

annual report

scouts south africa



1 October 2016 to
30 September 2017



be prepared

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1.

report from the board: partners in the growth of scouting in south africa

We are living in times of great turbulence, and the impact of that on young people, as indeed on people of all ages, in our country is profound. As a former Scout I have experienced the value of learning whilst implementing projects that contribute to progress, particularly during times of hardship and change. The South African Scouting Movement has the power to enhance members' skills and overall well-being, as well as to encourage the growth of the communities in which they reside.

On behalf of the Board of SCOUTS South Africa I want to thank all our volunteers for doing just that. Their unrelenting dedication and service to children, youth and adults in communities nationwide has made an impact on the lives of many. The value that our adult leaders add to the lives of our children and youth cannot be underestimated.

There are many challenges youth face in today's world ranging from the lack of adequate education and unemployment, to conflict, hunger and being subjected to abuse and inequality. However, with youth comes energy, innovation, and optimism – if there are supportive environments and opportunities. Opportunities like those given through Scouting lay the foundation for major positive contributions by youth towards the betterment of our communities and country as a whole.

The key challenges for South Africa are defined in the 2030 National Development Plan (NDP) as the need to eliminate poverty, reduce the current levels of inequality and building stronger youth development programmes. In a bid to contribute to achieving the NDP objectives and ensure the sustainability of the

association, SCOUTS South Africa continued to roll out and implement the required structural changes as per our revitalisation plan.

With youth comes energy, innovation, and optimism – if there are supportive environments and opportunities.

Despite the societal upheavals and political disarray, which negatively impacted on our financial sustainability, SSA's programmes were delivered to more than 185,000 children and youth throughout the country in urban and rural areas in all provinces. Furthermore new structures were put in place and people appointed. We launched the Friends of Scouting Programme as well as the Alumni Network.

Currently, an amended SSA strategic vision and financial model are open for input from members and preparations for the upcoming Lekgotla are underway. We will be bidding farewell to our current Chief Scout Mr Sibusiso Vilane. We thank Sibusiso for his dedicated service over the years. We are also proud to welcome Dr Brendon Hausberger as the new Chief Scout and look forward to engaging with him and seeing Scouting grow under his tutelage.

We are at the end of our revitalisation process but still have lots of work to do. As we turn a new page in the history of South African Scouting, let us harvest our power from within and partner in the growth of our Movement. Let's work collaboratively to secure funding to sustain SSA and develop communication tools to work closer with our members. I am looking forward to the upcoming Lekgotla which will constitute a new beginning for us all.

Yours in Scouting,
Professor Brian Figaji
Chairman of the Board



be prepared

2. report from the ceo and cc

This report covers the activities of SCOUTS South Africa for the period 1 October 2016 to 30 September 2017.

This has been a busy Scouting year. The revitalisation project of the Association will come to an end in October 2017 with the National Lekgotla (the first gathering of Scout Group representatives from around the country to discuss national strategy and status). However, as a youth Movement, we will continue on the process of change and incorporate new ideas to stay innovative and relevant and provide meaningful and positive impact to our youth.

As part of the revitalisation, each Scout Group is required to sign a Social Partnership Agreement (SPA). The SPA is a Memorandum of Understanding between the national team and the Scout Group which recognises the Group as a registered body of SCOUTS South Africa. The SPA ensures that the national team remains accountable to design and deliver relevant youth and adult programmes and training and that the Scout Group implements the designed programme in line with the values of the Scouting Movement. Our thanks goes to the Boy Scouts of America (BSA) for allowing us to use their document as a template which, in line with our objective of Simplify, helped us to reduce a 15 page MoU to 3 pages. The process of signing these agreements has started and the Western Cape was the first region to have all its Groups signed up. The agreed strategy with the Regional Commissioners is that all Groups will be signed up by 2018.

During the year the Alumni Network (AN) was established and we are encouraging all ex-Scout members to join the Alumni Network. Several emails were sent to former members listed on an alumni database and the membership numbers are increasing. Mr Bill Sewell was appointed Chairman of the Alumni Network and 2 newsletters have been distributed. Ex Scouts can stay abreast of the valuable work done by Scouts and reconnect and rekindle friendships. A number of meet and greet opportunities will be hosted in the coming financial year.

In April 2017, creatives from the acclaimed advertising agency DDB SA, the team of the outdoor advertising company Wide Open Spaces, a local structural engineer, videographer Robin de Jager and Scouts, teamed up to raise awareness about the value that Scouting brings to children and youth in current times. A huge billboard was built, including poles and ropes, in a corner of the PWC Bike Park in Bryanston, which faces a busy intersection. A big banner promoting Scouting was visible for the first three months, after which PWC took ownership of the billboard and the advertising. A plaque still stands explaining the role SSA had in establishing the billboard. All the support for this marketing campaign was provided pro bono.



Our first ever E-book handbook was launched. With the assistance of the Rover Programme team, the Rover Handbook was digitised and made available on the online Scout shop.

In May 2017 all the Regional Commissioners (RC's) attended a workshop in Johannesburg. This workshop was held to enable the RC's to better understand the SPA's, policies, branding, training and warrant procedures. A big emphasis was put on creating an open discussion platforms to provide the RC's ample opportunity to air their views and for the national team to listen to what needed to be adapted. The programme for the Lekgotla was evaluated and, based on the feedback, a number of changes were made to the programme. The Alumni Network was discussed as well as how to get everyone on board to facilitate its growth. We have now agreed to have a call via 'Skype for Business' with the RC's every 2nd month to improve internal communications.

In July 2017 Dr Brendon Hausberger and Mr Siphila Dlamini attended the Southern Zone conference in Botswana and in August 2017 Dr Hausberger, Ms Milly Siebrits and Mr Siphila Dlamini attended the World Scout Conference in Azerbaijan. This was made possible by sponsorship from the Development Bank of South Africa and the DPSG, the German Scout Association. Mr Winston Adams from South Africa was the Vice Chairman for the conference and was awarded the Bronze Wolf, the highest award in Scouting for his service to African Scouting. SSA was recognised as one of the top five NSO's in Africa for their growth and received two awards.

Moving forward and ensuring as an organisation that we are "prepared" SSA's national team has started with the implementation of a POPI compliance project to ensure SSA is fully compliant when the Act comes into effect.

As this financial year is ending we want to use the opportunity to thank our members, our volunteers, our Group, District, Regional and National teams for their commitment to the Scouting Movement and the children and youth they serve.


We thank the Scout Board for their time and wisdom. The term of the Board has come to an end and the new Board will be announced at the Lekgotla. The new Board has been elected in accordance with the Constitution where the Scout Groups elected two members, the Alumni Network elected two members and the Exco elected two members.

We thank outgoing Chief Scout Sibusiso Vilane for the 4 years he has given to Scouting and the inspiration he has been to thousands of Scout members. Our youth have been encouraged to climb their own mountain and to embrace their futures without fearing the unknown.

We look ahead to the next Scouting year with the Lekgotla in October 2017 and the Rover Centenary in 2018.



Brendon Hausberger
Chief Commissioner



Milly Siebrits
Chief Executive Officer



3.

about scouts south africa

SCOUTS South Africa is an independent, non-profit non formal educational movement dedicated to the development of young people towards achieving their potential as individuals and responsible, contributing citizens through a value system based on the Scout Promise and Law.

Central in the Scouting Programme is the continuous transference of values such as honesty, loyalty, responsibility and respect; all aimed at empowering the individual to governing their own individual behaviour and the development of strong leadership skills that will equip our girls and boys to be of service to others and to their communities, as well as in achieving their full potential as individuals.

Scouting in South Africa is sensitive to the changing needs of the country and adapts its programmes and initiatives to provide a meaningful community incentive to meet these real challenges by:

- Providing life skills and increasing capabilities;
- Hunger and poverty reduction by encouraging food production;
- Building a moral base and discipline in individuals;
- Creating an enabling environment for positive self-esteem development of our youthful members;
- Promoting health and safety (e.g. HIV/AIDS awareness, first aid training);
- Promoting the protection of the environment;
- Providing leadership and good citizenship training; and
- Supporting community development.

SSA follows a non-formal education programme, which incorporates an outcomes-based system in a fun outdoor focused environment. All youth (boys and girls) aged seven to thirty five can take part in the activities of the organisation.

Membership is open to all boys and girls irrespective of their race or religious beliefs in the following age groups: Cubs 7 – 10, Scouts 11 – 17, and Rovers 18 – 35. Our Adult leaders are all volunteers. Many were Scouts themselves, parents of the children involved or educators, but anyone is welcome to join our Movement as an adult member. All Adult Leaders

Scout Promise

On my Honour I promise that I will do my best;
To do my duty to God and my country;
To help other people at all times;
To obey the Scout Law.



The Laws

1. A Scouts honour is to be trusted.
2. A Scout is loyal.
3. A Scouts duty is to be useful and help others.
4. A Scout is a friend to all and a brother to every other Scout.
5. A scout is courteous.
6. A Scout is a friend to animals.
7. A Scout obeys orders.
8. A Scout smiles and whistles under all difficulties.
9. A Scout is thrifty.
10. A Scout is clean in thought, word and deed.



and volunteers are reviewed before being allowed to work with the youth and after the review process, receive comprehensive training. We recognise that in order to provide a good and thorough service to our children and youth we need to make sure that our adults are suitable and that they are trained and have the necessary skills and resources to ensure the adventure of a lifetime for our youth!

SSA takes child protection very seriously. We have a Member Code of Conduct for adults and developed a Child Protection Policy with the support of Childline. We strive to keep it relevant to societal developments and to ensure that in accepting adults as members, every realistic precaution is taken to protect the youth. Any accusation of inappropriate behaviour is rigorously investigated with the involvement of relevant and appropriate third parties to ensure independence and rapid action.

SSA is registered as a non-profit organisation (019-215-NPO), with its head office in Cape Town and has operating groups in all nine Provinces. During this financial year we had a Level 1 BEE accreditation.

SCOUTS South Africa was established in South Africa in 1908 and has remained a non-political organisation since its inception. SSA was one of the first organisations in South Africa to permit free access to members of all races in integrated activities in 1977, and opened its doors to girls in 2000. SSA is a recognised National Scout Organisation, affiliated to the World Organisation of the Scout Movement ("WOSM").

reach of scouts south africa

SCOUTS South Africa is active in all 9 Provinces with a membership of more than 190,000 youth and adults as per the current census.

SSA is a volunteer organisation with only 15 employees in the entire country. The balance of the movement is staffed by volunteers.



4.

strategic direction

The aim of Scouting as previously stated is to contribute to the education and character building of young people, based on the values system captured in the Scout Promise and Law and to strive to build a better South African nation where people are self-fulfilled as individuals and play a constructive role in society.

The key challenges for South Africa are clearly set out in the 2030 National Development Plan (NDP) and the key goals within this plan are the need to eliminate poverty and reduce the current levels of inequality in all forms.

To achieve these goals the NDP requires that we reunite as South Africans, unleash the energies and potential of our citizens and build capabilities – both in terms of leadership and technical competencies to target that potential and energy.

The NDP calls on us to strengthen our youth development programmes and build new or revised programmes which will build life and vocational skills amongst our youth – this is particularly important given that 39% (21,9m) of South Africans are under the age of 20. The official unemployment rate of South Africa is 27,7%, with the unemployment rate for 15 – 24 years old at 52,2% and 25 – 34 year olds at 33,5%. (www.statssa.gov.za)

We are confident that SCOUTS South Africa is ideally placed through the Cub, Scout and Rover activities to be the pre-eminent youth development programme in South Africa and, as such, has a key role to play in the realisation of the NDP goals.

However, to meet this challenge we recognise the need to continue to restructure and modernise SCOUTS South Africa and build a compelling strategic vision and intent that is aligned with these deliverables and needs.



scouts south africa's role in realising the national vision

The NDP sets out the ideal end state in its virtuous cycle. At the core of this cycle are two key requirements which include strong leadership and active citizenry. The virtuous cycle also sets out the need for South Africa to develop communities, build capabilities and address food security and environmental sustainability.

Within the context of these requirements, SSA has the ability to play an invaluable role in the development of leaders who have the skills, passion and understanding of how to serve their communities.

