



**THE SINGAPORE SCOUT ASSOCIATION**



# ANNUAL REPORT 2020

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**CREATING A BETTER WORLD**

**ENGAGING + EXCITING + EMPOWERING**

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# THE SINGAPORE SCOUT ASSOCIATION



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**

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## President's Message

2020 was indeed a challenging year due to the COVID-19 pandemic. But that has not dampened our spirits as we creatively continued Scouting via online platforms and in various other ways whilst adhering to Safe Management Measures (SMMs). An apt testament of our Scouting adage, 'Be Prepared'.

During the COVID-19 circuit-breaker, many Scouting activities were moved from the outdoors into homes with some proficiency badge schemes adapted accordingly. Scouting-From-Home allowed these programmes to resume through webinars and other online programmes. Our Scouts demonstrated impressive resilience and adaptability in navigating the unprecedented challenges of the pandemic.

To express appreciation to frontline health care providers and caregivers in the fight against COVID-19, over 500 digital messages were received from Scouts through our SG ScoutCares initiative. This was achieved in partnership with the Istana, Singapore Kindness Movement and SG Cares. These messages were submitted on a digital notice board and presented to health care workers at the Singapore General Hospital.

Replacing the annual 'Job Week' event, 'Scouting-It-Forward' was launched. Supported by President Halimah, this online fundraiser enabled donors to pledge for our Scouts to carry out the tasks when post-pandemic conditions are safe to do so.

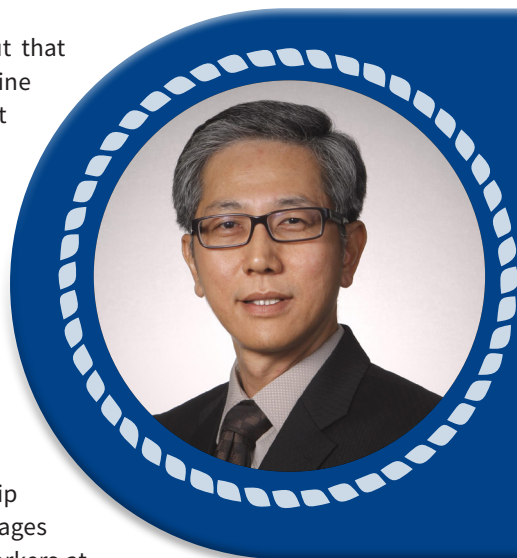
Community Scouting was affected as face-to-face meetings were not possible due to SMM restrictions. However, this provided opportunities for collaborations between the various community groups to conduct online sessions for the Young Aviator Proficiency Badge and Responsible Gamer Badge. Phoenix Scout Group also participated in the Eco-Digester Tour at Our Tampines Hub (OTH) in December 2020. The session was attended by 20 Scouts together with their parents over 2 days.

Sands Leadership Development Centre (SLDC) organised 'The Glampong Life' with a sign-up of about 90 families. While adhering to the pandemic health and safety advisories, participants immersed themselves in outdoor activities such as the challenge ropes course, outdoor cooking, campfire and more. Feedback received were encouraging and allowed us to explore new programming options and opportunities.

We have also embarked on a pilot programme with the Singapore Land Authority and Cyber Security Agency of Singapore for the Geospatial Badge and Cyber Security Badge respectively.

The HQ Building upgrading project is in its final stage with the fundraising committee having successfully raised a total of \$575,560.70 during the year.

Heartfelt appreciation goes out to our faithful advocates and stakeholders including government agencies, civic organisations, schools, parents and members of the public for their unstinting support and guidance, as we continue to forge strong partnerships to raise the standing and participation of Scouting in Singapore. I am equally grateful to my fellow Scout Council members and especially, Commissioners, for their unwavering dedication especially in these uncertain times.



**Raymond Chia**  
President

The Singapore Scout Association

## Chief Commissioner's Message

Dear Brother and Sister Scouts,

2020 put us to the test, with the Covid-19 pandemic taking us by surprise. With no handbook to refer to, it was all new to everyone. Everything came to a halt. There was panic and a lot of uncertainties.

“Be prepared” is our motto and we reacted and responded to the call as Scouts.

To this effect, I am heartened at how we continued Scouting over the worst ravages of the pandemic. At the national and area levels, we worked quickly to convert various in- person programmes, such as the Cub Scout, Scout, Venture Scout Leadership Courses, and Certificate for Applied Outdoor Education to virtual delivery modes. We developed new activities to suit the situation, such as the “Scouting from Home” competition from April to June 2020. We were even able to share ways in which Scouting could be adapted to an online medium. By tapping on the expertise of local industry professionals, we held a webinar in conjunction with the Asia Pacific Scout Region in August 2020. We also shared how we continued efforts towards non-formal education at the 2nd Asia-Pacific Regional Scout Education Forum in December 2020. We adapted to the use of technology rather quickly, our various departments were able to convene virtually and agree on matters such as the workplan and budget for 2021.

At this juncture, we should take time to reflect and take stock of what we had accomplished together since 2018. We started by aligning SSA to the WOSM triennial plan 2023. Despite the delays caused by the Circuit Breaker, and the upgrading works to our SSA HQ, we have worked together on the full operationalisation of a decentralized Area structure in administering our 21st Century Competencies based Youth Programme. Robust processes to conduct activities for adults and youths alike have taken shape over the past 3 years, such that we were able to assess and proceed with top awards for each of our youth sections and the Wood Badge award for our adult leaders. We reviewed and implemented WOSM policies on Youth Programme, Adults in Scouting, Safe from Harm, Better World Framework (SDGs) and completed WOSM GSAT with a pass of 82.18%. Many courses, events and activities were conducted at Area and National levels, which are just too many to mention them all.

All these would not have been accomplished without the participation of the Cub Scouts, Scouts, Venture Scouts, Rover Scouts and with the huge support from their Adult Leaders. I would like to express my sincere gratitude to my team of commissioners and leaders for their tireless efforts and commitment towards all these achievements. They have kept to their honour and done their best.

In the midst of adjusting ourselves to the new normal, it is quite easy to be distracted and to have our attention diverted. Let us take a minute to remind ourselves “The purpose of the Scouting movement is to contribute to the young people in achieving their full potential (Social, Physical, Intellectual, Character, Emotional, Spiritual) as members of their local, national and international communities.” And our mission 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.” It is important that we empower the young people to take the lead in meetings and activities with adult support and guidance. Use the Scout Method as a reference at all times.

Despite the challenges and the worst that we faced during this pandemic, it has taught us many things and made us stronger. It has helped us pause and reflect. One thing for sure, it has helped us to care for one another. No one can tell or describe what the new normal will be, but as Scouts let us prepare ourselves and work together in any capacity to make the world a better place.



*Yours in Scouting,*  
**Antong Shahrudin Rahmat**  
Chief Commissioner  
The Singapore Scout Association

# Scout Council 2020/2021



**Mr Tan Tee How**  
President (Outgoing)



**Mr Raymond Chia Lee Meng**  
President (Incoming)



**Mr Philip Chua Tin Sien**  
Vice President



**Mr Ngien Hoon Ping**  
Vice President



**Dr William Wan Kok Tang**  
Vice President (Acting)



**Mr Ranvir Kumar Singh**  
Hon. Secretary



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



**Dr Charles Phua Chao Rong**  
Elected Member



**Mr Tan Cheng Kiong**  
Elected Member



**Mr Richard Yeong**  
Elected Member



**Mr Desmond Chong Kok Hwee**  
Elected 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 Simon Gan Kok Soon**  
Appointed Member



**Mr Tan Swee Ho**  
Appointed Member



**Mr Michael Ong**  
Appointed Member



**Mr Leon Yee Kee Shian**  
Appointed Member



**Mr Melvin Poon**  
Appointed Member



**Mr Antong Shahrudin Rahmat**  
Chief Commissioner



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



**Mr Andrew Ang Kah Hin**  
Division Commissioner



**Mr Hoo Chuan Yang**  
Area Commissioner  
(South Area)



**Dr Anbarasan Thuraimanikam**  
Area Commissioner  
(West Area)



**Mr Ho Chee Heng**  
National Training Commissioner



**Mr Lim Say Chionh**  
National Programme  
Commissioner



**Mr Yang Chen**  
National Adults in Scouting  
Commissioner



**Mr Darren Tay Fuwen**  
National Communications  
Commissioner



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

# Scout Council Sub-Committees 2020/2021

## Scout Council (SC) Committees (2020 – 2021)

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 2020-2021:

1. Audit & Risk Committee
2. Finance Committee
3. Partnership Committee
4. Job Week/Donation Draw Committee
5. Nominations Committee
6. Establishment Committee
7. Investment Committee
8. Building and Estate Committee
9. Communications and Branding Committee
10. Awards and Recognition Committee (A & B)
11. Unit Performance Committee
12. IT Committee
13. Education Committee
14. Disciplinary Committee
15. 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: 2020 - 2021

### 1. Audit and Risk Committee

Chairman: Tan Swee Ho  
Members: Ee Tiang Hwee  
Charles Phua  
Ranvir Kumar  
Melvin Poon

In Attendance: Chief Commissioner/CC's Delegate

(Audit Committee should comprise all independent people, hence CC is not member but in attendance)

1. Oversee financial reporting, internal controls and risk management, as well as ensuring the establishment of comprehensive frameworks for these areas.
2. Oversee the internal audit function and ensuring that external audit recommendations are followed-up and implemented.
3. Perform other tasks that are consistent with the work of the committee.

## 2. Finance Committee

Chairman: Philip Ling  
Members: Chief Commissioner  
Oh Bee Lock  
Lim Kar Yee  
SK Lai  
Hoo Chuan Yang

(When a fundraising campaign is needed, Treasurer will consult with President for him to appoint an adhoc fund raising committee.)

1. Oversee the proper conduct of the finance function including evaluation of budget proposals, projection of financial needs, implementing financial controls, accounting of cash, and ensuring value for money.
2. Approving supplementary budgets and other financial matters that require urgent attention.
3. Perform other tasks that are consistent with the work of the committee.

## 3. Partnership Committee

Chairman: Ngien Hoon Ping  
Members: Dr Chris Fong  
Simon Gan  
Desmond Chong  
Dr Julie Lo  
David Wong  
Lim Say Chionh

1. To promote partnerships with relevant stakeholders.
2. To review and evaluate current and existing partnerships.
3. Perform other tasks that are consistent with the work of the committee.

## 4. Job Week/Donation Draw Committee

Chairman: Andrew Ang  
Members: Lin Wei Quan  
4 Area Commissioners  
Troy Lim

1. To oversee the planning and conduct of the annual Job Week and Donation Draw projects (or their equivalent/ replacement), including planning, execution and review.
2. To ensure that both the educational and fund raising objectives of these projects are emphasised and achieved.
3. Perform other tasks that are consistent with the work of the committee.

## 5. Nominations Committee

Chairman: President  
Members: Chief Commissioner  
Ngien Hoon Ping  
Philip Chua  
Dr William Wan  
Tan Cheng Kiong  
Dr Jeffrey Ho

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.
3. To review the suitability of nominees/candidates for key appointments and submit its findings to the appropriate appointing body/authority for its information.
4. Perform other tasks that are consistent with the work of the committee.

## Scout Council Sub-Committees 2020/2021

### 6. Establishment Committee

Chairman: Philip Chua  
Members: Chief Commissioner  
Ngien Hoon Ping  
Ranvir Kumar  
Stella Wong

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.
6. Perform other tasks that are consistent with the work of the committee.

### 7. Investment Committee

Chairman: Philip Chua  
Members: Chay Hong Leng  
Leon Yee  
Roney Tan

1. Recommend an appropriate investment strategy for SSA.
2. Oversee investment and fixed deposit placements in accordance with the approved investment strategy/policy.
3. Perform other tasks that are consistent with the work of the committee.

### 8. Building and Estates Committee

Chairman: Richard Yeong  
Members: Malcolm Tan  
Alphonsus Gregory  
Ho Chee Heng  
Melvin Chen

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. Perform other tasks that are consistent with the work of the committee.

### 9. Communications and Branding Committee

Chairman: Dr William Wan  
Members: Charles Phua  
James Soh  
Troy Lim  
Dr Julie Lo  
Darren Tay  
Edward Loh  
Youth Member

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 increase the public profile of SSA and strengthen the branding of Scouting in Singapore.
4. To oversee the publication of all communication materials and management of such communication channels as websites, social media etc.
5. Perform other tasks that are consistent with the work of the committee.

#### **10. (A) Awards and Recognition Committee – Chief Commissioner Commendation, etc.**

Chairman: Chief Commissioner

Members: Roney Tan

Chow Hock Lin

Andrew Ang

\*Yang Chen (Staff Commissioner supporting Committee—Ex-officio)

1. To review and recommend a recognition framework for long service and contributions by leaders and professionals, including the drawing up of qualifying criteria, award process and authority.
2. To consider and approve nominations for the awards and submit them to the Scout Council for information.
3. Perform other tasks that are consistent with the work of the committee.

#### **(B) Awards and Recognition Committee (B) – Distinguished Service Awards, etc.**

Chairman: President

Members: Nicholas Tang

Ngien Hoon Ping

Chief Commissioner

Dr Jeffrey Ho

\*Yang Chen (Staff Commissioner supporting Committee—Ex-officio)

1. To review and recommend the guidelines for Distinguished Service Awards and equivalent, including qualifying criteria, award numbers and vetting process.
2. To consider and approve the nominations for the awards and to submit them to the Scout Council for information.
3. To recommend leaders for national awards.
4. Perform other tasks that are consistent with the work of the committee.

#### **11. Unit Performance Committee**

Chairman: Dr Jeffrey Ho

Members: Simon Gan

Malcolm Tan

4 Area Commissioners

Youth Rep

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.
6. Perform other tasks that are consistent with the work of the committee.

#### **12. IT Committee**

Chairman: Michael Ong

Members: Ng Han Kim

Desmond Chong

Oh Bee Lock

Edward Loh

Lim Say Chionh

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.
4. Perform other tasks that are consistent with the work of the committee.

# Scout Council Sub-Committees 2020/2021

## 13. Education Committee

Chairman: Chief Commissioner  
Members: Ho Chee Heng  
Lim Say Chionh  
4 Area Commissioners  
Youth Rep

1. To review and enhance the value proposition of scouting, in line with the principles, methods and unique characteristics of scouting.
2. To develop and review policies and strategies on the Youth Programme to make it relevant to the needs of Young people and to enhance its attractiveness and competitiveness as a Youth Movement
3. To improve the quality of Scouting experience at the ground level.
4. To provide guidance and oversight for the training and development of adult leaders, including implementing a framework for developing, assessing and gathering feedback on Trainers and their competency.
5. To approve the appointment of Trainers.
6. To ensure that policy that units leaders are trained and certified to lead is implemented and complied with.
7. Perform other tasks that are consistent with the work of the committee.

## 14. Disciplinary Committee

Chairman: William Wan  
Members: Chief Commissioner  
Nicholas Tang  
Tan Cheng Kiong  
\*Yang Chen (Staff Commissioner supporting Committee – Ex-officio)

1. To review and recommend a framework for good conduct and discipline for all members and staff of the association, including self-declaration, whistleblowing, process for dealing with complaints and carrying out investigations, communications, approving authorities and dealing with government agencies.
2. To recommend the composition of various levels of committees/authorities for appeals, hearing and investigations.
3. Perform other tasks that are consistent with the work of the committee.

## 15. Sands Leadership Development Centre (SLDC) Standing Committee

Chairman: Dr William Wan  
Advisor: Prof Leo Tan  
Members: Philip Chua  
Ngien Hoon Ping  
Tan Cheng Kiong  
Philip Ling  
Dr Chris Fong  
Melvin Poon  
Troy Lim  
Ho Chee Heng

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.
4. Perform other tasks that are consistent with the work of the committee.

# Commissioners' Council 2020



**Mr Antong  
Shahrudin Rahmat**  
Chief Commissioner



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



**Mr Andrew Ang Kah Hin**  
Division Commissioner



**Mr Hoo Chuan Yang**  
Area Commissioner  
(South Area)



**Mr Ang Wee Jin**  
Area Commissioner  
(North Area)



**Dr Anbarasan  
Thuraimanikam**  
Area Commissioner (West Area)



**Mr Jeremy Tan Kian Seng**  
Area Commissioner  
(East Area)



**Mr Ho Chee Heng**  
National Training  
Commissioner



**Mr Lim Say Chionh**  
National Programme  
Commissioner



**Mr Yang Chen**  
National Adults in Scouting  
Commissioner



**Mr Lin Weiquan**  
National Operations  
Commissioner



**Mr Darren Tay Fuwen**  
National Communications  
Commissioner



**Mr David Wong**  
National Partnership  
Commissioner



**Mr Edward Loh Yian Chong**  
National Membership Growth  
Commissioner

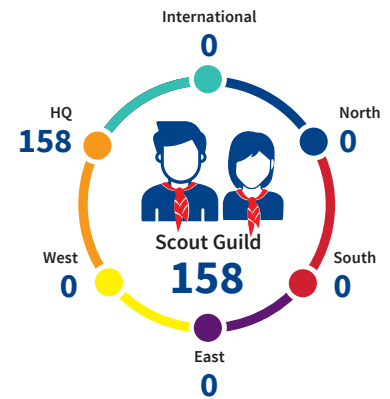
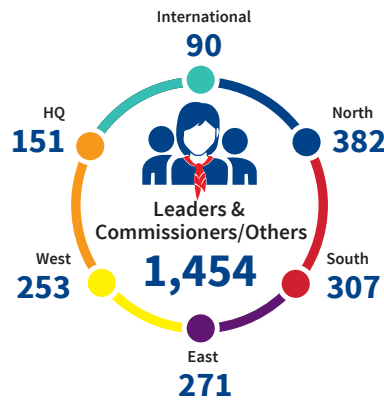
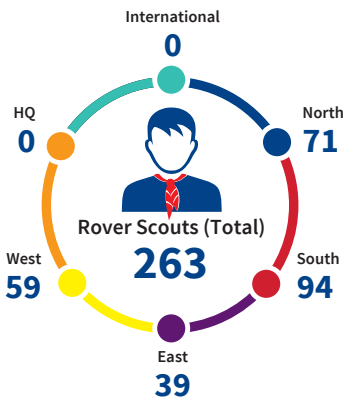
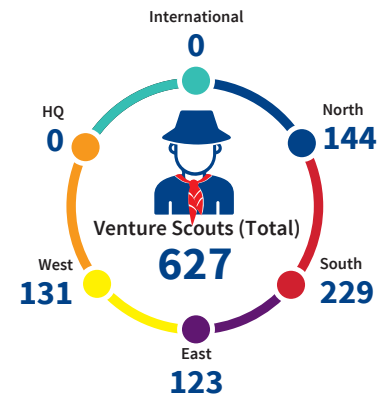
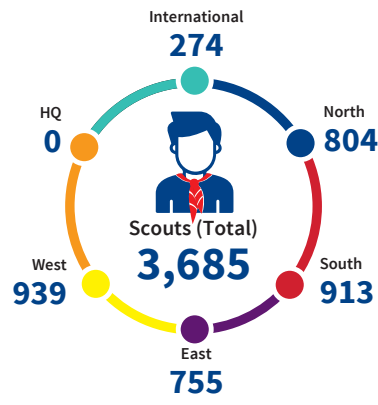
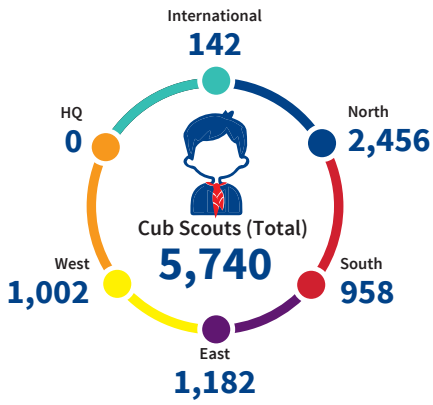


