



THE SINGAPORE
SCOUT ASSOCIATION

ANNUAL REPORT 2024

CREATING A BETTER WORLD

ENGAGING + EXCITING + EMPOWERING

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”



CHIEF SCOUT

THARMAN
SHANMUGARATNAM

*President of the
Republic of Singapore*

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THE SINGAPORE SCOUT ASSOCIATION

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The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries - developed and developing - in a global partnership.

They recognize that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests.

As a youth organisation that aims to empowers youth to Create A Better World, Singapore Scouts supports the Sustainable Development Goals.



President's Message



Raymond Chia

President
The Singapore Scout Association

We began the year with great momentum, launching the third year of the Diamond Jubilee Challenge, an event graced by Minister Josephine Teo, Minister for Digital Development and Information and Second Minister for Home Affairs. On this occasion, Minister Teo introduced the Digital Citizen Badge — a meaningful collaboration with IMDA designed to equip our Scouts with essential digital skills. This initiative strengthens our commitment to digital literacy, ensuring our young people are well-prepared for the evolving digital landscape.

The Youth Fireside Chat remains a key platform for meaningful engagement among youths from Singapore's nine Uniformed Groups. This initiative fosters open discussions on pressing national issues, encouraging our young leaders to broaden their perspectives and cultivate a deeper understanding of societal challenges.

On Founder's Day, we proudly unveiled the SSA batik, an emblem of our heritage that beautifully integrates Southeast Asian cultural elements. Shortly after, we had the honour of welcoming President Tharman Shanmugaratnam as our 9th Chief Scout at the Adiji Chief Scout event, gathering over 3,000 Scouts at Choa Chu Kang Stadium. A highlight of this occasion was setting a national record for the largest human formation of the fleur-de-lys with 2,902 Scouts, along with the Chief Scout — setting a national record and symbolising our shared commitment to guiding others and Creating a Better World.

In the spirit of growth and relevance, the Singapore Scout Association also signed a Memorandum of Understanding with the Maritime



2024 has been a year of remarkable progress and transformation for the Singapore Scouts. As we reflect on our journey, we take pride in the milestones we have achieved and the impact we continue to make on our youth and the wider community.

and Port Authority of Singapore on the revised Young Mariners Badge (YMB) programme. Signed by Mr Teo Eng Dih, Chief Executive of MPA, and Mr Desmond Chong, Chief Commissioner of the Association, this initiative aims to spark awareness and interest in the maritime sector among Scouts, ensuring our badge programmes remain exciting and future-ready.

Job Week 2024 reinforced our dedication to community service, as Scouts took the lead in guiding elderly residents on digital literacy—a testament to our ethos of lifelong learning and service.

This year also saw a significant revamp of our awards framework. The Frank Cooper Sands Awards now place greater emphasis on programme quality, while new service awards have been introduced to honour exemplary contributions. A momentous occasion was the presentation of the President's Scout Award by President Tharman to 14 outstanding Venture Scouts.

As we look ahead to SG60 in 2025, we reaffirm our commitment to strengthening youth development and deepening international collaboration. Our journey is far from over, and together, we will continue to empower the next generation of leaders with the skills, values, and experiences that define the spirit of Scouting.

Thank you for your unwavering dedication and support. Let us march forward with purpose and unity.

Raymond Chia

President
The Singapore Scout Association

Chief Commissioner's Message



Desmond Chong

Chief Commissioner
The Singapore Scout Association

This year, we continue our journey to review, refresh and revamp our Youth Programme and kickstarted the implementation of the Youth Programme 2030 framework. With the guidance and support of our former Chief Scout, Mdm Halimah Yacob, we were able to name the youth sectional top awards as the Chief Scout's Award, effective from January 2025. We thanked her for allowing us to name the Chief Scout's Award. We also expanded collaborations with government agencies and people's organisations to enrich our youth programme, ensuring Scouts receive the best possible learning experiences. Later, we had the privilege of meeting Mdm Halimah to update her on our progress, and she expressed her appreciation for our work in youth development.

Another milestone was the rollout of the National Event Service Badges, previously exclusive to the National Day Parade. These now also recognise services at the Istana Open House, National Day Observance Ceremonies, National Day Parade in the heartlands, and Chingay events. We hope these will help recognise our Scouts for their participation and services in such events.

Job Week 2024 once again brought us closer to the heart of the community. We launched the event at the Loving Heart Multi-Service Centre, where Scouts worked with elderly residents to share digital literacy tips and educate them about scam detection. Second Minister for Education, Dr Maliki Osman, officiated the launch.

We reignited our bilateral youth exchange with the Scout Association of Japan after nearly three decades, giving our Scouts a meaningful experience in Kyushu alongside their Japanese counterparts. We also hosted over 400 Scouts and leaders at our 4th International Friendship



2024 has been an incredibly busy and exciting year for all of us at Singapore Scouts.

Fiesta — the first major international event at our headquarters since COVID-19 — and launched the inaugural Young Peace Builders Workshop, which brought together youth leaders from Singapore, Indonesia, Malaysia, and Thailand to explore regional peacebuilding, officiated by Senior Minister of State Dr Janil Puthuchearu.

At the World Scout Conference in Cairo, Singapore Scouts had their youngest-ever delegation, with 8 of 11 members under 30, and shared our Adult Leaders 2030 framework and new Wood Badge Journey, drawing strong global interest as the first National Scout Organisation to implement it. We also launched our refreshed Safe from Harm policy, reinforcing our commitment to a safe Scouting environment. This year, we revamped our awards system to focus on unit performance and programme quality, honoured 40 adult leaders with Distinguished Service Awards presented by President Tharman, and introduced both the International Service Award and the Lifetime Service Award. For youth, we presented the final batch of Baden-Powell Awards before transitioning it into a changemaker recognition under the Youth Programme 2030 framework, continuing Lord Baden-Powell's legacy.

In December, President Tharman presented the President's Scout Award (PSA) to 14 outstanding Venture Scouts at the Istana marking a proud moment for the recipients and their families. It has been a long but fulfilling journey this past year. As we continue to put youth at the heart of everything we do, I look forward to journeying with you into 2025 as we celebrate SG60 together.

Desmond Chong

Chief Commissioner
The Singapore Scout Association

Scout Council 2024/2025



**Mr Raymond Chia
Lee Meng**
President



Mr Ngien Hoon Ping
Vice President



Mr Philip Ling
Vice President



A/Prof Tan Boon Yeow
*Vice President
15 June 2024*



Dr Anbarasan
Appointed Member



**Mr Desmond Chong
Kok Hwee**
Chief Commissioner



**Mr Andrew Ang
Kah Hin**
Deputy Chief Commissioner



Mr Tan Cheng Kiong
Hon. Secretary



Mr Vincent Yik
*Hon. Treasurer
15 June 2024*



Mr Michael Ong
*Elected Member
15 June 2024*



**Mr Leon Yee
Kee Shian**
Elected Member



Mr Han Songguang
*Assistant Chief Commissioner
(Educational Methods)*



Mr Lam Tat Wai
*Assistant Chief Commissioner
(Area Support) & Area
Commissioner (West Area))*



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



Ms Stella Wong
Elected Member



Mr Melvin Poon
*Elected Member
15 June 2024*



Mr Troy Lim
Elected member



Dr Julie Lo
Elected member



Dr Goh Yee Heng
*Area Commissioner
(East Area)*



Mr Jimmy Bok Chun Siang
*Area Commissioner (South) &
National Commissioner (Emergency
Preparedness)*



Mr Yang Chen
*National Commissioner (Adult
Learning & Development)*



Mr Tan Swee Ho
Appointed Member



Ms Lim Kar Yee
Appointed Member



Mr Chang Fook Yong
Appointed Member



Mr Terence Chia
Appointed Member



Mr Foo Say Kin
*National Commissioner
(Youth Programme)*



Dr Sunil Ravinder Gill
*National Membership
Commissioner & Assistant
International Commissioner*



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

Scout Council (SC)

Sub-committees 2024/2025

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 2023-2024:

1. Audit & Risk Committee
2. Finance Committee
3. Fundraising Committee (merged with Job Week/Donation Draw)
4. Nominations Committee
5. Establishment Committee
6. Building and Estate Committee
7. Communications and Branding Committee
8. Awards and Recognition Committee
9. IT Committee
10. Education Committee (including Partnership & Unit Performance)
11. Disciplinary Committee
12. Sands Leadership Development Centre(SLDC) & Business Development Standing Committee

The members and TOR of the Committees are reflected on Annex A. The members are from the SC and the Commissioners' 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 Committees 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 may be reported in the Annual Report.

Key Considerations for SC Committees:

Chairpersons or Members of the Audit, Finance or Fundraising Committees:

- a. Shall not be chairpersons of any other SC Committees, with the exception of the Disciplinary Committee,
 - Intention – To avoid any actual or potential conflict of interest because the subject-matters under the operational purview of other sub-committees are likely to be monitored by any one or more of the above 3 committees, save for the Disciplinary Committee.
- b. Shall only be eligible to be members of other sub-committees but not in of any of the above listed three sub-committees,
 - Intention – To avoid any actual or potential conflict of interest by maintaining independence and impartiality.
- c. Are to recuse themselves from any deliberations as members of the other sub-committees when deliberations are financial in nature, eg. But not limited to budgeting, forecasting and cashflow.
 - Intention – members who are sitting either in the Audit, Finance or Fund Raising committees, and are also members of other sub-committees, must recuse themselves from participating in any discussion involving financial matters while present as a member of the other sub-committees so as to avoid any actual or potential conflict of interest.

Terms of Reference of SC Committees and Members July 2024 – June 2025

1. Audit and Risk Committee

Chairman: Terence Chia
 Members: Philip Ling, Tan Cheng Kiong & Dr Julie Lo
 In Attendance: NUPC (Nicholas Koh)
 (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 (incorporated TOR of Investment Committee)

Chairman: Vincent Yik
 Members: Tan Swee Ho, SK Lai, Lim Kar Yee, Dr Anbarasan & NMC(Dr Sunil Ravinder Gill)
 In Attendance: Chief Commissioner

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. Recommend an appropriate investment strategy for SSA.
4. Oversee investment and fixed deposit placements in accordance with the approved investment strategy/policy.
5. To establish a Procurement Sub-Committee under its guidance to oversee the procurement policies and functions of SSA.
6. Perform other tasks that are consistent with the work of the committee.

3. Fundraising Committee (including Job Week/Donation Draw)

Chairman: Leon Yee
 Members: Chay Hong Leng, Chief Commissioner, Roney Tan, Troy Lim & Dy CC(Andrew Ang)
 [President - as Ex-officio]
 In Attendance: AAmC(Irdina Mah)

1. Recommend and oversee appropriate fundraising project(s) or strategies:
 - a. to achieve the objectives and intentions of SSA;
 - b. to ensure that both the educational and fundraising objectives of fundraising projects are emphasised and achieved.
2. Perform other tasks that are consistent with the work of the committee.

4. Nominations Committee

Chairman: President
 Members: Chief Commissioner, Ngien Hoon Ping, Philip Ling, A/P Tan Boon Yeow, Tan Cheng Kiong & Dy CC(Andrew Ang)

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.

5. Establishment Committee

Chairman: Ngien Hoon Ping

Members: Chief Commissioner, A/P Tan Boon Yeow, Dr Julie Lo & 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.

6. Building and Estates Committee

Chairman: Mr Leon Yee (Advisor – Richard Yeong)

Members: Malcolm Tan, Tan Cheng Kiong, Alphonsus Gregory, AC-South(Jimmy Bok) & NEC(Heng Jiang Li)

In Attendance: AIC (Michael Poh)

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.

7. Communications and Branding Committee

Chairman: Troy Lim

Members: James Soh, Michael Ong, NCC(Jacky Chong) & NMC(Sunil Ravinder Gill)

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.

8. Awards and Recognition Committee

Chairman: President

Members: Chief Commissioner, Chay Hong Leng, Ngien Hoon Ping, Philip Ling, A/P Tan Boon Yeow & Dy CC(Andrew Ang)
 *NHCC(Chua Yong Liang) [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 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.
3. To consider and approve the nominations for the awards and to submit them to the Scout Council for information.
4. To recommend leaders for national awards.
5. Perform other tasks that are consistent with the work of the committee.

9. IT Committee

Chairman: Michael Ong

Members: Chief Commissioner, Terence Chia, AITC(Benjamin Lim) & NPC(Foo Say Kin)

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..

10. Education, Partnership & Unit Performance Committee

Chairman: Ngien Hoon Ping

Members: Chief Commissioner, A/Prof Tan Boon Yeow, Malcolm Tan, Chang Fook Yong, Lim Kar Yee, Dy CC(Andrew Ang), NL&DC(Yang Chen), NPC(Foo Say Kin), NUPC(Nicholas Koh), NEMC(Han Songguang), 4 Area Commissioners & Youth(Andrew Toh)

In Attendance: NCC(Jacky Chong), NMC(Dr Sunil), ACPC(Ong Li Yan), AAmC(Irdina Mah)

Education

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. Under Partnership
 - a. To promote partnerships with relevant stakeholders.
 - b. To review and evaluate current and existing partnerships.
8. Under Unit Performance
 - a. To put in place a suitable framework for promoting good unit performance.
 - b. To develop policies and strategies to improve unit performance.
 - c. To monitor and gather feedback on unit performance.
 - d. To review the structure, quota and criteria for unit recognition schemes.
 - e. To consider additional form of unit performance recognition.
9. Perform other tasks that are consistent with the work of the committee.

11. Disciplinary Committee

Chairman: Tan Cheng Kiong

Members: Chief Commissioner, Dr Anbarasan, Chow Hock Lin, Stella Wong
 *NHCC(Chua Yong Liang) [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.

12. Sands Leadership Development Centre (SLDC) & Business Development Standing Committee

Chairman: Melvin Poon (Advisor: Prof Leo Tan)

Members: Chief Commissioner, Vincent Yik, Tan Swee Ho, Henry Baey, Troy Lim & NPC(Foo Say Kin)

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 and any other business opportunities that is advantageous and consistent with the intention of the organization.
4. Perform other tasks that are consistent with the work of the committee.

The Singapore Scout Association Conflict of Interest Policy & Declaration

1. The conflict of interest policy and declaration form will be read by the council member upon hiring, appointment or election to the council as an acknowledgement of having understood the policy and that he/she will fully disclose to the council when a conflict of interest situation arises. Such conflict of interests situations include but not limited to the following:

Conflict of Interest Situations

Contract with vendors

Where council/committee members, staff or volunteers have personal interest in business transactions or contracts that the charity may enter into, there should be a policy requiring a declaration of such interest as soon as possible followed by abstention from discussion and decision-making on the matter (including voting on the transaction or contract). All such discussion and evaluation by the board or relevant approving authority in arriving at the final decision on the transaction/contract should always be well documented.

Vested interest in other organisations that have dealings/ relationship with the charity

Where council/committee members, staff or volunteers who have vested interest in other organisations that have dealings/relationship with the charity, and when matters involving the interests of both the charity and the other organisation are discussed, there should be a policy requiring a declaration of such interest and if necessary, followed by abstention from discussion and decision-making on such matters.

Joint Ventures

The council's approval should be sought before the charity enters into any joint venture with external parties. Where council/committee members, staff or volunteers have interest in such ventures, there should be a policy requiring a declaration of such interest and if necessary, followed by abstention from discussion and decision-making on the matter.

Recruitment of staff with close relationship

Recruitment of staff with close relationship (i.e. those who are more than just mere acquaintances) with current board/committee members, staff or volunteers should go through the established human resource procedures for recruitment. The board member, staff or volunteer should make a declaration of such relationships and should refrain from influencing decision on the recruitment.

Remuneration

Council members and volunteers should serve without remuneration for their voluntary service to the charity so as to maintain the integrity of serving for public trust and community good instead of personal gain. However, charities may reimburse board members or volunteers for out-of-pocket expenses directly related to the service.

Paid staff on board

Paid staff, including the executive head and senior staff employed by the charity, should not serve as a member of the board as it can pose issues of conflict of interest and role conflicts, and may raise doubts on the integrity of council decisions. The executive head and senior staff can attend board meetings, ex-officio, to provide information and facilitate necessary discussion but should not take part in the decision-making of the council.

Major donors/representatives from major donor companies being on the charity's board.

Potentially conflicting situations may arise where a major donor sits on the charity's council, such as the following:

- Conflict of loyalty: Council member may not have the overall best interests of the charity due to their vested interests/priorities. This may influence decisions relating to allocation of resources/ setting the organisation's directions. (There may be particular programme areas board member is vested in and is biased towards.)
- Use of information to influence donor decisions: Information accessible to council members may be used to influence donors decision on allocations or the corporation they represent. This may result in staff not highlighting certain issues for fear that the donation may be affected. Issues of transparency and disclosure can arise.
- Pressure to release additional information to donor: Council member may expect additional information from staff on how donations were used and the details of users
- Personal benefit/ gain/ recognition: The council member may expect greater recognition for financial support given, than is usually done. Staff may feel beholden to this council member in case the donor relationship is threatened.

Others

- A council's member organisation receives grant funding from the organisation he/she is serving.
- Prohibition on gifts, entertainment and other favours from any persons or entities which do or seek business with the organisation.

Disclosure Policy and Procedure

2. Transactions with parties with whom a conflicting interest exists may be undertaken only if all of the following are observed:
 - a) The conflicting interest is fully disclosed
 - b) The person with the conflict of interest is excluded from the discussion and approval of such transaction;
 - c) A competitive bid or comparable valuation exists; and
 - d) The [council or a duly constituted committee thereof] has determined that the transaction is in the best interest of the organisation.
3. Disclosure involving council members should be made to the board chair (or if he/she is the one with the conflict, the to the board vice-chair) who shall bring these matters to the [council or a duly constituted committees].
4. The [council or a duly constituted committee thereof] shall determine whether a conflict exists and in the case of an existing conflict, whether the contemplated transaction may be authorised as just, fair and reasonable to The Singapore Scout Association. The decision of the [board or a duly constituted committee thereof] on these matters will rest in their sole discretion, and their concern must be the welfare of The Singapore Scout Association and the advancement of its purpose.
5. All decisions made by the [council or a duly constituted committee thereof] on such matters shall be minuted and filed.
6. This policy document must be read and understood by all council members upon the start of office.
7. Any disclosure of interest made by council members where they may be involved in a potentially conflicting situation(s), must be recorded, filed and updated appropriately by all specified parties.

Commissioners' Council 2024



**Mr Desmond Chong
Kok Hwee**
Chief Commissioner



**Mr Andrew Ang
Kah Hin**
Deputy Chief Commissioner



Mr Han Songguang
Educational Methods
Assistant Chief
Commissioner



Mr Lam Tat Wai
Assistant Chief Commissioner
(Area Support) &
Area Commissioner (West)



Mr Heng Jiang Li
National Events
Commissioner



**Mr Nicholas Koh
Yong Zhi**
National Unit Performance
Commissioner



Mr Jacky Chong
National Communications
Commissioner



Mr Lim Binjie Benjamin
National Information
Technology Commissioner



Mr Ang Wee Jin
Area Commissioner
(North Area)



Mr Goh Yee Heng
Area Commissioner
(East Area)



Mr Jimmy Bok
Area Commissioner
(South Area) & National
Emergency Preparedness
Commissioner



Dr Tong Chee San
National Educational
Resources Commissioner



Ms Ong Li Yan
National Community
Programme & Assistant
Partnership Commissioner



Ms Irdina Mah
National Unit
Administration & Assistant
International Commissioner



Mr Seah Kia Wee
National Projects &
Assistant Partnership
Commissioner



Mr Yang Chen
National Adult Learning &
Development Commissioner



Mr Foo Say Kin
National Programme
Commissioner (Youth)



Mr Sunil Ravinder Gill
National Membership
Commissioner & Assistant
International Commissioner



Mr Chua Yong Liang
National Human Capital
Commissioner



Mr Michael Poh Cher Huat
Deputy International
Commissioner

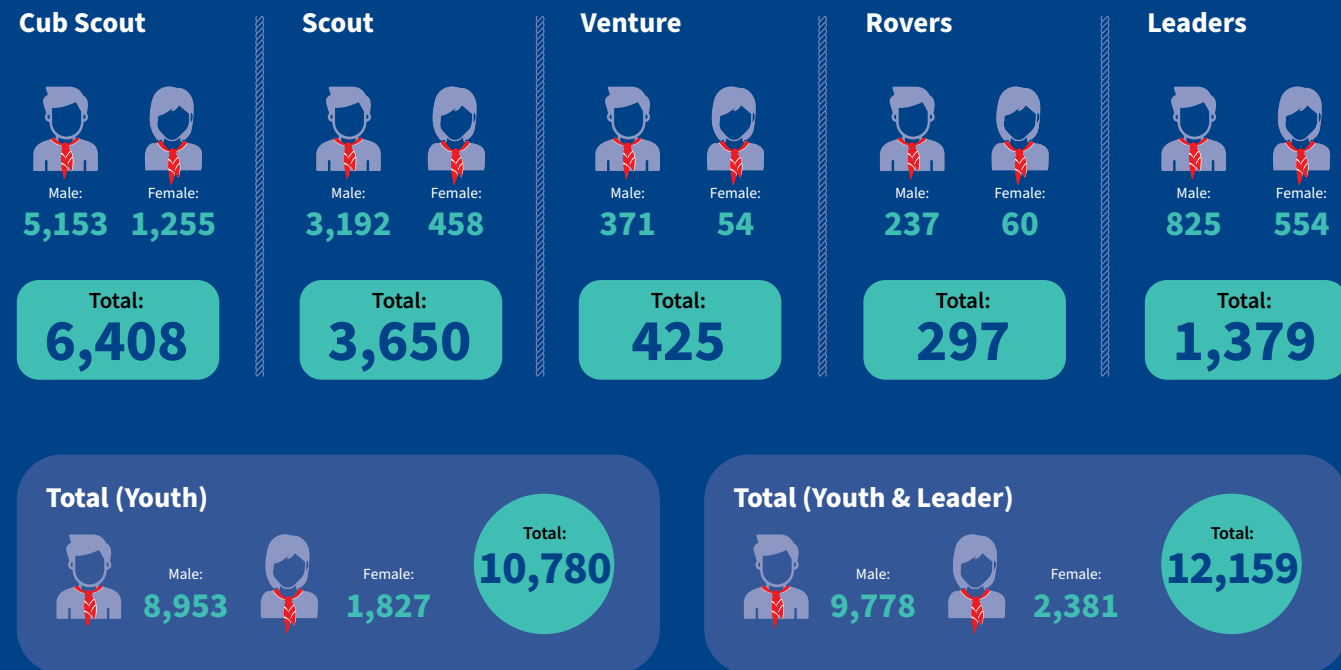


Mr Andrew Toh
National Rover
Chairperson

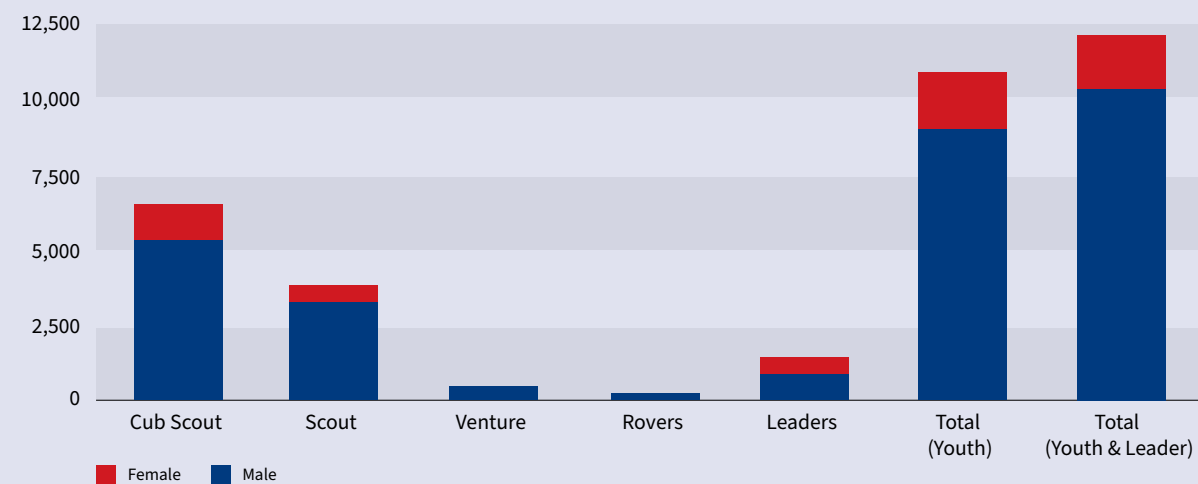


Mr Gary Lim Swee Heng
Ex-Officio /
Executive Director

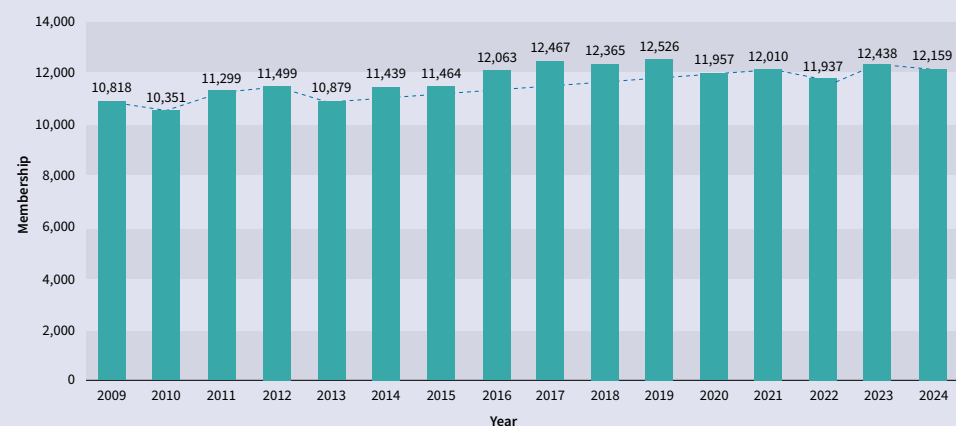
Membership



2024 Membership



Total Membership



2024 saw a stable membership from 12,438 to 12,159 members with the number of Cub Scouts, Scouts and Venture Scouts remaining stable.

