



# ANNUAL REPORT

2019



**THE SINGAPORE SCOUT ASSOCIATION**

CREATING A BETTER WORLD ENGAGING + EXCITING + EMPOWERING

# THE SINGAPORE SCOUT ASSOCIATION

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The Singapore Scout Association, formerly known as the Boy Scouts Association, was constituted under the powers granted by the Royal Charter issued under the hand of King George V dated 4th January 1912, and the Boy Scouts Association Act (Cap 26 Singapore Statue, 1985 Revised Edition) having the force of law in Singapore. It is registered (No. 0196) as a Charity under the Charities Act, 1982 with effect from 29th June 1985. The Singapore Scout Association is also an Institution of Public Character (IPC 000407) with effect from August 2010.

## The Vision of Scouting

Better Scouting for more young people

## The Mission of Scouting

The mission of Scouting is to contribute to the education of young people, through a value system based on the Scout Promise and Law, to help build a better world where people are self-fulfilled as individuals and play a constructive role in society.

## The Scout Promise

On my honour I promise that I will do my best  
To do my duty to God and to the Republic of Singapore  
To help other people and  
To keep the Scout Law

## The Scout Law

A Scout is to be trusted.  
A Scout is loyal.  
A Scout makes friends, establishes and maintains harmonious relations.  
A Scout is disciplined and considerate.  
A Scout has courage in all difficulties.

## The Scout Motto

"Be Prepared"

# CREATING A BETTER WORLD

Empowering young people to make a difference in their communities by engaging them in exciting and holistic educational activities that develop them spiritually, emotionally, intellectually, socially and physically.

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CREATING A BETTER WORLD

ENGAGING + EXCITING + EMPOWERING

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**CHIEF SCOUT  
HALIMAH  
YACOB**

*President of the  
Republic of Singapore*



**THE SINGAPORE  
SCOUT ASSOCIATION**

# Going Back To Basic

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## President's Message

2019 saw a 1.3% growth in the membership of the Singapore Scout Association, from 12,365 the year before to 12,526. This resumption in membership growth after a one-year dip last year is encouraging. It reaffirms the relevance of Scouting as an informal, outdoor educational movement for developing our young people, not just in the schools, but also in the community.

The year started with Singapore Scouts celebrating the 200th Anniversary of the arrival of Sir Stamford Raffles in Singapore with a scout trek and carnival on 23 February. Led by former Scout and Minister, Chan Chun Seng, over 4,000 scouts renewed the Scout Promise and Law at the Bishan Stadium which was the end-point of the island-wide trek.

Another key event was the first ASEAN Seaboree which Singapore Scouting proudly hosted for 400 scouts from the region. Themed Sustainability, Educational and Adventurous, the event took place from 6 to 9 December at the Sarimbun Scout Camp. Besides sea scouting activities, participants also learnt the importance of environmentalism.

Community Scouting received another boost with the launch of the Keat Hong Tiger Cub Scout Group on 7th September, under the auspices of a collaboration with South-west Community Development Council. This is the third community development council to partner SSA to bring Scouting to the community.

In partnership with SportCares, Sands Leadership Development Centre (SLDC) expanded the CareVentures programme from last year's 28 participants to 224 participants in 2019. This is an adventure programme involving youths with disabilities working with other youths to complete a series of outdoor activities.

Singapore Scouting also renewed its partnerships with CAAS, MEWR, NParks, NYAA, the Singapore Kindness Movement and PA. An MOU was signed between SSA and Focus Adventure Pte Ltd on 2 November to promote sea activities in Singapore.

On the international front, a total of 58 scouts and leaders participated in various overseas jamborees and events.

To support our new Youth Programme, Singapore Scouting refreshed its branding in August. The new visual identity is targeted to improve our audience perception of the brand, amplify our outreach and relevance to resonate better with the youth and communities in today's context.

The delayed HQ Building upgrading project is now in its final stages of completion. The fundraising committee successfully raised another \$400,000 during the year, bringing the total to \$3.9 million as at end of 2019.

During the year, the SSA Constitution went through a comprehensive update to meet present day standards in governance as well as other requirements as specified by the World Scout body and the local regulatory authorities. The proposed changes will be tabled for approval by the Constituent Assembly in June 2020, and will then take effect.

I would like to express our heartfelt thanks to the many staunch supporters of Singapore Scouting. Our Chief Scout, President Halimah, has given us much encouragement and guidance. The various volunteer leaders have kept the flame of scouting burning brightly for yet another year. Our appreciation also goes to our various stakeholders namely, MOE, various other agencies, civic organisations, principals, parents and the general public. I am also most grateful to my fellow Scout Council members and the Commissioners for their unfailing support, wise counsel and hard work.

This message is my last as President SSA. Like many others in the movement, Scouting has been part of my life since the time I was 10 years old. I have been a scout, group leader, and commissioner. It has been an honour and privilege to serve as President SSA for the past nine years. I am stepping down from the presidency with the confidence that Singapore Scouting is in the good hands of an able successor, working together with a passionate and energetic team to bring Singapore Scouting to greater heights.



**Tan Tee How**  
President

The Singapore Scout Association

## Chief Commissioner's Message

Dear Brother and Sister Scouts, I would like to start by thanking all of you for staying the course with me in the second phase of the strategic direction for The Singapore Scout Association. 2019 has been as exciting year for all of us, as Scouting events at the National and Area levels aligned in achieving character education objectives by being grounded in Scouting values. From attending courses to taking part in competitions, from engaging with our community to advocating environmental awareness, the gamut of Scouting activities in 2019 was so varied that I hope all of you have enjoyed them, grown in strength and character, and brought about positive change to those around you.

I would like to also thank all of you for your enthusiastic participation throughout the year. My team and I are greatly motivated by your passion, and will continue to enhance scouting with more exciting developments in the years ahead. We kicked off the year with the celebration of the 200 years since Sir Stamford Raffles landed on Singapore with the Bicentennial Scout Trek. The trek involved Scouts from all Areas and culminated in the World Scout Day carnival of Scouting games, where we also launched the Scouting Light app with Minister Chan Chun Sing as the Guest-of-Honour. I am sure all of us will not forget the camaraderie and renewal of our Scout Law and Promise during this World Scout Day celebration.

Our Scouting values was again emphasized on Good Deeds Day in early September, where Scouts engaged in a giant community project island wide. This community involvement was taken to the next level when our Venture and Rover Scouts collaborated with their international peers at the ASEAN Scout Youth Forum. The Forum empowered our youth to be advocates for UN Sustainable Development Goals. It was followed through with a Singapore event held in September.

Fellowship with Scouts from the rest of the region and the world continued into the end of 2019, with a contingent from The Singapore Scout Association attending the 24th World Scout Jamboree at the Summit Bechtel Family National Scout Reserve in West Virginia, USA. The contingent enjoyed the adventure of Scouting activities with their newfound international friends, and have brought back valuable memories. For those who have not experienced a Jamboree away from the familiarity of Singapore, I would like to challenge all of you to go for one such jamboree in your lifetime. It will change you!

Of course, there is fun to be had on home grounds too. The Singapore Scout Association took the lead in the ASEAN region by organizing the inaugural ASEAN Seaboree. The 1<sup>st</sup> ASEAN Seaboree saw Scouts from the ASEAN region coming together for exciting water adventure activities like dragon boating, kayaking, scuba diving, skin diving, swimming, sailing, rafting, stand-up paddling, beach cleaning, nautical flag, sea chart plotting, maritime trailing, and many others. Conducted in a safe way, and with the various beautiful backdrops of Singapore at the different watersports locations, I hope our international participants have brought back fond memories, and that wonderful friendships have been forged with those of you who attended the Seaboree.

Needless to say, for the fun to happen, serious work has to be done first. The learning and assessment of Scouting skills was decentralized at the Areas instead of a centralized testing at National level. It is evident that it is more effective for us all. Other than the training of youth, the adult members have also committed themselves to continual learning so that they can better provide a meaningful Scouting experience for the youth. The National Training Team started the restructured Wood Badge training with the Certificate for Applied Outdoor Education. They ran the Specialist Skill Courses for Campcraft and Pioneering, organized the 2<sup>nd</sup> Sea Scout Leader Training Course, culminating in the Course for Leader Trainers. It was a busy year for them, and I hope we have all become more enriched in our learning experiences.

Lord Baden-Powell envisioned the development of youth through fun, adventure, and life skills. My team and I are wholeheartedly committed to that vision. We strive to implement it in our scouting programmes. One aspect of youth empowerment that you will see happen at the both the National and Areas level will be a renewal of leadership, enabling us to be ready for 2020 and beyond. This rejuvenation will see some younger but not unfamiliar faces taking up appointments to serve Scouting. I hope that you will lend them your support and encouragement, so that we can all work together to make Scouting in Singapore engaging, exciting, and empowering.

Thank you.



**Antong Shahrudin Rahmat**  
Chief Commissioner  
The Singapore Scout Association



**Mr Tan Tee How**  
President



**Prof Lui Pao Chuen**  
Vice President (Jan-Jun)



**Mr Raymond Chia Lee Meng**  
Vice President



**Mr Philip Chua Tin Sien**  
Vice President



**Mr Ngien Hoon Ping**  
Vice President (from July)  
Appointed Member (Jan – Jun)



**Mr Ranvir Kumar Singh**  
Hon. Secretary



**Mr Philip Ling Soon Hwa**  
Hon. Treasurer



**Mr Richard Yeong Ong Loy**  
Elected Member



**Mr Henry Baey Seng Kah**  
Elected Member (Jan-Jun)



**Dr William Wan Kok Tang**  
Elected Member



**Mr Charles Phua Chao Rong**  
Elected Member



**Mr Desmond Chong Kok Hwee**  
Elected Member



**Mr Michael Ong Kum Wai**  
Elected Member



**Mr Tan Cheng Kiong**  
Elected Member (from July)





**Mr Steve Ow Kwok Leong**  
Appointed Member



**Ms Kim Lay Eng**  
Appointed Member



**Ms Lim Kar Yee**  
Appointed Member



**Mr Christopher Fong Kong Onn**  
Appointed Member



**Dr Kumaran Rasappan**  
Appointed Member



**Mr Tan Swee Ho**  
Appointed Member



**Mr Leon Yee Kee Shian**  
Appointed Member (from July)



**Mr Antong Shahrudin Rahmat**  
Chief Commissioner



**Dr Jeffrey Ho Kai Kwong**  
Deputy Chief Commissioner/  
International Commissioner



**Mr Andrew Ang Kah Hin**  
Assistant Chief Commissioner-  
North Area



**Mr Hoo Chuan Yang**  
Assistant Chief Commissioner-  
South Area



**Mr Ho Chee Heng**  
Assistant Chief Commissioner-  
East Area



**Mr Lim Say Chionh**  
Assistant Chief Commissioner-  
West Area



**Mr Yang Chen**  
National Programme  
Commissioner



**Mr Tay Kay Kerng**  
National Training  
Commissioner



**Mr Anbarasan Thuraimanikam**  
National Operations  
Commissioner



**Mr Darren Tay Fuwen**  
National Communications  
Commissioner



**Mr Gary Lim Swee Heng**  
Executive Director (Ex-Officio)



## Scout Council (SC) Committees (2019 – 2020)

As the highest policy making body of the Association, the key roles of the Scout Council are to advance scouting in Singapore through adopting sound and forward looking strategies, and to ensure good governance and accountability. To carry out these roles meaningfully and effectively, standing Committees are set up.

Based on needs, the following Committees will be formed for the year 2018-19:

1. Establishment Committee
2. Finance Committee
3. Fund Raising Committee
4. Building and Estate Committee
5. Communication and Partnership Committee
6. Award Committee
7. Audit and Risk Committee
8. Education Committee
9. Unit Performance and Recognition Committee
10. IT Committee
11. Nominating Committee
12. Sands Leadership Development Centre Committee

The members and TOR of the Committees are reflected on Annex A. The members are from the SC and the Commissioner council. The chairman of the Committee can invite others with relevant expertise to serve on its Committee as co-opted members. The President should be informed before extending the invitation.

The Committee should meet at least twice a year and, where applicable, present a report at each Scout Council meeting on the progress of the work/task undertaken. Minutes of meetings should be circulated to the SC for information, unless of confidential nature.

Under the Code of Governance for Charities, the number of meetings held and the attendance of committee members will be reported in the Annual Report.

## Terms of Reference of SC Committees and Members: 2019 - 2020

In accordance with Code of Governance, we will be reporting numbers of meetings held and attendance.

### I Establishment Committee

Chairman: Raymond Chia  
Members: Chief Commissioner  
Ranvir Kumar  
Secretary: ED

1. To review and formulate human resource /staffing policies to recruit, nurture and retain Professional Staff of SSA.
2. To review and establish an appropriate and competitive framework of remuneration for Professional Staff.
3. To review the request for the employment of Senior Professional Staff, and oversee the interview and selection of candidates for such post. (Senior Professional Staff covers Executive Director and Division Heads at Director level)
4. To receive and approve the recommendations of Executive Director on the annual performance bonus payable to staff other than himself.
5. To receive and approve the performance of the Executive Director as evaluated by the Chief Commissioner and in agreement by the President of SSA with feedback from any party as deemed appropriate.

## II Finance Committee

Chairman: Philip Ling  
Members: Lim Kar Yee  
Chow Hock Lin  
Henry Baey  
Chay Hong Leng  
Dr Jeffery Ho  
Secretary: Director (Finance & Admin)

Staff in Attendance: ED

1. To supervise the disbursement of funds under the HQ Account, approved by the SC.
2. To receive and review yearly budget estimates for the ensuing year for any expenditure under HQ Account which has been duly endorsed by the Chief Commissioner.
3. To present to the Scout Council the yearly budget estimates after review for approval.
4. To introduce and implement appropriate control systems in the disbursement of funds.
5. To review request and approve supplementary budget estimates for any expenditure up to S\$50,000. Scout Council has to be duly informed of such approvals at the next Council Meeting following approvals with supporting reasons.
6. To manage and place deposits of cash assets of SSA.
7. To review and approve other finance related matters as referred.
8. To review the incomes of the annual fund raising projects including Job Week, and Donation Draw.
9. To Monitor and review the financial Performance of the SLDC (including the Scout Shop).

## III Fund Raising Committee (Incorporating the Scout Foundation Board)

Chairman: Raymond Chia  
Members: Tan Tee How  
Philip Ling  
Andrew Ang  
Leon Yee  
Roney Tan  
Secretary: Manager (Communications & Relations)

Staff in Attendance: ED

1. To formulate a fund raising strategy for the Association.
2. To oversee the fund raising activities and review their performance and appropriateness.
3. To oversee fund raising for the Scout Foundation.
4. To approve proposals for the use of the Scout Foundation funds.

## IV Building and Estate Committee

Chairman: Richard Yeong  
Members: Michael Ong  
Ho Chee Heng  
Malcolm Tan  
Alphonsus Gregory  
Roney Tan  
Secretary: Manager (Operations)

(Raymond Chia's advice will be sought when needed.)

Staff in Attendance: ED  
Director (SLDC-Camp)  
Director (Finance & HR)

1. To advise on management, enhancement and development of SSA's properties.
2. To review tender document pertaining to physical infrastructure.
3. To review and approve guidelines on the use of SSA facilities in HQ and Camp.
4. To review camp contract for renewal and recommend to Scout Council.



## Scout Council Sub-Committees 2019/2020

### V Communication and Partnership Committee

Chairman: Philip Chua  
Members: William Wan  
Lim Kar Yee  
Desmond Chong  
Darren Tay  
Dr Koh Kee Lee  
Cesar Balota  
Secretary: Manager (Communications & Relations)  
  
Staff in Attendance: ED  
Manager (IT & IR)

1. To strategise, direct and manage the overall effort of the Association in engaging and maintaining ties with the media, members, ex-members, parents, supporters and other key stakeholders.
2. To enhance the visibility and image of Scouting of the Association through media communication, social media, publicity and promotional activities.
3. To promote partnerships with relevant stakeholders.
4. To increase the public profile of SSA and strengthen the branding of scouting in Singapore.
5. To oversee the publication of all communication materials and management of such communication channels as websites, social media etc.

### VI Award Committee

Chairman: Tan Tee How  
Members: Philip Chua  
Ngien Hoon Ping  
Chief Commissioner  
Dr Jeffrey Ho  
Secretary: Manager (Training & Adult-in-Scouting)  
  
Staff in Attendance: ED

1. To consider and approve nominations for the DSA.
2. To consider and recommend nomination for Life Achievement Award to SC.
3. To recommend SSA leaders for National Awards.

### VII Audit and Risk Committee

Chairman: Tan Swee Ho  
Members: Ee Tiang Hwee  
Chief Commissioner  
Charles Phua  
Tan Cheng Kiong  
Secretary: Director (Finance & Admin)  
  
Staff in Attendance: ED

#### 1. Overseeing financial reporting

- Monitor the integrity of the financial information provided by the Association.
- Assess and challenge, where necessary, the correctness, completeness, and consistency of financial information before submitted to Scout Council (SC) for approval or made public.

## 2. Overseeing internal control including risk management

- Review the external and internal auditors' evaluation of the effectiveness of the internal control (including risk management) systems established by management.
- Review the Association's procedures for detecting fraud and whistleblowing, and ensure that arrangements are in place by which staff may, in confidence, raise concerns about possible improprieties in matters of financial reporting, financial control, or any other matters.
- Recommend good corporate governance procedures/practices to the SC.

## 3. Overseeing Internal Audit (IA) and External Audit (EA) processes

### Internal Audit (IA)

- Monitor and assess the role and effectiveness of the IA function (if any) in the overall context of the Association's risk management system.
- Review and approve the IA's plan.
- Ensure an adequate budget is allocated to the IA's function. Review IA's reports and monitor Management's responsiveness to IA's findings and recommendations.
- Ensure the IA has direct and unrestricted access to the AC.

### External Audit (EA)

- Oversees the Association's relations with the EA.
- Recommend to the SC the selection, appointment, reappointment, and resignation of the EA.
- Review the EA's audit fees and recommend it for approval by the SC.
- Monitor and assess the EA's independence.
- Review the scope, results and effectiveness of the EA.
- Review the EA's representation letters before consideration by the SC.
- Ensure the EA have direct and unrestricted access to the AC.

## 4. Reporting

- The AC shall report regularly to the SC on the exercise of its duties, identifying those matters which it considers require action or improvement, and making recommendations as to the step to be taken.

## 5. Risk management

- To oversee risk management and its mitigation.

## VIII Unit Performance and Recognition Committee

Chairman:	William Wan
Members:	Steve Ow Kim Lay Eng Anbarasan Thuraiamanikam Yang Chen
Secretary:	Manager (Operations)
Staff in Attendance:	ED UDCs

1. To put in place a suitable framework for promoting good unit performance.
2. To develop policies and strategies to improve unit performance.
3. To monitor and gather feedback on unit performance.
4. To review the structure, quota and criteria for unit recognition schemes.
5. To consider additional form of unit performance recognition.



## Scout Council Sub-Committees 2019/2020

### IX IT Committee

Chairman: Michael Ong  
Members: Ng Han Kim  
Lim Say Chionh  
Hoo Chuan Yang  
Edward Loh  
Secretary: Manager (International & IT)  
  
Staff in Attendance: ED  
Manager (Operations)

1. To review business processes of the Association.
2. To implement a new IT system for the Association so as to provide better services to members and units.
3. To review IT security measures.

### X Nominating Committee

Chairman: President  
Members: Chair of Establishment Committee  
Chief Commissioner  
Secretary: ED

1. To establish a framework and process for identifying suitable persons for succession to key SC, CC and professional positions.
2. To make related recommendations for development of successors to the various key posts.

### XI Sands Leadership Development Centre (to be considered for reconstitution as Company limited by guarantee and not for profit)

Chairman: Prof Leo Tan  
Members: Philip Chua  
SK Lai  
Philip Ling  
Chief Commissioner  
Secretary: Director (SLDC Programmes)  
  
Staff in Attendance: ED  
Director (Finance & HR)  
Manager (Scout Shop)

1. To monitor the progress of the Sands Leadership Development Centre.
2. To make recommendation on the future of the Centre beyond seed funding stage.
3. To oversee the operation of the Scout Shop with strong focus on turning it into a shop for outdoor adventure equipment.

### XII Others

YMAB (Maritime) – Philip Chua will chair. Disbanded as MOU has already expired, however will meet once a year.  
YAAB (Aviation) – Committee no longer meets because of the existence of signed agreement.



# Commissioner's Council 2019



**Mr Antong  
Shahrudin Rahmat**  
Chief Commissioner



**Dr Jeffrey Ho Kai Kwong**  
Dy Chief Commissioner /  
International Commissioner



**Mr Andrew Ang Kah Hin**  
Assistant Chief Commissioner  
(North)



**Mr Ho Chee Heng**  
Assistant Chief Commissioner  
(East)



**Mr Hoo Chuan Yang**  
Assistant Chief Commissioner  
(South)



**Mr Lim Say Chionh**  
Assistant Chief Commissioner  
(West)



**Dr Anbarasan  
Thuraiamanikam**  
National Operations  
Commissioner



**Mr Darren Tay Fuwen**  
National Communications  
Commissioner



**Dr Koh Kee Lee**  
National Partnership  
Commissioner



**Mr Yang Chen**  
National Programme  
Commissioner



**Mr Tan Kay Kerng**  
National Training  
Commissioner



**Mr Rishab Patwari**  
Interim National Rover  
Council, Chairperson



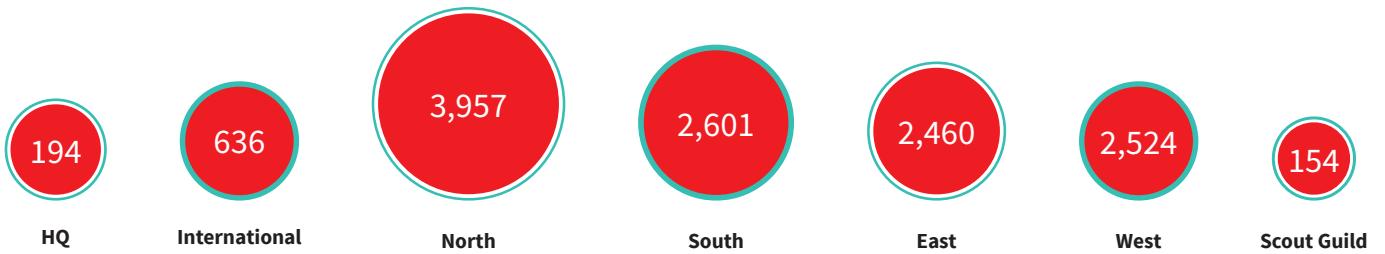
**Mr Gary Lim Swee Heng**  
Executive Director / Ex-Officio



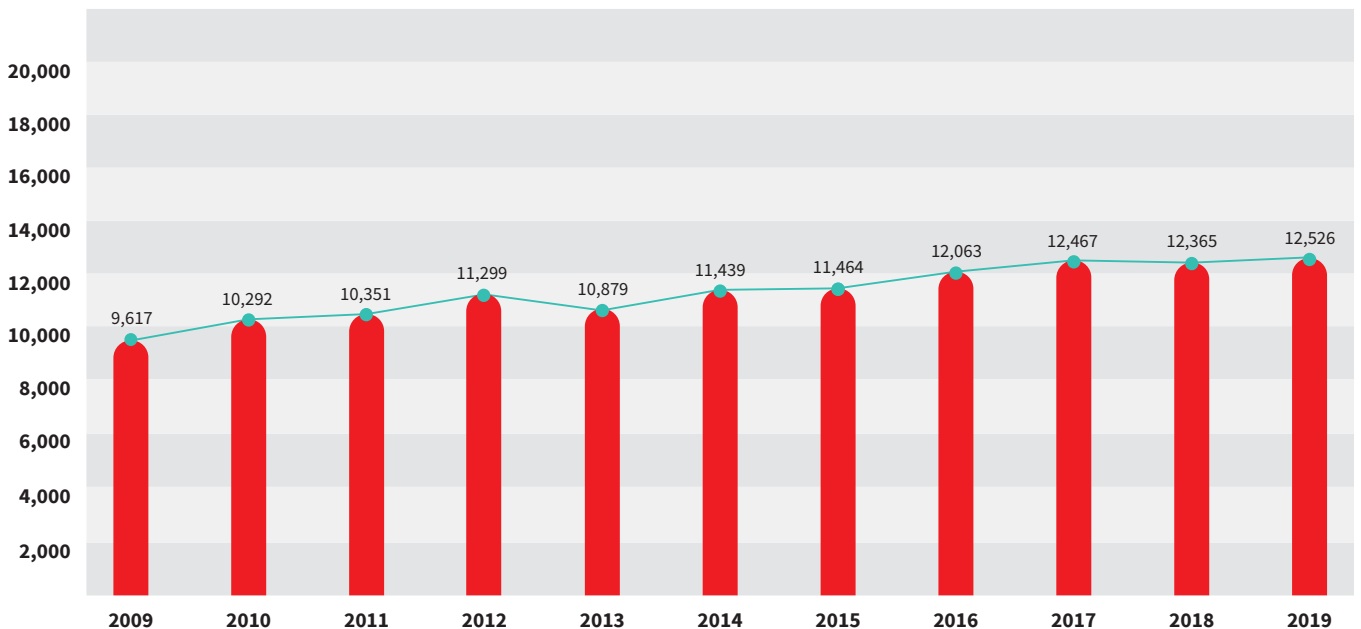
# Membership Census 2019

2019	HQ	International	North	South	East	West	Total
Cub Scouts	-	262	2,490	1,092	1,311	1,086	6,241
Scouts	-	280	839	888	705	1,018	3,730
Venture Scouts	-	-	138	199	123	133	593
Rover Scouts	-	-	92	116	35	36	279
Leaders & Commissioners/ Others	160	94	398	306	286	251	1,495
Full Time Staffs / Professionals	34	-	-	-	-	-	34
Scout Guild	154	-	-	-	-	-	154
<b>Total</b>	<b>348</b>	<b>636</b>	<b>3,957</b>	<b>2,601</b>	<b>2,460</b>	<b>2,524</b>	<b>12,526</b>

## Total Memberships



## Census 2009 - 2019



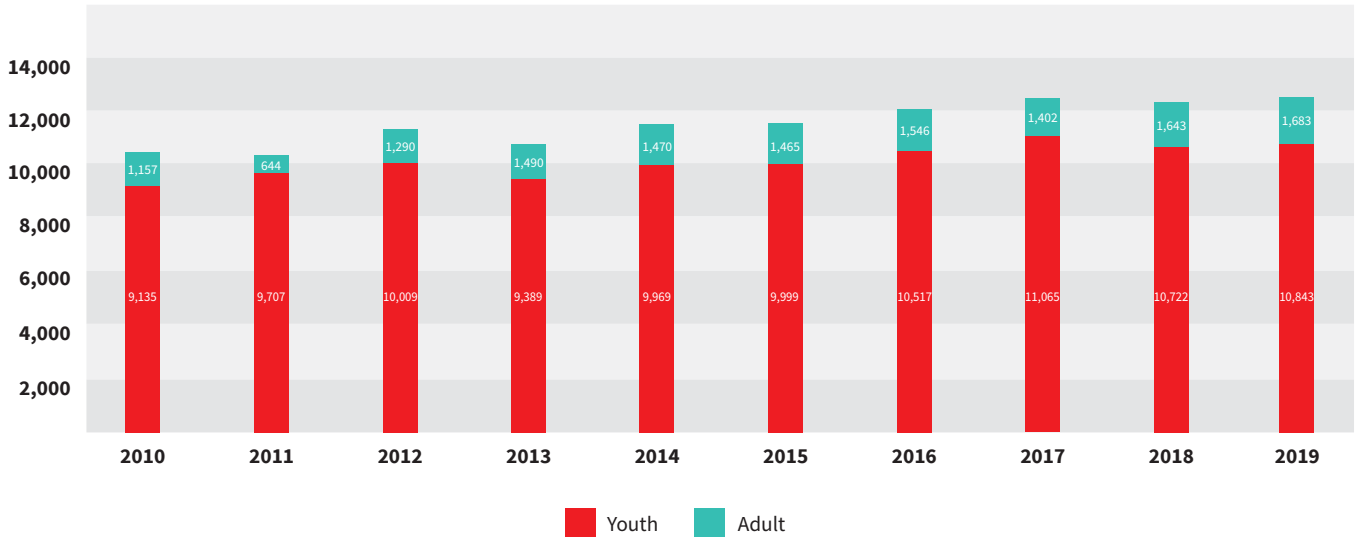




# National Membership Growth

In line with the vision of WOSM, Asia Pacific Region and the Singapore Scout Association, our team has continued supporting the strategic efforts for growth in youth membership as well as adult volunteers for both the schools and community-based scouting in 2019. Despite the many challenges faced by our association, like school mergers and reduction in youth population, our membership managed to maintain a modest growth bringing the total to 12,526 members. We have also seen more community scouting units established in all 4 Areas (North, South, East and West).

