

# Triennial Report 2004-2007

World Organization of the Scout Movement  
European Scout Region



**SCOUTS**<sup>®</sup>  
Creating a Better World

World Organization of the Scout Movement  
Organisation Mondiale du Mouvement Scout  
Всемирная Организация Скаутского Движения  
Organización Mundial del Movimiento Scout  
المنظمة العالمية للحركة الكشفية

# **Triennial Report 2004-2007**

World Organization of the Scout Movement  
European Scout Region

Published on behalf of the European Scout Committee by the

World Scout Bureau – European Regional Office  
rue Henri-Christiné 5  
1205 Geneva, Switzerland  
Telephone: +41 22 705 1100  
Fax: +41 22 705 1109  
Email: [europa@scout.org](mailto:europa@scout.org)  
Web: [www.scout.org](http://www.scout.org)

Produced by MAC International Communication, Geneva  
Production Support: Kerstin Riedl, European Regional Office  
French translation: Nicole Mindlin, Brussels  
Printing: World Scout Bureau - Arab Regional Office, Cairo

Copyright 2007, World Organization of the Scout Movement, Geneva, Switzerland

## CONTENTS

INTRODUCTION	4
Message from the Chairman and Director	
Thanks to donors and volunteers	
GOVERNANCE AND STRUCTURES	7
A look at the European Scout Conference	
A look at the European Scout Committee	
Members 2004-2007	
Steering Group	
Youth Advisor to World Committee	
A look at the World Scout Bureau	
– European Regional Office	
Coordinating Group, work with WAGGGS	
Membership and constitutional matters	
European Scout Foundation	
WORKING METHODS	12
Core groups	
Youth Programme	
Adult Resources	
Scouting's Profile	
Organization for the 21st Century	
Finance Support Group	
Networks: online communities	
Tailor-made support	
Committee contact system	
Mid-term review	
European Scout Symposium	
THE REGION'S STRATEGIC PRIORITIES	
<b>Strategic Priority 1: Organization for the 21st century</b>	17
Strategy and growth	
Strategy workshops	
Quality self-assessment tool	
Membership data tool	
Large scale activities as strategic tools for growth	
Long term growth project	
Reaching out	
Overture network	
Structures and systems	
Management training	
Learning organization	
Project management	
European Scout Centenary Fund	

<b>Strategic Priority 2: Young People and Youth Programme</b>	19
Implementation of the Youth Programme Policy	
Forums and workshops	
Sea Scouting	
Gifts for Peace	
Euro.Scout.Docs	
Volunteer support	
Renewed Approach to Programme (RAP)	
Programme developers	
Fact-finding	
Tools	
RoCoReki	
Eurojam	
Roverway 2006	
Europe for You	
– for the senior section	
Where to Stay in Europe	
European Scout Voluntary Programme	
RoverNet.eu	
Scouts of the World	
Scout centre managers	
Global involvement	
Lands of Adventure – for Scouts	
ScoutNet	
Ambassadors	
Eurojam	
Special day	
Handbook	
The Great Family – for Cub Scouts	
Scouting within society	
Vision for Scouting in Europe	
European citizenship	
Tools	
Sharing information	
Equal opportunities, boys & girls, men & women	
Gender Toolbox	
Gender evaluation	
Gender Handbook	

<b>Strategic Priority 3: The Adults We Need</b>	23	<b>SPECIAL PROJECTS, RELATIONSHIPS, AND EVENTS</b>	29
Implementation of the Adult Resources Policy		Kandersteg International Scout Centre	
Adult resources network		Relationships with the region	
Forums		News from Kandersteg	
E-learning		Partnership Agreement with The Scout Association (UK)	
Lifelong learning		Eurojam (2005) and the World Scout Jamboree (2007)	
Adults in Scouting Working Group		The Moba Project in South East Europe	
EuroTrain		The Hajde Project in South East Europe	
Training System Toolkit		Roverway 2006 – Dare to Share	
Recognition Working Group			
Recruitment Working Group		<b>RESOLUTIONS</b>	34
Adult Recruitment			
Managing adult resources			
Trends Working Group			
<b>Strategic Priority 4: Scouting's Profile</b>	25		
Communication			
Internal communication			
EuroScoutInfo			
Branding			
Website			
Show and Tell I			
External relations			
Scouting's Centenary			
Hajde project			
Visibility in Europe			
Young spokespeople			
Parliamentarians			
Show & Tell II			
External Relations Group			
Partnerships			
WAGGGS/WOSM position papers			
Networking of representatives			
Fundraising			
Environmental education			
– the Alcoa project			
Scouting's role in civil society			
South East Europe			
Participation			
Non-formal learning			
Erasmus Network			
Relationships with other Scout regions			
Resources to support the European Scout Region			

## Dear Friends,

It is our pleasure to present to you the Triennial Report of the European Scout Region for the period April 2004 to May 2007.

The previous Triennial Report looked forward to 2007, to the Centenary of Scouting, 100 years from its origins as a small experiment on Brownsea Island. We are delighted that this important year has arrived and is being greeted with enthusiasm as we all prepare to celebrate in our own ways with:

- Special events which emphasise our collective achievements
- Activities linked to our world initiatives of Gifts for Peace and Scouting's Sunrise
- Join-in-Centenary activities to involve as many as possible
- Activities to involve former members.

The region is buoyant and we look back with pride at our achievements and forward to meet the challenges represented by the second century of our Movement, including the Centenary celebrations of many of our associations in the coming years. We recognise too the challenges we have not met fully and which remain to be achieved.

The context of this report is set by the realisation of the Regional Plan submitted at the last conference with all its suggested actions and measures. Work has taken place against the background of the continuing Strategy for Scouting, renewed and with measurement of outcomes added as the whole World Scout Organization strives to support national organizations to grow, develop their own strategies and turn planning into action. This builds our ability to move into the next century of Scouting with renewed vigour, yet based on the same fundamental principles on which our Movement was founded 100 years ago.

In addition to the Regional Plan, our actions were guided by:

- The World Scout Conference in Tunisia in 2005
- The Mid-Term Review of the work of the region moderated by David Bull in 2006
- A symposium held in Cyprus in 2006 to review progress and seek views for future plans.

We have tried to involve as many people as possible in the work of the region. This involved an open call for those interested in working with the region. From this group we established core groups and networks, involving many individuals who contributed their wide range of experiences and working methods, thereby enriching the region. We have learned valuable lessons in the need for effective support to volunteers in informal networks and being open in our dialogue with volunteers about their expectations and those of the region. We are indebted to everyone who worked with us in the region and to their national colleagues who recognised the mutual benefit of such service.

We also recognise the valuable resource made up of the staff of the region. There have been many changes and we are grateful to those staff who have moved on to other positions. To those new members of staff and to the longer-standing members, we say a heart-felt thank-you for your commitment to Scouting and to the region.

We have worked on the key issues identified at the last conference. In particular we recognise the importance of:

- A vibrant and challenging youth programme especially for the adolescent age range
- A positive image in the eyes of the public and civil institutions
- An effective response to recruiting, retaining, recognising and managing adult volunteers
- A renewed approach to our structures and organization
- Continued development of our work and partnership with the WAGGGS Europe Committee.

We have examined proposals for membership growth and recognise that there are no short-term solutions. After an internal report on the existing information, the region commissioned the Long Term Project on Growth and a separate report is part of the documentation for the European Scout Conference. Spreading and sharing the examples explored in the course of the project will continue to be applied in a Growth Network soon to be established. The loss of members is set against the 50 percent reduction in the available youth population in Europe seen over a 25-year period. Scouting still attracts too few young people and adult volunteers and there can be no room for complacency. We want more young people to know the reward of sharing the values, commitment and achievement of Scouting.

Scouting in Europe brings together many sections of society. We are diverse and are seeking to expand this diversity. We are present in many forums and are seeking to expand this influence to assist our member organizations in attracting further support. We support an effective youth programme but not always of the same standard and not always meeting the real needs of our youth members. We provide training and support to adult volunteers but we don't seem to have enough adult volunteers in all circumstances. These are some of the remaining challenges and we will entrust the new European Scout Committee with taking up the baton, in 2007 and beyond, to offer their skills and talents to Scouting.

To the outgoing European Scout Committee – we give our heart-felt thanks for the experiences we have shared over the past three years. For the many hours debating, discussing, arguing, and agreeing. Above all, we have valued your commitment to Scouting, the energy you have shown and the problems we have shared. It has indeed been a very special time.

And finally, to all national Scout organizations and their members: thank you for your support and your energy for Scouting. Together we are making a real impact on the lives of many young people. Together we are creating a better world.

Lidija Pozaic Frketic  
Chairman, European Scout Committee

David McKee  
European Regional Director

## Thank You

The European Scout Committee, on behalf of all members of the region, offers its grateful thanks to all those who have contributed financially to the work of the region in this triennium and in particular to:

### **The Fund For European Scouting**

Administered by JP Morgan Chase Bank for the continued support originating from the Estate of the late Kenneth McIntosh.

### **The United States Fund for International Scouting**

Through the good offices of the Boy Scouts of America particularly the International Committee and International Division.

### **The Robert Hall Foundation**

Administered by Bill Hall, with thanks particularly for support directed through the European Scout Foundation.

### **The European Scout Foundation**

For its promotion of small projects and contributions to the finances of the region.

### **The French Ministry of Foreign Affairs**

For support of the Moba development project in South East Europe.

### **The Council of Europe**

For support administered through the European Youth Foundation.

### **The European Union**

For support administered through the Education, Audiovisual & Culture Executive Agency.

### **The State of Geneva**

For contributions to the project work of the region especially in South East Europe.