Area Reports



North Area



Mr Ang Wee Jin
Area Commissioner (North)



Mr Simon Sin
Assistant Area Commissioner (North)



Mr Darren Woo
Assistant Area Commissioner (North)



Khalidah Goh Shafie Goh
Assistant Area Commissioner (North)

Cub Scout Leadership Course 4



21-22 November

The Cub Scout Leadership Course for the final run at Marsiling Community Club took place from 21-22 November with an attendance of 34 cubs. This CSLC demonstrates the long-standing relationship with the Marsiling Community, which provided the space for the camp to happen.

The CSLC aims to equip the cubs with the necessary leadership skills, with a touch of scouting activities that make a Scout uniquely us.

The course was run by Mr. Muhammad Aidilsofyan Abdul Rahman from Endeavour Cub Scout Group.

North Area First Aid Competition 2024

9 November

On 9 November, the First Aid Competition attracted a total of 31 cub scouts, who took part in a series of events to clear the various rounds and ultimately attain an award of either Bronze, Silver, or Gold. Cubs had to respond to fictional situations where their friends were hurt, and they had to administer the correct responses using their first aid knowledge. Even though the questions were challenging, the cubs had fun and enjoyed the competition.

The event was organised by Mr. Gejendran from Keming Cub Scout Group.



North Area Model Pioneering Competition 2024



15 November

The Model Pioneering Competition, which ended on 15 November, saw a total of 77 cub scouts who built and decorated a flagpole. The cub scouts had fun researching how to build the structure, planning and designing it, and eventually decorating it as part of an aesthetic drive.

Organised by Mr. Gan Kok Onn from Chongfu School.

North Area Cooking Competition 2024



27 July

The annual Cooking Competition, held on 27 July, was organised by Mr. Gan Kok Onn from Chongfu School and attended by 77 cub scouts, who had a field day cooking and pitting their skills against each other to vie for the Champion Masterchef award.

From delectable laksa to scrumptious spaghetti, the sky was the limit when coming up with dishes.

Henry Park Primary Amazing Race

11 May

The annual Henry Park Primary Amazing Race, held on 11 May, did not disappoint as always. For the 88 cubs and scouts who participated, it proved to be a delightful time as they moved from point to point. It was fun and enjoyable to be scouting around Singapore for clues and attempting the challenges posed.

Organised by Mdm. Michelle from Henry Park Cub Scout Group.



Scout Leadership Course



28 - 30 June

The Scout Leadership Course (SLC) had its 3rd and final run from 28th to 30th June at Sarimbun Campsite and Serangoon Secondary. With a total of 54 scouts, they experienced and acquired both soft and hard skills, which provided them with a different perspective and an improved version of themselves.

Run in collaboration with Mr. Adrian Tay from Serangoon Scout Group and Mr. Derrick Khoo from Black Knights Air Scout Wing.

The Venture Foundation Course

28 - 29 December

The Venture Foundation Course, held at Pulau Ubin from 28-29 December, saw a whopping 37 venture scouts. This was the last event for the area in 2024. From an array of components like backwoodsman cooking, gadget tying, and even navigating the trails of Pulau Ubin, the raw outdoor elements surprised everyone but nevertheless provided a memorable and enjoyable experience.

Co-jointly organised by Mr. Ng Shi Bin of the Fox Scout Open and Ms. Tania Chia of Ahmad Ibrahim Warrior Scout Group.



South Area



Mr Jimmy Bok
Area Commissioner
(South)



Mr Reuben Hendrix
Assistant Area
Commissioner (South)



Mr Justin Chong
Assistant Area
Commissioner (South)



Mr Jerrold Chan
Assistant Area
Commissioner (South)

Founder's Day cum Adiji Chief Scout



A total of 885 scouts and leaders from the South Area participated in the combined event at CCK Stadium. The South Area was allocated the top portion of the Fleur-de-lys.

Cub Scout Leadership Course Area (South Area): 104 cubs

The CSLC was led by Cub Scout Leaders Ms. Seah Wai Ling and Ms. Malar and was held at Sarimbun Scout Camp during the June School Holidays.

Catholic High School Primary initiated a self-run CSLC and invited other cub scout units to join them.

Scout Leadership Course Area (South Area): 159 scouts

The SLC was led by Assistant Area Commissioner Mr. Justin Chong, supported by the RI01 Rovers, to ensure the smooth running of the leadership programme for potential patrol leaders. The SLC was held at Sarimbun Scout Camp. At the same time, Catholic High School was endorsed by the Area to provide a second run of the SLC.

Venture Foundation Course (South Area)

Assistant Area Commissioner Reuben led the venture section in organizing the VFC and PEA throughout the year.

Cub Scout Field Day (GESS)

23 August



Mind Quiz & 3R Derby (Colugo, RI01, RI02)



23 March

Held at Raffles Institution on 23rd March, this yearly event inspires many scouts to embrace 3R: Reduce, Reuse, and Recycle.

National Day Parade Contingent

Colugo Rover Jordan was nominated as the NDP Contingent Leader.

PA C2Es MOU Signing with Red Cross, South Area Rovers and AAC Jerrold participated in the MOU signing and a step forward between the SSA and PA incorporation on Youth CERT initiatives.

South Area Leadership was invited to witness the SJI(J) investiture, during which two batches of cubs were invested. Area Leader Mr. Zikri was present.



South Area Representation to National Award Investiture 2024



2-3 November

Beatty Rover – Muhd Irfan
GESS Rover – Collete Chan
GESS Rover – Andres Chow
GESS Rover – Timothy Lee
GESS Rover – Carissa Wong



East Area



Mr Goh Yee Heng
Area Commissioner
(East)



Mr Mohammed Fareeq
Bin Othman
Assistant Area
Commissioner (East)



Mr Leong Kwang Yeh
Kelvin
Assistant Area
Commissioner (East)



Mr Joshua Koe
Assistant Area
Commissioner (East)

AKELA INTERACTION DAY



20 April

**Singapore Scout Association
Total Attendance: 108**

The East Area organised the Akela Award Interaction Day for leaders to meet and interact with all East Area Akela Award nominees. The nominees demonstrated their exemplary leadership qualities, comprehensive first aid knowledge, tent-pitching skills, knot-tying skills, and impressive singing abilities. They showcased their outstanding competencies throughout the event, leaving a positive impression on the leaders.

SCOUT LEADERSHIP CAMP

1-4 June

**Sarimbun Scout Camp
Total Attendance: 98**

The Scout Leadership Camp is designed to train patrol leaders by equipping them with the skills, confidence, and mindset needed to lead effectively at the patrol level. Throughout the camp, participants engage in challenges that test their communication, decision-making, and problem-solving abilities. They will learn to work collaboratively, build resilience, and navigate complex situations, all while developing their personal leadership style.



CUB SCOUT LEADERSHIP CAMP



3-5 June

**Sarimbun Scout Camp
Total Attendance: 99**

The Cub Scout Leadership Camp aimed to prepare the cubs for leadership roles as Sixers or Assistant Sixers. The cubs were equipped with leadership knowledge and skills and given opportunities to apply them through activities like tent-pitching, knot-tying, and outdoor cooking.

CCA INTERACTION DAY



2 June

Tampines East CC
Total Attendance: 78

The Chief Commissioner's Award (CCA) Interaction Day was a gathering for Area Leaders to engage with the CCA awardees and share more Scouting opportunities with them.

AREA SPORTS DAY

22 June

East Spring Secondary School
Total Attendance: 209

The Area organised a Sports Day for Scouts to come together, make memories, and celebrate the joy of the movement. The competition segments included basketball, rugby, and floorball.



NPC XI SUBCAMP CLUSTER ACTIVITIES



28 August

East Spring Secondary School

The NPC XI Subcamp activities brought Scouts from the area together to learn different Scouting skills and interact with Scouts from other units.



West Area



Mr Lam Tat Wai Jacob
 Area Commissioner
 (West)



Ms Lim Miao Jing
 Assistant Area
 Commissioner (West)



Ms Hamidahtulamaliah
 Binte Md Jamil
 Assistant Area
 Commissioner (West)



Mr Mohamad Shafri Bin
 Amat Noh
 Assistant Area
 Commissioner (West)

WEST AREA CUB SCOUT LEADERSHIP COURSE 2024



Run 1: 9-10 March

Xingnan Primary School

Participants: 123
Leaders/Helpers: 8
Total Attendance: 131

Mr Sim Eng Hock (Roundtable Leader)

Run 2: 25-26 May

Sarimbun Scout Camp

Participants: 76
Leaders/Helpers: 13
Total Attendance: 89

Mr Chew Yu Liang (Area Leader)

The Cub Scout Leadership Camp aimed to prepare the cubs to undertake leadership roles as Sixers or Assistant Sixers. The cubs were equipped with knowledge and leadership skills and given opportunities to apply them through activities like tent-pitching, knot-tying, and outdoor cooking. It was held at Xingnan Primary School (Run 1) and Sarimbun Scout Camp (Run 2).

WEST AREA ADVANCED CUB SCOUT LEADERSHIP COURSE 2024

9-10 November

Sarimbun Scout Camp

Participants: 9
Leaders/Helpers: 5
Total Attendance: 14

Ms Lim Miao Jing (Ast. Area Commissioner)

The Advanced CSLC aimed to enhance the proficiency and capability of identified cubs with strong leadership potential, supporting the Unit Leaders in the planning of unit meetings. The cubs who attended the camp had the opportunity to experience an extraordinary cub camp. They participated in cooking their own meals, including Oyakudon for dinner and Prata for breakfast, planned and conducted a night hike, and learned various games they could play in their units—facilitated by experienced leaders and rovers. Many cubs shared that their greatest takeaway from the camp was the confidence to prepare a meal for their families.



WEST AREA CUB SCOUT FIRST AID PROFICIENCY COURSE 2024



24 February

Keat Hong Zone 1 Resident Network

Participants: 22
Leaders/Helpers: 2
Total Attendance: 24

Ms Lim Miao Jing (Ast. Area Commissioner)
Mr Mah Weisiang (Group Scout Leader)



The Cub Scout First Aid Proficiency Course aimed to help cubs complete a mandatory badge for the Akela Award. Unit leaders also benefited by gaining skills to conduct similar courses for their units, ensuring high standards. It was held at the Keat Hong Zone 1 Resident Network.

WEST AREA DAY 2024 – CUBSTER CHEF COMPETITION

24 August

Jurong West Primary School

Participants: 27
Leaders/Helpers: 5
Total Attendance: 32

Ms Lim Miao Jing (Ast. Area Commissioner)



This year's focus for the West Area Day for cubs was a cooking competition, an essential skill for scouts. The cubs, in teams of four, submitted a written proposal for one main dish (pasta), one salad, and a dessert. A total of five teams pitted against each other, whipping up an impressive show on the actual cook-out day. All the adult leaders present at the event were amazed by the potential the cubs displayed. Indeed, this event was meant to showcase the abilities of our cubs, who can certainly achieve much more with the right support and platform to shine. It was held at Jurong West Primary School.

WEST AREA SCOUT LEADERSHIP COURSE 2024



Run 1: 8-10 March

Fuhua Secondary School

Participants: 121
Leaders/Helpers: 15
Total Attendance: 136

Mr Muhammad Khairi Bin Ruslihan
(Group Scout Leader)

Run 2: 24-26 May

Sarimbun Scout Camp

Participants: 71
Leaders/Helpers: 13
Total Attendance: 84

Mr Yap Yu Liang (Area Leader)

The Scout Leadership Course 2024 introduced basic leadership skills for application in a patrol setting. By the end, Scouts were expected to understand the Patrol System, identify the characteristics of a healthy patrol, articulate leadership qualities, lead a patrol with confidence, plan and execute a short activity, and create a Personal Growth Plan. It was held at Fuhua Secondary School (Run 1) and Sarimbun Scout Camp (Run 2).

WEST AREA DAY 2024 - SCOUT FIELD DAY & NPC XI CLUSTER COHESION

24 August

Fuhua Secondary School

Participants: 145
Leaders/Helpers: 1
Total Attendance: 146

Mr Mohamad Shafri
(Ast. Area Commissioner)
Mr Yap Yu Liang (Area Leader)



The Annual West Area Scout Field Day offered a series of mini-workshops focused on the four core Scouting skills. The event also included cohesion activities for Scouts to interact with their peers from other units in the area. The annual workplan seminar for Group Scout Leaders was held concurrently. It was held at Fuhua Secondary School.

WEST AREA SCOUT PHOTOGRAPHY WORKSHOP COURSE 2024



8 June

Great Eastern Centre

Participants: 17
Leaders/Helpers: 1
Total Attendance: 18

Mr Tan Kok Hon (Area Leader)

The West Area Scout Photography Workshop Course collaborated with Canon Singapore, which generously provided professional equipment on loan to enhance the scouts' hands-on learning experience. After hours of lessons, the participants put their newly acquired skills into practice, using DSLRs to capture the essence of Chinatown's heritage sites. It was held at Great Eastern Centre.

WEST AREA SCOUT SAFE CYCLING COURSE 2024

Run 1: 27 July

Assumption Pathway School

Participants: 10
Leaders/Helpers: 1
Total Attendance: 11

Mr Andy Loh Tat Wai (Adult Leader)



The West Area Safe Cycling Course 2024 program aimed at enhancing cycling skills and road safety awareness among Scouts and Venture Scouts. The program covered cycling rules, bike maintenance, and riding proficiency. The event prepared participants for future cycling expeditions. It was held at Assumption Pathway School.

Run 2: 28 July

Assumption Pathway School

Participants: 9
Leaders/Helpers: 1
Total Attendance: 10

Mr Andy Loh Tat Wai (Adult Leader)

WEST AREA SCOUT CYCLING EXPEDITION 2024



13, 20, 27 Apr

**Assumption Pathway School,
Shimano Cycling World**

Participants: 4
Leaders/Helpers: 3
Total Attendance: 7

Mr Andy Loh (Adult Leader)

The Cycling Expedition was conducted over three Saturdays. The course covered Navigation Theory, the Cycling Proficiency Test, bike maintenance sessions, and cycling rules and regulations at Assumption Pathway School. Participants visited Shimano Cycling World and cycled around Marina Bay. They also completed their 30+ km cycling expedition, covering four checkpoints around Bukit Batok and Clementi areas.



WEST AREA & HONG KONG (NEW TERRITORIES REGION) SCOUT EXCHANGE CAMP 2024

28-30 March

Sarimbun Scout Camp

Participants: 36
Leaders/Helpers: 3
Total Attendance: 39

Mr John Huang (Ast. Area Commissioner)

Our area hosted the 6th Kwai Chung Group from Hong Kong at Sarimbun Scout Camp. Scouts from both countries had a wonderful time learning about each other's cultures and sharing their passion for the outdoors and nature. Through various activities, the youth transformed from strangers into friends. Activities such as badge exchanges, food sharing, and team-building exercises fostered camaraderie, teamwork, and positive communication, leaving a lasting impact on the scouts' learning and experiences.



WEST AREA JAMBOREE ON THE AIR JAMBOREE ON THE INTERNET (JOTA JOTI) 2024



19 October

School of Science and Technology

Participants: 159
Leaders/Helpers: 40
Total Attendance: 199

Mr Seth Tan (Group Scout Leader);
Ms Choo Hui En (Scout Leader)



JOTA-JOTI was organized by Singapore West Area Scouts in collaboration with the Singapore Amateur Radio Transmitting Society (SARTS). It was hosted at the School of Science and Technology (SST). Supported by leaders, rovers, and venture scouts from the West Area, the event offered local scout units the chance to have fun exploring technology that connects them to new friends worldwide, while also allowing them to provide vital services in the case of natural disasters and other emergencies.

NATIONAL DAY OBSERVANCE CEREMONY 2024 IN WEST AREA COMMUNITY CLUB



3-11 August

Bukit Gombak CC, Chua Chu Kang CC, Keat Hong CC, Queenstown CC, Yew Tee CC

Participants: 155
Leaders/Helpers: 26
Total Attendance: 181

Ms Hamida (Ast. Area Commissioner)



Our Scouts, Ventures, and Rovers took part in the National Day Observance Ceremony held at various community centers—Bukit Gombak CC, Chua Chu Kang CC, Keat Hong CC, Queenstown CC, and Yew Tee CC. This initiative engaged youths in heartland celebrations, reinforcing Scouting's role in community service and national pride. They had the opportunity to join the parade contingent or take part in various fringe activities. The event aimed to foster civic engagement and celebrate National Day within the community.

YUHUA NATIONAL DAY CARNIVAL 2024

4 August

115 Jurong East Street 13

Service Scouts: 83
Leaders: 18

Mr Lam Tat Wai (Area Commissioner)



Seven Scout units spent over two weeks during their scout meetings preparing paracord keychains. It was a great experience serving the community and celebrating National Day together at Block 115 Jurong East Street 13 Void Deck. Many residents enjoyed our DIY activity. We're also glad to have Keat Hong Tiger Cub Scouts join us in this celebration.



WEST AREA CAMPFIRE 2024

9 March, 25 May & 9 November

Xingnan Primary School, Fuhua Secondary School, Sarimbun Scout Camp

Participants: 120
Leaders/Helpers: 10
Total Attendance: 130

Ms Lim Miao Jing (Ast. Area Commissioner)



The Area Campfires were held during our Leadership Courses and Cub Scout Camps, providing more opportunities for Cub Scout units to participate. The campfire aims to offer a space for self-expression and entertainment, free from creed and social differences, bringing together Cub Scouts, Scouts, and Ventures for fun and fellowship around the campfire circle. It also focuses on developing friendships, leadership, and confidence in an informal setting.



WEST AREA VENTURE FOUNDATION COURSE 2024



24 Feb, 8-10 March

Pasir Ris Park and Pulau Ubin

**Participants: 38
Leaders/Helpers: 6
Total Attendance: 44**

Mr Lai Wei Song (Area Leader)

The Venture Foundation Course was a milestone activity that introduced participants to the exciting phase of Venture Scouting. The course was conducted in 2 phases, with Phase 1 being a full-day workshop and Phase 2 a 2 Days, 2 Nights outdoor residential camp at Pulau Ubin and Pasir Ris Park.



WEST AREA ROVERS' AGORA 2024

27 April

Keat Hong Zone 1 Resident Network

**Participants: 10
Leaders/Helpers: 0
Total Attendance: 10**

**Ms Hamida (Ast. Area Commissioner)
Mr Teo Weijie (Area Rover Chairman)**



The West Area Rovers' Agora 2024 was an engaging gathering designed for Rovers and Rover Scout Leaders to connect, learn, and share experiences. The event featured discussions on international scouting events, youth leadership programs, and a panel session with experienced Rover Scout Leaders. Participants also had the opportunity to network with fellow Rovers from different units.

WEST AREA VENTURES AND ROVERS BBQ 2024



23 June

Lakeholmz Condo

**Participants: 26
Leaders/Helpers: 0
Total Attendance: 26**

Mr Teo Weijie (Area Rover Chairman)

The West Area Ventures and Rovers BBQ was a social gathering designed to foster camaraderie among Ventures, Rovers, and their leaders at Lakeholmz Condo. The event provided a relaxed environment for participants to connect while enjoying food and activities. The event successfully brought together members of the Scouting community for an evening of fun and fellowship.

WEST AREA ROVERS x MANDAI WILDLIFE 2024

14 December

Bird Paradise

**Participants: 5 Cubs,
8 Ventures & Rovers
Leaders: 10
Total Attendance: 23**

**Ms Hamida (Ast. Area Commissioner)
Mr Teo Weijie (Area Rover Chairman)**



The West Area Rovers collaborated with Mandai Wildlife Group for a unique volunteering initiative, blending Scouting with nature conservation and community engagement. This event featured interactive booths, games, and workshops at Mandai Wildlife Parks, allowing Ventures and Rovers to showcase Scouting values while connecting with the public. Activities included a fundraising dry run on November 16 at Sarimbun Scout Camp, followed by two main event days at Bird Paradise on December 14 (nature-focused) and December 21 (community-focused). Volunteers played an essential role in promoting environmental awareness and fostering meaningful community connections.

21 December

Bird Paradise

**Participants: 17 Ventures & Rovers
Leaders: 5
Total Attendance: 22**

**Ms Hamida (Ast. Area Commissioner)
Mr Teo Weijie (Area Rover Chairman)**



WEST AREA ONBOARDING PROGRAM 2024



Phase 1 : 2 February

Online, Unity Secondary School

Participants: 21
Leaders/Helpers: 4
Total Attendance: 25

Mr Zaiphizat Putra (Senior Area Leader)

Phase 2 : 23 March

Online, Unity Secondary School

Participants: 19
Leaders/Helpers: 10
Total Attendance: 29

Mr Zaiphizat Putra (Senior Area Leader)

The Onboarding Program consisted of two phases. Phase 1: OB1 equipped unit leaders with essential administrative skills, including planning weekly activities, managing tasks in the Scout Portal (MSDS), and conducting simple but impactful ceremonies. Phase 2, conducted in partnership with the North Area at Unity Secondary School, provided leaders with the skills to organize scouting activities for meetings and camps, covering core skills like Campcraft, Pioneering, Orienteering, and Ceremonies. Leaders also received sample lesson plans, practical guides, and access to mentors to help deliver engaging programs for their youth members.

WEST AREA WORKPLAN SEMINAR 2024

24 August

Jurong West Primary School

Participants: 8
Leaders/Helpers:
Total Attendance: 8

Mr Zaiphizat Putra
(Senior Area Leader)



The West Area Workplan Seminar 2024 provided an essential platform for Scout leaders to gain insights into upcoming national and area events, courses, and initiatives for 2025. Held at Jurong West Primary School, the seminar encouraged knowledge-sharing and the adoption of best practices among units. Leaders engaged in discussions aimed at enhancing unit operations and program effectiveness.

WEST AREA COMMUNITY SCOUTING - YUHUA CC CHILDREN DAY CELEBRATION 2024



Our West Area Leadership Team had a wonderful and meaningful evening engaging with the Yuhua residents during the Children's Day Carnival at Yuhua Community Club. This team consisted of Unit Scout Leaders (mainly MOE Teachers), Adult Volunteer Leaders, and Parent Volunteers from Keat Hong Tiger Scouts. This DIY Paracord Keychain Activity brought a lot of joy to the children and their families. A booth was also set up to promote Community Scouting.

28 September

Yuhua Community Club

Leaders : 11

Mr Lam Tat Wai (Area Commissioner)



WEST AREA COMMUNITY SCOUTING - YUHUA CC CHARITY WALK FOR RICE 2024

30 November

Yuhua Community Club

Participants: 18
Leaders/Helpers: 4
Total Attendance: 22

Ms Shermeen Ong (Area Leader)
Mr Rohan (Area Leader)

We spent the morning walking together as a community around the Yuhua Community Club. We united to support and raise awareness for the event. By exposing our Scouts to such events, we aim to promote more community scouting activities in the future!