**Mr Lee Seng Hui**  
National Rover Chairperson

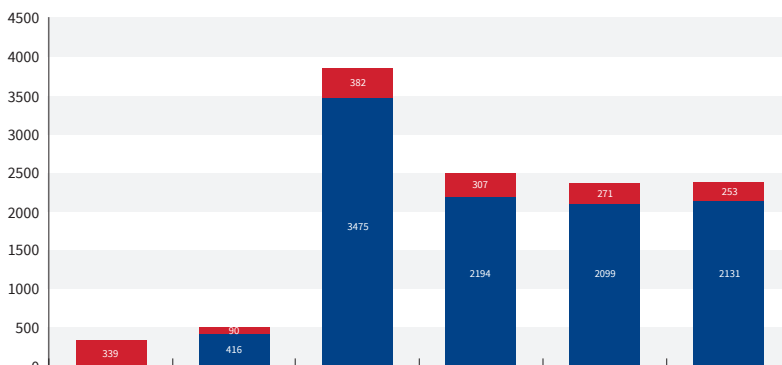


**Mr Gary Lim Swee Heng**  
Ex-Officio /  
Executive Director

# Membership Census

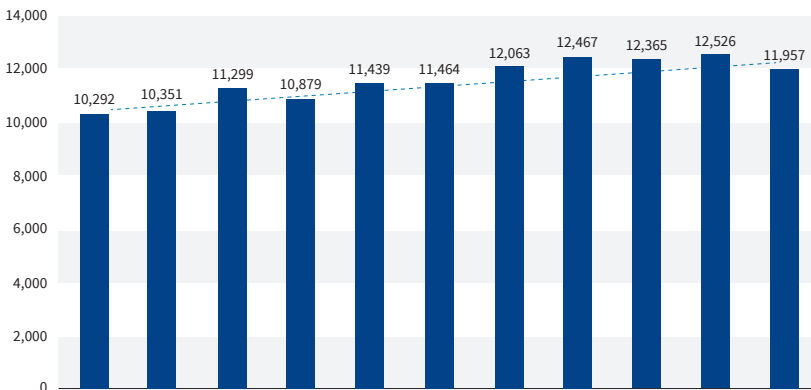


**Total Memberships**

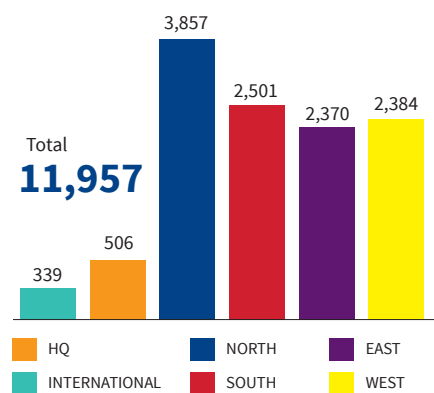


	HQ	International	North	South	East	West
Adult	339	90	382	307	271	253
Youth	416	416	3475	2194	2099	2131

**Census 2010 – 2020**



10,292	10,351	11,299	10,879	11,439	11,464	12,063	12,467	12,365	12,526	11,957
2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020





# National Membership Growth

In line with WOSM and Asia Pacific Region, The Singapore Scout Association continued to implement strategic efforts on Membership Growth in both the schools and Community-based Scouting Units.

2020 saw a decline in membership. This was due to the Home-Based Learning that was implemented throughout most of the year. Nevertheless, our Unit Development Consultants (Staff) together with our Area Leaders (volunteers) continued working tirelessly, providing support to schools and units through various digital platforms.

Family-based scouting was also encouraged where parents were involved as leaders and offer their unique skill sets to lead or facilitate in scouting programs.



### New Packs / Units Started in 2020

- Waterway Primary School – Cubs
- Fern Green Primary School – Cubs
- Yu Hua Macaw Open Scout Group @ Yu Hua CC – Scouts, Ventures and Rovers

# Report on Areas



**Mr Ang Wee Jin**  
Area Commissioner  
(North)



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



**Ms Isnarti Binte Ahmad Sani**  
Assistant Area Commissioner  
(Programme)



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



**Mr Darren Woo Hon Fai**  
Assistant Area Commissioner  
(Support)

## Poster Design Competition | 6 June – 30 June 2020

Cubs were invited to participate in the Poster Design Competition where they took the chance to acknowledge the hard work put in by the Frontline Healthcare workers in the face of the COVID-19 situation.

They demonstrated their creative talents and came up with artistic designs, encouraging and spurring the Healthcare workers onwards in the fight against COVID-19.



Participants:  
**164**



Leader in Charge:  
**Isnarti Bte Ahmad Sani**  
Assistant Area Commissioner  
(Programme)

## Home Cooking Competition | 1 June – 30 June 2020

The Home Cooking Competition was specially curated for the cubs who are keen to try their hands on some culinary skills. From assorted pastries to innovative gourmet dishes, they surprised everyone with their passion and motivation to impress us with their cooking prowess.



Participants:  
**89**



Leader in Charge:  
**Darren Woo**  
Assistant Area Commissioner  
- North (Support)

## North Area End-Of-Year Camp | November 2020

Despite having to maintain Safe Management Measures (SMM), the participating units – Keming Primary, Endeavour Primary, Admiralty Primary and Northview Primary managed to pull off a day camp successfully.

The camp was conducted in a hybrid model with the on-site participants interacting with their peers over the Zoom platform, showcasing their tent-pitching competition, outdoor cooking, and even some gadget building!



Participants:  
**94**



Leader in Charge:  
**Yeo Xin Yi**  
Area Leader (Cubs Scout Section)

Leadership courses are designed to impart critical leaders and mentorship skills to the young people, providing them with an opportunity to lead and to guide.

The Scout and Cubs Leadership Courses were successfully conducted virtually. They came together through Zoom calls to work together on a mini task as part of their application of what they learnt on the Student Learning Portal – Teamwork, Leadership, Communication and Conflict Management.

## Leadership Courses



### North Area Scout Leadership Course |

1st intake: 18 July – 19 July 2020

2nd intake: 7 Nov – 28 Nov 2020



Participants:

**122**



Leader in Charge:

**Mohd Addy Adha**

Area Leader (Cubs Scout Section)



### North Area Cub Scout Leadership Course |

1st intake: 23 May – 7 June 2020

2nd intake: 23 Nov - 27 Nov 2020



Participants:

**61**



Leader in Charge:

**Darren Woo**

Assistant Area Commissioner  
- North (Support)

### North Area Venture Scout Foundation Course |

1st Intake: 27 June – 11 July 2020 (virtual)

2nd Intake: 19 Dec – 20 Dec 2020 (hybrid)

The Venture Foundation Course was designed to provide a comprehensive introduction to new Venture Scouts. The hybrid course involved on-site physical set-up (when Phase 3 kicked in) with other participants zooming in.

The 1st intake was conducted totally over Zoom calls whereas during the 2nd intake, the Ventures could finally get back to nature after a long-anticipated wait.

They embarked on a hike, did outdoor cooking, and ended the course on their kayaks.



Participants:

**23**



Leader in Charge:

**Jouis Chua**

Area Leader (Venture Scout Section)



# Report on Areas



**Mr Hoo Chuan Yang**  
Area Commissioner  
(South)



**Mr Tan Yuen Shet Alan**  
Assistant Area  
Commissioner (Training)



**Mr Kelvin Yong Sze Yuen**  
Assistant Area  
Commissioner (Programme)



**Ms Carolyn Phillips**  
Assistant Area Commissioner  
(Operations)



**Mr Fong Kah Chun**  
Assistant Area  
Commissioner (Support)

## Rough Sleeper Outreach | Every alternate Friday night

Since December 2019, our Ventures and Rovers identified, reached out, and assisted homeless people sleeping rough on the streets befriending them and acting as a point of contact. Our Scouts learn to become advocates for the voiceless as they experience a different side of Singapore and understand the challenges of these rough sleepers. This on-going initiative of the Ministry of Social and Family Development's Partners Engaging and Empowering Rough Sleepers (PEERS) network.



Youth  
Participants:  
**25**



Adult  
Participants:  
**23**



Leader in Charge:  
**Tan Guan Hao, Chester**  
Area Leader (Operations)

## Leaders Orientation & Onboarding | 15 February 2020

Into its 3rd edition, this session provided an opportunity for new adult leaders to meet and interact with the Area Leadership team on pointers to manage a successful scout unit.



Adult  
Participants:  
**14**



Leader in Charge:  
**Tan Yuet Shen Alan**  
Assistant Area Commissioner  
- South Training

## South Area Pioneer Exploration Assessment (PEA) | 23 December 2020

The 2020's edition of the PEA was slightly different as compared to previous years. The 1-day event started off with a virtual Inspection. Although we saw fewer checkpoints over a shorter time span this year, the learnings were not scaled down in any way.

Under the watchful supervision of ground Leaders and Rovers, the ventures were put to test on their crucial physical and mental competencies.



Youth  
Participants:  
**20**



Leader in Charge:  
**Goh Kah Meng**  
Area Leader (Venture Scout Section)

The Cub Scout and Scout Leadership Courses introduces leadership skills lectures and through on-the-job practicals. Both courses were conducted online through a set of course guides. The Cub Scout modules cover mainly on Planning and Restorative Practices whereas the Scout modules cover more on teamwork and instructorships.



### Leadership Courses

#### E-Cub Scout Leadership Course (CSLC) | 7 July - 9 July 2020



Youth Participants: **5**



Leader in Charge:  
**Malar Kulasegaram**  
Area Leader (Cub Scout Section)

#### Scout Leadership Course (SLC) | 26 May - 11 July 2020



Youth Participants: **138**



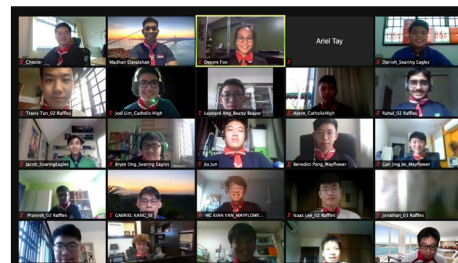
Leader in Charge:  
**Jerrold Chan Yi Ting**  
Area Leader (Scout section)

#### South Area Venturing Foundations Course (VFC) | 28 November 2020

Venture Scouts were introduced to both hard and soft skills including core activity planning and team management skills.

The VFC was conducted in 2 phases:

- 1) An online workshop via Zoom platform that enables engagement within participants.
- 2) At the end of the workshop, the participants are required to complete various on-the-job (OJT) assignments within a one month timeframe before they are deemed as successful completion.



Youth Participants: **74**



Leader in Charge:  
**Tan Guan Hao Chester, Ariel Tay Ee Ling**  
Area Leaders (Venture Scout Section)



Mr Jeremy Tan Kian Seng  
Area Commissioner (East)



Mr Alaric Leong Keng Wah  
Assistant Area Commissioner (Training)



Mr Mohd Fareeq B Othman  
Assistant Area Commissioner (Programme)



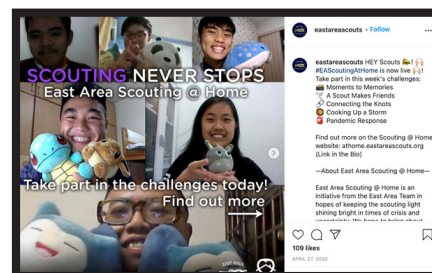
Mr Heng Jiang Li  
Assistant Area Commissioner (Operations)



Mr Marcus Seet Ding Quan  
Assistant Area Commissioner (Support)

#### East Area Scouting @ Home | 27 April - 8 June 2020

East Area Scouting @ Home 2020 (EASAH20) was a virtual event competition. Challenges were released on a regular basis and Scouts who had signed up were given time to prepare and complete their submissions. Scoring was based on a predetermined criteria which included considerations such as creativity and demonstration of knowledge.



Total enrollment, Scouts: **157**



Total enrollment, Troops: **11**



Total number of submissions: **590**



Leader in Charge:  
**Joshua Koe**  
Area Leader (Scout Section)

# Report on Areas

## Labscout Friendship Knot | 29 April 2020

The event was an online dialogue, revolving around the theme of: “What can we do as a Scout during the COVID-19 pandemic?”. The purpose of the program was to rekindle the international brotherhood of scouting in times of need and show solidarity among Scouts. H.E. Ahmad Rusdi, Ambassador of Indonesia to Thailand and Chairman of the APR Scout Committee gave the opening address. During the dialogue, Scouts from both Singapore and Indonesia shared their views about the situation and how we can learn from it to better prepare ourselves for the future.

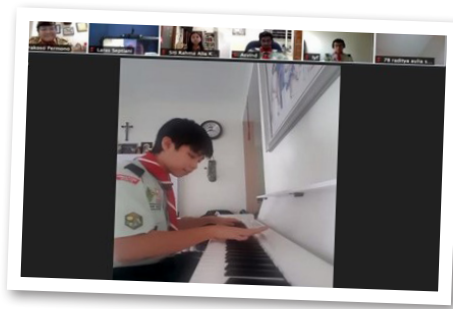
70 participants in total, 12 participants from Singapore including leaders and the leader in charge was Prakso. Permono from Indonesia extended an invitation to Tang Tay Hwee.



Participants:  
**70**



Leader in Charge:  
**Tang Tay Hwee**  
Area Leader (Scout Section)



## East Area Virtual Scoutcraft Course (Campcraft) | 8 August 2020

The course sought to deliver the knowledge of Campcraft through virtual means to the Scouts of East Area. The course fulfilled the Adventure & Outdoor Component of the Scout Badge and Discoverer Badge of the modified youth programme. In addition, the course fulfilled portions of the Camper proficiency badge.

The course was delivered through Zoom and Google Meet. A goal-setting activity was conducted on patrol level at the start of the course to gain knowledge on what the Scouts wanted to learn from the course. Participants learnt about camping standards, tentages and camp gadgets. After the lessons, there was a timed final challenge conducted on the patrol level where participants applied their new knowledge. Lastly, a debrief was conducted on patrol level where facilitators sought to gain an understanding of the participants’ learning throughout the course.



Participants:  
**28**



Leader in Charge:  
**Andrew Toh**  
Assistant Venture Scout Leader

## East Area Scout Leadership Course (SLC) | 10 October 2020 - 28 February 2021

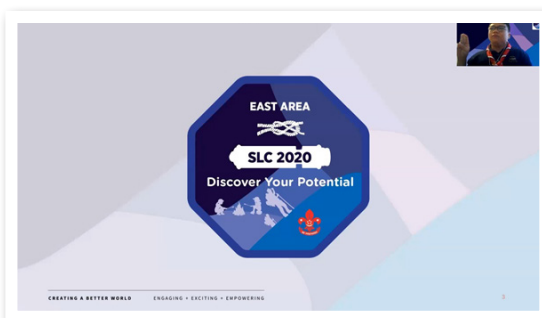
The East Area Scout Leadership Course (SLC) 2020 was conducted over Zoom, with a total of 110 Scouts from 11 units participating in the course. The course was supported by 29 course staff and led by Rover Scout Guo SongFeng as the Course Director.



Participants:  
**110**



Leader in Charge:  
**Guo SongFeng**  
Assistant Venture Scout Leader



## Venturing Foundations Course | 7 & 28 November 2020

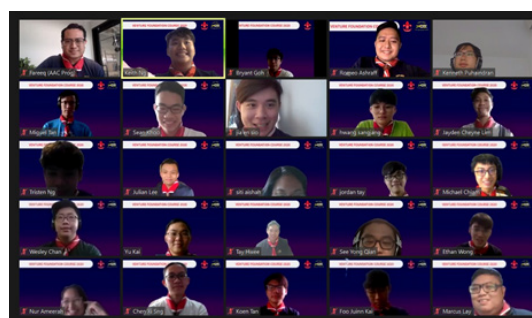
East Area held its first online Venturing Foundations Course over zoom that was attended by 40 Venture Scouts and supported by 12 young leaders. Participants came together to experience learning through games; and under the guidance of ExCo mentors, Ventures were given the opportunity to plan and conduct an activity for their course mates.



Participants:  
**40**



Leader in Charge:  
**Tan Yu Kai**  
Assistant Scout Leader





**Dr Anbarasan Thuraiyanikam**  
Area Commissioner  
(West)



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



**Mr Haziq**  
Assistant Area Commissioner  
(Programme)



**Mr Foo Say Kin**  
Assistant Area Commissioner  
(Operations)



**Ms Hamida**  
Assistant Area Commissioner  
(Support)

## West Area Scouting From Home | April 2020 - current

The West Area team collated a set of online Scouting materials and resources for our Cubs and Scouts to take part in during the Circuit Breaker period. The activities can be done individually or with their six/patrol through online platforms.

### Leadership Courses

Both courses were conducted online where both trainers and participants can assess the modules safely and efficiently at their own time at home during the period.

### West Area Cub Scout Leadership Course | 4 July - 15 August 2020



Participants:  
**168**



Leaders in Charge:  
**Muhammad Haziq Bin Mohd Ali**  
Assistant Area Commissioner -  
West (Program)

**Tian Chan**  
Scout Leader

### West Area Cub Scout Leadership Course | 4 July - 8 August 2020



Participants:  
**203**



Leader in Charge:  
**Muhammad Haziq Bin Mohd Ali**  
Assistant Area Commissioner -  
West (Program)

**Scouts GO ONLINE!**

As we fight the COVID-19 pandemic by staying safe and at home, let's not put Scouting on a hold! Be engaged and remain curious through the many resources and materials available to continue your Scouting journey!

**INDOOR PROFICIENCY BADGES**

Why not aim to achieve 1 or 2 proficiency badge during this period! Scroll through the myriad of activities and choose those of your liking!

## West Area Workplan Seminar 2021 for Leaders | 19 September 2020

A 1.5 Hour zoom session for leaders for the upcoming year.

Number of participants: 67, 7  
Cub Scouts Units, 12 Scout Units  
and 5 Venture and Rover Crews



Participants:  
**67**



Leader in Charge:  
**Anbarasan**  
Area Commissioner



### Webinar for Cub Scout Proficiency Badges:

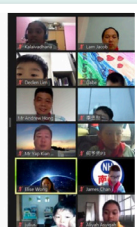
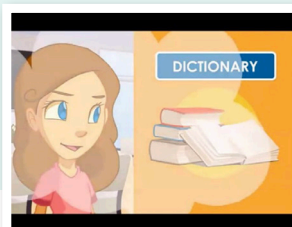
Pockets of online sessions were conducted to keep our Cub Scouts engaged and motivated. Each session lasted an hour where our youths were encouraged to pick up good reading habits and were also introduced to various bird species.



Leaders in Charge:  
**Andrew Hong,  
Yap Kian Wee,  
Natalie Lawrence**  
Cub Scout Leaders

**Book Reader |**  
10 October 2020

Participants:  
**45**

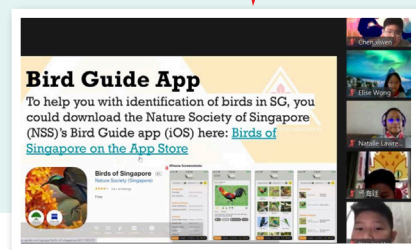


**Local Historian |**  
24 October 2020

Participants:  
**40**

**Bird Watcher |**  
7 November 2020

Participants:  
**48**



## Fundraising



**Scouting It Forward (SIF)** was launched by Chief Scout, President Halimah Jacob, on 3 Sep 2020. Given prevailing Safe Management Measures (SMMs), the ubiquitous Job Week and our annual Donation Draw were cancelled. SIF was conceptualised as a fundraiser with a social impact; where Scouts can 'pay it forward' with the donations to SSA by volunteering at one of our 6 charitable organisation partners – Blossom Seeds, Food From The Heart, Nature Society (Singapore), The Food Bank Singapore, Very Special Arts and Willing Hearts.



