Scouts

1st Thors Oak

2025 Trustees Annual Report and Accounts

Annual General Meeting
Thursday 18 June 2026

Preparing young people with skills for life

As Scouts, we believe in preparing young people with Skills for Life. We encourage our young people to do more, learn more and be more. We help young people develop and improve key life skills.

Scouts are do-ers and give-it-a-go-ers. Yes, we go camping, hiking, swimming, abseiling, cycling and canoeing. But we also get to hang out with our friends every week – having fun, playing games, working in a team and taking on new challenges. Every week we give almost half a million 4–25-year-olds the skills they need for school, college, university, the job interview, the important speech, the tricky challenge and the big dreams: the skills they need for life.

Everyone's welcome here. All genders, races and backgrounds. Regardless of a young person's physical ability – there's a Scout adventure out there waiting for them. And we'll help them find it.

Help us to help your young person discover their 'thing': from archery to coding to performance art and everything in between.

We are a place for young people to belong

AGENDA

1) Introduction and welcome

2) Apologies for absence

3) Governance topics

a. To approve the minutes of the 2025 AGM (Minutes verified by The Trustee Board).

b. To adopt the constitution of the Group Scout Council as set out in Policy, Organisation & Rules (POR) (Spring 2026 edition) 5c.1.

c. To note the dates of the charity's financial year – 1 January to 31 December.

d. To approve the appointed and community members of the Group Scout Council – if any *(The number of appointed members must not exceed the number of ex officio Group Scout Council members.) (Appointed members are appointed for a fixed period not exceeding three years).*

e. To agree the maximum total number of members of the Group Trustee Board shall be 12.

f. To agree the quorum for meetings of the Group Scout Council shall be the members present.

4) Review of the previous year

a. To receive and consider the Group Trustees Annual Report and the annual statement of accounts which have been approved by the Group's Trustee Board.

5) Making appointments

a. To appoint a Chair of the Group's Trustee Board. *(Appointment for one year, following a recommendation from the Group's Trustee Board).*

b. To note a Treasurer does not need to be appointed until the 2028 AGM.

c. To appoint other members of the Group Trustee Board (*Appointments for a fixed period not exceeding three years, following a recommendation from the Group's Trustee Board):*

Amanda Joiner	Conner Martin	Gaynor Bray
Gemma Robertson	Jill Osborne	Lewis Steel
William Martin		

d. To approve the appointment of any Group Presidents or Group Vice Presidents and note current appointees (if any).

e. To appoint an Independent Examiner (Linda Palmer) – Appointment is for one year.

6) Guest speaker's address.

7) Section Awards, Presentations and Closing comment.

1st Thors Oak Scout Group
Minutes of the 2025 AGM

These minutes were verified by The Trustee Board using email on 22 August 2025.

Date: 24 July 2025

Venue: Oak Lodge, Thors Oak,, Stanford-le-Hope, SS17 7DB

Time: 18:00

Attendees:

Abigail Wyatt	Conner Martin	David Ward
Ian Scott	Gaynor Bray	Jill Osborne
Lewis Steele	Maddy Kennedy	Mandy Joiner
Mark Joiner	Samantha Porterfield	Steve Cootes
Summer Carpenter	William Martin	

Parents and other supporters

Minutes of meeting

1. Introduction and welcome

David Ward explained the Chair of the Trustee Board, Claire Towlson, was unable to attend the AGM, so he would lead the meeting.

Chair made the expected Health & Safety and domestic announcements.

Chair pointed out the large banner “Adult Vacancies” and explained he would come back to that subject during the meeting.

Chair welcomed everyone present to the 2025 AGM of the 1st Thors Oak Scout Group Council.

2. Apologies for absence

Chair explained we had received apologies from three people for their absence. Several parents have said they cannot attend.

Apologies for non-attendance have been received from:

Claire Towlson - Chair of the Group’s Trustee Board
Iain Rider - Chair of the District’s Trustee Board
Jo Salter - District Beaver Section Lead

3. Governance topics

Chair explained this part of the meeting is to make sure the charity's foundations are in good order.

3a. Approve the minutes of the 2024 Annual General Meeting

Chair explained the Group Trustee Board reviewed the minutes of last year's AGM at their meeting held on 1 September 2024. Chair proposed that these minutes be taken as read and he asked the Group Scout Council to agree that they are a true record of that meeting.

Chair asked all present to show their hands to approve the proposal and asked for any objections and/or abstentions.

The proposal was unanimously approved.

3b. Adopt the model constitution from Policy, Organisation and Rules (POR)

Chair explained that in line with the recommendation from The Scout Association, the Group Trustee Board proposes we adopt the model constitution for a Scout Group from Chapter 5c of POR. Chair stated a copy of the proposed constitution was sent to every parent for review and inspection a couple of weeks before the AGM and a few paper copies were available at the AGM.

Chair asked all present to show their hands to approve the proposal and asked for any objections and/or abstentions.

The proposal was unanimously approved.

3c. Note the Group's financial year

Chair asked that the Group Scout Council members i.e. all adults present, to note the charity's financial year is 1 January to 31 December.

3d. Approve appointed members of the Group Scout Council

Chair explained the Group Scout Council can admit other people to membership. He advised that there were no nominations to make.

3e. Approve community members of the Group Scout Council

Chair explained the Group Scout Council can admit other people to membership. He advised that there were no nominations to make.

3f. Agree the number of members that may be appointed to the Trustee Board

Chair explained that following good practice recommendations from the Charity Governance Code, POR states Trustee Boards should have a minimum of five, and no more than 12 Trustees in total. This includes ex officio and co-opted Trustees.

Chair explained the Group Scout Council at its AGM must agree the number of people to be appointed to the Trustee Board. The outgoing Trustee Board recommends the minimum of five, and a maximum of 12 people be appointed.

Chair asked all present to show their hands to approve the recommendation and asked for any objections and/or abstentions.

The recommendation was unanimously approved.

