

# ANNUAL REPORT 2021-22



It starts with Scouts.

# INNOVATION THROUGH ADAPTATION

# OUR MEMBERS

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**33,899**

YOUTH



**11,765**

VOLUNTEERS



**118**

EMPLOYEES

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**45,782**

TOTAL MEMBERS

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## OUR MISSION

To help develop well-rounded youth, better prepared for success in the world.

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## OUR VISION

Canadian youth making a meaningful contribution to creating a better world.



# A LETTER FROM THE NK3

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Friends in Scouting,

As we look excitedly towards 2022–2023, we can credit the building blocks we all worked together to put in place in 2021–2022 for the renewed interest in Scouting we are seeing. We are immensely proud of all of you—the volunteers, employees, and most of all, our youth members. This past year, we managed to **grow our membership by over 53%** despite continued uncertainty regarding the pandemic. This means **over 15,000 kids** are benefiting from the Scouting movement for the very first time. We saw pockets of innovation where Groups found new ways to allow youth to discover their passion through fun, outdoor adventures.

In this year's Annual Report, in addition to reporting on our organization's operations, we'd like to showcase a few of those stories—of members doing something differently or trying something new—to continue to deliver great Scouting programs. We want to celebrate the youth who went on an adventure for the first time ever, or at least for the first time in two years.

It's been a steep climb over the last two years, but the top of the mountain seems within reach. We have introduced a new Strategic Plan with four Pillars that will lay the foundations for the Scouting movement in a post-pandemic world. We know we can better manage change and overcome past challenges. To do this, we need to: center our youth members and start with "yes," build genuine and trusting relationships, uplift diverse perspectives and appreciate the contributions of all, and lastly, tap into the potential of the 'many' while actively removing barriers. By following these principles and working together to support the youth and families in our communities, we will be able to thrive as a movement in a post-pandemic world.

Yours in Scouting,



**Andrew Price**  
Executive Commissioner & CEO



**Stephen Loney**  
National Commissioner



**Justin Chenier**  
National Youth Commissioner



# ENGAGING MORE PEOPLE IN SCOUTS CANADA'S MISSION

In 2021–2022, Scouts Canada launched a new strategic plan that aims to engage more people in Scouts Canada's Mission in different ways. A working group of Board members, staff and volunteers conducted an internal and external analysis to identify areas we can best contribute to communities across Canada. The plan was also informed by consultations with members.

We found that we have a great opportunity to deliver the mission in new ways and enhance our impact on the well-being of youth. The societal consequences of the pandemic have disproportionately impacted young people. The mental health of youth is in decline, with over 70% of children and youth reporting mental health symptoms.<sup>1</sup> Youth were 62% less active outdoors at the height of the pandemic.<sup>2</sup> School closures have resulted in low connectedness with peers and attainment of educational milestones and have had behavioural impacts.<sup>3</sup>

Families are overwhelmed, looking for ways to support their kids as they adjust to the post-pandemic world. They would like to see their kids outdoors more, interacting with friends and benefiting from nature.

We are the best equipped to meet the needs of children and youth. When the pandemic hit, we kept on Scouting, providing our members with the ability to have fun outdoor experiences with their friends. We demonstrated that we are agile, adaptable, and committed to delivering the program. By centering around youth and leveraging our Scouting community, we can create a movement of happier, healthier youth that contributes to a better world.

Scouts Canada's Strategic Plan aims to do this by 2024 through the Four Strategic Pillars.

<sup>1,3</sup> Sick Kids Hospital

<sup>2</sup> participACTION

# THE FOUR STRATEGIC PILLARS

## PILLAR 1: STRENGTHENING CORE SCOUTING PROGRAM



**Deliver strong core Scouting programs through improved program quality and enhanced volunteer experience.**

We have focused on three main themes: program quality and outdoor adventures, and making it easier to volunteer. We've already developed program tools such as the Youth Challenges and the Grizzly Den that help support new and existing Scouters to deliver the type of programming that youth and parents are expecting from Scouts Canada. With the ability to return to outdoor events, we have begun delivering Scouter development days, "Scout-Cons" in many councils, to foster program knowledge within our volunteers. We have also begun work with Kotter to identify how to mobilize our committed team of over 12,000 on key behaviours and actions that will unlock the potential of Scouts to deliver on our mission. We look forward to working with our volunteers to pilot programs that will further this work throughout the next year.

## PILLAR 3: BE INCLUSIVE AND PURSUE INDIGENOUS RECONCILIATION



**Identify opportunities to create a more inclusive organization and engage Indigenous communities in an authentic Reconciliation journey.**

In 2022 we have been building the framework to launch this work in 2023. We have hired the third party to audit our programming and make recommendations on how we can create a more inclusive Scouting movement. The results of the audit will be shared in 2023. In addition, we have on-boarded an Advisory Committee to help us shape our actions as they relate to Reconciliation, and we have developed a partnership with Raven Reads to continue our individual and Group level reflection on what it means to be an ally as it relates to Indigenous communities and other communities on our journey towards a more inclusive Scouts Canada movement.