**The European Scout Committee warmly thanks the following volunteers for their support:**

Karin Ahlback (Finland)  
 Dragan Anceviski (FYRO Macedonia)  
 Olafur Asgeirsson (Iceland)  
 Mihajlo Atanackovic (Serbia)  
 Frédéric Baudin (Switzerland)  
 Nenad Belcevic (Serbia)  
 Stijn Benoit (Belgium)  
 Therese Bermingham (Ireland)  
 Eliza Bertone (Croatia)  
 Bianca Bobel (Romania)  
 Georg Boldt (Finland)  
 Pau Noguera Borel (Spain)  
 Jon Ingvar Bragasson (Iceland)  
 Pedro Brito (Portugal)  
 Ron Brown (Denmark)  
 Ferida Brzovic (Croatia)  
 Claudio Burkhard (Switzerland)  
 Senka Cimpio (Bosnia and Herzegovina)  
 Gabriella Civico (Spain/UK)  
 Peter Cools (Netherlands)  
 Dieter de Court (Belgium)  
 Julijana (Simonovska) Daskalov (FYRO Macedonia)  
 Maeliosa deBuitlear (Ireland)  
 Denis Dedajic (Bosnia and Herzegovina)  
 Jean-Luc Delli (Switzerland)  
 Maryse Descloux (France)  
 Brian Doherty (Ireland)  
 Pavol Drilcka (Slovakia)  
 Francois Dronsart (France)  
 Johan Ekman (Finland)  
 Cecilia Elving (Sweden)  
 Marek Fafr (Czech Republic)  
 Stanislava Gajdosova (Slovakia)  
 Laura Maria Galimberti (Italy)  
 Etienne Genet (France)  
 Melissa Green (UK)  
 Maria Helena Guerra (Portugal)  
 Ajsa Hadzibegovic (Montenegro)  
 Robert Halkyard (UK)  
 Juha Hanni (Finland)  
 Anna Heimerson (Sweden)  
 Sarah Hobbs (UK)  
 Lana Hristov (Croatia)  
 Sinisa Ivankovic (Croatia)  
 David Jenny (Switzerland)  
 Johannes Jonas (France)  
 Denis Jourdain (France)  
 Djario Juri (Croatia)  
 Grayina Kacergzte (Lithuania)  
 Marion Karali (Greece)  
 René Karla (Austria)  
 Arunas Kemezys (Latvia)  
 Paul Konsbruck (Luxembourg)  
 Paul Kubalek (Austria)  
 Esa Kuusela (Finland)  
 Katarzyna Kwapińska (Poland)  
 Kris Lambert (Belgium)  
 Jussi Lares (Finland)  
 Helena Leite (Portugal)  
 Helena Lindh (Sweden)  
 Brendan Lynch (Ireland)  
 Krasanka Majer (Croatia)  
 Nenad Maletin (Serbia)  
 Arantxa Soria Martinez (Spain)  
 Monika Matusiak (Poland)  
 John Meikleham (Ireland)  
 Jean-Philippe Michard (France)  
 Predrag Milosevic (Montenegro)  
 Milka Mimic (Bosnia and Herzegovina)  
 Catalin Muntean (Romania)  
 Mary Murphy (Ireland)  
 Babacar Ndiaye (Italy)  
 Karin Nolke (Sweden)  
 Anna Nowakowska (Poland)  
 Mary Nugent (Ireland)  
 Ana Nunes (Portugal)  
 Daniela Nunes (Portugal)  
 Brian O'Daly (Ireland)  
 Stevie Oakes (Ireland)  
 Matt Oaks (UK)  
 Milko Okorn (Slovenia)  
 Lynn Oldham (UK)  
 Despina Papatheodoulou (Greece)  
 Laura Parenti (Italy)  
 Etienne Pere (France)  
 Marko Petrovic (Serbia)  
 Giuseppe Porcaro (Italy)  
 Tadej Pugelj (Slovenia)  
 Tine Radinja (Slovenia)  
 Jørgen Rasmussen (Switzerland)  
 Aljosa Ravnika (Slovenia)  
 Jerome Rigaud (France)  
 Daniele Rinaldi (Italy)  
 Benno Rottermann (Switzerland)  
 Denis Samardzic (Bosnia and Herzegovina)  
 Luca Scarpiello (Italy)  
 Björn Seelbach (Germany)  
 Thorsteinn Sigudsson (Iceland)  
 Finna Sigurdardottir (Iceland)  
 Pedro Duarte Silva (Portugal)  
 Joao Nuno Silva (Portugal)  
 Carla Alesandra Simoes (Portugal)  
 Hans Stevens (Belgium)  
 Pavol Sveda (Slovakia)  
 Tom Sweeney (Ireland)  
 Ana Tavares (Portugal)  
 Juho Toivola (Finland)  
 Fredrik Torberger (Sweden)  
 Alberto Toso (Italy)  
 Pavel Trantina (Czech Republic)  
 Stephan Tschudi (Switzerland)  
 Juris Ullmanis (Iceland)  
 Natalie Umans (Belgium)  
 Petr Vanek (Czech Republic)  
 Dimitri VanUytfange (Belgium)  
 Johanna Virkkula (Finland)  
 Kalle Virtanen (Finland)  
 Kamil Wais (Poland)  
 Jaakko Weuro (Finland)  
 Jan van Wevenberg (Belgium)  
 Pieter Willems (Belgium)  
 Stelios Xenophontos and team (Cyprus)  
 Luca Zamberletti (Italy)



## A look at the European Scout Conference

The 18th European Scout Conference took place in Iceland in April 2004, hosted very effectively by Bandalag Íslenskra Skata (The Icelandic Boy and Girl Scout Association) to whom the European Scout Region is very grateful.

The Scout Conference was attended by 400 participants from 34 countries in the region.

The conference adopted the European Scout Plan 2004 - 2007 as well as a number of resolutions. The plan and the resolutions formed the backbone of the work undertaken in this triennium.

The proposed Regional Plan for 2007 – 2010 will be considered by the next conference that will be held in Slovenia in May 2007. The conference is an important event for the region and we are looking forward to the hospitality and support of ZTS and ZSKSS in Slovenia providing an excellent event.

The regional Scout conference meets to fulfil the functions allotted to the conference in the European Region Constitution:

- To further the Scout Movement within the region by promoting the spirit of world brotherhood, cooperation and mutual assistance amongst Scout organizations within the region
- To foster the idea of European citizenship based on the conscience of a common heritage and destiny
- To develop cooperation among European youth
- To exercise other functions resulting from the constitution and other laws governing the European Organization
- To ensure the proper implementation of the decisions and policies of the World Organization of the Scout Movement that affect the European Region.





## A look at the European Scout Committee

The European Scout Committee consists of six members elected by delegates to the triennial European Scout Conference. The committee met three or more times each year in the triennium. Its work focused the objectives set up within the four strategic priorities that were defined in the Regional Plan for 2004-2007:

- An Organization for the 21st Century
- Young People and Youth Programme
- The Adults We Need
- Scouting's Profile

The previous committee recommended to the last conference that during this triennium Scouting in Europe must meet numerous challenges at both national and regional levels. These challenges are to:

- Support national Scout organizations' efforts to develop national strategies so that they can grow both qualitatively and quantitatively
- Have commitment from national Scout organizations to work together with the region on growth and development as this forms part of an integrated strategic plan for each organization
- Offer high-quality and attractive educational proposals and programmes that respond to the needs of adolescents
- Improve youth participation in decision-making in national Scout organizations and in society
- Establish leaner and more flexible structures
- Propose innovative working methods so as to optimize all the European Scout Region's resources
- Continue to support efforts to present a positive image of Scouting to the public, to governments and to relevant institutions
- Be well prepared for Scouting's Centenary and the future beyond that milestone.

Formal resolutions and general remarks from the last European Scout Conference, as well as the challenges highlighted by the previous European Scout Committee, provided a challenging environment for the committee and the region in the past three years.



The main functions of the European Scout Committee are:

- To exercise such functions as are provided in the constitution
- To put into effect the resolutions of the last conference and to fulfil the challenges that the conference assigns to it
- To act as an advisory body to the World Scout Committee and to act as an advisory body for member organizations requiring advice and assistance.

left to right:  
 Paolo Fiora  
 Lidija Pozaic Frketic  
 Johan Strid  
 Joao Armando Pereira  
 Craig Turpie  
 Marios Christou

## Members of the European Scout Committee 2004-2007

Lidija Pozaic Frketic (32), Croatia  
Chairman

Marios Christou (47), Cyprus  
Vice Chairman

Paolo Fiora (35), Italy

Joao Armando Pereira Gonçalves (43), Portugal

Johan Strid (38), Sweden

Craig Turpie (32), United Kingdom

## Steering Group of the European Scout Committee

The Steering Group is composed of the European Scout Committee Chairman Lidija Pozaic Frketic, Vice Chairman Marios Christou and Regional Director David McKee. Its main function is to prepare the committee meetings and to ensure follow up of the action list and committee decisions. The Steering Group met at least three times each year. Its members also represent Scouting in the European WOSM/WAGGGS coordination group.

## Youth Advisor to the World Scout Committee

The World Scout Committee requested all regions to designate a youth advisor to the committee. The European Scout Committee agreed in 2004 to identify one of its members, Craig Turpie (United Kingdom), to undertake this role. He actively participates in the world youth advisors group as well as the Educational Methods Committee and the World Scout Committee when appropriate. The youth advisors planned and conducted the 9th World Scout Youth Forum in Tunisia in 2005.

## A look at the World Scout Bureau - European Regional Office

The office serves as the secretariat of the European Scout Region and also as the secretariat of the World Organization of the Scout Movement in matters relating to the region.

There are many changes in the composition of the office. Those no longer employed by the region are:

Jocelyn Gendrin-Guinebault who left the post of Regional Director in July 2004

Richard Amalvy who left the post of Director of External Relations to take up a position at the World Scout Bureau central office in August 2004

Nathalie Labar who left the post of Administrative Assistant in September 2005

Miriam Herzberg who left the post of Director of Kandersteg International Scout Centre in November 2005

Alex Söllei left the position of Project Officer in September 2005

Pascale Boulanger who left the position of Deputy Director of External Relations in September 2006

The committee is grateful for the service to Scouting provided by these colleagues and thanks them for all that they worked to achieve.

Each of the regional office locations was examined to ensure the working conditions met certain basic standards to ensure a safe and hospitable environment.

