



It starts with Scouts.



# SCOUTS CANADA'S MISSION IMPACT



2020–2021 ANNUAL  
REPORT SUMMARY



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## OUR MEMBERS



BEAVERS



CUBS



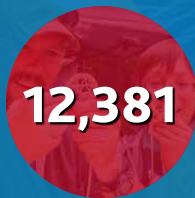
SCOUTS



VENTURERS



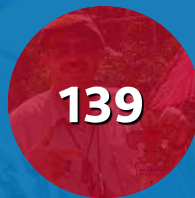
ROVERS



VOLUNTEERS



GROUPS



EMPLOYEES

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**34,618**  
TOTAL MEMBERS

Like most organizations, the COVID-19 pandemic impacted membership levels in the 2020–2021 Scouting year. Despite this, we are extremely proud of our Scouting community for their tremendous work this last year in providing youth with a safe environment to connect with friends at a time when they needed it most.







# OUTDOORS & ADVENTURE

Scouting has always been about the outdoors, and this year more than ever, Scouts embraced that love. Scouts were adventurous and creative in finding new ways to enjoy the outdoors while staying apart and being safe.



## GREAT 8 CHALLENGE

The Great 8 Challenge was rolled out in the spring of 2021 and was an opportunity to come together as a community, from coast-to-coast, and to reinvigorate participation in Scouting, particularly as much of the country was re-entering lockdowns due to the third wave.

The success of the eight-week challenge was unprecedented. Over 59,000 unique youth adventures were enjoyed with over 60% of groups across Canada participating. It was truly a coast-to-coast phenomenon.

Supported by Les Stroud, aka Survivorman and his new book, *Wild Outside*, the Great 8 Challenge focused on fun and engaging ways for both Scouters and youth to keep Scouting safely while also having tons of fun. From learning first aid and wayfinding to cooking with foraged ingredients, the themed adventures were something that kids looked forward to each week.



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## OUTDOOR ADVENTURES BY THE NUMBERS



YOUTH ADVENTURES



BEAVER SCOUT ADVENTURES



CUB SCOUT ADVENTURES



SCOUT ADVENTURES



VENTURER SCOUT ADVENTURES



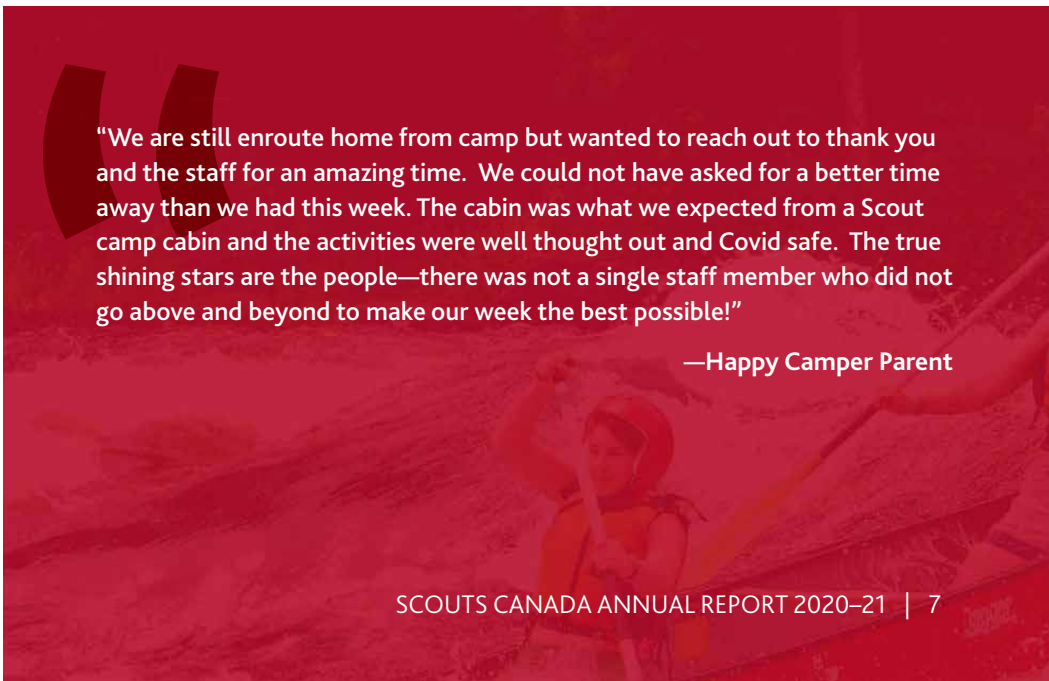
ROVER SCOUT ADVENTURES

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## FAMILY ADVENTURE CAMPS

Scouts Canada was excited to launch its first ever Family Adventure Camp at three properties this summer.