3g. Agree the quorum for future meetings of the Group Scout Council (excluding this AGM)

Chair explained the Group Scout Council at its AGM must agree its quorum – the minimum number of Group Scout Council members that must be present at Group Scout Council meetings. The outgoing Trustee Board recommends the quorum should be set at all the members present at future meetings of the Group Scout Council (the quorum for the 2025 AGM was agreed at the 2024 AGM).

Chair asked all present to show their hands to approve the recommendation and asked for any objections and/or abstentions.

The recommendation was unanimously approved.

4. Review of the previous year

Chair explained this part of the meeting is to reflect on the activities of the past year.

4a. Receive and consider the Group Trustees' Annual Report including the annual Statement of Accounts

Chair explained the Group Trustee Board has prepared the Trustees' Annual Report and Statement of Accounts and has received and considered the report on the accounts from the Independent Examiner. Chair stated the report, and accounts have been approved by the Trustees at a properly convened meeting prior to the AGM.

Chair stated the annual report was published a couple of weeks ago and no questions have been received prior to this meeting. Chair asked if there were any questions from anyone present regarding the Trustees' Annual Report and the Annual Accounts?

There were no questions.

5. Making appointments

Chair explained this part of the meeting is to organise the setup of the charity until the next AGM. The Group Scout Council will appoint a Trustee Board to oversee good governance for the charity over the next year. This includes appointing Trustees and/or officers whose terms have ended.

5a. Appoint the Group Chair

Chair explained Claire Towlson, the current chair of the Trustee Board is not standing for re-election. The meeting thanked Claire for the time she has given the Group.

Chair explained there is no recommendation to appoint a Chair of the Trustee Board. The Trustee Board, using their powers in the constitution, can appoint a person to lead Trustee meetings, meeting by meeting.

Chair explained during 2025 the Trustee Board hope to identify a person willing and able to act as the Trustee Board's chair, and the Trustee Board can then co-opt that person onto the Trustee Board when necessary.

5b. Appoint the Group Treasurer

Chair explained the Trustee Board's recommendation to the Group Scout Council (tonight's meeting) is that David Ward should be appointed as Group Treasurer for a period of three years, in other words, until the 2028 AGM.

Chair asked all present to show their hands to approve the appointment and asked for any objections and/or abstentions.

The recommended appointment was unanimously approved.

5c. Appoint members of the Group Trustee Board

Chair explained the recommendation to the Group Scout Council is that

Amanda Joiner
Anthony Joiner
Conner Martin
Gaynor Bray
Gemma Robertson
Jill Osborne, and William Martin

be appointed members of the Group Trustee Board for a period of one year, in other words until the 2026 AGM.

Chair asked all present to show their hands to approve the appointments and asked for any objections and/or abstentions.

The recommended appointments were unanimously approved.

5d. Appoint Group President and/or Vice Presidents and note current appointees

Chair explained the Group does not have any Presidents or Vice Presidents in office.

5e. Appoint the Independent Examiner

Chair explained the recommendation to the Group Scout Council is that Mrs Linda Palmer be appointed the independent examiner of the 2025 accounts.

Chair confirmed that Linda Palmer's name has been proposed, seconded and she is qualified for the role and willing to undertake it.

Chair asked all present to show their hands to approve the recommended appointment and asked for any objections and/or abstentions.

The recommended appointment was unanimously approved.

6. Guest speaker's address

Ian Scott thanked everyone for attending. He also thanked the adults who have been running the sections of the Group and the Trustees who are delivering good quality Scouting without a lead Volunteer in place.

Ian referenced the non-too subtle banner that all present could not fail to see and invited any adult who wishes to volunteer to come forward and have a chat.

7. Closing remarks

Chair thanked Ian for his contribution. Chair explained on every chair there was a list of adult vacancies:

- Section Team Members (Beavers – 6–8-year-olds or Cubs – 8 to 10½ years old)
- Group Lead Volunteer
- Trustees
- Trustee Board Chair

Chair stressed that volunteering is good for the mental health and drew attention to the last two pages of the list of adult vacancies.

Chair explained the 2026 AGM will be on Thursday 18 June 2026.

Chair explained the presentations do not form part of the AGM formalities, but we will now deal with presentations to the young people and adults.

Beaver Section – Hawkeye (the Young leader) awards were made to:

Hawkeye Award – Theo Bevan
Hawkeye Award – Stanley Saillart

Beaver Section - Chief Scout Bronze Awards

Chair explained these are the highest award a Beaver can achieve and to acquire the awards requires work over the two years whilst in Beavers. Chair introduced Steve Cootes, the District Cub Section Joint Lead who was going to make the presentations on behalf of
Jo Salter, the District Beaver Section Lead. Awards were made to:

Callum Mosely
Florence Towlson
Lennon Cecil
Logan Williams
Stanley Saillart

Cub Section – awards were made to:

1st Year Cub – Bray McQuade
Cub of the Year – Spencer Thompson
Charlie Coppard Shield – Logan Bevan

Cub Section – Chief Scout Silver Awards

Chair explained these are the highest award a Cub can achieve and to acquire the awards requires work over the two and a half years whilst in Cubs. Steve Cootes presented the awards to:

Ethan Collier
Harry Robertson

Adults – Chair explained that a Beaver Section Team Member – Maddy Kennedy is leaving her role. Maddy has helped at Beavers for over two years, week in, week out. Chair presented Maddy with a Silver Thanks Badge, a Thank You certificate signed by the Beavers, a bracelet and a bouquet of flowers.

Chair explained that all business was now concluded and asked that the chairs be folded and stacked against the cupboards. Chair invited everyone to join the BBQ.

Chair thanked everyone for attending and the Scout section for managing the BBQ.

The meeting closed at 18:45.

Constitution
Policy Organisation and Rules (POR)
Spring 2026 Edition, Rule 5c.1

5c.1 Constitution for a Group

5c.1.1.1 Preamble

This constitution describes the role, membership and operation of the Group Scout Council, and the Group Trustee Board.