## PILLAR 2: ENGAGING CANADIANS IN NEW WAYS



**Identify meaningful new ways to engage Canadians while leveraging brand attributes and core competencies.**

For this Pillar, the National Service Centre has reorganized its internal structure to build a team that will begin market research and support this work. We are in the process of hiring a new executive director that will lead our Pillar 2 progress. In the meantime, Scouts Canada has been progressing the work by expanding its awareness across the country. In the spring and summer of 2022, Scouts Canada launched two very successful PR campaigns that expanded our reach and awareness into new markets with innovative surveys. Additionally, we saw tremendous success operating Summer Camp programs for over 2,000 youth. This work is laying the groundwork for reaching new markets.

## PILLAR 4: UNLOCKING ASSETS



**Pursue strategies to unlock the value of properties in non-traditional ways.**

This Pillar aims to leverage underused property assets to support the core of Scouts Canada's Mission. This can be accomplished by finding creative alternatives to selling properties and instead looking to generate revenue (through leasing, partnership, etc.) in new ways. This year we kicked off our first pilots, aimed at testing some of the key strategies, including an application to rezone our National Office in Ottawa and the launch of three Expressions of Interest campaigns for underused camps in Ontario, Quebec, and Alberta. All the pilots have garnered a lot of interest in partnering with Scouts Canada.





# DIVERSITY, EQUITY INCLUSION AND RECONCILIATION

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Scouts Canada is continuing to commit to living up to its values by being a diverse and inclusive organization that is welcoming to all Canadians.

## AUTHENTIC JOURNEY; BEFORE DESTINATION

In 2021–2022 our reconciliation journey continued with holding space for and consulting Indigenous Scouters and youth in seven Listening Sessions. These sessions were an opportunity to authentically hear from our diverse many within our Scouting community and led to the creation of our team of reconciliation advisors.

Although we are still early in our journey of understanding, 2021–2022 saw Scouts Canada partner with Raven Reads to co-create a new resource containing books and educational materials to assist in leading discussions around reconciliation and Indigenous cultures in Canada.

In 2019 the Board of Governors began exploring how Scouts Canada could pursue Diversity, Equity, and Inclusion within all areas of the organization. While progressing this work, global protests against racial injustice were spurred across the world. At this time, we heard firsthand from many of our members that we must do better and commit to action—we agreed. The Board made an initial public commitment to be anti-racist, followed by hiring a Director of Diversity and Inclusion to work with our CEO and developed an official Board working group to support the organization in its Diversity, Equity and Inclusion journey.



## A DECISIVE MOMENT

We are an organization centered on land-based programming. As a result, in June 2021, the Board agreed that inclusion in our Canadian context requires that we develop our appropriate place and understanding in the Reconciliation journey with First Nations, Métis, and Inuit peoples to build the foundation for an authentic inclusion culture.

## COMMITMENTS

Through this commitment, we are realizing that intentional and unintentional actions and inactions in Scouting have been particularly harmful to Canada's Indigenous peoples. The Truth and Reconciliation Commission's report also identified Scouts Canada as an organization with historical ties to the residential school system. In order to address any barriers to inclusion, it is important that we investigate our movement's history, how it impacts our relationship with the original stewards of this land, and what that feels like for Canadians from diverse walks of life. This is why our Reconciliation journey is at the core of our commitment to creating an inclusive movement.

## THE ROAD AHEAD

Our journey begins by building up our organization's self-awareness to first identify where we truly stand: through listening, conducting a systemic inclusion audit, and investigating the historical root causes of any gaps we uncover. In this process, we are encouraging conversations around responsible allyship, intersectionality, biases, and what that means for each of us.

As we become more mature and comfortable around these complex Equity and Inclusion conversations, we acknowledge that we also must co-create the path forward with Indigenous peoples. Inspired by the Truth and Reconciliation Commission Calls to Action, mutual respect and trustworthy relationships are key parts of moving forward.

We, therefore, embark on listening, learning, and honest reflection early in our process while being graciously guided by our Reconciliation Advisors to meaningfully work through how our movement can best contribute to the Inclusion and Reconciliation journey in this shared place we call Canada.





# YOUTH LEADERSHIP

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## **Cultivating Canada's Next Generation of Leaders.**

In 2021–2022, our youth demonstrated resilience and leadership in their communities. By embarking on new adventures outdoors with their friends, youth discovered what they are capable of. By trying a variety of new activities, youth in Scouts got to find their thing, the passion that will light the spark to ignite their fire.





## Winter Challenge

# CLAIM THE FLAME



Over 4 weeks Beavers, Cubs, Scouts, Venturers and Rovers from across Canada participated in this great winter skills-building marathon. They needed teamwork, creativity, and ingenuity to tackle each week's challenge. Advancing their winter skills as they went, Groups not only worked towards completing their Level 1, 2 or 3 OAS badge requirements, but also challenged themselves to earn the coveted Challenge Crest and the right to 'Claim the Flame'!