Due to pandemic restrictions in many provinces, traditional sleep-away camps for youth were suspended, but instead of letting the properties sit idle, the Properties team leapt into action formulating a pilot project aimed at inviting family bubbles to camp at three of Scout Canada’s Properties. With a grant from Canada Summer Jobs, over 50 staff were hired and programs were developed to let families experience all the fun that Scouts Canada properties have to offer.



“We are still enroute home from camp but wanted to reach out to thank you and the staff for an amazing time. We could not have asked for a better time away than we had this week. The cabin was what we expected from a Scout camp cabin and the activities were well thought out and Covid safe. The true shining stars are the people—there was not a single staff member who did not go above and beyond to make our week the best possible!”

—Happy Camper Parent

# SCOUTING COMMUNITY

The Scouting community runs deep. This year, more than ever, our Scouting community came together to keep Scouting. Youth, volunteers and staff all stepped up to the task to continue to deliver an amazing and fun program despite all the challenges. Groups found ways to connect locally and nationally from coast to coast to coast demonstrating creativity and resiliency along the way.



## SCOUTER EXCELLENCE

Who makes Scouting possible? Our volunteers!  
Our dedicated volunteers are the heartbeat of our organization and they are what make Scouting possible.  
Here are just a few of our over 12,000 amazing volunteers! Check out more on our [website](#).



**Alexis Parks**  
2<sup>nd</sup> Langley Mavericks,  
Fraser Valley Council, BC



**Loretta Kasperski**  
1<sup>st</sup> Bancroft Scouting, White Pine Council, ON



**David Walker**  
1<sup>st</sup> Blueberry, Northern Lights Council











# SUPPORTING SCOUTING

Each year, Scouts Canada's supporters and community partners help us further our Mission of helping to develop well-rounded youth, better prepared for success in the world. Support of Scouts Canada fundraising campaigns and initiatives combined with our dedicated volunteers and staff give youth across Canada the opportunity to grow, learn and discover, experiencing incredible adventures they can only find in Scouting.



## FUELLING GREAT ADVENTURES

2020–2021 saw Scouts Canada provide Groups with more opportunities to fund their adventures.

### Scouts Seeds

This was the second year for the Scouts Seeds fundraiser and it was a huge success! This summer gardens across the country sprouted everything from carrots and beans to cilantro and dill, all in support of great Scouting adventures.

- Campaign Dates: February 1 to March 31, 2021
- 327 Groups/Sections participated
- Over \$200,000 in gross revenue
- Over \$70,000 went directly to participating groups
- The No One Left Behind program received \$30,000!

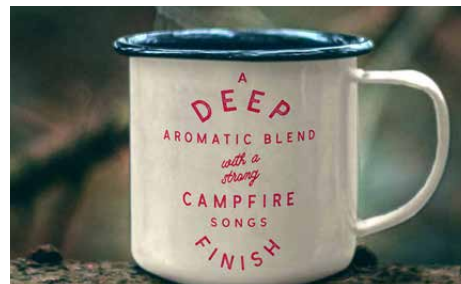


- 590 Scouting Sections and Groups registered
- 22,000 packages of coffee sold
- 25,000 lbs of coffee!
- Almost \$550,000 Gross Revenue
- Over \$140,000 returned directly to groups
- \$50,000 for Scouts Canada No One Left Behind program

### Scout Coffee

Launched in the fall of 2020 as a pilot fundraising campaign, Scout Coffee proved it had the beans! Run entirely online, the campaign proved so popular that it is now back as an on-going campaign, helping to fund great adventures one mug at a time.

