower stakes. By running devotions, or being a squad leader, can be a big jump for a few of the new NCOs! You have been promoted. You have written cover letters and gone through interviews. What’s next? Keep this in mind: without a question, the main duty of an NCO is to be a good example to others, both in and outside of Boys’ Brigade. Some NCOs may use their rank to their advantage, which is not right. Just because your insignia are above most boys, does not entitle you to walk freely outside the



rules or boundaries. For Corporals and Sergeants, officers usually look for more emotional/relational characteristics. Getting to know the boys better, talking to them, mentoring and leading them are some of the main aspects of a good Corporal or Sergeant. I continue to encourage boys of the future to have the ambition of becoming an NCO; it is certainly an opportunity and experience you do not want to miss.

I'm Not a Leader Yet. Now What?

Leadership in Boys' Brigade

The Purpose of Boys' Brigade:

"The purpose of the Boys' Brigade in Australia is to provide, in cooperation with the local church, a supportive Christian community for boys and young men to assist in their Christian growth, balanced personal development, and leadership training, and to assist the church reaching out into the community."

Looking up to NCOs and Officers can be a very cool thing to numerous boys. Seeing older boys getting promoted on stage, receiving accolades, wearing the stripes proudly on their uniform; who wouldn't want that... right? ***I didn't.*** In 2018, being an NCO or receiving awards was nowhere near my bucket list. Why? I found it daunting. I found it scary. Looking back now, if the 2018 version of Sam was handed one of the survey sheets, by the 2021 version of Sam, I'd probably answer NO to the first two questions.

Why not answer NO to the third question though? Well, honestly, after thinking about that third question; "Do you think everyone will be a leader in a stage of their lives" for a while, everyone would say yes. Just think about it, being a parent makes you a leader in life. Having younger siblings makes you a leader in life. Having slightly more experience than someone in a task might make you a leader. In my opinion, being a leader is inevitable.

Going back to the survey study earlier in this paper, 19 boys didn't see themselves as leaders at the present time. However, all 19 of the boys WANTED to be leaders. So, how can we positively change the mindset of future boys when it comes to leadership?

It is evident that Boys' Brigade has a significant role in boys' lives when it comes to leadership. In future years, I'm sure that the number of boys who come to BB will not lessen, therefore, if we really want to take the survey results seriously, we also must be ready to adapt and change systems such that we can still convey our purpose on building strong leaders.



Leadership Breakdown

Being an example.

In order to become a leader, you have to first tell yourself that you can never be a perfect leader. There is only one perfect leader, Jesus Christ, so in order to become a good leader, laying down your pride and instead, showing integrity, is the first step to become more like Jesus. It is very unlikely that you will achieve perfection as a leader, however, in time, you will reach a point where peers and companions and those around will eventually recognize you as a **leader** of “integrity, honour and self-control.” You may not be the perfect leader, but you can at least try your best, and inspire others in the process.

Knowing Yourself.

Despite the fact that **knowing yourself** might sound vague, it is another key aspect of adequate leadership characteristics. People tend to respect those who will stand up for, along with living out what they believe in. This shows a character of being a “spartan” instead of being wavered. When your values reflect on the Bible, along with inspiration from the perfect leader Jesus, your leadership pattern will take a step in the right direction, along with the people you influence.

Applying.

From my limited years of leadership, I’ve come to realize that the people that I was leading taught me more than I taught them. Coming to the realization that you still have much to learn is another paradox we have to grasp. It is so easy to take for granted the position you are fulfilling!

Boys’ Brigade has provided me countless experiences and opportunities that I intend to apply in my life; both as a learner and a leader. Team Leadership aided me to work with and lead unfamiliar people in unfamiliar situations which highly strengthened the way I see my future team environments. Going through the Personal Development Course and experience allowed me to place myself in an idyllic environment to gaze and reflect on my life, the future decisions I make, along with balancing my personal relationship with God, which fulfils the purpose of Boys’ Brigade.

“You can listen to all the things we say here today and take it as a grain of salt, but at the end of the day, if you don’t **apply** these things to your life, the knowledge you have gained this week will be useless.”

- *Personal Development 2021*

Conclusion

As a person coming from a multicultural background, I can firmly say that Boys' Brigade program has provided me with numerous opportunities that I would not be able to do in my daily life. Growing with other Christian men has assisted in my spiritual confidence, along with realizing the importance of showing "Obedience, Reverence, Discipline, Self-Respect, and all that tends towards a true Christian Manliness" in and out of Boys' Brigade. Attending leadership courses and seminars have also brought me to the realization that **leadership** should be implemented more in every persons' life, old or young.

Receiving the survey results from the study in this paper not only surprised me, but has also urged me to make a difference in mentality mindsets in conjunction with leadership. Coming from a multicultural asian ethnicity, being vocal and outgoing usually is not really part of our culture. This is why I am able to relate to some of the boys in the survey who didn't want to be leaders. As I transition to becoming a high senior in BB, I will not only continue to strive for personal leadership opportunities, but also strive to spark charisma in *others* - Future boys; men; leaders.

As shown in this paper, not everyone will attend the leadership courses. Not everyone will show an aura of charisma. Not everyone will want to be leaders, but they all know that being a leader is inevitable.

With this statement, I continue to urge the leaders of Boys' Brigade to gleam into the future of strengthening the leadership phase for ALL boys, for it will one day inevitably fall upon them the need to be leaders in their appointed time, circumstances and need. If we can use all the valuable time we have now, we may have an opportunity to create brighter futures for the next generations of brigaders.