### **Congratulations to the 1<sup>st</sup> Airdrie Scout Group for winning the Claim the Flame challenge!**

Participating in all four of the weekly challenges, the Group captured pictures and shared stories each week to showcase the fun ways in which youth approached each challenge, and what they learned.

They built an Olympic-themed relay

race that included shelter building and snow shoeing (among other stations); crafted sit-upons with recycled materials to enjoy after a hike; assembled emergency winter first aid kits; and ate Bannock over the campfire while learning about its pre-colonial use in the communities of Indigenous peoples.

**1<sup>st</sup> Airdrie brought a whole lot of adventure to Claim the Flame, from Beavers to Cubs and Scouts!**



## Fall Challenge

# AROUND THE WORLD



Scouts Canada went Around the World.

At a time when lockdowns were on and off again, Scouts got to explore and meet other Scouts Around the World. In this eight-week Challenge, Sections 'visited' eight different countries, developed new skills through fun challenges and supported their communities and the planet by leading exciting Scouts for Sustainability activities. With the help of a symbolic transporting compass, we imagined that our Scout Groups could ping around the globe to different destinations quickly. In each country, they faced a challenge or a fun activity to champion as a Section. Once completed, Sections collected a crest and eventually curated the full composite crest!

### **Shout out to the 1<sup>st</sup> CBS Scout Group from Newfoundland & Labrador Council for completing all eight challenges of the Around the World in 60**

Days expedition, sharing in 16.5 hours of fun activities rooted in the Scouts for Sustainability program. Exploring Goal #4: Quality Education, #6: Clean Water and Sanitation, #14: Life Below Water and more, Beaver and Cub Scouts benefited their community and the planet while embarking on exciting adventures with friends.

# THE GRIZZLY DEN



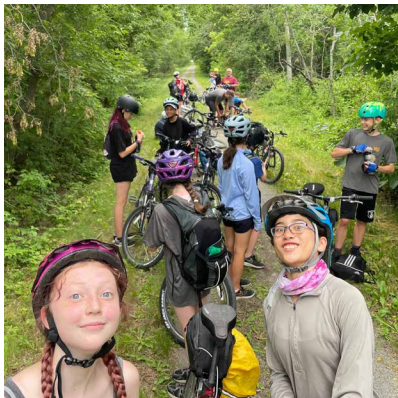
The Grizzly Den is a competition that started in Chinook Council in partnership with the Chinook Foundation. Youth participants work together to plan and pitch their upcoming adventure, compete for funding to take their adventures to the next level, and receive mentorship and guidance from the Grizzlies (panel of judges) along the way.

This year, the Grizzly Den roared to life in Ontario thanks to generous support from our partner, Hydro One. **Over 1100 Ontario youth** across **70 Sections** will have participated in safe, exciting and empowering adventures between June 2022 and May 2023. These experiences range from local hikes to ice climbing, multi-day canoe expeditions to overseas adventures. Youth, from Beavers all the way up to Rovers, brainstormed

next-level adventures and pitched to “the Grizzlies,” a team of seasoned Scouters and others to seek funding for their ideas. **Over 88% of applicants** ended up receiving money towards their adventures.

**The Grizzly Den program’s goal is to provide extra funding to remove financial barriers and elevate the outdoor Scouting spirit to new levels through Epic Adventures.**

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"The Paddling Back in Time adventure was as unique and exciting as planned. Thorough planning and pre-camp training helped everyone to be well prepared and able to enjoy the adventure with appropriate gear, skills, and safety precautions. In the three days, of embracing the nature and history of Brant, we had so much fun fishing, hiking, star gazing, campfire story telling and singing, Scouts Own meditating, and canoeing for four hours along the stunning Grand River.

The youth learned how to properly use axes, knives, fire, and stove; and put these skills into good use preparing firewood and cooking. Even now, we still talk about the mouth-watering meals that we had, like the chocolate cake and vegetable soup that were baked in paper box ovens and Dutch ovens, the bread on sticks and juicy steaks grilled over the campfire. The journey surprised us along the way as the wisdom of the Creator and His creations unfold!"

—Scouter Bonnie Lau, Scouts Canada



## Group Spotlight

# ADAPTING TO CHANGE: A RECIPE FOR GROUP SUCCESS

Under the leadership of Mark Hammer at 1<sup>st</sup> Ayr, the team of Scouters has truly exemplified what it means to be a team and how to come together in the face of adversity as they continued to respond to the ups and downs of the pandemic during the 2021/22 year. 1<sup>st</sup> Ayr's success was multifaceted—they were able to recruit 8 new volunteers, adjust their program delivery, locations, and time to meet the needs of the youth and their program, and truly work together as a team to ultimately **increase their membership by 23%** compared to their pre-pandemic membership. What was unique about 1<sup>st</sup> Ayr's journey is that they grew by so much in the 21/22 year that they had to not only split one but two sections—both the Colony and Pack. They were also the first Group in the Country to split sections during the 21/22 year. As a way to eliminate unnecessary competition or a feeling of being 'second fiddle,' the Group also decided to step away from the conventional naming of the additional sections as a 'B Colony' and a 'B Pack' and alternatively renamed all four of the junior sections to 'Lightning & Thunder, and 'Blue Jays & Snowy Owls' respectively. This, along with all the other wonderful things happening at 1<sup>st</sup> Ayr, has contributed to the sense of team regardless of what section they support.