5c.1.1.2 Charitable objects [POR 1.1]
Our purpose is to actively engage and support young people in their personal development, empowering them to make a positive contribution to society.

5c.1.2 The Group Scout Council

5c.1.2.1
The Group Scout Council has a governance role for the charity and makes Group Trustee Board appointments other than ex officio and co-opted Trustee appointments.

5c.1.2.2
The Group Scout Council has no Trustee responsibilities.

5c.1.2.3
The members of the Group Scout Council are
a) The ex officio members of the Group Scout Council are detailed in POR 5b.3.2.4.
b) The Group Scout Council may appoint some members as detailed in POR 5b.3.2.8.
c) The Group Scout Council may appoint some community members. See POR 5b.3.2.9.
d) The maximum number of appointed and community members of a Group Scout Council is defined in POR 5b.3.2.10.

5c.1.2.4
Group Trustee Board administration must ensure that appointed Group Scout Council Members are recorded locally in the minutes of the Group Scout Council meeting which appoints them (normally the AGM). Group Scout Council members (whether ex officio or appointed or community) must not be recorded as such on the membership system.

5c.1.3 The Group Trustee Board

5c.1.3.1
The Group Trustee Board is responsible for the governance of the Group, whether or not it is a charity in law. Although the Group Trustee Board is responsible for the charity, it is accountable to the Group Scout Council.

5c.1.3.2
Group Trustee Board membership
a) The ex officio Group Trustees, as defined in POR 5b.3.3.5(a).
b) Appointed Group Trustees (including Chair and Treasurer) are persons appointed by the Group Scout Council as described in POR 5b.3.3.5(b).
The selection process for appointed Group Trustees must follow POR 5b.3.3.5(b) and POR 5b.3.3.6.
c) Co-opted Trustees are persons co-opted by the Group Trustee Board as described in POR 5b.3.3.5(c). Their term of appointment is a maximum of 12 months (though reappointment is permitted).
The number of co-opted members must not exceed the actual number of appointed Trustees, excluding Chair and Treasurer. If a co-option is required mid-year because of a vacancy arising, then this rule may be broken, provided that the total number of Trustees remains no greater than the total number of Trustees permitted by Group Scout Council resolution at the AGM.
The selection process for Co-opted Trustees must follow POR 5b.3.3.5(c) and POR 5b.3.3.6.

d) The Sponsoring Authority, or its nominee, has right of attendance at a Group Trustee Board.

5c.1.4 Group Scout Council – Annual General Meeting

5c.1.4.1
To support the planning and delivery of a Group AGM there is a downloadable 'script' (including agenda and script templates and a suggested planning timetable).

5c.1.4.2
Each Group Scout Council must hold an Annual General Meeting (AGM) within six months of the end of the Group's financial year. The Group should give a minimum of four weeks' notice of the date of the AGM.

5c.1.4.3
The AGM must:
a) Undertake governance oversight by:
    a. approving the minutes of the previous Group AGM
    b. adopting (or re-adopting) the constitution of the Group (POR 5c.1)
    c. noting the dates of Group's financial year
    d. approving appointed and community members of the Group Scout Council
    e. agreeing the maximum total number of members of the Group Trustee Board (this is one number representing the total of ex officio, appointed and co-opted members)
    f. agreeing the quorum for future meetings of the Group Scout Council
b) Review the previous financial year by
    a. receiving from the Group Lead Volunteer an overview of the past 12 months of activity in the Group
    b. receiving and considering the Group Trustees' Annual Report and the annual statement of accounts which have been approved by the Group Trustee Board.
c) Make appointments
    a. appoint a Chair of the Group Trustee Board, following recommendation from the selection process initiated by the Group Trustee Board.
    b. appoint a Treasurer of the Group Trustee Board, following recommendation from the selection process initiated by the Group Trustee Board.
    c. appoint other members of the Group Trustee Board, following recommendations from the selection process initiated by the Group Trustee Board.
    d. approve the appointment of any Group Presidents or Group Vice Presidents, and note current appointees (if any)
    e. appoint (or re-appoint) an auditor or independent examiner (see POR 5e.3)

5c.1.5 Group Trustee Board – purpose

5c.1.5.1
The Group Trustee Board is a team of volunteers who work together, as Trustees of the charity, to make sure Scouts is run safely and legally. At the heart of their role is a focus on strategy, performance and assurance, working to ensure that the Group is meeting The Scout Association's overall aims and strategic goals.

Effective Trustee support helps other volunteers run the Scout programme that gives young people skills for life.

5c.1.5.2
Members of the Group Trustee Board must act collectively as charity Trustees of their Group (whether or not it is a charity in law), and in the best interests of the Group and its members.

5c.1.5.3
The Group Trustee Board must act in the charity's best interests, acting with reasonable care and skill and take steps to be confident that:

a) the Group is:
    a. well managed
    b. carrying out its purposes for the public benefit
    c. complying with the Group's governing document and the law
    d. managing the Group's resources responsibly
b) the Group is operating compliant with POR and the local charity regulator, including effective management of each of the Key Policies listed in POR Chapter 2a.
c) young people are meaningfully involved in decision making at all levels

d) the Group has sufficient resources (funds, people, property and equipment) available to meet the planned work of the Group including delivery of the high-quality programme and resource requirements of the training programme (POR 4b.7)