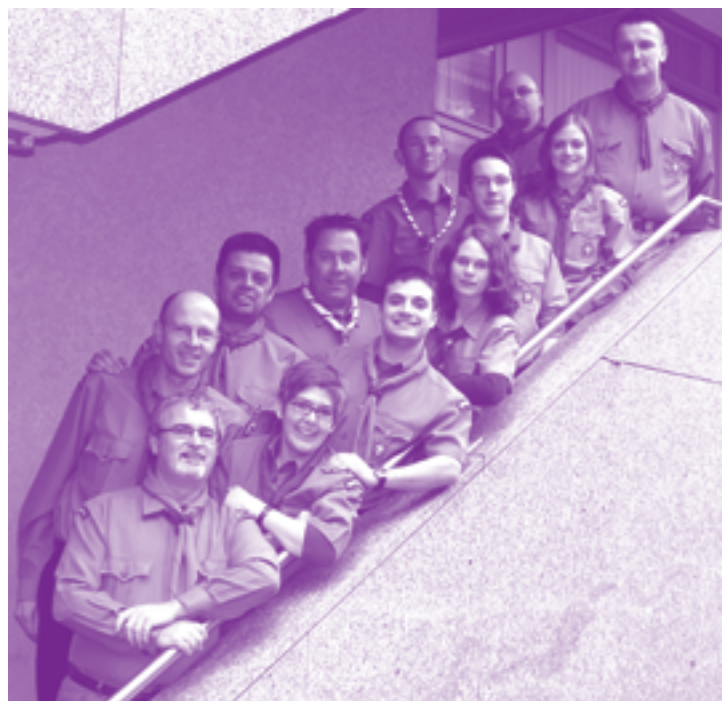
We are grateful to our landlords, Scouts et Guides Pluralistes de Belgique, for the renewal work they undertook, especially the double-glazing of the windows in the Brussels office that dramatically improved the working environment.

upper level, left to right

Blaise Bachmann, Milutin Milosevic, Mark Knippenberg, Mike Walker, Radu Stinghe

lower level

David McKee, Katrin Tauscher, Mihajlo Atanackovic, Kerstin Riedl, Denis Jourdain, Joy Morton, Jordan Bajraktarov



With the increase in staffing in South East Europe it was time also to change the location of the Belgrade office. The former office was in a small residential apartment and there was no specific working area apart from using the very small kitchen. The new office is large enough to enable two activities to be going on at the same time. There was no significant increase in rent.

The current staff includes:

#### **Geneva Office**

David McKee  
Regional Director – from July 2004, United Kingdom

Blaise Bachmann  
Deputy Regional Director – from May 2005,  
Director of Finance and Administration,  
Switzerland – from January 2000

Radu Stinghe  
Director of Youth Programme, from April  
2001, Romania

Milutin Milošević  
Director of Adult Resources – from January  
2006, Serbia

Joy Morton  
Administrative Assistant – from August 2005,  
Switzerland

Kerstin Riedl  
Project Officer (Intern) for the European  
Scout Conference – from November 2006,  
Germany

#### **Brussels Office**

Mike Walker  
Director of External Relations and  
Fundraising – from January 2005, Ireland

Katrin Tauscher  
Project Manager for Strategic Support and  
Development – from November 2005,  
Germany

Denis Jourdain  
Project Officer (Intern) for the Brussels Office  
– from November 2006, France

#### **Belgrade Office**

Jordan Bajraktarov  
Field Executive for South East Europe – from  
March 2006, The Former Yugoslav Republic  
of Macedonia

Mihajlo Atanackovic  
Project Officer, Hajde Project – from February  
2006, Serbia

#### **Kandersteg International Scout Centre**

Mark Knippenberg  
Director – from November 2005, Netherlands

## **Coordinating Group and work with WAGGGS**

The Coordinating Group is composed of the European Scout Region's Steering Group and the Steering Committee of the Europe Region of the World Association of Girl Guides and Girl Scouts (WAGGGS). It is responsible for organizing and maintaining cooperation between the European regions of the two world bodies. The group met 2-3 times each year.

Joint work is based on the Joint Plan of Action 2004-2007 with four main objectives:

- Enabling young people to be active citizens
- The Leading Organizations in the European Youth Sector
- Enabling safe and legal participation of members in adventurous activities
- Promotion of values and characteristics of Guiding and Scouting and their contribution to the development of European society

The focus of the Joint Plan is on how to prepare, equip and empower young people for the responsibilities of citizenship in global, regional, national and local communities. It is based on the shared values of the two world organizations, input from young people, the White Paper on Youth from the European Union and the experience of previous joint work. It creates new and challenging ways of work for the future of Guiding and Scouting in the third millennium.

The two regional committees met together twice a year and at each meeting volunteers and professionals from both regions worked together to ensure reaching the goals of the Joint Plan of Action.

The two regions worked together on many seminars, workshops and on the tailor-made support given to national Scout organizations.

## Membership and constitutional matters

The European Scout Committee and the regional office help support the constitutional responsibilities of the World Scout Committee. Items of note are:

- Cancellation of the membership of Besa Skaut Albania and support to the newly recognised Beslidhja Skaut Albania
- Support to the Scout Association of Serbia in preparing a new constitution and additional support to create sustainable development of the new organization
- Support to the Scout Association of Montenegro in preparing a new organization for admittance to World Scouting
- Support to the Council of Scout Associations in Bosnia and Herzegovina to establish a more effective Scout organization
- Support, jointly with WAGGGS, to the Scouting and Guiding Federation of Turkey.

## European Scout Foundation

For more than 30 years the aim of the European Scout Foundation remains to help Scouting grow in Europe, mainly in its Central and Eastern parts.

There are some positive fundraising results and many activities have been undertaken.

**Friends of Scouting in Europe** now includes some 250 Friends who are helping Scouting grow in Eastern Europe. They each pay a minimum of EUR 150 per year and a total of EUR 200,000 has been raised. The interest on this invested amount is funding the Foundation's main aim. Friends meet every year in an Eastern European country to develop Scouting friendships. So far Friends have met eight times, with an increasing number of Friends taking part.

**Small Projects** is a programme where projects from local Scout groups in Eastern Europe are submitted to potential donors, once agreed upon by their international commissioner and the regional director. An increasing number of Western European Scout entities are now supporting Small Projects. More quality projects are needed in order to serve even more young people.

**Tailor-made services** are being offered by board members themselves to support the financial development of national Scout organizations. A number of Eastern European countries have benefited from workshops on finance, training on Scout shop management, and on-the-job training.

The foundation board looks well after the money entrusted to its management and works hard to raise more money. Any new and successful fundraising ideas from readers are most welcome!

The board regretfully accepted the resignation of Dr Andreas Henrici (Switzerland). Andreas is the man of our very first hour. Over the life of the foundation it and the region have benefited from his wisdom, legal knowledge and generosity.





## Core groups

In August 2004 the European Scout Committee reviewed its working methods and agreed to establish four networks based on the four priorities of the Regional Scout Plan.

At the centre of each network is a core group chaired by a European Scout Committee member. Each core group is composed of experts from national Scout organizations, assisted by executives from the World Scout Bureau – European Regional Office. The Finance Support Group also was established. All contributed to the production of an annual action plan.

An open-call process attracted 60 volunteers who were interested in helping the European Scout Committee with the implementation of the Regional Scout Plan.

Each of the core groups established its own working groups, task forces or similar structures to focus on specific topics. These sub groups also made use of experts from national Scout organizations, many of whom were identified through the open-call process.

To deal with transversal issues all of the groups meet together once each year. This is useful in ensuring effective use of resources and avoiding duplication of effort.

**Youth Programme Core Group:** to assist with the implementation of the Regional Scout Plan in the areas relating to youth involvement, adolescents, and girls and boys, women and men. Sub groups include:

- Youth Programme Development Working Group
  - Programme Development Unit
  - EURO Unit
- Rovers Working Group
  - RoCoReKi Editorial Team
  - Rover Programme Framework
  - Planning team
- Scouts Working Group
  - Lands of Adventure Ambassadors Network
  - Lands of Adventure Meeting
- Educational Trails Working Group
  - Spiritual Development
  - Sustainable Development
  - Gifts for Peace

Members:

Joao Armando Goncalves (Portugal) - European Scout Committee

Bianca Bobei (Romania)

Mary Nugent (Ireland)

Lara Parenti (Italy)

Carla Alesandra Simoes (Portugal)

Radu Stinghe, European Regional Office



**Adult Resources Core Group:** to assist with the implementation of the Regional Scout Plan in the areas relating to the World Adult Resource Policy and issues affecting adult volunteering. Sub groups include:

- Adults in Scouting Working Group
- Recruitment Working Group
- Recognition Working Group
- Trends Working Group

Members:

Craig Turpie (United Kingdom) - European Scout Committee

Jussi Lares (Finland)

Maria Helena Guerra (Portugal)

Grazina Kacergyte (Lithuania)

Pieter Willems (Belgium)

Mark Knippenberg, European Regional Office from January to November 2005

Milutin Milosevic, European Regional Office from January 2006

**Scouting's Profile Core Group:** to assist with the implementation of the Regional Scout Plan in the areas relating to internal and external communications as well as partnerships.

Members:

Paolo Fiora (Italy) - European Scout Committee

Arunas Kemezys (Latvia)

Despina Papatheodoulou (Greece)

Stephan Tschudi (Switzerland)

Pau Noguera Borel (Spain)

Dieter de Court (Belgium)

Mike Walker, European Regional Office from January 2005

**Organization for the 21st Century Core Group:** to assist with the implementation of the Regional Scout Plan in the areas relating to management and strategic development.

Sub groups include:

- Management Training Working Group
- Implementing Strategy Working Group
- Supporting Growth Working Group
- Learning Organization Task Force

Members:

Johan Strid (Sweden) – European Scout Committee

Maeliosa DeBuitlear (Ireland)

Björn Seelbach (Germany)

Dimitri van Uytfange (Belgium)

Daniele Rinaldi (Italy)

Mark Knippenberg, European Regional Office from January to November 2005

Katrin Tauscher, European Regional Office from January 2006





## Finance Support Group

This group was created following the 2004 European Scout Conference. It serves as the internal financial control of the region and works on specific mandates given to it by the European Scout Committee. Chaired by the regional treasurer, it is composed of six volunteers representing the diversity of the region, the regional director, and the administration and finance director.

The Finance Support Group undertook specific work and advised the committee on a renewed agreement between the Kandersteg International Scout Centre and the European Scout Region; made an analysis of expenditures; the follow-up of the European Scout Centenary Fund and a review of its provisions for possible use for European Scouting.

The valuable work undertaken by the group will continue in the next triennium. Its role is now essential in view of the increasing requirements for internal control systems. Other topics such as good governance, analysis of expenditures and fundraising will be on the group's agenda as well.

### Members:

Claudio Burkhard (Switzerland)  
European Regional Treasurer, Chairman

Therese Bermingham (Ireland)  
Marios Christou (Cyprus)  
Jorgen Rasmussen (Switzerland)  
Thorsteinn Sigudsson (Iceland)  
Kalle Virtanen (Finland)

European Regional Office  
Blaise Bachmann  
David McKee

The mission of the Finance Support Group is to:

- Advise the European Scout Committee on matters such as financial planning and investments
- Support regional volunteers and staff members in financial governance to make the most effective use of the financial resources
- Take an active part in the budget process and follow-up
- Give advice on regional financial matters taking into account policies of the World Scout Organization
- Carry out a qualitative internal financial audit, based on the budget of the elapsed year, to analyse whether the means are used effectively in order to reach the goals.

