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HOMEWORK



# THE INTENTIONAL MENTORING ISSUE

BE A PART OF  
INTENTIONAL  
MENTORING

WHY IT  
MATTERS FOR  
EVERY BOY

A SMALL GESTURE  
THAT CHANGED  
MY LIFE

April 2026 Issue 1

# BB NEWS

OFFICIAL PUBLICATION OF THE BOYS' BRIGADE IN SINGAPORE

[www.BB.org.sg](http://www.BB.org.sg)

@BBsingapore

# January to March

## QUARTERLY HIGHLIGHTS

*\*Follow our Instagram & Facebook to read more about these events.*

**BB Day**

**12 JANUARY**



**Teachers' Orientation**

**4 FEBRUARY**



**JP Officers Conference**

**24 FEBRUARY**



**BB Week 2026**

**1 MARCH TO 5 APRIL**



**Officers Cadet Orientation**

**7 MARCH**



**Adventure Quest**

**28 MARCH**



**Primers Orientation**

**3 FEBRUARY**



**Adventure Open House**

**7 FEBRUARY**



**Primers Summit**

**28 FEBRUARY**



**SP Officers Conference**

**4 MARCH**



**Cluster Consultation Session for N1, N2, E1**

**24 MARCH**



**Cluster Consultation Session for W1, W2, S1**

**31 MARCH**



# INTENTIONAL MENTORING: WHY IT MATTERS FOR EVERY BOY

By Brigade President, LTA Patrick Koh

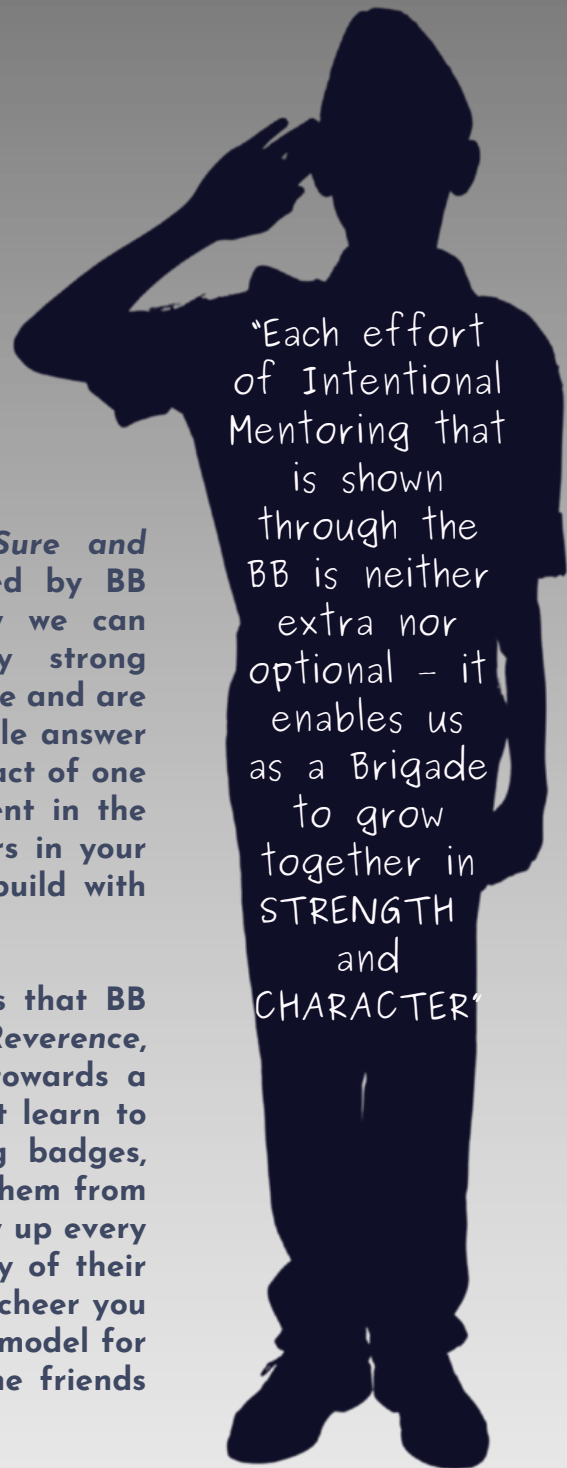
The motto of the Boys' Brigade (BB), *Sure and Stedfast*, is often talked about and quoted by BB members. That begs the question on how we can actually grow young men that embody strong character values, are confident in who they are and are always ready to make a difference. The simple answer is to be active in Intentional Mentoring. The act of one mentoring another person is evidently present in the BB - in your Officers, Primers, NCOs, seniors in your Company and even in the friendships you build with one another.