5c.1.5.4
The Group Trustee Board members must themselves collectively:

a) develop and maintain a risk register, including putting in place appropriate mitigations
b) ensure that the Group's finances are properly managed, including development and maintenance of appropriate budgets to support the work of the Group
c) ensure that where the Group is partnered with an Explorer Unit and the operational financing is undertaken by the Group, this arrangement must be documented in the Partnership Agreement, and the finance arrangements must follow this guidance.
d) maintain and manage:
    a. a reserves policy for the Group. This must address the minimum reserves that should be maintained to allow for difficult financial circumstances in the Group, and must also include a statement about how reserves outside that 'minimum' will be used for development of Scouts
    b. an investment policy for the Group
    c. a public benefit statement for the Group
e) ensure that people, property and equipment are appropriately insured, and that any property and equipment owned or used by the Group is properly protected and maintained
f) ensure the appointment and management and operation of any sub-team(s) created in line with POR 5c.1.5.5, including appointing a Chair to lead the sub-team(s). This should normally be one of the Group's Trustees. This sub-team Chair role title is Sub-Team Leader (see the Teams Table in POR Chapter 16).
g) ensure that effective administration is in place to support the work of the Group Trustee Board
h) appoint any co-opted members of the Group Trustee Board
i) ensure transparency of operation, including:
    a. prepare and approve the Annual Accounts and arrange their examination by an auditor or independent examiner (as appropriate) and as appointed by the Group Scout Council at their AGM
    b. prepare and approve the Group Trustees' Annual Report (which must include the Annual Accounts and include the report from the auditor or independent examiner)
    c. present the approved Group Trustees' Annual Report and Annual Accounts to the Group Scout Council at the Group AGM
    d. following the Group AGM, ensure that the Group Trustee Board administration:
        • files a copy of the Group Trustees' Annual Report and Accounts as described in POR 5e.2.1.2 and POR 5e.2.1.3.
        • records all Group Trustees on the membership system, and ensures that the necessary eligibility checks are promptly concluded (should be by no later than 30 days following the AGM)
        • if the Group is registered with their regulator, updates the Group's registration details to list all Group Trustees
j) take responsibility for the Group's adherence to Data Protection Legislation recognising that, dependent on circumstances, it may at different times act as a Data Controller and as a Data Processor, including the Trustee Board responsibilities listed at POR 2a.3.2.1.
k) individually and collectively maintain confidentiality regarding appropriate Group Trustee Board business
l) put in place annually an open and transparent selection process to recommend to the Group Scout Council appropriate members to be appointed members of the Group Trustee Board, including Chair and Treasurer. Vacancies for appointed Trustees only occur at the end of their period of appointment (for example, a Trustee may have been appointed for three years and so does not need to be re-appointed or reselected after years 1 and 2).
m) where staff are employed:
    a. act as a responsible employer in accordance with Scouts' values and relevant legislation
    b. ensure that effective line management is in place for each employed staff member and that these are clearly established and communicated
    c. ensure that appropriate specific employee insurance is in place (POR 5g.4.1.2(j))

5c.1.5.5
a) A Group Trustee Board may create sub-teams it deems necessary to support its governance function (see POR 5c.1.5.4(f)). The Group Trustee Board must ensure that for any sub-team it appoints:
    a. its purpose is governance-focused and not operational
    b. its members are agreed and approved by the Group Trustee Board
    c. the Group Chair has right of attendance
    d. the Group Lead Volunteer has right of attendance
b) Sub-team members are not Trustees of the Group unless they are already members of the appointing Group Trustee Board.

c) All sub-team members must be recorded on the membership system.
d) If a sub-team consists entirely of non-Trustee members it is good practice for at least one member of the sub-team to have completed the *Being a Trustee in Scouts* learning.

5c.1.6 Group Scout Council – Conduct of meetings

5c.1.6.1
The Group Scout Council meets at their AGM (POR 5c.1.4).

5c.1.6.2
It would be unusual for there to be additional meetings of the Group Scout Council. This is because the primary task of the Group Scout Council is to appoint the Group Trustee Board. If members resign from the Group Trustee Board, POR 16.9.2 must be followed, thus rendering an additional meeting of the Group Scout Council unnecessary.

5c.1.6.3
A Group Scout Council meeting should normally be convened with at least four weeks' notice. A meeting may be convened on shorter or no notice with the agreement of at least three quarters of the members of the Group Trustee Board.

5c.1.6.4
Group Scout Council meetings are chaired by the Group Chair. If the Group Chair is unable to be present, the Group Chair may appoint a delegate to chair a meeting of the Group Scout Council subject to such appointment being approved at the start of the meeting by a majority of the Group Scout Council members present.

5c.1.6.5
Only Group Scout Council members, as defined in POR 5c.1.2.3, may vote in Group Scout Council meetings.

5c.1.6.6
The quorum for a Group Scout Council meeting is agreed by the Group Scout Council at their AGM (POR 5c.1.4.3(a)).
If there is no quorum present at a meeting of the Group Scout Council, the meeting must be closed and reconvened at the earliest available opportunity.

5c.1.6.7
Decisions are made by a majority of votes cast by those present at the meeting. In the event of an equal number of votes being cast on either side, the Chair does not have a casting vote and the matter is taken not to have been carried.

5c.1.6.8
To discharge their responsibilities, the Group Scout Council may meet by video conference as well as, or instead of, face to face when agreed by the Group Chair. The Group Scout Council must not 'meet' using any indirect process, such as email.
At any meeting which is not fully in person, there must be an online poll or other electronic method of counting votes.

5c.1.6.9
All meetings of the Group Scout Council, whether face-to-face or otherwise, must be properly recorded and minuted.

5c.1.7 Group Trustee Board - Conduct of meetings

5c.1.7.1
Meetings of the Group Trustee Board should be convened with at least two weeks' notice, though it is good practice to schedule meeting dates well in advance.
Meetings may be convened on shorter notice, using the guidance of POR 5c.1.7.3 to agree the date of the additional meeting.

5c.1.7.2
Group Trustee Board meetings are chaired by the Group Chair.
If the Group Chair is unable to be present at a meeting, the Group Trustee Board may choose a member to act as Chair for the duration of the meeting of the Group Trustee Board subject to such appointment being approved at the start of the meeting by a majority of the members present at the meeting.

5c.1.7.3
Only members of a Group Trustee Board as defined in POR 5b.3.3 may vote in meetings of the Group Trustee Board.