Membership Adult vs Youth 2019



National Membership Growth Team coordinated with the Unit Development Consultants and Area Membership Growth Teams to reach out to new schools and communities with the aim of setting up more community-based scout units and to provide support for School-based scouting units.

## Asia Pacific Region

At Asia Pacific Region, Edward Loh, the Asst National Membership Growth Commissioner attended the APR National Membership Growth Coordinators Meeting cum Seminar hosted at Kuala Lumpur, Malaysia on 18 to 20 August 2019.



## National Support for Growth

The Unit Development Consultants, together with the volunteer leaders, supported the schools in their open house and recruitment drive.

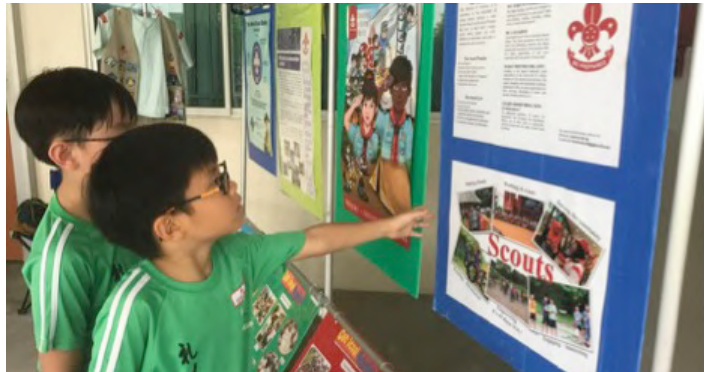
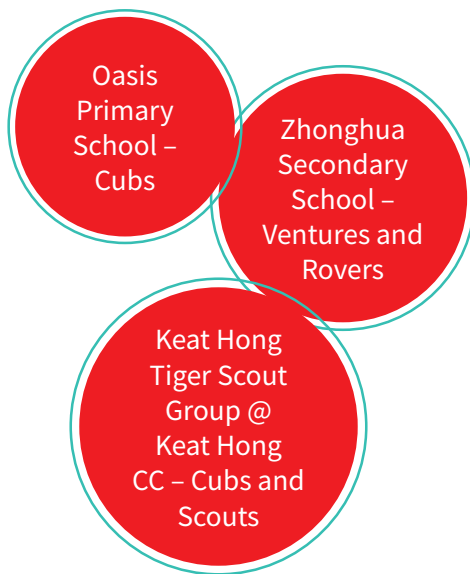


## Area Support for Growth

Area Unit Development Leaders with Unit Development Consultants regular visit to schools to support the unit leaders/teachers in guiding them to conduct programmes, activities, training and support in regular unit meetings.



## New Packs / Units Started in 2019



## Partnership and Collaboration with External Parties and Special Projects

Our Unit Development Consultants supported the following projects showcasing scouting and supporting recruitment drives

- Marsiling Community Center @ Marsiling Park – Recruitment Drive on 10 Mar 2019
- Youth Go (North East) @ Tampines cum Recruitment Drive on 16 Mar 2019
- Our Community Camp @ Our Tampines Hub cum Recruitment Drive on 23-24 Mar 2019
- Keat Hong Community Center – Keat Hong CC Scout Group Recruitment Drive on 6 Jul 2019
- Keat Hong Community Center – Keat Hong CC Scout Group Launch cum Recruitment Drive on 7 Sep 2019
- West Coast Community Center – West Coast CC Scout Group Recruitment Drive on 30 Mar and 17 Nov 2019



## Community Scouting

National Growth Team actively supported community scouting. There are many community scouting groups that are attached to Community Centers. These groups are open to both local and foreign residents staying around the neighbourhood. These groups also welcome family members and their friends to volunteer as leaders and support the group. Community Scouting can also be in a form of family-based scout unit where parents are serving as unit leaders.



# Area Reports



**Mr Andrew Ang Kah Hin**  
Assistant Chief Commissioner (North)



**Mr Chua Yong Liang**  
Assistant Area Commissioner (Training)



**Mr Ang Wee Jin**  
Assistant Area Commissioner (Programme)



**Mr Jimmy Bok Chun Xiang**  
Assistant Area Commissioner (Operations)

## North Area Cub Cooking Competition

Cub Cook out done at Chongfu School.

<b>13.4.2019</b>	
Adult Participants <b>12</b>	
Youth Participants <b>75</b>	
Staff / Helpers <b>6</b>	
Leader In Charge <b>Hakimah</b>	



## Walk to Remember

To mark the Bicentennial year of 2019, this is held in conjunction with the Bicentennial event in Bishan Stadium - a hike involving cubs and scouts to walk the historical path of the Bt Timah trail.

<b>16.4.2019</b>	
Adult Participants <b>35</b>	
Youth Participants <b>132</b>	
Staff / Helpers <b>12</b>	
Leader In Charge <b>Chua Yong Liang</b>	



## CLSC 1st Run @ Sengkang Green

The first run of the Cub Scout Leadership Course held at Sengkang Green Pri to train the cubs to be better leaders.

<b>15 ~ 16.4.2019</b>	
Adult Participants <b>15</b>	
Youth Participants <b>143</b>	
Staff / Helpers <b>15</b>	
Leader In Charge <b>Ang Wee Jin</b>	



## NA First Aid Competition

First Aid questions and scenarios are administered to cubs and see how many points would they score.

<b>27.4.2019</b>	
Adult Participants <b>12</b>	
Youth Participants <b>71</b>	
Staff / Helpers <b>7</b>	
Leader In Charge <b>Khalidah Goh</b>	



## CSLC 2nd Run at Terror Sea Scout Campsite

The second run of the Cub Scout Leadership Course held at Terror Sea Scout Campsite to train the cubs to be better leaders.

<b>31.5 ~ 2.6.2019</b>	
Adult Participants <b>30</b>	
Youth Participants <b>177</b>	
Staff / Helpers <b>30</b>	
Leader In Charge <b>Ang Wee Jin</b>	



## Plane Derby

Cubs pit themselves against each other in a series of aviation related segments by making the fastest, furthest flying paper plane.

<b>28.9.2019</b>	
Adult Participants <b>12</b>	
Youth Participants <b>111</b>	
Staff / Helpers <b>10</b>	
Leader In Charge <b>Ang Wee Jin</b>	



## NA End of year Superheroes Camp

North Area holds its Annual Bonding Camp for all cubs to enjoy, with thematic activities (Superheroes for this year). Experience a fun camp for all.

<b>25 ~ 27.11.2019</b>	
Adult Participants <b>24</b>	
Youth Participants <b>201</b>	
Staff / Helpers <b>30</b>	
Leader In Charge <b>Ang Wee Jin</b>	



## River Hike 2019

Cubs hike the scenic and historical site of the Singapore River downstream from the colorful Alkaff Bridge to the Fullerton Hotel

<b>16.4.2019</b>	
Adult Participants <b>6</b>	
Youth Participants <b>74</b>	
Staff / Helpers <b>5</b>	
Leader In Charge <b>Ang Wee Jin</b>	



## Scout Leadership Course 1st Run at Zhonghua Sec

The first run of the Scout Leadership Course held at Zhonghua Sec to train the scouts to be better leaders.

<b>22 ~ 24.3.2019</b>	
Adult Participants <b>6</b>	
Youth Participants <b>84</b>	
Staff / Helpers <b>20</b>	
Leader In Charge <b>Ang Wee Jin</b>	



## CSLC 4th Run at Nanyang Pri

The fourth and last run of the Cub Scout Leadership Course held at Nanyang Pri to train the cubs to be better leaders.

<b>30 ~ 31.8.2019</b>	
Adult Participants <b>30</b>	
Youth Participants <b>205</b>	
Staff / Helpers <b>25</b>	
Leader In Charge <b>Khalidah Goh</b>	



## North Area Rover Induction Camp 1st Run

The Rover Induction Camp is a camp designed for new Rovers who want to have a taste of Rover Life. Full of challenges and excitement, fun and learning of the ropes of a Rover Scout.

<b>28 ~ 29.12.2019</b>	
Adult Participants <b>2</b>	
Youth Participants <b>6</b>	
Staff / Helpers <b>2</b>	
Leader In Charge <b>Lee Seng Hui</b>	



## Venture Foundation Course

The 2nd Run of the Venture Foundation Course aims at introducing newly appointed Ventures to have a taste of what venturing life is about, in the wilds of Pulau Ubin. Chock full of fun and learning.

<b>28.9.2019</b>	
Adult Participants <b>2</b>	
Youth Participants <b>27</b>	
Staff / Helpers <b>8</b>	
Leader In Charge <b>Jouis Chua</b>	



# Area Reports



## SLC Nov Intake

This SLC aim to train patrol leaders so they could lead by harnessing the strengths and limits of Scouts in the patrol.

<b>1 ~ 10.11.2019</b>	
Adult Participants <b>45</b>	
Staff / Helpers <b>17</b>	
Leader In Charge <b>Cai Wenchuan</b>	



## Scout Orienteering Course

The course would adopt a flexible schedule to allow scouts the flexibility of working the program and assessment dates into their own schedule. It would also adopt the Asset Light Model (ALM).

<b>6.4 ~ 22.6.2019</b>	
Adult Participants <b>7</b>	
Youth Participants <b>60</b>	
Staff / Helpers <b>7</b>	
Leader In Charge <b>Joshua Koe Kok Tong</b>	



Mr Hoo Chuan Yang  
Assistant Chief Commissioner  
(South)



Mr Tan Yuen Shet Alan  
Assistant Area Commissioner  
(Training)



Mr Kong Seng Quee  
Assistant Area Commissioner  
(Programme)



Ms Carolyn Phillips  
Assistant Area Commissioner  
(Operations)

## 2019 South Area Scout Leadership Course - Second Intake

The Area SLC 2nd Intake was held at the Sarimbun Scout Camp. 6 units participated. Emphasis on logistic planning, role playing, execution and feedback on their plan was imparted onto the participants.

<b>12 ~ 15.12.2019</b>	
Adult Participants <b>8</b>	
Youth Participants <b>40</b>	
Staff / Helpers <b>5</b>	
Leader In Charge <b>Fong Kah Chun</b>	



## South Area Cooking Course & Cook-off

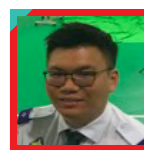
Saturday, 6th July 2019 and Saturday, 13th July 2019

- **Course**
- Saturday, 7th September 2019
- **Cook Off**
- 1 adult & 3 venture
- **Venture to Adult section**
- 14 Cub Scout
- **Cubs version**

<b>7.9.2019</b>	
Adult Participant <b>1</b>	
Youth Participants <b>36</b>	
Staff / Helpers <b>8</b>	
Leader In Charge <b>Jerrold Chan</b>	



Mr Ho Chee Heng  
Assistant Chief Commissioner  
(East)



Mr Alaric Leong Keng Wah  
Assistant Area Commissioner  
(Training)



Mr Mohd Fareeq B Othman  
Assistant Area Commissioner  
(Programme)



Mr Jeremy Tan Kian Seng  
Assistant Area Commissioner  
(Operations)

## Scout Leadership Course

This course facilitates the learning of scouts in acquiring the skills for leadership.

<b>6 ~ 9.6.2019</b>	
Youth Participants <b>106</b>	
Staff / Helpers <b>25</b>	
Leader In Charge <b>Marcus Tan Yi Yong</b>	



## Cub Scout Leadership Course 2

The course aims to inculcate values, leadership skills and aspire cub scouts to excel in their appointment as Sixers, a pre-requisite for the akela award, the highest award for the cub scout section.

<b>25 ~ 27.11.2019</b>	
Adult Participants <b>11</b>	
Youth Participants <b>88</b>	
Staff / Helpers <b>15</b>	
Leader In Charge <b>Md Azhari Dzulkifli</b>	



## Explorer Camp

The Explorer Camp is organised to provide avenue for the cub scouts to complete their badgeworks while enjoying outdoor learning, inculcate values and provide skills for life to cub scouts.

<b>9 ~ 10.6.2019</b>	
Adult Participants <b>97</b>	
Staff / Helpers <b>20</b>	
Leader In Charge <b>Yang Ziyi</b>	



## Field Day

The Area Field day is an opportunity for our Scouts of all ages to come together and bond scout fellowship through active participation in games and friendly competitions.

<b>2.11.2019</b>	
Adult Participants <b>516</b>	
Staff / Helpers <b>20</b>	
Leader In Charge <b>Ho Chee Heng</b>	



## West Area Campfire 2019

The Campfire is an annual event held in our Area not only to gather scouts of different section to enjoy the event but also to show appreciation to anyone whom had work hard for the Area.



**Mr Lim Say Chionh**  
Assistant Chief Commissioner  
(West)



**Mr Lam Tat Wai**  
Assistant Area Commissioner  
(Training)



**Mr Azmi Bin Azeman**  
Assistant Area Commissioner  
(Programme)



**Mr Muhammad Reza Bin Sulaiman**  
Assistant Area Commissioner  
(Operations)

## CSLC (WEST)

The Course aims to prepare the cub scouts who successfully complete the course for appointment of Sixers and Senior Sixers in their individual units.

<b>5 ~ 7.7.2019</b>	
Adult Participants <b>20</b>	
Youth Participants <b>100</b>	
Staff / Helpers <b>30</b>	
Leader In Charge <b>Mohamad Shafri Bin Amat Noh Sulaiman</b>	



## West Area SLC02

Leadership Course conducted for Senior Scouts (Sec 2 & above).

<b>1 ~ 3.6.2019</b>	
Adult Participants <b>15</b>	
Youth Participants <b>91</b>	
Staff / Helpers <b>34</b>	
Leader In Charge <b>Foo Say Kin</b>	



<b>31.8.2019</b>	
Adult Participants <b>70</b>	
Youth Participants <b>500</b>	
Staff / Helpers <b>70</b>	
Leader In Charge <b>Muhammad Reza Sulaiman</b>	





# Fund Raising Collections 2019

The Singapore Scout Association played an imperative role in the holistic development of youths through a myriad of activities and programmes. Fundraising forms part of our income to help support Scouting activities and fund purchases of resources for the Scout Units. The funds are also used to foster learning and friendships through Jamborees and Goodwill trips.

Job Week Collection Summary 2019	
North	\$ 153,821
South	\$ 188,111
East	\$ 144,677
West	\$ 119,937
Donations	\$ 102,000
<b>Grand Total</b>	<b>\$ 708,546</b>

Donation Draw Collection Summary 2019	
North	\$ 64,300
South	\$ 53,791
East	\$ 54,264
West	\$ 39,080
Seniors-In-Scouting	\$ 849
Donations	\$ 48,758
Others	\$ 2,532
<b>Grand Total</b>	<b>\$ 263,574</b>

Singapore Scout Guild Collection 2019	
Guild Charity Golf	\$ 21,679

Projected Income & Expenditure 2019		
Fundraising Events	Income	Expenditure
Job Week	\$ 800,000	\$ 13,000
Donation Draw	\$ 450,000	\$ 55,500
Guild Charity Golf	\$ 100,000	\$ 30,960

Previous Job Week	
Year	Collection
2009	\$ 601,823
2010	\$ 617,874
2011	\$ 782,538
2012	\$ 804,356
2013	\$ 790,821
2014	\$ 806,673
2015	\$ 781,758
2016	\$ 726,384
2017	\$ 690,776
2018	\$ 653,827
2019	\$ 708,546

Previous Donation Draw	
Year	Collection
2009	\$ 354,628
2010	\$ 381,506
2011	\$ 397,008
2012	\$ 379,516
2013	\$ 391,636
2014	\$ 450,247
2015	\$ 430,157
2016	\$ 362,851
2017	\$ 279,230
2018	\$ 359,073
2019	\$ 263,574



## National Programme Council



National Programme Commissioner  
**Mr Yang Chen**

Assistant National Programme Commissioner  
**Mr Lin Weiquan**

Programme Commissioner (Special Needs)  
**Mr Anis Ponijo**

Programme Commissioner (Air)  
**Mr Tong Chee San**

Programme Commissioner (World Programmes)  
**Mr Tan Sijie**






Programme Commissioner (Sea)  
**Mr Michael Ng**


## Cub Scout Section

Cub Scouts are boys and girls between the ages of seven and twelve and a half. The objective of the Cub Scouts programme is to provide a group environment which is intellectually stimulating, physically vital and directed towards satisfying the child's basic need to face and overcome challenges. Self-developmental activities are well-entrenched components of the overall drive towards encouraging "Fun & Discovery" amongst the Cubs and are achieved largely through games and interaction in small groups.

### Cub Scout Mind Quiz

The objective of the Quiz is to encourage our Cub Scouts to learn more about Scouting and the world we live in.

<b>9.3.2019</b>	
Adult Participants <b>40</b>	
Youth Participants <b>139</b>	
Staff / Helpers <b>40</b>	
Leader In Charge <b>Dorothy</b>	



### Cub Scout Gang Show

The Gang Show provides a healthy avenue for Cub Scouts to showcase their talents. The objective is to empower young people to make a positive contribution to society through performances.

<b>27.7.2019</b>	
Adult Participants <b>86</b>	
Youth Participants <b>262</b>	
Staff / Helpers <b>86</b>	
Leader In Charge <b>Dorothy</b>	

## Scout Section

Scouts is for young people aged between twelve and sixteen. At this point in their lives, Scouts show great enthusiasm for activities that give them a sense of achievement and identity. These tailored activities create experiences in which Young People develop character while having fun.



### Kindness Badge Award Ceremony 2019

The award recognizes the efforts of schools and students who have inspired the values of respect, social and self responsibility, selflessness and love behind the acts of our kind young people.

<b>8.11.2019</b>	
Adult Participants <b>16</b>	
Staff / Helpers <b>3</b>	
Leader In Charge <b>Dorothy</b>	






## Venture Scout Section

The Venture Scout Programme is for youths between the ages of fifteen to eighteen. The programme focuses on activities that promote adventure, group life and advancement.

### NYAA Gold Award Presentation Ceremony

The NYAA Gold Award Ceremony celebrates the tireless efforts of our Scouts in various community services and leadership initiatives.

<b>4.10.2019</b>	
Adult Participants <b>17</b>	
Leader In Charge <b>Dorothy</b>	



## Special Needs Scout Branch

The Special Needs (SN) Programme, one of the branches of the Scout Programme, is designed especially for Scouts (both boys and girls) with disabilities including, but not limited to, mild intellectual disability, global developmental delay, Down syndrome, Autism Spectrum Disorder and Cerebral Palsy.

### Special Needs Scout Campfire 2019

“Celebrating the 200th anniversary of Singapore’s founding”, an annual Special Needs Scout Campfire 2019 led by LGS Lynx Scout Group.

<b>16.3.2019</b>	
Adult Participants <b>6</b>	
Youth Participants <b>79</b>	
Staff / Helper <b>1</b>	
Leader In Charge <b>Sidah Jasmin / Anis Ponijo</b>	

### Special Needs Scout Camp 2019

Annual Special Needs Scout Camp 2019 at Fernvale Gardens School (MINDS) led by METTA Scout Group supported by Fernvale Gardens Scout Group, planned and facilitated by our Rover Scouts.

<b>27 ~ 28.7.2019</b>	
Adult Participants <b>21</b>	
Youth Participants <b>107</b>	
Staff / Helper <b>1</b>	
Leader In Charge <b>Norhaiza / Anis Ponijo</b>	



## Air Scout Branch

### Inspiring Aviators Dialogue by CAAS

Air Scouts are inspired by the sharing from Mr Leo Jeoh, Head of the Skyways Program – Airbus’ Urban Air Delivery development in Singapore about future of unmanned air vehicles and aviation!

<b>29.3.2019</b>	
Adult Participants <b>7</b>	
Youth Participants <b>40</b>	
Staff / Helper <b>1</b>	
Leader In Charge <b>Lee Pui Ling</b>	

### 2nd Inspiring Aviators Dialogue by CAAS

Air Scouts learnt from Mr Bernard Lim, Senior Director for Int'l Relations & Security from Ministry of Transport about the sustainable development of the aviation industry and key challenges ahead.

<b>25.10.2019</b>	
Adult Participants <b>4</b>	
Youth Participants <b>25</b>	
Staff / Helper <b>1</b>	
Leader In Charge <b>Lee Pui Ling</b>	

## Air Scout Branch

### Basic Quadcopter Instructor Course Singapore Youth Flying Club (SYFC)

This programme was conducted by (SYFC), it aims to train Air Leaders and Patrol Leaders (PLs) with in-depth knowledge about Quadcopter, they are to impart the skills and knowledge back to their units.

<b>29.3.2019</b>	
Adult Participants <b>3</b>	
Youth Participants <b>12</b>	
Staff / Helpers <b>3</b>	
Leader In Charge <b>Tong Chee San</b>	



### The Inaugural Aviation Challenge Shield (ACS)

It is an Air Scouting's signature programme with supported from (CAAS). The youths acquired skills and knowledge in aviation through the application of concepts in STEM with Air Scouting elements.

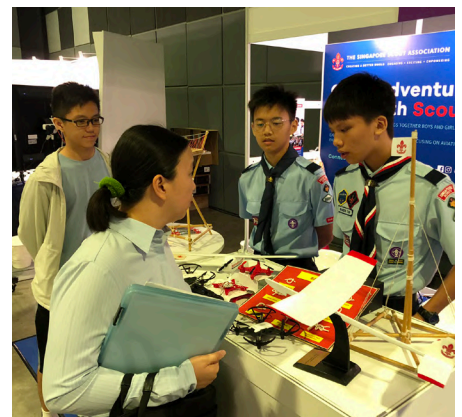
<b>8.6.2019</b>	
Adult Participants <b>12</b>	
Youth Participants <b>28</b>	
Staff / Helpers <b>16</b>	
Leader In Charge <b>Tong Chee San / Lee Pui Ling</b>	



### Aviation Open House (AOH) 2019

Air Scouts conducted at three sessions of public workshop on constructing of rubber powered glider for approximately 120 members of the public.

<b>15 ~ 17.8.2019</b>	
Adult Participants <b>3</b>	
Youth Participants <b>120</b>	
Staff / Helpers <b>20</b>	
Leader In Charge <b>Lee Pui Ling</b>	



### Young Aviators' Badge (YAB) Programme

A total of 758 Cubs and Scouts have gained knowledge in the principles of flight and awareness on aviation career through a series of fun activities, including glider building.

<b>1.1 ~ 31.10.2019</b>	
Youth Participants <b>758</b>	
Staff / Helpers <b>30</b>	
Leader In Charge <b>Lee Pui Ling</b>	



## Air Scout Branch

### SYFC Work In to Flying Training (SWIFT) Programme

A total of 14 Scouts have been selected and completed the 4 half days of aviation trainings conducted by Singapore Youth Flying Club (SYFC). They have been awarded Basic Flying Phrase Badge from SSA.

<b>19 ~ 22.11.2019</b>	
Adult Participants <b>6</b>	
Youth Participants <b>14</b>	
Staff / Helper <b>1</b>	
Leader In Charge <b>Tong Chee San</b>	



### Flight Experience Program (FEP) at Singapore Youth Flying Club (SYFC)

A total of 6 Air Scouts were selected through the Flight Experience Program (FEP) on a light Aircraft Diamond DA-40.

<b>13.7.2019</b>	
Adult Participants <b>3</b>	
Youth Participants <b>6</b>	
Staff / Helpers <b>2</b>	
Leader In Charge <b>Tong Chee San</b>	



### ECG Symposium 2019 Organised by MOE

During the ECG Symposium 2019, Air Venture Scout had a great time sharing his passion about aviation and his skills on how to manoeuvre a drone safely to more than 150 visitors to our booth.




<b>3 ~ 4.4.2019</b>	
Adult Participants <b>3</b>	
Youth Participants <b>150</b>	
Staff / Helpers <b>3</b>	
Leader In Charge <b>Lee Pui Ling</b>	



## Sea Scout Branch

### Singapore Canoe Federation - Singapore Canoe Marathon

A total of 8 teams represented the SSA at the SCF's Singapore Canoe Marathon (UG Men Category, with Tanjong Katong Scout Team finishing in 2nd place and Beatty Scout Team in 3rd place.

<b>20.1.2019</b>	
Youth Participants <b>24</b>	
Staff / Helpers <b>2</b>	
Leader In Charge <b>Melvin Chen</b>	



### Basic Dragon Boat Course

On 24 Feb 19, a group of Scouts and Leaders participated the Basic Dragon Boating Course at the Kallang Watersports Centre, organised by the Sea Scout Programme Council.

<b>24.2.2019</b>	
Adult Participants <b>10</b>	
Youth Participants <b>25</b>	
Staff / Helpers <b>2</b>	
Leader In Charge <b>Michael Ng</b>	



## Sea Scout Branch

### Basic Windsurfing Course

2 Groups of Scouts and Unit Leaders participated in the Basic Windsurfing Proficiency Badge Course conducted by Sea Scout Programme Council at the National Sailing Centre, East Coast Park.

<b>30 ~ 31.3.2019</b>	
Adult Participants <b>5</b>	
Youth Participants <b>13</b>	
Staff / Helpers <b>3</b>	
Leader In Charge <b>Michael Ng</b>	



### Basic SCUBA and Free Diving Course

14 Scouts achieved the SCUBA Diver (Basic) and Skin Diver (Basic) proficiency badges, through the Try SCUBA and Basic Freediving Course organized by Sea Scout Programme Council.

<b>27 ~ 28.4.2019</b>	
Youth Participants <b>14</b>	
Staff / Helpers <b>2</b>	
Leader In Charge <b>Gif Eng</b>	



### Sea Scout Pow Wow

The Sea Scout Programme Council held its annual Sea Scout Pow Wow at The Singapore Scout Association Headquarters to engage Sea Scout Leaders on the implementation of Sea Scouting in Singapore.

<b>23.6.2019</b>	
Adult Participants <b>10</b>	
Staff / Helpers <b>8</b>	
Leader In Charge <b>Lin Weiquan</b>	



### Singapore Maritime Academy - SMART Programme

During the ECG Symposium 2019, Air Venture Scout had a great time sharing his passion about aviation and his skills on how to manoeuvre a drone safely to more than 150 visitors to our booth.

<b>10.7.2019</b>	
Youth Participants <b>39</b>	
Staff / Helpers <b>2</b>	
Leader In Charge <b>Melvin Chen</b>	



### Sea Scout Kayak Rally

The annual Sea Scout Kayak Rally had 8 teams from 4 Scout Groups coming together to compete for the Kayak Rally Challenge Shield. A new activity design also achieved greater fun and interaction.


<b>20.7.2019</b>	
Youth Participants <b>24</b>	
Staff / Helpers <b>8</b>	
Leader In Charge <b>Justin Lee</b>	



## Sea Scout Branch

### MPA Learning Journey

The Scouts toured the Singapore Maritime Gallery to learn about our maritime history and industry. After the gallery visit, a special ferry tour brought them past Raffles Lighthouse on Pulau Satumu.

<b>13.7.2019</b>	
Youth Participants <b>116</b>	
Staff / Helpers <b>2</b>	
Leader In Charge <b>Melvin Chen</b>	



### Pioneer Award Exploration (Sea)



The Sea Scout Programme Council conducted the Pioneer Award Exploration (Sea) and for a Venture Sea Scout and his companions striving towards the President's Scout Award, in the East Johor Straits.

<b>21 ~ 22.9.2019</b>	
Youth Participants <b>4</b>	
Staff / Helpers <b>4</b>	
Leader In Charge <b>Melvin Chen</b>	



### Sea Scout Leader Training Course

The 2nd SSLTC was conducted for new Sea Scout Leaders and Scout Leaders interested in Sea Scouting. They underwent a ship-out to find out how to conduct core skills activities safely and effectively.

