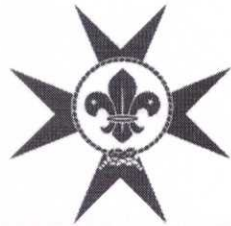


Appendix D

This report was approved by the members of
the General Assen by on the 30 September 2023
at Chief Scout.
A. G. G. G.
Hon Sec



The Scout Association of Malta
Annual Report 2022



The Scout Association of Malta Annual Report for Year Ending 2022

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Annual Report 2022 - Chief Scout



2022 was a year full of ups and downs for the Association.

In the wake of COVID, the Association was faced with a surging demand for new members, but our ability to take on new members was limited by our ability to meet the demand. This prompted several initiatives to strengthen our organisation.

One area of focus was the governance of the organisation. In 2022, four new members joined the NSC. They've brought new ideas and perspective to the organisation.

The National Scout Council also chose new members for the Finance Audit and Risk (FAR) Committee. This team supported the NSC with matters related to financial audits and risks. We also added a new director to TSAM to represent the NSC and a new representative for the Awards Committee.

We completed a GSAT self-assessment as a joint project between the NSC and the Executive. Different teams looked at the governance and processes in different parts of our organisation and concluded with a final workshop. The result is a blueprint we will use to identify those areas which need more work and help us identify the best practices recommended by WOSM.

The delays in securing permits for the renovation at IHQ made it hard for our national teams to work efficiently without a steady home base. We're working hard to fix this.

Since the National Scout Youth Council stopped working, we started discussing how to keep young people involved in all levels of the organisation. We are aware that WOSM intends to roll out new guidelines on this topic shortly, and the plan is to align our new strategy with these new guidelines.

In 2022, the Association lost several hard working and dedicated members who have 'gone home'. One member in particular was Anthony Rizzo, the former chairman of TSAM Limited. He did a lot of work for our cause, especially with the Ghajn Tuffieha car-park project. His hard work and love for scouting won't be forgotten and will have an impact on our organisation for years to come.

Throughout the year, we helped different groups with advice on things like property, banking, leadership, and safety. We did this to make sure our groups are run well and responsibly.

Finally, we decided to hire a full-time Admin Manager. The objective is to have a volunteer-led organisation which is backed by professional staff who provide stability and continuity to the organisation.

With all the ups and downs that come with the running of a large organisation like ours, we are proud that our Association continues to offer a quality non-formal education to young people, in a safe and healthy environment. Thank you for playing your part in this team effort.

Dr. Kevin Camilleri
Chief Scout

Annual Report 2022 - Chief Commissioner



Dear Members and Supporters of the Scout Association of Malta,

I am pleased to present the Chief Commissioner's report for the year 2022, which highlights the remarkable achievements and challenges faced by our organisation throughout the year.

Membership Growth and Governance The year began with a surge in demand for new members, signifying the growing popularity of scouting in our community. To accommodate this demand, we focused on strengthening our governance. Four new members joined the National Scout Council, bringing fresh perspectives and ideas to enrich our decision-making process.

Training and Development Our Adult Resources and Training Department had a fruitful year, providing members with valuable Woodbadge training courses and vital skills such as first aid and food handling. The expansion of our training team with the addition of two new members enhanced our ability to offer more training opportunities, empowering our members to play impactful roles within the organisation.

International Engagements In 2022, we actively participated in several international events, fostering global connections and knowledge exchange. From the 8th European Scout Symposium to the Academy 23 and JOTA JOTI, our representatives showcased the vibrancy and commitment of the Scout Association of Malta on the international stage.

Cultural Exchange and Diplomacy Our exchange visit to Poland, organized by the International Department, demonstrated our commitment to cultural diplomacy. The visit facilitated people-to-people contacts, shared our Maltese culture, and strengthened solidarity, empathy, and peace among different nationalities. Such initiatives promote understanding and goodwill between nations.

National Events The Events Team worked tirelessly to organize memorable national events, despite uncertainties surrounding COVID-19 restrictions. From the first physical national event in two years, the national trail around Rdum il-Qammieh, to the Annual Rally at Valletta, we celebrated scouting spirit and unity.