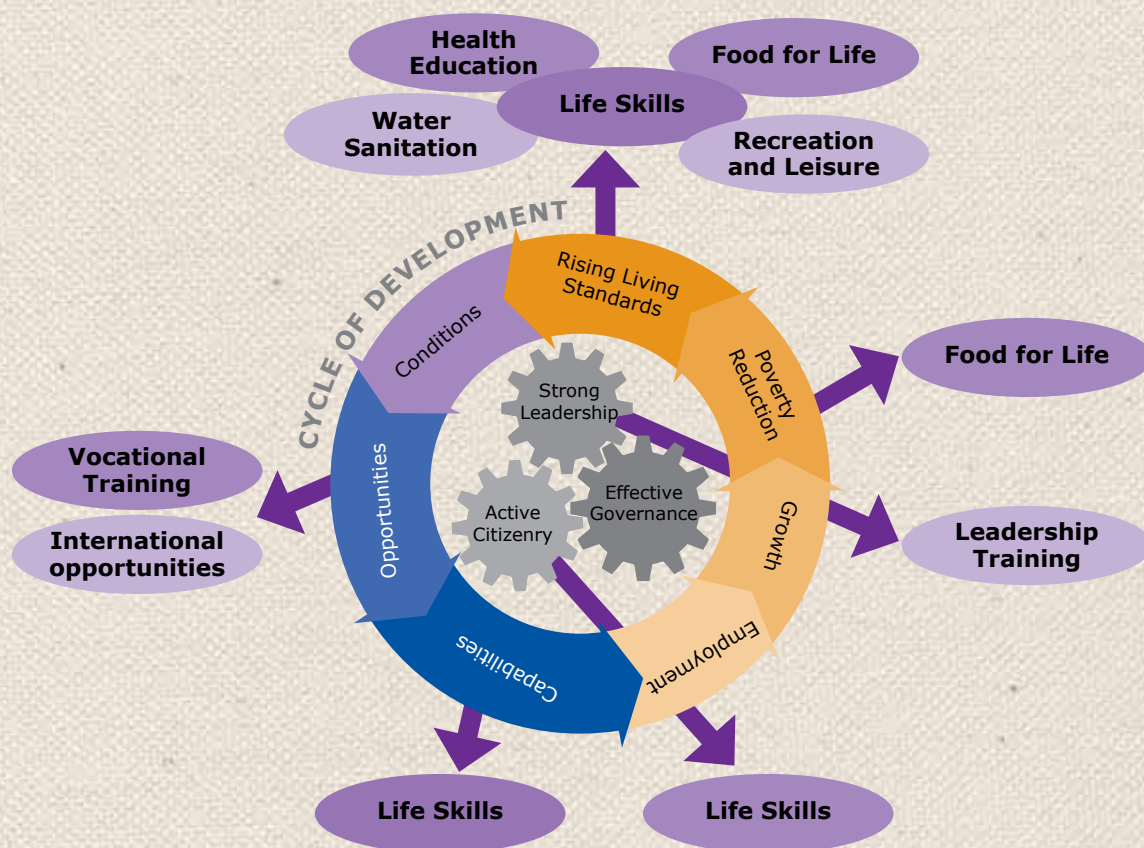
Scouting complements the school and family roles by filling the needs not met by either. SSA members discover the world beyond the classroom, tapping into the skills of others to learn, and passing that knowledge on. Through the actions of its adult- and youth leaders SSA provides positive peer pressure

and role models for children. This is an increasingly value contribution in the SA context with increasing numbers of single parent households where Scouting often provides one of the few stable points of reference for the youth.

SSA's youth and adult training programmes focus on educating and equipping members with practical leadership, communication and vocational skills that are relevant and applicable in their daily lives and specific circumstances. SSA provides programmes that are not dependent on resources to complete and succeed, thereby building skills, self-esteem and confidence to embrace future career and educational opportunities.

As a Movement whose activities are firmly entrenched in the great outdoors, environmental consciousness and education continue to play a key role within their advancement programmes, interventions and projects.

In summary, SCOUTS South Africa's members promote a culture of peace and are empowered and trained to make a constructive contribution to their communities, country and environment. The strategic intent for SCOUTS South Africa (SSA) aligns their focus for the next three years.



(Image: National Development Plan)



be prepared

strategic intent of scouts south africa

outputs

Scout membership (youth & adult) – growth
 Scout membership (youth & adult) – retention
 % Advancement youth & adults

inputs



<p>Deliver a relevant youth & Rover programme</p> <ul style="list-style-type: none"> Revise core content to be accessible & appealing Regular review of interest badges Incorporate vocational training 	<p>Resourcing to Open new Groups</p> <ul style="list-style-type: none"> Develop demographic analytics Provide a new Group "toolkit" for each channel Partner with National departments, Religious institutions and national NGOs 	<p>Attract, develop & retain adult volunteers</p> <ul style="list-style-type: none"> More flexible & recognised training programme (needs base) Productively pursue corporate partnerships (CSI and development) Reconnect with Alumni Reward & recognition system 	<p>Build a sustainable property portfolio</p> <ul style="list-style-type: none"> Develop a property database Develop sustainable plan per property Dispose of non-sustainable properties 	<p>Stakeholders engagements</p> <ul style="list-style-type: none"> Effective communication of strategy relevant at each level Creating the forums for open engagements Incorporate feedback in strategic planning Making Scouting relevant in the public eye 	<p>Partner with Corporate SSA</p> <ul style="list-style-type: none"> Target lists of corporates Connect with them Define specific projects to fundraise for Develop general fundraising activities plan
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people & system inputs

- 1. Effective Financial Management**

 - Develop 5 year financial model
 - Produce timely management reports
 - Define tax requirements and ensure compliance
 - Scorecard metrics
- 2. Develop enabling IT infrastructure**

 - Implement online membership database
 - Financial GL solution
 - Online store & POS
 - Virtual toolkit, including online learning
 - Enhancement of national website & roll-out of websites to regions
- 3. Effective Marketing plan**

 - Define brand principles & embed compliance
 - Develop communication strategy and plan to:
 - Attract adults & reconnect to Alumni
 - Attract youth membership
 - Enable approach to potential donors including key messages
 - Activation resources
- 4. Let's simplify**



what have we done the last year

deliver a relevant youth and rover programme

Objectives:

- Revise Core content to be accessible & appealing
- Regular review of interest badges
- Incorporate vocational training

SSA has to remain cognisant of the objectives that it has to achieve and be flexible enough to ensure that they achieve the objectives within the given constraints.

The programme must therefore be implemented in such a way that it gives the youth member in rural South Africa, and even in the poorer urban communities, – with limited resources, the same chance as the more affluent member in the heart of a metropolis – with all the necessary resources, to succeed. They also are fully aware that even when all resources are available, they have an economic divide, depriving a number of members from achieving their potential. SSA has to work tirelessly to do their very best to ensure that no member is ever disadvantaged due to where they are located or

the economic standing of their family. The Movement therefore has to ensure that their adult leaders have a very clear understanding of the outcomes that have to be achieved so that they can implement the programme to suit the circumstances and surroundings that they are faced with. To be dynamic, SSA needs to be flexible, but flexibility does not mean that they compromise on quality and entrenched standards in their Movement. They have a very clearly defined 'Safe Scouting Policy', which should guide them to ensure that whatever they do, the safety of their youth remains their priority, and that the youth are required to "do their best" in completing the programmes.

The new Cub Programme that has been implemented for the last two years and the piloted Entsha Scout Programme address the outcomes set for the youth programmes:

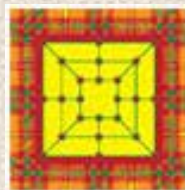
- The new programmes are inclusive for all Scouts from rural and urban areas and brings their skills focus closer to community needs. They include activities that enhance productive and good citizenship, sound character and modern technologies without losing focus of the Scouting values and outdoor/ adventure and environmental activities.
- More flexible, less resource dependent programme for Cubs and Scouts.
- Reduced complexity in programmes.
- Cub books are available in different languages.



Cub Programme

The interest badges were revised in their entirety and recommendations to the majority of the badge requirements were made and adopted. Five new badges were introduced: Geocaching, Hiking, Indigenous Games, Mini SASS and Open Water Swimmer.

Thanks must go to the adult volunteers who took the time to review the interest badges. It was a mammoth exercise as they hadn't been properly reviewed and assess for some time.



In line with the World Scout Youth Programme Policy, regular interim reviews (3-5 years) are recommended to allow for periodic adjustments to be made to meet the changing needs and aspirations of young people. As the current Cub Programme has been in operation since 1st January 2015 an interim review will take place in 2018. This review also forms part of SSA's Strategic Pillar on the delivery of a relevant Youth and Rover programme.

A new Cub leader module, 'Activities with Parents' was finalised and printed. The team is currently finalising the "Cub's Own" module and sourcing material for the "New Chum" module.

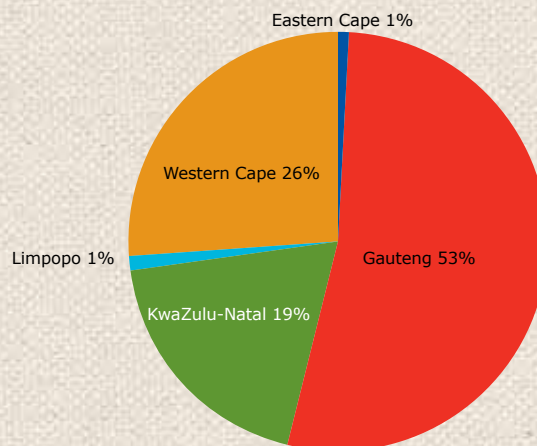
As part of the Cub Centenary in 2016, SSA set out to undertake 100 Messengers of Peace community projects in their communities at Early Childhood Development Centres around the country. By April 2017 all projects were concluded by Cubs, Scouts, Rovers and adult leaders. These activities included the establishing of food gardens, constructing play areas and refurbishing centres. This is an example of bringing the programme closer to the communities the youth live in and giving service hours to enrich and improve the lives of others.

The Programmes-on-a-Plate (PoP) project continued and the resources are available on the Cub section of the national SSA website. These PoP's are extremely popular and are used extensively. The team achieved their objective of providing 83 weeks of programmes (over 2 years' worth), written specifically for the new Cub programme. This takes out some of the complexity of the programme. Where the old Cub programme had four advancement levels, there are now only two. Each PoP focuses on one theme, but includes activities to achieve the requirements for the two advancement levels. The simplified programme also requires less adult volunteers to be present at one time, allowing more flexibility for the Pack Scouters and their teams.



Leaping Wolf achievements

The Leaping Wolf achievement is the highest award in the Cubbing branch of scouting. A total of 246 Leaping Wolf badges and certificates were presented in 2016. The percentage per region can be broken down as follows:



Congratulations and well done to all these recipients.

National Challenge 2016

The National Cub Challenge for 2016 was "Celebrating the Cub Centenary". Nationwide Cubs, Packs, Groups, Districts and Regions were encouraged to:

- Talk about Cubbing in their class/church and tell their friends all about the cool and fun things the Cubs get up to.
- Organise a Cubs 100 event in celebration of Cubbing. It could be an opportunity for Cubs to engage with community members and get the word out there about Cubbing.
- Develop and implement a project at a local school or Early Childhood Development Centre. The National Scout Office had grants available ranging from R2,000 – R5,000. Those funds were raised by SSA Chief Scout Sibusiso Vilane by running the Cologne Marathon in Germany in partnership with Nangu Thina and the Umckaloabo Foundation.
- Share their Cubbing stories/photos from yesterday to present with the PR and Cubs 100 Teams so they could be posted on the Cubs 100 gallery and SSA social media pages.
- Partake in District, Regional and the National Akela events – if possible.



Cubs can PARTY! Centenary celebrations were going on around the country throughout 2016. Besides eating lots of cake and having loads of FUN, the Packs went out into their communities and, in true Cub style, did some amazing projects in Early Childhood Development Centres.

The results of the centenary challenge are as follows:

	Cubs	Adult Volunteers	Total
Region	2016	2016	2016
Gauteng	982	150	1132
KZN	267	39	306
Limpopo	425	46	471
Western Cape	507	80	587
Grand Total	2,181	315	2,496

National Challenge 2017

“Bullying” is a problem that affects millions of children globally, and is incompatible with the principles of Scouting. It is a serious problem and, as a youth development organisation, it is SSA’s responsibility to ensure that the Cubs live, learn and play in a bully-free environment.

There were three parts to the challenge:

- Learn more, do more: Cub Packs had to invite an organisation or school counsellor that deals with bullying (e.g. Childline, a counsellor at a school, etc.) to come and talk to the Cubs about bullying.
- Be a friend, not a bully: A programme was drawn up on this theme, which was to be run during anti-bullying week in November.
- It’s cool to be kind – Random act of kindness. Kindness and caring, two very simple words, but two acts that can change our world and the world around us. Five different ideas were shared to assist the Leaders and Cubs to do their little bit of good (service project).

Hopefully, after taking part in this challenge, the Cubs will work to stamp out bullying and be somebody’s reason to smile.