Trustees (including ex officio Trustees) must have a full appointment as a Trustee before they can vote at, or influence discussion at, a Trustee Board meeting. They can be invited to attend Trustee Board meetings while they have a provisional appointment but may not influence decision making or take part in any voting.
Decisions are made by a majority of votes cast by the Trustees present at the meeting. In the event of an equal number of votes being cast on either side, the meeting Chair does not have a casting vote and the matter is taken not to have been carried.

5c.1.7.4
The quorum for a meeting of a Group Trustee Board is one third of the Trustees (ex officio plus appointed plus co-opted) [round down if necessary] plus one. So, a Trustee Board with 10 members would have a quorum of four. And a Trustee Board with six members would have a quorum of three.
For any sub-teams of the Group Trustee Board, the quorum for each sub- team must be set by the Group Trustee Board, based on the size of the sub- team and the complexity of its task(s).

If there is no quorum present at a meeting of the Group Trustee Board, or a meeting of a sub-team, the meeting must be closed and reconvened at the earliest opportunity.

5c.1.7.5
To fulfil their responsibilities, the Group Trustee Board may meet by video conference or in person, as determined by the Group Chair. This includes 'hybrid' meetings, where some Trustees are present at an agreed location while others participate remotely via phone or video.
Whether hybrid or in person, it is important that all persons present at a meeting are able to:

a) be seen
b) ask questions
c) join in the debate
d) see, share and display documents such as resolutions

5c.1.7.6
Where urgent matters arise between scheduled meetings of the Group Trustee Board and if it is not feasible to convene a meeting of the Trustee Board, electronic voting (such as email) may be used for decision making provided the Group Chair deems it appropriate.
Digital applications other than email are not normally appropriate to be used for such decision making. This includes WhatsApp, Doodle and similar tools, which should only be considered in exceptional circumstances and with the agreement of the Group Chair.
For such decisions taken between meetings, a minimum of 75% [round down if necessary] of the total number of Trustees must approve the matter. The results of the vote must be reported to, and recorded in the minutes of, the next Group Trustee Board meeting.
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Trustees Annual Report
For the year 1 January 2025 to 31 December 2025

Reference and administration details

Charity name	1st Thors Oak Scout Group
Registered charity number	1019958
Scout Association's Headquarter number	44526
Charity's principal address	97 The Sorrells STANFORD-LE-HOPE SS17 7ER
Charity's website	www.thurrockscouts.org.uk
Names of the charity trustees who manage the charity	Mrs C Towlson (Chair) (To 24 July 2025) Mr D Ward (Treasurer) Mr A Joiner (To 31 July 2025) Mrs G Bray Mrs A Joiner Mr C Martin Mr W Martin Mrs J Osborne Mrs G Robertson
Custodian trustee	The Scout Association Trust Corporation Gilwell Park London E4 7QW Reference: T5105
Names and addresses of advisers Independent Examiner	Mrs Linda Palmer 1 Dell Road GRAYS RM17 5JY

Structure, governance and management

Type of governing document	The charity's governing documents are those of the Scout Association. They consist of a Royal Charter, which in turn gives authority to the Bye Laws of the Association and the Policy, Organisation and Rules of The Scout Association.
How the charity is constituted	The charity is a trust established under its rules that are common to all Scouts. It is constituted as an educational charity.
Trustee selection methods	The trustees are appointed in accordance with the Policy, Organisation and Rules of The Scout Association.
Policies and procedures adopted for the induction and training of trustees	All Trustees complete The Scout Association Trustee and mandatory learning within the first six months of joining the Trustee Board, they also complete other Scout Association mandatory learning periodically as required.
Additional governance arrangements	The charity is managed by the Trustee Board, the members of which are the "Charity Trustees". As charity trustees they are responsible for complying with legislation applicable to charities. This includes the registration, keeping proper accounts and making returns to the Charity Commission as appropriate. The Trustee Board consists of the Chair, Treasurer and up to 10 other trustees and meets three times a year. The Trustee Board is supported by a Board Administrator. The Trustee Board exists to support the Leadership Teams in meeting the responsibilities of their appointments and in supporting them to run high-quality and safe programs that give young people skills for life. The Trustee Board maintain appropriate governance policies and oversight. The Trustee Board is responsible for carrying out its purposes for the public benefit, complying with the charity's governing document and the law, and managing the charity's resources responsibly. The Trustee Board is responsible for ensuring the charity is well managed, risks are assessed and mitigated, buildings and equipment are in good order, and everyone follows legal requirements and Scout Association Policy, Organisation & Rules. This includes responsibility for: • Promoting a positive image of Scouting in the community, as well as its development; • Developing, maintaining and regularly a risk register, including putting in place appropriate mitigations;

- Ensuring that the finances are properly managed, and there are sufficient resources (and reserves) to deliver high quality Scouting;
- Ensuring a system of internal controls is in place that is designed to provide reasonable assurance against material mismanagement or loss;
- Ensuring that property is appropriately managed;
- Maintaining appropriate insurance of persons, property and equipment;
- Assisting in the recruitment of leaders and other adult support;
- Having an open and transparent selection process for the recruitment of Trustees;
- Appointing Advisors as required;
- Ensuring effective administration is in place to support the Trustee Board;
- Ensuring compliance with applicable governance and charity regulations, including in respect to safety and safeguarding;
- Ensuring incidents are appropriately reported in line with regulation and policy;
- Ensuring applicable policies and regulations are regularly reviewed and changes implemented as appropriate;
- Ensuring transparency of operations, including in the preparation of accounts and holding and AGM;
- Ensuring compliance with Data Protection legislation;
- Acting as a responsible employer for any employees, who are effectively managed.

Objectives and activities

Summary of the purpose and objectives of the charity set out in its governing document

The objectives of the charity are as a part of The Scout Association.

The Purpose of Scouting
Scouting exists to actively engage and support young people in their personal development, empowering them to make a positive contribution to society.