The Object of the Boys' Brigade reminds us that BB exists to help members grow in *Obedience, Reverence, Discipline, Self-Respect* and all that tends towards a true *Christian Manliness*. However, we do not learn to grow in these qualities solely from earning badges, executing drills or playing games. We learn them from the people around us - the Officers who show up every week because they believe in the teachability of their members, the seniors who guide, correct and cheer you on through your BB journey, the leaders who model for us the meaning to live with integrity and the friends who walked our BB journey alongside us.

Each effort of Intentional Mentoring that is shown through the BB is neither extra nor optional - it enables us as a Brigade to grow together in strength and character.

One would ask what impact can inculcating the value of mentoring in BB members actually bring to their lives. The BB provides opportunities for each member to be involved in activities to serve the community. From BB CARES to BB Share-a-Gift, we grow in our willingness to show love and care to those in need because of the time and effort invested in each Boy. Over time, our Boys develop into leaders and leaders into servants.

The practice of Intentional Mentoring in the BB is after all, not just about running a programme. Mentoring involves people, relationships and the desire to become who we were created to be - responsible Boys and leaders who strive to build a better Singapore. *Sure and Stedfast!*



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# A *Legacy* of Guidance: The Trusted Confidant

CLT Nathan Tang  
33rd Singapore Company  
Fairfield Methodist School (Secondary)

Behind every confident leader is often someone who first chose to believe in him.

In the Boys' Brigade, that quiet but powerful influence is found in the legacy of Intentional Mentoring, where Boys are not simply trained for responsibility, but personally guided through it. Across their four years in the BB, whether in the Juniors or Seniors Programme, each Boy is paired with an Officer who journeys with him, offering guidance, care and encouragement as he grows in skills, knowledge and character.

At the heart of this effort is the mentor-mentee relationship, one that is built not in a single conversation, but over time. Through regular meetings, shared experiences and thoughtful follow-up, trust is formed and strengthened. More than a formal structure, mentoring in the BB is a purposeful investment in the lives of Boys, helping them grow in confidence, maturity and resilience.

The impact of such mentoring is often most evident in those who return to serve. When a former Boy comes back to his Company as a Primer or Officer, it reflects more than a personal commitment. It speaks of the lasting influence of someone who once took the time to guide him, believe in him and walk alongside him through moments of challenge and uncertainty.

For CLT Nathan Tang, now a Primer in the 33rd Singapore Company, that influence came in the form of his Primer Nathaniel Ong.

Looking back on his time as Company Sergeant Major (CSM), Nathan remembers the role as one that initially felt overwhelming. The responsibility of leading the Company during parades weighed heavily on him, and with it came the pressure to perform, decide and lead well. Though he was surrounded by capable seniors, it was the Intentional Mentoring of Nathaniel that became the defining turning point in his journey.

Nathaniel's investment in Nathan was not confined to designated mentoring hours. Despite the demands of school, he made it a point to be present at every parade, consistently setting aside time to guide, encourage and journey with him. For Nathan, this *steadfast* presence spoke volumes. It was not merely about advice given, but about a mentor's willingness to show up, to listen and to stand alongside him through the demands of leadership.