Highlights around the country

- Pac Yac was held at Heron Bridge from 26-28 May 2017, Gauteng. The theme was “Zootopia”. Sixty Pack Scouters attended the event. Safe Scouting and Child Protection policies were covered as well as practical sessions for activities that can be done with Cubs.
- A Cub Adventure Day was held on 16 September 2017 in Gauteng. The theme was “Thanking Our Heroes”. 676 Cubs, 107 adult volunteers and 357 parents and siblings (a total of 1140 people) participated. Prior to the Adventure Day, a request was sent out for donations of non-perishable items, clothing, toiletries, stationery and toys for the Kuselo CYCS Home, which is based in Boksburg. In true Scouting spirit, donations poured in and the Home left the event with a one tonne truck filled to capacity. One of the bases had a Scouting ‘funny’ money (loose change) collection point were a total of R1,203 was collected and donated to the Kuselo Home.
- Nine “Heroes” showcased their work, including Doctors without Borders, NSRI, ER24 Paramedics, Mountain Search and Rescue Unit, Guide Dogs, Kuselo Homes, Fire Brigade and K9 Unit.
- In line with the 2017 National Challenge, a puppet show on bullying was held which went down very well with the Cubs.



- Triple P – *P*P*P 2017 – was held at the Vuleka Centre in Botha’s Hill, KwaZulu-Natal. It was attended by 25 adult volunteers learning about practical training for the Cubs. Bullying was also covered in line with the National Challenge.
- The Edward Shield was held at Oude Molen Eco Village on 29 October 2016 in the Western Cape. Twenty nine Packs took part. The theme was “Cubbing Past, Present and Future”. Packs were asked to bring a tray of vegetable seedlings for the Village Garden. The response was overwhelming.



- Kontiki 2017 was held on 26th March 2017 at the Sandvlei Sea Scout base in the Western Cape. Cubs with Scout Raft Teams took part in base activities which included birdlife bingo, sandcasts and a fun run.
- The Senior Adventure Camp was held from the 10 – 12 March 2017 at Hawequas, Wellington in the Western Cape; forty-five 10 year old Cubs were in camp! The theme was "Survivor". It even included a food challenge!
- A Cub Fun Day was held at the Monte Vista Scout Hall in the Western Cape on 1 April 2017; 341 Cubs joined in the fun. The theme was "Dogs". Each Pack ran a base and it was interesting to see the variety and amazing ideas. Upon entering, Packs brought dog food for the local animal rescue Fallen Angels. Fallen Angels brought along a few of their dogs for the Cubs to love and play with.

A visually impaired man gave a talk to the Cubs about how his dog helps and takes care of him. One of the Pack Scouters brought along his snakes, birds and lizards for Cubs to hold and watch!!



● 46th Annual Battered Boot Night Hike, Northern Cape

The 46th Annual Battered Boot Night Hike was held on Rooifontein Farm just outside Kimberley on the weekend of 19 – 20 August 2017. This year saw the lowest amount of participants with only 9 Patrols competing for the Battered Boot. However, they set off with great enthusiasm to win!

The hike started at 19h00 with Patrols navigating their way over rough terrain to find the checkpoints along their allocated route. The 15km routes comprised of 5 – 6 checkpoints. Compass, mapping, hiking skills and teamwork are all put to the test during the hike as participants have to plot their route, work out compass bearings and distances and keep within a certain time while hiking. At the end of the journey they need to hand in a logbook. Another challenge this year was the adverse weather conditions, namely strong winds and biting cold temperatures.



5 Patrols managed to finish the hike completely and all Patrols were back at Night Camp and accounted for by 02h00. This year's winning Patrol was the Owl Patrol from the Gladstone Scout Group.

Scout Programme

Entsha Scout Programme

Every ten years or so, each Scout Association is required to review their Scout Programme to ensure its relevance to the Movements' youth and to verify that current social issues are being addressed.

The current Scout Programme was implemented in 2002. The one prominent aspect of the programme is that it is geared towards Scouts from financially more sound areas and families. Apart from the odd amendment to certain clauses, the programme was due for a complete review.

Since 2011, several programme proposals were presented for consideration, but it was in November 2015, that the Entsha programme (meaning "the new one") was proposed, and implemented as a pilot programme in various groups around the country. At that time, several Troops around the country were selected to test this new programme including Limpopo, Gauteng and KwaZulu-Natal. This way, the pilot programme could be 'tested' in all environments where Scouting occurs in the country. Eight Troops have been working on the pilot Entsha Programme.

During this year workshops were held in Gauteng and KwaZulu-Natal and a conference call workshop was held with Limpopo representatives. To ensure everyone was included, a questionnaire was filled in by all Scout Groups that participated in the pilot. Suggestions were made, experiences relayed and obstacles discussed. It seemed that the Scouts were 'getting into' the new programme, though all commented on how the cross-over from the current programme onto Entsha needed to be a lot smoother. The Sea Scout branch of the Scout Programme met in November 2016. They reviewed the youth and adult training and updated the training material. Once all the workshops were completed, the Entsha programme was revised and a second version was distributed. This was sent to the test pilot Troops, and to third parties for comment. Comments were consolidated and a third draft was distributed to the participating Entsha pilot Troops for review. Simultaneously, a request was sent to Regions to choose some Scouters that were not involved with the pilot Troops for their comment and feedback on the Entsha programme.



Ultimately, a revised programme was generated. The fourth and final draft of the programme was distributed for review (May 2017) to the participating Entsha pilot Troops and other interested parties as well as posted on the national website. Final comments that were received, were considered and amendments implemented if deemed valid.

Currently, one day workshops about the programme are being developed and will take place in each Region once completed. Further training material is near completion in order for the Regional training teams to roll the Entsha programme out in 2018.

The launch of the Entsha programme is envisioned for June 2018. By that time, the support material for the Scouts and the adult volunteers will be available. A conversion matrix was developed to transfer Scouts from the current to the new Scout programme.

Already one of the pilot Troops has produced a Springbok Scout (1st Horizon), and another four are in the process of completing the Springbok level. SSA

received encouraging feedback from the Limpopo Regional Commissioner with regards to Scouts from very rural areas in her Region achieving badges for the very first time. Also it was mentioned that they have two Scouts working towards their Springbok, which was never even contemplated previously – and this is just from two Troops in Limpopo on the pilot.



● Midmar Raft Race, KwaZulu-Natal

The Midmar Raft Race 2017 was organised and hosted by the Highway District. Annually the Race is hosted over the BP Sunday weekend which took place from 24 to 26 February 2017. About 720 people braved both hot and cold weather to camp for the weekend.

A misty, rainy and decidedly cold morning greeted those in attendance and as they moved over to the venue at the Morganzone D campsite. However, their spirits were lifted thanks to the enthusiastic support from parents and the anticipation of the competition.

103 rafts participated in the event. The most popular race remained the final Enduro race. The Enduro race is a no holds barred, long, multi-lap race with running included in the course. This race was eventually won by 1st Hillcrest "Umlungus". The fastest Cub Tube race was won by 1st Wandsbeck "Cool Kids", and the fastest Scout raft was won by 1st Hillcrest "Wolves". The Scouts of the 1st Hillcrest "Wolves" team were all under 14 years old. Parents, Leaders and siblings also took part in their own races and the Parents Leaders

Race was won by Howick "Crazy Coots".... it must have been local knowledge that powered them through the misty fog Parents to line honors.



● Amateur radio and Scouting, my two passions together at JOTA-JOTI!

For the 59th year JOTA-JOTI took place on the third weekend of October. Richard Hooper, the 2016 National JOTA JOTI Coordinator has been in the Scouting Movement since he was a young lad. JOTA – as it was known initially – was one of his favorite events. "Growing up, it was the highlight of my Cub and later on Scout career. My dad, Bob Hooper, used to run the event each year, first from the old Modderfontein camping grounds, and later on at Delta Park." He explains. "We always had a lot of fun activities, from learning about electronics to making contact with other Cubs and Scouts." In 1992 Richard left the Scouting movement and returned when his eldest son join up. "JOTA seemed to have "disappeared", and I set my goal to build up this fantastic event again. Over the last 5 years, Sandringham Scout Group have run an annual event for JOTA JOTI, starting small and gradually increasing in size and popularity. This year, a massive change occurred when I was appointed as Scouts SA's National JOTA JOTI Coordinator. My two passions, Amateur Radio and Scouting came together in a great way, and while the task ahead seemed daunting, it was a fantastic experience."

"Getting Hams and Scouts together is quite honestly one of the most difficult endeavors," he says "Herding cats may be a simpler job, but

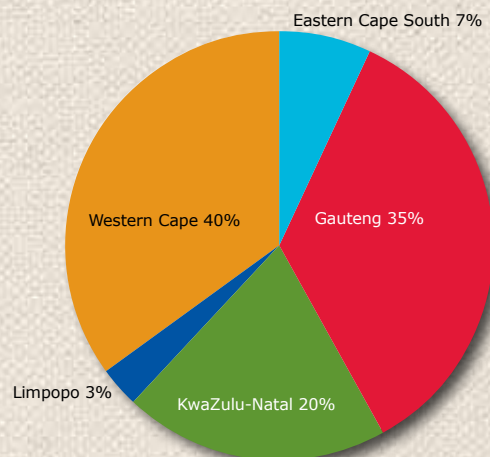
once the task was underway, many Hams came to the fore and offered assistance with running a station for their local Scout Group. For many, it was their first time they had volunteered, and all I can say is a huge thank you. Each and every Ham that assisted made a huge mark on the kids that attended. I also received a lot of feedback from Scouters who said their Scouts want to write their license. They had an amazing experience and want to move forward. In 2015, a total of 8 JOTA JOTI stations were in operation. In 2016, 51 stations were registered and took part, of which 16 were manned by fellow Hams. This shows what can be done with people eager to assist with the youth and their development. A total of around 600 Scouts took part countrywide. Room for growth here for 2017!"



Springbok Awards

A total of 40 awards were awarded during the period October 2016 to September 2017. This is the top award in the Scout Programme, and in achieving it a Scout has to demonstrate mastery of all of the base Scouting Skills, while leading a team to complete a set of predefined activities.

Western Cape and Gauteng awarded 14 Springboks each while KwaZulu-Natal awarded 8, Eastern Cape 3 and Limpopo 1.



Congratulations and well done to all these recipients.



Patrol Leader Training Courses

In 2016 – 2017 reporting period there were five Patrol Leader Training Unit (PLTU) courses, each run over 10 days, in various provinces around the country:

- Eastern Cape: 13th Gilcoast; December 2015; 18 boys and girls
- Gauteng: 59th Gilten; December 2015; 40 boys
- Gauteng: 60th Gilten; January 2016; 40 girls
- Western Cape: 26th Gilqua; April 2017; 40 girls and boys

- KwaZulu-Natal: 115th Lexden; July 2017; 24 boys and girls.

In addition, Patrol Leader courses for the younger Scouts were held in the Western Cape (41 participants), KwaZulu-Natal had 2 courses (63 participants) and two courses in the Free State.

These courses have allowed 162 extra leaders-in-training to be proficient and skilled Patrol and Troop Leaders in Scouting.

Thousands of children showcased their skills at the Annual KZN Rally!

On the 23rd of September 2017 thousands of Cubs and Scouts participated in the 58th annual SCOUTS South Africa Rally which took place at the Madadeni Fet Sports Ground in Newcastle in the Amajuba District of KwaZulu-Natal.

Since 1959, this annual competition for Cubs and Scouts is held in September for children and youth participating in the in-school KZN Scouting programmes. The Rally aims to encourage good competitive and team spirit, but also strives to let the children and youths showcase their acquired skills and to promote what they have learnt through Scouting. Over 8400 Cubs and Scouts attended the rally to participate or just to cheer their friends on.

The various events included cooking a meal without using any utensils, first aid presentations, knowledge of HIV & AIDS Prevention, the values embedded in the Scout Promise and Law, environmental conservation and food for life – veggie garden – produce.

The 2017 winners were:

Cubs: Cubs overall was won by the 1st Inyanda Pack from the Umgungundlovu District. The Ashdown Pack collected almost all the other trophies with the 1st Mbhasobheni Pack winning the Marching and Smartness Award.

Scouts: The 1st Mthethomusha Troop won in the membership and overall shield categories and the Ashdown Troop won the Indlamu (Zulu Dance).

The children received their prizes in the presence of SSA Regional Commissioner Dr Goodenough Dlamini, the Chairman of the

House of Traditional Leaders Inkosi Yesizwe Sakwa Chiliza, the honourable Premier of KZN Mr T.W. Mchunu, DoE District Director Mr. N Sithole, the Amajuba District Mayor and local Mayor Dr M. Ngubane.