The Values of Scouting
As Scouts we are guided by these values
Integrity – We act with integrity; we are honest, trustworthy and loyal
Respect – We have self-respect and respect for others
Care – We support others and take care of the world in which we live
Belief - We explore our faiths, beliefs and attitudes
Co-operation – We make a positive difference; we co-operate with others and make friends
The Scout Method
Scouting takes place when young people, in partnership with adults, work together based on the values of scouting and:

- enjoy what they are doing and have fun
- take part in activities indoors and outdoors
- learn by doing
- share in spiritual reflection
- take responsibility and make choices
- undertake new and challenging activities
- make and live by their promise

Summary of the main activities in relation to the purpose and objectives

1st Thors Oak Scout Group is part of the UK's biggest mixed youth organisation. We change lives by offering six to 25-year-olds fun and challenging activities, unique experiences, everyday adventure, and the chance to help others so that our members make a positive impact in communities.
Being part of the Scouts helps children and young adults reach their full potential. Members of the Scouts develop skills including teamwork, time management, leadership, initiative, planning, communication, self-motivation, cultural awareness, and commitment. We help young people to get jobs, save lives and even change the world.

Members of the Scouts take part in activities as diverse as kayaking, abseiling, expeditions overseas, photography, climbing and zorbing. As a member of the Scouts young people and adults can learn survival skills, first aid, computer programming, or even how to fly a plane. There's something for every young person and adult alike. It's a great way to have fun, make friends, get outdoors, express individual creativity and experience the wider world.

This everyday adventure is possible thanks to our adult volunteers, who support the Scouts in a wide range of roles from working directly with young people, to helping manage a Group, to being a Charity Trustee. We help volunteers get the most out of their experiences with the Scouts by providing opportunities for adventure, training, fun and friendship.

Adult volunteers get as much from the Scouts as young people. Our approach focuses on what individual people want to get out of volunteering with the Scouts, while respecting how much time an individual can offer. Over 90% of Scout volunteers say that their skills and experiences have been useful in their work or personal life.

Adult volunteers play a vital role in delivering our services. During the year, over fifteen volunteers contributed their time and skills across a range of activities. While it is not practicable to quantify the monetary value of this contribution, the trustees recognise and are grateful for the significant impact volunteers have on achieving the charity's objectives.

Statement confirming the trustees have regard to the guidance issued by the Charity Commission on public benefit	1st Thors Oak Scout Group in carrying out our activities keep in mind the Charity Commission's guidance on public benefit. The Group meets the Charity Commission's public benefit criteria under both the advancement of citizenship or community development headings.

Plans for future periods

Plans for future periods	1. To recruit more adults to help manage the charity. 2. To recruit more young people, especially Beavers and Cubs. 3. To obtain a lease or the freehold from Thurrock Council 4. To concrete round three sides of the building and remove unwanted growing greenery. 5. To replace certain damaged fence panels outside the building. 6. To remove the toilets, entrance hall and kitchen; remove asbestos in the building, and install modern toilets, new entrance hall and kitchen. 7. To decorate throughout the building. 8. To replace the carpet in the main hall.

ACHIEVEMENTS

Beavers & Cubs

What a year it has been.

We said goodbye to leaders and hello to new ones, but throughout the changes the Beavers have continued to work hard on challenge and activity badges and faced up to all the predicaments and dilemmas we put to them to stretch their abilities, give them skills and build their confidence and resilience for their future lives.

As always, the favourite was district camp, which yet again was a lovely weekend, full of sun and fun. We attended Halloween parties - both our own and Belhus's and had many guest visitors and received emergency aid training, with Merlin being used as the casualty for the recovery position and bandaging.

We enjoyed Gang Show in March (which Merlin performed in) and watched the antics of Peter Pan in the annual pantomime at the Thameside Theatre.

We enjoyed the great outdoors with the Remembrance Day service; Playscheme; Picnic & Play – The Gruffalo Trail; litter pick & mini hike; Flipout and a sponsored walk. We ended the year with our annual indoor Christmas sleepover with a visit from Santa. As ever I'd like to thank Prime Butchers in King Street, SLH for supplying the chicken for our Christmas dinner.

As I say every year, Beavers cannot run without my team of leaders (old and new). Especially Tic Tac for preparing, completing and managing the mountains of paperwork, often at short notice and Merlin for testing the activities to ensure that our plans will work.

Lastly, I want to thank the Beaver's parents. Without your support our Beavers would not be able to enjoy the activities they do. I look forward to watching our Beavers grow through their Scouting.

Mandy Joiner
Beaver Section Team Leader

ACHIEVEMENTS

Cubs

2025 has been a great year for our Cub Pack, filled with challenge, adventure and achievement that enabled our young people to grow in confidence, resilience and teamwork.

One of the standout achievements was taking some of the Cubs on their first camping trips/first night away from home. This is reflecting on their readiness to take on more advanced challenges.

Our camping programme continued to thrive, with the County Cub camp being well attended; and with the support of 2nd Stanford-le-Hope Cub pack and the Thurrock District Team. The Cubs took part in a wide variety of activities, crafts, rifle shooting, fire lighting and inflatables. The camp offered new experiences, friendships and opportunities to shine.

Weekly meetings were engaging, energetic and varied, with action-packed Thursday night sessions that included a lot of badge work such as learning knots, fire lighting, games, etc. These evenings balanced fun and learning, ensuring all Cubs remained engaged and challenged.

Overall, 2025 has been a year of resilience, growth and shared success. This is all thanks to the responsibilities taken on by the young leaders always trying to learn more about the skills of life, and the additional help from other leaders in the district always volunteering to lend a hand. I am incredibly grateful for all the help I have received in the past year, and I believe we have created educational and enjoyable experiences for the Cubs this year.

My new leadership team is very much looking forward to 2026 and the challenges that will come with it.

Lewis Steel
Cub Section Team Leader

ACHIEVEMENTS

Scouts

2025 has been a fantastic year for our Scout troop, filled with challenge, adventure and achievement that enabled our young people to grow in confidence, resilience and teamwork.