The key objective of SIF is to empower our young people to make a difference in the community whilst inculcating the value of dignity of labour in them. This is also the first time SSA is embarking on an online fundraiser where all transactions and management of tasks, from acceptance to completion, are done online. Leaders can monitor the status of their unit's fundraising progress and are saved from the hassle of collecting cash and consolidating statements for submission post-event. More than \$100,000.00 was collected by 112 units despite the socio-economic challenges in 2020. Many of the Scouts will be fulfilling the service tasks this year (2021) at the charitable organisations chosen by our donors.



# Youth Programme

## Air Scout Branch

The Air Programme Council conducted 2 Online Scouting From Home webinars during the Circuit Breaker.

In 2020, 139 Scouts attained the different Air Proficiency Badges and 60 Cub Scouts completed the Online Young Aviator Badge (Cub Level 1)

14-May-20	Scouting From Home - Online YAB Cub Level 1	60
13-May-20	Scouting From Home - Online Air Spotter	56

Air Proficiency Badge from June 2020 to Dec 2020	
Air Maintenance	33
Air Model Maker	15
Air Researcher	5
Air Spotter	9
Astronautics	21
<b>Total:</b>	<b>83</b>

## National Programme Council



National Programme Commissioner  
**Mr Lim Say Chionh**

Assistant National Programme Commissioner  
**Mr Kong Seng Quee**

Assistant National Programme Commissioner  
**Mr Tan Boon Bin Benjamin**

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

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

Programme Commissioner (Sea)  
**Mr Melvin Chen Jian Yao**

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

## Sea Scout Branch

### Singapore Canoe Marathon 2020 | 19 January 2020

A total of 9 teams represented The Singapore Scout Association at the Singapore Canoe Federation's 2020 Singapore Canoe Marathon Uniformed Group Men Category. This is the 3rd year SSA has taken part and we are proud of our winners:

First Place	1st Runner-up	2nd Runner-up
<b>Joshua Yeo</b> ACS (Independent) Scout Group	<b>Ryan Ma</b> Beatty Beaver Scout Group	<b>Lim Zheng Wei</b> Tanjong Katong Seladang Scout Group

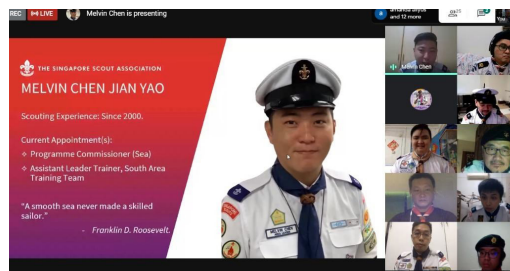


Congratulations to all participants for showing their best effort and completing the race!



### Sea programme sharing session with Malaysia Scouts on Google Meet | 1 August 2020

The Sea Scout council was invited by its counterpart in Malaysia to co-host in the inaugural online sharing session. Programme commissioner (sea), Melvin Chen, gave insights to the audience from the 32nd Miri Sea Scout Group of the Malaysia Sea Scout on how activities were implemented here.



# Youth Programme

## Rover Scout Section



The Rover Scout section is open to Young People aged seventeen to twenty-six. It serves as a bridge to help them transit from adolescence to adulthood.

The Rover Progress Scheme hews closely to the motto of being a brotherhood of the open air and service. Rovers are presented with many opportunities to provide service to Scouting and the community at large. The Rover Programme runs parallel with the National Youth Achievement Award (Gold) and the Scouts of the World Award.

In line with the intention of Rovering as a crucible for the development of young leaders, the Rover Section is self-governing where the National Rover Council (NRC) provides that platform to discuss on the Programme, as well as the solicitation of feedback and reviews collated from Rover Scouts across Singapore. It also provides executive leadership on Rovering affairs in Singapore.

Chairman of National Rover Council -  
**Mr Lee Seng Hui**

### National Rover Conference Taipei 2020 | 9-13 February 2020

This event seeks to give young people the avenue to enhance their skills in decision-making at the institutional level of Scouting, to provide opportunities for rovers to take part in youth involvement, and to discuss and express their opinions on different issues.



Participants:  
**2**



Leader in Charge:  
**Rico Wan**  
Rover Scout



### 13th Asia-Pacific Region Rover Moot | 30 December 2019 - 10 January 2020

Rover Scout Andrew Toh led the Singapore Contingent for the 13th APR Rover Moot held in Canberra, Australia.

Themed “Creating Better Rovers”, The Rover Moot offered many activities around adventure, service and fellowship.



Participants:  
**3**



Leader in Charge:  
**Andrew Toh**  
Rover Scout

### Intro To Basic Counselling | 25 April 2020

As Singapore moved into Circuit Breaker in April 2020, it would inevitably put some stress on individuals.

This session raised awareness for Rovers to recognise behavioural changes among their own units and encourage fun learning and communications online.



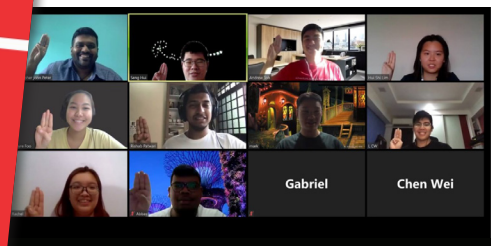
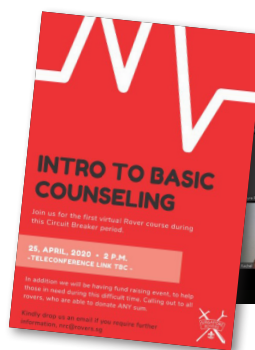
Participants:  
**11**



Staff:  
**1**



Leader in Charge:  
**Lee Seng Hui**  
Rover Scout



## When Rovers Become MPs - Online Model Parliament | 26 September 2020

The objective of this programme is to deepen the rovers' knowledge and understanding of the parliamentary system in a fun and engaging way.



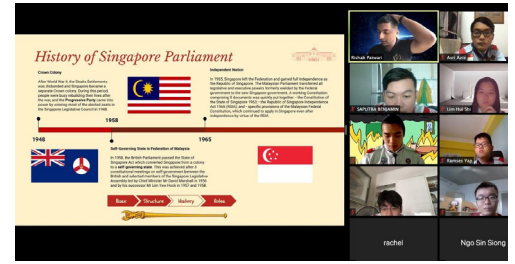
Participants:  
**10**



Staff:  
**1**



Leader in Charge:  
**Asri**  
Rover Scout



## North Rovers Fly - Basic Airman Course | 17 October 2020

This course provided an opportunity for Rovers to explore the world of aviation. Realistic simulation gave them the experience and orientated them to basic concepts such as flight and layouts of an airport.



Participants:  
**8**



Leader in Charge:  
**Benjamin**  
Rover Scout

## Cultural Urban Hike | 19 December 2020

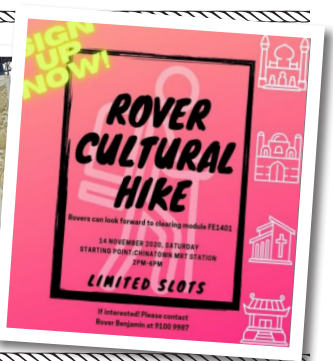
Our Rovers deep-dived into Singapore's heritage as they embarked on the Cultural Urban Hike. They had a deepened understanding on how Singapore lives together as one despite differences in ethnicity, religion and culture.



Participants:  
**8**



Leader in Charge:  
**Benjamin**  
Rover Scout



## Pulau Ubin Kampong Project - North West Collaboration | 27 December 2020



A community based initiative project led by Gryphon Rovers of Gryphon Scout Group (West Area) and North Area Rover Council (NARC) to aid the residents of Palau Ubin.



Participants:  
**8**



Leaders in Charge:  
**Wei Siang** Gryphon GSL  
**Suffian** Gryphon VSL

## North Rovers Care & North Rovers Go Cycling | 14 November 2020

Service project/cycling hybrid, aims to encourage Rover crews in the north to contribute and show our appreciation towards our fellow foreign workers!



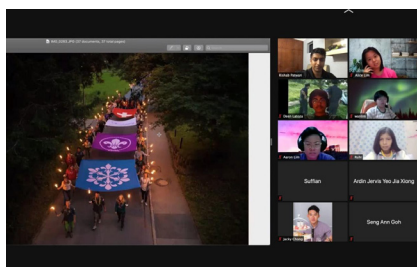
Participants:  
**8**



Leader in Charge:  
**Deen**  
Rover Scout



## North Rovers Go International - Virtual Exchange | 12 December 2020



This programme enables Rovers to gain valuable insights and different perspectives into scouting and roving in other countries from interacting with our international friends.



Participants:  
**16**



Leader in Charge:  
**Rishab**  
Rover Scout

# Youth Programme

## Better World Framework



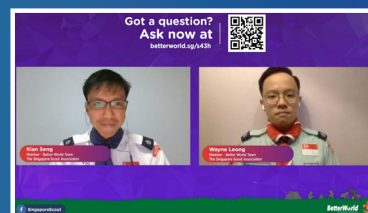
The Better World Framework was initiated by the World Organisation of the Scout Movement, and it seeks to synergise and collaborate across the three World Programmes and other secondary International Programmes. The Singapore Scout Association has taken a step further by synchronising the criteria of 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>

### Better World Framework Webinar Series | 5, 7, 8, 9, 10 September 2020

The Better World team held a small series of webinars for all scouts to raise awareness about the Better World Flagship Initiative. This also included the local launch of the Earth Tribe. Each session was attended by 30 participants on average on Zoom and 200 viewers on Facebook.



### Earth Tribe Webinar Series | 4, 5, 6 December 2020

With the recent local launch of the Earth Tribe, the Better World Team conducted a series of webinars targeting specific Earth Tribe programmes. These webinars were targeted towards unit leaders to assist them in their implementation of Earth Tribe programmes in their units. This also included sharing from our partner at WWF. Each session was attended by 30 leaders.

# Adults in Scouting

## Adult Leaders' Training



The National Training Team was decentralised to the four areas and the formation of Area Training Teams were established.

### The Wood Badge Award

30 adult leaders received their Wood Badge Award in 2020.

1. Beh Jing Ying	11. Madeline Ho Huey-Ling	21. Tay Ru Jun
2. Chan Hoong Leong	12. Jimmy Bok Chun Siang	22. Ruth Naomi Ong
3. Lim Fang Ren Manfred	13. Nurul Hakimah Binte Abdul Rahim	23. Huang Xuejun
4. Tong Chee San	14. Kam Kai Lin Rachel	24. Chan Hwee Boon Catherine
5. Lai Mun Fatt	15. Heng Zhao Cheung Dominic	25. Adrian Chua Zhen Zhou
6. Lee Pei Ying	16. Huang Chaojie	26. Hamidatulmaliah Binte Md Jamil
7. Tan Li Hoon Shirley	17. Tan Hiok Kwang, James	27. Justin Chong
8. Lim Chern Cheung, Webster	18. Chew Shi Yun	28. Lee Pui Ling
9. Garmit Kaur D/O Kartar Singh	19. Ng Kwang Ming	29. John Joel Seow
10. Wong Ju Cheng	20. Lim Xiao Wei	30. Fong Teek Soon

### Appointment Of Honorary Leader Trainers

In recognition and appreciation of our Leader Trainers’ vast scouting experience, competence and contributions to the National Training Team, 2 Leader Trainers were appointed as Honorary Leader Trainers this year.

- Chay Hong Leng
- Dr Jeffrey Ho Kai Kwong

## Train The Trainer Course | 29 February 2020, 25 April 2020

25 Trainers attended the 'Train The Trainer' course for Certificate in Applied Outdoor Education (CAOE) Part 1 and Part 2, held on 29 February 2020 and 25 April 2020. The Course Leader was Leader Trainer Dr Anbarasan Thuraimanikam.



## Adult Leader Training Scheme

Training of Adult Leaders has been a pertinent component in the Scouting Movement. Through these training courses, all newly appointed leaders are equipped with the skills and knowledge required to perform the roles of unit leaders in their respective scout groups.

Upon successful completion of the Adult Leader Training Scheme consisting of Certificates and Diploma level, the leader is deemed to be adequately trained to perform his or her role effectively and the Wood Badge is awarded.

This year, a total of 5 courses were conducted.

### Certificate in Applied Outdoor Education (CAOE) Part 1 | 5 May - 6 June 2020, 3 July - 3 August 2020

68 Adult Leaders attended the Certificate in Applied Outdoor Education (CAOE) Part 1. Two intakes of the CAOE Part 1 were conducted online between 5 May to 6 June 2020 and 3 July 2020 to 3 August 2020. Patrol Meets were conducted weekly during the one month online learning to assist Adult Leaders in their self-directed learning.

The Course Leaders were AAC Alaric Leong Keng Wah and AAC Alan Tan Yuen Shet.



### Certificate in Applied Outdoor Education (CAOE) Part 2 | 15 August - 16 August 2020, 24 October - 31 October 2020

53 Adult Leaders attended the Certificate in Applied Outdoor Education (CAOE) Part 2. The two intakes of the (CAOE) Part 2 were conducted online between 15 to 16 August 2020, 24 October to 31 October 2020.

The Course Leaders were AAC Chua Yong Liang and ALT Melvin Chen Jian Yao.



### Advanced Certificate in Applied Outdoor Education (ACAEO) | 1 December - 4 December 2020

30 Adult Leaders attended the Advanced Certificate in Applied Outdoor Education (ACAEO) held in Sarimbun Scout Camp from 1 to 4 December 2020. To overcome the restrictions and stay compliant to SMM measures, the programme of ACAEO was reviewed to be a blended learning with a non-residential course.

In recognition of completing a stage of the Leader Training programme, the 30 adult leaders were awarded the Gilwell Woggle, which symbolised a 'working ticket' to the Gilwell Patrol.

The Course Leader was Leader Trainer Lester Lee Siak Yeng. He was assisted by Leader Trainers Ong Thye San, Leader Trainer Dr Koh Kee Lee and the Specialist Skill Team Trainers.



### Standard First Aid + AED Course | 3 October 2020, 24 October 2020, 5 - 6 December 2020, 12 - 13 December 2020

4 intakes totalling 49 Adult Leaders and Rovers attended the Standard First Aid + AED Course organised by Singapore the Life Guard Academy.



Adult Leaders and Rovers:  
**49**

# National Communications

SGScoutsCares | 22 February 2020 - 1 March 2020

When the COVID-19 situation first broke out in Singapore, SSA responded quickly in conjunction with SGCares and the Singapore Kindness Movement to show appreciation to those who were spearheading efforts against the virus. The National Communications Team developed an online campaign to show appreciation for frontliners, such as medical staff, essential workers and public servants, etc. A virtual message board was developed and launched for members of the public and Scouts to pen messages of encouragement to them, and launched on Founders' Day 2020.

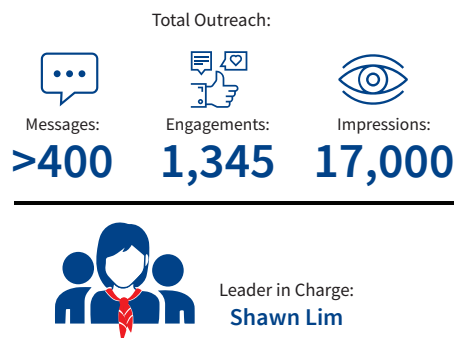
The team then selected particularly stirring messages for presentation in poster format to frontline staff, accompanied by handwritten letters from 6 international Scouts and Guides associations in Singapore, as well as Girl Guides Singapore. These messages were presented by a group of Cub Scouts to Singapore General Hospital staff in a small ceremony on 1 March 2020, Sunday. Our Chief Scout, President Halimah Yacob was in attendance at the ceremony and commented via her Facebook page that this was a “gesture that spoke volumes about our caring society”.



Photos of the small ceremony at SGH



View of the virtual message board



Scouting from Home | 15 April 2020 - 1 June 2020

April to June 2020 marked Singapore's experience with a quasi-quarantine known as “Circuit Breaker”. Youths and adults found themselves studying or working from home, with non-essential trips out of the house prohibited by law. All in-person Scout activities were cancelled.

The National Communications Team spearheaded an association wide response to the announcement of the impending circuit breaker by planning and executing “Scouting from Home”, a competition which involved the submission of proficiency badge reports online. The intent of the competition was to ensure the continuity of Scouting despite the uncertainty of the pandemic, and to maintain engagement with our youths, many of whom had been disconcerted by the shift to e-learning.

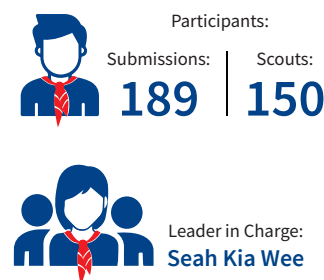
Importantly, these proficiency badge submissions featured innovative approaches to fulfilling badge requirements within the confines of home, owing to the social distancing requirements of the circuit breaker. The respective Area Leadership Teams could then assess these submissions and make appropriate exemptions. With the gradual announcements of Phase 1 and 2 after the circuit breaker ended, it was clear that large gatherings could not be conducted. In keeping with social distancing requirements, there was an online announcement of the winners for each category via SSA social media, and certificates and badges were sent to their Scout Group by post for presentation in off site ceremonies.



Social media launch of the competition



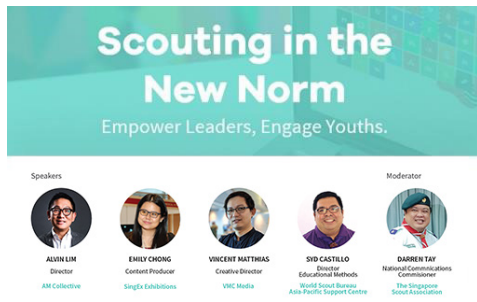
Winners of 'Scouting from Home' Competition



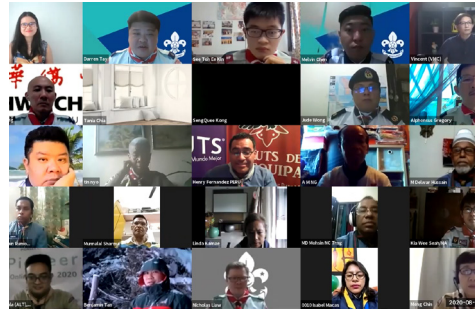
## Webinar “Scouting in The New Norm” | 15 August 2020

As part of our continuing response to the COVID-19 situation, the National Communications Team, representing our Singapore Scout Association, and Asia Pacific Scout Region jointly hosted a webinar via Zoom for some 133 Scout Leaders from 28 National Scout Organization. The webinar, which was titled “Scouting in the New Norm”, featured professionals in Singapore from social media, meetings, incentives, conventions, and exhibitions (MICE), and visual production industry alongside Scout volunteers, and was aimed at exploring how one could host quality webinars to carry out Scouting in the post COVID-19 world.