- Campaign Dates: Oct 15–Nov 22, 2020



### Scout Popcorn

Traditionally run each fall, this was the first year that the Scouts Popcorn campaign was run in the spring. With a new Canadian supplier on board and loads of great popcorn to choose from, the spring Scout Popcorn fundraising event proved to be a winning combination.



- Spring Scout Popcorn campaign dates: April 15 to June 15, 2021
- 400 Groups from across Canada participated
- Groups sold over \$450,000 in product
- Group profits totaled almost \$100,000
- The No One Left Behind program also received over \$60,000



## NO ONE LEFT BEHIND



Every young person deserves to experience the world of fun, friendship and self-development Scouting offers. While Scouting is generally affordable to most families, there are many families across the country that face economic barriers, hindering youth from participating in Scouting adventures. The No One Left Behind (NOLB) program serves to subsidize membership fees and related cost so youth get to enjoy Scouting and all the fun it has to offer.

In 2020/21 NOLB Donations exceeded over \$470,000.

Over 2,500 youth were directly supported by the NOLB program.



## SAFE SCOUTING

### Scouts Canada's Safe Scouting Team

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

2020–2021 saw the team pivot to a virtual environment to deliver training to thousands of Scouters across the country through webinars & online ScoutCons.

As a leader in youth protection and safety, Scouts Canada was honoured to participate in the World Organization of Scouting Movement Inter-America 'Safe From Harm' conference where members of the Safe Scouting team shared best practices with International Scouting Organizations. The Scouts Canada Safe Scouting team was also featured at the World Organization of the Scouting Annual Conference highlighting key safety initiatives from a youth perspective. Scouts Canada was pleased to share our journey to a culture of safety so young people have a safe environment to grow.

As part of our safety culture, we continuously look to improve our policies & practices. 2020–2021 saw the team

do a review of incident reports to learn from our past incidents and gain a better understanding on how to best support our volunteers to fund their adventures.



# DIVERSITY, EQUITY & INCLUSION



## Our Journey

For today's youth, Diversity, Equity and Inclusion has become a requirement rather than an obstacle to overcome. Scouts Canada is committed to living up to its values by being a diverse and inclusive organization that is welcoming to all Canadians.

In September 2020, Scouts Canada made a commitment to Diversity, Equity & Inclusion while also recognizing that to date, as an organization, we have not pursued inclusion with the diligence and passion we should have.

Since then we have taken a number of actions to progress this important work:

- Hired a Director of Diversity & Inclusion who reports directly to the CEO to support Scouts Canada in this pivotal work.
- Formed an official working Group of the Board of Governors to develop a holistic diversity & inclusion strategy.
- Listened and learned from like-minded organizations who have embarked on

similar journeys: Scouts New Zealand, the Rotary Club, Girl Guides of Canada.

- Recognized and celebrated Black Canadian Excellence during Black History Month.
- Acknowledged the harm we have caused Indigenous peoples and made a commitment to pursuing authentic and meaningful reconciliation.
- Developed fun and engaging programming Section Scouters and youth can utilize to start their own journey to Reconciliation.

## Scouts Canada's Commitment to Reconciliation

We have come to recognize that through intentional and unintentional actions and inactions, Scouting has caused harm to Canada's Indigenous peoples.

The Truth and Reconciliation Commission's report identified Scouts Canada as an organization with a presence in the residential school system. In addition, as an organization that benefits from land-based programming, it is important that

we face our movement's history, how that impacts our relationship to the original stewards of this land, and what that signifies to diverse Canadians.

That is why in June 2021 Scouts Canada agreed that in order to truly be diverse and inclusive in our Canadian context, and as an organization centered on land-based programming, it is critical that we begin to develop our appropriate place in the Reconciliation journey with Indigenous peoples.

While our journey begins with awareness of the Reconciliation movement in Canada, any tactical steps to move forward in an authentic manner will require us to co-create our path with Indigenous communities to model a mutually respectful relationship. We recognize that listening, learning, and honest reflection early in this process is essential to earning the trust required to be sincere participants in the Reconciliation movement.



## Stories from Black Canadians on Excellence and Experiencing Outdoor Culture

2020–2021 saw us celebrate the contributions and excellence of Black Canadians.