One of the standout achievements was seeing five Scouts enter the County Backpack Competition as an experienced team, reflecting their strong outdoor skills and readiness to take on more advanced challenges. Participation in the LV Challenge in London provided an exciting and memorable experience for the troop, while, separately, an incredible seven Scouts took on and successfully completed the full 100-mile South Downs Way. This outstanding endurance challenge demonstrated exceptional determination, resilience and true Scout spirit, and stands as one of the year's most remarkable achievements.

Our camping programme continued to thrive, with the Jamborama camp alongside Belhus Scout Group providing a real highlight. Scouts took part in a wide variety of activities including survival skills, crafts, glass engraving, silent disco, rifle shooting, and proudly emerged as winners of the oat ball championship. The camp offered new experiences, friendships and opportunities to shine.

Recognition was well earned this year, with four Scouts receiving Jack Petchey Awards. Impressively, they chose to use their award funding to give back to the troop by organising a trip to Chessington World of Adventures and a roller disco for everyone. This generosity and leadership were further supported by a Scout who also received the District Lead Volunteer Award, helping make these experiences possible for the wider group.

Weekly meetings were energetic and varied, with action-packed Thursday night sessions that included darkroom photography, water fights, Just Dance (with some Scouts discovering a Nintendo Wii for the very first time), money skills and Nerf wars. These evenings balanced fun and learning, ensuring all Scouts remained engaged and challenged.

The troop also performed strongly at the District Night Hike, where five Scouts entered as an experienced team and achieved an excellent 3rd place, showcasing teamwork, navigation skills and perseverance.

The year concluded with the Back-to-Basics camp at Thriftwood in November, where cold weather and muddy conditions created a true Scouting experience. Despite the challenges, spirits remained high, and the camp delivered unforgettable memories — including a very memorable early-morning wake-up call to "All I Want for Christmas" courtesy of the Young Leaders.

Overall, 2025 has been a year of growth, resilience and shared success. We are incredibly proud of everything the Scouts have achieved and look forward to another exciting year ahead.

Scout Section Leadership Team

ANNUAL STATEMENT OF ACCOUNTS

Receipts and Payments Account

For the year from 1 January 2025 to 31 December 2025

	2025			2024
	Restricted Funds	Unrestricted Funds	Total Funds	Total Funds
Receipts	£p	£p	£p	£p
Donations, legacies, and similar income				
Membership subscriptions	-	9,114.00	9,114.00	9,827.00
Donations - Restricted	-			-
Donations - Unrestricted	-	34.17	34.17	-
Gift Aid Refunds from HMRC	146.42	1,550.15	1,696.57	1,376.23
Sub total	**146.42**	**10,698.32**	**10,844.74**	**11,203.23**
Fundraising (gross)				
Fundraising activities	-	376.00	376.00	585.69
Sub total	**-**	**376.00**	**376.00**	**585.69**
Grants				
Jack Petchey Awards	-	1,200.00	1,200.00	-
Thurrock Council – Rent mitigation	-	-	-	567.00
Thurrock District Scouts	-	-	-	66.00
Sub total	**-**	**1,200.00**	**1,200.00**	**633.00**
Investment income				
Bank interest	41.20	318.73	359.93	484.76
Scout Hall hire deposits	600.00	-	600.00	400.00
Rental income – Scout Hall	-	6,082.50	6,082.50	5,213.00
Sub total	**641.20**	**6,401.23**	**7,042.43**	**6,097.76**
Sundry income				
Other sundry income – Frame Tent Sale/Other	-	155.50	155.50	130.10
Sub total	**-**	**155.50**	**155.50**	**130.10**
Youth programme and activities				
Beaver Scouts	-	701.01	701.01	1,081.27
Cub Scouts	-	967.88	967.88	120.00
Scouts	-	1,923.72	1,923.72	5,944.69
Group led/other activities	1,252.51	600.00	1,852.51	2,163.00
Sub total	**1,252.51**	**4,192.61**	**5,445.12**	**9,308.96**
Total Gross Income	**2,040.13**	**23023.66**	**25,063.79**	**27,958.74**
Asset and Investment sales etc.	-	-	-	-
Total receipts	**2,040.13**	**23,023.66**	**25,063.79**	**27,958.74**

ANNUAL STATEMENT OF ACCOUNTS

Receipts and Payments Account

For the year from 1 January 2025 to 31 December 2025

	2025			2024
	Restricted Funds	Unrestricted Funds	Total Funds	Total Funds
Payments	**£p**	**£p**	**£p**	**£p**
Charitable payments				
Youth programme and activities				
Administration	-	1,069.89	1,069.89	2,086.50
Adult support and training	-	-	-	-
AGM and trustee expenses	-	113.34	113.34	240.33
Donations & Grants	-	-	-	-
Materials & day to day equipment	-	114.12	114.12	767.06
Membership Subscriptions – Essex Scouts	-	126.00	126.00	150.50
Membership Subscriptions–District Campsites	-	622.80	622.80	743.90
Membership Subscriptions – District General	-	720.00	720.00	1,077.15
Membership Subscriptions – District YLs	-	60.00	60.00	50.00
Membership Subscriptions – HQ	-	1,530.00	1,530.00	1,612.50
Premises - Broadband	-	288.00	288.00	288.00
Premises – Cleaning	-	882.00	882.00	760.00
Premises – Domestic items	-	35.23	35.23	223.87
Premises – Electricity	-	5,172.19	5,172.19	2,337.69
Premises – Grounds maintenance	-	140.00	140.00	1,650.00
Premises – Insurance (Premises & Equipment)	-	1,306.60	1,306.60	1,438.14
Premises – Rates	-	141.47	141.47	54.03
Premises – Refuse collection	-	320.00	320.00	234.00
Premises – Rent (Land)	-	-	-	1,125.00
Premises – Repairs, renewals & maintenance	-	6,048.51	6,048.51	1,991.20
Premises – Sewage & water	-	260.70	260.70	194.57
Sundry payments – Returned hall hire deposits	600.00	-	600.00	500.00
Sundry payments - Other	-	13.50	13.50	52.40
Beaver Scouts	-	2,585.87	2,585.87	2,415.29
Cub Scouts	-	1,377.13	1,377.13	733.60
Scouts	-	4,261.16	4261.16	9,925.84
Group led/other activities	829.91	1,135.42	1,965.33	1,705.22
Sub total	**1,429.91**	**28,323.93**	**29,753.84**	**32,356.79**
Fundraising expenses				
Fundraising costs	732.11	-	732.11	-
Sub total	**732.11**	**-**	**732.11**	**-**
Total Gross Expenditure	**2,162.02**	**28,323.93**	**30,485.95**	**32,356.79**
Asset and Investment purchases etc.	-	-	-	-
Total payments	**2,162.02**	**28,323.93**	**30,485.95**	**32,356.79**
Net of receipts or payments	**(121.89)**	**(5,300.27)**	**(5,422.16)**	**(4,398.05)**
Cash funds last year end	3,529.65	29,612.59	33,142.24	37,540.29
Cash funds this year end	**3,407.76**	**24,312.32**	**27,720.08**	**33,142.24**