Governance Review We prioritized the evaluation of our governance and processes, undertaking a joint GSAT self-assessment with the National Scout Council. This review allowed us to identify areas for improvement and align our practices with the best practices recommended by WOSM, ensuring a robust and efficient organisation.

Importance of Safe from Harm One of the core pillars of our organisation's commitment is ensuring the safety and well-being of all our members. The Safe from Harm policy serves as a crucial safeguard to protect our young people, volunteers, and staff from harm and abuse. In 2022, we prioritized discussions on this vital topic and started implementing measures to create a safe environment for everyone involved in scouting. By adhering to the guidelines and best practices in Safe from Harm, we demonstrate our dedication to providing a secure and nurturing space where our members can grow, learn, and thrive. The safety and protection of our scouting community are paramount, and we will continue to strengthen our efforts in promoting awareness, training, and vigilance to uphold the highest standards of safety and care for all.

Volunteer Roles As the Scout Association of Malta experiences a surge in demand for scouting activities and initiatives, it has become evident that the need for more volunteers is crucial to support our ever-growing organisation. Our commitment to offering quality non-formal education to young people, in line with the values of scouting, necessitates a dedicated and enthusiastic team of volunteers. With the increasing number of members and the expansion of our programs, additional volunteers play a vital role in ensuring that we can effectively meet the needs of our scouting community. By welcoming more individuals into our scouting family, we can enhance the quality and reach of our activities, providing young people with transformative experiences that instill essential life skills and values. The contributions of our volunteers are at the heart of our success, and we invite those with a passion for youth development and community engagement to join us on this rewarding journey of shaping the leaders of tomorrow.

Support and Progress Throughout the year, we provided guidance and assistance to various groups, ensuring that they operate responsibly and effectively. We also made significant strides in aligning our organisation with a volunteer-led structure, reinforced by the employment a full-time Admin Manager in 2023.

A Thank You In conclusion, the achievements and resilience displayed by our members, volunteers, and supporters throughout the year have been exemplary. I extend my heartfelt gratitude to each and every one of you for your dedication, hard work, and unwavering commitment to our mission.

As we look to 2023, we stand united and ready to celebrate 115 years of Scouting at Festa Scouts. Together, we will continue to offer a quality non-formal education to young people, nurturing their growth in a safe and healthy environment.

Thank you for being an integral part of our team effort and for contributing to the success of the Scout Association of Malta.

Anton Pisani
Chief Commissioner



Adult Resources and Training Department



The year 2022 was a busy but a very fruitful year for the Adult Resources and Training Department.

Woodbadge training courses continued to be well received and attended by many members. Also, a number of food handling and first aid courses were held during the year. More courses were delivered by our own members instead of engaging external speakers. This enhanced the delivery such that it is more relevant to our members since the speakers could relate more to their own scouting experience.

The team also increased with two new members helping within the team, namely, Kimberley Vella and Maria Catania. Adding human resources helped in the ability of the team to provide more training opportunities for the 2023 pipeline.

At the end of the year Awards ceremony we had we had 28 that successfully completed their Pathfinder training, 36 who completed their Basic training, and 37 that completed their Advanced training.

Moreover, there were 84 members that started their training journey with the Getting Started course. The Getting Started Course is the only module that was delivered online whereas all other courses have now started being delivered on a face-to-face basis.

The objective for 2023 is to provide skills courses in varying disciplines apart from implementing the Safe from Harm policy and the relevant training to raise more awareness within our groups.

Having more human resources in the team will enable the Adult Resources team to continue to support our members with their training and development as well as to offer different training opportunities that are relevant and needed within our groups.

Vanessa Mangion
Training Commissioner

Handwritten signature and initials

International Department - Annual Report 2022



Scout.org updating

The scout.org website has been updated with this years' final accounts and the minutes of the AGM. A copy of the census was published accordingly. The yearly membership fee paid on time.

8th European Scout Symposium

The 8th European Scout Symposium happened in Kandersteg between the 18th and the 20th of March.