"We have great Scouters who provide a good program, and this followed through in 2021–2022. We met outdoors whenever it was possible, moving to weekends rather than weeknights when it was too dark for beavers and cubs in the evening to make it work. Through the pandemic, we had a max of 16 per group. It was also extremely helpful that Camp Impeesa is very close and was available for Group activities throughout the time we could not meet in our regular meeting locations."

—Mark Hammer, 1<sup>st</sup> Ayr Scout Group, Battlefields Council

23%

GROWTH IN YOUTH  
PARTICIPANTS

8

NEW VOLUNTEERS

FIRST GROUP TO DIVIDE LARGER  
SECTIONS INTO SPLIT COLONY  
AND PACK SECTIONS.





# OUTDOORS AND ADVENTURES

2021–2022 was all about getting outside and back to nature. This is where Scouting thrives; around the campfire, on the trail, in the backcountry or even in the local park. Adventure this year was all about getting out to Scout and learning by doing and the outdoors provided Scouts with a plethora of great Adventures!



## The Chief Scout

### ‘SURVIVORMAN’ LES STROUD

This Year, Scouts Canada announced the appointment of award-winning Canadian outdoor adventurer and survival expert, Les Stroud, best known as TV’s *Survivorman*, as our new Chief Scout. Les was officially welcomed in November during a special investiture ceremony at Camp Samac in Oshawa; Les Stroud joined a group of excited Scouts in participating in a sneak peek of The Claim the Flame Challenge.





## Our Camps

# CAMP SAMAC WINS AWARD FOR BEST SUMMER CAMP

This year, our Camp Samac, located in Oshawa/Whitby (Ont.), won three (3) Readers' Choice Awards (3) for the three nominations it received:

**BEST KIDS CAMP**  
1<sup>st</sup> Place/ Diamond

**BEST SUMMER CAMP**  
1<sup>st</sup> Place/ Diamond

**BEST KIDS ACTIVITY**  
3<sup>rd</sup> Place/ Gold

Last summer, the camp welcomed **1136 Day Campers & 112 Senior Programs participants over the course of nine weeks in July/August 2022**—helping more youth to safely discover the outdoors, make friends and develop character and confidence.

## WILDERNESS RENDEZVOUS 50<sup>TH</sup> ANNIVERSARY

2021–2022 marked the 50<sup>th</sup> Anniversary of Wilderness Rendezvous (WR). WR is a nine-day Scout camp located in the West Block of Cypress Hills Interprovincial Park in Saskatchewan Council. Wilderness Rendezvous provides the opportunity for youth to connect with nature in an environment rich with plants, animals, and birds of Saskatchewan, which is also one of the few native areas of the province and a natural phenomenon untouched by the glaciers of the past.







# SCOUTING COMMUNITY

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2021–2022 Scouts demonstrated a remarkable ability to adapt to change. Scouts reunited after a tough few years; reconnecting and making new friends, sharing stories, and getting back to normal Scouting. The Scouting Community this year focused and united like never before in unique challenges and favourite adventures.

19

SCOUTER  
DEVELOPMENT DAYS

452

ATTENDEES

149

1–3 YEAR  
COLONY SCOUTERS

96

1–3 YEAR  
PACK SCOUTERS



Scouters step up, and the 2021–2022 Scouting year was no exception. Scouts Canada is built on a foundation of outstanding and selfless volunteers. These leaders are determined to support the organization’s mission and continue to find creative and innovative ways to support our youth and help them be better prepared for success in the world. At the end of the day, being a Scouter often means rolling up your sleeves and getting things done. As an organization, Scouts Canada owes its volunteers a massive debt of gratitude.

## THANK YOU SO MUCH

for always stepping up to help our youth, being adaptable regardless of the situation, applying humour and compassion within your Scouting community, for being the kind of role model for our youth.

9

AWARD FOR  
FORTITUDE

21,910

CERTIFICATE OF  
COMMENDATION

3

GALLANTRY

1

JACK CORNWELL  
DECORATION

100

MEDAL OF THE MAPLE

19

MERITORIOUS CONDUCT

3,113

OUTSTANDING  
SERVICE MEDAL

While we can't highlight all of the fantastic stories of our Scouting members being acknowledged for their award-winning efforts, we can show an example of someone putting others before themselves despite some of the most challenging experiences one could face.