<b>21 ~ 22.9.2019</b>	
Adult Participants <b>10</b>	
Staff / Helpers <b>8</b>	
Leader In Charge <b>Lin Weiquan</b>	



### SSLTC – Introduction to Sailing

The SSLTC Module – Introduction to Sailing Activity saw participants trying out dinghy and keelboat sailing. The orientation gave them confidence in implementing sailing for their Scouts.

<b>9.11.2019</b>	
Adult Participants <b>8</b>	
Staff / Helpers <b>4</b>	
Leader In Charge <b>Lin Weiquan</b>	



## Betterworld Programmes



The Better World Framework was initiated by the World Organisation of the Scout Movement, and it seeks to synergise and have a collaborative effort across the three World Programmes and other secondary International Programmes. The Singapore Scout Association has taken a step further by synchronising the criteria of the World Programmes and matched them to the sectional programmes across all the echelons.

All the guidelines for the three World Programmes – Scouts of the World Award, World Scout Environment Programme and Messengers of Peace were revealed along with the launch of The Singapore Scout Association's Better World Framework in January 2017.

For more information: <http://scout.sg/betterworld>

## Betterworld Programmes

### 15th Scouts of the World Award Discovery Workshop

An initiative to empower and engage youths to take action of world importance based on universal values of freedom, tolerance, equality, respect for nature, and shared responsibilities.

15 ~ 17.3.2019	
Adult Participants <b>5</b>	
Youth Participants <b>15</b>	
Staff / Helper <b>1</b>	
Leader In Charge <b>Jason Lim / Tan Sijie</b>	



### Earth Hour 2019

Making this year's celebration even better for the Earth, this is WWF's first zero-waste event. It coincides with the year-long campaign that marks 2019 as the Year Towards Zero Waste in Singapore.

30.3.2019	
Adult Participants <b>21</b>	
Youth Participants <b>200</b>	
Staff / Helpers <b>5</b>	
Leader In Charge <b>Calvin Luo / Tan Sijie</b>	



### Project Orion X – Roving with Turtles

Project Orion focuses on marine turtle conservation and community development work in Terengganu. 6 ventures and rovers collaborating with WWF and PEWANIS, a local partner in Kampung Mangkok, Setiu.

16 ~ 30.6.2019	
Adult Participants <b>1</b>	
Youth Participants <b>8</b>	
Leader In Charge <b>Ta Yu Kai / Tan Sijie</b>	



## Adults In Scouting

### Adult Leaders' Training

#### ASARC / Wood Badge Centenary Course For Leader Trainers Singapore

7 Local and 12 Overseas from ASARC Region (Hong Kong, Indonesia, Maldives, Malaysia and Philippines) attended from 15-20 October 2019 held at Sands Training Institution, Sarimbun Scout Camp.

15 ~ 20.10.2019	
Adult Participants <b>19</b>	
Staff / Helpers <b>15</b>	
Leader In Charge <b>Malcolm Tan Ban Hoe</b>	





# Adults In Scouting

## Adult Leaders' Training

### Certificate in Applied Outdoor Education (CAOE) – Part 1

15 adult leaders & rovers attended the CAOE Part 1 on 13 July 2019 held at Hwa Chong Institution.

<b>13.7.2019</b>	
Adult Participants <b>15</b>	
Staff / Helpers <b>11</b>	
Leader In Charge <b>Andrew Hong</b>	

### Certificate in Applied Outdoor Education (CAOE) – Part 1

Intake 2 – A total of 42 adult leaders & rovers attended the CAOE Part 1 on 8 & 9 November 2019 held at Yuan Ching Secondary School.

<b>8 ~ 9.11.2019</b>	
Adult Participants <b>42</b>	
Staff / Helpers <b>15</b>	
Leader In Charge <b>Jacob Lam</b>	

### Certificate in Applied Outdoor Education (CAOE) – Part 2

A total of 25 adult leaders & rovers attended the CAOE Part 2 on 15 & 16 November 2019 held at the Singapore Scout Association.

<b>15 ~ 16.11.2019</b>	
Adult Participants <b>25</b>	
Staff / Helpers <b>10</b>	
Leader In Charge <b>David Wong</b>	

### Specialist Skill Course (Campcraft)

9 adult leaders and rovers attended the Specialist Skill Course (Campcraft) from 31 May 2019 to 2 June 2019 held at Sands Training Institution, Sarimbun Scout Camp.

<b>31.5 ~ 2.6.2019</b>	
Adult Participants <b>9</b>	
Staff / Helpers <b>4</b>	
Leader In Charge <b>Melvin Chen</b>	



### Specialist Skill Course (Exploration)

3 adult leaders and rovers attended. Theory was conducted on 9 & 16 March 2019 held at Raffles Institution, residential was from 23-24 March 2019 held at Pulau Ubin.

<b>9 ~ 24.3.2019</b>	
Adult Participants <b>3</b>	
Staff / Helpers <b>3</b>	
Leader In Charge <b>Hoo Chuan Yang</b>	



### Specialist Skill Course (Pioneering)

8 adult leaders and rovers attended from 4 to 6 October 2019 held at Sands Training Institution @ Sarimbun Scout Camp.

<b>4 ~ 6.10.2019</b>	
Adult Participants <b>8</b>	
Staff / Helpers <b>6</b>	
Leader In Charge <b>Raymond Chua</b>	





# Singapore Scout Guild

## THE SINGAPORE SCOUT GUILD ANNUAL REPORT 2019

The new Management Committee for 2019/2021 were as follows:-

Advisors	Prof. Tommy Koh Dr Tan Cheng Bock Mr Ng Ser Miang Mr Tan Kee Lian Roney Dr Tan Guong Ching Mr Nicholas Tang Ning
President	Mr Ranvir Kumar Singh
Vice Presidents	Mr Bay Yew Chuan Mr Malcolm Tan Ban Hoe Mr Mohamed Fauzi Bin Salim Talib
Secretary	Ms Vivien Ann Woodford
Assistant Secretary	Ms Noraini Bte Mohamad
Treasurer	Mr Ng Chuen Ser
Assistant Treasurer	Mr Gabriel Tham Cheng Qian
Information Secretary	Mr Samuel Poh
Honorary Auditor	Dr Mohd Effendy Bin Rajab Mr Chee Yan Pong (ACS)
Members	Mr Stephen Goh Mr Pang Boon Hee Mr Tan Hua Chiow Mr Andrew Ang Mr Hashim bin Harun Mr Tan Tek Tin Mr Wong Yew Siang

### World Scarf Day 2019

2019 marks the 25th anniversary of the Singapore Scout Guild. The event was held on (Sat) 3 August 2019 at The Grassroots' Club. A total of 247 Scout Guild members and Scout members attended the dinner event.



### Scout Guild Charity Golf 2019





The Scout Guild Charity Golf Tournament was held at the Orchid Country Club on 27 September 2019. A total of 118 golfers and their diners participated in the golf tournament were at the tee-off and the appreciation dinner at the event. Guest-of-Honour was Mr Yatiman Yusof.



## National Events

### Chingay 2019 – Keep Singapore Clean Outreach

PHC and Chingay will be conducting a litter-free outreach programme to the members of the public. It to educate the event-goers to pick up the litters after themselves and to keep the venue clean.

<b>15.2.2019</b>	
Adult Participants <b>10</b>	
Youth Participants <b>51</b>	
Leader In Charge <b>Kenji Tan</b>	



### 1st Asean Seaboree

This Camp is a fun and interactive camp with activities from SCUBA diving to Sailing. The programme activities will allow the participants to learn and have fun and understand the Sea Scout programme.

<b>6 ~ 9.12.2019</b>	
Adult Participants <b>151</b>	
Youth Participants <b>275</b>	
Staff / Helpers <b>59</b>	
Leader In Charge <b>Melvin Chen</b>	



### SSA Photography Contest 2018

The 3rd edition of SSA Photography Contest announced 17 proud winners as they brought their creative visions to life.

<b>25.9.2018 ~ 27.4.2019</b>	
Adult Participants <b>9</b>	
Youth Participants <b>49</b>	
Staff / Helpers <b>4</b>	
Leader In Charge <b>Rishab Patwari</b>	



### ASEAN Scout Youth Forum

Young People and Community Involvement, this forum is a platform for Young People to be engaged in discussions relevant to Community Involvement programme that impact Sustainable Development Goals.

<b>12 ~ 15.9.2019</b>	
Adult Participants <b>15</b>	
Youth Participants <b>770</b>	
Staff / Helpers <b>3</b>	
Leader In Charge <b>Lim Wei Yung</b>	



### NDP 2019 Marching Contingent

SSA was represented at NDP 2019 through our continued participation of our marching contingent, comprising of Scouts, Venture Scouts and Rover Scouts.

<b>30.3 ~ 9.8.2019</b>	
Adult Participants <b>10</b>	
Youth Participants <b>43</b>	
Leader In Charge <b>Nordin Salleh</b>	



## A Singapore Bicentennial Scout Trek 2019

Singapore commemorated 200 years since the arrival of Sir Stamford Raffles onto Singapore. To Commemorate this occasion, SSA held an upscale total of 200km trek for Founder's Day celebrations which was known as Singapore Bicentennial Scout Trek. The trek ended with a Carnival on 23 February 2019 at Bishan Stadium. We were honoured to have Minister Chan Chun Sing walking the last leg of the trek from Raffles Institution with 761 scouts to Bishan Stadium. The Carnival featured games and Scouts' Craft stations for the scouts to try. Minister also launched the Scouting Light App as part of the celebrations.

<b>23.2.2019</b>	
Adult Participants <b>320</b>	
Youth Participants <b>3574</b>	
Staff / Helpers <b>140</b>	
Leader In Charge <b>Lim Say Chionh</b>	



## Good Deeds Day 2019

GDD2019 was held in partnership with NTUC Fairprice. Scouts and Cubs from Hwa Chong Institute, Queenstown Secondary and Phoenix Scout Group were deployed to various NTUC Fairprice outlets throughout Singapore to share Singapore's goal of 'Towards Zero Waste' through the 5Rs of sustainability. Scouts and Adults Leaders from SSA also took part in the campaign by inviting their friends and families to make a pledge #towardszerowaste. In total, more than 2000 members of public made a pledge towards contributing to sustainability.

<b>7.9.2019</b>	
Adult Participants <b>20</b>	
Youth Participants <b>100</b>	
Staff / Helpers <b>5</b>	
Leader In Charge <b>David Wong</b>	



## International Events

### 24th World Scout Jamboree

The World Scout Jamboree is an educational event that brings together the world's young people aged 14 - 17 to promote peace and mutual understanding and to develop leadership and life skills.

<b>27.7 ~ 4.8.2019</b>	
Youth Participants <b>9</b>	
Staff / Helpers <b>4</b>	
Leader In Charge <b>Hoo Chuan Yang</b>	



## International Events

### 18th National Rover Moot - Jeollabuk-do, South Korea

This rover moot was held in commemoration of the 100th years of roving. 150 Rover Scouts around the region attended the event

<b>13 ~ 15.8.2019</b>	
Youth Participants <b>2</b>	
Leader In Charge <b>Lee Seng Hui</b>	



### West Area Singapore-Macau Scout Camporee 2019

Through this 7 day 6 night exchange, the Singapore scouts learnt more about the history and culture of Macau, and also made many Macau friends.

<b>29.11 ~ 5.12.2019</b>	
Adult Participants <b>15</b>	
Youth Participants <b>72</b>	
Staff / Helpers <b>15</b>	
Leader In Charge <b>Serene Tan</b>	






### 3rd World Scout Education Congress

Rio de Janeiro , Brazil.

<b>9.12 ~ 11.12.2020</b>	
Adult Participants <b>1</b>	
Youth Participants <b>1</b>	
Leader In Charge <b>Antong Shahrudin Rahmat</b>	




### APR Rover Moot

Canberra Australia

<b>30.12.19 ~ 10.1.2020</b>	
Youth Participants <b>3</b>	
Leader In Charge <b>Andrew Toh</b>	

### “Scout go Solar” Trainer programme

Kandersteg International Scout Centre (KISC) Switzerland

<b>19 ~ 27.8.2019</b>	
Adult Participants <b>1</b>	
Leader In Charge <b>Carolyn Phillips</b>	



### APR Membership Growth NSO Coordinator Meeting

Kuala Lumpur, Malaysia

<b>17 ~ 21.8.2019</b>	
Adult Participants <b>1</b>	
Leader In Charge <b>Edward Loh</b>	

### APR Adult in Scouting workshop




Hong Kong

<b>21 ~ 24.4.2019</b>	
Adult Participants <b>4</b>	
Leader In Charge <b>Antong Shahrudin Rahmat</b>	



### Johor Girls in Scouting Camporee 2019

Johor bahru, Malaysia

<b>16.3.2019</b>	
Adult Participants <b>2</b>	
Leader In Charge <b>Nordin Salleh</b>	



## ASEAN Course for Leader Trainer

Cibubur, Jakarta, Indonesia

6 ~ 10.10.2019



Adult Participants  
**1**



Leader In Charge  
**Antong Shahrudin Rahmat**



## Malaysia Course for Assistant Leader Trainer

Kuala Lumpur, Malaysia

16 ~ 25.8.2019



Adult Participants  
**5**



Leader In Charge  
**Antong Shahrudin Rahmat**



## Intergrated Care Programme and Community Scouting

### South West Launch

Keat Hong CC had launched community scouting in partnership with the Singapore Scouts Association. It also promoted the ICP programme, in the west district.

7.9.2019



Adult Participants  
**12**



Youth Participants  
**22**



Staff / Helpers  
**56**



Leader In Charge  
**Kenji Tan**



### Year End Camp 2019

This is an annual camp, especially for the ICP students, and also a potential recruitment for new students who may want to join Keat Hong Tiger Scout group.

18 ~ 20.11.2019



Adult Participants  
**18**



Youth Participants  
**26**



Staff / Helpers  
**8**



Leader In Charge  
**Natalie Lawrence**



### Marina Barrage and Kite Flying

The purpose of the trip was to educate the cub scouts to become more water conscious. The importance of saving and conserving water. 3RS. Towards Climate Action (B).

2.11.2019



Adult Participants  
**13**



Youth Participants  
**22**



Staff / Helpers  
**1**



Leader In Charge  
**Natalie Lawrence**



# Intergrated Care Programme and Community Scouting

## Year End Family Outing

This event is to collaborate the ICP program for the year. It involves a counselling session with the parents in the morning. Followed by an activity in the afternoon.

<b>30.11.2019</b>	
Adult Participants <b>18</b>	
Youth Participants <b>26</b>	
Staff / Helpers <b>28</b>	
Leader In Charge <b>Kenji Tan</b>	



## Lee Kong Chian Natural Museum- Documenting Nature

The workshop, guided gallery tour focused on Singapore's biodiversity, pioneer naturalists in Singapore, as well as the vast array of techniques used by naturalists to document.

<b>14.12.2019</b>	
Adult Participants <b>6</b>	
Youth Participants <b>7</b>	
Staff / Helpers <b>2</b>	
Leader In Charge <b>Natalie Lawrence</b>	



## Year End Camp 2019

This camp is part of the ICP program. It is one of the 3 camps that is done in the year. This camp enables the children to experience camping in the outdoors and the challenging elements.

<b>18 ~20.11.2019</b>	
Adult Participants <b>9</b>	
Youth Participants <b>40</b>	
Staff / Helpers <b>14</b>	
Leader In Charge <b>Natalie Lawrence</b>	



## Frank Cooper Sands Award

### National Events

#### FCSA Ceremony

The Frank Cooper Sands Award is awarded annually to Scout Units for Unit excellence. The assessment for the award centres on Unit administration, participation, training and development, international participation, Unit financial management and Unit initiatives.

In 2019, 193 units were awarded the Frank Cooper Sands Award. The Guest of Honour for this year's award ceremony was Mrs Tan Chen Kee, Divisional Director, Student Development Curriculum, Ministry of Education.



**3.5.2019**



Adult Participants  
**193**



Youth Participants  
**15**



Staff / Helpers  
**15**



Leader In Charge  
**Anbarasan  
Thuraimanikam**



Gold	Silver	Bronze	Total
111	48	34	193

#### Gold Award

School/ Open Unit	Section
ADMIRALTY CUB SCOUT GROUP (PRIMARY)	Cub Scout
ANGLO-CHINESE SCHOOL (PRIMARY)	Cub Scout
BEACON CUB SCOUT (PRIMARY)	Cub Scout
CASUARINA CUB SCOUT PACK	Cub Scout
CATHOLIC HIGH SCHOOL (PRIMARY)	Cub Scout
CHONGFU CUB SCOUT GROUP (PRIMARY)	Cub Scout
COLUGO OPEN GROUP	Cub Scout
DAZHONG CUB SCOUT GROUP (PRIMARY)	Cub Scout
DE LA SALLE CUB SCOUT GROUP (PRIMARY)	Cub Scout
ELIAS PARK CUB SCOUT PACK	Cub Scout
ENDEAVOUR CUB SCOUT GROUP (PRIMARY)	Cub Scout
FERNVALE CUB SCOUT GROUP (PRIMARY)	Cub Scout
FRONTIER PRIMARY SCHOOL	Cub Scout
FUHUA CUB SCOUT GROUP (PRIMARY)	Cub Scout
GAN ENG SENG PRIMARY SCHOOL	Cub Scout
GONGSHANG CUB SCOUT PACK	Cub Scout
GREENWOOD CUB SCOUT GROUP (PRIMARY)	Cub Scout
HENRY PARK CUB SCOUT GROUP (PRIMARY)	Cub Scout
HORIZON CUB SCOUT GROUP (PRIMARY)	Cub Scout
JURONG WEST CUB SCOUT GROUP (PRIMARY)	Cub Scout
LAKESIDE CUB SCOUT GROUP (PRIMARY)	Cub Scout
MARIS STELLA HIGH SCHOOL (PRIMARY)	Cub Scout
MEE TOH CUB SCOUT GROUP (PRIMARY)	Cub Scout
MERIDIAN CUB SCOUT PACK	Cub Scout
NORTH VIEW CUB SCOUT GROUP (PRIMARY)	Cub Scout

## Frank Cooper Sands Award

PARK VIEW CUB SCOUT PACK	<i>Cub Scout</i>	BUKIT MERAH SCOUT GROUP (SECONDARY)	<i>Scout</i>
RADIN MAS PRIMARY SCHOOL	<i>Cub Scout</i>	BUKIT PANJANG EAGLE SCOUT GROUP (SECONDARY)	<i>Scout</i>
RED SWASTIKA CUB SCOUT PACK	<i>Cub Scout</i>	CATHOLIC HIGH SCHOOL (SECONDARY)	<i>Scout</i>
RIVER VALLEY PRIMARY SCHOOL	<i>Cub Scout</i>	CHUA CHU KANG CONDOR SCOUT GROUP (SECONDARY)	<i>Scout</i>
RULANG CUB SCOUT GROUP (PRIMARY)	<i>Cub Scout</i>	CHUNG CHENG HIGH PANTHER SCOUT TROOP	<i>Scout</i>
SENGKANG CUB SCOUT GROUP (PRIMARY)	<i>Cub Scout</i>	CLEMENTI TOWN GRIFFIN SCOUT GROUP (SECONDARY)	<i>Scout</i>
SOUTH VIEW CUB SCOUT GROUP (PRIMARY)	<i>Cub Scout</i>	DUNEARN UNICORN SCOUT GROUP (SECONDARY)	<i>Scout</i>
ST ANDREW'S JUNIOR SCHOOL	<i>Cub Scout</i>	DUNMAN DOVE SCOUT TROOP	<i>Scout</i>
ST JOSEPH'S INSTITUTION JUNIOR	<i>Cub Scout</i>	DUNMAN HIGH CRANE SCOUT TROOP	<i>Scout</i>
ST.ANTHONY'S CUB SCOUT GROUP (PRIMARY)	<i>Cub Scout</i>	EDGEFIELD SCOUT GROUP (SECONDARY)	<i>Scout</i>
STAMFORD PRIMARY SCHOOL	<i>Cub Scout</i>	FUHUA SCOUT GROUP (SECONDARY)	<i>Scout</i>
TAO NAN CUB SCOUT PACK	<i>Cub Scout</i>	GAN ENG SENG SCHOOL	<i>Scout</i>
WELLINGTON CUB SCOUT GROUP (PRIMARY)	<i>Cub Scout</i>	GREENRIDGE FOX SCOUT GROUP (SECONDARY)	<i>Scout</i>
WEST GROVE CUB SCOUT GROUP (PRIMARY)	<i>Cub Scout</i>	HOLY INNOCENT HORNET SCOUT GROUP (SECONDARY)	<i>Scout</i>
WEST VIEW CUB SCOUT GROUP (PRIMARY)	<i>Cub Scout</i>	HONG KAH SCOUT GROUP (SECONDARY)	<i>Scout</i>
WHITE SANDS CUON CUB SCOUT PACK	<i>Cub Scout</i>	HOUGANG RANGERS SCOUT GROUP (SECONDARY)	<i>Scout</i>
WOODGROVE CUB SCOUT GROUP (PRIMARY)	<i>Cub Scout</i>	HWA CHONG SCOUT GROUP (SECONDARY)	<i>Scout</i>
WOODLANDS RING SOARING EAGLE CUB SCOUT (PRIMARY)	<i>Cub Scout</i>	JURONG SCREAMING EAGLE SCOUT GROUP (SECONDARY)	<i>Scout</i>
XISHAN CUB SCOUT GROUP (PRIMARY)	<i>Cub Scout</i>	MARIS STELLA HIGH SCHOOL / PHANTOM	<i>Scout</i>
YANGZHENG CUB SCOUT GROUP (PRIMARY)	<i>Cub Scout</i>	MAYFLOWER SECONDARY SCHOOL	<i>Scout</i>
YIO CHU KANG CUB SCOUT GROUP (PRIMARY)	<i>Cub Scout</i>	MONTFORT KNIGHTS SCOUT GROUP (SECONDARY)	<i>Scout</i>
YISHUN CUB SCOUT GROUP (PRIMARY)	<i>Cub Scout</i>	NAN CHIAU HIGH SCHOOL (SECONDARY)	<i>Scout</i>
YUHUA CUB SCOUT GROUP (PRIMARY)	<i>Cub Scout</i>	NEW TOWN EAGLE SCOUT GROUP (SECONDARY)	<i>Scout</i>
YUMIN CUB SCOUT PACK	<i>Cub Scout</i>	NGEE ANN WICHITA SCOUT TROOP	<i>Scout</i>
ZHONGHUA CUB SCOUT GROUP (PRIMARY)	<i>Cub Scout</i>	PEIRCE SECONDARY SCHOOL / TRIACE	<i>Scout</i>
ACS(IND) SCOUT GROUP (SECONDARY)	<i>Scout</i>	QUEENSTOWN SECONDARY SCHOOL	<i>Scout</i>
AHMAD IBRAHIM WARRIORS SCOUT GROUP (SECONDARY)	<i>Scout</i>	RAFFLES INSTITUTION / 01 RAFFLES SCOUT	<i>Scout</i>
ANGLICAN HIGH FALCON SCOUT TROOP	<i>Scout</i>	RAFFLES INSTITUTION / 02 RAFFLES SCOUT	<i>Scout</i>
ANGLO-CHINESE SCHOOL (BARKER ROAD)	<i>Scout</i>		
BEATTY SECONDARY SCHOOL	<i>Scout</i>		



RIVER VALLEY HIGH SCOUT GROUP (SECONDARY)	Scout
SERANGOON EAGLE SCOUT GROUP (SECONDARY)	Scout
ST ANDREW'S SECONDARY SCHOOL	Scout
ST PATRICK'S PAJIWAD SCOUT TROOP	Scout
ST. JOSEPH'S INSTITUTION	Scout
SWISS COTTAGE SCOUT GROUP (SECONDARY)	Scout
TANJONG KATONG SECONDARY SCHOOL	Scout
UNITY UNICORN SCOUT GROUP (SECONDARY)	Scout
VICTORIA ARROW SCOUT TROOP	Scout
YUAN CHING SCOUT GROUP (SECONDARY)	Scout
ZHENGHUA SCOUT GROUP (SECONDARY)	Scout
ZHONGHUA SCOUT GROUP (SECONDARY)	Scout
ACS(IND) VENTURE SCOUT (SECONDARY)	Venture Scout
CATHOLIC HIGH SCHOOL (SECONDARY)	Venture Scout
CHUA CHU KANG CONDOR VENTURE SCOUT GROUP	Venture Scout
CHUNG CHENG HIGH PANTHER VENTURE UNIT	Venture Scout
HOUGANG RANGERS SCOUT GROUP (SECONDARY)	Venture Scout
HWA CHONG VENTURE & ROVER	Venture Scout
MANJUSRI RED FOX SCOUT TROOP	Venture Scout
RAFFLES INSTITUTION / 01 RAFFLES SCOUT	Venture Scout
RAFFLES INSTITUTION / 02 RAFFLES SCOUT	Venture Scout
ST GABRIEL'S CRUX VENTURE UNIT	Venture Scout
EAGLE SCOUT GROUP (OPEN)	Rover Scout
STALLION SCOUT (OPEN)	Rover Scout
APSN KATONG SCHOOL	Special Needs Scout
METTA SCHOOL	Special Needs Scout
TOWNER GARDENS SCHOOL	Special Needs Scout

## Silver Award

School/ Open Unit	Section
AI TONG SCHOOL	Cub Scout
ANCHOR GREEN CUB SCOUT GROUP (PRIMARY)	Cub Scout
ANGLO-CHINESE SCHOOL (JUNIOR)	Cub Scout
ANGSANA PRIMARY	Cub Scout
BEDOK GREEN KILLER WHALE CUB SCOUT PACK	Cub Scout
BOON LAY GARDEN CUB SCOUT GROUP (PRIMARY)	Cub Scout
BUKIT PANJANG CUB SCOUT GROUP (PRIMARY)	Cub Scout
CHONGZHENG CUB SCOUT PACK	Cub Scout
CONCORD CUB SCOUT GROUP (PRIMARY)	Cub Scout
EAST SPRING CUB SCOUT PACK	Cub Scout
FENGSHAN PHOENIX CUB SCOUT PACK	Cub Scout
FIRST TOA PAYOH PRIMARY SCHOOL	Cub Scout
JING SHAN PRIMARY SCHOOL	Cub Scout
KHENG CHENG SCHOOL / KESTREL	Cub Scout
MARSILING CUB SCOUT GROUP (PRIMARY)	Cub Scout
NAN HUA CUB SCOUT GROUP (PRIMARY)	Cub Scout
NANYANG CUB SCOUT GROUP (PRIMARY)	Cub Scout
NGEE ANN PRIMARY SCHOOL	Cub Scout
NORTH VISTA CUB SCOUT GROUP (PRIMARY)	Cub Scout
PEI CHUN PUBLIC SCHOOL / EAGLES	Cub Scout
POI CHING FALCON CUB SCOUT PACK	Cub Scout
PUNGGOL GREEN PRIMARY SCHOOL	Cub Scout
PUNGGOL VIEW CUB SCOUT GROUP (PRIMARY)	Cub Scout
QIFA CUB SCOUT GROUP (PRIMARY)	Cub Scout
QIHUA CUB SCOUT GROUP (PRIMARY)	Cub Scout
ROSYTH CUB SCOUT GROUP (PRIMARY)	Cub Scout
SENGKANG GREEN CUB SCOUT	Cub Scout
SHUQUN CUB SCOUT GROUP (PRIMARY)	Cub Scout
TELOK KURAU CUB SCOUT PACK	Cub Scout