During this weekend, international commissioners, Chief Commissioners and key decision-makers in Scouting came together to represent their countries and share ideas. The main focus of this symposium was to discuss the Rotterdam's European Scout Conference which scheduled between the 22nd and the 26th of July. This was the first international meeting for many, since the pandemic, which made this event even more special.



European Scout Conference

The 24th European Scout Conference served as General Assembly of the members of the European Scout Region. Participants discussed a variety of matters relevant to the Region and elected the volunteer members of the European Scout Committee. Because of the strong relations and joint co-operation between the two European Regions of WAGGGS and WOSM, delegates and observers meet at joint sessions with delegations from WAGGGS during the European Scout and Guide Conference. It was at this Joint Conference that matters of mutual interest were discussed and plans for future joint work and joint events were approved.

Our association was represented by the Chief Commissioner Anton Pisani, the international Commissioner Edward Vella and by Dr Kevin Camilleri. They fully participated by voting for constitutional amendments and for the election of the new committee, appointing Matthias Gerthnew Chairperson and Jérémy Apert, Martin Seemann, Diana Slabu, Boris Vujnović and Wouter Zilverberg as members.



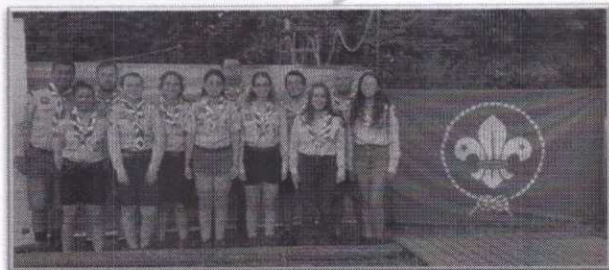
Exchange Visit to Poland organised by the International Department

As part of its cultural diplomacy initiatives, the Embassy of Malta in Warsaw, for the first time ever, organised an exchange visit to Poland for a group of 12 Maltese Ventures and Rovers from the The Scout Association of Malta. The aim of this youth exchange was to foster people-to-people contacts, sharing of Maltese culture and building tasks together for better understanding towards bringing solidarity, empathy, and peace among different nationalities.

The visit was co-ordinated with the Polish Scouting and Guiding Association. The Maltese scouts joined the Rover Jamboree on the eastern region of Poland in Podlasie, an unspoiled nature province. The main theme was Wędrownicza Watra (Spark from Podlasie). The participants organized their own activities, to discover the beauty of untouched nature, understand the culture and do good to the environment. The Maltese contingent presented typical Maltese food and performed traditional Maltese games.



In Warsaw, the Maltese scouts visited the Embassy and shared their experiences with the Ambassador of Malta, H.E. Marisa Farrugia. To mark the important role of the Polish scouts, the Maltese group, together with Polish Scouts, placed a wreath at the monument of the Polish young insurgent, Pomnik Małego Powstańca, Podwale, which represents the Polish scout youths who lost their lives in defence of their homeland as humanitarian aid volunteers during the Warsaw uprising (August-October 1944).



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The Academy 23

This year's edition of the Academy was carried out virtually between the 30th of October and the 7th of November. The event was open to anyone holding a role at national level in a WAGGGS or WOSM. The staff members and volunteers, ranging from members of working groups up to Chief Commissioners come from all over the world. Our association fully participated in most of the events held throughout the week. The Academy is a unique Scout and Guide event designed to enable participants to get high quality training and networking opportunities around the core priorities of the European Regions of WAGGGS and WOSM.

Jota Joti 2021

Numerous groups participated in this year's edition of the JOTA JOTI organised by WOSM between the 14th and the 16th of October. This is the world's largest digital Scout event that takes place on the Internet and over the airwaves and connects millions of young people around the



world for a full weekend of online activities that promote friendship and global citizenship. JOTA-JOTI enables young people and volunteers to participate in fun and engaging group activities over the Internet and amateur radio focused on developing 21st century skills through Scouting.