## Networks: online communities

The four core groups each established online network communities for the sharing of good practices. These provide a virtual space to discuss, develop and share ideas. Over 300 people from local and national levels have subscribed to the communities. Some communities are very active.

The online communities are useful in providing a space to promote and prepare for forthcoming seminars and other events as well as for follow up afterwards. This reduces the number of days required for conducting events. In addition, material generated from the events is posted to the communities. This is welcomed by many people who are unable to attend the events.

Network Meetings - The 4th Forum on Youth Programme and Adult Resources held in Luxembourg in 2005 was an opportunity for members of several networks to meet together. Members of the Scouting's Profile Network have also met together on other occasions.

It is hoped that this method of working reflects the needs of national Scout organizations. The networks are light on structure, informal in nature and have helped in creating a larger pool of talent in the region.

## Tailor-made support

Many field visits were made to national Scout organizations both by committee members and executives from the European Regional Office. Several of these were made jointly with colleagues from WAGGGS. The European Scout Foundation also helps by providing finance workshops.

Tailor-made support allows the region to apply resources in a more targeted way and in partnership with national colleagues. This helps remove language and financial barriers and increases potential for knowledge to be shared more widely.

Examples of tailor-made support include:

- Adult resources and youth programme workshops
- Communications workshops
- Strategy development workshops
- Finance workshops
- Partnership with the Scout Association of Romania

In addition to support provided from the region to national Scout organizations the region endeavours to facilitate projects of solidarity among national Scout organizations.

## Committee contact system

In 2004 the committee decided to continue the system of having each member maintain personal contact with particular national Scout organizations.

This working method provides a personal communication channel that allows mutually beneficial relationships to be developed. Recognizing the value, quality and impact of this working method it is anticipated that this system will be further developed.

## Mid-term review

At the 2004 European Conference it was noted that Scouting in Europe must meet numerous challenges at both national and regional level and that its progress should be reviewed.

The European Scout Committee conducted the review in February 2006. The process was moderated by David Bull, International Commissioner of The Scout Association (United Kingdom) and a former Chairman of the European Scout Region.

The goal was to review action plans to see what was going well, what problems there were, and most important, what the committee needed to improve over the remaining triennium. Discussions were open and wide-ranging.



Subjects which were considered to have gone well included: tailor-made support for national Scout organizations, open recruitment of volunteers for core groups and networks, winding down MOBA and setting up the Hajde project, budgetary control, changes in the Centenary Fund, cooperation between core groups, participation in events and organization of events.

The committee noted that it had a very challenging start as a result of difficult circumstances during the 2004 conference. These slowed the development of an action plan.

Items listed for improvement over the remainder of the triennium included: communication with national Scout organizations, the website, a reduction in the number of events on the action plan, and more progress on growth and development. The review was very helpful and productive.

## European Scout Symposium

The European Scout Symposium took place in March 2006 in Cyprus. It initiated the process of designing the regional plan for the triennium 2007-2010.

It also was an opportunity to present the work of the region to national Scout organizations; to address the issue of growth and development; to enhance the implementation of the concept of quality within national organizations and to achieve better and closer cooperation between national and regional bodies.

The symposium attracted 100 key decision makers - top volunteers and executives - from 35 countries across Europe.

The programme included a brief presentation of each of the four key working areas; presentation of work on growth and development (one of the most important topics identified at the 18th European Scout Conference in 2004); working sessions on quality in areas of our work; and working sessions concerning results of the mid-term evaluation of the current work of the region

Work on a new regional plan identified its four main pillars and ways that these may be integrated with the seven strategic priorities of the Scout Movement worldwide. A bottom-up approach was used starting with each organization's challenges and needs. A first document was prepared with the interactive involvement of the participants. This document served as the basis for the European Scout Committee and regional staff to prepare a regional plan for proposal to the 19th European Scout Conference in 2007.



## Strategic Priority 1: An Organization for the 21st Century

This is one of the four strategic priorities of the Regional Scout Plan approved by the last European Scout Conference. It has many aspects but the focus of work is on strategy and growth.

Work of the core group included preparing a Euro.Scout.Doc on Learning Organization, finalising the Project Management Toolkit and producing the Self Quality Assessment Tool.

### *Strategy and growth*

The aim is to contribute to the growth and development of Scouting by supporting national Scout organizations with the process of reviewing or developing their national strategic plans.

Key actions included:

**Strategy workshop**, Romania, June 2005 - This was mainly to help organizations in South East Europe create or review their national strategic plans. The workshop was not a theoretical planning exercise. It was built upon real local experiences that demonstrated the value of strategic planning. The experiences of organizations which had existing plans, such as Macedonia, were very helpful to those who did not have plans. The building of networks among the participants is a continuing value of the workshop. Another concrete outcome was the development of a special programme of assistance for Albania. A flyer promoting tailor-made workshops is available.

**Quality self-assessment tool** - Successful implementation of a strategic plan requires monitoring and evaluation techniques that also measure quality. During the European Scout Symposium in Cyprus (March 2006) a Quality Self-Assessment Tool was presented. In working groups the tool was further developed. It is now available and feedback is welcome.

**Membership data tool** - Creating a strategic plan for growth requires having good data about membership. Seeing the trends and knowing the strengths and weaknesses are essential. An Excel spreadsheet template was developed for this purpose and made available to all national Scout organizations.

**Workshop: How to use large scale activities** as strategic tools for growth, Barcelona, May 2006 - All national Scout organizations have local and national events which have the potential for having a significant positive impact on the quality of the youth programme, membership growth, volunteer recruitment, the image of Scouting, and even fundraising. In addition to sharing ideas and experiences on these subjects, participants considered how large-scale events must be an integral part of the national strategic plan. Twelve participants from seven countries, plus a planning team of four, attended the workshop.

**Long Term Growth Project** - The European Scout Conference passed resolution seven requesting the committee to focus its efforts and resources primarily on activities that effectively promote membership growth and development in national organizations.

Seven Scout organizations were selected to help work on this subject. Following an extensive investigation to collect materials and experiences, three growth workshops were held from June 2006 to February 2007 in Croatia, Belgium and France. From this work the Long Term Growth Project report was created. It received its last editorial review in Amsterdam in early March and will be presented to the conference in May.

The report is a vehicle for studying and evaluating parameters of growth and development in Scouting. The new growth network will aid continuing work in this field. It will grow and become a valuable source of shared experiences and best practice.





## *Reaching out*

The aim is to ensure that Scouting breaks down barriers and works with all segments of society.

**Overture Network** – This links Scouts and Guides who are working on breaking down barriers to make Scouting and Guiding available to more young people, particularly minority ethnic communities and disadvantaged youth. The Overture Network is run independently from, but in cooperation with, the European Scout Region and the Europe Region WAGGGS.

## *Structures and systems*

The aim is to promote structures and systems for national Scout organizations to become flexible, lean, innovative and participatory.

**Management training** - In each of the past nine years a one-week European Management Seminar was offered. The number of people participating is declining although the feedback is very positive. While the training is valued and relevant, changes are being considered to make it more attractive.

A management training team was created to streamline the contents of the management seminar and shorten it. An Advanced Management Seminar will be introduced for those working at national level. A complete curriculum for management training will be defined to enable managers in the region to select specific modules as needed.

**Focus on the learning organization** - A learning organization is one in which people at all levels, individually and collectively, are continually increasing their capacity to produce results they really care about. A workshop on this subject was offered but was cancelled due to low registration. A Euro.Scout.Doc was produced to introduce this topic to a wider audience.

**Project management** – A workshop on this subject was scheduled in 2006 but cancelled due to lack of interest.

## *The European Scout Centenary Fund*

The Centenary Fund started in 1999 with the aim of providing direct financial support for high-quality innovative projects that contribute to the growth and development of Scouting.

During the Centenary Fund's nine years it provided a total of over USD 2.5 million to European national Scout organizations in the form of direct financial support to 150 projects. All projects were approved by the European Scout Committee. The projects covered mainly the fields of youth programme, adult resources and Scouting's profile. A few projects contributed to the development of national organization infrastructures. The committee put priority on grants aimed at membership growth.

There is some fine-tuning to the operation of the fund: the submission period was brought forward to 15 September and the final report submission deadline was extended to 31 January. This enabled national organizations to undertake longer-term projects with more impact on their growth and development.

During the course of the triennium 47 projects were approved and financed with a total of USD 654,000.

The effectiveness of the fund and its impact on member organizations was evaluated and the results will be used to improve the grant process in the future.



## Strategic Priority 2: Young People and Youth Programme

Although all of the many facets of youth programme are being addressed in one way or another, special focus is given to two main aspects: youth involvement and adolescents. European citizenship was also addressed.

This priority is being followed through the work organized in a series of trails, each having an aim and a group of objectives to be achieved.

The actions in the past three years in this domain were designed to be useful opportunities for national Scout organizations and for the region. In addition to the concrete initiatives presented below, direct support to members was provided on request.

### *Implementation of the Youth Programme Policy*

The aim is to support associations in implementation of the policy by providing good quality events in the field of youth programme, direct support to associations upon request, and a platform for sharing experiences in this field.

Key actions:

**Forums & workshops** - There were two European Scout Forums on youth programme and adult resources (Luxembourg 2005, Denmark 2007). Over 70 participants, mostly members of the national teams from the majority of European organizations, participated in each of these events.

Three sub regional workshops on youth programme and adult resources were organized for countries from Central and South East Europe and the Baltic states.

**Sea Scouting** - In 2006 the 8th European Sea Scouting Seminar was organized in Finland and attended by 34 participants from 14 countries.

**Gifts for Peace** - The region is promoting the Gifts for Peace initiative for Scouting's Centenary. Over 30 projects from almost every European country were declared as of the end of 2006.

**Documents** - A Euro.Scout.Doc was published on How to be a Programme Commissioner.

**Volunteer support** - A core group on youth programme helps to coordinate all the initiatives and support. In addition 20 volunteers are actively helping with various initiatives related to youth programme.

A network of national leaders working on youth programme was set up and an online community for sharing information and best practices was launched in the spring of 2004. Today over 100 leaders are members of this network and their number is growing.