Every year the KZN Rally is hosted in a different district. The districts bid on hosting the event and a winner is selected. This year it was held in the Amajuba District. We are grateful for the support received and are delighted that the event was successful for both young and old.



● 15th World Scout Moot: Youth Forum

Two of the South African participants, Paige Langley and David Jonker, were chosen to participate at the Moot Youth Forum. Here are their accounts:

"On Monday the 31st July I was selected to participate at the Moot Youth Forum", explains Paige Langley. "The forum was held at the Thingvellir site, which was where Althingi was held by the Vikings. It is also the oldest parliament site in the world, also making the Icelandic parliament the oldest in the world. On this historic site we discussed the 17 Sustainable Development Goals (SDG). I was placed into a group of eight discussing the aspect of 'life below water'. We discussed sustainability and the conservation of water ways, oceans, lakes and any type of body of water as well as the conservation of both the water and the ecosystems. Our objective was not only to discuss these goals, but to also incorporate them into Scouting, making each one relevant and achievable in the Movement. This included how to make changes within the Scouting Movement, to achieve each goal at Troop level as well as in the wider Movement".

"One thing that I experienced was the vastly differing points of view from the various participants originating from 96 countries around the world", continues Paige. "It was apparent that the views of participants from developed countries were very different to those from participants of developing countries. As a participant from South Africa I found my perspective to be vastly different from participants from Europe, America, Canada and Australia. We developed methods of action to apply to Scouting. The first was a specific

global badge work programme that focusses on water conservation and sustainability. The second was to facilitate national Scouting events which include longer and broader community service projects with special emphasis on environmental preservation, conservation and sustainability. Our final action plan was to then have a global Community Service event run in a similar way to a Moot with a particular focus on environmental conservation, while also being fun. Overall, the experience was incredible as it was a once in a life time opportunity to discuss relevant global issues with people from all over the world on the site of the oldest parliament in the world. The walk to the Althingi site was also an experience as it is in a national protected park, and you walk past the fault line of the European and North American tectonic plates to get there. The Youth Forum experience is something I will never forget, it was one of my highlight of the Moot" concludes Paige.

David Jonker was the second South African Rover on the Youth Forum. "I spent one day of the Moot at the Youth Forum which was held at the same place I had my expedition in Thingvellir. The forum went well and I was able to discuss poverty and hunger around the world with people from many nations. The aim was to get a proposed solution for WOSM to follow in order to assist the UN in achieving their SDGs. A lot was learnt about numerous nations and the techniques they use to reduce food waste. I learned that a lot of first world countries don't have a very accurate idea of how big the issues discussed are in the developing world. At the end of it I felt I had learnt a lot, and in turn shared a lot, which is always good. It was a successful day".

Rovers

4 BP Awards have been completed on the new advancement system, 2 in Gauteng and two in the Western Cape. This does indicate that the new advancement system has been working and Rovers are progressing through it. During this last year the following received their BP Award:

Jearoid Harris (Gauteng)

Ubayd Bapoo (Western Cape)

Devon Bowen (Western Cape)

15th World Scout Moot

The 15th World Scout Moot was held from 25 July to 2 August 2017 in Iceland. The theme of the Moot was "Change 0 Inspired by Iceland". In total this Moot saw participation from 89 different countries with approximately 5,123 participants and leaders. 12 Rovers from South Africa attended the event.

Throughout Iceland there were 11 Expedition centres. The programme at the Expedition Centres followed three categories – 'adventure and activities', 'culture and community' and 'nature and the environment'.



The Rover Handbook was finalised and launched. For the first time in 30 years the Rovers have a handbook to guide them through the Advancement programme. The Rover handbook is also available as an e-book which was launched through the online shop. It's SSA's first e-book.

An "Introduction to Rovers" training was piloted in KwaZulu-Natal with 8 participants. This is the first training course that new Rovers/Recruits, District Commissioners and Scout Group Leaders should attend to find out more about Roving.

The objectives and outcomes for the Rover Warrant and Rover Woodbadge have been completed. The material has been developed on the Rover Warrant and the Rover Woodbadge material is still being written.

Under Mr Belling's leadership a "What is Roving" brochure was developed in 2016 and was distributed to the Regions to utilize in recruitment. It was also shared on the national website for download.

resourcing to open new groups

Objectives:

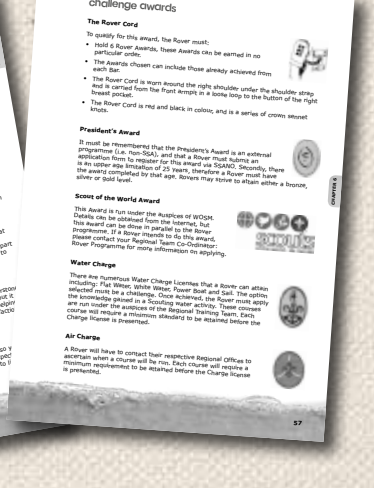
- Develop demographic analytics
- Provide a new Group "toolkit" for each channel
- Partner with National departments, Religious institutions and national NGOs

The annual census of the Association is done per Group, but an analysis against the national statistics have not yet been done.

A toolkit has been provided for all the channels.

In the past year, national support was given to Development Officers in the Western Cape, Limpopo, Mpumalanga, Eastern Cape, North West, Northern Cape and KwaZulu-Natal. This has proved successful as it predominantly assists with travel costs to visit the Scout Groups.

SSA continuously works at establishing new partnerships and at sustaining those in place. 'Keep the Dream 196' in Tzaneen Limpopo celebrated their 10 years in existence and 10 year of partnership with SSA. The youth programme they use with their orphaned and vulnerable youth is the Scout programme.



The Western Cape has started Scout Groups in schools as part of the "After School game changer initiative" of the Western Cape Government. Low and non-fee paying schools are elected to start Scout Groups. Young unemployed youth are trained and mentored to run the school-based Scout Groups. In the past year 67 youth were trained and there are currently 49 youth (SSA "interns") in 26 schools. The reach of the programme is more than 1,375 learners.

The interns were exposed to various forms of training ranging from formal courses, exposure and integration with host Groups, support in setting up and running school Scout Groups to being part of competitions and regional events, personal coaching on managing the life-work realities and various levels of communication. The interns leave the programme feeling more confident and focussed. They would have also learned how to work together as a team made up of other people who share different backgrounds yet share the same challenges; and attained values such as responsibility, accountability, trust, dependability and integrity.



● Volunteering at Suncheon Asia-Pacific Scout Centre

Kathleen Godfrey volunteered at the Suncheon Asia-Pacific Scout Centre (SAPSC) in South Korea for 3 months. We spoke to her about this adventure. "It was a valuable and enriching experience that I would recommend to any young adult in Scouting. As with many volunteering opportunities in Scouting, working in a team of young, passionate and like-minded young adults is a great way to forge long-term intercultural friendships, learn from others and renew your passion for volunteering. At SAPSC, you work in a group of 6 international volunteers along with local staff. Your main role is to interact and share your culture with children from the local city. Each weekday, between 60-180 children arrive for "English Camp" at the Scout Centre. They stay at the Scout Centre overnight, and the volunteers run a programme for them that includes a variety of activities, teaching and games. I really enjoyed interacting with the children and had a lot of fun coming up with ideas for activities."

"On weekends there are often scheduled Scout Camps. As a volunteer you also run activities such as archery and climbing with the Scouts, whilst getting the opportunity to spend time with them informally. It was very interesting to see investitures where about 100 Scouts would be invested at once, and see how Scouting is different from and similar to Scouting in South Africa", she explains.

"The centre management staff also make sure that as a volunteer, you have the opportunity to explore the area and other cities in South Korea. During my time at the centre, we visited a number of wonderful places, such as the Gokseong Rose festival, Suncheon Bay Wetland and many other places. Volunteers also have the opportunity to explore South Korea on weekends where there are no scheduled activities. For example, I visited Busan with my fellow volunteers, as well as Gwangju and Seoul. I was also lucky enough to be a volunteer during the Global Planning Team Workshop for South Korea's Jamboree bid, and so I got to take part in many exciting activities such as auto-paragliding, 3d visualisation and traditional dancing amongst others, while also being able to give input and ideas into the planning of the Jamboree. This was a wonderful experience for me and I hope to see more Scouts from South Africa applying to staff here in future!"



Feedback received on the Scouting in Schools programme:

- "Teachers have seen success in learners who have been part of the Scout programme – asking interns how they were able to build learners' confidence and self-esteem."
– *Sibelius High*
- "A parent came to me and said that since her child has attended Scouts, her child no longer steals money from her."
– *Vuzamanzi Primary*
- "A learner doesn't come with a school bag or books but enthusiastically attends, participates and even does homework in the Cub Programme."
– *Hazendal Primary*
- "Learners in grade 8 and 9 make friends and get to know each other as part of the Scout programme – these are the friends they find themselves with during break time."



attract, develop and retain adult volunteers

Objectives:

- More flexible & recognised training programme (needs base)
- Productively pursue corporate partnerships for volunteers (CSI and development)
- Reconnect with Alumni
- Reward and Recognition system

Adult Recruitment

An Adult recruitment strategy was developed during the year. As part of the Adult Recruitment Strategy the first step was running the Adult Recruitment Campaign that targeted parents, teachers family and community members in urban areas.

The Adult Recruitment campaign was officially launched on the 22nd of February 2017 nationwide during BP Sunday celebrations.

The campaign included the following media:

- Posters
- Adult Recruitment cards
- 3 video's promoting adult recruitment and 2 instruction video's on how to use the recruitment cards
- Facebook advertising tools were used to boost specific posts to pre-selected target audiences.

3,000 posters and 16,500 recruitment cards were printed, of which the majority was sponsored by Caxton Press and Manne and McCann. 498 adult recruitment kits were packed and distributed nationwide to every Group registered on the census, every District and Regional office. This included two posters, 10 recruitment cards and an instruction sheet. Districts and Regions also received a DVD containing the artwork for all the Adult Recruitment materials and the SSA Marketing toolkit. Additional cards and posters were supplied to the KZN Adult Support Team and Scout Groups in the Western Cape and Gauteng, free of charge.

In order to be thrifty with the campaign budget the Marketing Committee opted to enhance the reach of the campaign by boosting specific posts to pre-selected target audiences on Facebook. The engagement rate was on average 9.6%, which was really good as the average engagement for posts in South Africa is 3-4%. The cost of boosting posts on Facebook in relation to their reach is very cost efficient and thus is an effective marketing tool going forward.

In addition, an Adult Recruitment page was established on the national website which also offered additional recruitment cards, posters and videos for download. The adult application process and forms were included on this page too. A PowerPoint presentation with images under the campaign slogan "We are having the time of our lives, you can too!" was also presented to the Regional Commissioners in May 2017. The presentation was also made available. As part of the Regional Commissioners conference kit, 30 adult recruitment cards and a third poster were handed out.

It is difficult to determine whether the campaign has resulted in increased adult leaders at this stage. After the Facebook post boosts, the National information centre did experience an increase in requests for children to join Scouting as well as a few inquiries from adults. SSA has not seen a specific increase in demand from adults to join yet, but are awaiting reports from the Regions on membership numbers. SSA is hopeful that if their membership increases, so will their pool of parents who could volunteer their time – and in time – step into warranted roles.



Training programme

85 adult courses were held around the country during the year, including Assistant Leader Training courses in March and May 2017 and a Leader Training course in April 2017.

SSA aims to make their training programmes more accessible through the usage of electronic means and technology. This process is going slower than we had hoped as not all of the training material was digital. This put a lot of pressure on the training teams working hard to revise all the materials. All training materials are now in a digital format which will make updating them much easier. The training team will continue to update all the training material to accommodate the new structure and add the additional content to be put across. So far two Scout Warrant sessions are available on DVD. Lessons were learnt in how to do it, and SSA will approach further sessions separately.

The online learning platform "Moodle" was selected as the platform to offer SSA courses in future and two team members have learnt how to work with Moodle. Two e-learning sessions are currently in preparation using the platform. SSA also had discussions about e-learning with The Scout Association (UK) head of learning and development and agreed on sharing materials. Contact has also been made with the Training Team in SCOUTS New Zealand, with whom the training team will be sharing ideas and approaches as well as material.

Survey monkey has been used to assess learning on two courses, it was very successful and will be rolled out. Work is ongoing and additional questionnaires are being developed.