**The Jack Cornwell Decoration** is awarded to a youth member based on exceptionally high character, devotion to duty, and specific acts of physical courage; or must have heroically undergone great suffering. In 2021–2022, **Alyssa Lodge, from the 27<sup>th</sup> Guelph Group, was awarded the Jack Cornwell Decoration.**





# INTERNATIONAL ADVENTURES

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Scouting doesn't just happen from the Pacific to the Atlantic, within Canada's borders. Scouting is truly a worldwide movement. In 2021–2022, our Scouting youth and volunteers engaged with the world at large in a variety of ways.

**Over 600 Scouts Canada members** participated in international events in the US, UK, Switzerland, Finland, Denmark, and Türkiye. Canadian Scouters delivered presentations at the European and African Regional Conferences and contributed to various World Organization of the Scout Movement (WOSM) operational framework projects. WOSM featured Scouts Canada's Event Playbook as a resource for other National Scouting Organizations.

World Scouting recognized 25 young people for their outstanding service and contributions towards building peace and promoting sustainable development in their communities. **One of the awarded Messengers of Peace Heroes was Scouts Canada's, Kayla Bernard.** Kayla was recognized for her work supporting children and youth's mental health and well-being through art and play during the pandemic as just a few examples of Scouts Canada showing leadership beyond Canada and striving to make the world a better place.



"I would like to use my Messengers of Peace Hero Award to help inspire other youth to make a change in their community. As it doesn't matter the scale of your project, you just have to start and try. When I began my project in May 2020, I had a goal of sending out 40 boxes to families. And I thought that would be enough and I would be done. Little did I know my project would become much larger than that, and I had so many people around me wanting to help and support me."

—Kayla Bernard, Mi'kmaq from Sipekne'katik First Nation,  
36<sup>th</sup> Halifax Scout Group



## HIGHLIGHTS

### Over 600 Scouts Canada members

participated in international events in the US, UK, Switzerland, Finland, Denmark, and Türkiye.

Canadian Scouters delivered presentations at the **European and African Regional Conferences** and contributed to various WOSM operational framework projects.

WOSM featured **Scouts Canada's Event Playbook** as a resource for other National Scouting Organizations.





# SUPPORTING SCOUTING

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Supporting Scouting in 2021–2022 challenged our members to adapt. Volunteers and staff nationwide role-modelled resiliency to enable Scouting through new initiatives, adaptive programs, and even new working environments. By rethinking how Scouting is supported, we have reached higher in facilitating and service to the Scouting Movement.

## NOLB: NO ONE LEFT BEHIND

Every young person deserves to experience the world of fun, friendship, and self-development Scouting offers. While Scouting is generally affordable to most families, the unique challenges of 2021–22 created a more significant need; many families across the country face economic barriers, hindering youth from participating in Scouting adventures. The No One Left Behind (NOLB) program subsidizes membership fees and related costs so kids can enjoy Scouting and all the fun it offers.

In 2021–22, **1 in 10 Scouting families** were helped, allowing **4,011 kids** to participate fully in fun, safe adventures—that's **over \$1 million** in subsidies spread across the country. We sincerely thank all the donors and sponsors that changed a young person's life by supporting their Scouting adventure.



# NATIONAL FUNDRAISERS

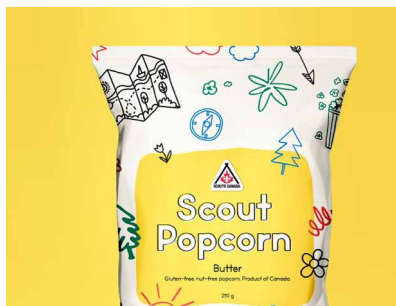
Scouts Canada organizes three national fundraisers to support local Groups to plan their epic adventures.

Through Scout Coffee, Scout Popcorn and Scout Seeds—just under **600 Groups** sold **over \$1 million** worth of products and raised over a quarter of a million to support their Scouting Adventures.



## SCOUT COFFEE

Scouts Canada and Equator Coffee Roasters have again teamed up to offer some really, truly good coffee. 2021/2022 and the COVID-19 pandemic allowed even more groups to pivot their fundraising efforts online, with a delightful selection of gourmet coffee blends to support Groups in creating great programming that fosters youth well-being and development.



## SCOUT POPCORN

It was another a-mazing fall Scout Popcorn fundraising campaign! There were a few more challenges during this campaign than anticipated, but in true 'Plan-Do-Review' fashion, the team hopes to iron out as many bumps as possible so next year's campaign runs smoothly.



## SCOUT SEEDS

The Scout Seeds Fundraising opportunity is now in its third year. Over 291 Groups/Sections participated, and this fundraiser is really starting to bloom.