WEST AREA COMMUNITY SCOUTING - KEAT HONG CC COMMUNITY GROCERIES DISTRIBUTION DRIVE 2024



12 October

Keat Hong Community Club

Participants: 18
Leaders/Helpers: 10
Total Attendance: 28

Ms Irene Ng (Roundtable Leader)

Keat Hong Tiger Scout Group collaborated in the Community Groceries Distribution Drive, a meaningful initiative with Marsh McLennan, Fei Yue Community Services, and Keat Hong C2E at Keat Hong Community Club. A total of 200 bags of food were distributed to 100 underprivileged families in Chua Chu Kang. The event, graced by Mr. Zhulkarnain Abdul Rahim, MP for Keat Hong, and West Area Commissioner Mr. Lam Tat Wai, allowed the Cubs to experience the power of teamwork and empathy. They gained a deeper understanding of the challenges faced by others and the impact of small acts of kindness. Their efforts brought smiles to families in need and reinforced their sense of responsibility and community spirit. This initiative underscored the importance of collaboration and giving back, leaving a lasting impression on the Cubs while providing more opportunities for them to grow, learn, and contribute to the community.



WEST AREA ARROWS LEVEL UP CAMP 2024

9-10 November

Sarimbun Scout Camp

Participants: 34
Leaders/Helpers: 35
Total Attendance: 69

Ms Siti Salmah (Cub Scout Leader)

The Cub Scout Arrows Level-Up Camp was initiated to support the Cub Scout Units with the Cub Scout Progress Scheme criteria that they found difficult to fulfill due to restrictions in schools. This camp provided a platform for our Cub Scouts to achieve greater proficiency in their Scouting skills and knowledge, allowing them to experience the elements of the Scout Method and making their learning more meaningful. The camp covered skills from the Silver and Gold Arrow proficiencies. This camp marked the highest number of Adult Leaders from Units, including Southernwaves Sea Scout Unit, Xingnan Cub Scout Group, Chua Chu Kang Cub Scout Group, and Keat Hong Tigers, who were involved in planning and running the camp in recent years.



WEST AREA P6 CROSSOVER CAMP L.E.A.P. 2024



9-10 November

Sarimbun Scout Camp

Participants: 101
Leaders/Helpers: 20
Total Attendance: 121

Ms Irene Ng (Roundtable Leader)

Previously known as the P6 Crossover Camp, which introduces our Primary 6 cubs who are keen to find out more about Secondary School Scouting, this camp is now in its second year of running. The new name, P6 Crossover Camp L.E.A.P., is an acronym for Leadership, Endeavour, Adventure, and Progress, which describes the journey they will undertake over the 2 days of camp. The highlights of the camp include mentoring by Scouts and Ventures throughout the camp, a showcase of Secondary School Scout units, and the symbolic Crossover Ceremony, where we celebrate the completion of the camp and mark the cubs' readiness to move on to the next journey of Scouting.

WEST AREA AT NATIONAL PATROL CAMP 2024

14-18 November

Sarimbun Scout Camp

Participants: 149
Leaders/Helpers: 41
Total Attendance: 190

Mr Yap Yu Liang (Sub-Camp Chief)
Ms Shermeen Ong



The West Sub Camp proudly stood tall as one of the biggest campsites, with 16 patrols and an incredible team of 41 camp staff! Our theme, "Avatar: The Last Airbender," brought the elements to life as we harnessed the power of Fire, Earth, Water, and Air to create memories that will last a lifetime. From exciting challenges to forging unbreakable bonds, the West truly came together as one big family!



Fundraising

Fundraising Collections 2024

Diamond Jubilee Challenge 2024		Job Week 2024	
Scouts Group	\$157,828	Scouts Group	\$100,658
Headquarter	\$164,272	Headquarter	\$116,773
Grand Total	\$322,100	Grand Total	\$217,431

Projected Income & Expenditure 2025		
Fundraising Event	Income	Expenditure
Diamond Jubilee Challenge (DJC)	\$407,000	\$8,000
Job Week (JW)	\$440,000	\$12,000

Note

DJC collections (gross) \$287,000
DJC Grant \$120,000
\$407,000

JW collections (gross) \$220,000
JW Grant \$220,000
\$440,000

With effect from 2024, the allocation for Area will be allocated to Headquarter.

Allocation of Funds for Units and Areas

The allocation of funds will be based on the below after expenses:

- **Unit** - 50%
- **HQ** - 50%



Youth Programme

National Programme Team



National Commissioner
(Youth Programme)
Mr Foo Say Kin

Assistant National Commissioner
(Youth Programme)
Mr Nyeo Hee Wah

Assistant National Commissioner
(Youth Programme)
Mr Phang Wai Kit (Spencer)

Assistant National Commissioner
(Youth Programme)
Mr Mah Wei Siang

Programme Commissioner (Cub Scout)
Ms Claire Ellen Porter

Programme Commissioner (Air)
Mr Saimen Imanuel

Programme Commissioner (Sea)
Mr Loh Chee Hwa

Programme Commissioner
(Special Needs)
Mr Anis Ponijo



Cub Scout Section

Cub Scout National Design Competition: 24 Aug 2024

In recognition of the creative talents of our Cubs, and as a showcase of their design skills and ingenuity, Cubs were tasked to work in teams to produce artworks or functional design pieces, using upcycled and recycled materials.

A total of 13 units participated in this inaugural design competition, with 78 Cubs involved. Out of these, 12 units made it through to the semi-finals. At the National Design Exhibition and Awards Ceremony held on 24 August in the SSA Multipurpose Hall, trophies were awarded—3 Gold, 5 Silver, and 6 Bronze. All Cubs were happy to receive participating badges and certificates for their efforts, while parents and leaders proudly posed with them for photos.

To encourage creativity and entrepreneurship among our young Cubs, the Cubs Programme Team will continue to organize national design contests, alternating years with the Cubs National Gang Show.

The event was made possible thanks to the support of several volunteers. We saw a number of parent volunteers, some teachers, and a sprinkling of Scouts stepping up to assist. (Youth volunteers were in short supply due to school commitments.) The organisers included IC Ellen Porter, the Exhibition Prep Team, Logistics Team, Hospitality, Tech, Media, and MCs.

In total, there were:

- 13 Teachers and Adult Volunteers
- 14 Service Scouts
- 3 Programme Team Admin members

Feedback from adult attendees highlighted the success of the event, with comments like, "It was classy, smooth. Never had this standard of Ceremony before. Lifted the level of the awards experience. Made the Cubs feel valued and important." Cubs themselves enjoyed the experience, with feedback such as, "Fun, exciting, made new friends!"





ESG - Environmental Impact:

1. Reusable Glasses & water jugs were provided for judges. A water dispenser was provided for students to refill their own water bottles. (Fulfilling the UN's SDG 11, creating sustainable cities)
2. Participants were to use predominantly recycled and upcycled materials for their design submissions. (Fulfilling the UN's SDG 11, creating sustainable cities, while at the same time - environmentally-conscious Cubs who aim to make a positive difference in the world around them.)



Proficiency Badge Kits

The ongoing development of resources continues to support Cub Scout leaders in administering an exciting and creative programme. One such resource is the "Every Scout a Farmer/Gardener" badge kit, which was packaged by Minds LGS students. These kits contain seeds, compost, and resources for a label and a mini-stacked nameboard. Each package is also a hand-decorated work of art in and of itself.

In 2024, a total of 535 packets were distributed, marking a 73% increase from 2023. Looking ahead, 300 packets are planned for distribution in 2025.



ESG - Environmental Impact:



1. Individual Gardener Kits encourage every Scout to be a 'farmer', producing vegetables for their own consumption & using recyclable materials for planters. (SDG 13 for Climate Action)
2. Promoting good health & well-being. (UN SDG 3)
3. Creating sustainable cities. (Fulfilling the UN's SDG 11) Badge kits are packaged in brown paper bags instead of plastic.

ESG - Social Impact:

1. Special Needs students, a vulnerable segment of society, are given job training opportunities through packaging of badge kits, thus preparing them for life after school and offering them the dignity of work.
2. To reduce discrimination, & inequality. To make communities inclusive (Fulfilling the UN's SDG 10)



NYAA Butterfly Programme

- 2024 saw participation in the Butterfly Award slowly building.
- A total of 28 Cubs joined in the programme.
- An Online Activity Pack released during the '23 end-of-year school holidays was designed to jump-start the Butterfly Programme for 2024.



ESG - Environmental Impact:

1. To inculcate a love for the outdoors & to care for the environment.



ESG - Social Impact:

1. To provide wholesome activities to encourage healthy living. (SDG 3)
2. To promote selflessness in serving others.
3. To appreciate the family as the basic unit of society, through family bonding activities.
4. The award is open to SN students too, encouraging greater inclusivity. (SDG 10)



Accolades

Minds LGS extended an invitation to Ms. Ellen Porter, Programme Commissioner (Cub), to their Annual Awards Ceremony. During the event, an award of appreciation was bestowed upon SSA in acknowledgment of their third year of partnership in the packaging of Gardener Badge Kits.

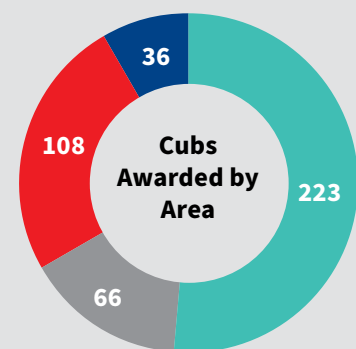
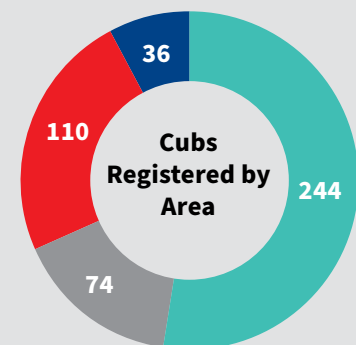
ESG - Social Impact:

1. Building partnerships with stakeholders. (SDG 17)
2. This includes recognising and rewarding the contributions of the vulnerable amongst us.
3. Encouraging greater inclusivity/ reduced inequality. (SDG 10)



Awards & Achievements

Cub Scouts and leaders worked tirelessly in the lead-up to the Akela Award and we are so proud of them. With great joy we acknowledge the following 2024 awardees:



North South East West

2024 saw an 8% increase in Akela nominees, and a 13.05% increase in Akela awardees - compared with 2023. This means that more leaders submitted nominees who had indeed completed the Cubs programme to a satisfactory degree. This is encouraging and bodes well for the future.

Scout Section

SCOUT SECTION ROUNDTABLE MEETING

16 March

Scout HQ

Participants: 5

Leader in Charged: Mr Mah Wei Siang

The Scout Section Roundtable meeting was held on 16th March 2024 at Scout HQ. The purpose of the roundtable meeting is to update the Scout Section Roundtable membership and to chart out the national scout section events, working groups and strategies to improve the scout section for the year 2024.

1 April

Google Meet

Participants: 5

Leader in Charged: Mr Mah Wei Siang

The Scout Section Roundtable meeting was held on 1st April 2024 via Google Meet online. The purpose of the roundtable meeting is to update the Scout Section Roundtable membership for 2024 and to chart out the national scout section key events and strategies to improve the scout section for the year 2024.

NATIONAL PATROL CAMP XI (2024)

14-18 November

Sarimbun scout camp

Leader in Charged: Mr Mah Wei Siang

The National Patrol Camp XI is the biannual key event for the scout section. Inviting all scout units to each send 1 to 2 patrols to participate in a national level scout section camp that is held in a jamboree style, participating in activities that cover the 6 SPICES domains over 5 days.

Departments' After Action Review

Keep	Improve	Start	Stop
<ul style="list-style-type: none"> SPICES Activities and Variety Clear specification of Camp Staff & Volunteer for each dept Grand dinner idea, food kit instruction & tracking of ingredients to reduce food wastage Communication between staff via WhatsApp group chat Use of Headboards & materials for clear tracking & monitoring 	<ul style="list-style-type: none"> Inconsistency in food portion, esp. for vegetarians. Not warning them food kit Overstaying mode of communication, esp. with WhatsApp, Telegram, etc. Wet weather activities management to reduce participation due to cancellation Recruitment of experienced staff & mature Service Scouts Hygiene at toilets & increase cleaning effort 	<ul style="list-style-type: none"> Investing in durable tents & gearbox Adopt a buffet-style food collection system for patrols with more than 12 members & for vegetarians Clear clear incident reporting protocols & ensure that the camp committee can quickly contact unit leaders and NORA Signage at key points around campsite Incorporate more patrol-based activities 	<ul style="list-style-type: none"> Mixing Seafood and Non-Seafood in Food Kits Overnight in hiding external events activities with the Scouts Using the name "National Patrol Camp" Accepting Late Registrations Running Full Day Shifts for P&D Leads

Continuing a better way of doing things

Improving a better way of doing things

Contribution towards UN SDG

UN SDG 12 Ensure sustainable consumption and production patterns

1. All distributed food for campers is calculated by weight per pax to avoid unnecessary wastage of food
2. All camp staff catered food are ordered at a reduced number and left overs are all redistributed to avoid any food wastage.

THE SINGAPORE SCOUT ASSOCIATION

Total participants by Areas*



Service Scouts vs Staff



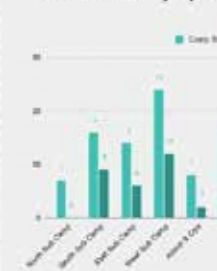
Total attendance

*Participants figure based on Day 1, which has the highest number of participants

**Service Scouts & Staff figure based on Day 4, which has the highest number of volunteers

THE SINGAPORE SCOUT ASSOCIATION

Total volunteers by department*



Service Scout & Camp Staff allocation

Allocated by Department

Q: What I like about this NPC?	Count
1. Fun & Interactive - SPICES & Campfire	209
2. Good Planning and Well-Organized	179
3. Good Food and Cooking Demonstration	179
4. Friendly and Helpful Staff	179
Q: What I didn't like about this NPC?	Count
1. Food and Lack of Well-Weather Plans	179
2. Poor Planning and Lack of Well-Weather Plans	179
3. Lack of Food and Cooking Demonstration	179
4. Lack of Communication and Coordination	179
Q: What are some of the improvements the NPC organizer should work on?	Count
1. Improving Well-Weather Plans and Activities	179
2. Better Communication Across Departments	179
3. More Engaging and Diverse Activities	179
4. Improved Food Management	179
5. Improved Communication & Information Sharing	179

THE SINGAPORE SCOUT ASSOCIATION

Q: What I like about this NPC?

1. Fun & Interactive - SPICES & Campfire

2. Good Planning and Well-Organized

3. Good Food and Cooking Demonstration

4. Friendly and Helpful Staff

Q: What I didn't like about this NPC?

1. Food and Lack of Well-Weather Plans

2. Poor Planning and Lack of Well-Weather Plans

3. Lack of Food and Cooking Demonstration

4. Lack of Communication and Coordination

Q: What are some of the improvements the NPC organizer should work on?

1. Improving Well-Weather Plans and Activities

2. Better Communication Across Departments

3. More Engaging and Diverse Activities

4. Improved Food Management

5. Improved Communication & Information Sharing

Participants' Survey Result

Top 5 responses

Venture Scout Section

VENTURE CHALLENGE CAMP

Intake 1: 31 May - 2 June

No of Participants: 15

Leader in Charged: Mr John Huang

Intake 2: 6-8 December

No of Participants: 14

Leader in Charged: Mr Lee Seng Hui

The Venture Challenge Camp is a residential, outdoor activity-based camp that encourages the ventures to demonstrate self-reliance, initiative, responsibility, fitness and exemplary level in fulfilling the Scout Law and Promise.



VSSP PROJECT WORKSHOP FOR VENTURE SCOUTS

3 August

SSA HQ program room

No of Participants: 18

Leader in Charged: Mr Hoo Chuan Yang

The workshop was conducted for Venture Scouts who are interested in pursuing the new VSSP project scheme. Venture Scouts pursuing their VSSP journey will be required to embark on a 12-month service journey to gain a more meaningful experience through serving the community. The workshop aimed to introduce Venture Scouts to the requirements and tools that support the VSSP journey.



Special Needs Scout Programme

Membership

1. Membership census 2024
2. Total membership
3. Events



School: Cerebral Palsy Alliance Singapore (CPAS)

Cubs: 6
Scouts: 0
Total in group: 6
Events internally or externally 2024: NIL

School: MINDS Lee Kong Chian Gardens School

Scouts group name: Lynx Scouts group
Cubs: 20
Scouts: 17
Total in group: 37

Events internally or externally 2021: CCA class based sharing- 7 skills activities were shared during CCA timings.

- Games and introduction
- Learning the Scouts Law and Promise
- First Aid
- Outdoor cooking
- What is Scouting consist of?
- Knots
- CPIB workshop

School: MINDS Woodlands Gardens

Scouts group name: Jaguar Scouts group
Cubs: 17
Scouts: 28
Total in group: 44

Events internally or externally 2024:

- Usual unit meetings in school compound
- hosted the annual Serigala hike for all SN units at Punggol Waterway Point

School: APSN Katong School

Scouts group name: NIL
Cubs: NIL
Scouts: 17
Total in group: 17

Events internally or externally 2024:

- Most meetings are done via zoom and internally within school.
- hosted the annual Serigala camp 2024 in their school for a 2 days and 1 night camp. Activities are planned around nature.



**Total SN
cubs 2024:**

91



**Total SN
scouts 2024:**

151

School: Metta School

Scouts group name: Simba Scouts Group
Cubs: 28
Scouts: 28
Total in group: 56

Events internally or externally 2024:

- hosted the annual Serigala Games day in their school.
- The activities are divided into different rooms and areas. Each game to test their skills level and knowledge of the games.

School: MINDS Fernvale Gardens School

Scouts group name: NIL
Cubs: NIL
Scouts: 20
Total in group: 20

Events internally or externally 2024:

- Unit meeting are held mostly in school.
- hosted the annual Serigala Campfire 2024 for all SN units. Invited the Sambar Scouts group as guests.

School: MINDS Towner Gardens School

Scouts group name: NIL
Cubs: 10
Scouts: 11
Total in group: 41

Events internally or externally 2024:

- Unit meetings in school.
- attended all Serigala events hosted by other SN units.

School: St Andrews Autism School

Scouts group name: NIL
Cubs: NIL
Scouts: 17
Total in group: 17

Events internally or externally 2024:

- Unit meetings in school.
- attended all Serigala events hosted by other SN units.
- 3 well done awardees

School: AWWA

Scouts group name: NIL
Cubs: NIL
Scouts: 13
Total in group: 13

Events internally or externally 2024:

- Unit meetings in school



Roundtable Reports

A significant decline of cubs has been seen through most of the units. Either parents are choosing not to have their child go for scouts or choosing other CCAs. Nonetheless the leaders in each school have been trying to get more students into scouts and facing new challenges in terms of having more students on the Autism spectrum. Leaders have to develop their capabilities in getting themselves ready in terms of having unit meetings catering to scouts with ASD. Units will continue to ready themselves for these changes.

Fundraising Collections:

DJC and Job week collection has been ongoing. Not all units was able to do it due to some internal matters.

Youth Programme, Adults in Scouting, Events, ICP

All 4 Serigala scouts events had been held throughout the years with increasing participation from the different SN units.

- Serigala Campfire was hosted by MINDS Fernvale gardens school in September.
- Serigala Camp was hosted by ASPN Katong Squirrels scout in July.
- Serigala games day was hosted by Metta Simba scout in July.
- Serigala Hike was hosted by MINDS Woodlands gardens school in May.

Awards & Achievements

FCSA was achieved by some of the units. Well done award was awarded to 3 SAAS scouts.

Air Scout Programme

PAPER PLANE



17 January

Hillgrove Secondary School, Black Knights

Leaders : 11

Ms Kate Lim



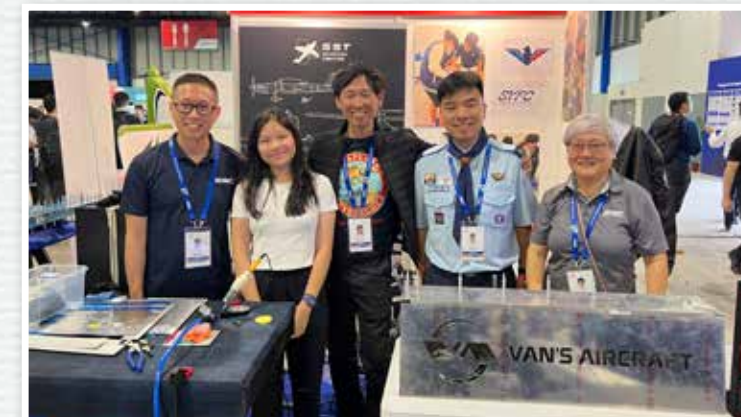
Paper Plane allows scouts to be exposed to create a simple flying object being folded out of paper. Scouts will also go through a process of cutting, folding symmetrically and proper balancing. Scouts then challenge to see who will achieve the farthest flight, while learning the principles and theory of flight.

SINGAPORE AIRSHOW 2024

22-25 February

School of Science and Technology (SST), Fearless Falcons

Mr Seth Tan



During the Singapore Airshow 2024, SST's Fearless Falcon and YFC had held a booth to showcase a joint plane building project (RV-8) with SkyX Immersion. The collaboration project between the 2 school's CCA provided youths from both side an opportunity to work closely with one another. The students then presented their project to the public who visited the Singapore Airshow 2024.



SINGAPORE AMAZING FLYING MACHINE COMPETITION (CATEGORY C)



28 March

School of Science and Technology (SST),
Fearless Falcons

Mr Seth Tan



The Singapore Amazing Flying Machine Competition (SAFMC) encourages participants to transform their unique ideas into flying machines, paper planes and unpowered gliders. SST provides opportunities and training for their scouts to compete in an obstacle course using first-person view (FPV) drone. Participants are competing to see who is the fastest amongst the many other schools that are participating every year.

FLIGHT SIMULATOR AND MRO

26 April

Hillgrove Secondary School,
Black Knights

Ms Kate Lim



Flight simulator allows scouts to learn about the aircraft's flight, cockpit and the environment in which how it flies. Through this simulator, scouts will be able to understand parts & controls of an aircraft while appreciating the computer-generated scenic views that resemble an actual world. The scouts are also exposed to understanding air navigation.

CHANGI EXPERIENCE STUDIO



19 July

Hillgrove Secondary School,
Black Knights

Mr Sean Tan



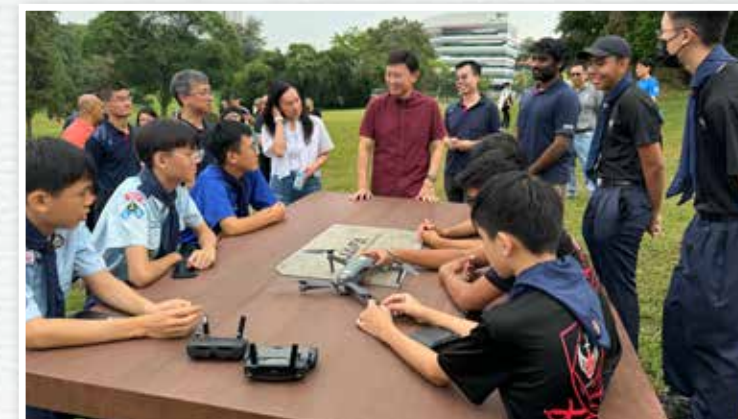
The Changi Experience Studio Learning Journey allows scouts to further explore the aviation industry and tour its facilities at Changi. It also provides an opportunity for scouts to be aware of the innovation journey and glimpse into the success behind Singapore's air hub.

LAUNCH OF THE 2ND UNMANNED AIRCRAFT FLYING AREA (UAFA) AND FOUNDATIONAL UNMANNED AIRCRAFT BADGE

6 July

Hillgrove Secondary School,
Black Knights

Saimen Imanuel, Lee Pui Ling,
Emily Ho & Lim Amira Syuhada



The CAAS has invited SSA and its scouts to join them in the launched of the second UAFA at the Dover Road. It is a dedicated area for recreational UA flying in Singapore. During the event, the Air Programme Roundtable is also proud to release a new Foundational Unmanned Aircraft Activity Badge that aligns closely with CAAS on promoting safe and responsible UA flying.

GLIDER MAKING



23 August

School of Science and Technology (SST),
Fearless Falcons

Mr Seth Tan



Model Maker allows scouts to be exposed to create a small unpowered glider out of basic materials such as balsa wood. Scouts will also go through a process of cutting, sanding and gluing the pieces up together and challenge to see who will achieve the farthest flight, while learning the principles and theory of flight.



FLIGHT EXPERIENCE PROGRAMME

22 October

School of Science and Technology (SST),
Fearless Falcons

Mr Seph Tan



The Flight Experience Programme (FEP) allows scouts to enjoy rides on different RSAF and/or SYFC aircraft. It also provides them an opportunity to visit Singapore Youth Flying Club and have an interaction with ex-Air Force pilots as well as flight instructors.