*Nathaniel & Nathan (left) during parade*



*Nathan (middle) with some of his mentees*



*Nathan (right) bonding with his mentees over a meal*

# A *Legacy* of Guidance

What left the deepest impression, however, was the way Nathaniel mentored. He did not rush to provide ready answers or quick solutions. Instead, he challenged Nathan to think, reflect and wrestle with the situations before him. In asking the right questions rather than supplying immediate answers, Nathaniel helped him develop clarity, conviction and confidence. In time, he became more than a mentor. He became a trusted confidant.

Today, Nathan carries that same spirit into his own service as a Year 1 Primer in the Company. Having known firsthand the doubts and pressures that come with leadership, he now sees it as his responsibility to walk alongside the Boys under his care with the same patience and intentionality he once received. Just as Nathaniel had been a steady source of support in his moments of uncertainty, Nathan now hopes to be that same source of encouragement and strength to others.

His journey from a newly appointed CSM to a Primer investing in the next generation is a quiet but powerful testament to the legacy of mentoring in the BB. It is a reminder that growth does not end when a Boy graduates. Rather, it continues in the lives of those who return, ready to guide others with the wisdom, compassion and example they themselves once received.

In this way, mentoring in the BB becomes more than a programme. It becomes a legacy. It is the legacy of presence over absence, of listening over instructing, of shaping hearts as much as sharpening abilities. Through relationships marked by trust and care, Boys are formed into young men who are not only capable, but also grounded, confident and ready to serve.

And so the true mark of mentoring is not only seen in the Boy who grows, but in the man who returns to help another grow. In every steady presence, every thoughtful question and every quiet act of sacrifice, the legacy lives on. Sometimes, the one who changes a journey is not the loudest voice in the room, but the trusted confidant who chooses to walk beside it.



# A small gesture that changed my life

Featuring OCT Lim Zhen Bing, 34th Singapore Company in Marsiling Secondary School

“You’re one of us now!”

This simple yet deliberate act of inclusion made such an impact on Zhen Bing that laid the foundation for the start of his BB journey.

Stories of Boys returning as a Primer or Officer in their Companies are numerous, but for Zhen Bing, it was not just the adventure and leadership elements that made him stay in the Brigade - it was the mentoring programme that made him see the genuine care and concern of his Officers and Primers. And it made him want to do the same for the generation of Boys after him.



OCT Lim Zhen Bing (3rd from right) at a CCA Recruitment Booth

OCT Lim Zhen Bing, now currently an Officer at the 34th Singapore Company in Marsiling Secondary School, shares his BB journey with us.

Zhen Bing first joined the BB in Secondary 2. At his first few parades, what stood out to him was the strong sense of joy, camaraderie and sense of belonging from his seniors, which led him to long to be a part of this “family”.

Throughout his time in the 34th Singapore Company, his Officers intentionally set aside time during and after parades and invested in him in a way that helped him to grow as a person and provided a platform for him to seek advice.



OCT Lim Zhen Bing (far right) with his batchmates during his Secondary School days

After graduation, Zhen Bing continued his journey in the BB as a Primer of the Company as he wanted to invest in others the way he had been invested in. And just as he thought mentoring was only done with those from a place of authority to Boys in the Company, he soon found a mentor who was a fellow Primer as well.

This significant mentoring moment solidified his commitment. Through the Primer's consistent effort and genuine care, Zhen Bing found conviction in his character development journey.



*OCT Lim Zhen Bing (3rd from right) bonding with his Officers during his Primers days*



*OCT Lim Zhen Bing (back row, 2nd from right) with the Seniors Boys under his charge during his Primers days*

In progressing through the ranks from Boy to Officer, Zhen Bing experienced both the care and fruits of the mentoring efforts of his Company.