Sustainability Forum

The 1st edition of the European Sustainability Forum, as part of the work initiated during the Triennium 2019-2022 happened between the 20th and the 23rd of October 2022. The aims of this forum were to gather representatives from NSOs and NSAs who are working or deeply interested in Sustainability and the SDGs. During the weekend participants shared the knowledge to build the next steps on the work of the Region and its NSOs towards more sustainable operation. Mike Borg, our representative in the forum, is currently working to set up a policy for the local NSO on sustainability.



Academy 22

This year's edition of the Academy was held in Vilnius Lithuania between the 2nd and the 6th of November. Our representatives were Kimberly Vella (from the Training department) and Vincent Micallef (from the Scout Council). The academy is a unique Scout and Guide event designed to enable participants to get high quality training and networking opportunities around the core priorities of the European Regions of WAGGGS and WOSM.



Edward Vella
International Commissioner

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National Events Report 2022



2022 offered optimism as we started returning to normality following the COVID-19 pandemic. However, measures and restrictions were not yet fully clear, especially for mass gatherings and consequently, planning a national event required a certain level of caution. Due to this degree of uncertainty, planning well in advance was not possible.

Responsibly following all guidelines in place, the Association organised the following events:

On Sunday 20th March 2022, Ventures, Rovers and Leaders participated in the first physical national event after a 2 year-long break due to the pandemic. The national trail consisted of a circular 10 km trek around Rdum il-Qammieh: passing through astonishing surroundings: including Ghar Tuta and Ta' Qassisu window.

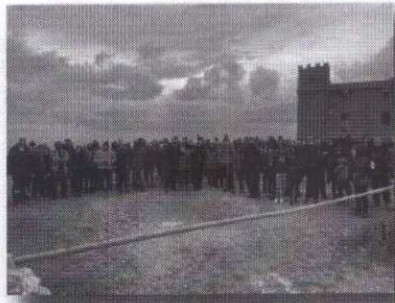
On Sunday 24th April, the yearly commemoration of Scouting and Guiding took place at Valletta. The Annual Rally started off with a mass at the Catholic Institute and the parade followed passing through the streets of our capital city, where the President of Malta was also present to receive the salute. The Seminary Scout Group, participated in the Annual Rally for the first time since the re-opening of the group.

On Thursday 30th June, we fired up the grill and organised a national get-together open for all leaders and national staff. This BBQ event was held at the Mosta Scout Campsite.

Unfortunately, the national youth award ceremony which was planned to happen on Saturday 26th November at Ghajntuffieha Campsite had to be postponed due to the unfavourable weather.

During the last quarter of 2022, recovering from the pandemic was evident, and therefore the national events department started planning the events for 2023 – with the highlight being Festa Scouts | October 2023 to celebrate 115 years of Scouting.

Sean Bartolo
National Events Commissioner



Finance Commissioner - Annual Report 2022



A summary of the financial results is included in the Annual Report so I will not report on the actual accounts for 2022.

This year has been a year of change. A New Finance Commissioner, New Accountants, new fully computerised accounting system, a new fixed asset register for IHQ and for the groups, the first time they have been subject to an external audit.

It has been a struggle to cope with all these "news", especially for all of us who do the work, however with the assistance of Kimberly and Steve, the goodwill of all the sections and with the collaboration of the vast majority of the scout groups we got there. We had the financials ready by the end of May and the draft financial statements delivered to the auditors by the end of June. We also finalised the audit in time to meet the statutory deadline this year.

Are we happy with what we have achieved so far? No, not yet. This year we only just made the statutory deadlines and the auditors encountered severe difficulties in carrying out their work. Our aim for the coming year should be to try and organise ourselves better, reduce timelines and hopefully streamline accounting systems across the groups. IHQ is already set up to present its accounts by the end of February. The Groups deadline for the 2022 accounts was end of March, I think with a little more effort this can be shortened by a couple of weeks. However even end of March should be workable, as long **as this deadline is strictly adhered to by all groups**. Less than half the groups presented signed financial reports by that date.

Our office is here to help and not just impose deadlines, and although I am being replaced after this Assembly, my commitment to the individual groups remains, same. You all have my contact number and I will assist when requested.

Last but not least, BANKS, Administration and many groups have had problems with the banks this year. I apologise for not being able to handle all the queries and assistance that came my way.