## TOP SELLING GROUPS ACROSS CANADA

- 144<sup>th</sup> Lake Bonavista Group
- 239<sup>th</sup> Northern Hills Group
- 1<sup>st</sup> Paradise Group
- 21<sup>st</sup> Capilano Group
- 288<sup>th</sup> Calgary Chinese Group
- 1<sup>st</sup> Mount Brydges Group
- 163<sup>rd</sup> Winnipeg Group201<sup>st</sup> Endeavour Scouting Group
- 224<sup>th</sup> Sandstone Valley Group
- 1<sup>st</sup> Ayr Group
- 1<sup>st</sup> Cedar Hill Group



# SAFE SCOUTING

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**Every year the Safe Scouting team supports Scouters, youth & staff in providing a safe environment for great adventures.**

The Safe Scouting team supports the membership and organization to ensure that all are safe from harm. This includes managing health and safety incidents (such as injuries and injury incident reviews), responding to youth protection and welfare concerns, operating our 1-800-339-6643 emergency line (24h) for major incidents and providing support resources such as webinars or lessons learned to our membership.

2021–2022 the team continued to support a virtual environment while also adapting and delivering training to thousands of Scouters across the country through webinars & online ScoutCons. This year we began to see an increase in Scouting activities as pandemic restrictions were starting to lift.



Thank you to our 2021–22 Board of Governors and the Volunteer Leadership Team for their contribution to Scouting in Canada.

## BOARD OF GOVERNORS NATIONAL LEADERSHIP TEAM

**ANDREW OBEE**  
Chair of the Board

**KERRI ONKEN**  
Vice-Chair, Finance

**HEATH JOHNSON**  
Vice-Chair, Strategic

**STEVE KENT**  
Past Board Chair & Chair of the  
Nominating Committee

**STEPHEN LONEY**  
National Commissioner

**JUSTIN CHENIER**  
National Youth Commissioner

**ANDREW PRICE**  
Executive Commissioner & CEO

**KAYLA BERNARD**

**SANDI BURNS**

**JEAN-FRANÇOIS CHAMPAGNE**

**ROBERT CRADDOCK**

**CHRISTINE DUPUIS**

**RODNEY NELSON**

**ERICA SACCARY**

**BILL SCHULTE**

**CARLIE TILLER**

## VOLUNTEER LEADERSHIP TEAM

### PROPERTY OPERATIONS

**NORM KERR**  
Deputy National Commissioner

**CHRIS PIKE**  
Deputy National Commissioner

### PROGRAM

**SANDRA KELLER**  
Deputy National Commissioner

**JASON GINGRICH**  
Deputy National Youth Commissioner

### COMMUNICATIONS

**KAELEM MONIZ**  
Deputy National Youth Commissioner

### DIVERSITY, EQUITY & INCLUSION

**KEEGAN EATMON**  
Deputy National Commissioner

**TESSA LEBRUN**  
Deputy National Youth Commissioner

### VOLUNTEER SUPPORT

**KAITLYN PATTERSON**  
Deputy National Commissioner

**HEATHER ESKRITT**  
Deputy National Youth Commissioner

# RECOGNIZING GENEROSITY

## Scouts Canada Supporters \$100,000 +:

Desjardins

Linda Jean Biddle

Hydro One Networks Inc.

## Scouts Canada Supporters \$20,000–\$99,999:

David Huestis

## Scouts Canada Supporters \$5,000–\$19,999:

Chilly Moose Ltd.

Charles and Ellen MacKay  
Fund

The Masonic Foundation of  
Ontario

John A. Neysmith

## Scouts Canada Supporters \$1,000–\$4,999:

Danby Appliances

Vermilion Energy Inc.

Walmart Canada Corporation

John Watson

David A. Henderson

Hope Campbell

Brenda Sweeney

Robinson Supply

The Boiler Inspection and  
Insurance Company of Canada

KPMG

Clif M. Skrypnyk

Rodger Spring

Wawanesa Insurance

Donald N. MacDonald

Nancy Claus

Susan E. Purdy

Jet J. Sieh

Big Bang Promotional  
Products Inc.

Jason Anderson

Alan Burns

William T. Sargent

The Roger and Edith Davis  
Foundation

Ontario Gilwell Reunion  
Committee

The Hay Foundation

Kinnaird Family Foundation

The Estate of Donald R. Hutton

Canadian Badgers Club

Ian Lovie

Jarislowsky Fraser Limited

Barbara and John Cronyn Fund

Andrew S. Price

Larry & Janet Anderson  
Experiential Learning  
Endowment Fund

## Scouts Canada Supporters \$500–\$999:

Hub City Lions Society  
Nanaimo

Runnymede Community  
Church

Vankerk Solutions

Vidyard

Alexander Furness

Dan Newton

Martin Burt

Penny Dodge

Russell C. Finch

The Estate of Jean Lockhart

Barbara Bemrose

Douglas E. McIntyre

Clemens R. Feldmeyer

Heather Leckie Bryant  
Memorial Fund

Lillian & Rick Ekstein  
Charitable Fund

Terry Caunter

Emmet Stiff



Wayne Chertkow	Russell Erman	Desjardins Securite Financiere
Wanda J. Peddle	Esther Little	The Keith and Betty Beedie Foundation
Elizabeth Woolnough	Paul Gunter	B.C. Interior Community Foundation
Scott MacLean	Heinrich Mathis	Halton Naval Veteran's Association
Dorothy Langguth	James G. Whiteaker	Chad Johnson
Margaret E. Wilson	James R. Drury	Taelon Schuppli-Connolly
Daniel Wardle	Neal E. Rice	
Ladies' Auxiliary Branch 399	The Estate Willard J. Challand	
John MacCaull	Kalie McKenna	