Zhen Bing seeks to build a culture where every Boy can be seen, valued, and intentionally guided. And he hopes to mentor each Boy in his Company with the same purpose and care, believing that even small, intentional actions can have a lasting impact on their lives and growth.

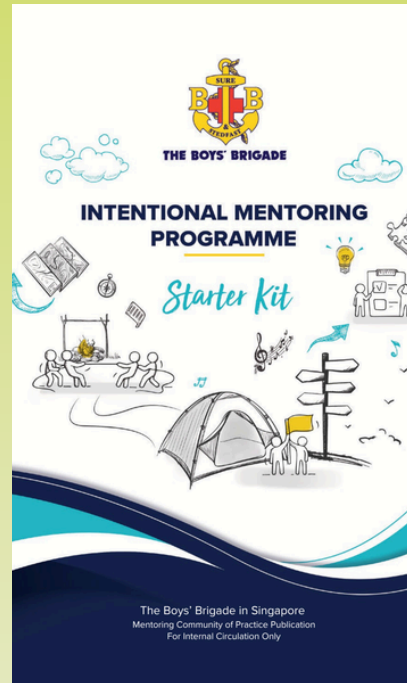


*OCT Lim Zhen Bing (first row, far left) with the 34th Singapore Company as an Officer!*

# STEP UP!

## BE A PART OF INTENTIONAL MENTORING!

BY BRIGADE CHAPLAIN REV DANIEL TONG



The Object of our Brigade is neither about the numerical growth of our members for the survival of the organisation nor the provision of child-minding services to occupy our young ones and help them clock school credits. Our Object is to help Boys grow in moral character and develop their leadership potential to become loyal and responsible individuals - in their own right, towards their respective families, to our nation, and of course, to God.

This we strive to do through various means and programmes, not the least of which is our encouragement of the personal mentoring of our Boys. While mentoring has always been part of our DNA, the Brigade has greatly raised its profile and encouraged Companies to make the process more intentional over the past decade. As such, mentorship is emphasised in the training of our Officers. In addition, dedicated mentoring and coaching courses are provided for them, along with an Intentional Mentoring Handbook.

The 14th Singapore Company in Anglican High School is a good example of this mentoring thrust. Drawing inspiration from the Brigade's Intentional Mentoring Programme handbook, the Company innovatively created a system for senior Boys to mentor their juniors while being mentored by their Primers, who in turn are mentored by their Officers. This creative effort for the whole Company to engage in Intentional Mentoring won them the Impact Award for Mentoring in 2025.

Mentoring requires aptitude and dedication, the immediate rewards for which is seeing our Boys grow in discipline and confidence. Our goal as a Brigade, though, is loftier and for the longer term. We aim to see our Boys grow *Sure and Stedfast* in the face of the storms of life. As they become leaders in and contributing back to their families and communities, many generations of our Boys stand to grow and develop in the habits of *Obedience, Reverence, Discipline, Self-Respect and all that tends towards a true Christian Manliness.*

To achieve this, we need a dedicated and sacrificial pool of Officers - men and women who see more than the rowdy and restless nature of our Boys. As you spend time with our Boys to better understand their capacity, capability and challenge, you will stand to grow in the desire to develop them to become the best that they can be. There is also a need for sponsoring churches to capture the vision and release their members to step into this role - the mentoring of subsequent generations *towards a true Christian manliness.*

Our Boys have tremendous potential! Would you not step up as an Officer and mentor them?