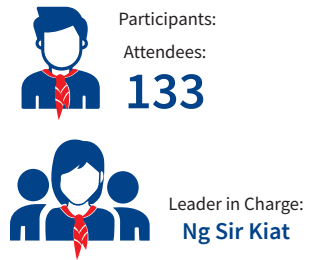
The event featured suggestions on methods for virtual engagement, how to gamify Scouting, and utilize blended formats to deliver Scout training, based on best practices in the various industries the speakers hailed from. Senior Scout leaders from the Asia Pacific Region also reiterated the Scout Method as topical to managing the new circumstances presented by the pandemic. Feedback collected after the webinar indicated it was extremely well received, with 94% having achieved their educational objective from attending the webinar.



Part of an EDM showing speakers at the webinar



Views of the participants from the webinar



## Feature on United Nations “Reach Not Preach” Youth Advocacy Platform | 1 October 2020

As a follow up on the United Nations (UN) Youth Climate Summit, the UN Youth Envoy’s Office launched a virtual platform to promote climate action in 2020. In line with youth empowerment espoused by WOSM, one of our Rovers, See Toh Ee Kin, was selected by the Asia Pacific Regional Office to write an Op-Ed article on a topic related to the ongoing climate emergency. In line with his course of undergraduate studies in Environmental Studies, Ee Kin wrote about food security in a warming world. This article formed part of a chorus of youth voices amplified by United Nations social media outreach.

Ee Kin serves as Assistant Venture Scout Leader at Hwa Chong Scout Group and on the National Communication Team. One can read his article here: <https://www.reachnotpreach.com/post/food-security-in-a-warming-world-by-see-toh-ee-kin>



A screenshot of the article.



**Darren Tay**  
National Communications  
Commissioner



**Louis Lin**  
Assistant Communications  
Commissioner



**Ng Sir Kiat**  
Assistant Communications  
Commissioner



**Seah Kia Wee**  
Area Representative  
(North)



**Shawn Lim**  
Area Representative  
(East)

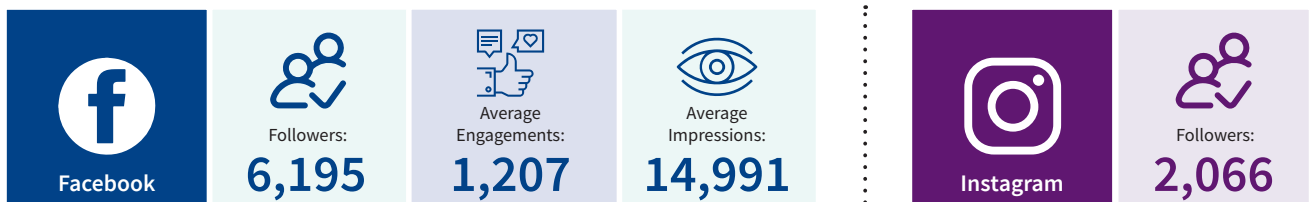


**Justin Chong**  
Area Representative  
(South)



**Hamidatulmaliah Md Jamil**  
Area Representative  
(West)

## Social Media Statistics (1 Jan 2020 - 31 Dec 2020)



# International Events

With border restrictions imposed, our international team continued to support and encourage our Scouts and leaders in attending various Scouting activities over the Internet - keeping our Scouting interest as well as maintaining and making new Scouts friends in these trying times.

## January 2020

Official Visit by Korea Scout Association hosted by Henry Park Pelican Cub Scout unit  
18 January 2020



Official Visit by Former Chairman of WOSM Eurasia Scout Committee - Mr Andriy Chesnokov

## February 2020

9th Sharjah International Scout Gathering  
10 February -19 February 2020

Sharjah, United Arab Emirates  
*Represented By Rover Tang Tay Hwee*

Taiwan National Rover Conference  
29 February - 13 February 2020

Taipei, Taiwan  
2 participants  
*Represented by Venture Scout Rico Wan and Venture Scout Nurmellina. Mr Lim Wei Yung was present as the APR Youth Representative.*



## March 2020

APR Tide Turner Plastic Challenge Webinar



## April 2020

WOSM Special Edition JOTI  
3 April – 5 April 2020

*Represented by International Commissioner Dr Jeffrey Ho & Commissioners.*





**May 2020**

**Sri Lanka Scout Association “Scout of the World Award” Webinar**  
15 May 2020

*Represented SSA as Guest Speaker by Programme Commissioner (Better World), Tan Si Jie*



**June 2020**

**World Scout Academy Webinar**  
22 June – 28 June 2020



*Chief Commissioner Antong Shahrudin represented SSA as Keynote Speaker.*

**Nepal Scouts Association Webinar**

*Assistant Area Commissioner (Training) Alan Tan represented SSA as Guest speaker.*

**Bharat Scouts & Guides Association Webinar on Communications**  
24 June 2020



*National Communication Commissioner Darren Tay represented SSA as Guest speaker.*

**July 2020**

**World Scout Academy Webinar Series**  
*SSA commissioners attended various webinars conducted by the World Scout Academy.*



**August 2020**

**ASARC Meeting**  
2 August 2020

*Chief Commissioner, Antong Shahrudin and Dr Mohd Effendy were represented as Chairman and Secretary General of ASARC respectively. Also represented were International Commissioner, Dr Jeffrey and Deputy International Commissioner, Michael Poh.*



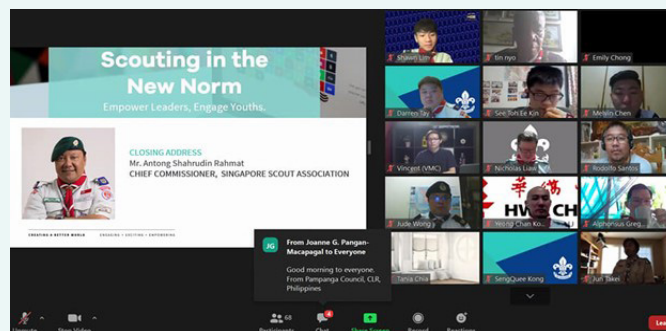
**APR Scout Go Solar Training Course**  
24 August -25 August 2020

*SSA was represented by Scout Leader, Mr Silver Rajoo. Programme Commissioner (Better World), Tan Si Jie was invited as Guest Speaker.*



**Scouting in the New Norm Webinar**  
15 August 2020

*SSA National Communications Team organised the “Scouting in the new Norm” webinar. 31 NSOs signed up and participated with SSA leaders.*



# International Events

## World Scout Academy Webinar Series

SSA commissioners attended various webinars conducted by the World Scout Academy.

**APR NSO Data Portal Webinar** : : : SSA was represented by National Membership Growth Commissioner Edward Loh and Senior Manager Maohaid Faizal.  
11 August 2020

**APR Scout Bazaar Meeting** : : : SSA was represented by Deputy IC Michael Poh.

## WOSM Education Methods Webinar

International Commissioner Dr Jeffrey Ho represented SSA as an invited member of WOSM Focus Group

### September 2020

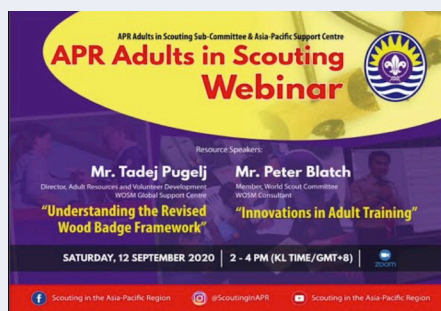
**APR Messenger for Peace Webinar Series (Scout for SDG)**  
17 September 2020

SSA was represented by International Commissioner Dr Jeffrey Ho and Commissioners.



## APR Adult in Scouting Webinar Series

SSA was represented by International Commissioner Dr Jeffrey Ho and Commissioners. Chief Commissioner Antong Shahrudin was present as Keynote speaker.



## UK Scouts Gilwell Reunion 2020

SSA was represented by International Commissioner Dr Jeffrey Ho.



## October 2020

**Korea Scout Association International Digital Jamboree**  
15 October – 15 November 2020

SSA was represented by 2 Patrols. The Digital Contingent was led by Contingent Leader Senior Manager Maohaid Faizal.



**63rd World Jamboree in the Air (JOTA) and 24th Jamboree on the internet (JOTI)**

SSA was represented by International Commissioner Dr Jeffrey Ho and Commissioners, several units participated in the JOTA/JOTI.



**Online International Mini Jamb 2020**

Organised by Mr Eugene Sim, this Jamboree brought local Scout groups together for an online event. It kept the Scouting spirit high for our International Scouting Community.

**Units involved:**

- 1) Colugo Scout Group - Singapore
- 2) Boy Scouts of America Troop 07
- 3) Boy Scouts of America Pack 3017
- 4) Boy Scouts of America Troop 10
- 5) Boy Scouts of America Pack 3010
- 6) Boy Scouts of America Troop 1010
- 7) USAGSO - USA Girl Scouts Organisation
- 8) British Scouts Overseas 1
- 9) British Scouts Overseas 2
- 10) Francophone Scouts of Singapore - French Scouts
- 11) ANZA - Australian & New Zealand Scouts



**Scouts Canada “Mapping Childhood Resiliency” Webinar**

SSA was represented by International Commissioner Dr Jeffrey Ho.



**November 2020**

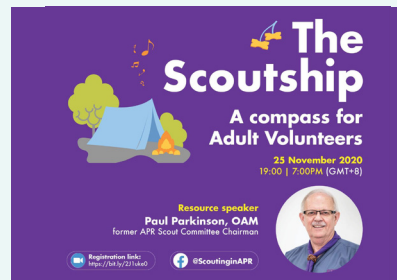
**APR Diversity and Inclusion Webinar**

SSA was represented by International Commissioner Dr Jeffrey Ho.



**APR Webinar on “Scoutship - A Compass for Adult Volunteers”**

SSA was represented by International Commissioner Dr Jeffrey Ho and Commissioners from the various departments.



**APR Webinar on Membership Growth**

SSA was represented by National Membership Growth Commissioner Edward Loh.

**December 2020**

**WOSM Growth Webinar**

SSA was represented by International Commissioner Dr Jeffrey Ho and Commissioners from the various departments.

**2nd APR Education Forum Webinar**

SSA was represented by International Commissioner Dr Jeffrey Ho and Commissioners from the various departments. Chief Commissioner, Antong Shahrudin represented SSA/APR as a member of the Organizing Committee.

Mr Eric Lam, WOSM Education Method Task Force Member was invited as Guest Speaker at the launch of “Guide to Programme in Scouting - GPS”.



# Intergrated Care Programme & Community Scouting

## Northeast ICP Care Package | August - September 2020

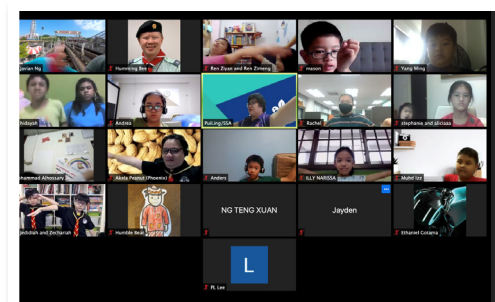
In the wake of the Covid-19, a care package was initiated for and distributed to all NE ICP students and members of Phoenix Scout Group. The package, lovingly packed by volunteers, comprised face masks, hand sanitiser and activity kits to engage the Scouts in Scouting activities safely at home.



Participants:  
**50**



Leader in Charge:  
**Nicholas Liaw**



## Young Aviator Badge | 31 October 2020

This Young Aviator Badge online learning session was a collaboration between 2 Community Groups. The session was initiated by Keat Hong Tiger Scout Group and was conducted by Lee Pui Ling.



Participants:  
**23**



Leader in Charge:  
**Rachel Chan**

## Responsible Gamer Badge | 21 November 2020

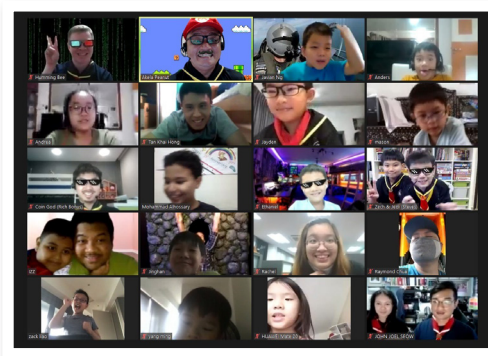
This Responsible Gamer Badge online learning session was a collaboration between 3 Community Groups. Initiated by Phoenix Scout Group, the session taught the Scouts about the dangers of game addiction and how to be responsible in managing themselves while playing online games.



Participants:  
**23**



Leader in Charge:  
**Caleb Teo**



## Eco Digester Tour @ Our Tampines Hub (OTH) | 3 & 4 December 2020

The Eco-Digester Tour comprised visits to the hydroponics greenhouse and rooftop garden, understanding how OTH recycles food waste from the hawker centre to support the hydroponics farm and rooftop garden and learning how to harvest vegetables from the rooftop garden. The session culminated with a family bonding cooking session in OTH's kitchen classroom.



Participants:  
**20**



Leader in Charge:  
**Caleb Teo**

# Awards & Achievements

## Frank Cooper Sands Award

The Frank Cooper Sands Award is awarded annually to sectional scout units for unit excellence. The assessment for the award centres on unit administration, unit participation, training and development, international participation, unit finances and unit initiatives. The award is also known as the Best Unit Competition under the Co-Curricular Activities Branch of the Ministry of Education where the assessment will be based on the previous year's achievement and performance.



**Gold:**  
103



**Silver:**  
48



**Bronze:**  
29



**Total:**  
180

### Gold Award

UNIT	SECTION
ADMIRALTY CUB SCOUT GROUP (PRIMARY)	CUB SCOUT
ANGLO-CHINESE SCHOOL (PRIMARY)	CUB SCOUT
BEACON CUB SCOUT (PRIMARY)	CUB SCOUT
BUKIT PANJANG CUB SCOUT GROUP (PRIMARY)	CUB SCOUT
CASUARINA CUB SCOUT PACK	CUB SCOUT
CATHOLIC HIGH SCHOOL (PRIMARY)	CUB SCOUT
CHONGFU CUB SCOUT GROUP (PRIMARY)	CUB SCOUT
CHONGZHENG CUB SCOUT PACK	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
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
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
MARSILING CUB SCOUT GROUP (PRIMARY)	CUB SCOUT
MEE TOH CUB SCOUT GROUP (PRIMARY)	CUB SCOUT
MERIDIAN CUB SCOUT PACK	CUB SCOUT

NGEE ANN PRIMARY SCHOOL	CUB SCOUT
NORTH VIEW CUB SCOUT GROUP (PRIMARY)	CUB SCOUT
NORTH VISTA CUB SCOUT GROUP (PRIMARY)	CUB SCOUT
PARK VIEW CUB SCOUT PACK	CUB SCOUT
POI CHING FALCON CUB SCOUT PACK	CUB SCOUT
RADIN MAS PRIMARY SCHOOL	CUB SCOUT
RED SWASTIKA CUB SCOUT PACK	CUB SCOUT
RIVER VALLEY PRIMARY SCHOOL	CUB SCOUT
RULANG CUB SCOUT GROUP (PRIMARY)	CUB SCOUT
SOUTH VIEW CUB SCOUT GROUP (PRIMARY)	CUB SCOUT
ST ANDREW'S JUNIOR SCHOOL	CUB SCOUT
STAMFORD PRIMARY SCHOOL	CUB SCOUT
WELLINGTON CUB SCOUT GROUP (PRIMARY)	CUB SCOUT
WEST VIEW CUB SCOUT GROUP (PRIMARY)	CUB SCOUT
WOODGROVE CUB SCOUT GROUP (PRIMARY)	CUB SCOUT
WOODLANDS MANTA RAY CUB SCOUT GROUP (PRIMARY)	CUB SCOUT
WOODLANDS RING SOARING EAGLE CUB SCOUT (PRIMARY)	CUB SCOUT
YANGZHENG CUB SCOUT GROUP (PRIMARY)	CUB SCOUT
YIO CHU KANG CUB SCOUT GROUP (PRIMARY)	CUB SCOUT
YISHUN CUB SCOUT GROUP (PRIMARY)	CUB SCOUT
YUMIN CUB SCOUT PACK	CUB SCOUT
ZHONGHUA CUB SCOUT GROUP (PRIMARY)	CUB SCOUT
ACS(IND) SCOUT GROUP (SECONDARY)	SCOUT
AHMAD IBRAHIM WARRIORS SCOUT GROUP (SECONDARY)	SCOUT
ANGLICAN HIGH FALCON SCOUT TROOP	SCOUT
ANGLO-CHINESE SCHOOL (BARKER ROAD)	SCOUT

## Awards & Achievements

### Frank Cooper Sands Award

BEATTY SECONDARY SCHOOL	SCOUT
BUKIT MERAH SCOUT GROUP (SECONDARY)	SCOUT
BUKIT PANJANG EAGLE SCOUT GROUP (SECONDARY)	SCOUT
CATHOLIC HIGH SCHOOL (SECONDARY)	SCOUT
CHUA CHU KANG CONDOR SCOUT GROUP (SECONDARY)	SCOUT
CLEMENTI TOWN GRIFFIN SCOUT GROUP (SECONDARY)	SCOUT
DUNEARN UNICORN SCOUT GROUP (SECONDARY)	SCOUT
DUNMAN DOVE SCOUT TROOP	SCOUT
DUNMAN HIGH CRANE SCOUT TROOP	SCOUT
EDGEFIELD SCOUT GROUP (SECONDARY)	SCOUT
FUHUA SCOUT GROUP (SECONDARY)	SCOUT
GAN ENG SENG SCHOOL	SCOUT
GREENRIDGE FOX SCOUT GROUP (SECONDARY)	SCOUT
HOLY INNOCENT HORNET SCOUT GROUP (SECONDARY)	SCOUT
HWA CHONG SCOUT GROUP (SECONDARY)	SCOUT
JURONG SCREAMING EAGLE SCOUT GROUP (SECONDARY)	SCOUT
JURONGVILLE SECONDARY SCHOOL	SCOUT
MARIS STELLA HIGH SCHOOL / PHANTOM	SCOUT
MAYFLOWER SECONDARY SCHOOL	SCOUT
MONTFORT KNIGHTS SCOUT GROUP (SECONDARY)	SCOUT
NAN CHIAU HIGH SCHOOL (SECONDARY)	SCOUT
NEW TOWN EAGLE SCOUT GROUP (SECONDARY)	SCOUT
NGEE ANN WICHITA SCOUT TROOP	SCOUT
PIERCE SECONDARY SCHOOL / TRIACE	SCOUT
QUEENSTOWN SECONDARY SCHOOL	SCOUT
RAFFLES INSTITUTION / 01 RAFFLES SCOUT	SCOUT
RAFFLES INSTITUTION / 02 RAFFLES SCOUT	SCOUT
SERANGOON EAGLE SCOUT GROUP (SECONDARY)	SCOUT
ST ANDREW'S SECONDARY SCHOOL	SCOUT
ST GABRIEL'S SOUTHERN CROSS SCOUT TROOP	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
DUNMAN HIGH CRANE VENTURE UNIT	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
MANJUSRI RED FOX SCOUT TROOP	ROVER SCOUT
STALLION SCOUT (OPEN)	ROVER SCOUT

### Silver Award

UNIT	SECTION
AI TONG SCHOOL	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
CANBERRA CUB SCOUT GROUP (PRIMARY)	CUB SCOUT
ENDEAVOUR CUB SCOUT GROUP (PRIMARY)	CUB SCOUT
FENGSHAN PHOENIX CUB SCOUT PACK	CUB SCOUT
FIRST TOA PAYOH PRIMARY SCHOOL	CUB SCOUT
HENRY PARK CUB SCOUT GROUP (PRIMARY)	CUB SCOUT
JING SHAN PRIMARY SCHOOL	CUB SCOUT
KEMING CUB SCOUT GROUP (PRIMARY)	CUB SCOUT