Sea Scout Programme

MPA X SSA MOU SIGNING CEREMONY



20 April

Over 80 youths consisting of Cubs, Scouts, Ventures, Rovers and Adult Leaders witnessed the signing of a MoU with the Maritime and Port Authority of Singapore (MPA) and The Singapore Scout Association (SSA) on 20th April 2024 at the Singapore Maritime Gallery. Through this renewed partnership, the Scouts will get more opportunities to learn about Singapore as a leading maritime city and how Maritime Singapore embraces innovation, technology and sustainability to ensure Singapore's connectivity to the world while piquing an interest for the Scouts to consider a career in the Maritime industry. This event also sees 30 Sea Scouts from Fuhua SS Tsunami Sea Scout, Chua Chu Kang SS Condor Sea Scout and Southernwaves (Open) Sea Scout presented with the tier 1 of the refreshed Young Mariner Proficiency Badge which was developed in collaboration and supported by MPA.

As part of our efforts to make the event sustainable, the decorations and tools used during the ceremony were sourced second hand or borrowed.



LAUNCH OF THE REFRESHED YOUNG MARINER PROFICIENCY BADGE PROGRAMME

20 April

The refreshed Young Mariner Proficiency Badge programme was launched as part of the MPA x SSA MoU signing ceremony by our Chief Commissioner, Mr Desmond Chong and the Chief Executive of MPA, Mr Teo Eng Dih. The Young Mariner Badge (YMB) is a SIX tier programme for Cubs to Rovers, developed in collaboration between The Singapore Scout Association (SSA) and the Maritime and Port Authority of Singapore (MPA). It aims to engage the Scouts in Singapore's maritime heritage and inspire interest in maritime careers.



Spanning six levels, the Young Mariner Badges are crafted to suit different age groups, fostering continued learning. The lower tiers emphasize enjoyable and interactive activities to cultivate learning, while the middle tiers aim for a deeper comprehension of maritime subjects. The upper tiers necessitate leadership skills to advocate for the maritime sector. Ventures & Rovers can choose to begin their YMB journey starting from level 5 & 6. The flexibility of this option is to allow the older youths to be more engaged according to their age-appropriate activities.



WORLD OCEAN DAY BEACH CLEAN UP

8 June



25 Sea Scouts from the Fuhua SS Tsunami Sea Scout, Chua Chu Kang SS Condor Sea Scout and Southernwaves (Open) Sea Scout celebrated World Ocean Day (8 June) with a beach clean up of Sembawang Beach. Joined by staff members and their families from DNV, a risk management company and maritime classification society, the team removed over 20kg of trash from the marine environment. Through this event, DNV also supported the Scout Association annual job week event with a donation of \$1,000 to the youths involved in the clean up.



This event supports the UN SDG - Goal 14 for Life Below Water and Goal 12 for Responsible Consumption and Production with the Scouts learning on how irresponsible consumerism may have an impact for the aquatic ecosystem and how they can play a role in contributing to a better marine environment.

Rover Scout Section



The Rover Scout section is open to youths aged 17 to 26. It serves as a bridge to help them transit from adolescence to adulthood.

The Rover Progress Scheme hews closely to its motto of being a “Fellowship 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 in parallel to the National Youth Achievement Award (Gold) and the Scouts of the World Award.

As Rovering aims to provide a crucible for the development of young leaders, the Rover Section is self-governing. It is led by the National Rover Council (NRC), which provides executive leadership on Rover affairs in Singapore. It is also a platform to discuss and review the Rover programme, and actively solicits feedback collated from Rover Scouts across Singapore to this effect.

National

ROVERS LUNAR NEW YEAR



27 January

No. of Participants: 47

**Leader-in-Charge: R.S. Aiman Johari,
NRC Vice-Chairperson**

Our Rovers gathered at the Programme Room in SSA HQ on 27 Jan for a Lohei session and Lunar New Year themed games. The Rovers created new bonds with Rovers from other crews and cultural appreciation through the event.

DJC LAUNCH FIRESIDE CHAT WITH MINISTER JOSEPHINE TEO



3 February

No. of Participants: 28

**Leader-in-Charge: R.S. Aiman Johari,
NRC Vice-Chairperson**

This fireside chat brought Rovers together to discuss digital literacy and online safety as technological advances rapidly develop. Rovers gained new insights from each other and from the Guest-of-Honour, Minister Josephine Teo.



FORWARD SG DIALOGUE



9 March

No. of Participants: 1

**Leader-in-Charge: R.S. Aiman Johari,
NRC Vice-Chairperson**

The Forward SG Dialogue provided a platform for Singaporeans to discuss and co-create solutions for the nation's future under the theme “Sailing into our Future - 2024 Singapore Edition.” Panelists, including Ministers Indranee Rajah and Vivian Balakrishnan, along with Mr. Ix Shen, shared insights on navigating geopolitical tensions and global uncertainties. One of our Rover contributed as a moderator, fostering meaningful discussions. This event highlighted the importance of collaborative efforts in addressing challenges and shaping Singapore's progress.



COMMUNITY EMERGENCY PREPAREDNESS DAY



30 April

No. of Participants: 11

**Leader-in-Charge: Mr Jimmy Bok,
National Commissioner
(Emergency Preparedness)**



Ms. Sun Xueling, Minister of State for Home Affairs and Social and Family Development, officiated the launch of the CERT 20th Anniversary, marking the start of year-long commemorative activities. CERT now includes over 8,000 volunteers, including 1,000 leaders across Singapore. Our Rovers attended the event to network and gain insights into CERT's initiatives, fostering greater awareness of its community efforts.

ROVERS JALAN RAYA

4 May

No. of Participants: 13

**Leader-in-Charge: R.S. Aiman Johari,
NRC Vice-Chairperson**

Our Rovers took a tour around Haji Lane and Arab Street as part of the Hari Raya celebrations. Rovers created new bonds with each other and feasted on delicious food during the event.



ROVERS TOWN HALL



Our Rovers gathered for a dialogue with Chief Commissioner, Desmond Chong and other Commissioners to learn about the directions the SSA has moving forward and to align everyone's goals. Rovers got the opportunity to voice out and dialogue on the prevailing matters in the SSA and the Rovering Community.

4 May

No. of Participants: 27

Leader-in-Charge: R.S. Andrew Toh, NRC Chairperson

NATIONAL CAMP



21-24 August

No. of Participants: 6

Leader-in-Charge: Mr Heng Jiang Li, National Commissioner (Events)



At National Camp 2024, our Rovers took on diverse roles, including moderating the Youth Dialogue with Minister Chan Chun Sing, facilitating group discussions, and managing campfire operations. The camp brought together 9 Uniformed Groups and the Singapore Youth Flying Club, creating a dynamic platform for learning, exchange, and collaboration.

ROVER RENDEZVOUS 2024



28-29 September

No. of Participants: 33

Leader-in-Charge: R.S. Nur Ameerah

Our annual retreat saw Rovers participating in activities centred around Adventure, Service, and Fellowship. From a beautiful morning hike with Metta Simba Scout Group to a Rovers Barbecue at the end of the day and a full-day island adventure on Lazarus Island, our Rovers had an exhilarating weekend with each other!

NATIONAL ROVER ROUNDTABLE + ANNUAL GENERAL MEETING 2024



4 May

No. of Participants: 42

Leader-in-Charge: R.S. Andrew Toh, NRC Chairperson



Our Rovers gathered at the Singapore Scout Association Headquarters (SSA HQ) on to discuss on the prevailing situation in the Rover community and to vote for the National Rover Council Chairperson for 2025-2026. The Rovers gained better insight on the differing needs and interests of different groups of Rovers within our community and developed a greater appreciation of the National Rover Council's (NRC's) strategic work in representing the voices of the youth in our National Scouting Organisation (NSO).

SERIGALA CAMPFIRE

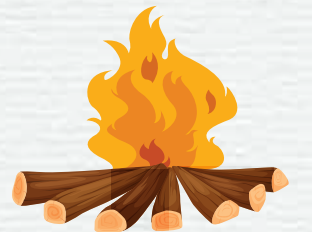


20 September

No. of Participants: 12

Leader-in-Charge: R.S. Jerald Lam & R.S. Brenton Lim

Together with the Special Needs (SN) Scouts Roundtable, our Rovers organised and led a Racial Harmony themed campfire for Scouts from the various SN Scout Units.



CAMP INTERTWINED



7-8 December

No. of Participants: 22

Leader-in-Charge: R.S. Andrew Toh, NRC Chairperson

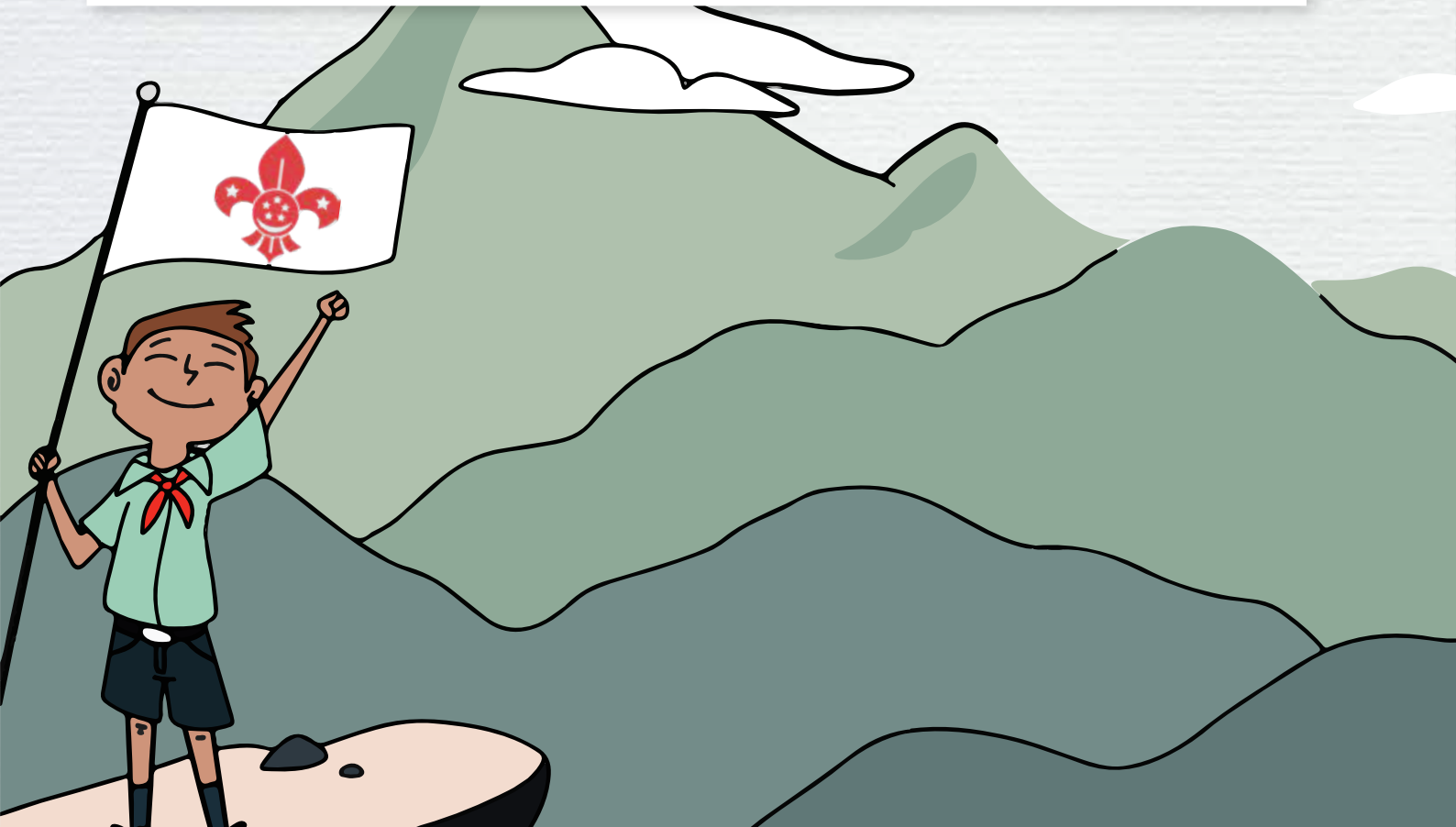
A collaboration between The Singapore Scout Association (SSA) and Girl Guides Singapore (GGS), Camp Intertwined saw both Rover Scouts and Young Adults come together for a weekend of cross organisation learning, service, and fellowship.

Adult in Scouting



Adult Leaders' Training

Training Course	Course Date	Course Director	No of Leaders	Remarks
Standard First Aid Course	20 January 2024 6 July 2024 19 Oct 2024	Singapore Rescue Training Centre	40	Equipped with relevant knowledge and application skills in SFA to apply during an emergency or accident.
Wood Badge Course (Basic/ Stage 1)	29 Feb to 1 Mar 1 to 2 Jun 23 to 24 Nov	Mr Teo Tat Yong, Mr Gejendran	59	Acquired foundational Scouting knowledge and skills to apply within their respective units.
Wood Badge Course (Advanced/ Stage 2)	6 to 9 Jun 2024 28 Nov to 1 Dec 2024	Mr Fong Kah Chun, Mr Zaiphizat Putra	26	Learned to manage units and carry out unit meetings using the patrol system. Plan, execute and evaluate Scout camp activities.
IMH Mental Literacy Train-the-Trainers Programme	4 to 5 April	Institute of Mental Health	3	Provide good mental health literacy by providing appropriate levels of knowledge to different groups of individuals.
Personal Learning Advisor	20 Apr 15 Jun 6 Jul 7 Dec	Mr Teo Tat Yong, Mr Maohaid Faizal	14	Equipped Wood Badge holders with mentoring skills to guide and support leaders pursuing their Wood Badge training
Suicide Risk Assessment & Management Workshop	20 to 27 Apr	Nanyang Polytechnic	13	Helps participants to gain knowledge and skills to manage suicide risk through firstly identifying risk, assessing risk level and applying the appropriate interim interventions before referring to other key stakeholders.
Skills On The Go	8 Mar 5 Apr 24 May 6 Sep	Mr Gejendran, Mr Fong Kah Chun	35	Micro-learning of skills course to introduce the basics of different scouting skills.



STANDARD FIRST AID COURSE BY SINGAPORE RESCUE TRAINING CENTRE

20 January, 6 July, 19 Oct

As a part of the Safe from Harm requirement, a total of 40 leaders have attended the Standard First Aid Course. They were equipped with relevant knowledge and application skills in First Aid to apply during an emergency or accident.

WOOD BADGE COURSE (BASIC/ STAGE 1)

29 February to 1 March, 1 to 2 June, 23 to 24 November

A total of 59 leaders completed the Wood Badge Course (Basic/ Stage 1). They learned basic Scouting theoretical knowledge and planning skills to run an effective scout unit, and to conduct a Scout meeting effectively. Course Director for the February and June run was Mr Teo Tat Yong, and for November was Mr Gejendran.

WOOD BADGE COURSE (ADVANCED/ STAGE 2)

6 to 9 June, 28 November to 1 December

A total of 26 leaders attended the Wood Badge Course (Advanced/ Stage 2). In this practical course, they put into practice their unit meeting plans and ran a wide range of themed unit meetings throughout the course. They also experienced relevant core scouting skills in their respective sections. Course Director for the June run was Mr Fong Kah Chun and for November was Mr Zaiphizat Putra

IMH MENTAL LITERACY TRAIN-THE-TRAINERS PROGRAMME BY INSTITUTE OF MENTAL HEALTH

4 to 5 April 2024

The session was attended by 3 Leaders as a part of the Safe from Harm framework. They were brought through the syllabus of the Mentally Literacy programme as trainers and how to conduct a Mental Literacy Course for their youth. They learned to be aware of mental health issues, how to identify them and provide appropriate levels of intervention to different groups of individuals.

PERSONAL LEARNING ADVISOR BRIEFING SESSIONS

20 April, 15 June, 6 July, 7 December

The Personal Learning Advisor (PLA) is a peer coaching and mentoring framework that has been created to assist WB candidate leaders working on their Wood Badge tickets. Candidates choose their trusted PLAs to share perspective, provide guidance, and be their loyal minders in their pursuit of attaining Wood Badge. The PLA network aids to foster a supportive coaching and mentorship environment for both the Wood Badge candidates, as well as inspiring peer learning for all Adult Leaders in SSA.

SUICIDE RISK ASSESSMENT & MANAGEMENT WORKSHOP BY NANYANG POLYTECHNIC

20 to 27 April

The workshop provides an insight into the local suicide statistics and dispel myths on suicide. It helps participants to gain knowledge and skills to manage suicide risk through firstly identifying risk, assessing risk level and applying the appropriate interim interventions before referring to other key stakeholders. As an educational organisation that works with Young People, this course serves to build awareness as well as capacity for SSA's Safe from Harm framework.

SKILLS ON THE GO

8 March, 5 April, 24 May, 6 September

The Skills On The Go is a micro-learning session of scouting skills for leaders who wish to revise certain skills-in-focus, and clarify doubts in a just-in-time manner. The 2-3 hour sessions allow leaders to revise key skills, improve their pedagogical design behind these activities, as well as to explore potential approaches on operational challenges towards better quality scouting back in their units.

The sessions focused on: Campcraft, Hiking, Tent Pitching, Knots & Lashing.

Wood Badge Holders in 2024

Name	Appointment
Ng Ai Ling, Irene (Huang Ailing)	Assistant Group Scout Leader
Muhammad Aidilsofyan Abdul Rahman	Group Scout Leader
Emmanuel Lee	Venture Scout Leader
Muhd Romeo Ashraff	Venture Scout Leader
Lim Choon Wei	Scout Leader
Lim Hui Shi	Rover Scout LeaderLeader
Rachel Chan Liyi	Scout Leader

Events

National Events

2024 saw the rollout of the National Event Youth Service Badges. A total of 4 badges are available for Scouts to work on:

1. National Day Parade
2. National Day Observance Ceremony or Parade @ Heartlands (New)
3. Chingay Parade or Chingay @ Heartlands (New)
4. Chief Scout Hospitality (Revised)

The badges play an important role in promoting service learning, positive contribution among youths at national events. They also acknowledge and celebrate the active involvement of youths in community service including recognising their initiatives towards refining their leadership skills.

DIAMOND JUBILEE CHALLENGE LAUNCH EVENT 2024



3 February

The Diamond Jubilee Challenge (DJC) Launch Event was held on 3 February 2024 at The Singapore Scout Association. Ms Josephine Teo, then Minister for Communications and Information, was the Guest-of-Honour to launch the 2024 theme on "Skills for Life". The DJC is a youth-led and adult-supported initiative where Scouts will learn more about the United Nations' Sustainable Development Goals (UN SDGs), discover their place in the community as well as what it means to be a Singaporean, and at the same time, contribute to "Creating a Better World".

Besides launching the DJC, Minister also launched the Digital Citizen Badges which were developed in collaboration with Infocomm Media Development Authority of Singapore. The event then concluded with a forum where more than 120 Scouts, Ventures, Rovers and other Uniformed Groups' Youth Leaders interacted with Minister. The forum touched on the roles youths play in digital literacy and wellness which was moderated by Dr Sunil Ravinder Gill, National Commissioner (Membership) & Assistant International Commissioner.

CHINGAY 2024

23-24 February



2024 saw the first involvement of Scouts with the Chingay Parade organized by People's Association. Tasked with general hospitality, our Scouts ensured that the parade ran smoothly. Our Scouts helped with ushering, bag checks amongst other duties spread over several sessions. We look forward to greater involvement in subsequent parades.



ADIJI CHIEF SCOUT



2 March

More than 3000 Scouts gathered at Choa Chu Kang Stadium on 2 March 2024 to welcome President Tharman Shanmugaratnam as the 9th Chief Scout. The highlight of the event was the formation of the human fleur-de-lis with Chief Scout, setting a Singapore Book of Records. Besides welcoming the Chief Scout, the event was also held in conjunction with Founder's Day celebrations where the 4 Areas set up activity and game booths to display their scouting skills.

NATIONAL DAY PARADE 2024

April - August

The 2024 National Day Parade was held at The Padang. Training for the contingent started in April 2024 with conditioning and selection at Beatty Secondary School before moving on to Seletar Camp for combined rehearsals and thereafter to The Padang for full dress rehearsals. 2024 marked 40 years of Total Defence and the marching contingents did a transformation to form "TD40" to commemorate the event. The marching then concluded with the contingents marching up the gallery stands to offer audiences a closer interaction with the participants.



NATIONAL CAMP 2024



21-24 August

In another first since the pandemic, a total of 35 Scouts joined youths from 9 other youth/ uniformed groups (UGs) for the National Camp held at Maju Camp from 21 to 24 August 2024. The theme was "United in Diversity" and with a focus on Total Defence, the youths went through a series of activities ranging from skills exchange amongst the UGs to emergency preparedness, land expedition and campfire. A highlight of the event was the Youth dialogue with Minister for Education Mr Chan Chun Sing during the Opening Ceremony which was moderated by our Rover Scout Mr Aiman Johari. Our Scouts were engaged through several discussion topics like demographics and the change in fabric of the society, climate change, job market disruptions and mental well-being.



JOB WEEK LAUNCH 2024



21 May

The Job Week Launch 2024 was held on 21 May 2024 at Loving Heart Multi-Service Centre with Minister in the Prime Minister's Office, Second Minister for Education and Second Minister for Foreign Affairs, Dr Mohamad Maliki Bin Osman gracing the occasion. Scouts were tagged with staff from Loving Heart Multi-Service Centre to perform housekeeping services at the centre. In addition, in conjunction with the Skills for Life theme for Diamond Jubilee Challenge 2024, Scouts together with staff from Infocomm Media Development Authority of Singapore also helped teach the seniors at the centre digital literacy skills such as how to use the SingPass and LifeSG apps.

ISTANA OPEN HOUSE



2024

More than 200 Scouts and Adult Volunteers participated in the 4 Istana Open Houses spread over Chinese New Year, Hari Raya-Labour Day, National Day and Deepavali in 2024. Beyond the duties at Main Building, Main Gate and Centre Gate, Scouts were also tasked to assist in the booth management as well as photography services for members of public. With the launch of the new National Event Youth Service Badges, Scouts will continue to play an active role in serving the community.



International Events

OTHERS: ZIKRI'S PEACE DIALOGUE IN DAVAO PHILIPPINES



Muhd Zikri from Soaring Eagles was selected to represent SSA/ WOSM and share on the Peace Dialogue

WORLD SCOUT CONFERENCE: OBSERVERS

Attendees: Lyeting & Andreas at Egypt while Luke, Swei Qi and Kangxu through online.



WEST AREA OVERSEAS SCOUT EXCHANGE PROGRAM 2024



31 May

Johor Foon Yew High School

**Participants: 16 Ventures & Rovers
Leaders/Helpers/Leaders: 8
Total Attendance: 16**

Mr Tan Kok Hon (Area Leader)

A group of 8 Adults, 7 Rovers, and 1 Venture Scout participated in the 65th Anniversary Campfire at Foon Yew High School in Johor Bahru, Malaysia. The event enriched the scouting experience by exposing them to different cultural practices. It also aimed to promote more cross-border events to broaden our youths' perspectives and enhance their global scouting journey.

HONG KONG INTERNATIONAL SCOUT YOUTH FORUM



8-10 June

No. of Participants: 3

**Leader-in-Charge: R.S. Andrew Toh,
NRC Chairperson**



Three Rovers attended the Hong Kong International Scout Youth Forum organised by the Hong Kong Scout Association (HKSA) held at BP International Hotel and Pak Sha Wan Sea Training Centre. Our Rovers participated in creating a road map themed around embracing technology in Scouting and gained broader perspectives on how different NSOs integrate technology into their organisations.

2ND ASIA PACIFIC REGION YOUTH LEADERSHIP TRAINING COURSE (APRYLTC)



24-27 June

No. of Participants: 1

Leader-in-Charge: R.S. Nur Mellina



Organised by the Asia-Pacific Region Regional Youth Representatives (APR RYR), APR Support Centre, and the Bangladesh Scouts, the APRYLTC made use of the new Youth Leadership in Decision-Making framework to teach its participants about how youth voices can be better amplified in organisational level decision-making processes.

DIALOGUE FOR PEACE WORKSHOP



29 July - 2 August

No. of Participants: 12

**Leader-in-Charge: Mr Seah Kia Wee,
National Commissioner (Projects)**

The Dialogue for Peace Workshop focuses on implementing the Dialogue for Peace program to promote inter-religious and intercultural engagement within the Scout Movement. It aims to develop young people as harmony ambassadors through exchanges fostering intercultural and interfaith harmony, encouraging peace in the region. Participants collaborate on community service projects to strengthen bonds between communities. Singapore Rovers interacted and exchanged ideas with Scouts from Indonesia, Malaysia, and Thailand, enhancing mutual understanding and fostering unity across borders.