ANNUAL STATEMENT OF ACCOUNTS

Statement of Assets and Liabilities
On 31 December 2025

	2025			2024
	Restricted Funds	Unrestricted Funds	Total Funds	Total Funds
	£p	£p	£p	£p
Cash funds				
Bank Co-op – General	-	8,008.97	8,008.97	10,914.25
Bank – Instant Access – Hall hire deposits	-	-	-	-
Bank – Instant Access – Joiner's account	3,407.76	-	3,407.76	2,943.96
Bank – Instant Access – Reserve Provision	-	-	-	-
Bank – 35 Day Notice – Benevolence Provision	-	2,04266	2,042.66	1,999.84
Bank – 35 Day Notice-Building Refurbishment	-	13,091.37	13,091.37	15,673.86
Cash in hand	-	136.86	136.86	60.70
OSM – Expense card balances	-	1,032.46	1,032.46	1,549.63
Total	**3,407.76**	**24,312.32**	**27,720.08**	**33,142.24**
Other monetary assets				
Debts due	-	-	-	-
Gift Aid Refunds due	-	-	-	-
Total	**-**	**-**	**-**	**-**
Investment assets				
None held	-	-	-	-
Total	**-**	**-**	**-**	**-**
	£	£	£	£
Non-monetary assets for charity's own use				
Land and buildings (Insurance value)		37,395	37,395	302,281
Scouting equipment, etc. (Insurance value)		49,969	49,969	46,700
Total		**367,364**	**367,364**	**348981**
Liabilities				
Accounts not yet paid – Joiner's account	3,408.	-	3,408	
Insurance premium (Premises and equipment)		1,500	1,500	
Leasehold rent 2026		900	900	
Leasehold rent arrears if/when lease renewed		3,500	3,500	
Membership subscriptions		2,772	2,772	
Toilet, kitchen replacement & asbestos removal		150,000	150,000	
Total	**3,408**	**158,672**	**162,080**	

Contingent liabilities and future obligations:

- Annual membership subscriptions due in February/March 2026.
- Annual insurance premium (Premises and equipment) due June 2026.
- Annual leasehold rent – lease will not be renewed but freehold may be transferred to Group.
- Rent arrears in case of lease renewal; payable in 2026. Thurrock Council may not pursue the arrears.
- Joiner's account – restricted funds released when required.
- Toilet, kitchen replacement and asbestos removal – cannot happen until lease renewed or freehold transferred to Group.

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE 1ST THORS OAK SCOUT GROUP
Registered Charity Numbered 1019958

I report to the trustees on my examination of the accounts of the Group for the year ended 31 December 2025.

Responsibilities and basis of report

As the charity trustees of the Group, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Group's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Group as required by section 130 of the Act; or
2. the accounts do not accord with those records.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report to enable a proper understanding of the accounts to be reached.

Mrs L A Palmer
1 Dell Road
GRAYS
RM17 5JY

27 April 2026

Financial Review

Accounts for the year ending 31 December 2025	The accounts have been drawn up on a Receipts and Payments basis which is consistent with previous years. The accounts were independently examined and have been approved by the Trustees. The original copy of the Independent Examiner's Report to the 1st Thors Oak Scout Group's Trustees is available for inspection on request.
Policy on Reserves, why they are held, and the amount of reserves	The Group's policy on reserves is to hold sufficient resources to continue the charitable activities of the Group should income and fundraising activities fall short. The Group's trustees consider that following lessons learnt through the COVID-19 pandemic the Group should hold a sum equivalent to 18 months' running costs, circa £46,000. The reserves are unrestricted funds and can be spent – subject to trustee approval – if the need arises. The reserves on 31 December 2025 amounted to £13,091.37.
Further financial review details	The charity's reserves are small and consequently does not have sufficient funds to invest in longer-term investments such as stocks and shares. The charity has therefore adopted a low-risk strategy to the investment of its funds. All funds are held in cash using only mainstream banks or building societies. The restricted funds "Joiner's Account" are funds held on behalf of a trustee.
Details of any funds materially in deficit	No funds are in deficit.
A description of the principal risks	1. A shortage of adults to properly manage the charity. 2. Reducing membership means subscription income and Gift Aid refunds reduce, affecting cash flow. 3. A lack of a lease or the freehold being resolved by Thurrock Council. 4. Lack of funds to carry out repairs/improvements once a lease or the freehold is held.

Declaration

The Trustees declare that they have approved the Trustee's report above.
Signed on behalf of the charity's trustees by:

Gemma Robertson
Gemma Robertson
Trustee
31 May 2026

David Ward
David Ward
Treasurer & Trustee
31 May 2026