Training courses	2017	2016
	#	#
Introduction to Adult Leader	472	357
Warrant course to become Cub leader, Scout leader, Scout Group Leader and District Commissioner	315	583
Woodbadge course for Cub leader, Scout leader, Scout Group Leader and District Commissioner	103	117
Rover Leadership	24	18
Cub skills courses for adults	157	102
Scout skills courses for adults inc all training related to water, air and first aid	271	314
Skills courses in Group administration, Mentorship, etc	55	58
Growing the training teams: Train the Trainer, Tutor, Assistant Leader Trainer, Leader Trainer	107	90
Total	1 504	1 639



Training Material and modularisation

Following the revision of the training material, learner manuals for the "Introduction to Adult Leadership" and Warrant courses for "Pack and Troop Scouters, Scout Group Leaders (a new role) and DCs (new roles and responsibilities)" as well as the "Cub Wood Badge" material have been issued and used. Minor updates are being done. The Facilitator manuals, Tutor manuals and activity sheets have all been aligned with the new modules. They are currently being reviewed before publication.

The revision of the training materials is gradually aligning itself with SSA's strategy to adjust the courses from only a weekend course format to a modular basis. This allows for more flexibility in meeting the member's needs to shorter – but as impactful – training interventions. However, it has been found that the lack of continuity is detrimental to the team work and the learning process. It has been moderately successful on a Scout Wood Badge course.

"Scout Skills" is now being offered as a stand-alone module in the Stage 2 Scout Warrant training. A "Scout camping course", to enable Scouters to run safe Troop camps has also been introduced. This new course will enable Scouters to safely or effectively run a three or more night Troop Camp, opposed to only a weekend camp or Patrol camp as per the

training received during the current course. One Scout Warrant course has been run where almost all the training was done via Troop meetings, Patrol Meetings, Patrol in council meetings and Courts of Honour. There were only very few plenary sessions (orientation and way forward etc.). This model is now being recommended and written up in the Facilitator, Tutor manuals and Activity sheets.

To make the training more flexible a few "Introduction to Adult Leader" courses have been run over a number of evenings and one on one. An "Assistant Leader Training" and a "Leader Training" course have both been split into two separate "modules" run over separate weekends, instead of a 4-night course. Until now the administration of true modular learning, carried out over an extended period has not been manageable.

On 7 – 9 July 2017 a workshop with representatives from each of the Regional training teams, the Chairs, National Adult Support (incl. Training) Cub, Scout and Rover Programmes was held at Heron Bridge in Gauteng. The workshop was very successful and gave the team an opportunity to work through a lot of training challenges as well as ensuring the national strategy for training is understood. A focus area was the Stage 3 Wood Badge Training.



Some of the key tasks completed were:

- Moving to standardise the pre-course (theory) assignments in each of the Wood Badges.
- Confirming or adding to the modules and outcomes for all the Wood Badge courses.
- Agreeing to the standard expected in post course assignments.
- Approaches for improving the effectiveness of the post course (on the job) observations.
- Agreeing on some compulsory and some optional stand-alone modules or courses (e.g. First Aid, Cub Camping, Scout Camping) that will form part of the Stage 3 Wood Badge training.

It also assisted with sharing approaches to delivering training especially with the number of new training modules that have been developed over the last few years. The importance of members of the training team visiting Pack and Troop Scouters as well as SGLs and DCs to provide support and "in service" training was agreed. The new Rover Training Methodology was discussed and agreed upon.

The First Aid training for adults is done through collaboration with partners. Certification is done through Netcare, Red Cross and Patch-Up. Additional "expedition First Aid" is added to the normal level 3 Course.

Inclusion of Recognition of Prior Learning (RPL) in training

The team has come a long way with regards to the inclusion of Recognition of Prior Learning (RPL) in training programmes. RPL is available for the following training: Introduction to Adult Leader, Assistant Leader Trainer and Leader Trainer courses. RPL is being implemented for the Scout Group Leader and District Commissioner warrant courses, which are the courses where previous training in SSA will be most applicable. RPL is also used on the Sailing Charge licence course, recognising external qualifications and experience for most, but not all, modules.

Tutors

The emphasis over the last 3 years has been on Training Tutors and Trainers. Adult volunteers from rural areas were supported through the MoP project to attend the training. This has resulted in SSA growing the training teams in rural areas.



The Tutor course training material has been updated and now incorporates significantly more training on running skills bases and how to instruct.

Training of District Commissioners and other Commissioners

Training of District Commissioners and other Commissioners is an ongoing process. In May 2017, all the Regional Commissioners were brought together for a workshop - see Organisational Structure. During this project ad-hoc training was done in the Regions as Mr Andrew Tanner, Chair National Adult Support, and Mr Andrew Hall, Chair National Adult Resources, visited the various regions.

A draft Learner manual was developed for the District Commissioner's Warrant course and the first course was piloted in the Free State in July 2017. A full course will be done in KwaZulu-Natal in October 2017.

SGL training

Scout Group Leader (SGL) training took place in Gauteng, Western Cape, Northern Cape, KwaZulu-Natal and Mpumalanga. The newly designed training material was used. RPL is being developed so it can be offered as a two-day workshop, with self-study material, instead of a two-weekend course.

During the Social Partnership Conference – the Lekgotla – taking place in October 2017, further training of the SGLs will happen. This is an ideal opportunity to insure the SGLs are aware of the Organisational Rules and Policies, SSA's strategic intent and the financial sustainability of SSA. There will be training in how to use the new database, Messengers of Peace, new Scout Programme etc.



Reconnecting with former Scouts through the Alumni Network

The official Alumni Network was launched in August 2017. Mr Bill Sewell was appointed Chairman and he has been driving this forward. Currently he is working with the Regional Commissioners to create regional opportunities for the Alumni Network members to meet as well as with regards to enhancing the number of people on the Alumni Network committee.

Promotional materials were developed to aid Regions, Districts and Scout Groups in approaching their former members to join the SSA Alumni Network and a page was created on the national website. The Alumni Facebook page, which was created to share opportunities and stories, grew substantially in "likes" over the past year. The Alumni Network list is growing slowly, but a dedicated team is necessary to get this to its full potential.



Reward and Recognition

Many awards were given throughout the year. Some of the most memorable were:

Certificate for Gallantry	Peter Otzen
Order of the Silver Protea	Gerard Evans, Nigel Foreshaw, Louise Batty, Andrew Tanner

In addition the following awards were also presented:

3 Bar to the Medal of Merit
9 Medal of Merits
17 Certificates of Merit
9 Regional Commissioner Commendation

Long Service awards:

50 year service:	Peter Foley
40 year service:	Maria Seru
30 year service:	6 volunteers
20 year service:	7 volunteers
15 year service:	16 volunteers
10 year service:	24 volunteers
5 year service:	65 volunteers

SSA is sincerely grateful for all the volunteers that unselfishly give their time for the development of youth in South Africa.

● Scout shows gallantry and bravery as he saves residents from burning house

Peter Otzen from 2nd Bergvliet in the Western Cape showed initiative, courage and determination when he entered a burning building and saved the elderly residents. He then extinguished the fire in the roof and saved the house.

On the 8th of February 2015 Peter was driving through Plumstead when he heard on his neighbourhood watch radio that there was a fire in a nearby street. He drove to the house and took immediate action by evacuating the residents from the burning building.

The Fire Brigade had not arrived at that point and the roof was ablaze. Once the residents were out safely, he took action in the best traditions of Scouting by locating a ladder and selflessly climbing onto the burning roof. The roof was slippery and access had to be gained by crossing a thin plastic 'afdak' which almost broke under his

weight. The roof was flaming and the smoke was thick.

He took leadership of the situation and ordered the neighbours to pass a spade and a garden hose over the wall. He commenced levering off the roof tiles and dousing the fire. There was no one else assisting with the firefighting, only neighbours standing on the other side of the garden wall, removing cars and gas.

The fire was brought under control and further damage was prevented until the fire brigade arrived to do the necessary. Without Peter's actions, the damage would have been by far greater. Peter had no firefighting experience or training at the time and no protective equipment. In February 2016 he was awarded the Certificate of Gallantry for his selfless actions that night.

● Hawequas Scout Adventure Centre

December 2013 was the start of the re-birth of the Hawequas Scout Adventure Centre. A manager was appointed and he started working towards turning Hawequas into the Western Cape Scouting's premier campsite.

Since then a lot of progress has been made to achieve this objective. Two people were appointed as the centre's maintenance team. Building projects were completed, buildings were painted and the water system to the centre was improved. Tools and maintenance equipment were bought, alien vegetation cleared, 22 new campsites built and 200 trees planted. The properties appearance improved and bookings started to pick up.

SCOUTS SA Alumni raised funds to purchase a "Bakkie" for the Hawequas Scout Adventure Centre. It was supplied at a discount and maintained by Bemba Motors, suppliers of Mahindra in SA. All rubbish is now taken to the municipal dump.

The Cape Epic MTB Race team built over 5 km's of single track on the Hawequas property. Given the various races, this brings in revenue for the centre as well as created great hiking paths for members to enjoy. One can do a 22 Km MTB route from Hawequas now.

Funds were made available by the Robert Hall Foundation to build a new bridge over the Spruit River to improve access. This exercise triggered the need for an EIA to be done, a long and expensive exercise. Thankfully a Scout alumni – an environmentalist with CSIR – alerted us that CSIR do EIA's Pro Bono for NGO's. This saved us half a million rand. The EIA process involves public participation and took 18 months to complete. The new bridge was completed in July 2017 by CFW, who has been very generous towards the Hawequas Scout

Adventure Centre.

In January 2017 approximately 95% of the 230 hectares of the Hawequas Scout Adventure Centre was burnt out in a huge wild fire which burnt for 27 days. At one stage six helicopters and two fixed wing aircrafts were bombing the property in order to save our operational area and all our buildings. Our membership and active involvement with the Fire Protection Association (FPA) was instrumental in protecting the centre. We had also invested in a Fire Pump which fits onto the "Bakkie" and tractor trailer. Our buildings were saved but we lost over 1000 metres of water-supply pipes. With the help of Scouting volunteers we were up and running again two weeks later.

Currently, we are working towards having the farm re-zoned as a Private Nature Reserve, which will allow us to complete extra ablutions etc. An Adirondack Shelter is going to be put up in the mountains on the property, funded by a SCOUTS SA alumni. An obstacle course is going to be built with funds made available by an anonymous donor. All the signage on the property is being updated in line with SCOUTS South Africa's branding guidelines.

The Hawequas Scout Adventure Centre is a real asset to Scouting, with many courses and competitions taking place there. Bookings are up and most weekends are full of activity. We are keen to move Onwards and Upwards from here!



build a sustainable property portfolio

Objectives:

- Develop a property database
- Develop sustainable plan per property
- Dispose of non-sustainable properties

Nearly all Regions have complied by submitting their property portfolios to the National Chairperson: Properties.

A business plan template to manage properties has been developed. All Regions have been requested to do a business plan for properties managed by the regional teams. These business plans will be used to review the Association's property portfolio.

stakeholder engagements

Objectives:

- Effective communication of strategy relevant at each level
- Creating the forums for open engagements
- Incorporate feedback in strategic planning
- Making Scouting relevant in the public eye.

In May 2017 a workshop was held with all Regional Commissioners. This created a platform for discussion and two way communication on the strategy of the organisation, how much communication is needed between the national teams (regional teams are part of the national teams) and how to grow the Movement going forward.

This workshop once again highlighted the importance of having an annual conference that aids the communication in such a big organisation.

The info@scouts.org.za is working well. Members contact this email with questions which are relayed to the correct people. Monthly announcements are sent to all members registered on the mailing list of the organisation. The announcements include the introduction of new or changed policies, programme information and international opportunities for members.

SSA has received a donation from Microsoft in terms of mail management. All staff, national team members and regional team members have received @scouts.org.za email addresses. This is in line with SSA's policies and has helped to standardise SSA's mailing system. A company that specialises in the programme is supporting the Movement in getting the volunteers set-up with it too. The programme has specific features that promote information sharing and communication such as the shared folders option (similar to Dropbox) which is now used throughout the organisation.



● Tool kits for ECD Centres

The tool kit initiative was started on the 15th of April 2017 and ended on the 31st May 2017 and was enabled through a partnership with Biblionef. In total 20 tool kits were created which went to the Western Cape, Limpopo, Eastern Cape, North West, Free State and the Northern Cape. There were 1,012 books and 300 toys distributed of which 250 books were donated by Biblionef. All the softcover books were covered in plastic to enhance a longer use. To aid in storing the items, they were presented in big plastic storage containers with wheels. This allows the ECD centers to transport and store the books and toys safely.