**Read more about 14th Singapore Company's Intentional Mentoring model on the next page!**



# Beyond Mentoring

Intentional Mentoring Feature from 14th Singapore Company in Anglican High School



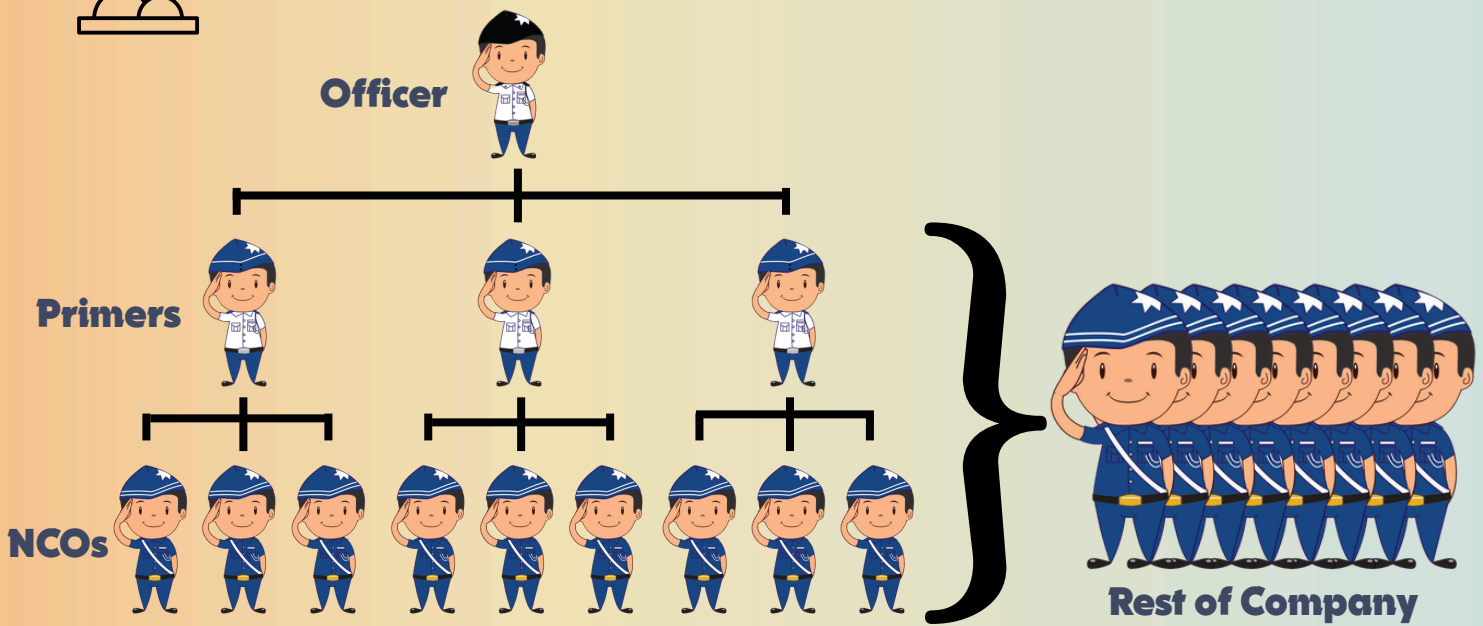
An Intentional Mentoring Handbook is available for BB Companies to be equipped with the tools and methods to develop a mentoring programme that fits the profile of their Boys and the nature of the Company structure. Intentional Mentoring is practised at BB Companies as Captains, Officers, Primers and volunteers are given the opportunity to journey and be role models for those under their charge. As these mentors spend time with their mentees, they would grow in empathy, compassion and a desire to serve and lead others.

The 14th Singapore Company in Anglican High School achieved the J M Fraser Impact Award for Mentoring in 2025 for their innovative approach in creating a mentoring ecosystem within the Company. It is a cornerstone of their effort to develop Boys and Primers holistically, providing individualised and personal guidance throughout their BB journey in the Seniors Programme.

Over the years, this has contributed to the growth of the Company.



### 14th Singapore Company Intentional Mentoring Structure:



Mentoring is carried out at various levels, involving both Officers, Non-Commissioned Officers (NCOs) and Boys. At these regular monthly meetings, chats include topics such as navigating tertiary education, setting personal goals, reflection exercises, etc using tools such as Johari Window(Pg 29) from the Intentional Mentoring Handbook, ensuring mentees meet a Life Balance (Pg 60).