KHENG CHENG SCHOOL / KESTREL	CUB SCOUT
KRANJI CUB SCOUT GROUP (PRIMARY)	CUB SCOUT
NAN CHIAU CUB SCOUT GROUP (PRIMARY)	CUB SCOUT
NANYANG CUB SCOUT GROUP (PRIMARY)	CUB SCOUT
OPERA ESTATE OWL CUB SCOUT PACK	CUB SCOUT
PHOENIX SCOUT GROUP	CUB SCOUT
PUNGGOL GREEN PRIMARY SCHOOL	CUB SCOUT
QIFA CUB SCOUT GROUP (PRIMARY)	CUB SCOUT
RIVERSIDE PRIMARY SCHOOL	CUB SCOUT
ROSYTH CUB SCOUT GROUP (PRIMARY)	CUB SCOUT
SENGKANG GREEN CUB SCOUT	CUB SCOUT
SHUQUN CUB SCOUT GROUP (PRIMARY)	CUB SCOUT
ST JOSEPH'S INSTITUTION JUNIOR	CUB SCOUT
ST.ANTHONY'S CUB SCOUT GROUP (PRIMARY)	CUB SCOUT
TAO NAN CUB SCOUT PACK	CUB SCOUT
TELOK KURAU CUB SCOUT PACK	CUB SCOUT
TEMASEK RACoon CUB SCOUT PACK	CUB SCOUT
UNITY CUB SCOUT GROUP (PRIMARY)	CUB SCOUT
WEST GROVE CUB SCOUT GROUP (PRIMARY)	CUB SCOUT
WHITE SANDS CUON CUB SCOUT PACK	CUB SCOUT
XINGNAN CUB SCOUT GROUP (PRIMARY)	CUB SCOUT
XINMIN CUB SCOUT GROUP (PRIMARY)	CUB SCOUT
XISHAN CUB SCOUT GROUP (PRIMARY)	CUB SCOUT
YUHUA CUB SCOUT GROUP (PRIMARY)	CUB SCOUT
BEDOK SOUTH KIJANG SCOUT TROOP	SCOUT
BLACK KNIGHTS SCOUT GROUP (OPEN)	SCOUT
CHUNG CHENG HIGH PANTHER SCOUT TROOP	SCOUT
CHUNG CHENG HIGH(YISHUN) SCOUT GROUP (SECONDARY)	SCOUT
HILLGROVE BLACK KNIGHTS (SECONDARY)	SCOUT
MANJUSRI RED FOX SCOUT TROOP	SCOUT
NUS HIGH SCOUT GROUP (SECONDARY)	SCOUT
RIVER VALLEY HIGH SCOUT GROUP (SECONDARY)	SCOUT
TANGLIN SCOUT GROUP(SECONDARY)	SCOUT
WOODLANDS MANTA RAY SCOUT GROUP (OPEN)	SCOUT
RIVER VALLEY HIGH VENTURE SCOUT GROUP	VENTURE SCOUT

ST GABRIEL'S CRUX ROVER CREW	ROVER SCOUT
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### Bronze Award

UNIT	SECTION
ANCHOR GREEN CUB SCOUT GROUP (PRIMARY)	CUB SCOUT
CANTONMENT PRIMARY SCHOOL	CUB SCOUT
EDGEFIELD PRIMARY SCHOOL	CUB SCOUT
EVERGREEN CUB SCOUT GROUP (PRIMARY)	CUB SCOUT
HOUANG CUB SCOUT GROUP (PRIMARY)	CUB SCOUT
JUNYUAN PRIMARY CUB SCOUT	CUB SCOUT
JURONG CUB SCOUT GROUP (PRIMARY)	CUB SCOUT
KONG HWA SUN CUB SCOUT PACK	CUB SCOUT
MAYFLOWER PRIMARY SCHOOL	CUB SCOUT
MONTFORT JUNIOR CUB SCOUT GROUP (PRIMARY)	CUB SCOUT
NORTHLAND CUB SCOUT GROUP (PRIMARY)	CUB SCOUT
QIHUA CUB SCOUT GROUP (PRIMARY)	CUB SCOUT
SPRINGDALE PRIMARY SCHOOL	CUB SCOUT
ST GABRIEL'S PRIMARY SCHOOL	CUB SCOUT
TAMPINES CUB SCOUT PACK	CUB SCOUT
TANJONG KATONG CUB SCOUT PACK	CUB SCOUT
TECK WHYE CUB SCOUT GROUP (PRIMARY)	CUB SCOUT
YU NENG WOLVERINE CUB SCOUT PACK	CUB SCOUT
COLUGO OPEN GROUP	SCOUT
EAST SPRING ONEIDA SCOUT TROOP	SCOUT
FAJAR FOX SCOUT GROUP (SECONDARY)	SCOUT
PHOENIX SCOUT GROUP	SCOUT
PUNGGOL PHOENIX SCOUT GROUP (SECONDARY)	SCOUT
SCHOOL OF SCIENCE & TECHNOLOGY (SST)	SCOUT
DUNMAN DOVE SCOUT TROOP	VENTURE SCOUT
EAGLE SCOUT GROUP (OPEN)	VENTURE SCOUT
METTA SCHOOL	SPECIAL NEEDS SCOUT
TOWNER GARDENS SCHOOL	SPECIAL NEEDS SCOUT
LEE KONG CHIAN GARDENS SCHOOL	SPECIAL NEEDS SCOUT

# Awards & Achievements

## Akela Award

The Akela Award is presented to distinctive Cub Scouts in recognition of their excellent progression. The award represents the pinnacle of achievement service based on their duty to God, Nation, and all humankind.



**Akela Award Ceremony 2020 | Akela Award Recipients: 304**  
(Virtual ceremony)

### North

PACK	NAME		
ADMIRALTY CUB SCOUT GROUP (PRIMARY)	JEROME CHUA (CAI YAOJIN) AKUL MAHESH	HORIZON CUB SCOUT GROUP (PRIMARY)	DALAL PANA BHAVESH IZDIYAD QASHRY BIN MOHAMAD HAYATULLAH ALMIRA MOHAMED RAFI GOH YEONG JONG MUHAMMAD DARWISH BIN MOHAMMAD ASRY ASHLYN SHIVANI TAMILSELVAN LOH WEI QUAN, BRIAN
BEACON CUB SCOUT GROUP (PRIMARY)	CARRENE TAN YING JIA KAYDEN SIM		KEMING CUB SCOUT GROUP (PRIMARY)
CHONGFU CUB SCOUT GROUP (PRIMARY)	JAVIER TAY JUN LOK (ZHENG JUNLE) ISA BIN AMAD IBRAHIM TAY XU KOON JUSTIN RYAN (ZHENG XUJUN) JURGEN HANZ CAI MING RUI NG YU HERNG LIM YU HAN MATTHEW JOSHUA CHIA ANG ZOU LIYUAN WONG KAR ZUN, CADEN (HUANG JIAJUN)	MARSILING CUB SCOUT GROUP (PRIMARY)	LUCAS XIE CUNXI MUHAMMAD NUR ILHAM BIN ABDUL RAHEEM CHEONG JING YU TRINA TAN XIN YEE (CHEN XINYI)
	EDGEFIELD CUB SCOUT GROUP (PRIMARY)	LEWIS JENNEL LARISSA MUHAMMAD AKMAL MATIN BIN MOHAMED SHAHREEL ONG SI MIN JASMINE PERERA ANNIKA AMELIA CHUA SING LING, DEVONNE	NANYANG CUB SCOUT GROUP (PRIMARY)
FERNVALE CUB SCOUT GROUP (PRIMARY)	KHOE EIK HONG CLIFTON LAM SHI JIE PATEL SHIVEN MILAN	NORTH VISTA CUB SCOUT GROUP (PRIMARY)	GOH JAENA ALTHEA DELFIN TAN CHE-YANNE VICTORIA KWAN JIA YU JESLYN EUGEN NG JUN RONG
GREENWOOD CUB SCOUT GROUP (PRIMARY)	DANISH HATHIM BIN ABDUL RAZAK IESTYN KOESTIAWAN YEW MING XUAN, ETHAN TAN YAN WEI (CHEN YANWEI)	PUNGGOL VIEW CUB SCOUT GROUP (PRIMARY)	BENITO BABU TIWARI
HENRY PARK CUB SCOUT GROUP (PRIMARY)	YAP YINN KWAN KEI RUI MIN FARREN LEE JUNXI JAI SARKAR KIREN TAY JUN YU	RIVERSIDE CUB SCOUT GROUP (PRIMARY)	TEE YI XUAN TAY HSUEN YING
		ROSYTH CUB SCOUT GROUP (PRIMARY)	TAN KIEFER TEH MING TAO JUVONE TAN SEN RAY ETHAN CHIA HOCK SENG JOSIAH



SAMBAR SCOUT GROUP (OPEN)	WEE CHUAN JIE TY-STEFAN GABRIEL DESKER WONG JO EN		ADINADH MANGALATTU MUHAMMAD FADZULI BIN ABDUL RAHMAN CHARMAINE LIM YING XUAN YAZUAN BIN MUHAMMAD LIM @ LIM JINGKAI DURAIMURUGAN KAPILESH LEE WEN HAO LIM RUI YI VINSON LAI JUNG TYNG HONG EE KENT PRABAKARAN ESWAR LOUIS SAM SIU YONG
SPRINGDALE CUB SCOUT GROUP (PRIMARY)	V VARUN SUNDAR TEO JIA EN SONG XINYAO AIDEN KOO ZHENG TZE BERNICE KER GUO LITING KIM DONG GUN HANS CHOW SEE KIT TEE JUN YI EDA CHEONG XIN YU VYONSAY LEE JAGTAR	WOODLANDS RING SOARING EAGLES CUB SCOUT (PRIMARY)	
VIKING SCOUT GROUP (OPEN)	GLENN LIM EN YI		MILAN CHRISTINE SHAINÉ DACUMOS TAN YU JUN VO HAI THIEN AN RAIDEN SUASI KYLE ELDRICK WEE ZHI EN LIM JUN HAO T KIRRTHANA ROHAIMAN BIN ROHAIZAT LEE YUAN SHENG BRIAN NEVILLE ANNALISES NURKHALISAH TAN JIA LE BRAYDEN HO ZHI JIE LOY XUAN MIN KAMALDIN ARIA KADER ALVIN DEON S/O SOMASUNDARAM JALUAG ROSELLA DAMALERIO MUHAMMAD ZAQY
WELLINGTON CUB SCOUT GROUP (PRIMARY)	TAN LI BING SAKTHISWARAN S/O MURUGAIAH ADAM DANIEL BIN OSMAN LIM LE XUAN ANASTASIA TAN JUN WEI KALVIN CHIN KAI MUN ISOC ANGEL DANIELLE PESCADOR KUKREJA TEJAS ANDREA TAN GOH ZHENG HAO DARIENNE WOO WEI HAN HO KHAI XIAN REEVES PEH NGO WEN JUN DEX	XISHAN CUB SCOUT GROUP (PRIMARY)	
WOODGROVE CUB SCOUT GROUP (PRIMARY)	AFZAL BIN KHAIRULDDIN AFRAZ BIN KHAIRULDDIN ADAM BIN ANUAR LEE YU TANG MIFZAL RAZIN BIN MUHD MD 'AQIIL ROZIIQ BIN MD AZHARI KHAIRUL IMAN BIN MOHD SOPHIAN	YANGZHENG CUB SCOUT GROUP (PRIMARY)	YEO CHI TZE , JARED (YANG QIZHI) LEE YI HENG, NIGEL ANG LU ZHE (HONG LUZHE) HOO FANG ZU SHAW YI RONG, BRYAN
WOODLANDS MANTA RAY CUB SCOUT GROUP (PRIMARY)	EEINS LEE YUN SI TANG FU SENG JOELLE YONG RUEI ERN SHEIKH SYAHMI BIN ABDUL HALEEM TEY KAI XUAN SACHIN S/O MAHENDRAN PAN YOU JAY FATIN SYUHAI DAH BINTE FAISAL YEE LOK SUAN TAANUSRI	YISHUN CUB SCOUT GROUP (PRIMARY)	JAYSANTH S/O S GUNASAKERAN IZAC KAM YAN KAI ADITHYA GOPAKUMAR NURHILMI BIN NURFAIZAL LEE JIE EN BRANDON YAN CHENFEI MADHAVARAJ HAVISH
		PUNGGOL GREEN CUB SCOUT GROUP (PRIMARY)	NATALIE BATRISYIA WONG XIU LI THENG YU EN NOVYNN AYRA QORIRAH BINTE MOHAMAD ZHRIN MIKAYLA NABYLAH BINTE MOHAMED FARID KOH YU CHEN NIXON LIAU ZE DONG EVAN CHUA JIAN YONG

# Awards & Achievements

## Akela Award

MEE TOH CUB SCOUT GROUP (PRIMARY)	KOH SHIN KIAT, REGIS (XU CHENJIE) FOONG JIEH WEI BRAYDEN
NORTH VIEW CUB SCOUT GROUP (PRIMARY)	BRANDON CALEB AUGUSTINE AYEESHA ZAHRA D/O MOHAMMED ZUBIR LIN XINGCHEN SAMUEL KOH ZHE EN LEE TING XUAN MUHAMMAD ASYRAN ZAFRY BIN MUHAMMAD ISRAF

### East

PACK	NAME
CHRYSALIS HOME SCHOOL SCOUT GROUP (OPEN)	ESTHER CHAN SHI EN EVANGELYNN LIM XIN ERN
EAST SPRING CUB SCOUT GROUP (PRIMARY)	WANG LIAN JIE, JAVIER
ELIAS PARK CUB SCOUT GROUP (PRIMARY)	MAH DONG XU DANIEL SETH TAN (CHEN ZIYI) SYLVIA QUEK HOR YING (GUO KEYING) E KRISHNAMIRTHAN LEE JUNG DEOK JARED SNG JOO CHENG MIKA KAYDEN BIN MOHAMMAD HAIRIN TAN YING HAN, CENDRIL MUHAMMAD THAQIF BIN NORDIN BEH YU HAO ISAAC
GONGSHANG CUB SCOUT GROUP (PRIMARY)	PUAY KAE IAN BALJIWAN SINGH S/O PARDEEP SINGH JOSIAH FONG JYUN XI MUHAMMAD LUQMAN BIN MD AZHARI AQIL MIRZA BIN AMINURRASHID MUHAMMAD ARFA NABIL BIN MD Z AMISHA KAUR MUHAMMAD NUR AKMAL BIN MD FONG YONG SHENG NASHA SAFIYYAH BINTE MOHD NASIR

JUNYUAN CUB SCOUT GROUP (PRIMARY)	ERIN LEE JAI EN SENG JIA EN MAVIS
KONG HWA CUB SCOUT GROUP (PRIMARY)	ANTON NEO (LIANG YI) TOH EN KAI KAIZER
MAHA BODHI CUB SCOUT GROUP (PRIMARY)	QUEK HOE CHOON (GUO HEJUN) KYRA LEE JIA YU (LI JIAYU)
MERIDIAN CUB SCOUT GROUP (PRIMARY)	ZIKRY WAYNE AHMED HROMATKA CHOW WEI MING SHANICE LOW WAN XIN
NGEE ANN CUB SCOUT GROUP (PRIMARY)	ZECHARIAH TEO YONG EN (ZHANG YONG'EN)
TAMPINES NORTH CUB SCOUT GROUP (PRIMARY)	JUSTIN LOW WEE HIAN (LIU WEIX-IAN) JAYAVARDHAN HARIHAR PRASAD XAVIER NG YAN XUN RAMACHANDRAN DHARUN LOGESH LEYTON TAN SI KAI MUHAMMAD ADEN BIN MD NOR HARRITHS EFSTRATIOS MOHAMAD SAHRIN BIN MOHD RAZIB
TAO NAN MARLIN CUB SCOUT GROUP (PRIMARY)	KOH WEI YI JOEL WONG KANG JIUN KOH JING SHAN JOSHUA KHOO WEI JIAN TOH LE YANG, EDISON CHOW WEI HENG BRAYDEN TEE QI YUAN (CHI QIYUAN) ETHAN ANG HOW JOON LOH ZHENG YU REYMUS NIGEL POH MIN REN (FU MIN REN) RYAN SIM JING RONG TAN KYI HAHN, ASHER
WHITE SANDS CUB SCOUT GROUP (PRIMARY)	DEVESHWAR VIJAY KUMAR LI YISHI, ELSIE BOYCE ANG KOK HONG (HONG GUO FENG) KAVITHA SIVAPRAGAS S SAI NITESH MANIKANDAN RUSIINI SEAN AARYAN BIN MUHAMMAD AIRWAN CHUA YU XUAN (CAI YUXUAN) JERRY LI LIM TIAN YU

RED SWASTIKA RAPTORS CUB SCOUT GROUP (PRIMARY)	MOK YAN KAI, ELDEN DALVIN LOKE YAN JUN RYAN SEAK ZHENG WEI EAGENE TAN YAK HUN (CHEN YIXUN) SONG JUN YANG, EVAN JARED TAN (CHEN YAOWEI) KADEN TENG HONG JUN KEANE TANG SETH KOH ZHI XUN (XU ZHIXUN)
PHOENIX SCOUT GROUP (OPEN)	LIANG TAK YIN ARNAVSURYA TRIPATHI ELISHA LEE YI TING

### West

PACK	NAME
DE LA SALLE CUB SCOUT GROUP (PRIMARY)	AYDEN LIM YI CHENG HEE MING YUAN HUGO PARR ABEL LEE XIANG YONG
ST.ANTHONY'S CUB SCOUT GROUP (PRIMARY)	TAN YEE KIAT MOHAMAD NURHAN BIN MOHAMAD IZ FAZLY CHOONG YU HENG CALEB LIM WEI YEE LUKE AMARI RAFAEL JAVINA ABRIL DEREK YESU DASS

### South

PACK	NAME
AITONG PRIMARY CUB SCOUT GROUP (PRIMARY)	RAYSON TAN ONG BIN TZE KADEN
ALEXANDRA PRIMARY CUB SCOUT GROUP (PRIMARY)	BASU PRINAKA TAN XIN NING
ANGLO CHINESE CUB SCOUT GROUP (PRIMARY)	TAN YEE KIAT MOHAMAD NURHAN BIN MOHAMAD IZ FAZLY CHOONG YU HENG CALEB LIM WEI YEE LUKE AMARI RAFAEL JAVINA ABRIL DEREK YESU DASS IAN NATHAN QUAH YU YANG ONG SHANE GHE, SHANE CHEONG YONG YU, KYROS

CATHOLIC HIGH SCOUT GROUP (PRIMARY)	TRISTAN MICHAEL ONG CHANG DE HSIEN, BRADLEY TEO HENG YAO JONATHAN IPCOLAS LOH YE JUN (LU YEJUN) JOEL TEO YIH TZE GOH YAN DE DARREN KANG YI HUN (JIANG YIXUN) BIN JING HE, JOSIAH IVAN WANG KAI RUI NG EN MING YONG ZE XU TAN YING JIE LIM ZHENG WEN KEANE KEIAN TEH QI-EN CHU KENG ENG, ETHAN (ZHU QINGRONG) ETHAN CHUA WEE HUNG CALEB TAN KAI ZHE KIERAN TAN TZER KEE
COLUGO SCOUT GROUP (OPEN)	LIAW HONG JUN GEMMA COX AW JUN HONG DYLAN PETA THORPE
KHENG CHENG SCHOOL (PRIMARY)	IAN CHOONG
MARIS STELLA CUB SCOUT GROUP (PRIMARY)	NICHOLAS CHEE WEN HAO TEO KAI JUN, KEITH
PEI CHUN EAGLE CUB SCOUT GROUP (PRIMARY)	JOSH KEEGAN LOW SOH JING KAI
RADIN MAS DRAGON CUB SCOUT GROUP (PRIMARY)	KYLER MAK KWAN YUEI (MAI JUNRUI) THONG DENG NGAI ORION (TANG DINGYI) AYDEN CHEONG YIFENG LIM RUI JIE DARRIUS (LIN RUIJIE)
RIVER VALLEY RAVEN CUB SCOUT GROUP (PRIMARY)	LAVAN AJAI S/O KUMARAN ANDERS LIM JOO HUNG JODIUS TAY
SJI (JUNIOR) CUB SCOUT GROUP (PRIMARY)	AUGUSTUS SURYA JAYARAJAN
ST ANDREWS STAR SCOUT GROUP (PRIMARY/SECONDARY/JC)	NATHAN HO SONG YARN ARYAN RAM PRASHAD DEXTER TNG WEI AIDAN NG ETHAN ONG
STAMFORD CUB SCOUT GROUP (PRIMARY)	XU XIN CHENG JIMMY

# Awards & Achievements

## Chief Commissioner's Award

The Chief Commissioner's Award is presented to the most outstanding and distinctive Scouts in recognition of their excellent performance where they demonstrated their dedication to the Scout movements and service to the Community. The award represents the pinnacle of achievement and serves to prepare them for a lifetime of service to their God, Nation, and all humankind.