## *Renewed Approach to Programme (RAP)*

The Renewed Approach to Programme is a tool for evaluating the programme being offered to each age-range of young people and for developing and implementing effective programmes.

Declining membership among adolescents is a concern in most European Scout organizations and the use of the Renewed Approach to Programme is being strongly promoted for use in the senior-age section.

Key actions:

**Programme developers** - The first European Programme Developers' Summit was organized in Denmark in 2006. It brought together 24 national programme commissioners representing 17 Scout organizations for a three-day event. It focused on designing, implementing and evaluating the national youth programme.

Several presentations, workshops and international team projects on topics related to RAP were organized during European forums and sub regional events. The presentations and the outcomes are available in the programme developers' online community.

**Fact-finding** - The region collected information and materials from European Scout organizations regarding their programme renewal processes. The results are shared on the website.

Promising practices in the field of youth programme were collected and shared on the website.

**Tools** - A programme development unit, comprising six leaders from six countries, develops concrete tools and resources for national Scout organizations. These include a youth programme design quality tool as well as a series of games related to the Renewed Approach to Programme.

The sharing of best practices and the encouragement of country to country peer support contributed to the development of new youth programmes in the Czech Republic, Finland, Ireland, and Sweden.

**RoCoReKi** - the Rover Commissioner Resource Kit is a new publication developed by a number of Rover leaders and is aimed at designing or renewing national Rover programmes. It was launched in late 2006.

**Eurojam** - The youth programme network supported the RAP objectives at Eurojam with a series of exhibitions on Europe, Lands of Adventure as well as activities and games for young people and leaders.

**RoverWay 2006** - The region supported this event in many ways including educational exhibits, workshops and other learning opportunities.



## *Europe for You! – for the senior section*

Europe for You! promotes intercultural awareness, strengthens the programmes being provided at European Scout and Guide centres, and promotes the international dimension of Scouting. A key aim is to provide relevant and timely information directly to young people, primarily through the Internet.

Key actions:

**Where to Stay in Europe** – This web-based database provides information about 200 Scout centres throughout Europe thereby expanding opportunities for young people.

**European Scout Voluntary Programme** – This web-based programme advertises opportunities for young people to develop their leadership skills and intercultural learning through voluntary service at Scout sites throughout Europe. Over 350 young people have benefited from this programme during the triennium. The application process is simplified and now it can be completed online.

**RoverNet.eu** – A Rover Unit Task Force comprising six young leaders from different countries launched RoverNet.eu early in 2007. This is the culmination of a number of national study sessions, debates at the European Rover and Rover Leaders meeting in Jambville in 2005, and ongoing informal involvement of many Rovers in Europe. RoverNet.eu is a meeting place for Rovers who want to develop international projects together, sell or buy those projects, find opportunities to volunteer, learn about Rovering in other countries, meet others, etc.

**Scouts of the World** – This worldwide programme is being actively promoted in Europe as an integral part of the new RoverNet.eu framework. A Rover group from Ireland was the winner of the Youth of the World Prize 2005. It is a feature of the Scouts of the World programme.

**Scout centre managers** – The 9th European Scout and Guide Centre Managers' Conference attracted more than 70 participants in Belgium in 2005.

**Global involvement** – Eleven Europeans are on various task forces of the World Scout Organization related to youth programme. These include: Adolescents and Young Adults, Environmental Education, Spiritual Development, Education for All, Girls and Boys, Women and Men.

## *Lands of Adventure – for Scouts*

Lands of Adventure is aimed at improving the programme for Scouts – young people aged 11–16. It seeks to provide motivation, examples of good practice, as well as tools for updating and delivering the Scout programme. This project picked up considerably over the past three years. Now over 400 Scout patrols have signed up.

Key actions:

**ScoutNet** – The first European forum for commissioners for the Scout-age section was held in Portugal in 2006. Participants compared the concepts of the Scout sections in their associations, discussed the Scout Leaders' Handbook and Lands of Adventure, debated elements of the Scout Method and worked on topics like motivation of leaders. Twenty-two participants representing 13 national Scout organizations participated in this event.

**Ambassadors** – The annual Lands of Adventure Ambassadors' meeting was held in Switzerland (2004), Italy (2005) and the Czech Republic (2006). Twelve or more ambassadors took part each year.

**Eurojam** – Lands of Adventure was popular during Eurojam where more than 300 participants visited the exhibition and took part in the activities.

**Special day** – The first Lands of Adventure Day was held in March 2007. Almost 100 patrols were involved.

**Handbook** – The Lands of Adventure Leaders' Handbook was published in the autumn of 2006.

**Documents** – A Euro.Scout.Doc on Lands of Adventure was published.

### *The Great Family – for Cub Scouts*

The Great Family is aimed at improving the programme for children aged 7-11 by providing inspiration and ideas to Cub Scout leaders and strengthening the international dimension in Cub Scouting.

The first network meeting of national Cub Scout commissioners was held during the 2005 Scout forum in Luxembourg. The 2006 Cub Scout commissioners' study session followed in Portugal. Representatives of six national Scout organizations with strong Cub Scout sections discussed the development of Cub Scouting in Europe.

### *Scouting within society*

Scouting teaches young people to be responsible citizens at local, national and international levels. This requires their active involvement in decision making at all levels of Scouting and an awareness of societal issues. One of the objectives of the region is to help national Scout organizations clarify the role of Scouting in society and to develop programmes and practices which support this role.

Key actions:

**Vision for Scouting in Europe** - As a follow-up of Roverway 2006, an event titled Dare to Dream was organized by Rovers for Rovers at the Kandersteg Scout Centre in the spring of 2007. Twenty young participants discussed their perspectives on the future of Scouting in Europe.

**European citizenship** - The European Citizenship Seminar was attended by over 30 participants from 17 national Scout organizations in France in 2006.

European Citizenship Games were developed in partnership with WAGGGS.

**Tools** - the Euro Unit comprising four volunteers from different European Scout organizations published:

- A Euro.Scout.Doc on European Citizenship
- Useful web links (together with WAGGGS)

**Sharing information** - Several presentations and workshops on using the Scout Method as a means to increase youth involvement in decision-making were organized at European forums, sub regional events, RoverNet, ScoutNet and the Programme Developers' Summit.

### *Equal opportunities, boys and girls, women and men*

The objective is to ensure that Scouting respects differences, shares responsibility and promotes equality between girls and boys, men and women.

Scouting, Gender and Education, the study by Harriet Bjerrum Nielsen, continues to be a valuable and very popular resource on this subject. It is available on the World Scouting website.

Key actions:

**Gender Toolbox** - The Programme Development Unit produced a Gender Toolbox for Scout organizations to analyse their structure and programme from a gender perspective.

**Gender evaluation** - A pilot project on evaluating the gender balance in national Scout organizations is being conducted in two countries.

**Gender Handbook** - In the spirit of sharing existing materials and expertise the region supported the translation, printing and distribution of the Gender Handbook produced by the Swedish Scout Association.

## Strategic Priority 3: The Adults We Need

For some time the European Scout Region did not have the finances available to meet the expectations of associations in the area of adult support. This triennium witnessed a renaissance and resurgence of interest in this area of work due to the creation of the Adult Resources Core Group and the appointment of a Director of Adult Resources.

Key actions:

Various working methods are being used. In addition to seminars and events the Adult Resources Core Group ran very popular Leaders' Lounges at both Eurojam and Roverway. It revamped the EuroTrain trainers' exchange programme and developed tools and materials to support national and local work on adult resources. Several new Euro.Scout.Docs are available, as are new tools dealing with trends and training system renewal. A position paper on Scouting and Volunteering was developed for use by the region's external relations experts.

Direct support was provided to a number of national Scout organizations. Adult resources activities in the Moba and Hajde! projects included a training session for international commissioners in South East Europe and a workshop on youth voluntary centres.

Collaboration with the world level as well as other regions is important. The Adult Resources Core Group closely followed the work of the Adult Volunteers Task Team. To expand and share knowledge the region was represented at adult resources events in the Asia-Pacific Scout Region, and requests from other regions to participate in European seminars and events are being welcomed.

### *Implementation of the Adult Resources Policy*

**Adult Resources Network** – The core group created the Adult Resources Network composed of adults working at all levels of Scouting who have an interest in adult resources. Over 130 people joined this informal network and are contributing actively to the work of the region as well as helping themselves and their own associations by debating topics and generating ideas. Many ideas and suggestions from the network have raised awareness of the need to consider adults as valuable human capital.

Work focussed not just on adult leader training but also on wider issues including recruitment, retention, recognition and management. Work started on these areas is proving to be very fruitful and it is hoped that this approach will be continued in the coming triennium. It is also hoped that the Adult Resources Network will continue to develop, enriching all members.

**4th Forum on Youth Programme and Adult Resources** – This was held in Luxembourg in May 2005 and was attended by 66 participants from 20 associations. The aim of the forum was to assist national Scout organizations in developing their youth programmes and in improving the management of their adult resources. It also provided an opportunity to launch the Youth Programme Network and the Adult Resources Network.

**5th Forum on Youth Programme and Adult Resources** – This was held in Denmark in March 2007. The theme is In Real Life and the forum will explore the issues that exist at local level.

**Forum on Volunteering** - 25 participants from 14 countries came to Belgium in September 2006 for this forum. It was organized jointly with WAGGGS. The purpose of the event was to explore the voluntary sector in which Scouting and Guiding operates, as well as to consider the impact of new and emerging trends on how adults volunteer and how to recognise and promote the value of volunteering.

**E-learning seminar** – This explored how associations are responding to the potential of electronic media in providing a training delivery platform. Topics included how to facilitate training in a virtual learning environment and how to design training for online use. The seminar was held at the Kandersteg International Scout Centre in November 2006. Eleven participants attended it from nine countries.

**Lifelong learning** – A working session was held in Slovenia in October 2006, attended by 11 participants from five countries. It coincided with Slovenia's Lifelong Learning week and provided participants with an opportunity to consider how Scouting fits into national lifelong learning strategies.

Four working groups addressed particular issues:

### *Adults in Scouting Working Group*

**EuroTrain** – This trainers' exchange scheme was re-launched. Although the number of training exchanges was low, the re-launch of the scheme instigated discussions amongst several associations and stimulated partnership work on training issues.