WORLD SCOUT CONFERENCE



7 Rovers attended the 43rd World Scout Conference held in Cairo, Egypt with 4 Rovers attending on-site and 3 Rovers attending virtually. Our Rovers got to learn more about World Scouting and the new triennial plan that will be implemented across every NSO in the world. Rovers participating on-site had the privilege of experiencing Egyptian culture and had many sightseeing opportunities during the conference.

17-23 August

No. of Participants: 7

**Leader-in-Charge: Mr Andrew Ang,
Deputy Chief Commissioner**



KANDERSTEG INTERNATIONAL SCOUT CENTRE (KISC) SUMMER STAFF

June - August

No. of Participants: 1

Leader-in-Charge: R.S. Khoo Bo Si



At KISC, R.S. Khoo Bo Si got to experience working with various countries and cultures for an extended duration, much more than a jamboree. We learnt so much about each other's cultures as we danced and sang every evening together after work. Work was never dull with all staff having aligned interests such as the passion for the outdoors, conservation and dedication to giving visiting Scouts the best experience.

WORLD SCOUT CONFERENCE



28 September

No. of Participants: 3

**Leader-in-Charge: R.S. Muhd Asri,
Assistant Commissioner
(Youth Engagement)**

Pahang International Scout Scarf Festival 2024 was a vibrant celebration of Scouting and National Scarf Day, held on 28 September 2024. The festival brought together over 19,000 participants, including both Scouts and non-Scouts from across the nation, along with five international Scout groups from Singapore, Thailand, Indonesia, Myanmar, and Brunei. Beyond the festivities, the event provided valuable exposure to large-scale event organization and fostered meaningful engagement with ambitious youth dedicated to making a difference through Scouting.

3RD ASIA PACIFIC REGION ONLINE SCOUT YOUTH FORUM



4-6 October

No. of Participants: 8

**Leader-in-Charge: R.S. Andrew Toh,
NRC Chairperson**



The 3rd APR Online Scout Youth Forum was held for all the NSOs in Southeast Asia where we came together to discuss the new world triennial plan and its planned implementation in the NSOs across Southeast Asia.

Community Programme Scouting

POSB RUN FOR KIDS 2024



17 November

No. of Participants: 80

Leader-in-Charge: Nicholas Liaw

Phoenix Scout Group was honoured to be invited again, to participate in the annual POSB Run for Kids held. The invitation was also extended to the wider Community Scouting fraternity, and we were glad to have friends from Keat Hong Tiger Scout Group, Sambar Scout Group and Peregrine Scout Group, join Guest-of-Honour Mr Masagos Zulkifli and thousands of participants at The Promontory @ Marina Bay for a morning of fun-filled activities. The Scouts and their parents enjoyed a casual walk around the Marina Bay area, enjoying the sights and festive atmosphere. SSA was also invited once again, to set up an activity booth to engage participants and promote Community Scouting.

FOOD DRIVE 2024

12 October

Leader-in-Charge:
Muhammad Reza, Nicholas Ng,
Hamida, Muhammad Waquiddin



Keat Hong Tiger Scout Group was invited to collaborate with Keat Hong C2E, and the Grassroots Volunteer Group to support a food drive event. With a generous donation of \$5,000 from Marsh McLennan to support local beneficiaries with the aim of alleviating food insecurity in the community. The Scouts helped sort and pack the food packages and joined community volunteers in distributing them. The event was graced by MP Zhulkarnain Abdul Rahim and saw over 100 families benefiting from the food distribution.

MANDAI WILDLIFE X ROVERS



14 Decemeber

No. of Participants: 70

Leader-in-Charge:
Muhammad Reza, Nicholas Ng,
Hamida, Muhammad Waquiddin
and Irene Ng

Keat Hong Tiger Scouts were invited to be involved in a collaboration project between the Singapore Rovers and Mandai Wildlife for an event at Bird Paradise. The collaboration allowed us to showcase and educate members of public about Scouting in Singapore, SDGs and Community Scouting. As part of the engagement, participating children were invited to make a simple keychain with their customised name. The Cubs taught simple knots to the children to tie the keychain. Limited edition badges were also given away as souvenirs. In total, the group was able to reach out to over 70 children who expressed an interest in joining Scouting.

Awards & Achievements

FCSA Ceremony

In 2024, 147 units were awarded the Frank Cooper Sands Award. This year's awards ceremony was held at The Singapore Scout Association on 14 September 2024. The Guest of Honour for the award ceremony was Ms Loh Wee Cheng, Divisional Director, Student Development Curriculum, Ministry of Education.



 **Cub (78)**

ADMIRALTY CUB SCOUT GROUP (PRIMARY)	MARIS STELLA CUB SCOUT GROUP (PRIMARY)
ANCHOR GREEN CUB SCOUT GROUP (PRIMARY)	MAYFLOWER CUB SCOUT GROUP (PRIMARY)
BUKIT PANJANG CUB SCOUT GROUP (PRIMARY)	PEREGRINE SCOUT GROUP (OPEN)
CANBERRA CUB SCOUT GROUP (PRIMARY)	RADIN MAS DRAGON CUB SCOUT GROUP (PRIMARY)
CHONGFU CUB SCOUT GROUP (PRIMARY)	SJI (JUNIOR) CUB SCOUT GROUP (PRIMARY)
ENDEAVOUR CUB SCOUT GROUP (PRIMARY)	ST ANDREWS STAR SCOUT GROUP (PRIMARY)
FERNVALE CUB SCOUT GROUP (PRIMARY)	EAST SPRING CUB SCOUT GROUP (PRIMARY)
GREENWOOD CUB SCOUT GROUP (PRIMARY)	ELIAS PARK CUB SCOUT GROUP (PRIMARY)
HENRY PARK PELICAN CUB SCOUT GROUP (PRIMARY)	FENGSHAN CUB SCOUT GROUP (PRIMARY)
HORIZON CUB SCOUT GROUP (PRIMARY)	GONGSHANG OTTER CUB SCOUT GROUP (PRIMARY)
HOUGANG CUB SCOUT GROUP (PRIMARY)	JUNYUAN CUB SCOUT GROUP (PRIMARY)
KEMING CUB SCOUT GROUP (PRIMARY)	MAHA BODHI CUB SCOUT GROUP (PRIMARY)
MARSILING CUB SCOUT GROUP (PRIMARY)	MERIDIAN CUB SCOUT GROUP (PRIMARY)
MEE TOH CUB SCOUT GROUP (PRIMARY)	NGEE ANN CUB SCOUT GROUP (PRIMARY)
NAN CHIAU CUB SCOUT GROUP (PRIMARY)	OPERA ESTATE CUB SCOUT GROUP (PRIMARY)
NANYANG CUB SCOUT GROUP (PRIMARY)	PARK VIEW CUB SCOUT GROUP (PRIMARY)
NORTH VIEW CUB SCOUT GROUP (PRIMARY)	RED SWASTIKA RAPTORS CUB SCOUT GROUP (PRIMARY)
PUNGGOL COVE CUB SCOUT GROUP (PRIMARY)	TAMPINES PRIMARY CUB SCOUT GROUP (PRIMARY)
PUNGGOL VIEW CUB SCOUT GROUP (PRIMARY)	TANJONG KATONG CUB SCOUT GROUP (PRIMARY)
QIHUA CUB SCOUT GROUP (PRIMARY)	TAO NAN MOWGLI CUB SCOUT GROUP (PRIMARY)
RIVERSIDE CUB SCOUT GROUP (PRIMARY)	TOWNER GARDENS SCHOOL (SPED)
ROSYTH CUB SCOUT GROUP (PRIMARY)	WHITE SANDS CUB SCOUT GROUP (PRIMARY)
SPRINGDALE CUB SCOUT GROUP (PRIMARY)	YU NENG CUB SCOUT GROUP (PRIMARY)
WELLINGTON CUB SCOUT GROUP (PRIMARY)	YUMIN CUB SCOUT GROUP (PRIMARY)
WEST VIEW CUB SCOUT GROUP (PRIMARY)	BOON LAY GARDEN CUB SCOUT GROUP (PRIMARY)
WOODGROVE CUB SCOUT GROUP (PRIMARY)	CHUA CHU KANG CUB SCOUT GROUP (PRIMARY)
WOODLANDS MANTA RAY CUB SCOUT GROUP (PRIMARY)	DAZHONG CUB SCOUT GROUP (PRIMARY)
WOODLANDS RING SOARING EAGLES CUB SCOUT (PRIMARY)	DE LA SALLE CUB SCOUT GROUP (PRIMARY)
XISHAN CUB SCOUT GROUP (PRIMARY)	FRONTIER CUB SCOUT GROUP (PRIMARY)
YANGZHENG CUB SCOUT GROUP (PRIMARY)	JURONG WEST CUB SCOUT GROUP (PRIMARY)
YIO CHU KANG CUB SCOUT GROUP (PRIMARY)	KEAT HONG TIGER SCOUT GROUP (OPEN)
YISHUN CUB SCOUT GROUP (PRIMARY)	NAN HUA CUB SCOUT GROUP (PRIMARY)
ZHONGHUA CUB SCOUT GROUP (PRIMARY)	PIONEER CUB SCOUT GROUP (PRIMARY)
ANGLO CHINESE CUB SCOUT GROUP (PRIMARY)	RULANG CUB SCOUT GROUP (PRIMARY)
CATHOLIC HIGH SCOUT GROUP (PRIMARY)	SOUTH VIEW CUB SCOUT GROUP (PRIMARY)
COLUGO SCOUT GROUP (OPEN)	ST. ANTHONY'S CUB SCOUT GROUP (PRIMARY)
FIRST TOA PAYOH CUB SCOUT GROUP (PRIMARY)	UNITY CUB SCOUT GROUP (PRIMARY)
GAN ENG SENG CUB SCOUT GROUP (PRIMARY)	WEST GROVE CUB SCOUT GROUP (PRIMARY)
KHENG CHENG SCHOOL (PRIMARY)	XINGNAN CUB SCOUT GROUP (PRIMARY)



Scout (53)

AHMAD IBRAHIM WARRIORS SCOUT GROUP (SECONDARY)
CHUNG CHENG HIGH (YISHUN) SCOUT GROUP (SECONDARY)
EDGEFIELD SCOUT GROUP (SECONDARY)
GREENRIDGE FOX SCOUT GROUP (SECONDARY)
HOLY INNOCENTS HORNET SCOUT GROUP (SECONDARY)
HWA CHONG SCOUT GROUP (SECONDARY)
MONTFORT KNIGHTS SCOUT GROUP (SECONDARY)
NAN CHIAU HIGH SCOUT GROUP (SECONDARY)
SERANGOON EAGLE SCOUT GROUP (SECONDARY)
WOODLANDS GARDENS SCHOOL (SPED)
ZHENGHUA SCOUT GROUP (SECONDARY)
ZHONGHUA SCOUT GROUP (SECONDARY)
01 RAFFLES SCOUT GROUP (SECONDARY)
02 RAFFLES SCOUT GROUP (SECONDARY)
03 QUEENSTOWN SCOUT GROUP (SECONDARY)
ACS (BARKER) SCOUT GROUP (SECONDARY)
BEATTY BEAVER SCOUT GROUP (SECONDARY)
CATHOLIC HIGH SCOUT GROUP (SECONDARY)
COLUGO SCOUT GROUP (OPEN)
GAN ENG SENG DRAGON SCOUT GROUP (SECONDARY)
MARIS STELLA HIGH SCOUT GROUP (SECONDARY)
MAYFLOWER SCOUT GROUP (SECONDARY)
PATHLIGHT SCHOOL SCOUT GROUP (SPED)
PEIRCE TRIACE SCOUT GROUP (SECONDARY)
SJI PELANDOK SCOUT GROUP (SECONDARY)
ST ANDREWS STAR SCOUT GROUP (SECONDARY)
ANGLICAN HIGH FALCON SCOUT GROUP (SECONDARY)
BEDOK SOUTH KIJANG SCOUT GROUP (SECONDARY)
CHUNG CHENG HIGH SCHOOL SCOUT GROUP (SECONDARY)
DUNMAN DOVE SCOUT GROUP (SECONDARY)
DUNMAN HIGH SCOUT GROUP (SECONDARY)
EAST SPRING ONEIDA SCOUT GROUP (SECONDARY)
MANJUSRI RED FOX SCOUT GROUP (SECONDARY)
NGEE ANN WICHITA SCOUT GROUP (SECONDARY)
ST GABRIEL SOUTHERN CROSS SCOUT GROUP (SECONDARY)
ST PATRICK PAJIGWAD SCOUT GROUP (SECONDARY)
TANJONG KATONG SELADANG SCOUT GROUP (SECONDARY)
VICTORIA ARROW SCOUT GROUP (SECONDARY)
ACS (IND) SCOUT GROUP (SECONDARY)
BUKIT MERAH SCOUT GROUP (SECONDARY)
BUKIT PANJANG EAGLE SCOUT GROUP (SECONDARY)
CHUA CHU KANG CONDOR SCOUT GROUP (SECONDARY)

DUNEARN UNICORN SCOUT GROUP (SECONDARY)
FUHUA SCOUT GROUP (SECONDARY)
HILLGROVE BLACK KNIGHTS AIR SCOUT GROUP (SECONDARY)
JURONG SCREAMING EAGLE SCOUT GROUP (SECONDARY)
JURONGVILLE GRYPHON SCOUT GROUP (SECONDARY)
NUS HIGH SCHOOL OF MATHS & SCIENCE
RIVER VALLEY HIGH SCOUT GROUP (SECONDARY)
SST FEARLESS FALCONS SCOUT GROUP (SECONDARY)
UNITY UNICORN SCOUT GROUP (SECONDARY)
YUAN CHING SCOUT GROUP (SECONDARY)
SWISS COTTAGE SCOUT GROUP (SECONDARY)



Venture (11)

HWA CHONG SCOUT GROUP (SECONDARY)
01 RAFFLES SCOUT GROUP (SECONDARY)
02 RAFFLES SCOUT GROUP (SECONDARY)
CATHOLIC HIGH SCOUT GROUP (SECONDARY)
COLUGO SCOUT GROUP (OPEN)
GAN ENG SENG DRAGON SCOUT GROUP (SECONDARY)
DUNMAN HIGH SCOUT GROUP (SECONDARY)
ST GABRIEL SOUTHERN CROSS SCOUT GROUP (SECONDARY)
ACS (IND) SCOUT GROUP (SECONDARY)
RIVER VALLEY HIGH SCOUT GROUP (SECONDARY)
SWISS FALCON VENTURE ROVER GROUP (OPEN)



Rover (5)

BEATTY BEAVER SCOUT GROUP (SECONDARY)
CATHOLIC HIGH SCOUT GROUP (SECONDARY)
COLUGO SCOUT GROUP (OPEN)
ST GABRIEL SOUTHERN CROSS SCOUT GROUP (SECONDARY)
SWISS FALCON VENTURE & ROVER GROUP (OPEN)



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.



Cubs Registered by Area:

North - 244
South - 74
East - 110
West - 36



Cubs Awarded by Area:

North - 223
South - 66
East - 108
West - 36

Total Cubs Registered: 464
(vs 429 in 2023)

Total Cubs Awarded: 433
(vs 383 in 2023)



Chief Commissioner's Award



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

Chief Commissioner's Award Recipients

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

Date: 21st September 2024
Venue: Scout HQ
Guest of Honour: Mr Desmond Chong Kok Hwee
Chief Commissioner & International Commissioner
The Singapore Scout Association
Leaders-in-Charge: Mah Wei Siang / Simon Sin
Chief Commissioner's Award Recipients: 254

North Area

GROUP	NAME
AHMAD IBRAHIM WARRIORS SCOUT GROUP (SECONDARY)	WONG KAI HONG GOH KAR YING CHENG CHUNG YAU MUHAMMAD DANISH BIN ANDY MIRZA HAH KAI HAO
BLACK KNIGHTS AIR SCOUT GROUP (OPEN)	JAYME FONG KA MUN
CHUNG CHENG HIGH(YISHUN) SCOUT GROUP (SECONDARY)	CHARMAINE LIM YING XUAN SHAN TITAI ANDERS LIM JOO HUNG
EDGEFIELD SCOUT GROUP (SECONDARY)	WONG JIAN WEI ALBURO GENE PABLO DESUYO NG ZUNG HOW ISSAC YONG CHI XUAN JAYDEN LEE FUNG JIP KU YU HENG TEO WEN JIE JAYDEN TEH LI WEI CHRISTOPHER BHARAATH S/O MOHAN ANNAMALAI
GREENRIDGE FOX SCOUT GROUP (SECONDARY)	WONG YI ZHEN, KARIS DANISH ILMAN BIN IBRAHIM
HOLY INNOCENTS' HORNET SCOUT GROUP (SECONDARY)	BRIAN TAN NGI HEN (CHEN YIHENG) KIM DONG GUN HANS ONG TENG IAN SIM BING HENG, ALOYSIUS CHEW KAI ZHE ANGELO WONGWAT WACHIRANUNTAKUL ZACCHEUS JOEL ONG ZHI AN
HWA CHONG SCOUT GROUP (SECONDARY)	TAN ETHAN RYAN NG YIHENG EE BIN HE JETHRO CHAI TSIN KAI THEODORE TAY YIREN ETHAN CHUA WEE HUNG LEE MING NAN CHIN YU ZHI MING PEACH WONG YU HENG, JULIEN

NAN CHIAU HIGH SCOUT GROUP (SECONDARY)	KOH YI JING CARISSA KOH TIM JEE TALIA (XU XIN'ER) DANICA TNG SOK KIANG LIM YING XUAN CHONG REN (ZHANG REN) KHOO TONG RUI JAVIER LOH KAI LE RUELYNN BOEDIONO DERRICK CHUA CHENG JUN NG XIAO WEN ZHOU YIFAN JANICE ZOEY JI ZHIYI
SERANGOON EAGLE SCOUT GROUP (SECONDARY)	BRADLEY KWAN JUN TING
ZHENGHUA SCOUT GROUP (SECONDARY)	NG GUAN HAI KOH JUN CHENG QUEK WEN LI, SHERNISE SEAH ZONG HUA ANSON LIM WEN XUAN RICHKA PATNANA
ZHONGHUA SCOUT GROUP (SECONDARY)	NG GUAN HAI KOH JUN CHENG QUEK WEN LI, SHERNISE SEAH ZONG HUA ANSON LIM WEN XUAN RICHKA PATNANA XANDER LEE ZHUO YI TEH MING TAO JUVONE CRUZO ONG KAH AIK ASHER CHAN JIA ZHI REYDEN LIM ZONDUS TOH JUN YU (ZHUO JUNYU) DANIEL IRFAN PARKER HIOA KIAN KAI (HE JIANKAI) LOW ERNEST (LIU HANYUAN) TAN SEN RAY ETHAN JAVIER LOH SHAO YANG

South Area

GROUP	NAME
01 RAFFLES SCOUT GROUP (SECONDARY)	LAKSHAN KUMARESWARAN LIM KHAI EUN HAYDEN (LIN KAI'EN) ONG YI ARNAV SHARMA HO KOK KEET DAVID DENG YUCHAO JEFFERY CHEW ZHEN YUAN PHANG ZHAO KHANG JEROME ZHOU JIERONG EMMANUEL JULIAN LEE MING JUN
02 RAFFLES SCOUT GROUP (SECONDARY)	MATTHEW WANG YUZHE CALEB JETHRO CHAN YUNG KOSHIK BASAK HUANG ELLIOTT LIEW YU CHENG THADDAEUS (LIU YUCHENG) CHAN SENG (ZENG CHENG) BERTRAM WANG BOHE VIJAY ANAND SAVITHA SAHITYAN JORDAN CHAU YONG JUN TAY RAYNE POH KAI YI IAN JEYASEKAR RAJ JOSHUA ASHER SEET WENJIE, NICHOLAS ARNAV SURYA TRIPATHI MIKEL KWA PEK TENG (KE BOTING) ANG ZI EN ADDISON PAN YINCHEN MUHAMMAD IRFAN BIN SANUSE
03 QUEENSTOWN SCOUT GROUP (SECONDARY)	MUHAMMAD ASYRAF BIN MUHAMMAD FADHIL TAN RUEY HERNG SHAQIR AQIL BIN RAMZAH JODIUS TAY KAI FENG
ACS (BARKER) SCOUT GROUP (SECONDARY)	CHEONG YONG YU KYROS VERNON LIM JIA HAN

BEATTY BEAVER SCOUT GROUP (SECONDARY)	LOH JUN TIAN, JEREMY TOBY WONG CHERN HON GABRIEL TEO ZHIHENG THONG WEI LE ZHOU LEWEN JOVAN
CATHOLIC HIGH SCOUT GROUP (SECONDARY)	NG JIN LOONG, RYAN (WU JINLONG) KIEFER YEW KAI JUN ISAAC WONG CHIH HSIEN JONAS LOK JING WUNG (LUO JINGHONG) NG CALEB (HUANG MINGXUAN) CHANG DE HSIEN, BRADLEY LAU ZHE RONG ZACHARY CHIA HOCK SENG JOSIAH (XIE FUCHENG) RAPHAEL THAM LETIAN KIERAN TAN TZER KEE GOH YAN DE DARREN YOEE TAY (ZHENG YAOYI)
COLUGO SCOUT GROUP (OPEN)	PETA HILLARY THORPE TAN CHE YANNE VICTORIA AW JUN HONG DYLAN
GAN ENG SENG DRAGON SCOUT GROUP (SECONDARY)	JADE LIM PUI SUAN RACHEL TAH ZHUANG XUAN FARREN LEE JUN XI
MARIS STELLA HIGH SCOUT GROUP (SECONDARY)	NICHOLAS COEN NG
MARIS STELLA HIGH SCOUT GROUP (SECONDARY)	LEONG EN RUI ZACHARY HUN KENG SIEW (HAN JINGCHOU) HO DOU MING (HE DAOMING) AYDEN LIM JUN YU LEE KYE JERN JAIRUS TIN (CHENG LIYUE) TAN JUN WEI TOH WEI EN JAYDEN
PATHLIGHT SCHOOL SCOUT GROUP (SPED)	ABDUL HAFIZ BIN AHMAD

SJI PELANDOK SCOUT GROUP (SECONDARY)	CHONG SHAUR JAY AIDEN WESLEY YEOW GAN XIN MARCUS DARELL PAUL JEREMIAH TAN BRYAN LOH YAN KIT MIKHAIL RAYYAN KHOO BIN MOHAMAD DANIAL KHOO MITILESH KUMAR RAJESH LUCIUS EMMANUEL SUPARDI DECLAN SEOW YU YANG CHIA KHENG HEAN VAUGHN KAI THANH LE CHOOI YU ZHE, XAVIER AUGUSTUS SURYA JAYARAJAN MICAH NG KAH WAI CEPHAS TAM WENFENG DAVID ANGKOLA KIERAN JUSTIN CHONG LE TIAN SONG MIN FENG SACHIN PALANIAPPAN
ST ANDREWS STAR SCOUT GROUP (PRIMARY/SECONDARY)	AIDAN NG (HUANG QIRUI)

East Area

GROUP	NAME
ANGLICAN HIGH FALCON SCOUT GROUP (SECONDARY)	HAYDON TANG KIM JUN (ZHENG JINJUN) TAN YONG JUN, ETHAN (CHEN YONGJUN) SUA MIN HENG, JAYDEN JERRY LI JAYDEN LEONG WAI KAISER LIM RUI CONG CALEB LIM RUIJIE TAY JIA YU GWEE JIAN JUN AARON CADEN LEE XUAN KAI DARIUS ANG QUAN YI JONATHAN NG YI YU ROWEN TEH YEFENG TEO YI FENG CLEMENT
BEDOK SOUTH KIJANG SCOUT GROUP (SECONDARY)	SIM XUAN QI WILLIAM TAN DE JUN

CHUNG CHENG HIGH SCHOOL SCOUT GROUP (SECONDARY)	TAN GUAN YU VICTOR LI XIANXIANG KOH WEI ZHI YEE KA JEUN ZEUS LIM TZE NGEE ETHAN LUM YONG HUI CHEN HAN LIN THAM ZHI HENG HANN
DUNMAN DOVE SCOUT GROUP (SECONDARY)	CHAN WAI YUEN (CHEN WEIYUAN) ETHAN NEO RUI XUAN MOK BOWEN ARRISA FITRINA BINTE MOHAMAD ISA EUGENE MAK KAM YIP DEALANN WEE LI HENG THAY YU KAI (ZHAO YUKAI) LIN HONGBIN WOON JIA JUN, KAISER PUAH ZHI (PAN ZHI) ASHER KEK ZHONGYUE LIM ZHI YONG JOSEPH XU ZHERUI
EAST SPRING ONEIDA SCOUT GROUP (SECONDARY)	HOR YU QIAN, SHANNON HONG YUK HUNG, RHYS (XIANG XUHONG) LAKSHMANAN MANI SAI SARAN ASHTON LIM AN DE MUHAMMAD DARWISH BIN MOHAMMAD ASRY ANIQ ANAQI BIN ADI SUMANTRI LEE KAI JIE ISAAC
MANJUSRI RED FOX SCOUT GROUP (SECONDARY)	POH WEI KEE HOW WEIFAN CHEAH YU XUN
NREE ANN WICHITA SCOUT GROUP (SECONDARY)	MUHAMMAD SUFI BIN HAZLIN NOOR MUHAMMAD THAQIF BIN NORDIN DARIO CAO HARTONO ALMEIDA ETHAN ANTHONY
PHOENIX SCOUT GROUP (OPEN)	ASHRAFF ALI BIN MOHD HANIF

ST GABRIEL SOUTHERN CROSS SCOUT GROUP (SECONDARY)	CHUA JIA EN TIMOTHY ONG WEI EN KIEFER YEO MING JIE (YANG MINGJIE) GOH JON KAI
ST PATRICK PAJIGWAD SCOUT GROUP (SECONDARY)	TAN QI JIE JOEL (CHEN QIJIE) AYDEN LIM YI CHENG (LIN YICHENG) LIM KWAN YONG, DARREN
TANJONG KATONG SELADANG SCOUT GROUP (SECONDARY)	YU JUNFU O HAO BO LIM ZHAN YI SHANTH GOUNDAN LIEW SHEAU HENG JAYDEN LAVAN AJAI S/O KUMARAN YONG CHENG XUN, JUSTIN LOH ZHENG YU REYMUS CHOONG CADEN TAN YU YANG CALEB TAN YI
VICTORIA ARROW SCOUT GROUP (SECONDARY)	WANG LI JIE, LUKE B MURALIDHARAN LIAN SHENGZHE SAATVIK WATTS CHUA HONG WEN EVERETT WONG KAI EN SANJAY ASHOKKUMAR RABIN ARYAN

West Area

GROUP	NAME
ACS (IND) SCOUT GROUP (SECONDARY)	JONATHAN EMMANUEL KUA JOSHUA YONG MING-JIE WONG LEONG TZE, ETHAN NG MING-EN LUKE ZHANG ZHIHE TAN EK SHENG SUMANYU AGARWAL JAYAGOB TEE RAYAN ADAM NATHAN BAEY CHEW YI REN
CHUA CHU KANG CONDOR SCOUT GROUP (SECONDARY)	NGUYEN CAO DUONG
DUNEARN UNICORN SCOUT GROUP (SECONDARY)	JESTUS LIM TIAN CI
FUHUA SCOUT GROUP (SECONDARY)	TEO YOU JIA CHAN SI EN EUDORA
HILLGROVE BLACK KNIGHTS AIR SCOUT GROUP (SECONDARY)	SOFIYYAH BINTE MOHAMED ARIFFIN
SWISS COTTAGE SCOUT GROUP (SECONDARY)	LOUIS TAN BING HUI CHITRA ARUMUGAM
UNITY UNICORN SCOUT GROUP (SECONDARY)	CHANG BI NING (CHENG BINING)
YUAN CHING SCOUT GROUP (SECONDARY)	BRAYVEN GWEE CHOW JUN JETH





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 personal performance, their dedication to the Scout movement and their service to the Community. The Awards represent the pinnacle of achievement for these Venture Scouts and indicate their preparedness for a lifetime of service to God, Nation and all mankind.