# FINANCIAL CONSOLIDATION

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## **2021/2022 saw Scouts Canada take steps to streamline further and enhance its financial management.**

This work began in 2015 as part of the move to One Scouts Canada, where we integrated several business processes & financial items such as operating revenues & expenses and one membership fee for all full-time youth across Canada.

This past year saw us the step to consolidate Council financials to improve transparency and achieve efficiency by eliminating separate Council statements and streamlining financial activity. This has resulted in the following:

- One Scouts Canada consolidated financial statement
- One Scouts Canada bank account
- Centrally Managed restricted funds with evidence moved to Beutel Goodman
- One Scouts Operating Fund
- Centrally Managed property and restricted property funds
- One Scouts Charitable Return
- One Scouts Canada Audited Consolidated Statement
- One Sales tax return, filed monthly

This has allowed us to simplify cash flow management, improve tax efficiencies, ensure accurate asset allocation, and optimize cost flow efficiencies. Consolidated financials place us in a better position to monitor current standing and performance during these unprecedented times. This will also ensure we can meet accounting standards and tax requirements that require a clear, consolidated financial statement for all of Scouts Canada's Operations.



# KELLY HUIBERS McNEELY

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PROFESSIONAL CORPORATION

## REPORT OF THE INDEPENDENT AUDITOR ON THE SUMMARY FINANCIAL STATEMENTS

To the Board of Governors of Scouts Canada

### Opinion

The summary financial statements, which comprise the summary statement of financial position as at August 31, 2022, and the summary statement of operations and changes in fund balances for the year then ended, and related notes, are derived from the audited financial statements of Scouts Canada for the year ended August 31, 2022.

In our opinion, the accompanying summary financial statements are a fair summary of the audited financial statements, in accordance with the basis described in Note 2.

### Summary Financial Statements

The summary financial statements do not contain all the disclosures required by Canadian accounting standards for not-for-profit organizations applied in the preparation of the audited financial statements of Scouts Canada. Reading the summary financial statements and the auditor's report thereon, therefore, is not a substitute for reading the audited financial statements and the auditor's report thereon.

### The Audited Financial Statements and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial statements in our report dated November 1, 2022. That report also includes:

- An *Emphasis of Matter - Restated Comparative Information* section that draws attention to Note 2 in the complete audited financial statements. Note 3 to the summary financial statements indicates the basis for the restated comparative information.

### Management's Responsibility for the Summary Financial Statements

Management is responsible for the preparation of the summary financial statements on the basis described in Note 2.

### Auditor's Responsibility

Our responsibility is to express an opinion on whether the summary financial statements are a fair summary of the audited financial statements based on our procedures, which were conducted in accordance with Canadian Auditing Standard (CAS) 810, *Engagements to Report on Summary Financial Statements*.

*Kelly Huibers McNeely*  
*Professional Corporation*

Stittsville, Ontario  
November 1, 2022

Authorized to practise public accounting by  
The Chartered Professional Accountants of Ontario

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106B McGonigal St. W.  
Arnprior, Ontario K7S 1M4

9 Emily Street  
Carleton Place, Ontario K7C 1R9

16 Gore Street West  
Perth, Ontario K7H 2L6

5992 Hazeldean Rd.  
Stittsville, Ontario K2S 1B9

Phone: 613-963-1430 (1-866-999-1339)

Fax: 613-686-3960 (Perth local 613-267-3949)

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acctg@khmpc.ca



**SCOUTS CANADA**

**SUMMARY STATEMENT OF FINANCIAL POSITION**

**as at AUGUST 31, 2022**

		(as restated - note 3)
	<b>2022</b>	<b>2021</b>
<b>ASSETS</b>		
Current assets	\$ 14,601,481	\$ 16,975,280
Investments	33,907,090	36,336,020
Capital assets	5,531,691	5,376,932
Prepaid pension costs	5,000,800	9,063,300
	<b>\$ 59,041,062</b>	<b>\$ 67,751,532</b>
<b>LIABILITIES AND FUND BALANCES</b>		
Current liabilities	\$ 11,158,269	\$ 7,695,697
Employee future benefits	2,640,000	2,687,000
Fund balances	45,242,793	57,368,835
	<b>\$ 59,041,062</b>	<b>\$ 67,751,532</b>

See accompanying notes to summary financial statements.