## Frank Cooper Sands Award

TEMASEK RACCOON CUB SCOUT PACK *	<i>Cub Scout</i>	CHONGZHENG CUB SCOUT PACK	<i>Cub Scout</i>
UNITY CUB SCOUT GROUP (PRIMARY)	<i>Cub Scout</i>	KONG HWA SUN CUB SCOUT PACK	<i>Cub Scout</i>
XINGNAN CUB SCOUT GROUP (PRIMARY)	<i>Cub Scout</i>	KRANJI CUB SCOUT GROUP (PRIMARY)	<i>Cub Scout</i>
XINMIN CUB SCOUT GROUP (PRIMARY)	<i>Cub Scout</i>	MAHA BODHI CUB SCOUT PACK	<i>Cub Scout</i>
YU NENG WOLVERINE CUB SCOUT PACK	<i>Cub Scout</i>	MAYFLOWER PRIMARY SCHOOL	<i>Cub Scout</i>
BEDOK SOUTH KIJANG SCOUT TROOP	<i>Scout</i>	NAN CHIAU CUB SCOUT GROUP (PRIMARY)	<i>Cub Scout</i>
BLACK KNIGHTS SCOUT GROUP (OPEN)	<i>Scout</i>	NORTH SPRING PANTHER CUB SCOUT GROUP (PRIMARY)	<i>Cub Scout</i>
HILLGROVE BLACK KNIGHTS (SECONDARY)	<i>Scout</i>	NORTHLAND CUB SCOUT GROUP (PRIMARY)	<i>Cub Scout</i>
MANJUSRI RED FOX SCOUT TROOP	<i>Scout</i>	OPERA ESTATE OWL CUB SCOUT PACK	<i>Cub Scout</i>
NUS HIGH SCOUT GROUP (SECONDARY)	<i>Scout</i>	PHOENIX SCOUT GROUP	<i>Cub Scout</i>
SJI INTERNATIONAL HIPPO SCOUTS	<i>Scout</i>	RIVERSIDE PRIMARY SCHOOL	<i>Cub Scout</i>
ST GABRIEL'S SOUTHERN CROSS SCOUT TROOP	<i>Scout</i>	RIVERVALE CUB SCOUT GROUP (PRIMARY)	<i>Cub Scout</i>
TANGLIN SCOUT GROUP(SECONDARY)	<i>Scout</i>	ST GABRIEL'S PRIMARY SCHOOL	<i>Cub Scout</i>
WOODLANDS MANTA RAY SCOUT GROUP (OPEN)	<i>Scout</i>	ST STEPHEN'S CUB SCOUT PACK	<i>Cub Scout</i>
DUNMAN DOVE SCOUT TROOP	<i>Venture Scout</i>	TAMPINES CUB SCOUT PACK	<i>Cub Scout</i>
DUNMAN HIGH CRANE VENTURE UNIT	<i>Venture Scout</i>	TANJONG KATONG CUB SCOUT PACK	<i>Cub Scout</i>
EAGLE SCOUT GROUP (OPEN)	<i>Venture Scout</i>	TECK WHYE CUB SCOUT GROUP (PRIMARY)	<i>Cub Scout</i>
HOUGANG RANGERS SCOUT GROUP (SECONDARY)	<i>Rover Scout</i>	CHUNG CHENG HIGH(YISHUN) SCOUT GROUP (SECONDARY)	<i>Scout</i>
MANJUSRI RED FOX SCOUT TROOP	<i>Rover Scout</i>	COLUGO OPEN GROUP	<i>Scout</i>
		EAST SPRING ONEIDA SCOUT TROOP	<i>Scout</i>
		FAJAR FOX SCOUT GROUP (SECONDARY)	<i>Scout</i>
		PUNGGOL PHOENIX SCOUT GROUP (SECONDARY)	<i>Scout</i>
		SCHOOL OF SCIENCE & TECHNOLOGY (SST)	<i>Scout</i>
		CHUA CHU KANG CONDOR ROVER SCOUT GROUP	<i>Rover Scout</i>
		ST GABRIEL'S CRUX ROVER CREW	<i>Rover Scout</i>
		FERNVALE GARDENS SCOUT GROUP (EXTENSION)	<i>Special Needs Scout</i>
		LEE KONG CHIAN GARDENS SCHOOL	<i>Special Needs Scout</i>
		PATHLIGHT SCHOOL SCOUT	<i>Special Needs Scout</i>

## Bronze Award

School/ Open Unit	Section
AHMAD IBRAHIM CUB SCOUT GROUP (PRIMARY)	<i>Cub Scout</i>
ANG MO KIO PRIMARY SCHOOL	<i>Cub Scout</i>
CANBERRA CUB SCOUT GROUP (PRIMARY)	<i>Cub Scout</i>
CANTONMENT PRIMARY SCHOOL	<i>Cub Scout</i>
EVERGREEN CUB SCOUT GROUP (PRIMARY)	<i>Cub Scout</i>
HOUGANG CUB SCOUT GROUP (PRIMARY)	<i>Cub Scout</i>
JURONG CUB SCOUT GROUP (PRIMARY)	<i>Cub Scout</i>

## Akela Award

The Akela Award is presented to the Singapore Scout Association's outstanding and distinctive Cub Scouts in recognition of their excellent progression. The Award represents the pinnacle of achievement for these Cub Scouts and serves to prepare them for a lifetime of service to their God, Nation and all mankind.



Akela Award Recipients: 230

### North

Group	Name		
BEACON CUB SCOUT GROUP (PRIMARY)	MUAZZAM BIN AZMAN	NANYANG CUB SCOUT GROUP (PRIMARY)	KENDREN LEE ZHENGRONG NG YUN VERA
CHONGFU CUB SCOUT GROUP (PRIMARY)	CHEN SHAN WEN MICAH DARIUS LIM JIA CHENG LEO GIAM KANG YOU MA RUNHUA SATHISHVARMA S/O JEGATHESAN TAM YU ZHE TAN YAN KAI ZAYHAN TANG ZHE HAN	NORTH VIEW CUB SCOUT GROUP (PRIMARY)	ASHLEY LIEW CELLESTE ENG YUIN YYE CHAW WIN WIN CHIA YU FENG CHONG WEI LUN , LEON CHOO HAO MING, RALPHAEL DAWN CHONG WEI KHALID MALIKI BIN MHD RAIHAN KHOO GONG JIN , ETHAN NG KHENG HONG YAN KAI LENG BERLYNN CHEW MENG YAO, EDRIC GOH KIAT ERN, KENJI ISABELLE TAN KWAN ZHENG ZHONG, MATTHEW VALERIE POON SEI KEI
ENDEAVOUR CUB SCOUT GROUP (PRIMARY)	OIH KOK XIN YEO SHI XU ZENDEN SOH	PUNGGOL GREEN CUB SCOUT GROUP (PRIMARY)	TAN WEI QI CHAN LE TIAN, ZAVIER LI MEIYING STELLA
FERNVALE CUB SCOUT GROUP (PRIMARY)	EDBERT WONG JUN HAO MICHAEL ANG JUN YANG PRANAV KATAKUTI	SAMBAR SCOUT GROUP (OPEN)	ARNAV KARTHIK XIE YILIANG CHRISTIAN
GREENWOOD CUB SCOUT GROUP (PRIMARY)	ALOYSIUS NGOI GABRIEL WONG IAN LEE YAN LONG SHAUN TAN GUAN YAN	SPRINGDALE CUB SCOUT GROUP (PRIMARY)	ANG LE EN CHERYL IGROBAY BREONNA MYCHY MONTESA LEE YAN HUI DERWYN
HENRY PARK CUB SCOUT GROUP (PRIMARY)	ASHER LOW MAO LE CAYDEN LAM KOI ELIJAH LEE ZHI-EN ELIJAH MICHAEL TAN EE KHENG KWAN KAI FONG NIU KA SENN ROSS DEEPAK PARY SKY NEO CHOK JUN TAN XIN YI, ISABELLE TEO JIA KAI NIGEL THIRRUSHAN S/O THANA RAJAN	VIKING SCOUT GROUP (OPEN)	ASHLEY TAY RUI EN TIVOLI BAYSA-PEE
HORIZON CUB SCOUT GROUP (PRIMARY)	AVELYNN NG RUI EN CHEW JING HENG JOSHUA LIM MIN YI	WELLINGTON CUB SCOUT GROUP (PRIMARY)	DAVIN TEO YAO XUAN GOH JUN KAI MOVINDRAN ROVEN WILFRED ER
MARSILING CUB SCOUT GROUP (PRIMARY)	A G SHAYAM SAMUDRA	WOODGROVE CUB SCOUT GROUP (PRIMARY)	CHAN YU TSUEN JAYDEN XIE ZENGYI LEE JIA JUN, EDWARD LEONARD TEH NOOR HARITH IRFAN BIN NOOR SALLAHUDDIN WILTON



## Awards & Achievements

### Akela Award

WOODLANDS MANTA RAY SCOUT GROUP (OPEN)	ALEY CHAN AILI ANSLEY CHAN ANLI CHEN XINYI CHIN QIAO THONG ELAKKIA GOPINATH MYAT THU KHANT (MAX MYAT) NUR SYAFIQAH BINTE RAMZI ONG KAI LE SIM JIE MEI TAN WEI XIAN NIGEL
WOODLANDS RING SOARING EAGLES CUB SCOUT (PRIMARY)	AIDEN LIM MING FENG CHEOW JUN WEI CHIA TIAN LE FO EN JIAN GUO YUNFEI LAU YONG SOON NEO TONG KIAN, CASPER RILEY FIRWAN BIN MOHAMMAD SARMAN SEAH ZHEN CONG, JADEN TAY YU QUAN SHAUN TEO CUI YUN YOW YI HERNG
XISHAN CUB SCOUT GROUP (PRIMARY)	ANGGUN BINTE JUNARI AYDEN ONG LI YU CHONG TIAN YU DIDENKOWSKI ISAAC ALEXANDER HARITZ DANISH JAMES KHOR ER WEN JAYDEN WONG TING JUN KOK SHAO KAI SKYLER LINUS LEW YUE HENG M ESCANDER DZULQARNAIN MUHAMAD ARIQ BIN MOHD ASRI MUHAMMAD RAYYAN OH YU XIANG, JAY SYED KASHFEYL QAYYOUM WADI'AH BINTE MOHAMMED FAREKH WONG YU JIE
YANGZHENG CUB SCOUT GROUP (PRIMARY)	ANG SONG ZHE LIM EU SHYAN, KYLE
YISHUN CUB SCOUT GROUP (PRIMARY)	BELLELYN ONG DENISE TENG JON CEDRIC DALLO CAHILIG LEE YUN QIAN NAMEEN S/O MAGESH SRI MARUTHI S/O VIJAYAN

### South

Group	Name
AITONG PRIMARY CUB SCOUT GROUP (PRIMARY)	KAYDEN SEAH CHUNG HIAN
ANGLO CHINESE CUB SCOUT GROUP (PRIMARY)	CHIA RUI JIE, THADDEUS JOSHUA JONATHAN KEK JIANDE VERNON LIM JIA HAN TAN SHAO WEI GABRIEL
CATHOLIC HIGH SCOUT GROUP (PRIMARY)	CALEB TAN KAI ZHE DANIEL HO DAWEI KIERAN TAN TZER KEE LIEW YAO WEN, JERMAINE ONG JIUNN XIANG TAN HONG KIAK JOVIAL TAN JEN YIH
COLUGO SCOUT GROUP (OPEN)	LAU TSZ HANG, HARRY OLIN CARNOHAN WILLIAM JOHN FULWOOD
KHENG CHENG SCHOOL (PRIMARY)	LIANG YU FENG, KIERAN TAN JIAN YI KENDRICK TAN TZE HUNG
MARIS STELLA CUB SCOUT GROUP (PRIMARY)	CONRAD CHOO TZHI TXIAN LUCAS SEOW WEI XUN MATTHEW CHUA SHENG EN MOH LE SHENG, JONAS (MAO LESHENG) TAN YI KAI, JONATHAN WONG NATHAN
PEI CHUN EAGLE CUB SCOUT GROUP (PRIMARY)	ARIC MARK AMARAGANTHAN JADEN TAN RUI KAI KAM HIN SHING NGAN JUN FONG SOH JING KAI WEE KAI DAVID
STAMFORD CUB SCOUT GROUP (PRIMARY)	SHEHZA D/O MOHAMMAD JARIQUE

### East

Group	Name
CHRYSALIS HOME SCHOOL SCOUT GROUP (OPEN)	ELISABELLE LIM MIN ERN FAITH YEO HUIREN THEOPHILUS SIAUW
ELIAS PARK CUB SCOUT GROUP (PRIMARY)	AMELIA KATE SIVASOTHEY DANYA RIZVI

## East

ELIAS PARK CUB SCOUT GROUP (PRIMARY)	GABRIEL LIAN BING HAN GAY SHEN EN IVANNA DIAS JERILYN TEO YU EN MUHAMMAD HAZIQ BIN HASHIM NG ZHONG YI, JAVAN NURHANEY NATASHA BINTE RAMLI NURHANEY NATASHA BINTE RAMLI SYAFIQA TAZKIYAH BINTE ZULKIFLI SYAMS BIN MOHAMAD SUFIAN
GONGSHANG CUB SCOUT GROUP (PRIMARY)	AIMAN HAKIMI ALVIS LIM ELVA BONG IGNATIUS CHIA SEN JARED KHOO SYN HEE JOVINNE WONG KIT MUN MELODY KEIKO CHUA PUAY RAE ANN SHARIFAH FARZANAH YALAYAR SHAMSUDEEN ZENIEL YEO JIAN HUNG
JUNYUAN CUB SCOUT GROUP (PRIMARY)	GRACIA LEE NURUL ILLYANIS
KONG HWA CUB SCOUT GROUP (PRIMARY)	DECLAN SEOW YU YANG SIM BING HENG, ALOYSIUS TAN XI WEI, GAVIN
MERIDIAN CUB SCOUT GROUP (PRIMARY)	LEE WEI JIE MOHAMMAD ARIQ BIN MOHAMMAD AZRUL VIJAYASEKAR HEMASREE ZAYED SAMEER FO'AD ALTWAY
NGEE ANN CUB SCOUT GROUP (PRIMARY)	DHARMIK S/O KANAGARAJAH
RED SWASTIKA RAPTORS CUB SCOUT GROUP (PRIMARY)	ALDEN NICHOLAS LOK CHU JAY DEN (ZHU JIN'EN) CLARANCE ONG JAVENN TAN CHENG KUAN KO XIANG HUI LAU TYLER LEE YU HAN LUCAS LEE RUI GUO LUKE LINCOLN BAGTAS MORAIS STANLEY HENG HONG RUI (WANG HONGRUI) TANG KAI XUAN, EDEN

TANJONG KATONG CUB SCOUT GROUP (PRIMARY)	ERWIN WU KE RONG KRISHNA BHATIA
TAO NAN MARLIN CUB SCOUT GROUP (PRIMARY)	CHAM KYE TENG FOO YONG HAO, AXEL GOH CE FENG SHANE GOH CE WEN DAVAN KOH WEI QIAN ETHAN LIM LI-ANG LIAM MICHAEL SALIM NACHAPOL QENG SEE SKYY LIM JIN KAI TAN KAI RUI TAN YU HENG TAN YU MING
WHITE SANDS CUB SCOUT GROUP (PRIMARY)	HE JIACHEN KOH WEI LUN RAYSHAWN CHUA SHANKARAN S/O KESAVAN TING KA HONG

## West

Group	Name
YUMIN CUB SCOUT GROUP (PRIMARY)	CAI YICHEN GOH AIK HAN MARCUS WEE YINGLE MUHAMMAD AIMAN TAN JING YI
DE LA SALLE CUB SCOUT GROUP (PRIMARY)	CARMEL CHOY IP XU ZHE NATE NG
QIFA CUB SCOUT GROUP (PRIMARY)	SOH ZHI QIAN WANG CHEN
ST.ANTHONY'S CUB SCOUT GROUP (PRIMARY)	KLASSEN NATHANIEL JAMES LAW CHEN FENG, SHEAN SHAWN GOH JEW IAN

## Chief Commissioner's Award

The Chief Commissioner's Award is conferred to the Singapore Scout Association's most outstanding Scouts for their performance, dedication and service. The award represents the pinnacle of achievement for these Scouts and serves to prepare them for a lifetime of service to their God, Nation and Community.

**Chief Commissioner's Award Ceremony 2019**  
(6 July 2019 at Zhonghua Secondary School)

Guest of Honor: Antong Shahrudin Rahmat, Chief Commissioner,  
The Singapore Scout Association



**Chief Commissioner's Award Recipients : 124**

### East

Group	Name
ANGLICAN HIGH FALCON SCOUT GROUP	CHEW YUE YANG LEW EN XUN LINUS LOKE MITCHEL LEE JUN XIAN RYAN YIP HUI
CHUNG CHENG HIGH SCHOOL SCOUT GROUP	VENETTON TANG CHUEN XIANG WONG ZHONG QI
DUNMAN DOVE SCOUT GROUP	MIGUEL TAN THENNESHA D/O KANNAN JOE ZHOU YUBIN KHOO TENG FONG SEAN
NGEE ANN WICHITA SCOUT GROUP	KAFKA MUHAMMAD ATHALLAH TAY TIAN WEN
ST GABRIEL'S SOUTHERN CROSS SCOUT GROUP	LEEFRAANCIS DONAVAN CLARKE LIM TAO TAN JING HAO JOSHUA
TANJONG KATONG SELADANG SCOUT GROUP	FOO JUINN KAI LIM JING EE, RONAN LAW THER LIM JOSH
VICTORIA ARROW SCOUT GROUP	ANG LE JAY CHANG WERN SOONG, ETHAN DING YITAO MOHAMMAD 'AFIF BIN BADROLHISHAM ROSH CHAN TECK WOON TAN WEE JOE

### North

Group	Name
AHMAD IBRAHIM WARRIORS SCOUT GROUP	DYLAN CHEAH SIN YOU LEONG KAI XIANG MUI SHAO HENG, KYLE
BLACK KNIGHTS AIR SCOUT GROUP (OPEN)	ANG I-AN AARON RESSE ELVIN KONG JIA XUN ONG YAO SHENG, ZAVIER
CHUNG CHENG HIGH (YISHUN) SCOUT GROUP	CHUA BOON KIAK SNG JAY KAI
GREENRIDGE FOX SCOUT GROUP	ELAINE PUA YI JIE MOHAMMED SUFIAN BIN MOHAMMED IMRAN NIVEETHA SASIKANTHAN TAN TZE ANG YAP WEN JIE FAVIAN
HOUGANG RANGERS SCOUT GROUP	LER IE HUNG MARCUS TOH JUN FONG RICKY NG RUI QI
HWA CHONG SCOUT GROUP	ANDRE YEE EMMANUEL JAMES TAN SHUN EN GABRIEL KUA SHIH ERN NG TZE YANG WOON WEI-LI JOEL
WOODLANDS MANTA RAY SCOUT GROUP (OPEN)	CHUA KIA EN FERENE PHUA QIN NING HAZEL
ZHENGHUA FOX SCOUT GROUP	GOH HON YANG, CADEN HO ZI YANG JEROME GOH YUE EN LIM WEI FENG NG HONG XIANG TAN KAI JUN TAN ZHI YONG EUGENE

## North

ZHONGHUA SCOUT GROUP	ANDREA NATASHA ALEX CALLISTA TONG HUI EN CHEONG RUEI LENG CHONG KIAN YUNG JANSEN LAM KOH WOON KIAT, KOH WOON KIAT, NICHOLAS LIM WAN TING SEW JING WEN TAI JIA XIANG VERA OON FONG YEE
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RAFFLES 01 SCOUT GROUP	AHUJA RAHUL GHANSHYAM CHIANG KANG JIE GLENN JAEDEN WONG KAI WEN KWEY XIU XI LIM HONG WAI RAYAPPAN TONY VICTAR
RAFFLES 02 SCOUT GROUP	BANAVALI VARUN MANOJ CHWA EU QUAN, MAX KONG HAO YANG, EUGENE LEE AO XUAN LEONG JUN REY SELVARAJ VIJAYARAGAVAN SIVASHANMUGAM BHARAT TAY RAY EE WESLEY LIM SIOK WEI YIP CHI HUNG, ANTHONY
SJI INTERNATIONAL HIPPO SCOUT GROUP	CHLOE LAM LI-TING ELIZABETH DENG YU EN EMMA ENTONG YOON EVANGEL WONG KIT WAI HARI GOVIND MENON JACQUES NG WEN WEI JEROME HENG WEI ZHE
SOARING EAGLES AIR SCOUT WING (OPEN)	KANG CHUN HE GABRIEL

## South

Group	Name
ACS (BARKER) SCOUT GROUP	ETHAN CHIA RUI HSIEN TAY TZE-HSIEN ANDREW
BEATTY BEAVER SCOUT GROUP	BRIAN CHAN YEW KIAT KALAIRAJAN THIAGARAJAN MATTHEW SEE JIA ZHEN MUHAMMED RASHEEN ONG ZHI ZHONG
CATHOLIC HIGH SCOUT GROUP	ALEX CHIEN JUN HAO AVERN TAN YU HERNG CHENG LIN KAI, JOASH DAMIEN KANG JUN HENG JANN LIM YI LUN JOASH HO YONG HEE JOEL LIM YUET HENG OOI LEE SENG MICHAEL SAMUEL WONG XUE YAO TAN YAN SHAN ETHAN WONG ZHENG TAT
MARIS STELLA HIGH SCOUT GROUP	LIM HONG JING, LUKE ONG SHI BIN BRYCE
MAYFLOWER SCOUT GROUP	LEE WEN KHAI JOSHUA
PEIRCE TRIACE SCOUT GROUP	FOONG JINGXUAN, JANELLE LENICE NEO TEO JIE EN

## West

Group	Name
ACS (IND) SCOUT GROUP	CHEONG YONG JIE, KYNAN JUSTIN SOON JIEN KHYE NAWAZ ELNASR NASSER SAMUEL HOSEA ONG TECK HOCK YEO ENG HAO, CAMERON YUAN ZHIREN LAWRENCE
UNITY UNICORN SCOUT GROUP	IZZAH HANISAH BINTE ARIFFIN JOCELYN PHANG JIA XIN JOEY KOK SI MIN NG KAI TING NUR ADDIN BIN JEFRI WANG HUIXIN



# Awards & Achievements



## President Scout Award

The President's Scout Award is presented to our nation's most outstanding Venture Scouts in recognition of their excellent leadership and personal performance, their dedication to the Scout movement and their service to the Community. The Award represents the pinnacle of achievement for these Venture Scouts and indicates their preparedness for a lifetime of service to their God, Nation and all mankind.



President Scout Award Ceremony 2019  
(4 December 2019 at Istana)

President's Scout Award Recipients: 12 Venture Scouts

Group	Name
ACS(I) SCOUT GROUP	NOAH SIM TZI KHEE WONG YU AN
CATHOLIC HIGH SCOUT GROUP	LIM LECARL
STALLION SCOUT GROUP (OPEN)	FOO KAI EN, DESYRE
HWA CHONG SCOUT GROUP	CHEONG ZI YU CHEW WEE JIN FOO JUINN RYONG KHOO WUI HONG MARCUS LOW KAI JIE NICHOLAS CHIN JUN HENG
ST JOSEPH'S PELANDOK SCOUT GROUP	WEE YI REN, MARK
ZHONGHUA SCOUT GROUP	CLARRANCE SEAH





## Baden Powell Award

The Baden Powell Award (BPA) is named after the founder of the scout movement and is a coveted pinnacle award for Rovers in Singapore. Held in high esteem amongst the fellowship of Scouting worldwide, the award recipients epitomizes Scouting values and the spirit of Rovering.



**Baden Powell Award Ceremony 2019**  
(21 July 2019 at Boy's Town)

**Guest of Honour: Antong Shahrudin Rahmat, Chief Commissioner  
The Singapore Scout Association**

**Baden Powell Award Recipients: 8 Rover Scouts and 1 Honorary BPA Awardee**

Group	Name
EAST SPRING ONEIDA SCOUT GROUP	HULBERT TENG EE JUN
BEATTY BEAVERS SCOUT GROUP	JERROLD CHAN YI TING
THE FOX SCOUT GROUP	YEE KOK HUI BOBBY
EAGLES SCOUT GROUP	YEE WEI LEI WOODY
STALLION SCOUT GROUP (OPEN)	SATHIESWARAN TANABAL TERENCE LOH KONG JOE K S VIKNESHAN MADHAN S/O ELAVALAHAN



## Honorary Baden Powell Award

Mr Tan Cheng Kiong (former Chief Commissioner of SSA), also fondly known by his scout name Dragonheart, has been identified to have played a pivotal role in Rovering, and is of impeccable character worthy of the Baden Powell Award. His actions have defined us today: a collection of Adventurous, Service Oriented and Friendly youths - the Rover Scouts of Singapore.





# Awards & Achievements

## Distinguished Service Award

The Distinguished Service Award Investiture Ceremony was held on 10 July 2019 in The Istana. Her Excellency, Mdm Halimah Yacob, President of the Republic of Singapore and Chief Scout, conferred the Awards to adult leaders in recognition of their distinguished service to the Scout Movement. The Honour List is as follows:

### Recipients' Listing

#### Gold

Name of Recipient	Current Appointment
PROF. LEO TAN WEE-HIN	Former Vice President

#### Star To Silver

Name of Recipient	Current Appointment
HO CHEE HENG	Assistant Chief Commissioner (East)

#### Silver

Name of Recipient	Current Appointment
CHIA LEE MENG RAYMOND	Vice President
LIM SAY CHIONH	Assistant Chief Commissioner (West)

#### Star To Bronze

Name of Recipient	Current Appointment
SIDAH BINTE JASMIN	Member, Special Needs Programme Council

#### Bronze

Name of Recipient	Current Appointment
BRATA TRYANA HARDJOSUBROTO	National Commissioner (International Cooperations & Affairs)
ANG WEE JIN	Assistant Area Commissioner (North)
LAI CHAN HONG	Group Scout Leader
LOO CHIN IMM	Group Scout Leader
SURAYA BINTE MOHAMED ALI	Member, Special Needs Programme Council
CAROLYN ANN PHILLIPS	Assistant Area Commissioner (South)
SIVAMALAR KULASEGARAM	Area Leader (Cub) South
LOH YIAN CHONG	Assistant National Membership Growth Commissioner

#### Bronze Vanda

Name of Recipient	Current Appointment
MDM FOO MUI CHUW	Principal
TAY TIANG GUAN	Deputy Director-General



### Chief Scout's Commendation

Name of Recipient	Current Appointment
HAJI YAACOB BIN ABDUL KARIM	Johore State Chief Scout Commissioner
CAI WENCHUAN	Scout Leader
JERROLD CHAN YI TING	Area Leader (Cooking)
CHIANG KARMUN	Venture Scout Leader
CHOEY POR YEN PAUL	Cub Scout Leader
LEE POOI SAN VIVIAN	Group Scout Leader
LOH SHI CHANG	Assistant Group Scout Leader
DERIC LOW	Venture Scout Leader
MADHAN S/O ELAVALAHAN	Area Development Leader (South)
MEENAMBAL PARAMASIVAM	Group Scout Leader
MUHD HAZIQ BIN MOHD ALI	Assistant Group Scout Leader
NG CHONG JIN	Group Scout Leader
SEAH WAI LING	Area Leader (Operations) South
SHAM HOE MENG	Rover Scout Leader
RACHEL SIM WANRU	Cub Scout Leader
TAN MEI YING	Group Scout Leader
TAN YUEN SHET ALAN	Assistant Area Commissioner (South)
TEO CHIN LIAN DOROTHY	Manager (Youth Programme)
YAP KIAN WEE	Area Leader (West)
YIP WING CHEUNG BENNY	Member, National Programme Council
YONG SZE YUEN KELVIN	Area Leader (Operations) South

## Long Service Award

287 adult leaders received their Long Service Award on 21 Jun 2019 at the Auditorium, Raffles Institution and on 21 Dec 2019 at Auditorium, Northlight School.