Chief Commissioner's Award Ceremony 2020 | Chief Commissioner's Award Recipients: 175 Scouts (Virtual ceremony)

### North

GROUP	NAME
AHMAD IBRAHIM WARRIORS SCOUT GROUP (SECONDARY)	CHEW ZHEN JUE
EDGEFIELD SCOUT GROUP (SECONDARY)	CLARENCE LIM WONG KIN LOK
GREENRIDGE FOX SCOUT GROUP (SECONDARY)	RESSHMAA D/O MAHENDRAN DANIAL MIRZA BIN IBRAHIM BRAYDEN LEE JUN HUI
HOLY INNOCENTS' HORNET SCOUT GROUP (SECONDARY)	SAKTHI MURALIKRISHNA JOSHUA TAN WEE YANG
HWA CHONG SCOUT GROUP (SECONDARY)	RYAN LIM HONG WEI FOO MING GUO LEE JUN YI NEO SOUW CHUAN ZEPH TANG ZHENKAI DENZEL LOW QUAN JIE TAN SHAW WEE HU YUCHENG
SAMBAR SCOUT GROUP (OPEN)	KAYLA AI PORTER-BHASSI
WOODLANDS MANTA RAY CUB SCOUT GROUP (PRIMARY)	LIM JIN YI
ZHENGHUA SCOUT GROUP (SECONDARY)	NG JIA QI DOREEN THAM JING SHI GLADYS CHUA ENQI OON YU NING POH YAWEN LEUNG YUN XI LIM PEI YING ONG SHI XUAN LAI JIA JUN JUAN GABRIEL MIRANDA PACHECO

ZHONGHUA VENTURES & ROVERS (OPEN)	JOYCE KOH YAP ZOE ERN HOW WENG YAN LUM YU PEI NEO JIA CHEN KOK FANGXI ISAAC PAUL MATHIAS LIM XIN SHEN CHU YIN JIAN KIERAN TAN YI CLARENCE KOH HEE TEK SOH HAOJUN KEVYN YEO ZHI YUAN
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### East

GROUP	NAME
ANGLICAN HIGH FALCON SCOUT GROUP (SECONDARY)	MAXIMUS YEO CHIH KIAT ISAAC WAN ZI HENG GOH HAN SHENG ROSH LIM YI TAN YONG HAN ELSON TSEN CHUAN XU ENRIQUE
CHUNG CHENG HIGH SCHOOL SCOUT GROUP (SECONDARY)	NG LIHENG DILLON
DUNMAN DOVE SCOUT GROUP (SECONDARY)	FIONA TEH XIAO YI ONG JIN EN DEMA AULIA AZZAHRA TAN BOON LEONG KUM JUN HUNG CHUAH ROI TONG ONG SHI YU JONAS ONG KIAT YONG
NGEE ANN WICHITA SCOUT GROUP (SECONDARY)	SEETOH YIH KEET ANGAD MAHAJAN CHENG FAN QI YANNIS WONG YONG KANG

ST GABRIEL SOUTHERN CROSS SCOUT GROUP (SECONDARY)	LAM YONG SHEN BELLAMY KWAN JUN HUI SOO YAN REN, ANGUS VANNESS WONG JINGHANG LIU YANG FENG MOHAMED LISANUDEEN FAKURU-DEEN ALI AHAMED NG KEE LOK, KEVELLE	BEATTY BEAVER SCOUT GROUP (SECONDARY)	YEO GUO CAN GERALD CHIA SENG HING SUBRAMANIAN DINESH ANG KAI ZE LEONARD HO SHENG XIAN DARWIN RAGHAV RAJESH SUBRAMANIAN MAKENDRA PRASAD DEXTER KOEN SINADUMA
TANJONG KATONG SELADANG SCOUT GROUP (SECONDARY)	LIU TSE HAN MOHAMAD ARRIFIN HARITH BIN HERMAN TAN YIRONG ISAAC NG TING AN, JULIAN	CATHOLIC HIGH SCOUT GROUP (SECONDARY)	ANG MAO JIN ALEXANDER JAYDEN CHAN DE JUN EDWIN WU JIANTANG CHUA YI XUN LIM NI LER FOO MING HAN
VICTORIA ARROW SCOUT GROUP (SECONDARY)	HO JUN SHENG IRVIN TIMOTHY GOH MUJAHID BIN YANG ISKANDAR ONG WAYE JAE WANG JING RONG DARYL MUHAMMAD IRSHAD BIN AKBAR ALI DARYL CHONG WEI DONG REYNARD SEOW RUI KAI YONG CHIN YU NG SHIEN PING SEAN TAN YAN SAN MATTHEW TAN XAVIER	COLUGO SCOUT GROUP (OPEN)	KEIFER CHEW KWOK CHENG MATTHEW COX
		MAYFLOWER SCOUT GROUP (SECONDARY)	HAROLD HONG GAN JING JIE ETHAN SOON NG KIAN YAN BENEDICT PANG
		PATHLIGHT SCHOOL SCOUT GROUP	MUHAMMAD MIKHAIL GHAZI BIN RIDZUAN PEH SONG CHUAN ANDREW NEO JIA QING JEREMY

### South

GROUP	NAME	GROUP	NAME
01 RAFFLES SCOUT GROUP (SECONDARY)	YIN LYE TING AIDAN LEE CHANG YUN BRENNAN NATHANAEL TING ONG WEI YANG, SHAUN ZHU KE XIONG ONG KAI PENG, WINSTON TEO JOON YUE JONATHAN	QUEENSTOWN SCOUT GROUP (SECONDARY)	ZHANG RUO TIAN LUCAS PESTANA JAYDEN LIM
02 RAFFLES SCOUT GROUP (SECONDARY)	ENZO YAP DAI HENG MALCOLM NGIO YEW KIAT WONG KAI WEN IGNATIUS GAN CHENGXIN SWAMINATHAN VISAKAN TAN YONG HAN TRAVIS RAHUL KUMAR SINGH SEAN YEOW HOE YONG ZHANG JINJIA ZHOU XINHAO GEORGE HUANG YUXUAN DEREK JADEN LOH JING HAN PRITAM SAHA ZHANG SHENGYANG DAVID MUHAMMAD NABIL NAQUIDDIN BIN MOHAMMAD ISKANDAR NAIM TAY JO-VAN	SJI INTERNATIONAL HIPPO SCOUT (SECONDARY)	JOAN GOH MADELEINE LY TAN SHI XUAN JENNY ZHUO TAN JING YI
		SJI PELANDOK SCOUT GROUP (SECONDARY)	TIMOTHY TAN NICHOLAS FONG YANG KAI CHEN MENG BOON MARCUS LI YI'AN GAUTHAM RAMESH ZHANG MINGZHEN ROGER LOH ZI QUAN KEITH NG YU CHANG NICHOLAS ROHAN VARATHARAJAN KOH KHEE PNG MATTHEW BRUCE YONG ZHI YU THIA KENG HUO YOSHIMURA ISAAC AKITAKA GOH JUN HAO EVAN MICHAEL NEO REN JIE JOSHUA LOH CHOON WEI
		SOARING EAGLES SCOUT GROUP (OPEN)	JACOB ING KA LUM

# Awards & Achievements

## Chief Commissioner's Award

### West

GROUP	NAME		
ACS(IND) SCOUT GROUP (SECONDARY)	GABRIEL TAN ENG KIAT DARREN WONG KHENG SENG LIM SHIXUAN JOSHUA NEO ZE ZUN DYLAN HAY YAO JIE	CHUA CHU KANG CONDOR SCOUT GROUP (SECONDARY)	LIM EN SHENG, ROYDEN TANG YU XUAN TEY HAI SEANG
	CHEN GENE VILMOS CHIA ZHENG XI ISAAC FOO KAI AN ARTHUR ONG ZHENG JIE DANIEL CHUA RUI ZHENG BENJAMIN MATTHEW WONG	DUNEARN UNICORN SCOUT GROUP (SECONDARY)	LIM HO YONG JOEL

## President's Scout Award

The President's Scout Award is presented to our nation's most outstanding Venture Scouts in recognition of their excellent leadership and exemplary performance. The award represents the pinnacle of their achievements and indicates their preparedness for a lifetime of service to their God, Nation, and all humankind.



**President Scout Award Ceremony 2020 | President's Scout Award Recipients: 21 Venture Scouts**  
(9 December 2020, The Istana)

**Guest of Honour:** President Halimah Yacob

GROUP	NAME		
EAGLE SCOUT GROUP	RICO WAN JUN JIE	ACS(B) VENTURE SCOUT GROUP	LEE CHAO RUI
ST GABRIEL SOUTHERN CROSS SCOUT GROUP (SECONDARY)	ABHIMANYU SELVAKUMAR	CATHOLIC HIGH SCOUT GROUP (SECONDARY)	IAN CHIEN JUN RONG SIAUW YU CHUAN LOH ZHENG, LUCAS TAN JEN KAI LIM YI XUAN, RYAN
FOX SCOUT GROUP (OPEN)	TAN WEI CHENG	MAYFLOWER SCOUT GROUP (SECONDARY)	CHIA KANG XU
HWA CHONG SCOUT GROUP (SECONDARY)	PIERCE TOH YIXIAN	SOARING EAGLES AIR SCOUT WING (OPEN)	MATTHEW CHONG FAN HAO
NAN CHIAU HIGH SCOUT GROUP	NG QI XUAN	ACS(IND) SCOUT GROUP (SECONDARY)	CHAN WEI YANG WO ZHEN HAO
01 RAFFLES SCOUT GROUP (SECONDARY)	HEW YU HENG GAN KAH KHENG	UNICORN VENTURE & ROVER GROUP (OPEN)	YAP QI QI ABBY
02 RAFFLES SCOUT GROUP (SECONDARY)	KOH JIN HAO MIKE SUN BOXUAN TAN JIA JUN		



To relive the moments of PSA 2020 Award Ceremony, view the live stream here [https://youtu.be/B7E7dZlj\\_SQ](https://youtu.be/B7E7dZlj_SQ)



## Baden Powell Award

The Baden Powell Award is the highest award attainable by youth members in the Singapore Scout Association. It represents a pinnacle achievement in Rovering. This award is named after Lord Baden Powell, founder of the Scout Movement, and it is hoped that our awardees will be reminded that it is their responsibility to uphold the ideals espoused by our founder in their thoughts, words and deeds forever more.



**Baden Powell Award Ceremony 2020 (12 December 2020, Sands Leadership Development Centre)**

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

**Baden Powell Award Recipients:** 5 Rover Scouts

GROUP	NAME
EAGLE SCOUT GROUP (OPEN)	CHONG KIAN WEE, JACKY LIM FANG REN, MANFRED
FOX SCOUT GROUP (OPEN)	GOH SENG ANN
STALLION SCOUT GROUP (OPEN)	RISHAB PATWARI
MANJUSRI RED FOX SCOUT GROUP (SECONDARY)	TANG TAY HWEE



### Singapore Scouts



About Scouting



Awards



Cub Scouts



Scouts

### About SSA



About Scouting in Singapore

#### The Scout Promise

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

Visit the Scout.sg app below to find out more about Singapore Scouting and our Youth Programmes.

<https://scoutsg.herokuapp.com>



# Reports

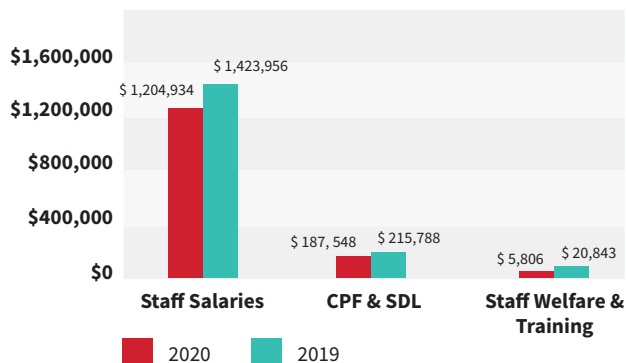
## Report on Full-time Staff

### Staff Costs in SGD

Year	2020	2019
Staff Salaries	\$1,204,934	\$1,423,956
CPF & SDL	\$ 187,548	\$ 215,788
Staff Welfare & Training	\$5,806	\$ 20,843
<b>Total Amount</b>	<b>\$1,398,287</b>	<b>\$1,660,587</b>

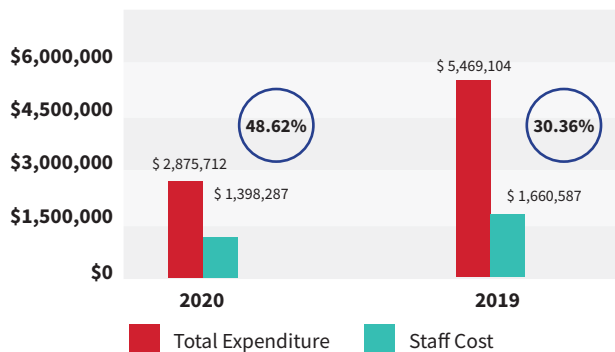
Staff costs decreased from \$1,660,587 to \$1,398,287 with headcount reduced from 34 to 30.

### Staff Costs in SGD



Cost	Year	
	2020	2019
Total Expenditure	\$ 2,875,712	\$ 5,469,104
Staff Cost	\$1,398,287	\$ 1,660,587
Percentage of staff cost over Total Expenditure	48.62%	30.36%

### Percentage of Staff Cost Over Total Expenditure



Annual Remuneration* Salary band	Number of Staff	
	2020	2019
<b>Top 3 Executives</b>		
\$150,000 to \$200,000		
\$100,000 to \$150,000	1	1
\$ 60,000 to \$100,000	3	4
<b>Sub total</b>	<b>4</b>	<b>5</b>
<b>Other Employees</b>		
More than \$50,000	2	3
Less than \$50,000	24	26
<b>Total</b>	<b>30</b>	<b>34</b>

### Staff Movement

Recruited 6 interns under SG United Traineeship Scheme.



## Governance Evaluation Checklist

S/N	Code guideline	Code ID	Response (select whichever is applicable)	Explanation (if Code guideline is not complied with)
<b>Board Governance</b>				
1	Induction and orientation are provided to incoming governing board members upon joining the Board.	1.1.2	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	Induction and orientation are provided for incoming Board members.
Are there governing board members holding staff1 appointments? (skip items 2 and 3 if “No”)			<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
2	Staff 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 the staff’s executive functions and operational duties, which are distinct from the staff’s Board role.	1.1.5	Not Applicable	
4	The Treasurer of the charity (or any person holding an equivalent position in the charity, e.g. Finance Committee Chairman or a governing board member responsible for overseeing the finances of the charity) can only serve a maximum of 4 consecutive years.  If the charity has not appointed any governing board member to oversee its finances, it will be presumed that the Chairman oversees the finances of the charity.	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 governing board members must submit themselves for re-nomination and re-appointment, at least once every 3 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 expires.
6	The Board conducts self evaluation to assess its performance and effectiveness once during its term or every 3 years, whichever is shorter.	1.1.12	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	Regular evaluation were made.
Is there any governing board member who has 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 the governing board member who has 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 committees.	1.2.1	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	Documented terms of reference are available.
<b>Conflict of Interest</b>				
9	There are documented procedures for governing board members and staff 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	Governing 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 of 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 charity’s activities are in line with the charity’s 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 during Commissioners' and Scout Council meetings.

# Reports

## Governance Evaluation Checklist

Human Resource and Volunteer <sup>2</sup> Management				
12	The Board approves documented human resource policies for staff.	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 governing board members, staff and volunteers (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 complete a Code of Conduct declaration form annually.
14	There are processes for regular supervision, appraisal and professional development of staff.	5.5	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	The annual performance appraisal system is practised as provided in the HR Manual.
Are there volunteers 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.	5.7	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	Volunteer management policies are in our POR.
Financial Management and Internal Controls				
16	There is a documented policy to seek the Board's approval for any loans, donations, grants or financial assistance provided by the charity which are not part of the charity's 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 that 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 that 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, and regularly monitor and review the charity's key risks.	6.1.4	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	Key risks assessment of the Association is regularly conducted and documented.
20	The Board approves an annual budget for the charity's plans and regularly monitors the charity's 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 (e.g. in 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 tenures that range from 3 to 12 months.
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 financial 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 Finance and Accounting SOP which is regularly reviewed.
Did the charity receive donations in kind during the financial 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 Finance and Accounting SOP which is regularly reviewed.

Disclosure and Transparency				
24	The charity discloses in its annual report: a) The number of Board meetings in the financial year; and b) The attendance of every governing board member at those meetings.	8.2	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	Information is available in the Annual Report.
Are governing board members remunerated for their services to the Board? (skip items 25 and 26 if “No”)			<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
25	No governing board member is involved in setting his own remuneration.	2.2	Not Applicable	
26	The charity discloses the exact remuneration and benefits received by each governing board member in its annual report. OR The charity discloses that no governing board member is 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 is involved in setting his 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: a) the total annual remuneration for each of its 3 highest paid staff who each has received remuneration (including remuneration received from the charity’s subsidiaries) exceeding \$100,000 during the financial year; and b) whether any of the 3 highest paid staff also serves as a governing board member of the charity.  The information relating to the remuneration of the staff must be presented in bands of \$100,000. OR The charity discloses that none of its paid staff receives more than \$100,000 each in annual remuneration.	8.4	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	The annual remuneration of all staff in the salary bands is disclosed in the Annual Report.
29	The charity discloses the number of paid staff who satisfies all of the following criteria: a) the staff is a close member of the family <sup>3</sup> belonging to the Executive Head <sup>4</sup> or a governing board member of the charity;  b) the staff has received remuneration exceeding \$50,000 during the financial year.  The information relating to the remuneration of the staff must be presented in bands of \$100,000. OR The charity discloses that there is no paid staff, being a close member of the family belonging to the Executive Head or a governing board member of the charity, who has received remuneration exceeding \$50,000 during the financial 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 available.

<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.