One such initiative was completed by Denja Otte, German Volunteer in Cape Town when she went to Hangberg Pre-Primary School, situated in Hangberg, Hout Bay. Many of the residents are employed in fishing and other industries related to the harbour. She had support from Timo and Mark, two German Scouts from the DPSG (German Scout Association of Saint George), Daniel from 1st Bergvliet and Milly, Nosisa and Eleanor from the National Office. Denja and her team visited one Grade 00 and two Grade R's. Each class had between 20 and 25 children and 2 teachers. They divided themselves into three teams and brought the tool kits into the classes. The children were very excited to see what was in the boxes. Together they unpacked the boxes and all the children got to see what was inside. After they discovered everything, they read a few of the books and played some of the games. "It was amazing to see the smiles the children had, when they saw all the books and toys", says Denja. "The teachers and children were so happy with the gifts and the visit." One of the girls came up to Denja gave her a hug and said "Thank you really much. I



will always remember the Scouts, when I will read the books." Karen Temlett, a volunteer at the Pre-Primary said: "Thanks so much, the teachers are enjoying the tool kits very much!" The children and teachers make good use of the toolkits.

On the 27th of April 2017, Scouts from the Eastern Cape delivered the kits at Sinoxolo day-care -centre where 2 teachers, 20 children, 25 parents and school committee members attended. The Scouts also went to Sinekhaya day-care-centre where 4 parents, 3 teachers and 12 children attended. 16 Scouts and Cubs from two different Groups were involved. "On our arrival the Scouts were welcomed by the school committee and parents. The parents were very impressed and happy as some Scouts handed out the books and other Scouts read stories. They played some games, which were enjoyed by both the children and the adults. The Principal was very grateful and thanked the Scouts, the centre did not have any educational materials, and this is going to be their first." says Lunga Nquini In total 200 hours of work were invested in this project.

Lots of preparation and planning is going into the Lekgotla taking place in October 2017 where all Scout Groups can send a representative. This is the first time SSA will be hosting such an event. This will give Scout Groups an opportunity to give feedback directly to the national team on the strategy so it can be discussed and incorporated.

Social Media and National / Regional Websites are also key tools with regards to facilitating the communication amidst members and Regional and National teams. New Regional websites were developed and the majority rolled out. The others will be launched in 2017. The sites are built on one

Central Management System using the Wordpress platform which facilitates the sharing of information, success stories and opportunities. Read more under Marketing.

Making Scouting relevant in the public eye needs a multi-focal approach:

- It starts with the youth programmes that need to deliver material and produce learnings that are relevant to societal needs, this aspect is being addressed with the review and revision of the different youth programmes. (Please see Deliver a relevant Youth and Rover programme)



- **Public Presence:** Messengers of Peace community projects are being completed by the Cubs, Scouts and Rovers and SSA has found that the local media is seeing and reporting this much more. The projects for the last year focussed on initiatives within Early Learning Development Centres in line with the centenary celebrations of Cubbing. Youth and adult members completed 100 projects benefitting children under the age of 6. Examples of these projects range from the establishment of food gardens, refurbishment of buildings and establishing playgrounds.
- **Defining the Value Proposition:** Promoting and highlighting the valuable skills learnt by SSA's youth members. In April 2017 the Billboard Campaign "Learn by doing" was launched in Johannesburg. See more detailed report under Marketing.



partner with corporate south africa

Objectives:

- Develop lists of corporates with strategically aligned values and objectives
- Engage and Connect with these corporates
- Define specific projects to promote for fundraising
- Develop general fundraising activities plan to support long-term objectives of SSA

This is a continuous long term project. A number of potential corporate partners have been identified and SSA is in the process of investigating additional corporations that share their ethos and vision. It is clear that alignments have been found and based on this SSA does see corporates playing various roles in working with and supporting Scouting.

Fundraising is done as a collective in the national office. The themes for fundraising are in line with their Strategic intent. For instance SSA's current fundraising requests focus on Youth programme – support for the programme, increasing environmental education, HIV and Aids training and Food for Life; Inclusivity – development of modules to include children with disabilities; Growth of membership – research project and Programme in Early Childhood Development Centres.

For SSA it is not just about acquiring financial donations from such partners. SSA is seeking the creation of relationships to provide not only for direct operational funding, but also project specific activities, the sponsorship of events, and participation in fundraising events.

But even more than the above, SSA is looking for talented resources in the form of volunteers or contributions of time. Volunteers in SSA are "true" volunteers and they receive no stipends for their contribution. The entire Association in South Africa only has 9 full time and 8 part time paid employees, the balance of support for any administrative or operational activity is provided from volunteers, most of whom have full time careers. The volunteers that run each Scout Group – in a variety of roles – do so with dedication on a weekly basis. The activities of the Movement would also benefit from securing further specialised resources in the areas of finance, property, human resources and marketing. Such resources are required on a Regional and National level to ensure the National and Regional strategy is implemented and that the operations remain sustainable. SSA believes that an important growth area would be to engage Corporate SA to secure the "donation of time" from suitably skilled members of their team who are willing to give time as part of the company's CSI initiative.

people and system inputs

Effective Financial Management

- Develop a 5 year financial model for the organisation
- Produce timely management reports
- Define tax requirements and ensure compliance
- Scorecard metrics

Financial Model

The Financial Model is not making progress, despite input from a volunteer. The financial sustainability will be discussed at the national Lekgotla in October 2017. A document on Financial Sustainability has been



developed and will be used as a discussion document at the Lekgotla. The biggest challenge within the Financial Model is how to move over to a fee per Group that is affordable for the majority of Scout Groups, but still keeps the organisation afloat. SSA piloted a R20/Scout model in KwaZulu-Natal, but this did not work, not necessarily because of the amount that needs to be paid, but also the collection method.

Financial Reporting

For the Financial year ending September 2017 the audited financial statements included the National office, Western Cape and Northern Cape. All regions have a standard set of general ledger accounts to be used, to ease consolidation as SSA gets to that point to take each region on board.

Management reports are produced for the 3 Regions mentioned above by the National office. Regionally, management reports are also produced.

All tax compliance work was finalised in 2015.

As a lower priority project, the work on the Scorecard metrics is outstanding. In the meantime a dashboard was developed – and gets updated on a quarterly basis – to portray the big picture of the Association.

Develop enabling IT infrastructure

- Implement online membership database
- Consolidated Financial GL solution
- Establish online store and POS in all regional shops
- Develop virtual toolkit, including online learning
- Enhancement of national website and roll-out of websites to Regions

Scouts.Digital, an online membership database, has been implemented in the Association, with one Region fully incorporated, two Regions currently starting the implementation and many individual Groups from other Regions coming online. A roll-out plan to the other Regions is in place. Scouts.Digital, was developed by Richard Shearer, a volunteer within SSA. He thus had a good understanding of the needs of a Scout Group. The database has the ability to track the progress of the youth members. Although this aspect will not be used by all Scout Groups, SSA is currently looking into easy paper based reporting that can be scanned into the database.

All Regions agreed to a General Ledger solution for the Pastel accounting system. This does assist with consolidating the budgets.

● “Joy of reading” – a Good turn Project

33 people from and around 1st Pinelands Cub Pack brought the joy of reading to seven Early Childhood Development centres in the Western Cape Townships with about 300 children by the creation of book nooks.

Run from the 1st July to the 31st October 2016 and led by Joan Lugt, Akela of 1st Pinelands Cub Pack and Russel Brown, Director of TEKIOO Design and Technology for Kids, they designed and built seven bookcases. TEKIOO is a non-profit organisation that teaches woodworking, design and technology skills.

In partnership with Mhani Gingi Social Entrepreneurial Network teachers received training and other forms of support to develop ECD facilities.

Another partner was Biblionef SA, who supplies relevant reading material to schools that do not

have books to promote a culture of reading.

Joan said: “We wanted to do a project in which the Cubs could be involved in order for them to learn to care for people in need”. The Cubs who gave 21 hours of their time to assist with building the bookcases acquired woodworking skills in the process.

The 1st Pinelands Cub Pack raised further funds required for the books and got them covered in durable plastic. A Biblionef staff member facilitated a workshop in storytelling and 30 colourful story books in isiXhosa and English were donated by Biblionef SA to each of the seven ECD facilities.

This gave the children at the schools access to reading material and to regular reading activities, whilst also enabling the schools to begin their own book collections for libraries.

The online shop has been enhanced over the last few months. The reporting to the accounting department from the online shop has also improved and multiple types of reports can now be produced. Unfortunately not all Regional shops are using the Point of Sale system yet, which does pose a challenge with inventory.

The Rover Handbook was published last year. For the first time for SSA, an e-book version was developed and added to the online shop.

The training team is experimenting with Moodle to create an online learning platform.

The national website is constantly updated. Multiple blog posts and a gallery were dedicated to Sanjamb and a link to a specific Sanjamb – National Jamboree – page was promoted.

During this period most of the Regional websites were populated by the PR Manager and German volunteer in the National office. To date, seven of the ten Regional websites have been launched. A comprehensive user manual for the Regional websites was developed and shared with all Regions who are operating their websites.

Each Group on the census has a landing page “basic website” branded and linked to the Regional website for optimal information sharing. These landing pages

offer Groups the possibility to create galleries, add blog posts, create their Group calendars and share general information about the Scout Group.

Effective Marketing plan

- Define brand principles and embed compliance
- Develop communication strategy and plan to:
 - ~ Attract adults and reconnect to Alumni
 - ~ Attract youth membership
 - ~ Enable approach to potential donors
- Design internal communication plan, including key messages

Define brand principles and embed compliance

The Marketing and Branding Policy was ratified during 2016. More and more Scout Groups are contacting the National office with regards to their Group logos and signage. There seems to be an increase in Groups understanding the need to have a unified brand. A brand presentation was once again presented to the Regional Commissioners in May 2017 in order to enhance their comprehension of the correct brand usage. Two DVD’s were made available to all Regions with the marketing principles. One as part of the Adult Recruitment Campaign (this was discussed under Adult Support), the second at the RC conference.



Communication strategy and plan

Attract adults and reconnect to Alumni

This was discussed under Adult Support.

Attract youth membership

Creatives from the acclaimed advertising agency DDB SA offered to do a billboard campaign pro bono for SSA and rallied other suppliers, such as Wide Open Spaces (billboard advertising company), videographer Robin De Jager (former Springbok Scout) and an engineer consultant to assist. District Commissioner Ryan De Jager rallied Scouts from throughout Johannesburg to assist in building the Billboard. On the 22nd of April 2017 they teamed up to build the billboard in a corner of the PWC Bike Park in Bryanston – a prominent area in Johannesburg. The billboard faces a busy intersection. The aim was to raise awareness about the value that Scouting adds to the lives of children and youth and the importance of the Scouting methodology of “Learning by Doing”. The event was filmed by Robin De Jager and his team. Robin is a professional videographer and Springbok Scout. Until the end of July the Board promoted SCOUTS South Africa. Thereafter the big banner was removed and replaced. However, a small plaque will always remain under the billboard stating that it was erected by SCOUTS South Africa.

The National PR Manager sent out various press releases, shared the campaign on social media and on the National and Regional websites and wrote and posted a number of interviews with members of the campaign team.

The digital campaign “Learn it Young, Remember it forever” that was launched in 2015 now reached 5.2 million views. SSA still occasionally receive requests to re-share it via popular blogs. It was developed pro bono by Not Norm and produced by Velocity Films.

A new App, The Child Friendly App was launched on 16 June 2017 in South Africa where organisations and companies can advertise their services. SSA was approached and was offered to include all their Scout Groups on the App for free. To date three Regions have been included and in the course of 2018 all the other Scout Groups will be loaded.

Scouts enjoyed regional and national media coverage and some examples:

- The Espresso morning show on SABC2 interviewed Scouts and members of the Western Cape Kontiki Team.
- SABC2’s flagship Youth programme Hectic Nine 9 featured Scouting in the month of September with regards to recognising indigenous and alien



vegetation and poisonous and edible plants. Scouts from various Scout Groups in the Western Cape took part in the show.

- A television shoot was done in Mafikeng with the Regional Commissioner and North West Scouts with the UK Channel 5 to feature on Extreme Railway Journeys with Chris Tarrant.
- A 14 year old Scout from the Gauteng Region was interviewed on Health Talk on SABC television for the work he does around Epilepsy awareness. He started his own NPO together with a family friend and said Scouting taught him to give back.
- Radio interviews were held in February and March 2017 in the Western Cape.
- In June 2017 Dr Brendon Hausberger was interviewed on the Morning Show of the Johannesburg based radio station Jacaranda FM. The theme on the day was “Crack the Code”.
- Two Cubs were interviewed on a local Western Cape radio station about the work they did with regards to the collection for the Knysna Fire victims in June 2017 in the Western Cape.

Enable approach to potential donors

This was discussed under Corporate partnerships.