60 YEARS	CHUA SUM LENG ANDREW	20 YEARS	THIA WOON LING ARIEL	10 YEARS	MOHAMMED SHAHIED BIN AKASHAH
50 YEARS	ANNIE CHAN	20 YEARS	LAU TAI YEOW ANGELINE	10 YEARS	NG YONG DA JUSTIN
40 YEARS	KOH KEE LEE	20 YEARS	NYEO HEE WAH	10 YEARS	SALIM BIN HASSAN BASALAMAH
40 YEARS	LIM PIA NEE JEFFREY	20 YEARS	MUHAMMAD KHAIR SAMIAN	10 YEARS	SEAH RU HAN
40 YEARS	NORDIN BIN SALLEH	20 YEARS	LIM MICHAEL	10 YEARS	CHOO KELVIN
40 YEARS	LEE SIAK YENG LESTER	20 YEARS	NICHOLAS LIAW YANG ZHENG	10 YEARS	RAM ADHARE SINGH
40 YEARS	ALVIN CHONG FOOK HSING	20 YEARS	MOHAMMAD AZHARI BIN DZULKIFLI	10 YEARS	NG SIR KIAT
40 YEARS	LIM HUA TENG VINCENT	20 YEARS	NORHAIZA BINTE YEP ABU	10 YEARS	SIM EU-JIN EUGENE
40 YEARS	CHAN PUI FUN SARAH	20 YEARS	TAN SHIAW BENG GREGORY	10 YEARS	LIM BINJIE BENJAMIN
30 YEARS	TAN KAY KERNG	20 YEARS	RUFAIDAH BTE ISMAIL	10 YEARS	ADDY MOHD ADHA BIN WHAID
30 YEARS	LEONG CHEE KEONG	20 YEARS	MAZIDAH BTE OTHMAN	10 YEARS	ANG LEE CHUN LIONEL
30 YEARS	FOO CHUAN CHEN DESMOND	20 YEARS	CHOY PENG YIH ALEXANDER	10 YEARS	ANG LIM SHENG
30 YEARS	TAN GEEK BOY CATHERINE	10 YEARS	LUI PAO CHUEN	10 YEARS	DR LIM SEE MING
30 YEARS	ALPHONSUS GREGORY	10 YEARS	RICHARD YEONG ONG LOY	10 YEARS	BOK CHUN SIANG JIMMY
30 YEARS	TAN WIL BENG	10 YEARS	HENG JIANG LI	10 YEARS	CHEW SHI YUN
30 YEARS	LAI KWOK CHIN	10 YEARS	LIM YU JASON	10 YEARS	KAR YIN SUM
30 YEARS	MOHAMED ARIFFIN BIN MOHAMED NOOR	10 YEARS	MOHAMMED FAREEQ BIN OTHMAN	10 YEARS	KONG CHIAK WU
30 YEARS	CHAY HONG LENG	10 YEARS	GARMIT KAUR D/O KARTAR SINGH	10 YEARS	CLAIRE ELLEN PORTER
20 YEARS	LIM SAY CHIONH	10 YEARS	PARAPALLIL KURUVILLA ABRAHAM	10 YEARS	NEW WEI SIANG
20 YEARS	POH CHER HUAT MICHAEL	10 YEARS	LEONG KENG WAH ALARIC	10 YEARS	DOMINIC HENG ZHAOCHENG
20 YEARS	SIDAH BINTE JASMIN	10 YEARS	SITI MASYKURA BINTE MOHAMED SA'AT	10 YEARS	HING ZHEN WEI
20 YEARS	MAOHAI FAIZAL BIN KASMIN	10 YEARS	SALAMAH BINTE MOHAMED YUSOF	10 YEARS	LINDA YEO SOCK KHOON
20 YEARS	LIM GUAN CHENG	10 YEARS	ABDUL WAHID BIN ABDUL WAHAB	10 YEARS	NG KAE BIN EUGENE
20 YEARS	ONG THYE SAN	10 YEARS	BASHEER AHAMED AMANULLAH KHAN	10 YEARS	SAWIYAH BTE MOHAMED SIDEK
20 YEARS	YEO HUANG LIANG JOSHUA	10 YEARS	DZAARINY KOLOOS	10 YEARS	TAN HENG YANG
20 YEARS	DON KEITHSIRI WIJENDRA	10 YEARS	HO HUEY-LING MADELINE	10 YEARS	SEE YEOW CHI
20 YEARS	SIM ENG TECK EDDY			10 YEARS	TAN CHER HUI ROGER
20 YEARS	NURHIDAYAH HASHIM			10 YEARS	CHENG WAN YING MICHELLE



# Awards & Achievements

## Long Service Award

10 YEARS	DR CAI ZHENG YONG GREGORY	10 YEARS	NG JUNE REN	5 YEARS	THAM CHENG QIAN GABRIEL BENJAMIN
10 YEARS	ALEX CHAN LEONG HAI	10 YEARS	PANNEER SELVAM KARUPPIAH	5 YEARS	ARAVINTHAN A KARUPPIAH
10 YEARS	CHAI MENG YEOW FRANCIS	10 YEARS	RYZUL HARYSZAN BIN NOR AZMAN	5 YEARS	EDMUND CHEN KAIXIANG
10 YEARS	CHUA YONG LIANG	10 YEARS	SURAYA BINTE MOHAMED ALI	5 YEARS	CHUA SEN LEONG KEN
10 YEARS	TAN FONG YEE	10 YEARS	VARUN SINGH S/O PARMJIT SINGH	5 YEARS	HUANG SHIHAO
10 YEARS	KHOO LIH UEI	10 YEARS	FONG KAH CHUN	5 YEARS	HUANG YAOSHENG
10 YEARS	LEONG KWANG YEH KELVIN	10 YEARS	TAN EE CHEE EDMOND	5 YEARS	LEE QIAO YING VANESSA
10 YEARS	TAY CHU YONG DAMIEN	10 YEARS	TAN RUI PING BENJAMIN	5 YEARS	LIM CHIN BOON
10 YEARS	TEO CHOO SIONG	10 YEARS	YAP KOON SENG	5 YEARS	LIM KANG XIANG ARDEN
10 YEARS	PREMALA DEVI D/O KANDASAMY	10 YEARS	AZMI BIN AZEMAN	5 YEARS	MAGESWARI KANAPATHY
10 YEARS	STEVEN QUAY KOK KHIANG	10 YEARS	CHEN XIANGHAO	5 YEARS	MARWIYAH BTE MOHAMED RAWI
10 YEARS	MELVIN CHEN JIAN YAO	10 YEARS	CHONG KIAT KIAT	5 YEARS	NAZREEN MOHAMED NOOR
10 YEARS	YONG SZE YUEN KELVIN	10 YEARS	DING KIAN SENG	5 YEARS	NURMISZAH BINTE KAMIS
10 YEARS	GOH YEE HENG	10 YEARS	GOH JIN MING	5 YEARS	ONG QIAN WEI
10 YEARS	KIU JENG WAY TENNANT	10 YEARS	HO SIEW LING	5 YEARS	PEH AIK HUI
10 YEARS	CHIAM KHENG HWEE	10 YEARS	HUANG ZHIXIANG JOHN	5 YEARS	TAN JUN HONG
10 YEARS	HAMIDATULAMALIAH BINTE MD JAMIL	10 YEARS	KESAVAN VEERAPPEN	5 YEARS	TAN XIU YING EILEEN
10 YEARS	MABELINE CHUA LING MING	10 YEARS	LEONG WAI SENG KENNY	5 YEARS	TAN YONG SNG
10 YEARS	MOHAMMAD FAIZAL BIN ISMAIL	10 YEARS	NEO SUAT LI SHIRLEY	5 YEARS	TAY YA YIN
10 YEARS	NG SIEW BEE	10 YEARS	ONG SOCK KOON	5 YEARS	TONG CHEE SAN
10 YEARS	ANIS BIN PONIJO	10 YEARS	ONG WOUI CHIANG	5 YEARS	TSEN HON LEONG
10 YEARS	YANG CHIN	10 YEARS	PEK BEE LAY	5 YEARS	URESH S KANDASAMY
10 YEARS	QUEK KIM HUAY LILIAN	10 YEARS	TIMOTHY TAN KENG WAH	5 YEARS	WAHINDAH SUHARI
10 YEARS	RONEY TAN KEE LIAN	10 YEARS	TAN YONG HOCK KENNETH	5 YEARS	LEE POOI SAN
10 YEARS	CHANDRAKUMARAN PRASHANNA	10 YEARS	WENG CONGSHENG	5 YEARS	MARK TSAI
10 YEARS	CHENG SAI	5 YEARS	PHILIP CHUA TIN SIEN	5 YEARS	CHIANG KAR MUN
10 YEARS	CHIA TIEN-HAO	5 YEARS	WAN KOK TANG WILLIAM	5 YEARS	GOH WEI XUAN
10 YEARS	HAZEL CHUA XINYI	5 YEARS	TEH CHOON TECK	5 YEARS	LEE WEI LOONG
10 YEARS	KUNG SION ONN KEVIN	5 YEARS	GAN KOK ONN	5 YEARS	HULBERT TENG EE JUN
				5 YEARS	SEAH HUI XIN

5 YEARS	AMIR HAMZAH BIN ABDUL WAHAB	5 YEARS	SIOW QIN	5 YEARS	LEE PEI YING
5 YEARS	CHAN KAI WEI JOSEPH	5 YEARS	LIYANA SAAD	5 YEARS	LIM PEI YING
5 YEARS	CHANDAN PARTAB MANSUKHANI	5 YEARS	LO SHENG HONG	5 YEARS	MEI PUI LENG
5 YEARS	JASON CHEN QUANSHENG	5 YEARS	NG SHI YANG	5 YEARS	MOHAMED FAZIL BIN MOHAMED SUYUTI
5 YEARS	EMMANUEL PRITISH ANDREW SAMEER	5 YEARS	SEAH KIA WEE	5 YEARS	NG CHONG JIN
5 YEARS	GOH POH HUAT MARTIN	5 YEARS	TAN BOON BIN BENJAMIN	5 YEARS	NG MINGHUI ESTHER
5 YEARS	KANG YONG NGEE	5 YEARS	KELVIN LIM WEE KHOON	5 YEARS	NG SHUH LIT
5 YEARS	KOH RUI YANG	5 YEARS	KERINA BTE MAKSIN	5 YEARS	MOHAMMAD SHAFUDIN
5 YEARS	LEE POH PENG	5 YEARS	LIM BENG LIANG	5 YEARS	NG YONG MIN
5 YEARS	LIM CHIA CHIA	5 YEARS	MOHAMMAD KHALID BIN ZAINAL	5 YEARS	SHERHAN BIN SUHANDI
5 YEARS	LIM YUE KWAN	5 YEARS	WONG KANG YAN	5 YEARS	TAN LI HOON SHIRLEY
5 YEARS	LOH SHI CHANG	5 YEARS	TEO CHIN LIAN DOROTHY	5 YEARS	SOONG ERIC
5 YEARS	LUO YOUDE BRYON	5 YEARS	LEE PUI LING	5 YEARS	TAN YI FANG
5 YEARS	MOHAMMED FIRDAUS BIN SALIM	5 YEARS	SEAH WAI LING	5 YEARS	WONG POK HONG JABEZ
5 YEARS	SHANKAR S/O SELVARAJU	5 YEARS	CAI WENCHUAN	5 YEARS	DESMOND YING
5 YEARS	SHIRIN BTE OSMAN	5 YEARS	CHEANG THIN CHI NICHOLAS	5 YEARS	YUSFIANDI BIN YATIMAN
5 YEARS	SIM JOHNSON	5 YEARS	CHENG YU MING JOSHUA	5 YEARS	GAVIN GOH
5 YEARS	SIM WEI SHENG	5 YEARS	CHEONG SHU HUI	5 YEARS	GILLIAN YEO AH CHU
5 YEARS	SUHAIIDA BINTE SAPTU	5 YEARS	CHEW BOON JIN	5 YEARS	KONG SENG QUEE
5 YEARS	TAN HAN YUEN	5 YEARS	CHEW KENG JEOW	5 YEARS	HAZMI ARIS BIN HAZAM
5 YEARS	WEINIE TEO WEI CHIEW	5 YEARS	CHOW SUE-LYN JENNIE	5 YEARS	AINAH SAABAN
5 YEARS	HONG KOK SENG ANDREW	5 YEARS	DANIEL BROWN	5 YEARS	GHANIM BIN SALIM
5 YEARS	HOO CHUAN YANG	5 YEARS	DOONG SIEW GEE ELLIE	5 YEARS	ER SIEW MING
5 YEARS	TAY CHOON YAM	5 YEARS	FARHANAH RAMLAN	5 YEARS	LIM LILY
5 YEARS	CHIA CHUAN CHOON	5 YEARS	HOW KAI TONG SONIA	5 YEARS	LIM KAR KEAT
5 YEARS	ASHAR BIN AHMAD	5 YEARS	HONG YUAN ZHENG	5 YEARS	MD NASIR MD RASID
5 YEARS	CHOEY POR YEN	5 YEARS	JASON ALLEN BUCKALEW	5 YEARS	TAN ANNIE
5 YEARS	FUN CHONG HON	5 YEARS	LEE ALEXANDRA	5 YEARS	LIM QING YU MICHELLE
5 YEARS	LEE KENG YANG VINCENT	5 YEARS	LAU MUN YIP BENNY	5 YEARS	ADAM HARIS
		5 YEARS	LIM ONG HONG	5 YEARS	ARIVINTHAN S/O AHWAHDAY



# Awards & Achievements

## Long Service Award

5 YEARS	CHAN YU MING	5 YEARS	SOH ENG KIAN	5 YEARS	TOH HUI JING
5 YEARS	CHIN PEI YING PHOEBE	5 YEARS	SURIANA BTE MOHAMED BAKRI	5 YEARS	WEE CHIEW HO
5 YEARS	CHU WEN SHEN	5 YEARS	TAN MEI YAN SERENE	5 YEARS	WONG KANGLI NOEL
5 YEARS	HUANG MINGNA	5 YEARS	TAN TENG HAN	5 YEARS	WONG RUTING
5 YEARS	LAU QUANHAN	5 YEARS	TAN YAN HAO	5 YEARS	YAO ANLI
5 YEARS	LEE HSIAO WEI	5 YEARS	TAN YAN KAI	5 YEARS	YAP JIA WEI
5 YEARS	LIM JUNSHAN	5 YEARS	TEO WEN YAO ADDY	5 YEARS	YAP KIAN WEE
5 YEARS	LIM XIANG WEI KELVIN				
5 YEARS	LIN ZHANGLI				
5 YEARS	MAHALAKSHMI PANNEERSELVAM				
5 YEARS	MOHIDEEN NIZAR S/O ANWAR				
5 YEARS	NADIA BINTE MADZAN				
5 YEARS	ONG MING SEI				
5 YEARS	ROS LI BIN HAMIM				



## Chief Commissioner's Commendation Award

The Chief Commissioner's Commendation Award is conferred on adult leaders who have provided good service in a specific task or project either at the area or national level.

The 93 recipients are as follows:

AAMEER BIN HASSIM	CHOO KELVIN	HENG JIANG LI
ANG WEE JIN	CHOY PENG YIH ALEXANDER	HO CHENG HAO
DR CAI ZHENG YONG GREGORY	DAVID CHU WEI MING	HONG KOK SENG ANDREW
CHAN HOONG LEONG	CHUA TIAN QUAN JOUIS	ISNARTI BINTE AHMAD SANI
CHANDRAGUS RINAH	WONG CHUN YEOW DAVID	TAN JING YI
MELVIN CHEN JIAN YAO	DOROTHY TEO CHIN LIAN	JERROLD CHAN YI TING
CHEN LILIN	FONG TECK SOON	JOHN NG TECK ANN
CHENG WAN YING MICHELLE	FOO SAY KIN	JOSHUA KOE KOK TONG
CHEW YU LIANG	GAN KOK ONN	KHOO LIH UEI
CHIA XIN YANG	ENG GENG JIE GIF	LAU HWAI BING
CHIAM KHENG HWEE	GOH WEI XUAN	LEE KEE CHONG JUSTIN
CHIANG KAR MUN	HAMIDATULAMALIAH BINTE MD JAMIL	LEE PUI LING

## Chief Commissioner's Commendation Award

LEE WEI LING VIOLET NICOLE	NG SUAT KUN	TAN RUI PING BENJAMIN
LEE WEI LOONG	NG WEE LEE MICHAEL	TAN SIJIE
LEONG KENG WAH ALARIC	NICHOLAS LIAW YANG ZHENG	TAN WIL BENG
LEONG KWANG YEH KELVIN	NONIS JEREMY LUKE	TAN YU KAI
LIM BINJIE BENJAMIN	NORDIN BIN SALLEH	TAN YUEN SHET ALAN
LIM FANG REN MANFRED	NORHAIZA BINTE YEP ABU	TANG TAY HWEE
LIM MIAO JING	PAUL SHAM HO CHUNG	TAY CHOON YAM
LIM QING YU MICHELLE	CAROLYN ANN PHILLIPS	THAM CHENG QIAN GABRIEL BENJAMIN
LIM WEI YUNG	POH CHER HUAT MICHAEL	DANIEL THAM YEW CHUNG
LIM YU JASON	SEAH KIA WEE	THIA WOON LING
LUO GULIN	SEAH WAI LING	V SANTHOSH
MAH WEI SIANG	SHAWN LIM THONG SHENG	WAN MENG HAO
MARCUS SEET DING QUAN	SHO CHIP KHUAN BENJAMIN	WOO HON FAI DARREN
MELZONE CHAN	SIN KUM SING	YAP KOON SENG
MOHAMAD SHAFRI BIN AMAT NOH	SITI MASYKURA BINTE MOHAMED SA'AT	YAP YU LIANG
MOHAMMAD AZHARI BIN DZULKIFLI	SIVAMALAR KULASEGARAM	YEE WEI LEI
MOHAMMED FAREEQ BIN OTHMAN	SU YANHUI	YIP WING CHEUNG BENNY
MUHAMMAD HAZIQ BIN MOHD ALI	TAN BOON BIN BENJAMIN	YONG LEE FONG
MUHAMMAD REZA BIN SULAIMAN	TAN KIAN SENG JEREMY	YONG WEI YAO JEREMY

Name	Lanyard No.
ANG WEE JIN	1
DR CAI ZHENG YONG GREGORY	2
MELVIN CHEN JIAN YAO	3
CHEN LILIN	4
FONG TECK SOON	5
FOO SAY KIN	6
HONG KOK SENG ANDREW	7
LEE WEI LING VIOLET NICOLE	8

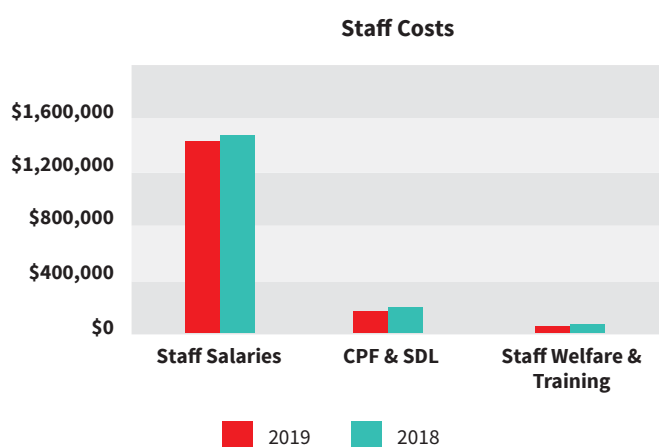
Name	Lanyard No.
LIM BINJIE BENJAMIN	9
LIM YU JASON	10
MUHAMMAD HAZIQ BIN MOHD ALI	11
NONIS JEREMY LUKE	12
CAROLYN ANN PHILLIPS	13
POH CHER HUAT MICHAEL	14
TAN SIJIE	15
TAY CHOON YAM	16

## Report on Full-time Staff

Staff costs decreased from \$1,713,069 to \$1,660,587 with headcount reduced from 51 to 34.

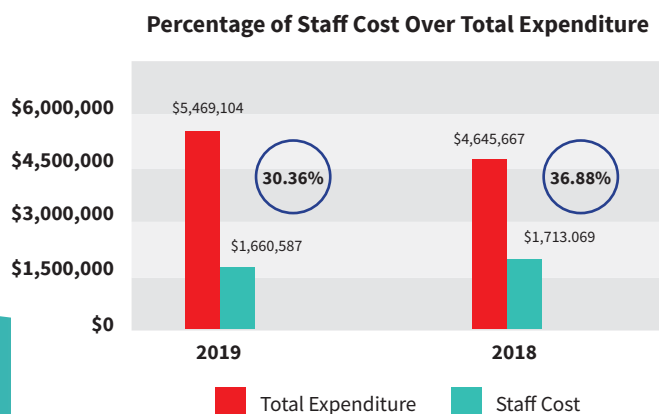
Staff costs comprise:

Year	2019	2018
Staff Salaries	\$1,423,956	\$1,464,606
CPF & SDL	\$ 215,788	\$ 220,061
Staff Welfare & Training	\$20,843	\$ 28,402
<b>Total Amount</b>	<b>\$1,660,587</b>	<b>\$1,713,069</b>



Staff costs as a percentage of total gross expenditure decreased by 6.52% from 36.88% to 30.36% (See table below).

Cost	Year	
	2019	2018
Total Expenditure	\$5,469,104	\$4,645,667
Staff Cost	\$1,660,587	\$1,713,069
<b>Percentage of staff cost over Total Expenditure</b>	<b>30.36%</b>	<b>36.88%</b>



The salary band and the headcount in each band are shown below:

Annual Remuneration* Salary band	Number of Staff	
	2019	2018
<b>Top 3 Executives</b>		
\$150,000 to \$200,000		1
\$100,000 to \$150,000	1	0
\$ 60,000 to \$100,000	4	5
<b>Sub total</b>	<b>5</b>	<b>6</b>
<b>Other Employees</b>		
More than \$50,000	3	2
Less than \$50,000	26	43
<b>Total</b>	<b>34</b>	<b>51</b>

### Staff Movement

HQ staff

- 1 Executive (Ops)
- 1 Accountant (Finance).

SLDC staff

- 2 Assistant Executive
- 1 Executive
- 1 Finance Executive
- 1 Assistant Manager

Area

- 2 Admin Assistant (North/West & East/South).

### Policy relating to the management and avoidance of conflicts of interest

As an institution of a public character (IPC), the following policy has been incorporated in the Association's POR, which is on our website.

- All council members, volunteers and staff shall avoid situations where personal interest or the interest of the family is in conflict with the interest of the Singapore Scout Association (SSA) or where it could affect the ability to make decisions that are in the best interest of SSA.
- They should declare their interest to the Scout Council if they are considering entering into a business dealing with SSA.
- In such case, they shall abstain from discussion and not be part of the decision making process on such dealing.
- They should not either directly or indirectly make use of any SSA information or his position to further their personal interest.
- The Audited Financial Statement of Account and the Annual Report are posted on our website.



## Governance Evaluation Checklist (Enhanced)

S/N	Description	Code ID	Response (Drop list)	Remarks
<b>Board Governance</b>				
1	Induction and orientation are provided to incoming Board members on joining the Board.	1.1.2	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	Induction and orientation are provided to incoming Board members.
Are there Board members holding staff <sup>1</sup> appointments? (Skip items 2 and 3 if “No”)			<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
2	Staff <sup>1</sup> does not chair the Board and does not comprise more than one-third of the Board.	1.1.3	Not Applicable	
3	There are written job descriptions for their executive functions and operational duties which are distinct from their Board roles.	1.1.5	Not Applicable	
4	There is a maximum limit of four consecutive years for the Treasurer position (or equivalent, e.g. Finance Committee Chairman or person on Board responsible for overseeing the finances of the charity). Should the charity not have an appointed Board member, it will be taken that the Chairman oversees the finances.	1.1.7	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	As per Constitution, no person who had previously been elected as the Honorary Treasurer may be eligible to such post until the expiry of 3 years after the completion of his previous term of office.
5	All Board members submit themselves for re-nomination and re-appointment, at least once every three years.	1.1.8	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	As per Constitution, all board members will have to be re-elected or re-appointed when their term ends.
6	The Board conducts regular self-evaluation to assess its performance and effectiveness once per term or every three years, whichever is shorter.	1.1.12	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	Regular evaluation were made.
Are there Board member(s) who have served for more than 10 consecutive years? (Skip item 7 if “No”)			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
7	The charity discloses in its annual report the reasons for retaining Board member(s) who have served for more than 10 consecutive years.	1.1.13	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	Mr Richard Yeong Ong Loy has been retained as a Board member for his expertise to help oversee the completion of our HQ building upgrading project.
8	There are documented terms of reference for the Board and each of its Board committees.	1.2.1	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	Documented terms of reference present.
<b>Conflict of Interest</b>				
9	There are documented procedures for Board members and staff <sup>1</sup> to declare actual or potential conflicts of interest to the Board at the earliest opportunity.	2.1	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	All members of Commissioner and Scout Councils complete a conflict of interest declaration form annually.
10	Board members do not vote or participate in decision-making on matters where they have a conflict of interest.	2.4	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	All members Commissioner and Scout Councils complete a conflict of interest declaration form annually.
<b>Strategic Planning</b>				
11	The Board periodically reviews and approves the strategic plan for the charity to ensure that the activities are in line with its objectives.	3.2.2	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	The Scout Council is involved in the review of any major shift in policies, strategies and any change that affects the purpose and mission of the Association. Update on the implementation of the plan is reported at the Commissioner and Scout Councils meetings.

## Governance Evaluation Checklist (Enhanced)

Human Resource and Volunteer <sup>2</sup> Management				
12	The Board approves documented human resource policies for staff <sup>1</sup> .	5.1	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	The Establishment Committee reviews and approves the HR policies.
13	There is a documented Code of Conduct for Board members, staff <sup>1</sup> and volunteers <sup>2</sup> (where applicable) which is approved by the Board.	5.3	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	All Board members, staff and volunteers signed the documents or electronic declarations captured in the MSDS.
14	There are processes for regular supervision, appraisal and professional development of staff <sup>1</sup> .	5.5	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	HR system such as the annual PA system is in place as documented in the Staff HR Manual.
Are there volunteers <sup>2</sup> serving in the charity? (Skip item 15 if "No")			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
15	There are volunteer management policies in place for volunteers <sup>2</sup> .	5.7	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	There are volunteer management policies in our POR.
Financial Management and Internal Controls				
16	There is a documented policy to seek Board's approval for any loans, donations, grants or financial assistance provided by the charity which is not part of its core charitable programmes.	6.1.1	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	We do not give out any loans, donations, grants or financial assistance which is not part of our core charitable programmes.
17	The Board ensures internal controls for financial matters in key areas are in place with documented procedures.	6.1.2	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	Financial and Accounting procedures are documented.
18	The Board ensures reviews on the charity's internal controls, processes, key programmes and events are regularly conducted.	6.1.3	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	Internal Audits are conducted regularly to review the processes and internal controls.
19	The Board ensures that there is a process to identify, regularly monitor and review the charity's key risks.	6.1.4	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	Key risk assessment of the Association is regularly conducted and documented.
20	The Board approves an annual budget for the charity's plans and regularly monitors its expenditure.	6.2.1	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	The Scout Council approves the annual budget after being reviewed by the Finance Committee.
Does the charity invest its reserves, including fixed deposits? (Skip item 21 if "No")			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	SSA currently places its available funds in fixed deposits on tenors that range from 3 to 12 months and may consider other forms of investments after they have been approved by the Scout Council.
21	The charity has a documented investment policy approved by the Board.	6.4.3	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	SSA aims to maintain sufficient reserves to ensure long term financial sustainability. The maximum reserve is 5 years of annual operating expenditure.
Fundraising Practices				
Did the charity receive cash donations (solicited or unsolicited) during the year? (Skip item 22 if "No")			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
22	All collections received (solicited or unsolicited) are properly accounted for and promptly deposited by the charity.	7.2.2	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	It is in compliance with SSA's Financial and Accounting SOP which is regularly reviewed.
Did the charity receive donations-in-kind during the year? (Skip item 23 if "No")			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
23	All donations-in-kind received are properly recorded and accounted for by the charity.	7.2.3	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	It is in compliance with SSA's Financial and Accounting SOP which is regularly reviewed.