# Reports

## Scout Council Meeting Attendance

JANUARY - DECEMBER 2020						
COUNCIL MEMBER	APPOINTMENT	ATTENDANCE				
Mr Raymond Chia Lee Meng	Incoming President (Chairman) (From May)	✗	✓	✓	✓	✓
Mr Tan Tee How	Outgoing President (Chairman) (Jan – May)	✓	✓	N.A	N.A	N.A
Mr Philip Chua Tin Sien	Vice President	✓	✓	✓	✓	✓
Mr Ngien Hoon Ping	Vice President	✓	✓	✓	✓	✓
Dr William Wan Kok Tang	Vice President (Acting)	✗	✓	✓	✓	✓
Mr Ranvir Kumar Singh	Hon. Secretary	✗	✓	✓	✓	✓
Mr Philip Ling Soon Hwa	Hon. Treasurer	✓	✓	✓	✓	✓
Dr Charles Phua Chao Rong	Elected Member	✗	✓	✓	✓	✓
Mr Tan Cheng Kiong	Elected Member	✓	✓	✗	✓	✓
Mr Richard Yeong Ong Loy	Elected Member	✓	✓	✓	✓	✓
Mr Desmond Chong Kok Hwee	Elected Member	✓	✓	✓	✓	✓
Ms Lim Kar Yee	Appointed Member	✓	✓	✓	✓	✓
Ms Kim Lay Eng	Appointed Member (Jan – May)	✗	✓	N.A	N.A	N.A
Mr Simon Gan Kok Soon	Appointed Member	✓	✓	✓	✓	✓
Mr Tan Swee Ho	Appointed Member	✗	✓	✗	✓	✓
Dr Christopher Fong Kong Onn	Appointed Member	✗	✗	✓	✓	✗
Dr Kumaran Rasappan	Appointed Member (Jan – May)	✗	✗	N.A	N.A	N.A
Mr Michael Ong Kum Wai	Appointed Member	✓	✓	✓	✓	✓
Mr Leon Yee Kee Shian	Appointed Member	✓	✓	✓	✓	✓
Mr Melvin Poon	Appointed Member (From July)	N.A	N.A	✓	✓	✓
Mr Antong Shahrudin Rahmat	Chief Commissioner	✓	✓	✓	✓	✓
Dr Jeffery Ho Kai Kwong	Deputy Chief Commissioner / International Commissioner	✓	✓	✓	✓	✓
Mr Andrew Ang Kah Hin	Division Commissioner	✓	✓	✓	✓	✓
Mr Hoo Chuan Yang	Area Commissioner (South Area)	✓	✓	✓	✓	✓
Dr Anbarasan Thuraimanikam	Area Commissioner (West Area)	✗	✓	✓	✓	✓
Mr Ho Chee Heng	National Training Commissioner	✗	✓	✓	✓	✓
Mr Lim Say Chionh	National Programme Commissioner	✓	✓	✓	✓	✓
Mr Yang Chen	National Adults in Scouting 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 2020

## The Singapore Scout Association

### General Information

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#### Scout Council

President – Chia Lee Meng Raymond  
Vice President – Ngien Hoon Ping  
Vice President – Chua Tin Sien Philip  
Vice President – Dr William Wan Kok Tang  
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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Statement of Financial Position	6 - 7
Statement of Financial Activities	8
Statement of Cash Flows	9
Notes to the Financial Statements	10 - 51

## The Singapore Scout Association

### Statement by Scout Council for the year ended 31 December 2020

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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 51 are properly drawn up so as to give a true and fair view of the financial position of the Association as at 31 December 2020 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



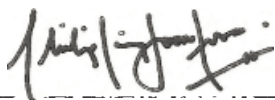
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Chia Lee Meng Raymond  
President



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Antong Shahrudin Bin Rahmat  
Chief Commissioner



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Philip Ling Soon Hwa  
Honorary Treasurer

29 May 2021

**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 2020, 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 2020 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, has 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 appeal:-

<u>Name of fund-raising project</u>	<u>Period of fund-raising</u>
HQ Upgrading Fundraising Dinner 2020	9 January 2020
Scouting It Forward	5 September 2020 to 26 December 2020 (Further extended to 31 March 2021)

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

29 May 2021

**The Singapore Scout Association**

**Statement of Financial Position  
As at 31 December 2020**

	Note	2020 S\$	2019 S\$
<b>ASSETS AND LIABILITIES</b>			
<b>Non-Current Assets</b>			
Property, plant and equipment	3	5,763,064	6,073,146
Other receivables	4	-	89,220
		<u>5,763,064</u>	<u>6,162,366</u>
<b>Current Assets</b>			
Inventories	5	280,832	297,779
Trade receivables	6	45,932	116,163
Other receivables	4	950,342	512,716
Cash and cash equivalents	7	6,302,413	6,819,985
		<u>7,579,519</u>	<u>7,746,643</u>
<b>Total Assets</b>		<u>13,342,583</u>	<u>13,909,009</u>
<b>Current Liabilities</b>			
Trade payables	8	175,598	351,428
Other payables	9	931,818	985,110
Deferred grant	10	58,852	58,852
Lease liabilities	11	356,880	356,880
		<u>1,523,148</u>	<u>1,752,270</u>
<b>Non-Current Liability</b>			
Deferred grant	10	1,353,604	1,412,456
Lease liabilities	11	-	356,880
		<u>1,353,604</u>	<u>1,769,336</u>
<b>Total Liabilities</b>		<u>2,876,752</u>	<u>3,521,606</u>
<b>Net Current Assets</b>		<u>6,056,371</u>	<u>5,994,373</u>
<b>Net Assets</b>		<u>10,465,831</u>	<u>10,387,403</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 2020

	Note	2020 S\$	2019 S\$
<b>FUNDS</b>			
<b>Unrestricted Funds</b>			
General funds	12	3,827,578	4,312,825
<b>Restricted Funds</b>			
Building fund		4,011,639	3,453,555
Scout Foundation fund		339,512	229,024
Other specific funds	13	2,287,102	2,391,999
<b>Total Funds</b>		<u>10,465,831</u>	<u>10,387,403</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 2020

		←	Restricted Funds	→		
	General Funds (Note 12) S\$	Building Fund S\$	Scout Foundation Fund S\$	Other Specific Funds (Note 13) S\$	2020 Total Funds S\$	2019 Total Funds S\$
Note						
<b>Incoming resources</b>						
<u>Incoming resources from generated funds</u>						
Voluntary income	14	57,801	-	151,000	2,307	211,108
Activities for generating funds						
- Donation Draw	15	-	-	-	-	263,574
- Job Week	16	-	-	-	-	708,546
- Scout Guild events	17	-	-	-	-	67,625
Investment income		40,004	-	-	20,028	60,032
<u>Incoming resources from charitable activities</u>						
- Grants		620,743	-	-	-	620,743
- Membership fees		104,040	-	-	-	104,040
- Fees from participants		65,233	-	-	38,025	103,258
- Scout Shop	18	111,245	-	-	-	111,245
- Sands Leadership Development Centre	19	559,910	-	-	-	559,910
Other incoming resources	20	625,720	-	-	-	625,720
<b>Total incoming resources</b>		<u>2,184,696</u>	<u>-</u>	<u>151,000</u>	<u>60,360</u>	<u>2,396,056</u>
<b>Resources expended</b>						
<u>Costs of generating funds</u>						
Fundraising costs						
- Donation Draw	15	-	-	-	-	53,100
- Job Week	16	-	-	-	-	11,173
- Scout Guild events	17	-	-	-	-	45,946
<u>Charitable activities</u>						
- Scout Shop	18	80,074	-	-	-	80,074
- Scout Groups		40	-	-	165,172	165,212
- Area activities		21,373	-	-	-	21,373
- International scout events and programme expenses		81,330	-	-	-	81,330
- Sands Leadership Development Centre	19	722,007	-	-	-	722,007
- Employee benefits expense	21	911,714	-	40,512	-	952,226
Governance costs - audit fees		19,166	-	-	-	19,166
Other resources expended	22	834,239	-	-	85	834,324
Property, plant and equipment written-off		-	-	-	-	758,333
<b>Total resources expended</b>		<u>2,669,943</u>	<u>-</u>	<u>40,512</u>	<u>165,257</u>	<u>2,875,712</u>
<b>Net (outgoing)/incoming resources before amortisation and transfer</b>		(485,247)	-	110,488	(104,897)	(479,656)
Incoming resources for building fund	23	-	558,084	-	-	558,084
<b>Net (outgoing)/incoming resources</b>		(485,247)	558,084	110,488	(104,897)	78,428
<b>Total funds brought forward</b>		<u>4,312,825</u>	<u>3,453,555</u>	<u>229,024</u>	<u>2,391,999</u>	<u>10,387,403</u>
<b>Total funds carried forward</b>		<u>3,827,578</u>	<u>4,011,639</u>	<u>339,512</u>	<u>2,287,102</u>	<u>10,387,403</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 2020

	Note	2020 S\$	2019 S\$
<b>Cash flows from operating activities</b>			
Deficit for the year		(479,656)	(965,586)
Adjustments for:-			
Depreciation of property, plant and equipment		591,602	594,384
Bad debt written off		350	-
Allowance for expected credit losses			
- trade receivables		25,474	8,719
- other receivables		33,600	-
Property, plant and equipment written-off		-	758,333
Reversal of expected credit losses		(8,856)	-
Interest income		(60,032)	(72,351)
Rent concession		(118,960)	-
		<u>463,178</u>	<u>1,289,085</u>
Operating (deficit)/surplus before working capital changes		(16,478)	323,499
Decrease/(Increase) in inventories		16,947	(29,914)
(Increase)/Decrease in trade and other receivables		(328,743)	243,676
(Decrease)/Increase in trade and other payables		(108,143)	320,293
Net cash (used in)/generated from operating activities		<u>(436,417)</u>	<u>857,554</u>
<b>Cash flows from investing activities</b>			
Interest received		60,032	72,351
Proceeds from disposal of property, plant and equipment		3,100	-
Purchase of property, plant and equipment		(464,451)	(2,054,277)
Net cash used in investing activities		<u>(401,319)</u>	<u>(1,981,926)</u>
<b>Cash flows from financing activities</b>			
Payment of principal portion of lease liabilities		(237,920)	(312,270)
Incoming resources for building fund		558,084	1,148,442
Net cash generated from financing activities		<u>320,164</u>	<u>836,172</u>
<b>Net decrease in cash and cash equivalents</b>		(517,572)	(288,200)
<b>Cash and cash equivalents at 1 January</b>		<u>6,819,985</u>	<u>7,108,185</u>
<b>Cash and cash equivalents at 31 December</b>	7	<u><u>6,302,413</u></u>	<u><u>6,819,985</u></u>

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

## The Singapore Scout Association

### Notes to the financial statements – 31 December 2020

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These notes form an integral part of and should be read in conjunction with the accompanying financial statements.

#### 1. General information

The Association (Unique Entity No. S85CC0196D) was registered on 4 January 1912 under the powers granted by the Royal Charter issued under the hand of King George V and Boy Scouts Association Act (Chapter 26, Singapore Statutes, 1985 Revised edition).

The Association is registered as a Charity under the Charities Act, Chapter 37 and has been granted an Institution of Public Character (IPC) status up to 31 August 2022 by its Sector Administrator, the Ministry of Education.

The objects of the Association are to develop good citizenship among young people by forming their character, training them in habits of observation, obedience and self-reliance, inculcating loyalty and thoughtfulness for others, teaching them services useful to the public and skills useful to themselves and promoting their physical, mental and spiritual development.

The Association is domiciled and registered in Singapore. The registered address and principal place of activities of the Association are situated at 1 Bishan Street 12, Singapore 579808.

#### 2. Summary of significant accounting policies

##### 2.1 Basis of accounting

The financial statements are prepared in accordance with the historical cost convention, except as disclosed in the accounting policies, and the provisions of Singapore Financial Reporting Standards (“FRS”).

The preparation of financial statements in conformity with FRS requires management to exercise its judgement in the process of applying the Association’s accounting policies. It also requires the use of certain critical accounting estimates and assumptions. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements are disclosed in note 28.

The financial statements are presented in Singapore dollars (“S\$”) and all values are presented to the nearest dollar except where indicated otherwise.



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

**2.2 Adoption of new and amended 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 2020. The adoption of these standards did not have any material effect on the financial performance or position of the Association.

Early adoption of amendment to FRS 116 Leases: Covid-19-Related Rent Concessions

The Association has early adopted the amendment to FRS 116 which introduced an optional practical expedient for lessees from assessing whether a rent concession related to COVID-19 is a lease modification.

The Association has applied this practical expedient to all property leases. As a result of applying the practical expedient, rent concessions of S\$118,960 (Note 20) was recognised as negative variable lease payments (i.e. under other incoming resources) in the statement of financial activities during the year.

**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.

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

**2.3 Financial assets (continued)**

**(a) Classification and measurement (continued)**

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.
- **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".

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

**2.3 Financial assets (continued)**

**(a) Classification and measurement (continued)**

At subsequent measurement (continued)

**(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).

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.

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

**2.3 Financial assets (continued)**

**(b) Impairment (continued)**

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.

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.

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

**2.3 Financial assets (continued)**

**(b) Impairment (continued)**

General approach (continued)

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.

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.

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

**2.3 Financial assets (continued)**

**(b) Impairment (continued)**

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 vehicles	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.

## The Singapore Scout Association

### Notes to the financial statements – 31 December 2020

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#### 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.

## The Singapore Scout Association

### Notes to the financial statements – 31 December 2020

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#### 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 other payables.

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

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**

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.

The Association has applied the amendment to FRS 116 Leases: Covid-19-Related Rent Concessions. The Association applies the practical expedient allowing it not to assess whether a rent concession related to COVID-19 is a lease modification. The Association applies the practical expedient consistently to contracts with similar characteristics and in similar circumstances. For rent concessions in leases to which the Association chooses not to apply the practical expedient, or that do not qualify for the practical expedient, the Association assesses whether there is a lease modification.

**(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.

**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 2020

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 2019	-	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)
Adjustment	-	-	-	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
Additions	-	-	-	13,660	716	-	3,549	-	446,526	464,451
Disposals/write-offs	-	-	-	-	-	-	(6,000)	-	-	(6,000)
Revision of reinstatement cost	(179,831)	-	-	-	-	-	-	-	-	(179,831)
Reclassification	-	-	-	60,822	16,844	204,936	-	-	(282,602)	-
As at 31 December 2020	1,322,221	1,765,570	187,200	97,482	124,409	217,066	47,528	83,496	3,429,346	7,274,318
<b>Accumulated depreciation</b>										
As at 1 January 2019	-	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
Depreciation charge for the year	432,537	58,852	-	19,496	21,105	43,413	11,500	4,699	-	591,602
Disposals/write-offs	-	-	-	-	-	-	(2,900)	-	-	(2,900)
As at 31 December 2020	889,683	353,114	-	24,096	78,263	51,459	40,933	73,706	-	1,511,254
<b>Carrying amount</b>										
As at 31 December 2020	432,538	1,412,456	187,200	73,386	46,146	165,607	6,595	9,790	3,429,346	5,763,064
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



## The Singapore Scout Association

### Notes to the financial statements – 31 December 2020

#### 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 26(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>2020</b>	<b>2019</b>
	<b>S\$</b>	<b>S\$</b>
Cash	464,451	2,054,277
Lease liabilities	-	1,502,052
	<u>464,451</u>	<u>3,556,329</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>2020</b>	<b>2019</b>
	<b>S\$</b>	<b>S\$</b>
HQ	573,963	573,914
Sands Leadership Development Centre	17,639	20,470
	<u>591,602</u>	<u>594,384</u>

## The Singapore Scout Association

### Notes to the financial statements – 31 December 2020

#### 4. Other receivables

	<b>2020</b>	<b>2019</b>
	<b>S\$</b>	<b>S\$</b>
<u>Non-current assets</u>		
Deposits	-	89,220
<u>Current assets</u>		
Grant and donation receivables	644,396	379,277
Other receivables	185,081	74,575
Prepayments	58,485	54,264
Deposits	95,980	4,600
	983,942	512,716
Less:		
Allowance for expected credit losses	(33,600)	-
	950,342	512,716
	950,342	601,936

Other receivables are denominated in Singapore dollars. The movement in allowance for expected credit losses during the financial year is as follows :-

	<b>2020</b>	<b>2019</b>
	<b>S\$</b>	<b>S\$</b>
At beginning of the year	-	-
Allowance made	33,600	-
At end of the year	33,600	-

#### 5. Inventories

	<b>2020</b>	<b>2019</b>
	<b>S\$</b>	<b>S\$</b>
Goods held for resale	252,282	269,229
Medals and plaques	28,550	28,550
	280,832	297,779

## The Singapore Scout Association

### Notes to the financial statements – 31 December 2020

#### 6. Trade receivables

	<b>2020</b>	<b>2019</b>
	<b>S\$</b>	<b>S\$</b>
Third parties	77,820	132,051
Less:		
Allowance for expected credit losses	<u>(31,888)</u>	<u>(15,888)</u>
	<u>45,932</u>	<u>116,163</u>

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

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

	<b>2020</b>	<b>2019</b>
	<b>S\$</b>	<b>S\$</b>
At beginning of the year	15,888	7,169
Allowance made	25,474	15,888
Reversal of allowance made	(8,856)	(7,169)
Write-off	<u>(618)</u>	<u>-</u>
At end of the year	<u>31,888</u>	<u>15,888</u>

#### 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 :-

	<b>2020</b>	<b>2019</b>
	<b>S\$</b>	<b>S\$</b>
Fixed deposits	4,312,142	4,469,488
Cash and bank balances	<u>1,990,271</u>	<u>2,350,497</u>
	<u>6,302,413</u>	<u>6,819,985</u>

The fixed deposits bear interest at interest rates ranging from 0.25% to 1.45% (2019 – 1.2% to 2.00%) per annum and mature within 21 days to 12 months (2019 – 21 days to 12 months) from the end of the financial year.

## The Singapore Scout Association

### Notes to the financial statements – 31 December 2020

#### 8. Trade payables

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

#### 9. Other payables

	2020 S\$	2019 S\$
Other payables	-	8,125
Accrued expenses	346,928	400,989
Provision for reinstatement cost	296,191	476,022
Deferred income	29,034	17,463
Grants received in advance	183,030	80,960
Fees received in advance	3,392	1,551
Deferred grant	73,243	-
	<u>931,818</u>	<u>985,110</u>

Other payables are denominated in Singapore dollars.