**Training System Toolkit** – A central piece of work was the preparation of a practical tool to assist national members with design and renewal of their adult leader training system. The toolkit is the product of three working sessions of the Adults in Scouting Working Group: Hungary in June 2006 and January 2007, Switzerland in December 2006. It is hoped that it will be possible to develop additional tools which can be used in conjunction with tailor made support to national organizations.

### *Recognition Working Group*

This group assisted associations to identify the benefits of instituting internal and external recognition mechanisms.

This group is working closely with the Council of Europe on the proposed Portfolio on Recognition of Youth Work by making critical and constructive comment on its development.

The importance of recognising the value of adult volunteers was promoted at both EuroJam in 2005 and Roverway in 2006 through the very successful Leaders' Lounges. These were spaces in which leaders could be looked after with services such as massage, ironing, newspapers, coffee and other comforts.

A new online community encourages the exchange of ideas, knowledge, skills and techniques. It now includes over 130 Europeans with an interest in adult resources. It is beneficial in providing a space to prepare for and follow up on seminars and events.

### *Recruitment Working Group*

**Adult recruitment** – The workshop on Adult Recruitment was held in Malta in December 2006. Fourteen participants attended it from ten countries. The aim was to find ways of making the best use of Scouting's Centenary to take action on adult recruitment.

**Managing adult resources** – The Think Tank on Managing Adult Resources was held in the Czech Republic in January 2007. This small-scale event was attended by nine participants from seven countries. It provided an opportunity for participants to explore the issues involved in effectively managing all adult resources in the association.

### *Trends Working Group*

The Trends Working Group researches trends that affect how adults volunteer. As a result of this work the region produced a resource that can be used by national Scout organizations to develop a strategic approach to adult recruitment, retention and recognition. The resource doesn't provide all the answers but it highlights the importance of examining social trends that can impact Scouting.





## Strategic Priority 4: Scouting's Profile

### Communications

#### *Internal communications*

The objective in this area is to respond to changing conditions by adapting media, reviewing roles and improving working methods.

**EuroScoutInfo** - This monthly newsletter reports how the Strategy is being implemented in each of the priorities.

**Branding** - As part of the new Scout global branding the region's identity is now integrated into the World Scout branding and support is being given to national Scout organizations in the adoption and adaptation of this branding. Related events include the Show and Tell Communications Workshops, Media Training and the Communications Forum.

**Website** - The region was involved in the design, development and rollout of the new World Scouting website, which integrates all regions. In the coming months and years this will result in a greatly improved web presence for the region and for Scouting throughout Europe.

**Show and Tell Communications Workshop I** - These workshops focus on how the inter-related areas of communications, partnerships (internal and external) and resources (financial and human) contribute to Scouting's success. Organizations need a clear message: who we are and what we do. Unless Scouting can clearly identify and define its internal message (what is our Scouting?) how can it effectively communicate externally?

Participants developed communications strategies to identify and deliver strategic messages to different audiences in pursuit of specific need-related aims. Eight national organizations benefited from the workshop.

#### *External relations*

Work in this area seeks to develop the image of the Movement and a public relations policy for use with external stakeholders.

**Scouting's Centenary** - The region provided extensive opportunities for national Scout organizations to acquire the knowledge and skills to be able to make the most of the Centenary. These include: Media Training (Poland, March 2006), the Show and Tell Communications Workshops (2006) and the Communications Forum (January 2007), as well as communication assistance at EuroJam and Roverway. This will continue at the 21st World Scout Jamboree.

**Hajde Project** - A Media Training event was held in The Former Yugoslav Republic of Macedonia (May 2006) and attended by seven Scout organizations. Several country visits provided one-to-one support in honing national communication strategies and facilitating implementation.

**Visibility in Europe** - A substantial percentage of the news coverage of EuroJam was in non-United Kingdom news media thereby raising the profile of Scouting in over half of the participating European countries.

Roverway gained favourable attention in the Council of Europe (Directorate of Youth and Support) and the European Commission (Youth Unit) with the result that now the Scout region, in partnership with WAGGGS, is negotiating a special relationship with the Youth Unit.

The launch of the World Scouting Report was successfully used to further strengthen the profile of Scouting within the European Parliament and with the EU Commissioner for Education and Culture, Jan Figel'. This helps position Scouting as a credible and valuable voice for youth.

**Young spokespeople** - The region is encouraging young people to be ambassadors of Scouting. Training in this concept was delivered in the Media Training event (Poland, March 2006), the Show and Tell Communications Workshops (2006) and the Communications Forum (January 2007), as well as at EuroJam, Roverway, the 5th Serbian Scout Jamboree and during several country visits.

**Parliamentarians** - The Members of the European Parliament Group met five times. Each meeting was organized by a team of volunteers, including two working in the Parliament. Each had a specific theme of mutual interest to Scouting and the Parliament. Topics have included volunteering, employability, and mobility.

The first World Scouting Report was launched in October 2006 in the Parliament in the presence of Jan Figel', EU Commissioner for Education and Culture. In addition Scouts played a leading role in the Volunteering Day in the Parliament in December 2006. The region established a working relationship with a number of MEPs based on their past involvement in Scouting and also on their recognition of Scouting as a credible and valuable partner.



**Show and Tell Workshop II** – The first workshop focused on creating a clear message for internal communication; the second workshop concentrated on using this message in external communication campaigns involving media, advocacy and partnerships. The workshop addressed each subject and emphasized the holistic and inter-dependent nature of external communications. The support team included an expert trainer from the European Youth Forum.

**External Relations Group** – In addition to many informal meetings on the periphery of European events the External Relations Group met twice a year. Early in the triennium the European Scout Committee identified three key areas of interest in the external arena: Youth Participation, Volunteering, and South East Europe. This helped the group pursue clear goals and achieve considerable success on subjects that include: recognition of non-formal education, the All Different All Equal Campaign, the MEP Group, mobility, and South East Europe.

The group also serves as a coordinating body for Scout representation in European youth platforms. The group successfully campaigned for the election in February 2005 of a WOSM representative to the Chair of the Advisory Council on Youth (Giuseppe Porcaro, WOSM and AGESCI, Italy) and his subsequent re-election in 2006 and of another Scout as vice-chair of the Advisory Council (Georg Boldt, Scouts and Guides of Finland and OBESSU – the Organising Bureau of European School Students Unions). Other successes include the election of Jaakko Weuro (WOSM and Scouts and Guides of Finland) as Vice-President of the European Youth Forum in November 2006 and the appointment of Tine Radinja (ZTS, Slovenia) as a member of the bureau.

Many other Scouts who are active in national youth councils and other international youth organizations have contributed significantly to the promotion of Scouting to European institutions. For example, Etienne Genet (Scouts and Guides of France) was appointed in 2006 to chair the European Steering Group of the European Youth Campaign titled All Different, All Equal. He is a representative of the French Youth Council. Johan Ekman (Scouts and Guides of Finland) and Luca Scarpiello (CNGEI, Italy) have made a substantial contribution to the work of Council of Europe and European Union Affairs Commissions of the European Youth Forum.

For the first time a Scout representative was elected to the International Non-Governmental (INGO) Liaison Committee of the Council of Europe. In January 2006 Paul Konsbruck (FNEL, Luxembourg) was proposed as the Scout candidate. After a hard campaign, and thanks to a lot of support from many sides, he was elected and will serve until January 2012. This committee includes representatives of more than 400 INGOs. It is representative of civil society in the 49 member states of the Council of Europe.

### *Partnerships*

**WAGGGS/WOSM Position Papers** – The interests and needs of young people are at the core of the work of the European Scout Region and its European counterpart in the World Association of Girl Guides and Girl Scouts. Together, two position papers were produced for internal and external use on the subjects of the recognition of non-formal education and employability. These issues are inter-related and highlight the needs of the 20 percent of under 25 year-olds who are unemployed in Europe. The opportunities created in Scouting provide genuine chances to combat this reality.

In addition, there are two new briefing papers on the All Different All Equal Campaign and The Youth Pact.

**Network of representatives** – The network of Scout and Guide representatives is an invaluable mechanism for representing the Movement externally. The representatives meet every October to share methods and coordinate the pursuit of the interests of young people at national and European levels. It affords the region the opportunity to support and train these representatives and also to identify potential representatives for greater involvement at regional level.

**Fundraising** – A new fundraising network includes people with experience of securing funds from diverse sources. The network will be sharing best practice information to help all member organizations.

**Environmental education – The Alcoa project** – Following preliminary contacts with the Alcoa Foundation, the World Scout Bureau was invited to submit a proposal for an environmental education programme in Europe. Volunteers in the European Region developed a proposal with five projects in European countries. A grant was approved and the programme will be implemented under the auspices of the Educational Methods Committee of the World Scout Committee.

## *Scouting's role in civil society*

Scouting asserts its specific role within civil society at local, national and international levels in a variety of ways.

**South East Europe** - The region gained recognition as an important player with valuable experience in facilitating and supporting young people in South East Europe. The region's participation in the Council of Europe Consultative Meetings on this area (Bulgaria in July 2005 and Greece in July 2006) led to the region being a lead member in the design of a training coalition of non-governmental organizations for the area. Through the presentation and communication of the Moba and Hajde experiences the European Scout region is recognised as being an invaluable contributor to youth work development in this area.

**Participation** - Scouting is a strong and influential presence at a European level through its positions and work in the European Youth Forum, the Advisory Council on Youth (Council of Europe), the NGO Liaison Committee (Council of Europe), the MEP Group in the European Parliament and its relationship with the EU Commission. The benefits of this presence will increase in the coming years as Scouting exercises its strength in pursuit of the interests of young people.

**Non-formal learning** - The EU Council of Ministers recognised non-formal learning by passing a resolution in April 2006. The European Scout Region was part of the lobby to achieve this. Since then the region appointed a task force composed of representatives of several core groups to consider the implementation of the resolution.

The region was also instrumental in the development of the Council of Europe's Portfolio for Youth Workers.

**Erasmus** - The Erasmus Student Network, sponsored by the European Union, has welcomed WOSM and WAGGGS in partnership. This expands the opportunities for Scouts and Guides, and also attracts more volunteers to help in Scout and Guide organizations.

## *Relationships with other Scout regions*

For many years the European Scout Region has worked to develop relationships and activities with other regions of the World Scout Organization.

Information on forthcoming events in the European Region is shared with all other regions, along with an open invitation for their members to participate.

The first meeting for all regional committee members was suggested and organized by the European Region at the World Scout Conference in 2005 in Tunisia. Subsequently, informal meetings of regional chairmen have taken place on a number of occasions.