Communication plan

An annual external communication plan is in place and is used to communicate with various media and online. Social media and web posting is included in this plan. The internal communication plan is still outstanding.

Let’s simplify

This motto is used to keep the team on track, especially when processes are developed in line with our change process.

5. what does ssa do

ssa's programmes and projects

SSA's comprehensive non-formal educational programmes are based on a unique method of progressive self-education and commitment to a simple code of living by making and abiding by the Scout Promise and Law.

"Learning by doing" is the natural way for children and young people to learn new skills. In Scouting, this takes place through result-driven, hands-on activities where Scouts can be guided to later evaluate what they have learnt. Learning by doing is far more meaningful, memorable, and long lasting and it deepens the understanding of concepts and mastering of practical skills.

SSA's youth training programme is a progressive advancement system where Scouts are allowed to develop at their own pace. It allows for experiential learning and contributes to their personal development in a wide number of areas. By way of recognition and encouragement, Cub, Scouts and Rovers acquire Advancement and Interest Badges as part of their journey. By learning new skills and forming lasting friendships through the Scout programme, generations of Scouts have grown up to become some of our nation's most outstanding leaders in business and society!

SSA's Adult leaders are all unpaid volunteers. All Adult Leaders and volunteers receive comprehensive training prior to being allowed to work with the youth. SSA recognises that in order to provide a good and thorough service to children and youth, it needs to make sure that their adults are appropriately educated and have the skills and resources needed to ensure the adventure of a lifetime!

In addition to their programme they provide a number of award winning topic related projects for their Scouts to take ownership of. The projects offered range from health related peer education

to environmental climate change and recycling initiatives, to leadership and life skills development projects. Often these themed projects are developed and implemented in partnership with other civil society or corporate partners.

SSA collaborates and works with many local and international partners in an effort to provide relevant and exciting programmes and projects to members. The Scouting Movement works closely with the Department of Education in KwaZulu-Natal. The Department permits SSA to run Scouting as extramural activities in a high number of schools and permits them to target additional schools and principals. Often, they provide transport for Scouting events and activities.

"A country that is environmentally literate is most likely to make a success of its development. Where the significance of the environment is not understood, development will fail"

Caring for the earth 1991

SSA's **HIV/AIDS** programme is based on their peer model method and therefore the youth discuss amongst themselves the various aspects of the pandemic. This happens a number of times throughout the career of a Scout. The programme focusses on prevention as well as the acceptance of those living with HIV/Aids. It further teaches both the boy child and the girl child to respect each other.

Over the past 15 years SSA has run **Environmental Education Camps (EEC)** in all 9 provinces reaching more than 17 000

learners and 5 800 Scouts aged between 10 and 14 years. The feedback indicated the need for education, especially for teachers. After the training, many participants started food gardens and environmental projects within their schools and communities. Therefore, it should be safe to assume that these EEC's reach a bigger number indirect beneficiaries. SSA was awarded the 'Mail and Guardian Greening the Future Award' for this project. The majority of these EEC was supported by the National Lottery Distribution Trust Fund.

The Scout programme is an ideal mechanism to address poverty and food security especially in rural areas. A progressive **Food for Life** programme (Agricultural Skills) was presented to the Scouting



● Bumble Love food garden

12 Scouts and Scouters from 1st Strand Scout Group established a food garden at Bumble Love Day Care in Somerset West from the 24th of March to 26th of March 2017.

The garden, the preparation of the soil and the planting were done in two sessions in a total of 150 hours. They started by preparing the ground and learning about planting of vegetables. The Group received support from Kassie Booyens, Horticulturalist & Manager at Benbel in Somerset West. He ran a session on winter and summer vegetables, when to plant them and which vegetables should and should not be planted together. The third session took place a few days later when the team of Scouts, Cubs, parents, Scouters and Kassie measured the rows for the garden using cotton string and some pegs to mark where they needed to dig.



Additionally, the Scouts learnt about re-using grey water from a storm drain to irrigate the garden and how to install the system. They installed pipes, a pump and sprinklers. This project has given over 60 children and 15 staff members access to vegetables which are being incorporated into nutritious meals.

Association and more than 10 countries in Africa have adopted the programme developed by SSA. This agricultural programme enables individuals to start their own food garden and to learn entrepreneurial skills that can help them later in life.

In partnership with Scouts Canada, the Canadian Government and the Delphi Group, SSA developed a **Climate Change programme** for implementation in developing countries. The Climate Change programme, the first nationally implemented informal education programme of its kind, was successfully

piloted throughout South Africa. SSA presented the programme to the Africa Region, which has supported the further implementation of the programme throughout Africa since April 2006. Furthermore, a number of Annual Challenges related to the topic have been run within the Movement.

The **Messengers of Peace** initiative was launched by WOSM encouraging all Scout members to take up the challenge of becoming Messengers of Peace. In South Africa alone more than 100 projects have been registered.

● Painting a Jungle Gym

10 Group committee members, Scouters, parents, Cubs and Scouts met at Strandfontein Primary School to paint 3 jungle gyms from the 17th to the 19th of March 2017. They were divided into three groups and were assigned one jungle gym per group.

Each Troop Leader decided on what needed to be done at their respective jungle gym and gave instructions on what to do. The grass area around the equipment was cleared first to make painting easier. Both Scouts and Cubs benefited by learning painting techniques. Three ropes were attached to the jungle gym and various splicing and Scout

knots were incorporated into them. This then allowed for children to use them to climb up onto the structure. After 100 hours of service the work was done.

"Everyone enjoyed the project especially the Cubs. At some point there was more paint on their aprons than on the wood", said Chantal Steer who led the project.



6. fund development



SCOUTS South Africa's income is derived from membership fees, retail income, donations, endowment investments and project funding.

membership fees

Each Scout Group collects membership fees according to the community in which they operate. Each Group pays an annual contribution to the Regional office that in turn pays a contribution to the National office. These membership fees are primarily used to pay SSA's membership fee to the World Organisation of Scout Movements and towards insurance.

SSA is in a process of moving towards a single fee structure, but the transition to this requires extensive engagement with Groups and the development of a sustainable Financial Model that is still affordable to the youth and communities that SSA serves.

bee

SSA is a certified Level One B-BBEE contributor.

retail

The Association is strategizing on innovative ways to increase the revenue from retail while not impacting negatively on the cost of participation. The retail shops deliver primarily uniform, badges and resources to individual Scouts.

MySchool/MyVillage

SSA joined the programme in September 2017. The more supporters signed up, the more it will contribute to the sustainability of the organisation.

tax exemption

SSA is registered as a PBO with SARS. SSA can issue Section 18A tax certificates for donations aimed at environmental education, food security and HIV/Aids programme activities.

donors

Donations and other forms of voluntary funding play an increasingly important role in ensuring quality delivery of Scouting countrywide. SSA's very sincere thanks and appreciation therefore goes to the donors and funders who support SSA in its efforts to remain the foremost youth development organisation in South Africa. The principal supporters of the Association for this year are:

- SSA was fortunate to receive the Messengers of Peace project funding for capacity building from the World Scout Bureau.
- Abe Baily Foundation towards the implementation of the Scout programme.
- Nangu Thina and Umckaloabo Foundation for community projects in Early Childhood Development centres.
- Alan Sol Foundation for environmental focused community projects and environmental education camps.
- World Scout Foundation that donated funds in name of late Mr Garnet de la Hunt towards the upcoming Lekgotla and a research project planned for 2018.
- The Scout Foundation (independent Trust that invests funds on behalf of SSA) annually donates funds from the proceeds of the investments.
- The National Lottery Commission donates project funding towards environmental education camps.
- Internet Solutions and Lava Lamp assist with the hosting of websites.
- Lava Lamp hosts the online shop and pro bono IT development.
- Norman Osburn: Pro bono legal services.
- Norton Rose Fulbright: Pro bono legal services.
- ENS: Pro bono legal services.
- Webber Wentzel: Pro bono legal services.
- DDB Advertising – Billboard project
- Wide Open Spaces – Billboard project
- Robin de Jager – Billboard project
- Gavin Withers Photography – pro bono photography services
- Jet Education Trust – Use of Board room for meetings
- Child Friendly App (advertising space pro bono).



● We laughed, explored and learnt from each other

After a year of voluntary service at the National Office in Cape Town, German volunteer Denja Otte shared the following message with SSA: "I am convinced that this was one of the best experiences I've ever had! When I arrived in Cape Town everything was new. It is totally different than my little town in Germany.

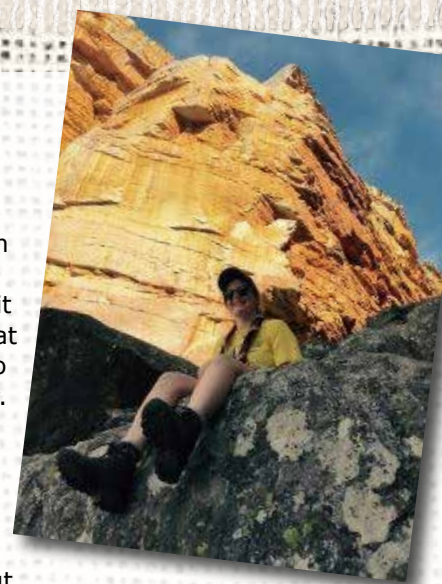
I wanted to join a Scout Group so I was introduced to the 2nd Bergvliet Sea Scout Troop. I did the permit phase stage 1 and the adult first aid courses and slowly got to understand what Scouting in South Africa is all about. In October I joined some of the "Paint the Lion purple" events. The first time I climbed up Lions Head, SA Chief Scout Sibusiso Vilane joined us. I really loved that experience!

In December, I had the privilege of joining the bistro team at the Cederberg Senior Scout Adventure 2016. Everyone was talking about the event and it seemed to be so special. It was great! The only scary memory I will keep with me is when a big veld fire started and we all were evacuated and the event was closed off early.

Early in the year I changed Scout Groups to get a new experience, I became a Scouter with 1st Bergvliet Sea Scouts. In April I volunteered at the Patrol Leader Training Unit (PLTU) camp at the Hawequas campsite. I think this is an experience I could not have gotten anywhere else. A big thank you to the Western Cape Region for making this experience possible!

I also learnt a lot about living in a different country with a different culture. I learnt to be a little bit more relaxed and that not everything has to be done immediately. I also realized how much I should appreciate what I have back home in Germany. I learnt not to complain about things I don't have and to say thank you for everything I do have and for the love people give me. From now on I try to see at least one positive thing daily – there is always one.

I would not have had the same experience without my Scout Groups. I saw how different Scouting can be at the other end of the world. There are some similarities but a lot of differences. Thank you for teaching me all these small things. I would also like to thank the Cubs from 2nd Rondebosch Scout Group who made my Wednesday evenings special. I want to thank from the bottom of my heart all the people I met here in South Africa. You showed me Cape Town, Knysna and Pretoria. Without you I wouldn't have had this amazing time. We laughed, explored and learnt a lot from each other. I have decided one thing, I will be coming back to Cape Town someday. I will miss all the wonderful people and the beautiful nature.





the scout foundation

The SCOUT Foundation is an independent Trust established in 1987. Its mission is to secure and manage funds for the financing of SCOUTS South Africa (SSA), its sole beneficiary.

The trustees for the year were Mr Trevor Cokayne (Chairperson), Mr Jimmy Mould (retired during the year), Mr Pedro Rhode, Mr Jan Schubart, Mr David van Eyk and Ms Milly Siebrits.

The Foundation manages funds donated and bequeathed to the SCOUTS South Africa Endowment Fund. The Foundation holds in trust, money received from the disposal of SCOUTS South Africa properties.

The **Endowment fund** is a tool to enhance the financial sustainability of SCOUTS South Africa. It is one of many income sources for the NGO and aids in diversifying SSA's funding base as it reduces reliance on donor and corporate funding.

The Foundation applies prudent, consistent and thoroughly considered investment strategies that are well founded in academic theory and proven in practice. The investment sub-committee comprises of competent and experienced people. The product approval process is rigorous and conservative. Investment custody is with large reputable organisations. We subscribe to the fiduciary and trustee principles of prudence:

- Diversification is fundamental to risk management.
- We avoid fees, transaction costs and other expenses where possible.
- Impartiality, balancing the production of current income and the protection of purchasing power in the long term.
- We analyse and make conscious decisions regarding risk as appropriate to the circumstances.

At the end of September 2017, the Foundation managed an endowment of approximately R 7.8 million and investments on behalf of Scouting Regions and stakeholders of approximately R 11.1 million. These funds are invested in a combination of shares, unit trusts and money market funds. The current focus of the Foundation is to enhance the size of the endowment by securing additional donations. The

trustees are engaging with the Scouting stakeholders to encourage them to take some risk in the form of higher equity exposure where and when appropriate, so that the investments combat inflation in the long term.