#### 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.

	2020 S\$	2019 S\$
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>1,118,195</u>	<u>1,177,047</u>
	<u>1,353,604</u>	<u>1,412,456</u>
	<u>1,412,456</u>	<u>1,471,308</u>

## The Singapore Scout Association

### Notes to the financial statements – 31 December 2020

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#### 11. Lease liabilities

	<b>2020</b> <b>S\$</b>	<b>2019</b> <b>S\$</b>
Current:		
- not later than one year	<u>356,880</u>	<u>356,880</u>
Non-current:		
- later than one year and not later than five years	<u>-</u>	<u>356,880</u>
	<u><u>356,880</u></u>	<u><u>713,760</u></u>

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

	<b>2020</b> <b>S\$</b>	<b>2019</b> <b>S\$</b>
At beginning of the year	713,760	-
Addition	-	1,026,030
Lease payments – principal portion paid	(237,920)	(312,270)
Rent concession	<u>(118,960)</u>	<u>-</u>
At end of the year	<u><u>356,880</u></u>	<u><u>713,760</u></u>

The Singapore Scout Association

Notes to the financial statements – 31 December 2020

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	57,801	-	-	-	-	-	-	-	-	57,801
- Investment income	16,553	1,054	1,054	1,053	1,053	17,075	2,162	-	-	40,004
<u>Incoming resources from charitable activities</u>										
- Grants	620,743	-	-	-	-	-	-	22,865	-	643,608
- Membership fees	104,040	-	-	-	-	-	-	-	-	104,040
- Fees from participants	55,079	8,794	-	1,360	-	-	-	277,610	-	342,843
- Scout Shop	-	-	-	-	-	111,245	-	-	-	111,245
- Use of camp	-	-	-	-	-	-	-	204,346	-	204,346
- Other incoming resources	618,326	1,652	-	-	4,651	1,147	(56)	55,089	-	680,809
<b>Total incoming resources</b>	<b>1,472,542</b>	<b>11,500</b>	<b>1,054</b>	<b>2,413</b>	<b>5,704</b>	<b>129,467</b>	<b>2,106</b>	<b>559,910</b>	<b>-</b>	<b>2,184,696</b>

The Singapore Scout Association

Notes to the financial statements – 31 December 2020

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>Charitable activities</u>										
- Scout Shop	-	-	-	-	-	80,074	-	-	-	80,074
- Scout Groups	40	-	-	-	-	-	-	-	-	40
- Area activities	-	12,337	3,355	5,559	122	-	-	-	-	21,373
- International scout events and programme expenses	81,330	-	-	-	-	-	-	3,670	-	85,000
- Sands Leadership Development Centre	-	-	-	-	-	-	-	122,045	-	122,045
- Employee benefits expense	853,907	12,453	16,448	16,450	12,456	-	-	373,260	-	1,284,974
Governance costs - audit fees	19,166	-	-	-	-	-	-	-	-	19,166
Other resources expended	833,210	528	20	137	320	-	24	223,032	-	1,057,271
<b>Total resources expended</b>	<u>1,787,653</u>	<u>25,318</u>	<u>19,823</u>	<u>22,146</u>	<u>12,898</u>	<u>80,074</u>	<u>24</u>	<u>722,007</u>	<u>-</u>	<u>2,669,943</u>
<b>Net (outgoing)/incoming resources</b>	(315,111)	(13,818)	(18,769)	(19,733)	(7,194)	49,393	2,082	(162,097)	-	(485,247)
<b>Total funds brought forward</b>	<u>313,051</u>	<u>161,759</u>	<u>145,158</u>	<u>136,081</u>	<u>110,927</u>	<u>2,085,047</u>	<u>581,379</u>	<u>476,062</u>	<u>303,361</u>	<u>4,312,825</u>
<b>Total funds carried forward</b>	<u>(2,060)</u>	<u>147,941</u>	<u>126,389</u>	<u>116,348</u>	<u>103,733</u>	<u>2,134,440</u>	<u>583,461</u>	<u>313,965</u>	<u>303,361</u>	<u>3,827,578</u>

The Singapore Scout Association

Notes to the financial statements – 31 December 2020

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	2,307	-	-	2,307
Investment income	17,436	2,592	-	20,028
<u>Incoming resources from charitable activities</u>				
- Fees from participants	38,025	-	-	38,025
<b>Total incoming resources</b>	<b>57,768</b>	<b>2,592</b>	<b>-</b>	<b>60,360</b>
<b>Resources expended</b>				
<u>Charitable activities</u>				
- Scout Groups	165,172	-	-	165,172
Other resources expended	85	-	-	85
<b>Total resources expended</b>	<b>165,257</b>	<b>-</b>	<b>-</b>	<b>165,257</b>
<b>Net (outgoing)/incoming resources</b>	<b>(107,489)</b>	<b>2,592</b>	<b>-</b>	<b>(104,897)</b>
<b>Total funds brought forward</b>	<b>2,227,752</b>	<b>145,345</b>	<b>18,902</b>	<b>2,391,999</b>
<b>Total funds carried forward</b>	<b>2,120,263</b>	<b>147,937</b>	<b>18,902</b>	<b>2,287,102</b>



## The Singapore Scout Association

### Notes to the financial statements – 31 December 2020

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#### 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 2020, there are 249 (2019 – 239) 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

	2020 S\$	2019 S\$
<u>General funds</u>		
Donations (tax exempt)	36,682	13,000
Donations (non-tax exempt)	21,119	6,445
	<u>57,801</u>	<u>19,445</u>
<u>Scout Foundation fund</u>		
Donations (tax exempt)	<u>151,000</u>	<u>54,000</u>
<u>Other specific funds</u>		
Donations (tax exempt)	1,750	350
Donations (non-tax exempt)	557	-
	<u>2,307</u>	<u>350</u>
	<u>211,108</u>	<u>73,795</u>

## The Singapore Scout Association

### Notes to the financial statements – 31 December 2020

#### 15. Donation Draw

	2020 S\$	2019 S\$
<b>Income</b>		
Sale of tickets	-	214,816
Donations (tax exempt)	-	48,558
Donations (non-tax exempt)	-	200
	<u>-</u>	<u>263,574</u>
<b>Less: Expenses</b>		
Administration and advertising expenses	-	5,137
Printing, stationery and miscellaneous	-	5,963
Prizes	-	40,700
Unclaimed prizes donated to Community Chest	-	1,300
	<u>-</u>	<u>53,100</u>
<b>Net Income</b>	<u>-</u>	<u>210,474</u>
<b>Net income allocated as follows:</b>		
<u>Area</u>		
North Area	-	3,631
South Area	-	3,037
East Area	-	3,064
West Area	-	2,206
Total Area	-	11,938
Scout groups	-	79,905
Headquarter	-	118,631
<b>Net Income</b>	<u>-</u>	<u>210,474</u>

## The Singapore Scout Association

### Notes to the financial statements – 31 December 2020

#### 16. Job Week

	2020 S\$	2019 S\$
<b>Income</b>		
Collections	-	606,546
Donations (tax exempt)	-	2,000
Donations (non-tax exempt)	-	100,000
	<u>-</u>	<u>708,546</u>
<b>Less: Expenses</b>		
Administration expenses	-	2,697
Incentive awards	-	3,360
Printing of cards	-	2,990
Photography, stationery and miscellaneous	-	2,126
	<u>-</u>	<u>11,173</u>
<b>Net Income</b>	<u>-</u>	<u>697,373</u>
<b>Net income allocated as follows:</b>		
<u>Area</u>		
North Area	-	11,355
South Area	-	8,854
East Area	-	13,886
West Area	-	10,680
Total Area	-	44,775
Scout groups	-	298,490
Headquarter	-	354,108
<b>Net Income</b>	<u>-</u>	<u>697,373</u>

## The Singapore Scout Association

### Notes to the financial statements – 31 December 2020

#### 17. Scout Guild events

	2020 S\$	2019 S\$
<b>Charity Golf</b>		
<b>Income</b>		
Sponsorship donations (tax exempt)	-	65,550
Fees collected	-	2,075
	<u>-</u>	<u>67,625</u>
<b>Less: Expenses</b>		
Green fees and dinner	-	44,634
Miscellaneous expenses	-	1,312
	<u>-</u>	<u>45,946</u>
<b>Net Income</b>	<u>-</u>	<u>21,679</u>

#### 18. Scout Shop

	2020 S\$	2019 S\$
<b>Income</b>		
Sales, net of discount allowed	232,513	395,607
Cost of goods sold	(121,268)	(215,359)
<b>Gross profit</b>	111,245	180,248
<b>Other operating income</b>		
Interest income	17,075	15,443
Other incoming resources	1,147	407
<b>Total income</b>	<u>129,467</u>	<u>196,098</u>
<b>Less: Expenses</b>		
Employee benefits expense	72,801	77,483
Other operating expenses	7,273	12,995
	<u>80,074</u>	<u>90,478</u>
<b>Net Income</b>	<u>49,393</u>	<u>105,620</u>

Included in the cost of goods sold and other operating expenses of the Scout Shop is a write-down of inventories for the year amounting to NIL (2019 - S\$7,973) and bad debts written-off amounting to S\$40 (2019 - NIL).

## The Singapore Scout Association

### Notes to the financial statements – 31 December 2020

#### 19. Sands Leadership Development Centre

	2020 S\$	2019 S\$
<b>Income</b>		
Fees from participants	277,610	1,127,482
Voluntary income	-	18,000
Grant	22,865	13,609
Use of camp	204,346	158,898
Other incoming resources	55,089	2,254
	<u>559,910</u>	<u>1,320,243</u>
<b>Less: Expenses</b>		
Direct expenses	125,715	533,241
Employee benefits expense	373,260	417,825
Other operating expenses	223,032	288,583
	<u>722,007</u>	<u>1,239,649</u>
<b>Net (Loss)/Income</b>	<u>(162,097)</u>	<u>80,594</u>

Included in other operating expenses of the Sands Leadership Development Centre is depreciation of property, plant and equipment and impairment for expected credit losses on trade receivables for the year amounting to S\$17,639 (2019 - S\$20,470) and S\$25,474 (2019 – NIL) respectively.

#### 20. Other incoming resources

	2020 S\$	2019 S\$
Job support scheme	335,451	-
Wages credit scheme	18,320	13,152
Special employment credit	6,048	4,561
Rental income	132,018	147,298
Waiver of campsite rental	118,960	-
Reversal of expected credit losses	8,856	-
Write off of long outstanding liabilities	1,652	10,160
Miscellaneous income	4,415	409
	<u>625,720</u>	<u>175,580</u>

Waiver of campsite rental is a COVID-19 related rent concession received from the lessor to which the Association applied the practical expedient as disclosed in Note 2.2.

## The Singapore Scout Association

### Notes to the financial statements – 31 December 2020

#### 21. Employee benefits expense

	2020 S\$	2019 S\$
Staff salaries	825,566	1,008,283
CPF contributions and skills development levies	124,678	147,588
Staff training	672	1,000
Staff welfare	1,310	8,409
	<u>952,226</u>	<u>1,165,280</u>

#### 22. Other resources expended

	2020 S\$	2019 S\$
<u>General Funds</u>		
GST expenses	71,963	33,765
Leadership kickoff	935	1,500
AGM expenses	-	2,050
Adult resources expenses	-	31,850
APR committee meeting	-	2,665
Bad debt	310	-
Bank charges	1,588	4,809
Cleaning expenses	-	376
Depreciation of property, plant and equipment	573,963	573,914
Entertainment and refreshments	120	1,830
General expenses	4,920	4,973
Human resource and finance support charge	-	200
Allowance for expected credit losses		
- trade receivables	-	8,719
- other receivables	33,600	-
Insurance	38,166	34,849
Landscaping	-	2,400
Lease expenses for campsite	-	45,663
Rental of office equipment	8,843	8,750
Medical	3,084	-
Membership expenses	14,638	14,726
Printing, stationery and postage	6,869	11,882
Professional fees	-	4,106
Public relations	11,573	15,308
Recruitment materials	-	3,229
Repairs and maintenance	13,846	7,054
Software maintenance	22,728	9,852
Other resources expended carried forward	<u>807,146</u>	<u>824,470</u>

## The Singapore Scout Association

### Notes to the financial statements – 31 December 2020

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

	<b>2020</b>	<b>2019</b>
	<b>S\$</b>	<b>S\$</b>
<u>General Funds</u>		
Other resources expended brought forward	807,146	824,470
Telephone and internet	5,209	6,266
Temporary staff	-	2,275
Training and courses	300	-
Upkeep of motor vehicles	4,089	4,506
Water and electricity	17,495	28,443
	<u>834,239</u>	<u>865,960</u>
<u>Other Specific Funds</u>		
Scout Group expenses	85	227
	<u>834,324</u>	<u>866,187</u>

#### 23. Incoming resources for building fund

	<b>2020</b>	<b>2019</b>
	<b>S\$</b>	<b>S\$</b>
<b>Income</b>		
Grant	400,000	-
Donations (tax exempt)	175,561	1,148,442
	<u>575,561</u>	<u>1,148,442</u>
<b>Less: Expenses</b>		
Dinner	6,112	-
Miscellaneous expenses	11,365	-
	<u>17,477</u>	<u>-</u>
<b>Net Incoming Resources</b>	<u>558,084</u>	<u>1,148,442</u>

#### 24. Taxation

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

## The Singapore Scout Association

### Notes to the financial statements – 31 December 2020

#### 25. Related party transactions

##### Key management compensation

	2020 S\$	2019 S\$
Staff salaries and bonus	127,330	137,927
CPF contributions	15,027	13,929
	<u>142,357</u>	<u>151,856</u>

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

	2020	2019
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.

#### 26. Leases

The Association has lease contracts for its campsite and HQ land. 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

	Campsite S\$	HQ land S\$	Total S\$
At 1 January 2020	-	1,530,161	1,530,161
Addition	1,502,052	-	1,502,052
Depreciation	(457,146)	(58,853)	(515,999)
At 31 December 2020	1,044,906	1,471,308	2,516,214
Revision of reinstatement cost	(179,831)	-	(179,831)
Depreciation	(432,537)	(58,852)	(491,389)
At 31 December 2020	<u>432,538</u>	<u>1,412,456</u>	<u>1,844,994</u>



## The Singapore Scout Association

### Notes to the financial statements – 31 December 2020

#### 26. Leases (continued)

##### (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

	2020 S\$	2019 S\$
Depreciation of right-of-use assets	491,389	515,999
Lease expense not capitalised in lease liabilities:		
- Expense relating to short-term leases (included in other resources expended)	-	45,663
- Expense relating to leases of low-value assets (included in other resources expended)	8,843	8,750
Total amount recognised in profit or loss	<u>500,232</u>	<u>570,412</u>

##### (d) Total cash outflows

The Association had total cash outflows for leases of S\$246,763 (2019: S\$366,683). Included in the total cash outflows for leases is a cash outflow for lease of campsite amounting to S\$237,920 (2019: S\$357,933) which is fully funded through a grant.

##### (e) Extension options

The Association has no lease contract that includes extension options.

#### 27. Overseas expenditure and capital outlay

	2020 S\$	2019 S\$
Overseas expenditure exempted from detailed reporting :-		
- overseas retreats / seminars / courses	-	783
- overseas travel / accommodation	-	14,375
	<u>-</u>	<u>15,158</u>

**28. 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.

**28.1 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.

**28.2 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 :-

**(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.

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

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

**(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 2020, there is no indication of impairment and the carrying value of the Association's property, plant and equipment was S\$5,763,064.

**(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 2020 was S\$280,832 (2019: S\$297,779).

**(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.

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 29.2(i).

## The Singapore Scout Association

### Notes to the financial statements – 31 December 2020

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#### 28. Significant accounting estimates and judgements (continued)

##### 28.2 Key sources of estimation uncertainty (continued)

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

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 2020 was S\$45,932 (2019: S\$116,163).

#### 29. Financial instruments

##### 29.1 Categories of financial instruments

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

	2020 S\$	2019 S\$
<b>Financial assets</b>		
Trade and other receivables	937,789	663,835
Cash and cash equivalents	6,302,413	6,819,985
	<u>7,240,202</u>	<u>7,483,820</u>
<b>Financial liabilities</b>		
Trade and other payables	822,109	1,238,115
Lease liabilities	356,880	713,760
	<u>1,178,989</u>	<u>1,951,875</u>

##### 29.2 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:-

29. **Financial instruments** (continued)

29.2 **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.

## The Singapore Scout Association

### Notes to the financial statements – 31 December 2020

#### 29. Financial instruments (continued)

##### 29.2 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 2020</b>						
Trade receivables	6	Note 1	Lifetime ECL (simplified)	77,820	(31,888)	45,932
Other receivables	4	1	12-month ECL	185,081	(33,600)	151,481
				<u>262,901</u>	<u>(65,488)</u>	<u>197,413</u>

## The Singapore Scout Association

### Notes to the financial statements – 31 December 2020

#### 29. Financial instruments (continued)

##### 29.2 Risk management policies (continued)

##### (i) Credit risk (continued)

As at 31 December 2019	Note	Category	12-month or lifetime ECL	Gross carrying amount S\$	ECL allowance S\$	Net carrying amount S\$
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>

##### 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.

29. **Financial instruments** (continued)

29.2 **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 funds of the Association is insignificant.



## The Singapore Scout Association

### Notes to the financial statements – 31 December 2020

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#### 29. Financial instruments (continued)

##### 29.2 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.

##### 29.3 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, other payables and cash and cash equivalents

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.

#### 30. Authorisation of financial statements

The financial statements of the Association for the financial year ended 31 December 2020 were authorised for issue in accordance with a resolution of the Scout Council on 29 May 2021.

# Editorial Committee

The Singapore Scout Association (SSA) Annual Report 2020 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 2020 Editorial Committee](#)

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# 2020 Initiatives



## Covid Ready Programmes & Facilities

SLDC have conducted several programmes with Safe Management Measures in place and ensure that our facilities is safe and conducive to carry on with our activities.

## The Glampong Life

In 2020, Sands Leadership Development Centre (SLDC) organised “The Glampong Life” A total of 90 families signed up for the event which was sold out in less than a week. While following the prevailing Safe Management Measures (SMM), the participants immersed themselves in Outdoor Adventure activities such as the Intermediate Ropes Course, Outdoor Cooking, Campfire and more! The programme showed that even amidst the pandemic, families could go outdoors to bond, create memories and learn new skills at our very own Sarimbun Scout Camp!

## Environmental Projects

SLDC has embarked on 3 environmental projects such as Composting, Herb Garden & Aquaponics at Sarimbun Scout Camp to provide a sustainable learning environment for our campers to be active contributors to help protect the environment.

## Testimonials

SLDC supported the school’s planning and execution of the Post-Exam Outdoor Activities for our Secondary 3 students on the 22nd October 2020. During the months leading up to the programme, the SLDC team was a pleasure to work with. They were detailed in their planning, and keen to meet all our school’s concerns and expectations. Despite of the current Covid-19 situation, SLDC ensured that Safe Management Measures were in placed throughout the actual programme, making the experience safe and enjoyable for our students and staff. Thank you once again, to SLDC, for an excellent all-round support to the school’s programme!

**Mr Woo Lee Yen**  
Secondary 3 Year Master

SLDC conducted our Outdoor Adventure Programme from 2nd March to 5th March 2021. During the months leading up to the programme, the SLDC team was a pleasure to work with. Special mention goes to Camp Chiefs for their tireless effort in ensuring that the camp programme runs smoothly despite numerous challenges brought about by the Covid-19 pandemic. Kudos to you and your team for an excellent, inspirational and impactful programme.

**Ms Ezyanti & Mr Suratman**  
Camp Commandants  
Secondary 3 Outdoor Adventure Camp 2021  
Serangoon Secondary School

I would to thank SANDS for the support and expertise provided to our Sec One Annual Camp (SOAC) conducted from 9th to 12th Mar 2021 @ Sarimbun Campsite. During the months leading to the SOAC, SANDS provided assistance and resources to the successful running of the camp. There were effective communications between the staff at the campsite and the staff / student trainers from HCI. The campsite staff was very prompt in addressing our feedback and concerns. From the feedback of the Sec 1 camp participants, an overwhelming majority stated that the camp was beneficial and they will recommend this camp to their friends. Thanks for an excellent, inspirational and impactful programme.

**Dr Chia Kok Pin**  
Hwa Chong Institution  
Senior Consultant / Education Technology



# 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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-  www.sldc.edu.sg
-  Sarimbun Scout Camp  
70 Jalan Bahtera, S719921
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# The Scout Shop

A cartoon illustration of a Scout standing on a rocky outcrop, holding a flag with the Scout emblem. The background features rolling green mountains, a large orange sun, and white clouds. The Scout is wearing a light green shirt, dark shorts, and a red neckerchief.

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