Disclosure and Transparency				
24	The charity discloses in its annual report: i) Number of Board meetings in the year; and ii) Individual Board member's attendance.	8.2	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	Information is available in the Annual Report.
Are Board members remunerated for their Board services? (Skip items 25 and 26 if "No")			<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
25	No Board member is involved in setting his or her own remuneration.	2.2	Not Applicable	
26	The charity discloses the exact remuneration and benefits received by each Board member in its annual report. OR The charity discloses that no Board members are remunerated.	8.3	Not Applicable	
Does the charity employ paid staff? (Skip items 27, 28 and 29 if "No")			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	
27	No staff <sup>1</sup> is involved in setting his or her own remuneration.	2.2	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	The staff remuneration is set by the Establishment Committee.
28	The charity discloses in its annual report: i) The total annual remuneration (including any remuneration received in its subsidiaries), for each of its three highest paid staff <sup>1</sup> , who each receives remuneration exceeding \$100,000, in bands of \$100,000; and ii) If any of the three highest paid staff <sup>1</sup> also serves on the Board of the charity. OR The charity discloses that none of its staff <sup>1</sup> receives more than \$100,000 in annual remuneration each.	8.4	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	The annual remuneration of all staff in salary bands is disclosed in the Annual Report.
29	The charity discloses the number of paid staff <sup>1</sup> who are close members of the family <sup>3</sup> of the Executive Head or Board Members, who each receives remuneration exceeding \$50,000 during the year, in bands of \$100,000. OR The charity discloses that there is no paid staff <sup>1</sup> who are close members of the family <sup>3</sup> of the Executive Head or Board Member, who receives more than \$50,000 during the year.	8.5	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	There are no paid staff who are close members of the family of the Executive Head or Board Members, who receives more than \$50,000 during the year.
Public Image				
30	The charity has a documented communication policy on the release of information about the charity and its activities across all media platforms.	9.2	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	There is a documented communication and media policy in place.

<sup>1</sup> Staff: Paid or unpaid individuals who are involved in the day-to-day operations of the charity, e.g. an Executive Director or Administrative personnel.

<sup>2</sup> Volunteer: Persons who willingly give up time for charitable purposes, without expectation of any remuneration. For volunteers who are involved in the day-to-day operations of the charity, they should also abide by the best practices set out in the Code applicable to 'staff'.

<sup>3</sup> Close members of the family: Those family members who may be expected to influence, or be influenced by, that person in their dealings with the charity. In most cases, they would include:

- That person's children and spouse;
- Children of that person's spouse; and
- Dependants of that person or that person's spouse.

## Scout Committee Meeting Attendance

JANUARY - DECEMBER 2019

COUNCIL MEMBER	APPOINTMENT	ATTENDANCE				
Mr Tan Tee How	President (Chairman)	✓	✓	✓	✓	✓
Prof Lui Pao Chuen	Vice President (Jan – Jun)	✓	✗	N.A	N.A	N.A
Mr Raymond Chia Lee Meng	Vice President	✓	✓	✓	✗	✗
Mr Philip Chua Tin Sien	Vice President	✓	✓	✓	✗	✓
Mr Ngien Hoon Ping	Vice President (from July)	✗	✓	✓	✓	✓
Mr Ranvir Kumar Singh	Hon. Secretary	✓	✓	✓	✓	✓
Mr Philip Ling Soon Hwa	Hon. Treasurer	✓	✓	✓	✗	✓
Mr Richard Yeong Ong Loy	Elected Member	✗	✓	✓	✓	✓
Mr Henry Baey Seng Kah	Elected Member (Jan – Jun)	✓	✓	N.A	N.A	N.A
Dr William Wan Kok Tang	Elected Member	✓	✗	✓	✗	✓
Mr Charles Phua Chao Rong	Elected Member	✓	✓	✗	✓	✗
Mr Desmond Chong Kok Hwee	Elected Member	✓	✓	✗	✓	✓
Mr Michael Ong Kum Wai	Elected Member	✗	✓	✗	✓	✗
Mr Tan Cheng Kiong	Elected Member (from July)	✓	✓	✓	✓	✓
Mr Steve Ow Kwok Leong	Appointed Member	✓	✗	✗	✓	✓
Ms Kim Lay Eng	Appointed Member	✗	✗	✓	✓	✗
Ms Lim Kar Yee	Appointed Member	✓	✓	✓	✓	✓
Dr Christopher Fong Kong Onn	Appointed Member	✓	✓	✓	✗	✓
Dr Kumaran Rasappan	Appointed Member	✗	✓	✓	✗	✗
Mr Tan Swee Ho	Appointed Member	✓	✓	✓	✗	✓
Mr Leon Yee Kee Shian	Appointed Member	N.A	N.A	✓	✗	✓
Mr Antong Shahrudin Rahmat	Chief Commissioner	✓	✓	✓	✓	✓
Dr Jeffrey Ho Kai Kwong	Deputy Chief Commissioner / International Commissioner	✓	✓	✓	✗	✓
Mr Andrew Ang Kah Hin	Assistant Chief Commissioner – North Area	✓	✓	✓	✓	✓
Mr Hoo Chuan Yang	Assistant Chief Commissioner – South Area	✓	✓	✓	✓	✓
Mr Ho Chee Heng	Assistant Chief Commissioner – East Area	✓	✓	✓	✗	✓
Mr Lim Say Chionh	Assistant Chief Commissioner – West Area	✓	✓	✗	✓	✗
Mr Yang Chen	National Programme Commissioner	✓	✗	✓	✓	✓
Mr Tan Kay Kerng	National Training Commissioner	✓	✓	✓	✓	✗
Dr Anbarasan Thuraimanikam	National Operations Commissioner	✗	✓	✓	✓	✗
Mr Darren Tay Fuwen	National Communications Commissioner	✓	✓	✓	✓	✗

**THE SINGAPORE SCOUT ASSOCIATION**  
Unique Entity No. S85CC0196D

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2019

# The Singapore Scout Association

## General Information

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### Scout Council

President – Tan Tee How  
Vice President – Ngien Hoon Ping  
Vice President – Chua Tin Sien Philip  
Vice President – Chia Lee Meng Raymond  
Honorary Secretary – Ranvir Kumar Singh  
Honorary Treasurer – Philip Ling Soon Hwa

Chief Commissioner – Antong Shahrudin Bin Rahmat  
Deputy Chief and International Commissioner – Ho Kai Kwong Jeffrey

### Registered Office

1 Bishan Street 12  
Singapore 579808

### Auditor

CA.sg PAC

### Bankers

Oversea-Chinese Banking Corporation Limited  
The Bank of East Asia Ltd  
CIMB Bank Berhad  
Sing Investments & Finance Limited

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## The Singapore Scout Association

### Statement by Scout Council for the year ended 31 December 2019

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We, the undersigned, hereby state that in the opinion of the Scout Council, the financial statements of The Singapore Scout Association (“Association”) set out on pages 6 to 52 are properly drawn up so as to give a true and fair view of the financial position of the Association as at 31 December 2019 and of the financial performance and cash flows of the Association for the financial year ended on that date.

On behalf of the Scout Council

*Tan Tee How*

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Tan Tee How  
President



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Antong Shahrudin Bin Rahmat  
Chief Commissioner



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Philip Ling Soon Hwa  
Honorary Treasurer

30 May 2020

**INDEPENDENT AUDITOR'S REPORT**  
to the members of  
**THE SINGAPORE SCOUT ASSOCIATION**

**Report on the Audit of the Financial Statements**

*Opinion*

We have audited the accompanying financial statements of The Singapore Scout Association (“Association”) which comprise the statement of financial position as at 31 December 2019, the statement of financial activities and statement of cash flows for the year then ended, and notes to the financial statements including a summary of significant accounting policies.

In our opinion, the accompanying financial statements are properly drawn up in accordance with the provisions of the Charities Act, Chapter 37 and other relevant regulations (the Charities Act and Regulations) and Financial Reporting Standards in Singapore (“FRS”) so as to give a true and fair view of the financial position of the Association as at 31 December 2019 and of the financial performance, and cash flows of the Association for the year ended on that date.

*Basis for Opinion*

We conducted our audit in accordance with Singapore Standards on Auditing (“SSAs”). Our responsibilities under those standards are further described in the Auditor’s Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Association in accordance with the Accounting and Corporate Regulatory Authority (“ACRA”) Code of Professional Conduct and Ethics for Public Accountants and Accounting Entities (“ACRA Code”) together with the ethical requirements that are relevant to our audit of the financial statements in Singapore, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the ACRA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

*Other Information*

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.



INDEPENDENT AUDITOR'S REPORT  
to the members of  
**THE SINGAPORE SCOUT ASSOCIATION** (continued)

**Report on the Audit of the Financial Statements** (continued)

*Responsibilities of Management and Those Charged with Governance for the Financial Statements*

Management is responsible for the preparation of financial statements that give a true and fair view in accordance with the provisions of the Act and FRS, and for devising and maintaining a system of internal accounting controls sufficient to provide a reasonable assurance that assets are safeguarded against loss from unauthorised use or disposition; and transactions are properly authorised and that they are recorded as necessary to permit the preparation of true and fair financial statements and to maintain accountability of assets.

In preparing the financial statements, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association's financial reporting process.

*Auditor's Responsibilities for the Audit of the Financial Statements*

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level assurance, but is not a guarantee that an audit conducted in accordance with SSAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

## **INDEPENDENT AUDITOR'S REPORT**

to the members of

**THE SINGAPORE SCOUT ASSOCIATION** (continued)

### **Report on the Audit of the Financial Statements** (continued)

#### *Auditor's Responsibilities for the Audit of the Financial Statements* (continued)

As part of an audit in accordance with SSAs, we exercise professional judgement and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

**INDEPENDENT AUDITOR'S REPORT**  
to the members of  
**THE SINGAPORE SCOUT ASSOCIATION**

**Report on Other Legal and Regulatory Requirements**

In our opinion:

- a) the accounting and other records required to be kept by the Association have been properly kept in accordance with the Charities Act, Chapter 37 and Regulations and Boy Scouts Association Act, Chapter 26;
- b) the fund-raising appeals listed below conducted by the Association during the financial year, have been carried out in accordance with the Charities Act, Chapter 37 and Regulations and Income Tax Act, Chapter 134 and proper accounts and other records have been kept of the fund-raising appeals:-

<u>Name of fund-raising project</u>	<u>Period of fund-raising</u>
Job Week	13 March 2019 to 30 March 2019
Donation Draw	6 August 2019 to 26 October 2019

During the course of our audit, nothing has come to our attention that causes us to believe that during the year:

- (i) the Association has not used the donation moneys in accordance with its objectives as required under Regulation 11 of the Charities (Institution of a Public Character) Regulations; and
- (ii) the Association has not complied with the requirements of Regulation 15 of the Charities (Institutions of a Public Character) Regulations.



**CA.sg PAC**  
Public Accountants and  
Chartered Accountants  
Singapore

30 May 2020

## The Singapore Scout Association

### Statement of Financial Position As at 31 December 2019

	Note	2019 S\$	2018 S\$
<b>ASSETS AND LIABILITIES</b>			
<b>Non-Current Assets</b>			
Property, plant and equipment	3	6,073,146	3,869,534
Other receivables	4	89,220	-
		<u>6,162,366</u>	<u>3,869,534</u>
<b>Current Assets</b>			
Inventories	5	297,779	267,865
Trade receivables	6	116,163	399,445
Other receivables	4	512,716	571,049
Cash and cash equivalents	7	6,819,985	7,108,185
		<u>7,746,643</u>	<u>8,346,544</u>
<b>Total Assets</b>		<u>13,909,009</u>	<u>12,216,078</u>
<b>Current Liabilities</b>			
Trade payables	8	351,428	94,079
Other payables	9	985,110	387,291
Deferred grant	10	58,852	58,852
Lease liabilities	11	356,880	-
		<u>1,752,270</u>	<u>540,222</u>
<b>Non-Current Liability</b>			
Deferred grant	10	1,412,456	1,471,309
Lease liabilities	11	356,880	-
		<u>1,769,336</u>	<u>1,471,309</u>
<b>Total Liabilities</b>		<u>3,521,606</u>	<u>2,011,531</u>
<b>Net Current Assets</b>		<u>5,994,373</u>	<u>7,806,322</u>
<b>Net Assets</b>		<u>10,387,403</u>	<u>10,204,547</u>

The annexed notes form an integral part of and should be read in conjunction with these financial statements

## The Singapore Scout Association

### Statement of Financial Position (continued) As at 31 December 2019

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	<b>Note</b>	<b>2019 S\$</b>	<b>2018 S\$</b>
<b>FUNDS</b>			
<b>Unrestricted Funds</b>			
General funds	12	4,312,825	4,379,040
<b>Restricted Funds</b>			
Building fund		3,453,555	3,061,866
Scout Foundation fund		229,024	252,524
Other specific funds	13	<u>2,391,999</u>	<u>2,511,117</u>
<b>Total Funds</b>		<u><u>10,387,403</u></u>	<u><u>10,204,547</u></u>

The annexed notes form an integral part of and should be read in conjunction with these financial statements

The Singapore Scout Association

Statement of Financial Activities  
For the year ended 31 December 2019

		←	Restricted Funds	→		
	General Funds (Note 12) S\$	Building Fund S\$	Scout Foundation Fund S\$	Other Specific Funds (Note 13) S\$	2019 Total Funds S\$	2018 Total Funds S\$
Note						
<b>Incoming resources</b>						
<u>Incoming resources from generated funds</u>						
Voluntary income	14	19,445	-	54,000	350	73,795
Activities for generating funds						
- Donation Draw	15	157,432	-	-	106,142	263,574
- Job Week	16	405,273	-	-	303,273	708,546
- Scout Guild events	17	67,625	-	-	-	67,625
Investment income		44,618	-	-	27,733	72,351
<u>Incoming resources from charitable activities</u>						
- Grants		899,287	-	-	-	899,287
- Membership fees		109,060	-	-	-	109,060
- Fees from participants		590,517	-	-	42,692	633,209
- Scout Shop	18	180,248	-	-	-	180,248
- Sands Leadership Development Centre	19	1,320,243	-	-	-	1,320,243
Other incoming resources		175,580	-	-	-	175,580
<b>Total incoming resources</b>		<u>3,969,328</u>	<u>-</u>	<u>54,000</u>	<u>480,190</u>	<u>4,503,518</u>
<b>Resources expended</b>						
<u>Costs of generating funds</u>						
Fundraising costs						
- Donation Draw	15	26,863	-	-	26,237	53,100
- Job Week	16	6,390	-	-	4,783	11,173
- Scout Guild events	17	45,946	-	-	-	45,946
<u>Charitable activities</u>						
- Scout Shop	18	90,478	-	-	-	90,478
- Scout Guild		-	-	-	-	-
- Scout Groups		1,329	-	-	452,281	453,610
- Area activities		312,468	-	-	-	312,468
- International scout events and programme expenses		450,845	-	620	-	451,465
- Sands Leadership Development Centre	19	1,239,649	-	-	-	1,239,649
- Employee benefits expense	20	1,088,400	-	76,880	-	1,165,280
Governance costs - audit fees		21,415	-	-	-	21,415
Other resources expended	21	865,960	-	-	227	866,187
Property, plant and equipment written-off		758,333	-	-	-	758,333
<b>Total resources expended</b>		<u>4,908,076</u>	<u>-</u>	<u>77,500</u>	<u>483,528</u>	<u>5,469,104</u>
<b>Net (outgoing)/incoming resources before amortisation and transfer</b>		(938,748)	-	(23,500)	(3,338)	(965,586)
Amortisation of building fund		26,602	(26,602)	-	-	-
Old Building Fund written off		845,931	(845,931)	-	-	-
Transfer of funds		-	115,780	-	(115,780)	-
Incoming resources for building fund		-	1,148,442	-	-	1,148,442
<b>Net (outgoing)/incoming resources</b>		(66,215)	391,689	(23,500)	(119,118)	182,856
<b>Total funds brought forward</b>		<u>4,379,040</u>	<u>3,061,866</u>	<u>252,524</u>	<u>2,511,117</u>	<u>10,204,547</u>
<b>Total funds carried forward</b>		<u>4,312,825</u>	<u>3,453,555</u>	<u>229,024</u>	<u>2,391,999</u>	<u>10,204,547</u>

The annexed notes form an integral part of and should be read in conjunction with these financial statements

## The Singapore Scout Association

### Statement of Cash Flows For the year ended 31 December 2019

	Note	2019 S\$	2018 S\$
<b>Cash flows from operating activities</b>			
(Deficit)/Surplus for the year		(965,586)	6,740
Adjustments for:-			
Depreciation of property, plant and equipment		594,384	66,232
Impairment loss on trade receivables, net		8,719	7,169
Property, plant and equipment written-off		758,333	7,888
Interest income		(72,351)	(56,561)
		<u>1,289,085</u>	<u>24,728</u>
Operating surplus before working capital changes		<u>323,499</u>	<u>31,468</u>
(Increase)/ Decrease in inventories		(29,914)	35,071
Decrease/(Increase) in trade and other receivables		243,676	(109,576)
Increase/(Decrease) in trade and other payables		320,293	(304,219)
		<u>534,055</u>	<u>(378,724)</u>
Net cash generated from/(used in) operating activities		<u>857,554</u>	<u>(347,256)</u>
<b>Cash flows from investing activities</b>			
Interest received		72,351	56,561
Purchase of property, plant and equipment		(2,054,277)	(1,323,080)
Net cash used in investing activities		<u>(1,981,926)</u>	<u>(1,266,519)</u>
<b>Cash flows from financing activities</b>			
Payment of principal portion of lease liabilities		(312,270)	-
Funding for upgrading of building		1,148,442	842,239
Net cash generated from financing activities		<u>836,172</u>	<u>842,239</u>
<b>Net decrease in cash and cash equivalents</b>		<u>(288,200)</u>	<u>(771,536)</u>
<b>Cash and cash equivalents at 1 January</b>		<u>7,108,185</u>	<u>7,879,721</u>
<b>Cash and cash equivalents at 31 December</b>	7	<u><u>6,819,985</u></u>	<u><u>7,108,185</u></u>

The annexed notes form an integral part of and should be read in conjunction with these financial statements

2. **Summary of significant accounting policies** (continued)

2.2 **Adoption of new standards**

The accounting policies adopted are consistent with those of the previous financial year except that in the current financial year, the Association has adopted all the new and amended standards which are relevant to the Association and are effective for annual financial periods beginning on or after 1 January 2019. Except for the adoption of FRS 116 - Leases described below, the adoption of these standards did not have any material effect on the financial performance or position of the Association.

FRS 116 – Leases

FRS 116 supersedes FRS 17 - Leases, INT FRS 104 - Determining whether an Arrangement contains a Lease, INT FRS 15 - Operating Leases-Incentives and INT FRS 27 - Evaluating the Substance of Transactions Involving the Legal Form of a Lease. The standard sets out the principles for the recognition, measurement, presentation and disclosure of leases and requires lessees to recognise most leases on the statement of financial position.

The Association adopted FRS 116 using the modified retrospective method of adoption with the date of initial application of 1 January 2019. Under this method, the standard is applied retrospectively with the cumulative effect of initially applying the standard recognised at the date of initial application as an adjustment to the opening balance of retained earnings. The Association elected to use the transition practical expedient to not reassess whether a contract is, or contains a lease at 1 January 2019. Instead, the Association applied the standard only to contracts that were previously identified as leases applying FRS 17 and INT FRS 104 at the date of initial application.

The Association has lease contract for its campsite. Before the adoption of FRS 116, the Association classified each of its leases (as lessee) at the inception date as either a finance lease or an operating lease. The accounting policy prior to 1 January 2019 is disclosed in Note 2.13.

Upon adoption of FRS 116, the Association applied a single recognition and measurement approach for all leases except for short-term leases and leases of low-value assets. The accounting policy beginning on and after 1 January 2019 is disclosed in Note 2.13. The standard provides specific transition requirements and practical expedients, which have been applied by the Association.



2. **Summary of significant accounting policies** (continued)

2.2 **Adoption of new standards** (continued)

FRS 116 – Leases (continued)

(a) Leases previously accounted for as operating leases

The Association recognised right-of-use assets and lease liabilities for those leases previously classified as operating leases, except for short-term leases and leases of low-value assets. The right-of-use assets for the leases were recognised based on the carrying amount as if the standard had always been applied, using the incremental borrowing rate at the date of initial application. Lease liabilities were recognised based on the present value of the remaining lease payments, discounted using the incremental borrowing rate at the date of initial application.

The Association also applied the available practical expedients wherein it:

- used a single discount rate to a portfolio of leases with reasonably similar characteristics;
- relied on its assessment of whether leases are onerous immediately before the date of initial application as an alternative to performing an impairment review;
- applied the short-term leases exemption to leases with lease term that ends within 12 months of the date of initial application;
- excluded the initial direct costs from the measurement of the right-of-use asset at the date of initial application; and
- used hindsight in determining the lease term where the contract contained options to extend or terminate the lease.

Other than the above, the Association has not applied any new or revised FRS or interpretations that have been issued as of the date of the statement of financial position date but are not yet effective. The initial application of these standards and interpretations are not expected to have any material impact on the Association's financial statements. The Association has not considered the impact of the accounting standards issued after the date of the statement of financial position.

2. **Summary of significant accounting policies** (continued)

2.3 **Financial assets**

(a) Classification and measurement

The Association classifies its financial assets in the following measurement categories:

- Amortised cost;
- Fair value through other comprehensive income (FVOCI); and
- Fair value through profit or loss (FVPL).

The classification depends on the Association's business model for managing the financial assets as well as the contractual terms of the cash flows of the financial asset.

Financial assets with embedded derivatives are considered in their entirety when determining whether their cash flows are solely payment of principal and interest. The Association reclassifies debt instruments when and only when its business model for managing those assets changes.

At initial recognition

At initial recognition, the Association measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss, transaction costs that are directly attributable to the acquisition of the financial asset. Transaction costs of financial assets carried at fair value through profit or loss are expensed in profit or loss.

At subsequent measurement

(i) Debt instruments

Debt instruments mainly comprise of cash and cash equivalents, trade and other receivables, listed and unlisted debt securities.

There are three subsequent measurement categories, depending on the Association's business model for managing the asset and the cash flow characteristics of the asset:

- **Amortised cost** - Debt instruments that are held for collection of contractual cash flows where those cash flows represent solely payments of principal and interest are measured at amortised cost. A gain or loss on a debt instrument that is subsequently measured at amortised cost and is not part of a hedging relationship is recognised in profit or loss when the asset is derecognised or impaired. Interest income from these financial assets is included in interest income using the effective interest rate method.

2. Summary of significant accounting policies (continued)

2.3 Financial assets (continued)

(a) Classification and measurement (continued)

At subsequent measurement (continued)

(i) Debt instruments (continued)

- FVOCI - Debt instruments that are held for collection of contractual cash flows and for sale, and where the assets' cash flows represent solely payments of principal and interest, are classified as FVOCI. Movements in fair values are recognised in Other Comprehensive Income (OCI) and accumulated in fair value reserve, except for the recognition of impairment gains or losses, interest income and foreign exchange gains and losses, which are recognised in profit and loss. When the financial asset is derecognised, the cumulative gain or loss previously recognised in OCI is reclassified from equity to profit or loss and presented in "other gains and losses". Interest income from these financial assets is recognised using the effective interest rate method and presented in "interest income".
- FVPL - Debt instruments that are held for trading as well as those that do not meet the criteria for classification as amortised cost or FVOCI are classified as FVPL. Movement in fair values and interest income is recognised in profit or loss in the period in which it arises and presented in "other gains and losses".

(ii) Equity investments

The Association subsequently measures all its equity investments at their fair values. Equity investments are classified as FVPL with movements in their fair values recognised in profit or loss in the period in which the changes arise and presented in "other gains and losses", except for those equity securities which are not held for trading. The Association has elected to recognise changes in fair value of equity securities not held for trading in other comprehensive income as these are strategic investments and the Association considers this to be more relevant. Movements in fair values of investments classified as FVOCI are presented as "fair value gains / losses" in Other Comprehensive Income. Dividends from equity investments are recognised in profit or loss as "dividend income".

(b) Impairment

The Association recognises loss allowances for expected credit losses ("ECLs") on:

- financial assets measured at amortised costs;
- debt investments measured at FVOCI; and
- contract assets (as defined in FRS 115).

2. **Summary of significant accounting policies** (continued)

2.3 **Financial assets** (continued)

(b) **Impairment** (continued)

Loss allowances of the Association are measured on either of the following bases:

- 12-month ECLs - these are ECLs that result from default events that are possible within the 12 months after the reporting date (or for a shorter period if the expected life of the instrument is less than 12 months); or
- Lifetime ECLs - these are ECLs that result from all possible default events over the expected life of a financial instrument or contract asset.

Simplified approach

The Association applies the simplified approach to provide for ECLs for all trade receivables and contract assets. The simplified approach requires the loss allowance to be measured at an amount equal to lifetime ECLs. The Association has established a provision matrix that is based on its historical credit loss experience, adjusted for forward-looking factors specific to the debtors and the economic environment which could affect debtors' ability to pay.

General approach

The Association applies the general approach to provide for ECLs on all other financial instruments. Under the general approach, the loss allowance is measured at an amount equal to 12-month ECLs at initial recognition.

At each reporting date, the Association assesses whether the credit risk of a financial instrument has increased significantly since initial recognition. When credit risk has increased significantly since initial recognition, loss allowance is measured at an amount equal to lifetime ECLs.

When determining whether the credit risk of a financial asset has increased significantly since initial recognition and when estimating ECLs, the Association considers reasonable and supportable information that is relevant and available without undue cost or effort. This includes both quantitative and qualitative information and analysis, based on the Association's historical experience and informed credit assessment and includes forward-looking information.

If credit risk has not increased significantly since initial recognition or if the credit quality of the financial instruments improves such that there is no longer a significant increase in credit risk since initial recognition, loss allowance is measured at an amount equal to 12-month ECLs.

2. **Summary of significant accounting policies** (continued)

2.3 **Financial assets** (continued)

(b) Impairment (continued)

General approach (continued)

The Association considers a financial asset to be in default when:

- the borrower is unlikely to pay its credit obligations to the Association in full, without recourse by the Association to actions such as realising security (if any is held); or
- the financial asset is more than 180 days past due.

The Association considers a contract asset to be in default when the customer is unlikely to pay its contractual obligations to the Association in full, without recourse by the Association to actions such as realising security (if any is held).

The maximum period considered when estimating ECLs is the maximum contractual period over which the Association is exposed to credit risk.

Measurement of ECLs

ECLs are probability-weighted estimates of credit losses. Credit losses are measured at the present value of all cash shortfalls (i.e. the difference between the cash flows due to the entity in accordance with the contract and the cash flows that the Association expects to receive).

ECLs are discounted at the effective interest rate of the financial asset.

Credit-impaired financial assets

At each reporting date, the Association assesses whether financial assets carried at amortised cost and debt investments at FVOCI are credit-impaired. A financial asset is 'credit-impaired' when one or more events that have a detrimental impact on the estimated future cash flows of the financial asset have occurred.

Evidence that a financial asset is credit-impaired includes the following observable data:

- significant financial difficulty of the borrower or issuer;
- a breach of contract such as a default or being more than 180 days past due;
- the restructuring of a loan or advance by the Association on terms that the Association would not consider otherwise;
- it is probable that the borrower will enter bankruptcy or other financial reorganisation; or
- the disappearance of an active market for a security because of financial difficulties.

2. **Summary of significant accounting policies** (continued)

2.3 **Financial assets** (continued)

(b) Impairment (continued)

Presentation of allowance for ECLs in the statement of financial position

Loss allowances for financial assets measured at amortised cost and contract assets are deducted from the gross carrying amount of these assets.

For debt investments at FVOCI, loss allowances are charged to profit or loss and recognised in OCI.

Write-off

The gross carrying amount of a financial asset is written off (either partially or in full) to the extent that there is no realistic prospect of recovery. This is generally the case when the Association determines that the debtor does not have assets or sources of income that could generate sufficient cash flows to repay the amounts subject to the write-off. However, financial assets that are written off could still be subject to enforcement activities in order to comply with the Association's procedures for recovery of amounts due.

(c) Recognition and derecognition

Regular way purchases and sales of financial assets are recognised on trade date – the date on which the Association commits to purchase or sell the asset.

Financial assets are derecognised when the rights to receive cash flows from the financial assets have expired or have been transferred and the Association has transferred substantially all risks and rewards of ownership.

On disposal of a debt instrument, the difference between the carrying amount and the sale proceeds is recognised in profit or loss. Any amount previously recognised in other comprehensive income relating to that asset is reclassified to profit or loss.

On disposal of an equity investment, the difference between the carrying amount and sales proceed is recognised in profit or loss if there was no election made to recognise fair value changes in other comprehensive income. If there was an election made, any difference between the carrying amount and sales proceed amount would be recognised in other comprehensive income and transferred to retained profits along with the amount previously recognised in other comprehensive income relating to that asset.