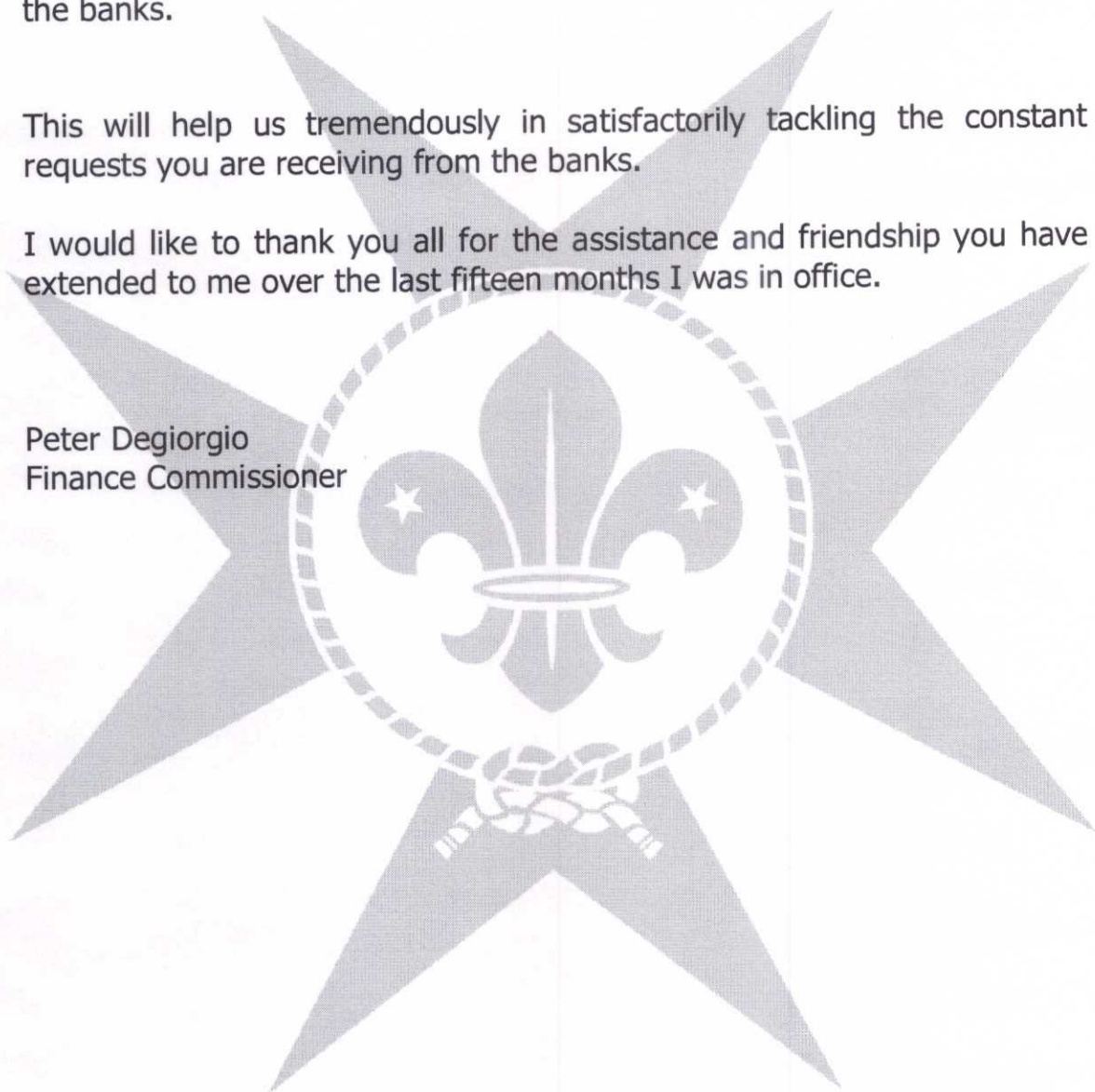
We spent the first half of 2023 trying to get the banks to accept the new signatories of IHQ. Things look brighter for this coming year.