**SCOUTS CANADA**  
**SUMMARY STATEMENT OF OPERATIONS AND CHANGES IN FUND BALANCES**  
**For the year ended AUGUST 31, 2022**

	Operating Fund	Restricted & Endowment Funds	2022	(as restated - note 3) 2021
REVENUE				
Membership fees	\$ 5,683,917	\$ -	\$ 5,683,917	\$ 2,850,010
Retail	1,850,260	-	1,850,260	1,316,020
Fundraising	2,576,434	4,600	2,581,034	2,830,103
World Scout Foundation donations	-	111,358	111,358	306,114
Scout events	172,763	-	172,763	-
Investment and other	<u>3,181,632</u>	<u>800,180</u>	<u>3,981,812</u>	<u>6,132,603</u>
	<u>13,465,006</u>	<u>916,138</u>	<u>14,381,144</u>	<u>13,434,850</u>
EXPENSES				
Salaries and benefits	8,297,805	41,568	8,339,373	9,053,201
Retail	1,777,541	-	1,777,541	1,215,392
Program services	153,985	-	153,985	157,696
Grants	-	-	-	350
Technology services	653,497	-	653,497	664,387
Financial services	483,220	47,782	531,002	410,665
Marketing and communications	622,850	-	622,850	520,854
Fundraising	1,543,016	-	1,543,016	1,757,406
Administration	777,087	25,000	802,087	238,960
Compliance and governance	686,421	705,333	1,391,754	4,768,153
Human resources and volunteer services	426,935	9,071	436,006	183,470
Field operations	145,008	-	145,008	1,376,329
Field services	63,087	-	63,087	124,466
Scout events	164,038	-	164,038	-
Other	<u>-</u>	<u>395,076</u>	<u>395,076</u>	<u>-</u>
	<u>15,794,490</u>	<u>1,223,830</u>	<u>17,018,320</u>	<u>20,471,329</u>
Net expenses before camps operations and the undernoted	<u>(2,329,484)</u>	<u>(307,692)</u>	<u>(2,637,176)</u>	<u>(7,036,479)</u>
CAMPS OPERATIONS				
Revenue	2,287,772	-	2,287,772	2,327,328
Expenses	<u>4,392,565</u>	<u>-</u>	<u>4,392,565</u>	<u>3,771,043</u>
	<u>(2,104,793)</u>	<u>-</u>	<u>(2,104,793)</u>	<u>(1,443,715)</u>
Net expenses before the undernoted	(4,434,277)	(307,692)	(4,741,969)	(8,480,194)
Unrealized losses on investments	(3,318,893)	(1,494,673)	(4,813,566)	3,810,693
Property sales	<u>1,905,793</u>	<u>-</u>	<u>1,905,793</u>	<u>-</u>
NET EXPENSES	(5,847,377)	(1,802,365)	(7,649,742)	(4,669,501)
FUND BALANCES - BEGINNING OF YEAR	<u>42,405,768</u>	<u>14,963,067</u>	<u>57,368,835</u>	<u>58,739,736</u>
	36,558,391	13,160,702	49,719,093	54,070,235
Interfund transfers	(889,082)	889,082	-	-
Remeasurements and other items related to employee future benefits	(4,476,300)	-	(4,476,300)	3,298,600
<b>FUND BALANCES - END OF YEAR</b>	<b>\$ 31,193,009</b>	<b>\$ 14,049,784</b>	<b>\$ 45,242,793</b>	<b>\$ 57,368,835</b>

See accompanying notes to summary financial statements.



# SCOUTS CANADA

## NOTES TO THE SUMMARY FINANCIAL STATEMENTS

AUGUST 31, 2022

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### 1. ORGANIZATION

Scouts Canada is a national organization operating programs aimed at contributing to the development of young people in achieving their full physical, intellectual, social and spiritual potential as individuals, as responsible citizens and as members of their local, national and international communities through the application of Scouts Principles and Practices.

### 2. SUMMARY FINANCIAL STATEMENTS

The summary financial statements are derived from the complete audited financial statements, prepared in accordance with Canadian accounting standards for not-for-profit organizations, as at August 31, 2022 and for the year then ended.

The preparation of these summary financial statements requires Management to determine the information that needs to be reflected in the summary financial statements so that they are consistent, in all material respects, with or represent a fair summary of the audited financial statements.

These summarized financial statements have been prepared by Management using the following criteria:

- (a) whether information in the summary financial statements is in agreement with the related information in the complete audited financial statements; and
- (b) whether, in all material respects, the summary financial statements contain the information necessary to avoid distorting or obscuring matters disclosed in the related complete audited financial statements, including the notes thereto.

Management determined that the statement of cash flows do not provide additional useful information and as such has not included it as part of the summary financial statements.

The complete audited financial statements of Scouts Canada are available upon request by contacting the Management of Scouts Canada.

### 3. RESTATEMENT

The complete audited financial statements, and the summary financial statements, have been restated to exclude liabilities in the amount of \$559,216 that were recorded in error at August 31, 2021.



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