Trade receivables that are factored out to banks and other financial institutions with recourse to the Association are not derecognised until the recourse period has expired and the risks and rewards of the receivables have been fully transferred. The corresponding cash received from the financial institutions is recorded as borrowings.

2. **Summary of significant accounting policies** (continued)

2.4 **Property, plant and equipment**

All items of property, plant and equipment are initially recorded at cost. Subsequent to recognition, property, plant and equipment are stated at cost less accumulated depreciation and any accumulated impairment losses.

The cost of an asset comprises its purchase price and any directly attributable costs of bringing the asset to working condition for its intended use, and includes the costs of dismantlement, removal or restoration, the obligation for which the Association incurs as a consequence of installing the asset. Expenditure for additions, improvements and renewals are capitalised and expenditure for maintenance and repairs are charged to expenditure as incurred.

Depreciation is calculated on the straight-line method to write off the cost of the assets over their estimated useful lives. The estimated useful lives are as follows:

Campsite	Lease term of 3 years
HQ land	Leasehold period of 30 years
HQ building	Leasehold period of 30 years
Furniture and fittings	5 years
Sundry equipment	5 years
Air-conditioners	5 years
Computers	3 years
Motor vehicle	5 years

HQ building work-in-progress is not depreciated.

The residual values, useful lives and depreciation methods are reviewed at each financial year end to ensure that the amount, method and period of depreciation are consistent with previous estimates and the expected pattern of consumption of the future economic benefits embodied in the items of property, plant and equipment. The effect of any changes in estimate is accounted for on a prospective basis.

The carrying values of property, plant and equipment are reviewed for impairment when events or changes in circumstances indicate that the carrying value may not be recoverable.

On disposal of an item of equipment, the difference between the net disposal proceeds and its carrying amount is taken to the statement of financial activities.

Fully depreciated property, plant and equipment are retained in the financial statements until they are no longer in use.

2. **Summary of significant accounting policies** (continued)

2.5 **Inventories**

Inventories comprising goods like uniforms, camping equipment and their related accessories, and souvenir items held for resale are stated at the lower of cost and net realisable value with cost being determined on a first-in, first-out basis. Net realisable value is the estimated selling price in the ordinary course of business, less applicable selling expenses.

2.6 **Impairment non-financial assets**

The carrying amounts of the Association's assets are reviewed at each date of the statement of financial position to determine whether there is any objective evidence that a financial asset is impaired. If such indication exists, the assets' recoverable amount is estimated. Where it is not possible to estimate the recoverable amount of an individual asset, the management estimates the recoverable amount of the cash-generating unit to which the asset belongs.

Recoverable amount is the higher of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present values using a pre-tax discount rate that reflects current market assessment of the time value of money and the risks specific to the asset.

If the recoverable amount of an asset or cash-generating unit is estimated to be less than its carrying amount, the carrying amount of the asset or cash-generating unit is reduced to its recoverable amount. The impairment loss is recognised immediately in the statement of financial activities.

Where an impairment loss subsequently reverses, the carrying amount of the asset or cash-generating unit is increased to the revised estimate of its recoverable amount. The increase cannot exceed the carrying amount that would have been determined, net of depreciation, had no impairment loss been recognised previously. Such reversal is recognised in the statement of financial activities.

2.7 **Financial liabilities**

(a) Classification and measurement

At initial recognition

Financial liabilities are classified, at initial recognition, as financial liabilities at fair value through profit or loss, loans and borrowings, payables, or as derivatives designated as hedging instruments in an effective hedge, as appropriate. All financial liabilities are recognised initially at fair value and, in the case of loans and borrowings and payables, net of directly attributable transaction costs.

The Association's financial liabilities include trade and other payables.



2. Summary of significant accounting policies (continued)

2.7 Financial liabilities (continued)

(a) Classification and measurement (continued)

At subsequent measurement

The measurement of financial liabilities depends on their classification, as described below:

Financial liabilities at fair value through profit or loss

Financial liabilities at fair value through profit or loss include financial liabilities held for trading and financial liabilities designated upon initial recognition as at fair value through profit or loss.

Financial liabilities are classified as held for trading if they are incurred for the purpose of repurchasing in the near term. This category also includes derivative financial instruments entered into by the Association that are not designated as hedging instruments in hedge relationships as defined by FRS 109. Separated embedded derivatives are also classified as held for trading unless they are designated as effective hedging instruments.

Gains or losses on liabilities held for trading are recognised in the statement of profit or loss.

Financial liabilities designated upon initial recognition at fair value through profit or loss are designated at the initial date of recognition, and only if the criteria in FRS 109 are satisfied. The Association has not designated any financial liability as at fair value through profit or loss.

(b) Derecognition

A financial liability is derecognised when the obligation under the liability is discharged or cancelled or expires. When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as the derecognition of the original liability and the recognition of a new liability. The difference in the respective carrying amounts is recognised in the statement of profit or loss.

**2. Summary of significant accounting policies (continued)**

**2.8 Trade and other payables**

Trade and other payables represent liabilities for goods and services provided to the Association prior to the end of financial year which are unpaid. They are classified as current liabilities if payment is due within one year or less (or in the normal operating cycle of the business if longer). Otherwise, they are presented as non-current liabilities.

Trade and other payables are initially recognised at fair value, and subsequently carried at amortised cost using the effective interest method.

Trade payables are non-interest bearing and are generally payable within 30 to 90 days.

**2.9 Grants**

A grant that becomes receivable as compensation for expenses or losses already incurred or for the purpose of giving immediate financial support to the entity with no future related costs shall be recognised in the statement of financial activities of the period in which it becomes receivable.

Grant is recognised at its fair value where there is a reasonable assurance that the grant will be received and the Association will comply with all the attached conditions. Grants relating to costs are deferred and recognised in the statement of financial activities over the period necessary to match them with the costs they are intended to compensate. Grants relating to assets are recognised as deferred capital grants on the statement of financial position and are amortised to the statement of financial activities on a straight-line basis over the expected useful life of the relevant assets.

**2.10 Funds**

Funds of the Association comprise mainly the general funds, the building fund, the Scout Foundation Fund and other funds designated for specific objectives (as further described in note 13 to the financial statements).

**(i) General Funds**

General funds are unrestricted and expendable at the discretion of the Scout Council in furtherance of the Association's objects.

**(ii) Building Fund**

Designated donations for the renovation/construction of the HQ building, Sarimbun Camp and Sands Training Institute are credited to the Building Fund account. The Building Fund account is amortised to the statement of financial activities to match the depreciation in respect of these buildings and camp.

**2. Summary of significant accounting policies (continued)**

**2.10 Funds (continued)**

**(iii) Scout Foundation Fund**

The Scout Foundation Fund is for projects which support the development of scouting in Singapore, including upgrading of camping and other infrastructure for scouting activities, development of Scout Groups in schools and the community and providing financial support for disadvantaged scouts.

**2.11 Income**

Revenue is measured based on the consideration to which the Association expects to be entitled in exchange for transferring promised goods or services to a customer, excluding amounts collected on behalf of third parties.

Revenue is recognised when the Association satisfies a performance obligation by transferring a promised good or service to the customer, which is when the customer obtains control of the good or service. A performance obligation may be satisfied at a point in time or over time. The amount of revenue recognised is the amount allocated to the satisfied performance obligation.

**(i) Fees from participants and subscription fees**

The Association conducts programmes and courses for its members, schools and third parties. Fees from participants are recognised as a performance obligation satisfied over time and are recognised over the duration of the programmes and in the period during which service is provided, having regards to the stage of completion of the service. Unearned income relating to service to be rendered in future periods is included in contract liabilities.

Subscription fees are recognised as income in the year to which the subscription relates. Unearned income relating to future year is included in contract liabilities.

The above fees are due upon registration, and non-refundable.

**(ii) Sale of goods**

The Association sells uniforms, camping equipment and their related accessories, souvenirs and other related items.

Revenue is recognised when the goods are delivered to the customer and all criteria for acceptance have been satisfied.

2. **Summary of significant accounting policies** (continued)

2.11 **Income** (continued)

(ii) **Sale of goods** (continued)

The amount of revenue recognised is based on the transaction price, which comprises the contractual price, net of the estimated discounts and adjusted for returns, where goods are defective. Based on the Association's experience with similar types of contracts, variable consideration is typically constrained and is included in the transaction only to the extent that it is highly probable that a significant reversal in the amount of cumulative revenue recognised will not occur when the uncertainty associated with the variable consideration is subsequently resolved.

The Association generally does not have a policy to give discounts to customers. In very limited situations where the Association may give a discount, such a discount is accounted for as consideration payable to customers and are netted against revenue that is recognised on those goods sold.

At the end of each reporting date, the Association updates its assessment of the estimated transaction price, including its assessment of whether an estimate of variable consideration is constrained. The corresponding amounts are adjusted against revenue in the period in which the transaction price changes.

The Association has elected to apply the practical expedient to recognise the incremental costs of obtaining a contract as an expense when incurred where the amortisation period of the asset that would otherwise be recognised is one year or less.

(iii) **Donations and other income**

Donations and other income are recognised to the extent that it is probable that the economic benefits will flow to the Association and the income can be reliably measured. These income are measured at fair value of consideration received or receivable.

(iv) **Interest income**

Interest income from bank deposits is recognised using the effective interest method.

(v) **Rental income**

Rental income from operating leases is recognised on the straight-line basis over the term of the lease.

**2. Summary of significant accounting policies (continued)**

**2.12 Currency**

**(i) Functional currency**

Items included in the financial statements of the Association are measured using the currency that best reflects the economic substance of the underlying events and circumstances relevant to the Association (“functional currency”). The financial statements of the Association are presented in Singapore dollars, which is also the functional currency of the Association.

**(ii) Foreign currency transaction**

Transactions in foreign currencies are measured in the functional currency of the Association and are recorded on initial recognition at exchange rates approximating those ruling at the transaction dates. Monetary assets and liabilities denominated in foreign currencies are translated at the closing rate of exchange ruling at the date of the statement of financial position. Non-monetary items that are measured in terms of historical cost in a foreign currency are translated using the exchange rates as at the dates of the initial transactions. Non-monetary items measured at fair value in a foreign currency are translated using the exchange rates at the date when the fair value was determined.

Exchange differences arising on the settlement of monetary items or on translating monetary items at the date of the statement of financial position are recognised in the statement of financial activities.

**2.13 Leases**

These accounting policies are applied on and after the initial application date of FRS 116, 1 January 2019:

The Association assesses at contract inception whether a contract is, or contains, a lease. That is, if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

**(a) As lessee**

The Association applies a single recognition and measurement approach for all leases, except for short-term leases and leases of low-value assets. The Association recognises lease liabilities representing the obligations to make lease payments and right-of-use assets representing the right to use the underlying leased assets.

2. Summary of significant accounting policies (continued)

2.13 Leases (continued)

(a) As lessee (continued)

Right-of-use assets

The Association recognises right-of-use assets at the commencement date of the lease (i.e. the date the underlying asset is available for use). Right-of-use assets are measured at cost, less any accumulated depreciation and impairment losses, and adjusted for any remeasurement of lease liabilities. The cost of right-of-use assets includes the amount of lease liabilities recognised, initial direct costs incurred, and lease payments made at or before the commencement date less any lease incentives received. Right-of-use assets are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the assets.

If ownership of the leased asset transfers to the Association at the end of the lease term or the cost reflects the exercise of a purchase option, depreciation is calculated using the estimated useful life of the asset. The right-of-use assets are also subject to impairment.

The Association's right-of-use assets are presented within property, plant and equipment (Note 3).

Lease liabilities

At the commencement date of the lease, the Association recognises lease liabilities measured at the present value of lease payments to be made over the lease term. The lease payments include fixed payments (including in-substance fixed payments) less any lease incentives receivable, variable lease payments that depend on an index or a rate, and amounts expected to be paid under residual value guarantees. The lease payments also include the exercise price of a purchase option reasonably certain to be exercised by the Association and payments of penalties for terminating the lease, if the lease term reflects the Association exercising the option to terminate. Variable lease payments that do not depend on an index or a rate are recognised as expenses (unless they are incurred to produce inventories) in the period in which the event or condition that triggers the payment occurs.

In calculating the present value of lease payments, the Association uses its incremental borrowing rate at the lease commencement date because the interest rate implicit in the lease is not readily determinable. After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest and reduced for the lease payments made. In addition, the carrying amount of lease liabilities is remeasured if there is a modification, a change in the lease term, a change in the lease payments (e.g. changes to future payments resulting from a change in an index or rate used to determine such lease payments) or a change in the assessment of an option to purchase the underlying asset.

The Association's lease liabilities are disclosed separately (Note 11).

2. Summary of significant accounting policies (continued)

2.13 Leases (continued)

(a) As lessee (continued)

Short-term leases and leases of low-value assets

The Association applies the short-term lease recognition exemption to its short-term leases of office equipment (i.e. those leases that have a lease term of 12 months or less from the commencement date and do not contain a purchase option). It also applies the lease of low-value assets recognition exemption to leases of office equipment that are considered to be low value. Lease payments on short-term leases and leases of low value assets are recognised as expense on a straight-line basis over the lease term.

(b) As lessor

Leases in which the Association do not transfer substantially all the risks and rewards incidental to ownership of an asset are classified as operating leases. Rental income arising from operating leases on the Association's properties is accounted for on a straight-line basis over the lease terms. Initial direct costs incurred in negotiating and arranging an operating lease are added to the carrying amount of the leased asset and recognised over the lease term on the same basis as rental income. Contingent rents are recognised as revenue in the period in which they are earned.

These accounting policies are applied before the initial application date of FRS 116, 1 January 2019:

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership to the lessee. All other leases are classified as operating leases.

Rentals payable under operating leases are charged to the statement of financial activities on a straight-line basis over the term of the relevant lease unless another systematic basis is more representative of the time pattern in which economic benefits from the leased asset are consumed. Contingent rentals, if any, arising under operating leases are recognised as an expense in the period in which they are incurred.

In the event that lease incentives are received to enter into operating leases, such incentives are recognised as a liability. The aggregate benefit of incentives is recognised as a reduction of rental expense on a straight-line basis, except where another systematic basis is more representative of the time pattern in which economic benefits from the leased asset are consumed.

**2. Summary of significant accounting policies (continued)**

**2.14 Employee benefits**

As required by law, the Association makes contributions to the state pension scheme, the Central Provident Fund (“CPF”). CPF contributions are recognised as an expense in the same period as the employment that gives rise to the contributions.

**2.15 Cash and cash equivalents**

Cash and cash equivalents comprise cash in hand and bank balances. Restricted deposits are excluded from cash and cash equivalents.

**2.16 Related parties**

Parties are considered to be related if one party has the ability to control the other party or exercise significant influence over the other party when making financial or operational decisions. In considering each possible related party relationship, attention is paid to the substance of the relationship, not merely the legal form.

Related parties include the Association’s members, key management personnel, associates and enterprises in which a substantial interest in the voting power is owned, directly or indirectly, by the Association’s members or key management personnel.



The Singapore Scout Association

Notes to the financial statements – 31 December 2019

3. Property, plant and equipment

	Campsite S\$	HQ land S\$	HQ building S\$	Furniture and fittings S\$	Sundry equipment S\$	Air conditioners S\$	Computers S\$	Motor vehicles S\$	HQ building work-in- progress S\$	Total S\$
<b>Cost</b>										
As at 1 January 2018	-	1,765,570	4,233,576	171,476	187,162	108,871	84,813	60,000	-	6,611,468
Additions	-	-	-	-	4,530	-	30,046	23,496	1,278,112	1,336,184
Disposals/write-offs	-	-	-	(171,476)	-	-	(71,316)	-	-	(242,792)
Adjustment	-	-	(13,104)	-	-	-	-	-	-	(13,104)
As at 31 December 2018	-	1,765,570	4,220,472	-	191,692	108,871	43,543	83,496	1,278,112	7,691,756
Additions	1,502,052	-	-	-	33,443	630	9,879	-	2,010,325	3,556,329
Disposals/write-offs	-	-	(4,033,272)	-	(118,286)	(97,371)	(3,443)	-	(15)	(4,252,387)
Reclassification	-	-	-	23,000	-	-	-	-	(23,000)	-
As at 31 December 2019	1,502,052	1,765,570	187,200	23,000	106,849	12,130	49,979	83,496	3,265,422	6,995,698
<b>Accumulated depreciation</b>										
As at 1 January 2018	-	176,557	3,223,248	164,903	141,877	91,127	74,330	60,000	-	3,932,042
Depreciation charge for the year	-	58,852	28,930	2,606	11,150	4,270	14,577	4,699	-	125,084
Disposals/write-offs	-	-	-	(167,509)	-	-	(67,395)	-	-	(234,904)
As at 31 December 2018	-	235,409	3,252,178	-	153,027	95,397	21,512	64,699	-	3,822,222
Depreciation charge for the year	457,146	58,853	28,929	4,600	20,356	7,339	12,853	4,308	-	594,384
Disposals/write-offs	-	-	(3,281,107)	-	(116,225)	(94,690)	(2,032)	-	-	(3,494,054)
As at 31 December 2019	457,146	294,262	-	4,600	57,158	8,046	32,333	69,007	-	922,552
<b>Carrying amount</b>										
As at 31 December 2019	1,044,906	1,471,308	187,200	18,400	49,691	4,084	17,646	14,489	3,265,422	6,073,146
As at 31 December 2018	-	1,530,161	968,294	-	38,665	13,474	22,031	18,797	1,278,112	3,869,534

## The Singapore Scout Association

### Notes to the financial statements – 31 December 2019

#### 3. Property, plant and equipment (continued)

The location and the corresponding lease expiry dates of the leasehold properties are as follows: -

- HQ land and building: 1 Bishan Street 12, Singapore 579808 (Expiry date: 28 May 2045)
- The title deeds to the HQ building are jointly held in trust on behalf of the Association by the former Chief Commissioner and the former Executive Director.

Right-of-use assets comprising the campsite and HQ land under leasing arrangements are presented together with the owned assets of the same class. Details of such leased assets are disclosed in Note 24(a).

HQ land relates to a 30-year lease of land for the Association's HQ building at 1 Bishan Street 12, Singapore 579808 commencing on 28 May 2015. It is fully funded through a grant as disclosed in note 10 to the financial statements.

Sundry equipment comprises training equipment, sea activities equipment, training library, camp equipment, programme equipment and resource library.

Additions to property, plant and equipment are acquired by way of :-

	<b>2019</b> <b>S\$</b>	<b>2018</b> <b>S\$</b>
Cash	2,054,277	1,323,080
Lease liabilities	1,502,052	-
	<u>3,556,329</u>	<u>1,323,080</u>

Depreciation charge for the year comprises depreciation in respect of the HQ and Sands Leadership Development Centre's property, plant and equipment as follows :-

	<b>2019</b> <b>S\$</b>	<b>2018</b> <b>S\$</b>
HQ	573,914	116,193
Sands Leadership Development Centre	20,470	8,891
	<u>594,384</u>	<u>125,084</u>

## The Singapore Scout Association

### Notes to the financial statements – 31 December 2019

#### 4. Other receivables

	<b>2019</b>	<b>2018</b>
	<b>S\$</b>	<b>S\$</b>
<u>Non-current assets</u>		
Deposits	89,220	-
<u>Current assets</u>		
Grant and donation receivables	379,277	386,126
Other receivables	74,575	38,231
Prepayments	54,264	54,882
Deposits	4,600	91,810
	<u>512,716</u>	<u>571,049</u>
	<u>601,936</u>	<u>571,049</u>

#### 5. Inventories

	<b>2019</b>	<b>2018</b>
	<b>S\$</b>	<b>S\$</b>
Goods held for resale	269,229	240,896
Medals and plaques	28,550	26,969
	<u>297,779</u>	<u>267,865</u>

#### 6. Trade receivables

	<b>2019</b>	<b>2018</b>
	<b>S\$</b>	<b>S\$</b>
Third parties	132,051	406,614
Less:		
Allowance for expected credit losses	<u>(15,888)</u>	<u>(7,169)</u>
	<u>116,163</u>	<u>399,445</u>

Trade receivables are denominated in Singapore dollars, non-interest bearing and are generally granted 30-day terms.

## The Singapore Scout Association

### Notes to the financial statements – 31 December 2019

#### 6. Trade receivables (continued)

The movement in allowance for expected credit losses during the financial year is as follows :-

	2019 S\$	2018 S\$
At beginning of the year	7,169	-
Allowance made	15,888	7,169
Reversal of allowance made	<u>(7,169)</u>	<u>-</u>
At end of the year	<u>15,888</u>	<u>7,169</u>

The expected credit losses were made for specific debtors that had defaulted on payments.

#### 7. Cash and cash equivalents

Cash and cash equivalents consist of cash and bank balances and fixed deposits that are denominated in Singapore dollars as follows :-

	2019 S\$	2018 S\$
Fixed deposits	4,469,488	4,827,385
Cash and bank balances	<u>2,350,497</u>	<u>2,280,800</u>
	<u>6,819,985</u>	<u>7,108,185</u>

The fixed deposits bear interest at interest rates ranging from 1.2% to 2.00% (2018 – 0.2% to 1.95%) per annum and mature within 21 days to 12 months (2018 – 10 days to 11 months) from the end of the financial year.

#### 8. Trade payables

Trade payables are denominated in Singapore dollars, non-interest bearing and are normally settled on 30 to 90 days terms.

## The Singapore Scout Association

### Notes to the financial statements – 31 December 2019

#### 9. Other payables

	<b>2019</b>	<b>2018</b>
	<b>S\$</b>	<b>S\$</b>
Other payables	8,125	17,727
Accrued expenses	400,989	201,630
Provision of reinstatement cost	476,022	-
Deferred income	17,463	-
Grants received in advance	80,960	87,775
Fees received in advance	1,551	80,159
	<u>985,110</u>	<u>387,291</u>

#### 10. Deferred grant

The deferred grant comprises funding for the Association's lease of land for its building as disclosed in note 3 to the financial statements.

	<b>2019</b>	<b>2018</b>
	<b>S\$</b>	<b>S\$</b>
Deferred grant :-		
- not later than one year	<u>58,852</u>	<u>58,852</u>
- later than one year and not later than five years	235,409	235,409
- later than five years	<u>1,177,047</u>	<u>1,235,900</u>
	<u>1,412,456</u>	<u>1,471,309</u>
	<u>1,471,308</u>	<u>1,530,161</u>

#### 11. Lease liabilities

	<b>2019</b>	<b>2018</b>
	<b>S\$</b>	<b>S\$</b>
Current:		
- not later than one year	<u>356,880</u>	-
Non-current:		
- later than one year and not later than five years	<u>356,880</u>	-
	<u>713,760</u>	-

The lease liabilities are denominated in Singapore dollars. The movements of lease liabilities are as follows:

	<b>2019</b>	<b>2018</b>
	<b>S\$</b>	<b>S\$</b>
Addition	1,026,030	-
Lease payments – principal portion paid	<u>(312,270)</u>	-
	<u>713,760</u>	-

The Singapore Scout Association

Notes to the financial statements – 31 December 2019

12. General funds

	Headquarter S\$	North Area S\$	South Area S\$	East Area S\$	West Area S\$	Scout Shop S\$	Scout Guild S\$	Sands Leadership Development Centre S\$	New Unit Development Funds S\$	Total S\$
<b>Incoming resources</b>										
<u>Incoming resources from generated funds</u>										
Voluntary income	19,445	-	-	-	-	-	-	18,000	-	37,445
Activities for generating funds										
- Donation Draw	141,574	4,823	4,034	4,070	2,931	-	-	-	-	157,432
- Job Week	359,782	11,537	8,995	14,108	10,851	-	-	-	-	405,273
- Scout Guild events	-	-	-	-	-	-	67,625	-	-	67,625
Investment income	22,290	1,071	1,071	1,070	1,070	15,850	2,196	-	-	44,618
<u>Incoming resources from charitable activities</u>										
- Grants	899,287	-	-	-	-	-	-	13,609	-	912,896
- Membership fees	109,060	-	-	-	-	-	-	-	-	109,060
- Fees from participants	312,714	52,834	25,084	39,822	160,063	-	-	1,127,482	-	1,717,999
- Scout Shop	-	-	-	-	-	180,248	-	-	-	180,248
- Use of camp	-	-	-	-	-	-	-	158,898	-	158,898
Other incoming resources	175,580	-	-	-	-	-	-	2,254	-	177,834
<b>Total incoming resources</b>	<b>2,039,732</b>	<b>70,265</b>	<b>39,184</b>	<b>59,070</b>	<b>174,915</b>	<b>196,098</b>	<b>69,821</b>	<b>1,320,243</b>	<b>-</b>	<b>3,969,328</b>

The Singapore Scout Association

Notes to the financial statements – 31 December 2019

12. General funds (continued)

	Headquarter S\$	North Area S\$	South Area S\$	East Area S\$	West Area S\$	Scout Shop S\$	Scout Guild S\$	Sands Leadership Development Centre S\$	New Unit Development Funds S\$	Total S\$
<b>Resources expended</b>										
<u>Costs of generating funds</u>										
Fundraising costs										
- Donation Draw	22,943	1,192	997	1,006	725	-	-	-	-	26,863
- Job Week	5,674	182	141	222	171	-	-	-	-	6,390
- Scout Guild events	-	-	-	-	-	-	45,946	-	-	45,946
<u>Charitable activities</u>										
- Scout Shop	-	-	-	-	-	90,478	-	-	-	90,478
- Scout Groups	1,329	-	-	-	-	-	-	-	-	1,329
- Area activities	-	75,053	26,961	36,251	174,203	-	-	-	-	312,468
- International scout events and programme expenses	450,845	-	-	-	-	-	-	4,524	-	455,369
- Sands Leadership Development Centre	-	-	-	-	-	-	-	528,717	-	528,717
- Employee benefits expense	1,028,397	12,552	17,451	17,448	12,552	-	-	417,825	-	1,506,225
Governance costs - audit fees	21,415	-	-	-	-	-	-	-	-	21,415
Other resources expended	864,869	154	153	438	265	-	54	288,583	-	1,154,543
Property, plant and equipment written-off	758,333	-	-	-	-	-	-	-	-	758,333
<b>Total resources expended</b>	<b>3,153,832</b>	<b>89,133</b>	<b>45,703</b>	<b>55,365</b>	<b>187,916</b>	<b>90,478</b>	<b>46,000</b>	<b>1,239,649</b>	<b>-</b>	<b>4,908,076</b>
<b>Net (outgoing)/incoming resources before transfer</b>	<b>(1,114,100)</b>	<b>(18,868)</b>	<b>(6,519)</b>	<b>3,705</b>	<b>(13,001)</b>	<b>105,620</b>	<b>23,821</b>	<b>80,594</b>	<b>-</b>	<b>(938,748)</b>
Amortisation of building fund	26,602	-	-	-	-	-	-	-	-	26,602
Old Building Fund written off	845,931	-	-	-	-	-	-	-	-	845,931
<b>Net incoming/(outgoing) resources</b>	<b>(241,567)</b>	<b>(18,868)</b>	<b>(6,519)</b>	<b>3,705</b>	<b>(13,001)</b>	<b>105,620</b>	<b>23,821</b>	<b>80,594</b>	<b>-</b>	<b>(66,215)</b>
<b>Total funds brought forward</b>	<b>554,618</b>	<b>180,627</b>	<b>151,677</b>	<b>132,376</b>	<b>123,928</b>	<b>1,979,427</b>	<b>557,558</b>	<b>395,468</b>	<b>303,361</b>	<b>4,379,040</b>
<b>Total funds carried forward</b>	<b>313,051</b>	<b>161,759</b>	<b>145,158</b>	<b>136,081</b>	<b>110,927</b>	<b>2,085,047</b>	<b>581,379</b>	<b>476,062</b>	<b>303,361</b>	<b>4,312,825</b>

The Singapore Scout Association

Notes to the financial statements – 31 December 2019

13. Other specific funds	Scout Groups S\$	Benjamin Henry Sheares S\$	Scout Discovery Centre S\$	Total S\$
<b>Incoming resources</b>				
<u>Incoming resources from generated funds</u>				
Voluntary income	350	-	-	350
Activities for generating funds				
- Donation Draw	106,142	-	-	106,142
- Job Week	303,273	-	-	303,273
Investment income	25,099	2,634	-	27,733
<u>Incoming resources from charitable activities</u>				
- Fees from participants	42,692	-	-	42,692
<b>T total incoming resources</b>	<u>477,556</u>	<u>2,634</u>	<u>-</u>	<u>480,190</u>
<b>Resources expended</b>				
<u>Costs of generating funds</u>				
Fundraising costs				
- Donation Draw	26,237	-	-	26,237
- Job Week	4,783	-	-	4,783
<u>Charitable activities</u>				
- Scout Groups	452,281	-	-	452,281
Other resources expended	217	10	-	227
<b>Total resources expended</b>	<u>483,518</u>	<u>10</u>	<u>-</u>	<u>483,528</u>
<b>Net (outgoing)/incoming resources before transfer</b>	<u>(5,962)</u>	<u>2,624</u>	<u>-</u>	<u>(3,338)</u>
Transfer of funds	(115,780)	-	-	(115,780)
<b>Net (outgoing)/incoming resources</b>	<u>(121,742)</u>	<u>2,624</u>	<u>-</u>	<u>(119,118)</u>
<b>T total funds brought forward</b>	<u>2,349,494</u>	<u>142,721</u>	<u>18,902</u>	<u>2,511,117</u>
<b>Total funds carried forward</b>	<u>2,227,752</u>	<u>145,345</u>	<u>18,902</u>	<u>2,391,999</u>



13. **Other specific funds** (continued)

**Scout Groups Fund**

The Scout Groups Fund is a designated fund of the Association that supports scouting activities of the scout groups registered with the Association. The Fund is set up using donations received that are designated for use by specific scout groups, the share of Donation Draw and Job Week proceeds that each scout group receives and other fund raising activities by the scout groups. As at 31 December 2019, there are 239 (2018 – 236) scout groups registered with the Association.