**Africa Region** - In response to a European Scout Conference resolution asking for a joint meeting of national Scout organizations in both regions, an approach was made to the Chairman of the Africa Scout Committee and the Africa Regional Director. It was feared that such a meeting would deflect scarce resources. It was agreed the European Region would provide sponsorship to enable the Africa Region to be represented at the twice-yearly North-South Network meeting.

The European Region supplied a computer to support administration of the Amahoro Amani Project in the Great Lakes area.

**Arab Region** - The sixth and seventh Euro-Arab meetings were held in Cyprus in 2004, and Tunisia in 2006. Both meetings moved the relationships among associations in both regions onto a more practical level by encouraging country-to-country projects and sharing information and experiences. The next meeting will be in 2008, in Sweden.

In the wake of conflict that affected Lebanon and Israel, representatives of the European and Arab regions met and developed the Rebirth of the Phoenix Project for the summer of 2007.

**Asia-Pacific Region** - The region exchanged information with the Asia-Pacific Region in the areas of youth programme and adult resources. The region was represented at the Japan National Jamboree in 2006 by the Finnish delegation.

The region was also represented at the Asia-Pacific workshop on information and communication technology in October 2004.

Following the tragic tsunami in December 2005 well over one million dollars was raised by Scouts throughout the world to help Scout reconstruction projects in affected countries. A substantial portion of this money came from Scouts and Scout organizations in Europe.

**Eurasia Region** - The chairman of the Eurasia Region participated in a European Scout Committee meeting as well as in the joint meeting with WAGGGS. The chairman of the Eurasia region thanked the committee for cooperation between the two regions.

Each year the European Region undertakes the application process and reporting responsibility for an administrative grant from the Council of Europe, of which 50 percent is shared with the Eurasia Region.

**Inter-American Region** - Following earlier close relationships to develop youth programme resources, the Inter-American Region was very interested in the development of RoCoReKi, the resource for Rover commissioners in Europe.

### *Resources to support the European Scout Region*

The region received administrative support from the European Youth Foundation of the Council of Europe for each year of the triennium. In previous years it also received support from the European Union. Due to a redefinition of criteria the region had to register the Brussels office as a Belgian charity. This process took two years to complete: one year to register and one year to be legally registered before being recognised. In 2007 an application for support was submitted and it is being considered by the EU.

The region benefited from a range of grants from European institutions. These have included study sessions to the Council of Europe Youth Centres.



## Kandersteg International Scout Centre

Lord Baden-Powell founded what became the Kandersteg International Scout Centre (KISC) in 1923. His dream was to create a permanent mini-jamboree where Scouts from all over the world could meet and become friends. In doing so they could build a better world, develop a greater understanding of other cultures and help to create world peace. Today, 84 years later, his dream is still alive!

Each year over 10,000 Scouts and Guides from all over the world come to experience the permanent mini-jamboree. They can take part in the wide variety of activities based on three main themes: international friendship, high adventure and environment. These offer innumerable opportunities for personal development.

### *Relationships with the region*

At the request of the Kandersteg International Scout Centre Committee, the European Scout Committee agreed to set up a process to review and update the current agreements involving the centre, the World Organization of the Scout Movement, represented by the European Scout Region, and the Swiss Scout Movement.

The European Scout Committee Steering Group closely monitored the process and advice was obtained from the Finance Support Group and experienced individuals. A new cooperation agreement was defined and new elements of exchanging programmes and activities were settled.

### *News from Kandersteg*

**Staff team** - The centre is very much a place for young people run by young people. Each year more than 75 young Scouts and Guides join the volunteer staff team for at least three months. As a team they are responsible for running the centre. This is an important experience for them and they all take a lot home from it.

The centre's programme and services are continually under review with feedback from guests. The programmes of international friendship and environment were upgraded to better cater for those who are less interested in the high adventure activities.

**Director** - Miriam Herzberg (Netherlands) resigned after three years and Mark Knippenberg (Netherlands) succeeded her in November 2005. He was the deputy director of the centre between 2001-2004 then briefly served as director of adult resources in the European Regional Office in Geneva.

**Committee** - In June 2006 the regular general assembly of the Kandersteg association elected these members to the committee: Boy Scouts of America, The Scout Association of the United Kingdom, Ring deutscher Pfadfinderverbände, Scouting Nederland, the Italian Scout Federation and the Scouts and Guides of Finland (representing the Nordic Council). Five individual members were also elected including Thijs Stoffer (Netherlands) who was reappointed chairman

**Next Generation development** - In the beginning of 2005 the Kandersteg Foundation Board, on request of the committee, approved a plan for the investment of three million Swiss Francs for the Next Generation Centre project that will run for four years. A strict condition was that expenditures on any of the 23 sub projects could only take place when additional funding was raised.

Initial aspects of this project are: new bathrooms with individual shower cabins and disabled access; renovated toilet block on the campsite; renovated campsites; renovation of the Japanese, Italian, German and Swiss rooms with the support of the respective national Scout organizations. Future sub projects include the upgrade of the campfire circle, the sports field, renovation of more campsites, the renovation of the Arabian Suite and the British Room.

**Other services** - The services of the Kandersteg International Scout Centre go well beyond the on-site benefits it provides to young people. It is a leader in the staff development of Scout and Guide centre managers; it encourages networking of such centres throughout the world; and it provides quality conference facilities for leaders of Scouting and Guiding, as well as other organizations.



## Partnership with the United Kingdom

Following the establishment of a partnership agreement between the European Scout Region and The Scout Association of the United Kingdom in 2002 it was agreed that a project management group would be established to monitor progress in meeting the objectives of the two parties.

The group met six times and on three occasions representatives of The Scout Association (United Kingdom) attended the European Scout Committee meetings. At the midway stage of the six-year project the committee undertook a review of the projects. The committee expressed some reservations on progress but were assured that the post-jamboree period would see the fulfilment of the agreed objectives.

EuroJam, which was held in the United Kingdom in 2005, was reviewed. Some concerns included insufficient use of sustainable resources, problems in recruiting volunteers and the perception that it was more of a consumer than a participatory event. None-the-less, the feedback from participants was overwhelmingly positive.

Brief overview of the outcomes of the partnership:

- Objective: Developing the participation of young people in decision-making
- Objective: Increasing opportunities for young people to take responsibility in civil society.

These two objectives were addressed initially through a study into the current level of youth involvement, completed by a French volunteer working under the auspices of The Scout Association. There is much wider participation in the preparation and delivery of EuroJam and in the World Scout Jamboree with many young volunteers recruited from across Europe and beyond.

- Objective: Taking the Global Development Village further as a concept at events and at local level.

The product delivered at EuroJam did not quite meet the expectations of the region. For the World Jamboree The Scout Association was urged to build into the programme more of the institutional elements which are afforded to world events run in conjunction with agencies of the United Nations and other international organizations. At EuroJam programme development was enhanced in other areas, in particular in EuroVilles and World Villages. Programme support documents will be produced retrospectively for these areas based on the combined experiences of EuroJam and the World Scout Jamboree.

- Objective: Helping national Scout organizations commence their own plans for 2007 regarding Programme and Image.

Perhaps the most visible and active area of the partnership was developed around the training for young spokespeople. Initially developed at The Scout Association national level, the programme was expanded to all of Europe. Many participants benefited from training on how best to represent their associations to the news media. The programme was further expanded to include young spokesperson training for the media events run in conjunction with the World Scout Bureau Central Office. Media presentations and support were offered to all national Scout organizations, presentations were made around the world and regular bulletins distributed.

**Conclusion** - While there have been challenges, the region is pleased to contribute financially to the development of Eurojam and to the planning for the World Scout Jamboree in such a positive way. The Scout Association revitalised its commitment to regional activities and played a more constructive role in the delivery and fulfilment of these events. The participation in EuroJam by regional volunteers and staff had countless benefits for team dynamics, working relationships and awareness of the benefit of large-scale corporate activities.



## The Moba Project in South East Europe

The Moba Project was the first large development project designed, developed and implemented by the European Regional Office in South East Europe. The whole Scout Movement was very much engaged in the rebirth and development of Scouting in the countries of Eastern Europe in the 1990s. The new millennium began with a more focused approach in supporting the development of Scouting in South East Europe.

The Moba Project was launched in 2002 with the aim of offering high quality youth programmes based on the experience of Scout organizations that, with their wide network of volunteers, act as local development organizations.

The word moba is a custom whereby neighbours, usually boys and girls, voluntarily help each other in farming activities. In this project too, young people voluntarily joined various activities created on the basis of research into the needs of a particular community and young people themselves.

The project was conducted with national Scout organizations in The Former Yugoslav Republic of Macedonia, Bosnia and Herzegovina, and Serbia and Montenegro. They joined efforts with the European Regional Office, Scouts de France and the French Ministry of Foreign Affairs to give impetus and resources to local development in South East Europe.

Many partnerships and work relations were established with local, national and international partners. Moba is one of leading projects that promoted partnerships in youth work in South East Europe.

The project lasted from 2002 to mid 2005. In this period 43 different events were organized, with 607 participants, some of whom took part in several Moba activities. Participants came from different backgrounds. Not only did they come from different parts of the countries involved, but also from other Balkan and European countries.

The Moba Project supported 33 local projects relating to three programme themes. They were implemented by Scout groups, Scout organizations, and by other non-governmental youth organizations. The impact of the project was multiplied in local communities.

The project was very much managed by young people. They gained knowledge, skills and attitudes that enabled them to undertake responsibilities of working with their peers for the benefit of their communities.

For young people Moba was an opportunity to recognize and improve their capacities, an opportunity for their personal development, a chance to meet and learn about others, a chance to overcome prejudices and obstacles to cooperation and to find new friends.

For the European Scout Region, Moba was an excellent opportunity to work on a large-scale development project in cooperation with many partners and for the benefit of young people.

Moba promoted a good atmosphere of understanding, tolerance and teamwork. Moba recognized that young people are capable of doing great things; it infected people with enthusiasm and boosted their confidence. So much was done and many new projects are continuing.





## The HAJDE Project in South East Europe

The European Scout Region launched a new youth project in South East Europe at the end of 2005. It is based on the success of the Moba Project described above.

Hajde is one of rare words with the same meaning in all languages of South East Europe. It means, let's go. It is a call for action, a motivation to do something. The project itself is a call to young people to move from apathy to action, towards combining efforts to build a better future for their societies and themselves.