During the year "**Friends of Scouting**" was launched. The Friends of Scouting Recognition Programme serves to thank corporates and individuals that contribute towards the endowment fund. Depending on the donation size, the donor will receive a bronze, silver, gold or platinum recognition status, which over time can evolve as one's cumulative donation grows.

We want to take this opportunity to thank our Friends of Scouting:

Silver Friends of Scouting: donated more than R10,000

Stefano Pillar
David van Eyk

Bronze Friends of Scouting: donated R2,500 – R9,999

A&C Abraham

Friends of Scouting: donated up to R2,499

Des Mahoney
A donation made in memory of AH Hicks

The Scout Foundation also runs a **bequest programme**. Assistance can be given with the appropriate wording for a will or a codicil can be found on the national SCOUTS South Africa website. More information can be found on: <https://www.scouts.org.za/get-involved/donate/>

To facilitate donations, various easy options have been created through the national SSA website using the secure Payfast service. More information is available on: <https://www.scouts.org.za/get-involved/donate/>

The Scout Foundation account details:

Bank: Nedbank Branch: Foreshore Cape Town Branch, Code: 108309 – Type: Current Account, Account Name: The Scout Foundation – Account number: 1083277502.

8.

governance of the organisation

All Governance structures are formalised and prescribed by the regulations set out in the SCOUTS South Africa's Constitution. SSA is a volunteer association. Currently there is a transition Board in place as SSA went through a structural change process in 2013 where the National Scout Council was dissolved and a smaller Board was put in place with an Exco that serves as the Management team. The Board's main function is to give strategic direction, ensure the organisation moves in line with the World Organisation of Scout Movements' strategy, approve the annual budget and assist with fundraising.

SCOUTS South Africa Board 30 September 2017

Prof Brian Figaji	Chairman
Mr Sibusiso Vilane	Chief Scout
Mr Alec Hogg	Member
Rev Dr Vukile Mehana	Member (ex-Chief Scout)
Dr Dudley Forde	Member

The CEO (secretary) and Chief Commissioner attend the Board meetings as observers.

The Board meets three times a year.

The Exco of SSA serves as the Management committee and is responsible for the day to day running of the organisation. The Exco is divided between operational tasks, managed by the Chief Commissioner, and administrative tasks, managed by the CEO.

SCOUTS South Africa Executive Committee 30 September 2017

Mr Sibusiso Vilane	Chief Scout/Chairman of Exco
Dr Brendon Hausberger	Chief Commissioner
Ms Milly Siebrits	Chief Executive Officer
Mr John Sturgeon	National Finance Chair
Mr Henry Sibande	Young Leaders' Representative
Ms Jeanette Angus	Cub Programme Chair
Mr Nimmy Abrahams	Scout Programme Chair

Mr Gerard Evans

Mr Cameron Belling
Mr Andrew Tanner
Mr Andrew Hall
Mr Khonzaphi Mdaka
Mr Gerhard Sagat
Mr Bill Sewell

Special projects: Entsha Programme
Rover Chair
Adult Leader Training Chair
Adult Resources Chair
Properties Chair
Marketing Chair
Alumni Chair

The Exco meets 4-6 times a year.

policies

SSA is governed by the Constitution with supporting documentation in terms of the Organisational Rules and various policies. These policies include Child Protection, Finance, Fundraising and Administration, Member Code of Conduct, Adult Support, Property, Marketing and Youth involvement. All policies are available on the national website (www.scouts.org.za). Staff related policies are in place and available on request.

reporting

Reporting is done on a quarterly basis to Exco and the Board relevant to the different portfolios. This enables all Exco members to report against progress on the strategic direction and to highlight any critical areas. The Chief Executive Officer and Chief Commissioner use these reports to report to the Board on a quarterly basis through reports for the Board meeting.

All Scout Groups report on an annual basis on their progress and this progress is measured using the Star Awards system. Scout Groups are awarded according to their progress:

Star Pack Assessments

Results for the year under review:

Region	Total	Gold	Silver	Bronze	Participation
Gauteng	58	24	21	8	5
KZN	9	4	2	3	0
Limpopo	22	3	3	6	10
Western Cape	38	16	8	6	7
TOTAL	127	47	34	23	22

Less Star Pack applications were sent in and it was agreed that the Cub team will work on a better, more measurable, Star Pack assessment form.

Star Troop and Patrol Assessments

Star Inspections give the Troop Scouters and Patrol Leaders an indication of how well they have done in the past year. It also provides clear guidance as to how leaders should plan for the year ahead.

Star results for 2016:

Troops	Participation	Bronze	Silver	Gold	Total
Limpopo	20	10	1	1	32
KZN	2	20	4	3	29
Western Cape	3	20	6	1	30
TOTAL	25	50	11	5	91

Patrols	Participation	Bronze	Silver	Gold	Total
Limpopo	39	34	10	3	86
KZN	10	6	25	2	43
Western Cape	43	16	35	13	107
TOTAL	92	56	70	18	236

Rover Crews 2015

Region	Participation	Bronze	Silver	Gold	Total
Gauteng	1	1	1	1	4
Western Cape	1	1	1	1	4
TOTAL	2	2	2	2	8

External reporting takes many forms throughout the Association including monitoring and evaluation reports to donors, the annual report and progress reports to the Africa Regional and World Scout Bureau. This maintains constructive dialogue with all SSA's important stakeholders.



be prepared



thank you/ report from chief scout

Madiba once said to me "Sibusiso I have lost power and position, I am a has been", today I know and feel what he meant. I am indeed a has been! I am deeply humbled and honoured to have occupied the position of Chief Scout for the last three years. It is a position I had not applied for because I had no qualifications nor credentials, it is a position I never fought for because I knew nothing about war. It is a position and a wonderful opportunity I was afforded by the Scout Board who had the trust and faith in me, and believed that I was the right candidate to fill the position and lead the Movement forward. They brought me in to be an inspirational leader; I did my best in the role and I hope I played it well.

As I did during my inaugural address, would like to acknowledge the fact that the Governing Board had to go beyond some long standing traditions in nominating and voting me into the position without me having been neither a part of nor a member of the Scouting movement before. I am very grateful for that gesture, I still feel deeply humbled, and honoured as I step down. I would like to thank the Board for appreciating the value they believe I have added to the youth. It was an honour.

My gratitude goes to National Office for all the support they have given me over the years. I am very thankful especially to the CEO Mrs Milly Siebrits and PR manager Natasha Kayle who made sure that I was able to use my words to inspire members and who took care of me every time I had to attend Scouting Events. Milly, I appreciate the efforts you made to get me to the KZN Rallies and to Springbok Award ceremonies. I know that if financial means were possible, you would have sent me to all the Regions to meet and inspire our youth. It has been very delightful working with you and Natasha, thank you very much for all support.

To the **Scouts and Cubs**, I would like to encourage you to continue on your Scouting journey. Continue to explore, to learn and to appreciate your Scouters for all they do to inspire and empower you. The skills you learn through adventure are skills that will help you succeed in life. Be proud to be a Scout as I am proud to have been your Chief Scout.

To the Exco team, the ship that has been co-captained by the Chief Commissioner, now Chief Scout, Dr Brendon Hausberger and

our hard working CEO Milly Siebrits. How do I even begin to thank you? My literacy lets me down because I cannot find words that can express my deeper feelings for your support during my term as Chief Scout. You have been my life and my survival, because if it were not for you and the entire EXCO Team my term in the office would have been even shorter. Not by just supporting me, but by taking over and standing in when I could not, you answered questions I should have answered. Your adaptability and flexibility made me to believe in you and the entire Exco team. Brendon you answered very prompt every time I called you to stand in on my behalf at meetings and you did that with merit. By that, you portrayed the kind leader you are and we need many like you in this movement if we are hoping to reach the summit. Flexibility and adaptability are critical principles



PHOTO: Terence Vrugtman





for reaching great heights in leadership. Brendon, I believe in you and hold you in very high esteem. I congratulate you as you move forward as Chief Scout. SCOUTS South Africa could not have elected a more deserving and capable person in this era. I call upon everybody to stand by you and give you all the support you need along this journey.

My remarks to the Exco team at my inauguration were and I quote; "When I am done with being Chief Scout of the Republic of South Africa, I want to say; I won't have served as Chief Scout of South Africa with any better Exco team than you"! Those are the words I echo today. So thank you for serving me well. I will always be humbled by the way you embraced me.

To the **Regions** I would like to express my sincere gratitude for all you do for our youth. I would like to express my sincere gratitude to the KZN and Western Cape Regions for giving me the opportunity to inspire, encourage and motivate youth in their regions. I am very thankful to the Regional Commissioners, Commissioners and Scouters who saw the value that I could bring to their Scouts. I hope that other Regions now step up their game and realise that the Chief Scout is not an office bearer who only sits in meetings, the Chief Scout is there to better the Movement and serve its children. Therefore opportunities to meet and interact with the many members is of vital importance.

To the **Scouts and Cubs**, I would like to encourage you to continue on your Scouting journey. Continue

to explore, to learn and to appreciate your Scouters for all they do to inspire and empower you. The skills you learn through adventure are skills that will help you succeed in life. Be proud to be a Scout as I am proud to have been your Chief Scout. The Scouting Movement is like non other.

I end with an expression of gratitude to the entire Movement. It has been three years of learning and growth. Through Scouting I have become a better leader. I leave with the knowledge that leadership is not protecting a position and only managing people, leadership is taking people from here to there, and taking an organisation from a state of current reality to somewhere better. I have learnt that a leadership journey is like running a relay, you take the baton and race as hard as you can without fading completely before handing it over to a better runner. I do that now with pride and honour!

I have run my race and have handed the leadership baton over to Dr Brendon Hausberger; it's all yours Sir! I wish you all the best, because you are the best.

Thank you!

Sibusiso Vilane
Chief Scout

financial results

The financial results and financial position of the National Office, Western Cape and Northern Province have been clearly set out in the audited financial results.

The organisation made a surplus of R781 620 for the year. Steady increase in gross profit combined with a significant decrease in operating expenses has driven the large surplus in 2017 compared to 2016. This decrease arises from a number of projects which helped to support administrative costs during 2017.

The financial position remains positive and it is pleasing to note that as at the end of the financial year that the current assets exceeded current liabilities as in 2016. The Cash position is lower than 2016 due to the funding received from the Lotto and Messengers of Peace being utilised during the year. A large proportion of the cash is held for Restricted Funds.



scouts south africa

annual financial statements for the year ended 30 september 2017

Statement of Financial Position

Figures in Rand	Note(s)	2017	2016
Assets			
Non-Current Assets			
Property, plant and equipment	2	733,666	753,498
Loans	3	2,969,455	2,902,565
		3,703,121	3,656,063
Current Assets			
Inventories	4	529,898	539,093
Trade and other receivables	5	380,829	286,122
Cash and cash equivalents	6	4,634,225	6,761,870
		5,544,952	7,587,085
Total Assets		9,248,073	11,243,148
Equity and liabilities			
Equity			
Accumulated funds		4,893,022	4,111,402
Liabilities			
Non-current Liabilities			
Restricted funds	7	3,485,035	6,438,466
Loans	3	270,277	270,277
Current Liabilities			
Loans	3	-	44,031
Trade and other payables	8	599,739	378,973
		4,355,051	7,131,747
Total Equity and Liabilities		9,248,072	11,243,148



scouts south africa
annual financial statements for the year ended 30 september 2017

Statement of Comprehensive Income

Figures in Rand	Note(s)	2017	2016
Revenue	9	1,181,887	1,144,788
Cost of sales		(656,608)	(673,611)
Gross Profit		525,279	471,177
Other income			
Course income (page 19)		397,620	389,413
Net Donations received	10	185,007	412,947
Group contributions received		486,063	427,390
Project income (page 21)		4,748,213	1,209,012
Property income (page 20)		1,369,449	720,872
Other income	11	1,048,552	798,258
Total other income		8,234,904	3,957,892
Other expenses			
Course expenses (page 19)		(272,585)	(299,176)
Project expenses (page 21)		(4,734,184)	(1,209,012)
Property expenses (page 20)		(1,400,302)	(692,510)
Operating expenses (page 26)		(1,813,128)	(2,309,600)
Total other expenses		(8,220,199)	(4,510,298)
Operating profit (loss)		539,984	(81,229)
Investment revenue	12	243,607	292,420
Finance costs	13	(1,971)	(1,759)
Surplus for the year		781,620	209,432



be prepared