The President's Scout Award – PSA Awardees

S/N	Names of PSA Awardees	Group Name
1	LIM JUNWEN MIGUEL	01 RAFFLES SCOUT GROUP (SECONDARY)
2	ALEXANDER MARK AMARAGANTHAN	02 RAFFLES SCOUT GROUP (SECONDARY)
3	JOEL LEE	02 RAFFLES SCOUT GROUP (SECONDARY)
4	TEH ZHENG XIN	02 RAFFLES SCOUT GROUP (SECONDARY)
5	JOSHUA PAUL LEE SHANG WEI	ACS(IND) SCOUT GROUP (SECONDARY)
6	THANONG VIRABHAK	ACS(IND) SCOUT GROUP (SECONDARY)
7	TAN BENG ZHONG	BLACK KNIGHTS AIR SCOUT GROUP (OPEN)
8	JAVIER LOO QI WEN	CATHOLIC HIGH SCOUT GROUP (SECONDARY)
9	KALEB JOSHUA PHOON	CATHOLIC HIGH SCOUT GROUP (SECONDARY)
10	LAW JIA JUN	CATHOLIC HIGH SCOUT GROUP (SECONDARY)
11	LUCAS KONG YUE YANG	CATHOLIC HIGH SCOUT GROUP (SECONDARY)
12	JARED LEE BUCKALEW	COLUGO SCOUT GROUP (OPEN)
13	LEAH ROBIN THORPE	COLUGO SCOUT GROUP (OPEN)
14	LIN CHUAN YU	RIVER VALLEY HIGH SCOUT GROUP (SECONDARY)

Distinguished Service Award



DSA 2024 Recipients List

NAME OF NOMINEE	AWARD NOMINATED
WILLIAM WAN KOK TANG	DISTINGUISHED SERVICE STAR TO SILVER AWARD
LAM TAT WAI JACOB	DISTINGUISHED SERVICE AWARD SILVER
MOHAMMAD AZHARI BIN DZULKIFLI	DISTINGUISHED SERVICE STAR TO BRONZE AWARD
JIMMY BOK CHUN SIANG	DISTINGUISHED SERVICE STAR TO BRONZE AWARD
ANG WEE JIN	DISTINGUISHED SERVICE STAR TO BRONZE AWARD
THIA WOON LING	DISTINGUISHED SERVICE STAR TO BRONZE AWARD
FOO SAY KIN	DISTINGUISHED SERVICE BRONZE AWARD
MADHAN S/O ELAVALAHAN	DISTINGUISHED SERVICE BRONZE AWARD
LOH CHEE HWA	DISTINGUISHED SERVICE BRONZE AWARD
PHANG WAI KIT	DISTINGUISHED SERVICE BRONZE AWARD
YEE KEE SHIAN LEON	DISTINGUISHED SERVICE BRONZE AWARD
SEE TOH EE KIN	CHIEF SCOUT'S COMMENDATION
CARLIN MULYATI	CHIEF SCOUT'S COMMENDATION
LEE WEI LOONG	CHIEF SCOUT'S COMMENDATION
CALEB TEO YEE CHIEN	CHIEF SCOUT'S COMMENDATION
RAHAYU BINTE HARIS	CHIEF SCOUT'S COMMENDATION
SUNIL RAVINDER GILL	CHIEF SCOUT'S COMMENDATION
CHONG KIAN WEE, JACKY	CHIEF SCOUT'S COMMENDATION
WONG RUTING	CHIEF SCOUT'S COMMENDATION
TAN ZHUHUI	CHIEF SCOUT'S COMMENDATION
SRI RAHAYU BINTE MOHAMED AMIN	CHIEF SCOUT'S COMMENDATION
M NASIR BIN M RASID	CHIEF SCOUT'S COMMENDATION
HO SIEW LING KATHERINE	CHIEF SCOUT'S COMMENDATION
LIM MIAO JING	CHIEF SCOUT'S COMMENDATION
LEE KENG YANG VINCENT	CHIEF SCOUT'S COMMENDATION
MUHAMMAD AIDILSOFYAN BIN ABDUL RAHMAN	CHIEF SCOUT'S COMMENDATION
GEJENDRAN S/O V KRISHNAN	CHIEF SCOUT'S COMMENDATION
CARL HANKINSON	INTERNATIONAL SERVICE AWARD – SILVER
CALLUM KAYE	INTERNATIONAL SERVICE AWARD - BRONZE
ANG HAK SENG	BRONZE VANDA
CHOY WAI YIN	BRONZE VANDA
CHIN HONG ERN STEPHEN	BRONZE VANDA
CAROL LIM	BRONZE VANDA

Long Service Award 2024

LONG SERVICE AWARD - 5 YEARS

1. NORIZAH MAAKIAP
2. VIKNESWARAN S/O SELVARAJOO
3. GOH TAI LIN ALOYSIUS
4. KARTINI BTE MOHAMED RAMLI
5. MUHAMMAD RIDHWAN BIN RAHMAT
6. NURUL HUMAIRAH BINTE ABU BAKAR
7. GREVEN SUA
8. CHRISTIE EUGENIA CHEAH YI-LIN
9. FONG YI SHYANG
10. SHI YUANNA
11. SHIFA SHEKH NAHJI
12. SITI RAUDHA BINTE ABDUL RASHID
13. YUEN CHI PING
14. NURBAITINA BINTE ZAINUDDIN
15. MUHD ROMEO ASHRAFF
16. CHONG KIAN WEE JACKY
17. SAIMEN IMANUEL
18. TAN YEE PIENG EVELYN
19. TANG KWOK LEONG
20. CHONG LEE LIAN
21. NG YIN CHERN
22. TAN RUI YIN
23. NOR FARHANA HATWADI
24. TOH WEI XIONG TOMMY
25. YEE KOK HUI BOBBY
26. TOH JIN WEN
27. GOH SENG ANN
28. CHUAH XING YING
29. HARSHAD BIN ISMAIL
30. JASMINE CHAN KIT FOONG
31. NORHANA BINTI MOHAMMED
32. SEAH HUI SHIAN
33. CHIA XIN YANG
34. GEJENDRAN V KRISHNAN
35. HE GUOYUAN DESMOND
36. NG YI QIN, RYAN
37. NURUL ASYIQIN BINTE MOHAMED FADZIL
38. YONG WAI TENG
39. CHAN SHAO YANG
40. CHEW-LIM CHAI HOON YVONNE
41. YVONNE TEO
42. TONY CHONG WEE KIAT
43. TAN KOK HON
44. HO HOL YIN
45. HO LI YANG
46. YEO ENG PHEOW JOHNNY
47. WEI MIN SHERMAN LEE
48. LUA HUI YEE JOYEE
49. SAMANTHA TAN SHU YUAN

50. ZHONG YA
51. HAN WERN KUANG
52. LEE PAK PHI
53. KENNETH ONG KHENG NGEE
54. CHEONG KAH WEI IVAN
55. GLEN LYE
56. GOH HENG QING
57. TAN KHAI HONG
58. TAN YONG SIONG, LITE
59. ALICE NG
60. HARRISON GOH
61. XAVIER ONG GUO LIN
62. MARK TAN JIE-YI
63. NG LI PING
64. ANTHONY TAN
65. ANG CHENG YU JASON
66. BONG KOK WEI
67. LEE YOUJIN
68. CHOO HUI EN
69. ESTHER POH
70. ANDERS CHOO ZHI QIAN

LONG SERVICE AWARD - 10 YEARS

1. KER BEE LENG
2. YEO WEI JIAN STANLEY
3. ANG YONG AN
4. LIM WEE KIAT
5. ANG WEE JIN
6. KON WAN MEI, AUDREY
7. LAI SENG KWON
8. LEE PUI LING

LONG SERVICE AWARD - 20 YEARS

1. WONG YEW CHOON
2. KENNY LIM KENG BOCK
3. KWANG WEI YEW DAVID
4. TEO TAT YONG
5. YONG WEI YAO JEREMY
6. TAN LENG SEE LINDSY
7. RAYMOND CHAN CHEE YUEN
8. FONG MENG THOONG
9. HUANG JUNHAO, WILLY
10. LIU LEE CHOO SHARON
11. SEAH GARY
12. EDGAR WONG HONG TEOW

LONG SERVICE AWARD - 30 YEARS

1. ANG KIM SIONG
2. LAI CHAN HONG
3. LAM HAW JU ERIC
4. LAM TAT WAI

LONG SERVICE AWARD - 40 YEARS

1. RICHARD TAN MING KIRK
2. SIM ENG HOCK
3. TANG YING CHEONG

LIFETIME SERVICE AWARD

1. CHOW HOCK LIN
2. PATRICK TAN KWANG YEONG
3. LEE TAI HUI
4. MOHAMAD EFFENDY RAJAB
5. SILVER RAJOO P MARIASAMY

Chief Commissioner's Commendation 2024



1. CHEONG PERK YIN KENNETH
2. CHEW MING ZHE ZACK
3. FONG KAH CHUN
4. GREVEN SUA
5. HENG JIANG LI
6. HOO CHUAN YANG
7. JERROLD CHAN
8. LOH CHU JIE ANDY
9. LOH SHI CHANG
10. MARCUS TAN YI YONG
11. MUHAMMAD ZIKRI BIN MOHD YANI
12. NG AI LING, IRENE (HUANG AILING)
13. ADRIAN NYOE CHEE YONG
14. XAVIER ONG GUO LIN
15. POH CHER HUAT MICHAEL
16. SEAH WAI LING
17. SIM ENG HOCK
18. SITI NUR'AIN SHARUDIN
19. SU YANHUI

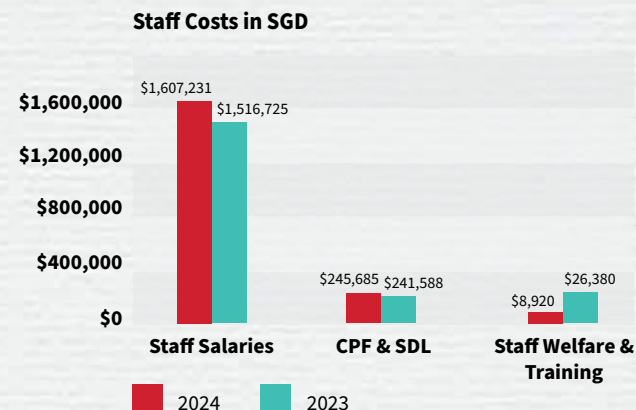


Reports

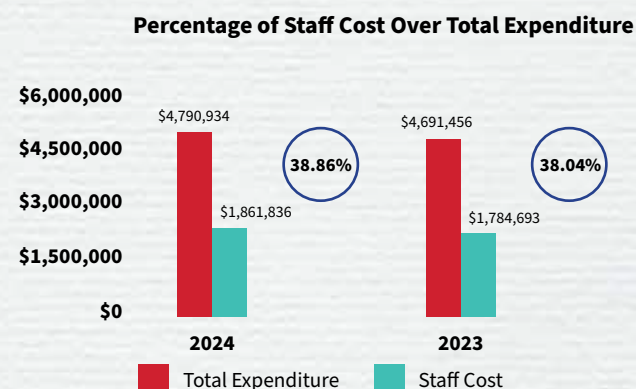
Report on Full-time Staff

Staff Costs in SGD

Year	2024	2023
Staff Salaries	\$1,607,231	\$1,516,725
CPF & SDL	\$245,685	\$241,588
Staff Welfare & Training	\$8,920	\$26,380
Headcount	35	37
Total Amount	\$1,861,836	\$1,784,693



Cost	Year	
	2024	2023
Total Expenditure	\$4,790,934	\$4,691,456
Staff Cost	\$1,861,836	\$1,784,693
Percentage of staff cost over Total Expenditure	38.86%	38.04%



Annual Remuneration* Salary band	Number of Staff	
Top 3 Executives	2024	2023
\$200,000 to \$250,000		
\$150,000 to \$200,000	1	1
\$100,000 to \$150,000	1	1
\$ 60,000 to \$100,000	6	6
Sub total	8	8
Other Employees		
More than \$50,000	3	3
Less than \$50,000 **	24	26
Total	35	37

Governance Evaluation Checklist

S/N	Code guideline	Code ID	Response (select whichever is applicable)	Explanation (if Code guideline is not complied with)
Board Governance				
Principle 1: The charity serves its mission and achieves its objectives				
1	Clearly state the charitable purposes (For example, vision and mission, objectives, use of resources, activities, and so on) and include the objectives in the charity's governing instrument. Publish the stated charitable purposes on platforms (For example, Charity Portal, website, social media channels, and so on) that can be easily accessed by the public.	1.1	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	
2	Develop and implement strategic plans to achieve the stated charitable purposes.	1.2	Yes	
3	Have the Board review the charity's strategic plans regularly to ensure that the charity is achieving its charitable purposes, and monitor, evaluate and report the outcome and impact of its activities.	1.3	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	
4	Document the plan for building the capacity and capability of the charity and ensure that the Board monitors the progress of this plan. "Capacity" refers to a charity's infrastructure and operational resources while "capability" refers to its expertise, skills and knowledge.	1.4	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	
Principle 2: The charity has an effective Board and Management				
5	The Board and Management are collectively responsible for achieving the charity's charitable purposes. The roles and responsibilities of the Board and Management should be clear and distinct.	2.1	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	
6	The Board and Management should be inducted and undergo training, where necessary, and their performance reviewed regularly to ensure their effectiveness.	2.2	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	
7	Document the terms of reference for the Board and each of its committees. The Board should have committees (or designated Board member(s)) to oversee the following areas*, where relevant to the charity: a. Audit b. Finance * Other areas include Programmes and Services, Fund-raising, Appointment/Nomination, Human Resource, and Investment.	2.3	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	
8	Ensure the Board is diverse and of an appropriate size, and has a good mix of skills, knowledge, and experience. All Board members should exercise independent judgement and act in the best interest of the charity.	2.4	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	
9	Develop proper processes for leadership renewal. This includes establishing a term limit for each Board member. All Board members must submit themselves for re-nomination and reappointment, at least once every three years.	2.5	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	

10	Develop proper processes for leadership renewal. This includes establishing a term limit for the Treasurer (or equivalent position) only: a. The maximum term limit for the Treasurer (or equivalent position like a Finance Committee Chairman, or key person on the Board responsible for overseeing the finances of the charity) should be four consecutive years. If there is no Board member who oversee the finances, the Chairman will take on the role. i. After meeting the maximum term limit for the Treasurer, a Board member's re-appointment to the position of Treasurer (or an equivalent position may be considered after at least a two-year break. ii. Should the Treasurer leave the position for less than two years, and when he/she is being re-appointed, the Treasurer's years of service would continue from the time he/she stepped down as Treasurer.	2.6	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	
11	Ensure the Board has suitable qualifications and experience, understands its duties clearly, and performs well. a. No staff should chair the Board and staff should not comprise more than one-third of the Board.	2.7	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	
12	Ensure the Management has suitable qualifications and experience, understands its duties clearly, and performs well. a. Staff must provide the Board with complete and timely information and should not vote or participate in the Board's decision-making.	2.8	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	
13	The term limit for all Board members should be set at 10 consecutive years or less. Re-appointment to the Board can be considered after at least a two-year break. For all Board members: a. Should the Board member leave the Board for less than two years, and when he/she is being re-appointed, the Board member's years of service would continue from the time he/she left the Board. b. Should the charity consider it necessary to retain a particular Board member (with or without office bearers' positions) beyond the maximum term limit of 10 consecutive years, the extension should be deliberated and approved at the general meeting where the Board member is being re-appointed or re-elected to serve for the charity's term of service. (For example, a charity with a two-year term of service would conduct its election once every two years at its general meeting) c. The charity should disclose the reasons for retaining any Board member who has served on the Board for more than 10 consecutive years, as well as its succession plan, in its annual report.	2.9a, b, c	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	
14	For Treasurer (or equivalent position) only: d. A Board member holding the Treasurer position (or equivalent position like a Finance Committee Chairman or key person on the Board responsible for overseeing the finances of the charity) must step down from the Treasurer or equivalent position after a maximum of four consecutive years. i. The Board member may continue to serve in other positions on the Board (except the Assistant Treasurer position or equivalent), not beyond the overall term limit of 10 consecutive years, unless the extension was deliberated and approved at the general meeting – refer to 2.9.b.	2.9d	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	

Principle 3: The charity acts responsibly, fairly and with integrity				
15	Conduct appropriate background checks on the members of the Board and Management to ensure they are suited to work at the charity.	3.1	Yes	
16	Document the processes for the Board and Management to declare actual or potential conflicts of interest, and the measures to deal with these conflicts of interest when they arise. a. A Board member with a conflict of interest in the matter(s) discussed should recuse himself/herself from the meeting and should not vote or take part in the decision-making during the meeting.	3.2	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	
17	Ensure that no Board member is involved in setting his/her own remuneration directly or indirectly.	3.3	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	
18	Ensure that no staff is involved in setting his/her own remuneration directly or indirectly.	3.3	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	
19	Establish a Code of Conduct that reflects the charity's values and ethics and ensure that the Code of Conduct is applied appropriately.	3.4	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	
20	Take into consideration the ESG factors when conducting the charity's activities.	3.5	Yes	
Principle 4: The charity is well-managed and plans for the future.				
21	Implement and regularly review key policies and procedures to ensure that they continue to support the charity's objectives. a. Ensure the Board approves the annual budget for the charity's plans and regularly reviews and monitors its income and expenditures (For example, financial assistance, matching grants, donations by board members to the charity, funding, staff costs and so on)	4.1a	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	
22	Implement and regularly review key policies and procedures to ensure that they continue to support the charity's objectives. b. Implement appropriate internal controls to manage and monitor the charity's funds and resources. This includes key processes such as: i. Revenue and receipting policies and procedures; ii. Procurement and payment policies and procedures; and iii. System for the delegation of authority and limits of approval.	4.1b	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	
23	Seek the Board's approval for any loans, donations, grants, or financial assistance provided by the charity which are not part of the core charitable programmes listed in its policy. (For example, loans to employees/subsidiaries, grants or financial assistance to business entities)	4.2	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	
24	Regularly identify and review the key risks that the charity is exposed to and refer to the charity's processes to manage these risks.	4.3	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	

25	Set internal policies for the charity on the following areas and regularly review them: a. Anti-Money Laundering and Countering the Financing of Terrorism (AML/CFT); b. Board strategies, functions, and responsibilities; c. Employment practices; d. Volunteer management; e. Finances; f. Information Technology (IT) including data privacy management and cyber-security; g. Investment (obtain advice from qualified professional advisors if this is deemed necessary by the Board); h. Service or quality standards; and i. Other key areas such as fund-raising and data protection.	4.4	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	
26	The charity's audit committee or equivalent should be confident that the charity's operational policies and procedures (including IT processes) are effective in managing the key risks of the charity.	4.5	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	
27	The charity should also measure the impact of its activities, review external risk factors and their likelihood of occurrence, and respond to key risks for the sustainability of the charity.	4.6	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	

Principle 5: The charity is accountable and transparent

28	Disclose or submit the necessary documents (such as Annual Report, Financial Statements, GEC, and so on) in accordance with the requirements of the Charities Act, its Regulations, and other frameworks (For example, Charity Transparency Framework and so on)	5.1	Yes	
29	Generally, Board members should not receive remuneration for their services to the Board. Where the charity's governing instrument expressly permits remuneration or benefits to the Board members for their services, the charity should provide reasons for allowing remuneration or benefits and disclose in its annual report the exact remuneration and benefits received by each Board member.	5.2	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	
30	The charity should disclose the following in its annual report: a. Number of Board meetings in the year; and b. Each Board member's attendance.	5.3	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	
31	The charity should disclose in its annual report the total annual remuneration (including any remuneration received in the charity's subsidiaries) for each of its three highest-paid staff, who each receives remuneration exceeding \$100,000, in incremental bands of \$100,000. Should any of the three highest-paid staff serve on the Board of the charity, this should also be disclosed. If none of its staff receives more than \$100,000 in annual remuneration each, the charity should disclose this fact.	5.4	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	

32	The charity should disclose in its annual report the number of paid staff who are close members of the family of the Executive Head or Board members, and whose remuneration exceeds \$50,000 during the year. The annual remuneration of such staff should be listed in incremental bands of \$100,000. If none of its staff is a close member of the family of the Executive Head or Board members and receives more than \$50,000 in annual remuneration, the charity should disclose this fact.	5.5	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	
33	Implement clear reporting structures so that the Board, Management, and staff can access all relevant information, advice, and resources to conduct their roles effectively. a. Record relevant discussions, dissenting views and decisions in the minutes of general and Board meetings. Circulate the minutes of these meetings to the Board as soon as practicable.	5.6a	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	
34	Implement clear reporting structures so that the Board, Management, and staff can access all relevant information, advice, and resources to conduct their roles effectively. a. The Board meetings should have an appropriate quorum of at least half of the Board, if a quorum is not stated in the charity's governing instrument.	5.6b	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	
35	Implement a whistle-blowing policy for any person to raise concerns about possible wrongdoings within the charity and ensure such concerns are independently investigated and follow-up action taken as appropriate.	5.7	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	

Principle 6 The charity communicates actively to instil public confidence

36	Develop and implement strategies for regular communication with the charity's stakeholders and the public (For example, focus on the charity's branding and overall message, raise awareness of its cause to maintain or increase public support, show appreciation to supporters, and so on)	6.1	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	
37	Listen to the views of the charity's stakeholders and the public and respond constructively.	6.2	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	
38	Implement a media communication policy to help the Board and Management build positive relationships with the media and the public.	6.3	<input checked="" type="checkbox"/> Complied <input type="checkbox"/> Not Complied	

Notes:

¹ Staff: Paid or unpaid individual who is involved in the day to day operations of the charity, e.g. an Executive Director or administrative personnel.