**Dr. Benjamin Henry Sheares Scholarship Fund**

The Dr. Benjamin Henry Sheares Scholarship Fund was set up for the purpose of using the income from the fund to provide educational scholarships for needy scouts.

**Scout Discovery Centre**

The Scout Discovery Centre fund is used for the maintenance and upkeep of the centre and for the requisition of relevant scouting artifacts as part of the upgrading process.

14. **Voluntary income**

	<b>2019</b>	<b>2018</b>
	<b>S\$</b>	<b>S\$</b>
<u>General funds</u>		
Donations (tax exempt)	13,000	1,234
Donations (non-tax exempt)	6,445	280
	<u>19,445</u>	<u>1,514</u>
<u>Scout Foundation fund</u>		
Donations (tax exempt)	54,000	56,000
Donations (non-tax exempt)	-	15,252
	<u>54,000</u>	<u>71,252</u>
<u>Other specific funds</u>		
Donations (tax exempt)	350	10,703
Donations (non-tax exempt)	-	8,230
	<u>350</u>	<u>18,933</u>
	<u><u>73,795</u></u>	<u><u>91,699</u></u>

## The Singapore Scout Association

### Notes to the financial statements – 31 December 2019

#### 15. Donation Draw

	2019 S\$	2018 S\$
<b>Income</b>		
Sale of tickets	214,816	251,525
Donations (tax exempt)	48,558	7,400
Donations (non-tax exempt)	200	100,148
	<u>263,574</u>	<u>359,073</u>
<b>Less: Expenses</b>		
Administration and advertising expenses	5,137	3,775
Printing, stationery and miscellaneous	5,963	6,070
Prizes	40,700	38,900
Unclaimed prizes donated to Community Chest	1,300	3,100
	<u>53,100</u>	<u>51,845</u>
<b>Net Income</b>	<u>210,474</u>	<u>307,228</u>
<b>Net income allocated as follows:</b>		
<u>Area (Note 12)</u>		
North Area	3,631	5,164
South Area	3,037	4,633
East Area	3,064	4,146
West Area	2,206	3,921
Total Area	<u>11,938</u>	<u>17,864</u>
Scout groups (Note 13)	79,905	119,507
Headquarter (Note 12)	<u>118,631</u>	<u>169,857</u>
<b>Net Income</b>	<u>210,474</u>	<u>307,228</u>

## The Singapore Scout Association

### Notes to the financial statements – 31 December 2019

#### 16. Job Week

	2019 S\$	2018 S\$
<b>Income</b>		
Collections	606,546	600,750
Donations (tax exempt)	2,000	3,000
Donations (non-tax exempt)	100,000	50,077
	<u>708,546</u>	<u>653,827</u>
<b>Less: Expenses</b>		
Administration expenses	2,697	2,102
Incentive awards	3,360	3,192
Printing of cards	2,990	4,300
Photography, stationery and miscellaneous	2,126	506
	<u>11,173</u>	<u>10,100</u>
<b>Net Income</b>	<u>697,373</u>	<u>643,727</u>
<b>Net income allocated as follows:</b>		
<u>Area (Note 12)</u>		
North Area	11,355	12,100
South Area	8,854	14,497
East Area	13,886	11,647
West Area	10,680	10,035
Total Area	44,775	48,279
Scout groups (Note 13)	298,490	321,864
Headquarter (Note 12)	354,108	273,584
<b>Net Income</b>	<u>697,373</u>	<u>643,727</u>

The Singapore Scout Association

Notes to the financial statements – 31 December 2019

17. Scout Guild events

	2019 S\$	2018 S\$
<b>Charity Golf Income</b>		
Donations (non-tax exempt)	-	77,500
Sponsorship donations (tax exempt)	65,550	37,956
Fees collected	2,075	851
	<u>67,625</u>	<u>116,307</u>
<b>Less: Expenses</b>		
Green fees and dinner	44,634	28,801
Miscellaneous expenses	1,312	1,961
Souvenir programme	-	300
	<u>45,946</u>	<u>31,062</u>
<b>Net Income</b>	<u><u>21,679</u></u>	<u><u>85,245</u></u>

18. Scout Shop

	2019 S\$	2018 S\$
<b>Income</b>		
Sales, net of discount allowed	395,607	392,461
Cost of goods sold	(215,359)	(225,129)
<b>Gross profit</b>	180,248	167,332
<b>Other operating income</b>		
Interest income	15,443	8,324
Other incoming resources	407	544
<b>Total income</b>	<u>196,098</u>	<u>176,200</u>
<b>Less: Expenses</b>		
Employee benefits expense	77,483	87,338
Other operating expenses	12,995	17,829
	<u>90,478</u>	<u>105,167</u>
<b>Net Income</b>	<u><u>105,620</u></u>	<u><u>71,033</u></u>

## The Singapore Scout Association

### Notes to the financial statements – 31 December 2019

#### 18. Scout Shop (continued)

Included in the cost of goods sold of the Scout Shop is a write-down of inventories for the year amounting to S\$7,973 (2018 – reversal of write-down of inventories of S\$540). The reversal of write-down of inventories in the prior year was made when the related inventories were sold above their carrying amounts.

#### 19. Sands Leadership Development Centre

	2019 S\$	2018 S\$
<b>Income</b>		
Fees from participants	1,127,482	1,286,177
Voluntary income	18,000	-
Grant	13,609	-
Use of camp	158,898	313,581
Other incoming resources	2,254	4,260
	<u>1,320,243</u>	<u>1,604,018</u>
<b>Less: Expenses</b>		
Direct expenses	533,241	626,170
Employee benefits expense	417,825	484,957
Other operating expenses	288,583	233,846
	<u>1,239,649</u>	<u>1,344,973</u>
<b>Net Income</b>	<u>80,594</u>	<u>259,045</u>

Included in other operating expenses of the Sands Leadership Development Centre is depreciation of property, plant and equipment for the year amounting to S\$20,470 (2018 - S\$8,891).

#### 20. Employee benefits expense

	2019 S\$	2018 S\$
Staff salaries	1,008,283	1,015,310
CPF contributions and skills development levies	147,588	141,473
Staff training	1,000	2,717
Staff welfare	8,409	5,040
	<u>1,165,280</u>	<u>1,164,540</u>

## The Singapore Scout Association

### Notes to the financial statements – 31 December 2019

#### 21. Other resources expended

	2019	2018
	S\$	S\$
<u>General Funds</u>		
GST expenses	33,765	57,034
Leadership kickoff	1,500	-
AGM expenses	2,050	150
Adult resources expenses	31,850	13,600
APR committee meeting	2,665	-
Bank charges	4,809	1,803
Cleaning expenses	376	-
Depreciation of property, plant and equipment	573,914	116,193
Entertainment and refreshments	1,830	6,235
General expenses	4,973	8,408
Human resource and finance support charge	200	-
Impairment loss on trade receivables, net	8,719	7,169
Insurance	34,849	22,998
Landscaping	2,400	-
Lease expenses for campsite	45,663	348,840
Rental of office equipment	8,750	8,252
Medical	-	4,141
Membership expenses	14,726	20,001
Printing, stationery and postage	11,882	5,964
Professional fees	4,106	14,330
Public relations	15,308	8,990
Recruitment materials	3,229	-
Repairs and maintenance	7,054	15,678
Software maintenance	9,852	26,468
Staff retreat	-	9,945
Telephone and internet	6,266	5,673
Temporary staff	2,275	-
Travelling and transport	-	191
Upkeep of motor vehicles	4,506	-
Water and electricity	28,443	16,230
Other resources expended	-	1,470
	<u>865,960</u>	<u>719,763</u>

## The Singapore Scout Association

### Notes to the financial statements – 31 December 2019

#### 21. Other resources expended (continued)

	2019 S\$	2018 S\$
<u>Scout Foundation Fund</u>		
Scout Foundation Fund expenses	-	4,934
<u>Other Specific Funds</u>		
Scout Campsite Development expenses		
- Others	227	-
	227	-
Scout Group expenses	-	576
	227	576
	<u>866,187</u>	<u>725,273</u>

#### 22. Taxation

The Association is registered as a charity under the Charities Act and is exempted from tax.

#### 23. Related party transactions

Key management compensation

	2019 S\$	2018 S\$
Staff salaries and bonus	137,927	169,513
CPF contributions	13,929	20,615
	<u>151,856</u>	<u>190,128</u>

The number of the Association's key management personnel which falls within the following remuneration bands is as follows:

	2019	2018
S\$50,000 - S\$100,000	-	-
S\$101,000 - S\$150,000	<u>1</u>	<u>1</u>

There are no other related party transactions.

## The Singapore Scout Association

### Notes to the financial statements – 31 December 2019

#### 24. Leases

The Association has lease contract for its campsite. The Association's obligations under this lease are secured by the lessor's title to the leased assets. The Association is restricted from assigning and subleasing the leased assets.

- (a) Carrying amounts of right-of-use assets classified within property, plant and equipment

	<b>Campsite</b> S\$	<b>HQ land</b> S\$	<b>Total</b> S\$
At 1 January 2019	-	1,530,161	1,530,161
Addition	1,502,052	-	1,502,052
Depreciation	<u>(457,146)</u>	<u>(58,853)</u>	<u>(515,999)</u>
At 31 December 2019	<u>1,044,906</u>	<u>1,471,308</u>	<u>2,516,214</u>

- (b) Lease liabilities

The carrying amounts of lease liabilities and the movements during the year are disclosed in Note 11.

- (c) Amounts recognised in profit or loss

	<b>2019</b> S\$
Depreciation of right-of-use assets	515,999
Lease expense not capitalised in lease liabilities:	
- Expense relating to short-term leases (included in other resources expended)	<u>45,663</u>
Total amount recognised in profit or loss	<u>561,662</u>

- (d) Total cash outflows

The Association had total cash outflows for leases of S\$357,933 in 2019. It is fully funded through a grant.

- (e) Extension options

The Association has no lease contract that includes extension options.



25. **Overseas expenditure and capital outlay**

	2019 S\$	2018 S\$
Overseas expenditure exempted from detailed reporting :-		
- overseas retreats / seminars / courses	783	11,581
- overseas travel / accommodation	14,375	49,087
	<u>15,158</u>	<u>60,668</u>

26. **Significant accounting estimates, assumptions and judgements**

The preparation of financial statements, in conformity with FRSs, requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets, liabilities, income and expenses. The estimates and associated assumptions are based on historical experience and various other factors that are believed to be reasonable under the circumstances, the results of which form the basis of making the judgements about carrying amounts of assets and liabilities that are not readily apparent from other sources.

26.1 **Critical judgements in applying the Association’s accounting policies**

The following are the judgements made by management in the process of applying the Association’s accounting policies that have the most significant effect on the amounts recognised in the financial statements.

(i) **Leases – estimating the incremental borrowing rate**

FRS 116 requires the right-of-use assets for the leases to be recognised based on the carrying amount using the entity’s incremental borrowing rate, and the corresponding lease liabilities to be recognised based on the present value of the remaining lease payments, discounted using the incremental borrowing rate. The incremental borrowing rate is the rate of interest that the Association would have to pay to borrow over a similar term, and with a similar security, the funds necessary to obtain an asset of a similar value to the right-of-use asset in a similar economic environment. The incremental borrowing rate therefore reflects what the Association ‘would have to pay’, which requires estimation when no observable rates are available or when they need to be adjusted to reflect the terms and conditions of the lease. The Association will obtain funding in the form of grants to fund the lease liabilities. Accordingly, the Association estimates that there is no incremental cost to fund the lease and the carrying amounts of the right-of-use assets and lease liabilities approximate their present values.

26.2 **Key sources of estimation uncertainty**

The key assumptions concerning the future and other key sources of estimation uncertainty at the date of the statement of financial position, that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below :-

26. **Significant accounting estimates and judgements** (continued)

26.2 **Key sources of estimation uncertainty** (continued)

(i) **Useful lives of property, plant and equipment**

The cost of property, plant and equipment for the Association's activities is depreciated on a straight-line basis over the useful lives of the property, plant and equipment. Management estimates the useful lives of these property, plant and equipment to be within 3 to 30 years. These are common life expectancies applied in the industry. Changes in the expected levels of usage could impact the economic useful lives and the residual value of these assets and accordingly, future depreciation charges could be revised. The carrying values of the Association's property, plant and equipment are as disclosed in note 3.

(ii) **Impairment of non-financial assets**

The Association assesses whether there are any indicators of impairment for all non-financial assets at each reporting date. Non-financial assets are tested for impairment when there are indicators that the carrying amounts may not be recoverable. When value in use calculations are undertaken, management must estimate the expected future cash flows from the asset or cash-generating unit and choose a suitable discount rate in order to calculate the present value of those cash flows.

As at 31 December 2019, there is no indication of impairment and the carrying value of the Association's property, plant and equipment was S\$6,073,146.

(iii) **Inventory valuation**

Inventory write-down is made based on the current market conditions, historical experience and selling goods of similar nature. It could change significantly as a result of changes in market conditions. A review is made periodically on inventories for excess inventories, obsolescence and declines in net realisable value and an allowance is recorded against the inventory balances for any such declines. The realisable value represents the best estimate of the recoverable amount and is based on the most reliable evidence available and inherently involves estimates regarding the future expected realisable value. The carrying amount of the Association's inventories as at 31 December 2019 was S\$297,779 (2018: S\$267,865).

(iv) **Calculation of expected credit losses ("ECL")**

When measuring ECL, the Association uses reasonable and supportable forward-looking information, which is based on assumptions and forecasts of future economic conditions. Loss given default is an estimate of the loss arising on default. It is based on the difference between the contractual cash flows due and those that the lender would expect to receive, taking into account cash flows from collateral and integral credit enhancements.

26. **Significant accounting estimates and judgements** (continued)

26.2 **Key sources of estimation uncertainty** (continued)

(iv) **Calculation of expected credit losses (“ECL”)** (continued)

The assessment of the correlation between historical observed default rates, forecast economic conditions and ECLs is a significant estimate. The amount of ECLs is sensitive to changes in circumstances and of forecast economic conditions. The Association’s historical credit loss experience and forecast of economic conditions may also not be representative of customer’s actual default in the future. The information about the ECLs on the Association’s trade receivables is disclosed in note 27.2(i).

The Association has assessed that the impact of forecast economic conditions for the determination of ECL is not significant. The carrying amount of the Association’s trade receivables as at 31 December 2019 was S\$116,163 (2018: S\$399,445).

27. **Financial instruments**

27.1 **Categories of financial instruments**

The following sets out the financial instruments of the Association as at the date of the statement of financial position:-

	<b>2019</b>	<b>2018</b>
	<b>S\$</b>	<b>S\$</b>
<b>Financial assets</b>		
Trade and other receivables	663,835	915,612
Cash and cash equivalents	6,819,985	7,108,185
	<u>7,483,820</u>	<u>8,023,797</u>
<b>Financial liabilities</b>		
Trade and other payables	1,319,075	481,370
Lease liabilities	713,760	-
	<u>2,032,835</u>	<u>481,370</u>

27.2 **Risk management policies**

The main risks arising from the Association’s financial instruments are credit risk, liquidity risk and price risk, primarily changes in interest rates. However, the Association’s activities expose it to minimal financial risks and the management monitors and controls its main risks in the following manner:-

27. **Financial instruments** (continued)

27.2 **Risk management policies** (continued)

(i) **Credit risk**

Credit risk refers to the risk that the counterparty will default on its contractual obligations resulting in a loss to the Association. The Association's exposure to credit risk arises primarily from trade and other receivables. For other financial assets (including cash), the Association minimises credit risk by dealing exclusively with high credit rating counterparties.

The Association has adopted a policy of only dealing with creditworthy counterparties. The Association performs ongoing credit evaluation of its counterparties' financial condition and generally do not require a collateral.

The Association considers the probability of default upon initial recognition of asset and whether there has been a significant increase in credit risk on an ongoing basis throughout each reporting period.

The Association has determined the default event on a financial asset to be when internal and/or external information indicates that the financial asset is unlikely to be received, which could include default of contractual payments due for more than 30 days, or there is significant difficulty of the counterparty.

To minimise credit risk, the Association has developed and maintained the Association's credit risk gradings to categorise exposures according to their degree of risk of default. The Association considers available reasonable and supportive forward-looking information which includes the following indicators:-

- Actual or expected significant adverse changes in business, financial or economic conditions that are expected to cause a significant change to the debtor's ability to meet its obligations
- Actual or expected significant changes in the operating results of the debtor
- Significant increases in credit risk on other financial instruments of the same debtor

Regardless of the analysis above, a significant increase in credit risk is presumed if a debtor is more than 180 days past due in making contractual payment.

The Association determined that its financial assets are credit-impaired when:-

- There is significant difficulty of the debtor;
- A breach of contract, such as a default or past due event; and
- It is becoming probable that the debtor will enter bankruptcy or other financial reorganisation.

The Association categorises a receivable for potential write-off when a debtor fails to make contractual payments more than 180 days past due. Financial assets are written off when there is evidence indicating that the debtor is in severe financial difficulty and the debtor has no realistic prospect of recovery.

27. **Financial instruments** (continued)

27.2 **Risk management policies** (continued)

(i) **Credit risk** (continued)

The Association's current credit risk grading framework comprises the following categories:

Category	Definition of category	Basis for recognising expected credit loss (ECL)
1	Counterparty has a low risk of default and does not have any past-due amounts.	12-month ECL
2	Amount is > 30 days past due or there has been a significant increase in credit risk since initial recognition.	Lifetime ECL – not credit-impaired
3	Amount is > 180 days past due or there is evidence indicating the asset is credit-impaired (in default).	Lifetime ECL – credit impaired
4	There is evidence indicating that the debtor is in severe financial difficulty and the debtor has no realistic prospect of recovery.	Amount is written off

The table below details the credit quality of the Association's financial assets, as well as maximum exposure to credit risk by credit risk rating categories:-

	Note	Category	12-month or lifetime ECL	Gross carrying amount S\$	ECL allowance S\$	Net carrying amount S\$
<b>As at 31 December 2019</b>						
Trade receivables	6	Note 1	Lifetime ECL (simplified)	132,051	(15,888)	116,163
Other receivables	4	1	12-month ECL	74,575	-	74,575
				<u>206,626</u>	<u>(15,888)</u>	<u>190,738</u>

27. **Financial instruments** (continued)

27.2 **Risk management policies** (continued)

(i) **Credit risk** (continued)

	Note	Category	12-month or lifetime ECL	Gross carrying amount S\$	ECL allowance S\$	Net carrying amount S\$
<b>As at 31 December 2018</b>						
Trade receivables	6	Note 1	Lifetime ECL (simplified)	406,614	(7,169)	399,445
Other receivables	4	1	12-month ECL	38,231	-	38,231
				<u>444,845</u>	<u>(7,169)</u>	<u>437,676</u>

**Trade receivables (Note 1)**

For trade receivables, the Association has applied the simplified approach in FRS 109 to measure the loss allowance at lifetime ECL. The Association determines the ECL by using a provision matrix, estimated based on historical credit loss experience based on the past due status of the debtors, adjusted as appropriate to reflect current conditions and estimates of future economic conditions. Accordingly, the credit risk profile of trade receivables is presented based on their past due status in terms of the provision matrix.

The Association performed an assessment of its trade customers based on historical credit loss experience and concluded that there has been no significant increase in the credit risk since the initial recognition of the trade receivables other than the expected credit losses in respect of the current year which were made for specific debtors that had defaulted on payments as disclosed in note 6 to the financial statements.

Excessive risk concentration

Concentrations arise when a number of counterparties are engaged in similar business activities, or activities in the same geographical region, or have economic features that would cause their ability to meet contractual obligations to be similarly affected by changes in economic, political or other conditions. Concentrations indicate the relative sensitivity of the Association's performance to developments affecting a particular industry. The Association is not exposed to excessive risk concentration.

27. **Financial instruments** (continued)

27.2 **Risk management policies** (continued)

(i) **Credit risk** (continued)

Exposure to credit risk

The Association has no significant concentration of credit risk.

**Other receivables**

The Association assessed the latest performance and financial position of the counterparties, adjusted for the future outlook of the industry in which the counterparties operate in, and concluded that there has been no significant increase in the credit risk since the initial recognition of the financial assets. Accordingly, the Association measured the impairment loss allowance using 12-month ECL and determined that the ECL is insignificant.

(ii) **Liquidity risk**

Liquidity risk is the risk that an enterprise will encounter difficulty in raising funds to meet commitments associated with financial instruments.

In the management of liquidity risk, the Association monitors and maintains a level of cash and cash equivalents deemed adequate by the management to finance the Association's activities and mitigate the effects of fluctuation in cash flows. The Scout Council exercises prudent liquidity and cash flow risk management policies and aims at maintaining a high level of liquidity and cash flows at all times.

(iii) **Interest rate risk**

Interest rate risk relates primarily to the risk that the value of financial instruments will fluctuate as a result of changes to market interest rates. Surplus cash and cash equivalents are placed with established financial institutions at favorable interest rates and terms and conditions available to the Association. The Association's income and operating cash flows are substantially independent of changes in market interest rates. The Association's policy is to have no gearing.

Sensitivity analysis

Management has assessed that the exposure to changes in interest rates is minimal and hence the resulting impact on profit and loss or equity of the company is insignificant.

27. **Financial instruments** (continued)

27.2 **Risk management policies** (continued)

(iv) **Other price risk**

The management also adopts a prudent approach towards maintenance of the Association's reserves and investments as follows:-

Reserves

The Association regards its unrestricted general funds as its reserve. The Association aims to maintain sufficient reserve to ensure long-term financial sustainability and continuity for the purpose of operating effective programmes. The maximum reserve shall be five years of annual operating expenditure.

Investments

The Association currently places its available funds in fixed deposits on tenors that range from 21 days to 12 months. The Association may consider other forms of investments after they have been approved by the Scout Council.

27.3 **Fair values**

Trade receivables and trade payables

The carrying amount of these receivables and payables approximate their fair values as they are subject to normal trade credit terms.

Other receivables, cash and cash equivalents and other payables

The management is of the view that the fair values of other financial assets and liabilities with a maturity period of less than one year approximate their carrying amounts as disclosed in the statement of financial position and in the notes to the financial statements due to the short period to maturity.

28. **Significant event subsequent to the end of the financial year**

Coronavirus outbreak

Since early January 2020, the Coronavirus ("Covid-19") outbreak has spread across China and other countries, causing disruption to business and economic activity, and bringing significant economic uncertainties in Singapore in which the Association operates.

As at 31 December 2019, the Association has considered its debtors' ability to meet their obligations, and the indicators and conditions as at that date in assessing and estimating the expected credit losses ("ECL") that may arise as a result of the outbreak. The management does not foresee that the outbreak is likely to have any significant impact on its receivables.



28. **Significant event subsequent to the end of the financial year** (continued)

As the situation is still evolving and the outcome of current events is uncertain, the Association will continue to monitor the situation and evaluate the impact of the Covid-19 outbreak on the key indicators and conditions that will be used to estimate the ECL in the financial year ending 2020, and the likely impact on its operations and financial performance.

29. **Comparative figures**

Certain comparative figures have been reclassified to conform with the current year's presentation as follows:

	<b>2018 as reclassified S\$</b>	<b>2018 as previously stated S\$</b>
<b><u>Statement of Financial Position</u></b>		
<u>Non-Current Assets</u>		
Property, plant and equipment	3,869,534	2,339,373
Prepayments	-	1,471,309
<u>Current Assets</u>		
Prepayments	-	58,852

30. **Authorisation of financial statements**

The financial statements of the Association for the financial year ended 31 December 2019 were authorised for issue in accordance with a resolution of the Scout Council on 30 May 2020.

## Editorial Committee

The Singapore Scout Association (SSA) Annual Report 2019 Editorial Committee wishes to thank all contributors for the written, statistical and photographic contents of this publication, without which the publication would not have been possible.

### [The Singapore Scout Association Annual Report 2019 Editorial Committee](#)

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# 2019 Milestones



## CareVentures

Expansion of CareVentures programme with our partner, SportCares, an inclusive outdoor adventure programme that requires active participation from both youths with disabilities and youths of all abilities. Beneficiaries such as Movement for the Intellectually Disabled of Singapore - Minds believes that such a unique programme will allow the development and learning outcomes to be maximised when there are participants of different abilities working together to overcome challenges together

## Estimated Total Number of Youths engaged in 2019

- More than 12,000 youths

## Total Number of Camps & Programmes organised in 2019

- Conducted more than 160 camps & programmes

Conducted our 2nd Overseas Level 2 Facilitation Course in Cebu, Philippines

## Testimonials

Just a quick thank you for the excellent service provided to our organisation from Sands Leadership Development Centre (SLDC). SLDC conducted our Outdoor Adventure Programme on the 19 July 2019. During the months leading up to the programme, the SLDC team was a pleasure to work with. Thank you to your team for an excellent, inspirational and impactful programme.

**Mr N.Kannigadevi**  
Senior Manager, Capability Support  
Presbyterian Community Services

SLDC has proven to be very reliable and effective vendor. Their advantage in having their own training grounds of Sarimbun is definitely a big plus. Their well trained facilitators and ample support staff made our cohort camp a big success and stress free. This allowed our school camp committee to focus on programme quality of content and not to worry about logistic and safety matters. We hope to work with them again.

**Mr Balbinder Singh**  
Camp Commandant  
CHIJ Toa Payoh (Secondary)

It was indeed a pleasure working with Sands during the Sec 1 Annual Camp (SOAC) at the Sarimbun Campsite. We are extremely pleased with the high level of professionalism displayed by team members, at every juncture when an unexpected twist of events brought on a crisis of sorts. With prompt intervention, problems encountered were effortlessly ironed out to ensure the smooth running of events. Hwa Chong Institution thank you for your unwavering support and dedication. We look forward to working with you.

**Mdm Jeya**  
Camp Commandant  
Hwa Chong Institution



# To Develop Leaders to Create a Better World

## Our Mission

We focus on equipping the participants with the values, knowledge, and skills to form and sustain positive relationships with peers, family members and others within the communities they intend to help. We believe that the start to creating a better world is the better person.



## Our Methodology

In SLDC, our facilitation approach derived from the teachings in Scouting where its purpose is to nurture and develop young people holistically infused with David Kolb's experiential learning model where an individual makes sense of, or learn from new experiences. In achieving our desired learning outcomes, individuals will go through a process of in depth reflection of the newly acquired knowledge and skills.



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CREATING A BETTER WORLD

ENGAGING + EXCITING + EMPOWERING

# THE SCOUT SHOP



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Tuesday - Friday 10.00am - 6.00pm

Saturday 9.30am - 5.30pm



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