We now have a new member on board and with her admin ability, is already well on her way to establish a solid database of all bank accounts held by the scouts and has established communication lines directly with the banks.

This will help us tremendously in satisfactorily tackling the constant requests you are receiving from the banks.

I would like to thank you all for the assistance and friendship you have extended to me over the last fifteen months I was in office.

Peter Degiorgio
Finance Commissioner



Funding

Funding Programme	No. of submitted projects
A4U 2020	9
A4U 2021	13
A4U 2022	10
Arts Funds (2021)	1
Be Active 2021	4
Be Active 2022	3
Be Active 2023	7
Contingency Fund 2021	1
Emergency Fund Phase 2	9
Erasmus +	2
Good Causes Funds	1
Gozo Fund 2021	1
LESA	2
Reboot 2022	4
Reboot 2023	11
SIS 2021	1
SIS 2022	1
SIS 2023	1
VOPS 2023	1
Total	81 Submitted Projects
	1 Informal Funding Network created

Brian Farrugia
Funding Commissioner

Malta Scout Fellowship Report



The Malta Scout Fellowship, as many other organisations, after weathering the storm of the Covid pandemic at the start of 2022 started to consider what activities could be organized for its' members.

As our members are mostly senior citizens the holding of physical activities were kept on hold for the first few months.

The first activity held was on Sunday 24th April, a number of members of the Fellowship kept their yearly appointment and took part in the Annual Scout and Guides Parade.

The Fellowship Annual General meeting was held on Thursday 5th May 2022 at the Hamrun Scout Group Hall, Hamrun. During the meeting the Chief Commissioner Mr. Anton Pisani and the Fellowship Chairman Mr. Vincent Cassar were each presented with a book written by Mr. Giovanni Battista Stagno, 'St. Andrews Sea Scout Group Marsaxlokk 1944 – 1954'. The meeting was followed by a reception for all those present.

A Christmas Lunch was organised at the Conifor Hotel on the 11th December which was well attended.

The Executive committee continued to hold its' meetings on a regular basis in order to deal with the on-going business of the Fellowship. The main focus during the meetings was the future organisational status of the Fellowship remained a major topic. A meeting with The Chief Scout, and Chief Commissioner was also held in an effort to reach an agreement on the way forward. The discussion at these meetings mainly centered around the Fellowship Units in the Scout Groups and the uniform to be worn by members of the Fellowship.

Currently the Malta Scout Fellowship has thirty-six (36) members. Sadly, in December 2022 the Fellowship lost two (2) of our members, Mr. Joseph Micallef and Ms. Rose Laporto at the venerable age of 100 who was one of our last two remaining founder members of the Fellowship, besides Mr. Vincent Cassar.

May Cassar
Honorary Secretary

TSAM Limited



Most notably for TSAM Limited, 2022 was the first full year after pandemic restrictions were lifted – meaning that Ghajn Tuffieha campsite returned to normal and consistent occupancy throughout the year. This was good news for campers and returning customers! It was fantastic to see the campsite being used to its full potential again and without the restrictions and regulations that were in place throughout the preceding two years. Everyone was happy to be back to camping!

Since we had dedicated a lot of resources and efforts to maintenance and improvement activities at the campsite during the slower periods of the pandemic, the campsite was looking better than ever.

It was decided during late 2021 to revise the camping fees for external customers (non-Scouts), the first time in many years, and we took the opportunity to standardise the pricing scheme – switching from a “per day” to a “per night” and assigning different prices depending on the size of the plot allocated.

The revenue streams of TSAM Limited were also diversified thanks to the opening of the car park at Ghajn Tuffieha which started slowly towards the end of 2021 and continued with consistent business until today. The proceeds from the parking fees go towards the operations cost of TSAM Limited and ultimately the Scout Association.

The planning and application process for IHQ hit a snag when designs were not approved by the Superintendent for Cultural Heritage, even when these were modified as suggested by the Superintendent staff themselves. A meeting with the Superintendent staff is being organised to be able to prepare and submit plans and designs that are acceptable and would be approved. The Floriana car park continued to operate and generate a modest amount of revenue.