² Volunteer: A person who willingly serves the charity without expectation of any remuneration

Declaration:

I declare that my charity's / IPC's governing Board has approved this Governance Evaluation Checklist and authorised me to submit on its behalf. All information given by me in this checklist submission is true to the best of my knowledge and I have not wilfully suppressed any material fact. The full responsibility for providing accurate and updated checklist information will rest with my charity's / IPC's governing Board.

Scout Council Meeting Attendance

JANUARY – DECEMBER 2024						
COUNCIL MEMBER	APPOINTMENT	ATTENDANCE				
Mr Raymond Chia Lee Meng	President (Chairman)	✓	✗	✓	✗	✓
Mr Philip Ling Soon Hwa	Vice President	✗	✓	✓	✓	✓
Mr Ngien Hoon Ping	Vice President	✓	✗	✓	✗	✓
Dr William Wan Kok Tang	Vice President (Outgoing)	✓	✓	✓	N.A	N.A
A/Prof Tan Boon Yeow	Appointed Member / Vice-President appointed on 15 June 2024	✓	✓	✓	✗	✗
Mr Tan Cheng Kiong	Hon. Secretary	✓	✓	✗	✓	✓
Mr Tan Swee Ho	Hon. Treasurer (Outgoing)	✓	✓	N.A	N.A	N.A
Mr Michael Ong	Elected Member	✓	✗	✓	✓	✓
Mr Leon Yee Kee Shian	Elected Member	✗	✗	✗	✗	✗
Ms Stella Wong	Elected Member	✓	✓	✓	✗	✗
Mr Melvin Poon	Elected Member	✓	✓	✓	✓	✗
Ms Lim Kar Yee	Appointed Member	✓	✓	✗	✓	✗
Mr Troy Lim	Appointed Member	✓	✓	✗	✓	✗
Dr Julie Lo	Appointed Member	✗	✓	✗	✓	✗
Mr Terence Chia	Appointed Member	✓	✓	✗	✓	✓
Dr Anbarasan	Appointed Member	✓	✓	✓	✗	✓
Mr Vincent Yik	Appointed Member / Hon. Treasurer appointed on 15 June 2024	✓	✗	✗	✓	✗
Mr Chang Fook Yong	Appointed Member	✗	✓	✗	✓	✓
Mr Desmond Chong Kok Hwee	Chief Commissioner	✓	✓	✓	✓	✓
Mr Andrew Ang	Deputy Chief Commissioner	✓	✓	✓	✓	✓
Mr Han Songguang	Assistant Chief Commissioner (Educational Methods) – ACC (EM)	✓	✓	✗	✓	✓
Mr Lam Tat Wai	Area Commissioner (West Area)	✓	✓	✓	✓	✓
Mr Yang Chen	National Training Commissioner	✓	✗	✓	✓	✓
Mr Foo Say Kin	National Programme Commissioner	✓	✓	✓	✓	✓
Mr Ang Wee Jin	Area Commissioner (North Area)	✓	✓	✗	✓	✓
Mr Jimmy Bok	Area Commissioner (South Area)	✓	✗	✗	✓	✓
Mr Goh Yee Heng	Area Commissioner (East Area)	✓	✓	✓	✓	✓
Dr Sunil Ravinder Gill	National Membership Commissioner	✓	✗	✓	✓	✗

THE SINGAPORE SCOUT ASSOCIATION
Unique Entity No. S85CC0196D

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

The Singapore Scout Association

General Information

Scout Council

President – Chia Lee Meng Raymond
Vice President – Ngien Hoon Ping
Vice President – Philip Ling Soon Hwa
Vice President – Dr William Wan Kok Tang (retired on 15 June 2024)/
A/Prof Tan Boon Yeow (appointed on 15 June 2024)
Honorary Secretary – Tan Cheng Kiong
Honorary Treasurer – Tan Swee Ho (retired on 15 June 2024)/
Vincent Yik Yen Shan (appointed on 15 June 2024)/
Philip Ling Soon Hwa (Acting Treasurer from 15 Feb 2025)

Chief Commissioner – Desmond Chong Kok Hwee
Deputy Chief Commissioner – Andrew Ang Kah Hin

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
United Overseas Bank Limited

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The Singapore Scout Association

Statement by Scout Council
for the year ended 31 December 2024

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 2024 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

Chia Lee Meng Raymond

Chia Lee Meng Raymond
President

Desmond Chong Kok Hwee

Desmond Chong Kok Hwee
Chief Commissioner

31 May 2025



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 2024, the statement of financial activities and statement of cash flows for the year then ended, and notes to the financial statements including material accounting policy information.

In our opinion, the accompanying financial statements are properly drawn up in accordance with the provisions of the Charities Act 1994 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 2024 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.

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.

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)

- 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.

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 1994 and Regulations and Boy Scouts Association Act 1926;
- 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 1994 and Regulations and Income Tax Act 1947 and proper accounts and other records have been kept of the fund-raising appeals:-

<u>Name of fund-raising project</u>	<u>Period of fund-raising</u>
Job Week	1 April 2024 to 10 August 2024
Diamond Jubilee Challenge	11 December 2023 to 15 April 2024

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

Report on Other Legal and Regulatory Requirements (continued)

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 (Institutions 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.



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Public Accountants and
Chartered Accountants
Singapore

31 May 2025

The Singapore Scout Association

Statement of Financial Position
As at 31 December 2024

	Note	2024 S\$	2023 S\$
ASSETS AND LIABILITIES			
Non-Current Assets			
Property, plant and equipment	3	7,337,389	7,796,497
Other receivables	4	89,895	89,895
		<u>7,427,284</u>	<u>7,886,392</u>
Current Assets			
Inventories	5	163,351	112,321
Trade receivables	6	48,185	117,038
Other receivables	4	264,620	365,450
Cash and cash equivalents	7	8,047,775	7,982,906
		<u>8,523,931</u>	<u>8,577,715</u>
Total Assets		<u>15,951,215</u>	<u>16,464,107</u>
Current Liabilities			
Trade payables	8	83,385	74,754
Other payables	9	1,229,071	1,525,453
Deferred grant	10	58,852	58,852
Lease liabilities	11	306,820	296,283
		<u>1,678,128</u>	<u>1,955,342</u>
Non-Current Liabilities			
Other payables	9	622,151	606,181
Deferred grant	10	1,118,194	1,177,047
Lease liabilities	11	1,340,356	1,647,176
		<u>3,080,701</u>	<u>3,430,404</u>
Total Liabilities		<u>4,758,829</u>	<u>5,385,746</u>
Net Current Assets		<u>6,845,803</u>	<u>6,622,373</u>
Net Assets		<u>11,192,386</u>	<u>11,078,361</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 2024

	Note	2024 S\$	2023 S\$
FUNDS			
Unrestricted Funds			
General funds	12	4,563,038	4,291,237
Designated Fund			
Scout Group fund	13	2,249,817	2,240,660
Restricted Funds			
Building fund		3,747,250	3,919,412
Scout Foundation fund		455,035	455,035
Other specific funds	14	177,246	172,017
Total Funds		<u>11,192,386</u>	<u>11,078,361</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 2024

				← Restricted Funds →				
	Note	General Funds (Note 12) S\$	Scout Group Funds (Note 13) S\$	Building Fund S\$	Scout Foundation Fund S\$	Other Specific Funds (Note 14) S\$	2024 Total Funds S\$	2023 Total Funds S\$
Incoming resources								
<u>Incoming resources from generated funds</u>								
Voluntary income	15	6,381	54,556	-	-	-	60,937	228,062
Activities for generating funds								
- Job Week	21	122,304	103,634	-	-	-	225,938	291,286
- Diamond Jubilee Challenge	22	170,392	161,545	-	-	-	331,937	278,392
Investment income		100,514	-	-	-	5,229	105,743	91,625
<u>Incoming resources from charitable activities</u>								
- Grants		1,097,287	-	-	-	-	1,097,287	1,138,986
- Membership fees		103,807	-	-	-	-	103,807	106,857
- Fees from participants		567,848	537	-	-	-	568,385	555,739
- Scout Shop	16	259,504	-	-	-	-	259,504	233,154
- Sands Leadership Development Centre	17	1,817,281	-	-	-	-	1,817,281	1,757,718
Other incoming resources	18	334,140	-	-	-	-	334,140	212,173
Total incoming resources		<u>4,579,458</u>	<u>320,272</u>	<u>-</u>	<u>-</u>	<u>5,229</u>	<u>4,904,959</u>	<u>4,893,992</u>
Resources expended								
<u>Costs of generating funds</u>								
Fundraising costs								
- Job Week	21	5,531	2,975	-	-	-	8,506	7,813
- Diamond Jubilee Challenge	22	6,120	3,717	-	-	-	9,837	7,451
Charitable activities								
- Scout Shop	16	101,653	-	-	-	-	101,653	91,291
- Scout Groups		-	304,241	-	-	-	304,241	271,744
- Area activities		130,689	-	-	-	-	130,689	154,503
- International scout events and programme expenses		371,758	-	-	-	-	371,758	403,111
- Sands Leadership Development Centre	17	1,618,511	-	-	-	-	1,618,511	1,539,974
- Employee benefits expense	19	1,165,670	-	-	-	-	1,165,670	1,078,045
Governance costs - audit fees		19,295	-	-	-	-	19,295	18,040
Other resources expended	20	1,060,592	182	-	-	-	1,060,774	1,119,484
Total resources expended		<u>4,479,819</u>	<u>311,115</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>4,790,934</u>	<u>4,691,456</u>
Net incoming resources before amortisation and transfer								
		99,639	9,157	-	-	5,229	114,025	202,536
Amortisation of building fund		172,162	-	-	-	-	172,162	175,908
		271,801	9,157	-	-	5,229	286,187	378,444
Amortisation of building fund		-	-	(172,162)	-	-	(172,162)	(175,908)
Incoming resources for building fund	23	-	-	-	-	-	-	102,273
Net incoming/(outgoing) resources		271,801	9,157	(172,162)	-	5,229	114,025	304,809
Total funds brought forward		<u>4,291,237</u>	<u>2,240,660</u>	<u>3,919,412</u>	<u>455,035</u>	<u>172,017</u>	<u>11,078,361</u>	<u>10,773,552</u>
Total funds carried forward		<u>4,563,038</u>	<u>2,249,817</u>	<u>3,747,250</u>	<u>455,035</u>	<u>177,246</u>	<u>11,192,386</u>	<u>11,078,361</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 2024

	Note	2024 S\$	2023 S\$
Cash flows from operating activities			
Surplus for the year		286,187	378,444
Adjustments for:-			
Depreciation of property, plant and equipment		833,011	774,870
Amortisation of building fund		(172,162)	(175,908)
Inventories written down		-	4,633
Reversal of expected credit losses trade receivables		-	(7,721)
Reversal of inventories written down		(33,849)	-
Unwinding of discount on provision for reinstatement cost		10,871	10,535
Interest expense		63,297	73,475
Interest income		(143,687)	(132,688)
		<u>557,481</u>	<u>547,196</u>
Operating surplus before working capital changes		843,668	925,640
(Increase)/Decrease in inventories		(17,181)	14,963
Decrease in trade and other receivables		169,683	548,089
(Decrease)/Increase in trade and other payables		(341,505)	254,066
Cash generated from operations		654,665	1,742,758
Interest paid		(63,297)	(73,475)
Net cash generated from operating activities		<u>591,368</u>	<u>1,669,283</u>
Cash flows from investing activities			
Interest received		143,687	132,688
Purchase of property, plant and equipment	3	(373,903)	(477,425)
Net cash used in investing activities		<u>(230,216)</u>	<u>(344,737)</u>
Cash flows from financing activities			
Payment of principal portion of lease liabilities		(296,283)	(286,104)
Incoming resources for building fund		-	102,273
Net cash used in financing activities		<u>(296,283)</u>	<u>(183,831)</u>
Net increase in cash and cash equivalents		64,869	1,140,715
Cash and cash equivalents at 1 January		<u>7,982,906</u>	<u>6,842,191</u>
Cash and cash equivalents at 31 December	7	<u>8,047,775</u>	<u>7,982,906</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 2024

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 1926.

The Association is registered as a Charity under the Charities Act 1994 and has been granted an Institution of Public Character (IPC) status up to 31 August 2025 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. Material accounting policy information

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.

The financial statements of the Association have been prepared on the basis that it will continue to operate as a going concern.

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 2024. The adoption of these standards did not have any material effect on the financial performance or position of the Association.

The Singapore Scout Association

Notes to the financial statements – 31 December 2024

2. Material accounting policy information (continued)

2.3 Standards issued but not yet effective

A number of new standards and amendments to standards that have been issued are not yet effective and have not been applied in preparing these financial statements.

The Association expects that the adoption of these new and amended standards will have no material impact on the financial statements in the year of initial application.

2.4 Financial assets

(a) Classification and measurement

Initial recognition and measurement

Financial assets are recognised when, and only when the Association becomes a party to the contractual provisions of the instruments.

At initial recognition, the Association measures a financial asset at its fair value.

Trade receivables are measured at the amount of 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 party.

Subsequent measurement

Subsequent measurement of debt instruments depends on the Association’s business model for managing the asset and the contractual cash flow characteristics of the asset. The three measurement categories for classification of debt instruments are amortised cost, fair value through other comprehensive income (FVOCI) and fair value through profit or loss (FVPL). The Association only has debt instruments at amortised cost.

Financial assets 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. Financial assets are measured at amortised cost using the effective interest method, less impairment.

The Singapore Scout Association

Notes to the financial statements – 31 December 2024

2. Material accounting policy information (continued)

2.4 Financial assets (continued)

(a) Classification and measurement (continued)

Derecognition

A financial asset is derecognised where the contractual right to receive cash flows from the asset has expired. On derecognition of a financial asset in its entirety, the difference between the carrying amount and the sum of the consideration received for debt instruments is recognised in the statement of financial activities.

(b) Impairment

The Association recognises an allowance for expected credit losses (ECLs) for all debt instruments not held at FVPL. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the Association expects to receive, discounted at an approximation of the original effective interest rate.

ECLs are recognised in two stages. For credit exposures for which there has not been a significant increase in credit risk since initial recognition, ECLs are provided for credit losses that result from default events that are possible within the next 12-months (a 12-month ECL). For those credit exposures for which there has been a significant increase in credit risk since initial recognition, a loss allowance is recognised for credit losses expected over the remaining life of the exposure, irrespective of timing of the default (a lifetime ECL).

For trade receivables, the Association applies a simplified approach in calculating ECLs. Therefore, the Association does not track changes in credit risk, but instead recognises a loss allowance based on lifetime ECLs at each reporting date. 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.

The Association considers a financial asset in default when contractual payments are 180 days past due. However, in certain cases, the Association may also consider a financial asset to be in default when internal or external information indicates that the Association is unlikely to receive the outstanding contractual amounts in full before taking into account any credit enhancements held by the Association. A financial asset is written off when there is no reasonable expectation of recovering the contractual cash flows.

The Singapore Scout Association

Notes to the financial statements – 31 December 2024

2. Material accounting policy information (continued)

2.5 Property, plant and equipment

Property, plant and equipment are stated at cost less accumulated depreciation.

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 8 years
HQ land	Leasehold period of 30 years
HQ building	23 years
Adventure elements	10 years
Furniture and fittings	5 years
Sundry equipment	5 years
Air-conditioners	5 years
Computers and software	3 years
Motor vehicles	5 years

HQ building is depreciated over the remaining leasehold period upon completion of construction.

Assets under construction included in property, plant and equipment are not depreciated as these assets are not yet available for use.

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 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.

The Singapore Scout Association

Notes to the financial statements – 31 December 2024

2. Material accounting policy information (continued)

2.6 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. In arriving at the net realisable values, due allowance is made for obsolete, damaged and slow-moving items.

2.7 Impairment of non-financial assets

The carrying amounts of the Association’s assets are reviewed at the date of each statement of financial position to determine whether there is any indication that the carrying amounts may not be recoverable. If such indication exists, the assets’ recoverable amount is estimated.

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 its 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.

2.8 Financial liabilities

Initial recognition and measurement

Financial liabilities are recognised when, and only when, the Association becomes a party to the contractual provisions of the financial instrument. The Association determines the classification of its financial liabilities at initial recognition.

All financial liabilities are recognised initially at fair value.

Subsequent measurement

After initial recognition, financial liabilities are subsequently measured at amortised cost using the effective interest method. Gains and losses are recognised in statement of financial activities when the liabilities are derecognised, and through the amortisation process.

Derecognition

A financial liability is derecognised when the obligation under the liability is discharged or cancelled or expires. On derecognition, the difference between the carrying amounts and the consideration paid is recognised in the statement of financial activities.

The Singapore Scout Association

Notes to the financial statements – 31 December 2024

2. Material accounting policy information (continued)

2.9 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.

2.10 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.

2.11 Funds

Funds of the Association comprise mainly the general funds, the Scout Group fund, the building fund, the Scout Foundation fund and other funds designated for specific objectives (as further described in note 14 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) Scout Group Fund

The Scout Group 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 proceeds from activities that each scout group receives and other fund raising activities by the scout groups.

The Singapore Scout Association

Notes to the financial statements – 31 December 2024

2. Material accounting policy information (continued)

2.11 Funds (continued)

(iii) Building Fund

Designated donations for the renovation/construction of the HQ building, Sarimbun Camp and Sands Leadership Development Centre 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.

(iv) 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.

2.12 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.

The Singapore Scout Association

Notes to the financial statements – 31 December 2024

2. Material accounting policy information (continued)

2.12 Income (continued)

(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.

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.

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.

(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.

The Singapore Scout Association

Notes to the financial statements – 31 December 2024

2. Material accounting policy information (continued)

2.13 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.

2.14 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.

(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.

The Singapore Scout Association

Notes to the financial statements – 31 December 2024

2. Material accounting policy information (continued)

2.14 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 adjusted for any remeasurement of lease liabilities. The cost of right-of-use assets includes the amount of lease liabilities recognised 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.

The right-of-use assets are also subject to impairment. The accounting policy for impairment is disclosed in note 2.7.

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.

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).

The Singapore Scout Association

Notes to the financial statements – 31 December 2024

2. Material accounting policy information (continued)

2.14 Leases (continued)

(a) As lessee (continued)

Leases of low-value assets

The Association applies the lease of low-value assets recognition exemption to leases of office equipment that are considered to be low value. Lease payments on 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 does 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.

2.15 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.

2.16 Cash and cash equivalents

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

2.17 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 2024

3. Property, plant and equipment

	Campsite S\$	HQ land S\$	HQ building S\$	Adventure elements S\$	Furniture and fittings S\$	Sundry equipment S\$	Air conditioner S\$	Computers and software S\$	Motor vehicles S\$	HQ building/ Campsite work-in- progress S\$	Total S\$
Cost											
As at 1 January 2023	2,692,604	1,765,570	3,628,443	-	99,341	145,944	218,366	220,671	83,496	582,295	9,436,730
Additions	-	-	5,974	-	6,362	29,514	3,600	20,827	39,352	371,796	477,425
Reclassification	241,410	-	270,000	-	268,043	-	-	-	-	(779,453)	-
Disposals/write-offs	-	-	-	-	-	-	-	(1,845)	-	-	(1,845)
As at 31 December 2023	2,934,014	1,765,570	3,904,417	-	373,746	175,458	221,966	239,653	122,848	174,638	9,912,310
Additions	164,167	-	-	-	22,383	44,287	4,940	11,601	-	126,525	373,903
Reclassification	32,000	-	27,000	45,338	-	-	-	-	-	(104,338)	-
Disposals/write-offs	-	-	-	-	-	(3,035)	-	(11,989)	-	-	(15,024)
As at 31 December 2024	3,130,181	1,765,570	3,931,417	45,338	396,129	216,710	226,906	239,265	122,848	196,825	10,271,189
Accumulated depreciation											
As at 1 January 2023	331,046	470,818	66,235	-	63,151	110,902	134,893	82,639	83,104	-	1,342,788
Depreciation charge for the year	362,332	58,853	175,908	-	47,306	16,295	41,720	64,850	7,606	-	774,870
Disposals/write-offs	-	-	-	-	-	-	-	(1,845)	-	-	(1,845)
As at 31 December 2023	693,378	529,671	242,143	-	110,457	127,197	176,613	145,644	90,710	-	2,115,813
Depreciation charge for the year	389,336	58,853	172,162	-	73,575	24,022	42,437	64,756	7,870	-	833,011
Disposals/write-offs	-	-	-	-	-	(3,035)	-	(11,989)	-	-	(15,024)
As at 31 December 2024	1,082,714	588,524	414,305	-	184,032	148,184	219,050	198,411	98,580	-	2,933,800
Carrying amount											
As at 31 December 2024	2,047,467	1,177,046	3,517,112	45,338	212,097	68,526	7,856	40,854	24,268	196,825	7,337,389
As at 31 December 2023	2,240,636	1,235,899	3,662,274	-	263,289	48,261	45,353	94,009	32,138	174,638	7,796,497

The Singapore Scout Association

Notes to the financial statements – 31 December 2024

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 Trustees.

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 27(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 :-

	2024 S\$	2023 S\$
Cash	373,903	477,425
Depreciation charge for the year comprises depreciation in respect of the HQ, Sands Leadership Development Centre and scout shop’s property, plant and equipment as follows :-		
	2024 S\$	2023 S\$
HQ	687,333	664,352
Sands Leadership Development Centre	139,661	104,457
Scout shop	6,017	6,061
	833,011	774,870

The Singapore Scout Association

Notes to the financial statements – 31 December 2024

4. Other receivables

	2024 S\$	2023 S\$
<u>Non-current assets</u>		
Deposits	89,895	89,895
<u>Current assets</u>		
Grant receivables	47,113	227,022
Other receivables	96,803	92,171
Accrued billing	35,846	-
Prepayments	77,153	38,697
Deposits	7,705	7,560
	264,620	365,450
	354,515	455,345

Other receivables are denominated in Singapore dollars.

5. Inventories

	2024 S\$	2023 S\$
Goods held for resale	155,351	105,003
Medals and plaques	8,000	7,318
	163,351	112,321

During the year, the Association has reversed previously written-down goods held for resale amounting to S\$33,849 (2023 – NIL) due to sale of these goods. The amount of reversal was included in cost of goods sold.

In the prior year, the Association wrote-down medals and plaques amounting to S\$4,633.

The Singapore Scout Association

Notes to the financial statements – 31 December 2024

6. Trade receivables

	2024 S\$	2023 S\$
Third parties	48,185	117,038

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

The movements in allowance for expected credit losses in the prior financial year were as follows:-

	2024 S\$	2023 S\$
At beginning of the year	-	10,075
Reversal of allowance	-	(7,721)
Write-off	-	(2,354)
At end of the year	-	-

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 :-

	2024 S\$	2023 S\$
Fixed deposits	5,189,036	4,496,821
Cash and bank balances	2,858,739	3,486,085
	8,047,775	7,982,906

The fixed deposits bear interest at interest rates ranging from 1.50% to 3.00% (2023 – 3.00% to 3.80%) per annum and mature within 27 days to 12 months (2023 – 25 days to 12 months) from the end of the financial year.

The Singapore Scout Association

Notes to the financial statements – 31 December 2024

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

	2024 S\$	2023 S\$
<u>Non-current liabilities</u>		
Provision for reinstatement cost	351,669	340,798
Deferred grants	270,482	265,383
	622,151	606,181
<u>Current liabilities</u>		
Other payables	150,065	192,043
Accrued expenses	565,834	716,857
Deferred grants	159,832	285,607
Deferred income	21,740	6,310
Deposit received in advance	11,600	-
Fees received in advance	-	4,636
Amount received for HQ building rectification works	320,000	320,000
	1,229,071	1,525,453
	1,851,222	2,131,634

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.