Beside meeting in one-to-one settings, at the end of most parades, time is set aside for the Primers and NCOs to debrief and mentor the younger batches as a group. Both the Boys and Primers set aside their titles and roles as juniors and seniors to bond as a *Band of Brothers*. This helps them to form genuine personal connections between batches and break down the barriers of formalities when appropriate. The mentoring culture is not just personal and intentional, but also backed by a clear structure.

For accountability purposes, notes are taken during meetings, with consent from the mentees, and monitored by the Captain and Officers with serious issues flagged out for further attention and action. This ensures that mentors are not overwhelmed by any issues that are beyond what they are equipped to address.

Furthermore, all mentors attend a mentoring workshop to equip them with the right tools to support their mentees in meaningful ways. The workshop highlights the importance of having a strong mentor during a Boy's formative years to help him navigate the complexities of adolescence.



*At a group mentoring session*



*Bonding over a meal!*

Mentoring is an integral activity in the 14th Singapore Company's programmes. It ensures that each Boy has the support he needs to reach his fullest potential as a leader and a youth. It also creates a strong culture of giving back, perpetuating a cycle of positive impact on mentees as well as mentors. The programme's success is made possible, in no small part, by the dedication and commitment of the young leaders within the company who graciously volunteer their time to serve week after week. Start your mentoring journey now!

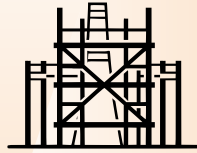
# ADVENTURE

*in the  
27th Singapore Company*



## EXPEDITION

Adventure Expedition challenges Boys to step out of their comfort zones and explore the outdoors. This tests their resilience, navigation skills and ability to work together in unfamiliar environments.



## PIONEERING

Adventure Pioneering allows Boys to learn outdoor skills by building a variety of structures using ropes, poles and knots. This builds confidence as they learn to handle equipment safely and effectively.

## ROCK CLIMBING



Rock Climbing offers Boys the chance to challenge themselves physically and mentally in a test of strength, balance and determination. This helps Boys build trust and responsibility, relying one on another for support and safety.



## KAYAKING

Kayaking gives Boys the opportunity to explore the water in a controlled environment and learn essential skills such as water safety, rescue methods and paddling techniques. This helps Boys stay aware and respond calmly in situations.



# SURE & STEADFAST

# FORGING **BROTHERHOOD** ACROSS BORDERS

By CPL Cedric Kurniawan, LCP Matthew Kurniawan, LCP Fabian Lee and LCP Xian Miguel from 32nd Singapore Company in Heritage Academy



*Boys bonding over a shared meal*

A spirit of unity and adventure marked the recent Combined Camp, held on 13 & 14 March, for the 32nd Singapore Company in Heritage Academy, 93rd Singapore Company in Yuying Secondary School, and the 2nd Penang Company.

The camp was organised by the Primers of the 93rd Singapore Company, providing them with a valuable opportunity to take ownership and exercise leadership in organising a large-scale event involving not only their own Boys, but those from other Companies and even a Malaysian Company!



One of the main purpose of the camp was the opportunity for Boys to interact and bond through team-based activities and shared experiences, building friendships across borders, reflecting the wider fellowship of The Boys' Brigade.

Parents were also invited to an engagement session, where they gained a deeper understanding of the BB programme and the activities their sons participate in. This allowed for a deeper partnership between the Company and parents, working together to foster greater support for the Boys' growth and development.



The camp programme was filled with exciting and purposeful activities. An Amazing Race around Sentosa challenged participants to apply their BB knowledge, teamwork, and physical endurance as they navigated various stations. Boys shared that the experience was both fun and demanding, requiring them to work closely with their teammates while pushing their limits. The sense of excitement was matched by the satisfaction of overcoming each challenge together.