# THE ROAD AHEAD

Our journey begins by building up our organizations self-awareness to first identify where we truly stand: through auditing, listening to our people, and investigating our past. This is underway as we support our organization’s learning and familiarity with conversations around Reconciliation in Canada, and what that means for each of us. While knowledge and awareness increases our maturity, we must co-create the path forward with Indigenous peoples. Inspired by the Truth and Reconciliation Commission Calls to Action, mutual respect and trustworthy relationships are a key part of moving forward. We therefore embark on listening, learning, and honest reflection early in this process to positively contribute to the Reconciliation journey in this shared place we call home.

<p><b>PHASE 1</b> <b>ADVISORY &amp; PLANNING</b> <b>2021-22</b></p>	<ul style="list-style-type: none"><li>• Begin Scouts Canada learning journey</li><li>• Identify &amp; orient Steering Committee</li><li>• Engage Steering Committee in collaborative planning process</li><li>• Engage third party inclusion specialist + Preliminary Audit</li></ul>
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**Required for Phase 2:** Reconciliation Steering Committee & Collaborative Project Plan

<p><b>PHASE 2</b> <b>ENGAGE &amp; AUDIT</b> <b>2022-23</b></p>	<ul style="list-style-type: none"><li>• Engage Indigenous leaders/experts in our journey</li><li>• Engage Indigenous Scouters, youth, family members and external stakeholders to develop programming that serves all communities</li><li>• Audit + Investigate Scouts Canada’s historical and current practices, policies, specific cases, traditions and imagery</li><li>• Build common, fact-based knowledge on indigenous perspectives across Scouting Community</li></ul>
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**Required for Phase 3:** Recommendations for 1) a formal acknowledgement of organization’s role in Colonialism/Residential Schools, 2) a commitment to ongoing reconciliation with indigenous communities, and 3) recommendations to make Scouts Canada an inclusive organization.

<p><b>PHASE 3</b> <b>LEARN &amp; RECONCILE</b> <b>2023~</b></p>	<p>Public acknowledgement/ownership of any harm caused by Scouting (possibly incl. a broad apology), and a formal commitment to 1) ongoing reconciliation with Indigenous communities, and 2) concrete steps to create a more inclusive Scouts Canada</p> <ul style="list-style-type: none"><li>• Action Reconciliation Plan &amp; Commitments, building trust with affected communities</li><li>• Implement recommendations to create an inclusive organization and remove appropriated indigenous names/symbols</li></ul>
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CHARTERED  
PROFESSIONAL  
ACCOUNTANTS

# KELLY HUIBERS McNEELY

PROFESSIONAL CORPORATION

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

To the Board of Governors of Scouts Canada

### Opinion

The summary financial statements, which comprise the summary statement of financial position as at August 31, 2021, and the summary statement of operations and changes in fund balances for the year then ended, and related notes, are derived from the audited financial statements of Scouts Canada for the year ended August 31, 2021.

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

### Summary Financial Statements

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

### The Audited Financial Statements and Our Report Thereon

We expressed an unmodified audit opinion on the audited financial statements in our report dated November 5, 2021. That report also includes:

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

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

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

### Auditor's Responsibility

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

*Kelly Huibers McNeely*  
Professional Corporation

Stittsville, Ontario  
November 05, 2021

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

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**SCOUTS CANADA**

**SUMMARY STATEMENT OF FINANCIAL POSITION**

**as at AUGUST 31, 2021**

	<b>2021</b>	(as restated - note 3) <b>2020</b>
<b>ASSETS</b>		
Current assets	\$ 16,975,280	\$ 12,916,684
Investments	36,336,020	42,444,918
Capital assets	5,376,932	5,881,608
Prepaid pension costs	9,063,300	5,798,200
	<b>\$ 67,751,532</b>	<b>\$ 67,041,410</b>
<b>LIABILITIES AND FUND BALANCES</b>		
Current liabilities	\$ 8,254,913	\$ 5,242,674
Employee future benefits	2,687,000	3,059,000
Fund balances	56,809,619	58,739,736
	<b>\$ 67,751,532</b>	<b>\$ 67,041,410</b>

See accompanying notes to summary financial statements.