	2024 S\$	2023 S\$
Deferred grant :-		
- not later than one year	58,852	58,852
- later than one year and not later than five years	235,409	235,409
- later than five years	882,785	941,638
	1,118,194	1,177,047
	1,177,046	1,235,899

The Singapore Scout Association

Notes to the financial statements – 31 December 2024

11. Lease liabilities

	2024 S\$	2023 S\$
Current:		
- not later than one year	306,820	296,283
Non-current:		
- later than one year and not later than five years	1,340,356	1,294,321
- later than five years	-	352,855
	1,340,356	1,647,176
	1,647,176	1,943,459

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

	2024 S\$	2023 S\$
At beginning of the year	1,943,459	2,229,563
Accretion of interest	63,297	73,475
Lease payments – principal portion paid	(296,283)	(286,104)
Interest paid	(63,297)	(73,475)
At end of the year	1,647,176	1,943,459

The Singapore Scout Association

Notes to the financial statements – 31 December 2024

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\$
Incoming resources										
<u>Incoming resources from generated funds</u>										
Voluntary income	6,381	-	-	-	-	-	-	-	-	6,381
Activities for generating funds										
- Job Week	122,304	-	-	-	-	-	-	-	-	122,304
- Diamond Jubilee Challenge	170,392	-	-	-	-	-	-	-	-	170,392
Investment income	87,970	2,126	2,126	2,126	2,125	-	4,041	-	-	100,514
<u>Incoming resources from charitable activities</u>										
- Grants	1,097,287	-	-	-	-	-	-	-	-	1,097,287
- Membership fees	103,807	-	-	-	-	-	-	-	-	103,807
- Fees from participants	419,322	49,514	25,031	29,620	44,361	-	-	-	-	567,848
- Scout Shop	-	-	-	-	-	259,504	-	-	-	259,504
- Sands Leadership Development Centre	-	-	-	-	-	-	-	1,817,281	-	1,817,281
Other incoming resources	333,910	-	230	-	-	-	-	-	-	334,140
Total incoming resources	2,341,373	51,640	27,387	31,746	46,486	259,504	4,041	1,817,281	-	4,579,458

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\$
Resources expended										
<u>Costs of generating funds</u>										
Fundraising costs										
- Job Week	5,531	-	-	-	-	-	-	-	-	5,531
- Diamond Jubilee Challenge	6,120	-	-	-	-	-	-	-	-	6,120
Charitable activities										
- Scout Shop	-	-	-	-	-	101,653	-	-	-	101,653
- Area activities	-	45,405	21,162	28,209	35,913	-	-	-	-	130,689
- International scout events and programme expenses	371,758	-	-	-	-	-	-	-	-	371,758
- Sands Leadership Development Centre	-	-	-	-	-	-	-	1,618,511	-	1,618,511
- Employee benefits expense	1,167,789	228	(1,301)	315	(1,361)	-	-	-	-	1,165,670
Governance costs - audit fees	19,295	-	-	-	-	-	-	-	-	19,295
Other resources expended	1,059,744	381	31	31	381	-	24	-	-	1,060,592
Total resources expended	2,630,237	46,014	19,892	28,555	34,933	101,653	24	1,618,511	-	4,479,819
Net (outgoing)/incoming resources before amortisation and transfer	(288,864)	5,626	7,495	3,191	11,553	157,851	4,017	198,770	-	99,639
Amortisation of building fund	172,162	-	-	-	-	-	-	-	-	172,162
Net (outgoing)/incoming resources	(116,702)	5,626	7,495	3,191	11,553	157,851	4,017	198,770	-	271,801
Total funds brought forward	42,567	133,360	113,337	80,224	87,505	2,348,435	589,219	593,229	303,361	4,291,237
Total funds carried forward	(74,135)	138,986	120,832	83,415	99,058	2,506,286	593,236	791,999	303,361	4,563,038

The Singapore Scout Association

Notes to the financial statements – 31 December 2024

13. Scout Group fund

	2024 S\$	2023 S\$
Incoming resources		
<u>Incoming resources from generated funds</u>		
Voluntary income	54,556	28,445
Activities for generating funds		
- Job Week	103,634	143,643
- Diamond Jubilee Challenge	161,545	132,869
<u>Incoming resources from charitable activities</u>		
- Fees from participants	537	10,254
Total incoming resources	320,272	315,211
Resources expended		
<u>Costs of generating funds</u>		
Fundraising costs		
- Job Week	2,975	2,857
- Diamond Jubilee Challenge	3,717	2,506
Charitable activities		
- Scout Groups	304,241	271,744
Other resources expended	182	1,195
Total resources expended	311,115	278,302
Net incoming resources	9,157	36,909
Total funds brought forward	2,240,660	2,203,751
Total funds carried forward	2,249,817	2,240,660

The Scout Group 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 proceeds from activities that each scout group receives and other fund raising activities by the scout groups. As at 31 December 2024, there are 245 (2023 – 244) scout groups registered with the Association.

The Singapore Scout Association

Notes to the financial statements – 31 December 2024

14. Other specific funds

	Benjamin Henry Sheares S\$	Scout Discovery Centre S\$	Total S\$
Total funds as at 1 January 2023	149,910	18,902	168,812
Incoming resources			
<u>Incoming resources from generated funds</u>			
Investment income	5,500	-	5,500
Total incoming resources	5,500	-	5,500
Resources expended			
<u>Costs of generating funds</u>			
Charitable activities	2,295	-	2,295
Total resources expended	2,295	-	2,295
Net incoming resources	3,205	-	3,205
Total funds as at 31 December 2023	153,115	18,902	172,017
Incoming resources			
<u>Incoming resources from generated funds</u>			
Investment income	5,229	-	5,229
Total incoming resources	5,229	-	5,229
Resources expended			
<u>Costs of generating funds</u>			
Charitable activities	-	-	-
Total resources expended	-	-	-
Net incoming resources	5,229	-	5,229
Total funds as at 31 December 2024	158,344	18,902	177,246

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.

The Singapore Scout Association

Notes to the financial statements – 31 December 2024

15. Voluntary income

	2024 S\$	2023 S\$
<u>General funds</u>		
Donations (tax exempt)	2,340	36,176
Donations (non-tax exempt)	4,041	55,141
	6,381	91,317
<u>Scout Group funds</u>		
Donations (tax exempt)	35,045	22,339
Donations (non-tax exempt)	19,511	6,106
	54,556	28,445
<u>Scout Foundation fund</u>		
Donations (tax exempt)	-	108,300
	60,937	228,062

The Singapore Scout Association

Notes to the financial statements – 31 December 2024

16.	Scout Shop		
		2024 S\$	2023 S\$
	Income		
	Sales, net of discount allowed	418,753	417,539
	Cost of goods sold	(195,722)	(225,448)
	Gross profit	223,031	192,091
	Other operating income		
	Interest income	36,473	41,063
	Total income	259,504	233,154
	Less: Expenses		
	Employee benefits expense	83,244	76,992
	Other operating expenses	18,409	14,299
		101,653	91,291
	Net Income	157,851	141,863
	Included in cost of goods sold is reversal of previously written-down goods held for resale as disclosed in Note 5.		
	Included in the other operating expenses of the Scout Shop is depreciation of property, plant and equipment for the year amounting to S\$6,017 (2023 – S\$6,061).		
17.	Sands Leadership Development Centre		
		2024 S\$	2023 S\$
	Income		
	Fees from participants	1,512,272	1,501,611
	Grants	101,604	133,380
	Interest income	1,471	-
	Use of camp	190,099	108,442
	Other incoming resources	11,835	14,285
		1,817,281	1,757,718
	Less: Expenses		
	Direct expenses	655,540	606,773
	Employee benefits expense	612,922	629,656
	Other operating expenses	350,049	303,545
		1,618,511	1,539,974
	Net Income	198,770	217,744

The Singapore Scout Association

Notes to the financial statements – 31 December 2024

17.	Sands Leadership Development Centre (continued)		
	Included in the other incoming resources of the Sands Leadership Development Centre is a reversal of expected credit losses amounting to NIL (2023 – S\$7,721).		
	Included in other operating expenses of the Sands Leadership Development Centre are depreciation of property, plant and equipment for the year amounting to S\$139,661 (2023 – S\$104,457).		
18.	Other incoming resources	2024 S\$	2023 S\$
	CPF Transition Offset	856	747
	Childcare and paternity leave	5,122	-
	Enabling employment credit	1,209	196
	Job Growth Incentive	-	4,679
	Progressive Wages Credit Scheme	129,485	59,375
	Rental income	194,213	141,761
	Senior employment credit	718	575
	Skills future enterprise credit	544	-
	Miscellaneous income	1,993	4,840
		334,140	212,173
19.	Employee benefits expense	2024 S\$	2023 S\$
	Staff salaries	1,017,820	924,868
	CPF contributions and skills development levies	144,224	139,872
	Staff training	2,839	1,032
	Staff welfare	787	12,273
		1,165,670	1,078,045

The Singapore Scout Association

Notes to the financial statements – 31 December 2024

20.	Other resources expended		
		2024	2023
		S\$	S\$
	<u>General Funds</u>		
	AGM expenses	1,405	-
	Bank charges	2,034	2,306
	Cleaner	792	527
	Depreciation of property, plant and equipment	687,333	664,352
	Entertainment and refreshments	1,346	359
	Foreign exchange differences	709	-
	General expenses	429	1,640
	GST expenses	49,524	61,371
	Interest expense on lease liabilities	63,297	73,475
	Insurance	41,801	40,455
	Landscaping	4,200	1,500
	Medical	3,869	3,908
	Membership expenses	14,451	14,861
	Pest control	280	-
	Printing, stationery and postage	4,994	6,850
	Professional fees	42,040	117,331
	Property tax	9,538	-
	Public relations	1,120	8,308
	Repairs and maintenance	33,965	25,173
	Rental of office equipment	9,108	9,482
	Recruitment materials	1,535	532
	Small tools and equipment	606	-
	Software maintenance	29,892	28,153
	Telephone and internet	7,313	7,904
	Temporary staff	-	525
	Travelling expense	290	45
	Upkeep of motor vehicles	3,371	3,019
	Unwinding of discount on provision for reinstatement cost	10,871	10,535
	Water and electricity	34,479	35,678
		<u>1,060,592</u>	<u>1,118,289</u>
	<u>Scout Group Funds</u>		
	Bank charges	182	177
	Small tools and equipment	-	1,018
		<u>182</u>	<u>1,195</u>
		<u>1,060,774</u>	<u>1,119,484</u>

The Singapore Scout Association

Notes to the financial statements – 31 December 2024

21.	Job Week		
		2024	2023
		S\$	S\$
	Income		
	Collections	<u>225,938</u>	<u>291,286</u>
	Less: Expenses		
	Administration costs	3,327	2,365
	Audit fee	2,020	2,020
	Bank charges	588	1,089
	Manpower costs	<u>2,571</u>	<u>2,339</u>
		<u>8,506</u>	<u>7,813</u>
	Net income	<u>217,432</u>	<u>283,473</u>
	Net income is allocated as follows:		
	<u>Area</u>		
	North Area	-	6,692
	South Area	-	7,000
	East Area	-	3,985
	West Area	<u>-</u>	<u>3,440</u>
	Total Area	-	21,117
	Scout groups	100,659	140,786
	Headquarter	<u>116,773</u>	<u>121,570</u>
	Net Income	<u>217,432</u>	<u>283,473</u>

The Singapore Scout Association

Notes to the financial statements – 31 December 2024

22.	Diamond Jubilee Challenge		
		2024	2023
		S\$	S\$
	Income		
	Collections	331,937	278,392
	Less: Expenses		
	Audit fee	2,200	2,200
	Printing and stationery	2,064	1,880
	Manpower costs	5,037	2,968
	Miscellaneous expenses	134	403
	Small tools and equipment	402	-
		9,837	7,451
	Net income	322,100	270,941
	Net income is allocated as follows:		
	<u>Area</u>		
	North Area	-	7,064
	South Area	-	5,221
	East Area	-	4,127
	West Area	-	3,142
	Total Area	-	19,554
	Scout groups	157,828	130,363
	Headquarter	164,272	121,024
	Net Income	322,100	270,941

The Singapore Scout Association

Notes to the financial statements – 31 December 2024

23.	Incoming resources for building fund		
		2024	2023
		S\$	S\$
	Grant	-	102,273
24.	Taxation		
	The Association is registered as a charity under the Charities Act and is exempted from tax.		
25.	Related party transactions		
	<u>Key management compensation</u>		
		2024	2023
		S\$	S\$
	Staff salaries, allowances and bonus	182,410	176,623
	CPF contributions	15,300	14,793
		197,710	191,416
	The number of the Association’s key management personnel which falls within the following remuneration bands is as follows:		
		2024	2023
	S\$150,001 - S\$200,000	1	1
	There are no other related party transactions.		
26.	Overseas expenditure and capital outlay		
		2024	2023
		S\$	S\$
	Overseas expenditure exempted from detailed reporting:-		
	- overseas events / programmes	92,541	184,169
	- overseas travel / accommodation	55,536	41,679
		148,077	225,848

The Singapore Scout Association

Notes to the financial statements – 31 December 2024

27. Leases

The Association has lease contracts for its campsite and HQ land. The Association’s obligations under the leases are secured by the lessor’s title to 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 2023	2,219,887	1,294,752	3,514,639
Depreciation	(317,127)	(58,853)	(375,980)
At 31 December 2023	1,902,760	1,235,899	3,138,659
Depreciation	(317,126)	(58,853)	(375,979)
At 31 December 2024	1,585,634	1,177,046	2,762,680

(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

	2024 S\$	2023 S\$
Depreciation of right-of-use assets	375,979	375,980
Interest expense on lease liabilities	63,297	73,475
Lease expense not capitalised in lease liabilities:		
- Expense relating to leases of low-value assets (included in other resources expended)	9,108	9,482
Total amount recognised in profit or loss	448,384	458,937

(d) Total cash outflows

The Association had total cash outflows for leases of S\$368,688 (2023 – S\$369,061). Included in the total cash outflows for leases is a cash outflow for lease of campsite amounting to S\$359,580 (2023 – S\$359,579) which is fully funded through a grant.

(e) Extension options

The Association has a lease contract that includes extension options. The option is negotiated by management to provide flexibility in managing the leased-asset portfolio and align with the Association’s needs. Management exercises significant judgement in determining whether these extension options are reasonably certain to be exercised (Note 28.1(ii)).

The Singapore Scout Association

Notes to the financial statements – 31 December 2024

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 estimates the incremental borrowing rate using observable inputs (such as market interest rates) when available and is required to make certain entity-specific estimates.

(ii) Determination of lease term of contracts with extension options

The Association determines the lease term as the non-cancellable term of the lease, together with any periods covered by an option to extend the lease if it is reasonably certain to be exercised, or any periods covered by an option to terminate the lease, if it is reasonably certain not to be exercised.

The Association has a lease contract that includes extension option. The Association applies judgement in evaluating whether it is reasonably certain whether or not to exercise the option to extend the lease. That is, it considers all relevant factors that create an economic incentive for it to exercise the extension. After the commencement date, the Association reassesses the lease term whether there is a significant event or change in circumstances that is within its control and affects its ability to exercise or not to exercise the option to extend (e.g. construction of significant leasehold improvements or significant customisation to the leased asset).

The Singapore Scout Association

Notes to the financial statements – 31 December 2024

28. Significant accounting estimates and judgements (continued)

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.

(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 2024, there is no indication of impairment and the carrying value of the Association’s property, plant and equipment was S\$7,337,389 (2023 – S\$7,796,497).

(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 2024 was S\$163,351 (2023 – S\$112,321).

The Singapore Scout Association

Notes to the financial statements – 31 December 2024

28. Significant accounting estimates and judgements (continued)

28.2 Key sources of estimation uncertainty (continued)

(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(a).

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 2024 was S\$48,185 (2023 – S\$117,038).

29. Financial risk management

The Association’s activities expose it to minimal financial risks from its operations. The key financial risks include credit risk, liquidity risk and market risk, primarily changes in interest rates.

The following sections provide details regarding the Association’s exposure to the above-mentioned financial risks and the objectives, policies and processes for the management of these risks.

There has been no change to the Association’s exposure to these financial risks or the manner in which it manages and measures the risks.

The Singapore Scout Association

Notes to the financial statements – 31 December 2024

29. Financial risk management (continued)

29.1 Financial instruments by categories

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

	2024	2023
	S\$	S\$
<u>Amortised cost</u>		
Financial assets		
Trade and other receivables, net of prepayments	325,547	533,686
Cash and cash equivalents	8,047,775	7,982,906
	<u>8,373,322</u>	<u>8,516,592</u>
Financial liabilities		
Trade and other payables, net of GST payable, deferred income, grants and fees and compensation received for HQ building rectification works	1,122,901	1,305,396
Lease liabilities	1,647,176	1,943,459
	<u>2,770,077</u>	<u>3,248,855</u>

29.2 Risk management

(a) 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 Singapore Scout Association

Notes to the financial statements – 31 December 2024

29. Financial risk management (continued)

29.2 Risk management (continued)

(a) Credit risk (continued)

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 Singapore Scout Association

Notes to the financial statements – 31 December 2024

29. Financial risk management (continued)

29.2 Risk management (continued)

(a) Credit risk (continued)

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\$
2024						
Trade receivables	6	Note 1	Lifetime ECL (simplified)	48,185	-	48,185
Other receivables	4	1	12-month ECL	96,803	-	96,803
				144,988	-	144,988
	Note	Category	12-month or lifetime ECL	Gross carrying amount S\$	ECL allowance S\$	Net carrying amount S\$
2023						
Trade receivables	6	Note 1	Lifetime ECL (simplified)	117,038	-	117,038
Other receivables	4	1	12-month ECL	92,171	-	92,171
				209,209	-	209,209

The Singapore Scout Association

Notes to the financial statements – 31 December 2024

29. Financial risk management (continued)

29.2 Risk management (continued)

(a) Credit risk (continued)

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.

	Not past due S\$	≤ 30 days S\$	Days past due		>90days S\$	Total S\$
			31-60 days S\$	61-90 days S\$		
2024						
ECL rate	Nil	Nil	Nil	Nil	Nil	
Gross carrying amount	13,672	11,243	1,518	959	20,793	48,185
ECL	-	-	-	-	-	-
	Not past due S\$	≤ 30 days S\$	Days past due		>90days S\$	Total S\$
			31-60 days S\$	61-90 days S\$		
2023						
ECL rate	Nil	Nil	Nil	Nil	Nil	
Gross carrying amount	34,605	13,163	4,050	5,482	59,738	117,038
ECL	-	-	-	-	-	-

Information regarding loss allowance movement of trade receivables is disclosed in Note 6.

The Singapore Scout Association

Notes to the financial statements – 31 December 2024

29. Financial risk management (continued)

29.2 Risk management (continued)

(a) Credit risk (continued)

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.

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.

(b) 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.

The Singapore Scout Association

Notes to the financial statements – 31 December 2024

29. Financial risk management (continued)

29.2 Risk management (continued)

(b) Liquidity risk (continued)

Analysis of financial instruments by remaining contractual maturities

The table below summarises the maturity profile of the Association’s financial liabilities at the reporting date based on contractual undiscounted repayment obligations.

	Contractual cash flows payable				
	Carrying amount	Total	One year or less	One to five years	Over five
	2024	2024	2024	2024	2024
	S\$	S\$	S\$	S\$	S\$
Financial					
Trade and other payables	1,122,901	1,182,628	771,231	-	411,397
Lease liabilities	1,647,176	1,797,900	359,580	1,438,320	-
	2,770,077	2,980,528	1,130,811	1,438,320	411,397

	Contractual cash flows payable				
	Carrying amount	Total	One year or less	One to five years	Over five
	2023	2023	2023	2023	2023
	S\$	S\$	S\$	S\$	S\$
Financial					
Trade and other payables	1,305,396	1,375,995	964,598	-	411,397
Lease liabilities	1,943,459	2,157,480	359,580	1,438,320	359,580
	3,248,855	3,533,475	1,324,178	1,438,320	770,977

(c) Market risk

Market risk is the risk that changes in market prices, such as interest rates will affect the Association’s income. The objective of market risk management is to manage and control market risk exposures within acceptable parameters, while optimising the return on risk.

The Singapore Scout Association

Notes to the financial statements – 31 December 2024

29. Financial risk management (continued)

29.2 Risk management (continued)

(c) Market risk (continued)

(i) Interest rate risk

Interest rate risk is the risk that the fair value or future cash flows of the Association’s financial instruments will fluctuate because of changes in market interest rates. The Association’s exposure to interest rate risk arises primarily from its cash and cash equivalents. 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

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

(ii) Other price risk

The Association 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 27 days to 12 months (2023 – 25 days to 12 months). The Association may consider other forms of investments after they have been approved by the Scout Council.

The Singapore Scout Association

Notes to the financial statements – 31 December 2024

29. Financial risk management (continued)

29.2 Risk management (continued)

(d) Fair values

(i) Fair value hierarchy

The Association categorises fair value measurements using a fair value hierarchy that is dependent on the valuation inputs used as follows:

- Level 1 – Quoted prices (unadjusted) in active market for identical assets or liabilities that the Association can access at the measurement date,
- Level 2 – Inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly, and
- Level 3 – Unobservable inputs for the asset or liability.

Fair value measurements that use inputs of different hierarchy levels are categorised in its entirety in the same level of the fair value hierarchy as the lowest level input that is significant to the entire measurement.

(ii) Assets and liabilities not measured at fair value

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 Association 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.

The Singapore Scout Association

Notes to the financial statements – 31 December 2024

30. Comparative information

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

	2024 as reclassified S\$	2023 as previously reported S\$
<u>Statement of financial position</u>		
Current liabilities		
Other payables	1,525,453	1,790,836
Non-Current liabilities		
Other payables	<u>606,181</u>	<u>340,798</u>

31. Authorisation of financial statements

The financial statements of the Association for the financial year ended 31 December 2024 were authorised for issue in accordance with a resolution of the Scout Council on 31 May 2025.

Editorial Committee

The Singapore Scout Association (SSA) Annual Report 2024 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 2024

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2024

Milestones



SOFT LAUNCH CLIMB@SCOUTHQ

On November 30th, 2024, we proudly held the soft launch of our climbing wall in HQ (Climb@ScoutHQ). This marked an exciting milestone in our journey, aligning perfectly with our vision of fostering community engagement through outdoor adventure.

Theme: "From Community to Community"

The theme highlights our commitment to connecting with the communities and creating opportunities for scouts and enthusiasts to build relationships, explore new hard skills, and experience the camaraderie that comes with climbing.

Impact and Engagement

The launch attracted a strong turnout from local scouting groups and the public. The event fostered new friendships while promoting physical and mental wellness through climbing. Initial feedback from attendees emphasised the value of hands-on learning and the joy of being part of a community-driven experience.

Looking Ahead

In 2025, we look forward to running certification courses, programmes and community events. We hope to deepen our engagement with local scouting groups and outdoor enthusiasts, and work together to promote climbing to the community.

Contact us: climb@scout.sg



2024

Milestones



UPGRADING OF SARIMBUN FACILITIES

In 2024, we completed a major upgrade of several key facilities at our campsite, with the goal of enhancing comfort, safety and accessibility. These renovations were driven by our commitment to building a cohesive, welcoming space where everyone can enjoy the outdoors with greater ease and comfort.

Field, Dormitory and STI Toilets

Major upgrades to the toilets were made to ensure improved sanitation, durability and modern fixtures that meet the needs of large groups during camping events while maintaining a hygienic environment for all.

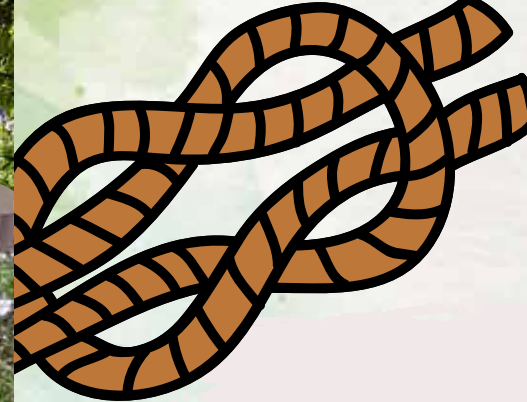
A-Huts

The A-Huts underwent a comprehensive refurbishment, including the installation of new bed planks, floorings and paint, making them more comfortable and functional for both long and short stays.

Looking Ahead

We look forward to welcoming 2025 with even more improvements, as we strive to continuously make the campsite a better place for our scouts and the larger community.

Contact us: enquiry@sldc.edu.sg



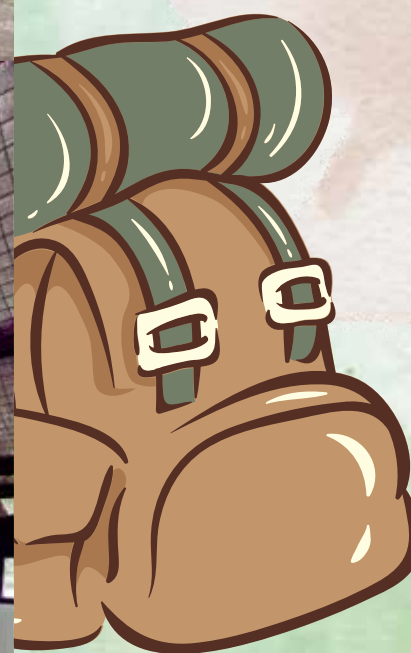
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