Anthony Debono
Director – TSAM Limited

Finance, Audit & Risk Committee Report - 2022

This report has been compiled in accordance with the Terms of Reference issued by the National Scout Council to the Finance, Audit and Risk Committee.



The role of the FAR Committee

The National Scout Council (NSC) appoints the Finance, Audit & Risk Committee (FAR), to assist the NSC in fulfilling its oversight responsibilities for the integrity of The Scout Association of Malta's financial statements, the independent auditor's qualifications and independence, the adequacy of the Association's systems of control and the performance of the Association's internal audit function and independent auditors.

The names, qualifications and attendance of all members for the period

In 2022 the FAR Committee was further strengthened by the addition of two new members; Mark A Galea (January 2022) and Dr Malcolm Mifsud (January 2022).

NSC Appointee to the FAR Committee

Between July 2021 to October 2022 the NSC did not appoint an elected NSC member to the FAR Committee as defined by the terms of reference; representation was appointed in November 2022

The 2022 FAR Committee consisted of the following members:

- | | |
|--|-----------------------------------|
| • Yves De Barro MBA (YDB) | Chairman |
| • Daniel Coppini (DC) | Secretary |
| • Kevin Alamango B.Eng (Hon), MBA (KA) | |
| • David Darmanin MBA (DD) | |
| • Mark A Galea CPA MBA (MG) | |
| • Malcolm Mifsud LLD, (MM) | |
| • William Spiteri Bailey CPA (WSB) | NSC Appointee (Appointed Nov '22) |
| • Vincent Micallef (VM) | NSC Appointee (Appointed Nov '22) |

During 2022 the FAR Committee met 9 times.

2022	YDB	DD	DC	KA	MG	MM	WSB	VM
Jan	Yes	Yes	Yes	Yes	Yes	Yes		
Feb	Yes	Yes	Yes	Yes	Yes			
Mar	Yes	Yes	Yes		Yes			
Apr	Yes	Yes	Yes		Yes	Yes		
May	Yes	Yes	Yes	Yes	Yes	Yes		
July	Yes	Yes	Yes	Yes	Yes			
Oct	Yes	Yes	Yes		Yes			
Nov	Yes	Yes	Yes		Yes		Yes	Yes
Nov	Yes	Yes	Yes		Yes	Yes	Yes	Yes

Discharge of Responsibilities

External Audit

The FAR Committee has discussed on a number of occasions the Association's corporate governance and more precisely the way the Association handles their financial obligations. The Committee is aware of the complexity of the Association's structure which has an impact on the financial procedures it has to manage. The Committee would like to express that it is concerned that the NSC and the Executive were not giving the due importance and required level of priority to addressing areas of attention in the financial reporting responsibilities of the association. The FAR Committee is of the opinion that the NSC and Executive must give a much higher level of attention to the Association's financial reporting process.

Global Support Assessment Tool (GSAT)

From the onset of its term-of-office (March 2021), the FAR Committee has strongly recommended to the NSC that a GSAT self-assessment take place in order to assess current status of the Association. After months of insistence the NSC (26th May 2022) approved the implementation of a self-assessment which was completed on the 17th November 2022. The assessment identified a number of areas that require attention. Whilst the committee has been informed that there has been a revision to GSAT issued by WOSM, it is of the opinion that the self-assessment process that was started should be completed.

Strategy

The FAR Committee brought to the attention of the NSC that the SAM cannot operate effectively without a clearly defined strategy and should therefore take the necessary action to address the matter. The Committee is pleased that after its insistence, in March 2022 the NSC appointed a small team to oversee the creation of a new strategy for the organisation. After a number of working sessions, the team took the view that the next most logical step was for the SAM to undergo a GSAT self-assessment and then use the results obtained to complete the process of creating a new strategy. It was the understanding of the FAR Committee that the strategic planning process would resume once the GSAT self-assessment was completed. This has not taken place yet due to other more pressing priorities - the FAR Committee is of the opinion that this should be priority.

Finance, Audit and Risk
Committee
18th July 2023

Yves Debarro
Chairman – TSAM Limited