**SCOUTS CANADA**

**SUMMARY STATEMENT OF OPERATIONS AND CHANGES IN FUND BALANCES**

**For the year ended AUGUST 31, 2021**

	<b>Operating Fund</b>	<b>Restricted &amp; Endowment Funds</b>	<b>2021</b>	<b>(as restated - note 3) 2020</b>
<b>REVENUE</b>				
Membership fees	\$ 2,850,010	\$ -	\$ 2,850,010	\$ 10,471,630
Retail	1,316,020	-	1,316,020	2,744,839
Fundraising	2,730,882	1,225	2,732,107	4,530,645
World Scout Foundation donations	-	306,114	306,114	447,769
Investment and other	<u>5,558,143</u>	<u>387,066</u>	<u>5,945,209</u>	<u>6,695,035</u>
	<u>12,455,055</u>	<u>694,405</u>	<u>13,149,460</u>	<u>24,889,918</u>
<b>EXPENSES</b>				
Salaries and benefits	9,078,336	-	9,078,336	9,921,716
Retail	1,215,392	-	1,215,392	1,847,458
Program services	166,479	-	166,479	244,068
Grants	23,350	-	23,350	124,861
Technology services	664,387	-	664,387	552,431
Financial services	407,954	48,823	456,777	653,261
Marketing and communications	520,854	-	520,854	606,623
Fundraising	1,725,759	-	1,725,759	2,904,940
Administration	163,893	31,861	195,754	556,747
Compliance and governance	1,106,380	3,928,953	5,035,333	1,451,254
Human resources and volunteer services	168,984	80,135	249,119	739,500
Field operations	1,376,329	-	1,376,329	2,082,815
Field services	124,466	-	124,466	223,971
World Scout Jamboree	-	-	-	(5,964)
	<u>16,742,563</u>	<u>4,089,772</u>	<u>20,832,335</u>	<u>21,903,681</u>
Net revenue (expenses) before camps operations and the undernoted	<u>(4,287,508)</u>	<u>(3,395,367)</u>	<u>(7,682,875)</u>	<u>2,986,237</u>
<b>CAMPS OPERATIONS</b>				
Revenue	2,147,328	-	2,147,328	2,229,753
Expenses	<u>3,503,863</u>	<u>-</u>	<u>3,503,863</u>	<u>3,934,629</u>
	<u>(1,356,535)</u>	<u>-</u>	<u>(1,356,535)</u>	<u>(1,704,876)</u>
Net revenue (expenses) before the undernoted	(5,644,043)	(3,395,367)	(9,039,410)	1,281,361
Unrealized gains (losses) on investments	<u>3,033,208</u>	<u>777,485</u>	<u>3,810,693</u>	<u>(694,311)</u>
<b>NET REVENUE (EXPENSES)</b>	<b>(2,610,835)</b>	<b>(2,617,882)</b>	<b>(5,228,717)</b>	<b>587,050</b>
<b>FUND BALANCES -</b>				
<b>BEGINNING OF YEAR</b>	<u>43,268,053</u>	<u>15,471,683</u>	<u>58,739,736</u>	<u>56,266,086</u>
	40,657,218	12,853,801	53,511,019	56,853,136
Interfund transfers	(2,109,266)	2,109,266	-	-
Remeasurements and other items related to employee future benefits	3,298,600	-	3,298,600	1,886,600
<b>FUND BALANCES - END OF YEAR</b>	<b>\$ 41,846,552</b>	<b>\$ 14,963,067</b>	<b>\$ 56,809,619</b>	<b>\$ 58,739,736</b>

See accompanying notes to summary financial statements.

# SCOUTS CANADA

## NOTES TO THE SUMMARY FINANCIAL STATEMENTS

August 31, 2021

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### 1. ORGANIZATION

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

### 2. SUMMARY FINANCIAL STATEMENTS

The summary financial statements are derived from the complete audited financial statements, prepared in accordance with Canadian accounting standards for not-for-profit organizations, as at August 31, 2021 and for the year then ended.

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

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

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

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

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

### 3. RESTATEMENT

The complete audited financial statements, and the summary financial statements, have been restated to include all assets, liabilities, revenues and expenses associated with the National Operation, Councils, camps and properties under the control of Scouts Canada. Previously, the financial statements included the assets, liabilities, revenues and expenses of the National Operation only.



It starts with Scouts.

[Scouts.ca](https://www.scouts.ca)