Another memorable highlight was the hotpot dinner, where teams bid for ingredients using the points they had accumulated. This activity encouraged strategic thinking and teamwork, while also providing a relaxed and enjoyable setting for bonding. Many reflected that this time of sharing a meal together strengthened friendships forged during the day's challenges.

Beyond the activities, the camp served as an important platform for leadership development. Senior Boys took on the responsibility of guiding recruits through their Target Test, ensuring they understood key concepts and supporting them in earning their first badges. Through this, they learned to take initiative, communicate clearly, and lead with confidence. At the same time, they recognised areas for growth, particularly in becoming more confident and responsible leaders.



*Boys bidding for their hotpot ingredients*



*Boys from the 2nd Penang Company*

The experience of planning and executing the camp also gave Boys valuable insights into teamwork and organisation. From coordinating activities to ensuring the smooth running of the programme, they gained a deeper appreciation of what it takes to lead and serve effectively. Despite the camp lasting only two days, many shared that strong bonds were formed, and the experience left a lasting impact on their journey in the Boys' Brigade.

Indeed, the Combined Camp was more than just a training event, it was a celebration of brotherhood, growth, and shared purpose. Through meaningful interactions, challenging activities, and opportunities to lead and serve, the Boys left with strengthened friendships, valuable lessons, and lasting memories.

*"Through this collaboration, I am appreciative of the exposure to make new friends across other BB Companies and learned to be a better leader and role model. I am thankful to have been part of planning a camp that everyone could enjoy."*

-LCP Xian Miguel Musngi Balatbat-



# The Boys' Brigade

## *across borders*

# Fellowship & Empowerment

By Peter Leong, BB Alumni Vice-President



The Boys' Brigade Alumni in Singapore is more than a gathering of former BB members. It is a fellowship shaped by shared values, lasting friendships, and a common calling to serve. Each time we come together, we are reminded that the lessons of character, leadership, and service learned in The Boys' Brigade were never meant to end with our active years. Instead, they continue as part of a lifelong journey.

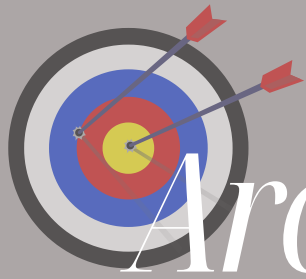
Every Alumnus carries a story of how the BB movement has shaped their life. The discipline we learned, the leadership we developed, and the spirit of service instilled in us were never meant to remain personal milestones. They are gifts entrusted to us – gifts to be shared, multiplied, and passed on to the next generation. As scripture reminds us, "To whom much is given, much will be required" (Lk 12:48). What we received in our Boys' Brigade years is therefore more than memory; it is an opportunity to continue making a difference.

The strength of the alumni movement lies in its ability to extend the impact of The Boys' Brigade beyond any single generation. By staying connected and involved, we help ensure that today's Boys will also encounter mentors, role models, and communities that nurture their growth. In doing so, we live out the words of our Lord: "Let your light shine before others, that they may see your good works and glorify your Father in heaven" (Mat 5:16).

Our unity strengthens our purpose. Our participation shapes the future. And our continued service reflects the very foundation upon which The Boys' Brigade stands.

As BB Alumni and current members, we share in the same mission – to build lives that honour God and serve others. Together, we do not simply look back with gratitude; we look ahead with renewed conviction, ready to contribute wherever we are called.

For the journey of The Boys' Brigade was never meant to end with us. It was meant to continue, through us.



# BB Alumni Archery Fellowship



The first BB Alumni Archery Fellowship, held on 28 February 2026, at BB Headquarters, was a resounding success. Fifteen alumnus and four instructors shared a morning of high energy and precision. Most participants were first-timers, yet the atmosphere remained lively as technical lessons turned into spirited fun.

This event successfully bridged the gap between young and senior members. Beyond the sport, it served as a vital space for reconnecting and strengthening community ties.

We look forward to our next session on March 28, 2026!



JUNIOR SHARE BUILDERS PLAN

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