The geographical area of the project comprises approximately 60 million people and stretches across 11 countries: Albania, Bosnia-Herzegovina, Bulgaria, Croatia, Greece, The Former Yugoslav Republic of Macedonia, Montenegro, Romania, Serbia (including Kosovo), Slovenia and Turkey.

The project is run by Scouts, but is open for all others who want to participate. This concept is based upon the good experience from the Moba Project, where there were a lot of benefits in sharing between Scouts and non-Scouts.

The objectives of the project are to:

- Investigate different ways in which young people can contribute to the development of their local communities
- Raise awareness of the need to support development of young people. They are important resources for the future of the local, national and international community
- Empower young people to be able to make a contribution
- Recruit, train and support young leaders
- Provide opportunities to experience in practice different ways to contribute to the development of local communities
- Help good governance in local communities in South East Europe
- Provide different opportunities for exchange and networking in South East Europe
- Promotion of better understanding of the cultural diversity in the region
- Provide quality support and different resources for youth work on local level in South East Europe
- Help development and sustainability of different local youth organizations and groups in South East Europe
- Ensure that young people from less-privileged areas benefit from adequate educational activities
- Target groups are young people, young leaders, and others who support youth work (NGO leaders, local authorities, governments, educational system, media, etc.).

The project is implemented in four programme areas: reaching out, young leaders, youth policy, and awareness. It is being implemented over a three-year period until the end of 2008.

In 2006 five workshops were held: analyzing needs of young people, promotion of youth issues, youth and media, youth participation, and youth voluntary centres. A database of related resources was developed, a website created, and the HAJDE Community Zero discussion forum was established.

More than 120 young people from Scout groups and other youth non-governmental organizations from South East Europe were directly involved in these activities. Most activities will have follow up in the next project period. This will include financial and technical support for running of youth voluntary centres, financial and technical support for promotion of youth issues on local level, analyzing the needs of young people on local level, development of toolkits for youth leaders, etc.

## Roverway 2006 – Dare to Share

The Italian Scout and Guide Federation organized Roverway 2006 under the auspices of the European Scout Region and the Europe Guide Region.

The first Roverway, People in Motion, was held in Portugal in 2003 bringing together over 2,500 young adults from all over Europe for 11 days of projects and activities.

Roverway 2006 – Dare to Share brought together 4,500 Europeans, aged 16-22, to explore a deeper knowledge and understanding of different cultures and traditions.

The event included three main parts:

- Part 1 - Months before the event participants joined a team – a community. Each team had a specific task to prepare at home
- Part 2 - Each team came together at a different location, lived together and hiked to the main site. Each route passed through significant places, with many opportunities to meet local people and learn of their stories
- Part 3 - Finally, all the participants came together and spent four days near Florence. They had the opportunity to take part in various activities, discuss, share, and live together. Almost 150 workshops (botteghe) were scheduled twice a day. The workshops catered for a large range of interests, all linked to the educational aims of the event.

There were a large number of exhibitions and walk-in activities. Numerous partner organizations from all spheres of interest were present. There were also round-table discussions organized by young people on topics of interest.

The European Scout Region's contribution to the event included: defining a European event for young people aged 16-22, participating in the organizing team, on-site support in areas of youth programme and activities for leaders. These included:

**The European tent** – information about Scouting, in Europe and worldwide, as well as games and activities.

**The Gifts for Peace trail** – an informative interactive set of activities designed to encourage Rovers to undertake Gifts for Peace projects during the Centenary.

**The Dare to Share seminar and workshops** – an innovative way of providing support by organizing a training seminar before Roverway to prepare facilitators for workshops to be conducted during the event. Topics included citizenship, intercultural education and democracy.

**Educational workshops** – for adult leaders were provided by members of the European Youth Programme Network.

**RoverNet.eu launch** – a new European programme framework for the older age section.

**Joint activities** – a series of activities and workshops delivered together with members of WAGGGS Europe team.

**Partnership activities** – an open session to present the cooperation with the International Award programme.

**Leaders' lounge** - organized and managed by volunteers of the European Adult Resources Network. In this quiet and comfortable area the leaders could relax, chat, learn relaxation techniques, read newspapers or play games. Several activities focused on recognition of the work done by adult volunteers and challenges in finding adult volunteers.



## Resolutions at the 18th European Scout Conference

### 1/2004 Courtesy 1

### 2/2004 Courtesy 2

### 3/2004 Committee's report

### 4/2004 Treasurer's Report

### 5 A/2004 Amendment to the Regional Scout Plan

The Conference

Considering the topics of the Joint Work Plan 2004-2007 and the importance of cooperating with WAGGGS in this field amends the Regional Scout Plan 2004-2007 as follows:

- inserts a new bullet point B1 under the heading "Scouting's Profile, Partnerships"

#### B1 Cooperation with WAGGGS

- AIM: to continue the positive development of cooperation with WAGGGS in Europe
- OBJECTIVE: Accomplish the joint European work plan
- Where suitable, cooperate with WAGGGS in Europe to accomplish the Regional Scout Plan
- Changes the numbering of current B1 and B2 to B2 and B3.

*Action: This resolution has been accepted into the realisation of the Joint Work Plan and imore fully reported in Resolution 6.*

### 5/2004 Regional Scout Plan 2004-2007

The Conference

- recognising the need for a clear strategic vision for the European Scout Region and for National Scout Organizations
- recognising the need to convert the strategic vision into a practical action plan
- considering the Mission of Scouting adopted at the World Scout Conference in 2002
- noting the preparation for a European Scout Plan undertaken by the European Scout Committee
- resolves to adopt the Regional Scout Plan 2004-2007
- requests that the European Scout Committee take notice of the comments on the Plan from the Conference workshops
- resolves to provide a report on the Conference workshops on elements of the plan to all National Scout Organizations.

*Action: The European Scout Committee used the material available from the conference, including:*

- *these resolutions*
- *the reports of the conference workshops which were distributed as part of the Conference Report*
- *the evaluations carried out before and at the conference to guide the drafting of the Regional Plan of Action. The Action Plan was used to draft the annual plans and was presented as an additional document to the regional meeting at the World Scout Conference in September 2005.*

## 6/2004 Joint Plan 2004-2007

The Conference

Recognising with satisfaction the positive effect of the work done by the Europe Region WAGGGS and the European Scout Region during the last triennium;

Requests that

The European Scout Committee support the implementation of the Joint Plan of Action by allocating the required resources from the European Regional Office and dedicating the necessary amount of time to coordinate with the Europe Committee WAGGGS.

*Action: The European Scout Committee and the WAGGGS Europe Committee have worked hard to implement the Joint Plan to NSOs and Member Organizations and have worked to achieve the targets which were presented. A report on the Joint Work and Joint Plan will be the subject of a presentation to the Joint Conference in a written report, and was the subject of one of the evaluations carried out before the conferences.*

## 7/2004 Membership Growth and Development

The Conference

- recognising the problem of declining membership experienced by the large majority of European Associations
- acknowledging the trends and challenges described in Euro.Scout.Doc 2004-4

Requests that

The European Scout Committee focuses its efforts and resources primarily on activities which effectively promote membership growth and development in national associations.

*Action: Work to achieve this resolution is progressing using the following methods:*

- *tailor made support to associations*
- *focusing the support from the Centenary Fund*
- *events which influence the quality of youth programme delivery and the accessibility and effectiveness of adult resources*
- *research into the numbers of members*
- *development and dissemination of a self-assessment tool*
- *the Long-term Growth Project which is the subject of a report to the conference.*

## 8/2004 European citizenship and youth exchange projects

The Conference

- considering that one of the objectives of the European Scout Region is to promote and encourage the concept of European citizenship
- considering that Scouting is helping Europe to grow, particularly by encouraging youth mobility through exchanges
- considering that EU enlargement presents us with the perfect opportunity to include the concept of Europe in our educational programme
- considering that Scouts are encountering increasing difficulties in obtaining financial support from European Institutions ("Youth" programme of the European Union, Council of Europe).

Requests the European Scout Committee to

- emphasise the programme Europe For You by allocating the necessary resources
- explore the possibility of integrating the European Voluntary Service programme into Europe For You
- compile and distribute the existing resources on European citizenship
- influence European institutions in order to improve access to financial support for national Scout organizations and local groups
- carry out this work, as much as possible, in co-operation with WAGGGS.



*Action: Work to achieve this resolution has been undertaken in the following ways:*

- *an increase of financial resources to the European Scout Voluntary programme*
- *maintenance of the Where to Stay in Europe database*
- *distribution of a list of European citizenship resources directly and on the website*
- *direct lobbying of the appropriate EU directorates, especially Youth, Sport and Culture, in conjunction with our WAGGGS colleagues*
- *the emergent network of fundraisers across the region.*

## **9/2004 European Partnerships**

The Conference

Noting that

- the importance of youth involvement, both within the Movement and in society generally, is highlighted in the mission and vision of WOSM
- several resolutions of the European Scout Region, made at past conferences, have stated that Scouting should work to actively encourage youth involvement in outside institutions, as well as within the Movement. This should result in increased visibility and awareness of Scouting within Europe
- youth involvement and participation is also a priority of the Regional Scout Plan 2004-2007.

Considering that

- education on citizenship is an important objective of Scouting
- Scouting, through its programme should provide opportunities which foster and promote the integration of young people into society
- to implement such a programme, Scouting must create and develop sustainable partnerships with external bodies (governments, international organizations and civil society institutions etc.). Such partnerships and relationships should primarily aim to serve the needs of young people.

Requests that

The European Scout Committee and the European Regional Office set up a European programme for young people over 16 to provide opportunities for work experience or internships within outside bodies (governments, international organizations and civil society institutions, etc.)

These should:

- allow our youth members to make use of the knowledge and expertise developed through Scouting and to enhance the external recognition of such skills
- help develop the specific competencies required for effective citizenship.

*Action: The new website for Rovers – RoverNet.eu - was designed to meet a number of particular needs identified in this resolution. There is a listing of many agencies offering volunteer programmes, the region is registered to be part of the EVS and has offered intern positions in all the offices of the regional organization. The region has also contributed to piloting the external recognition scheme for those supporting youth provision.*

*On the subject of European Citizenship, research was undertaken to produce a list of resources and this was distributed to member organizations. Additionally, a Citizenship Game was developed in conjunction with WAGGGS Europe.*

*Along with WAGGGS Europe, we have actively lobbied the key institutions and used Roverway as a very effective show-piece of our organizations.*

## 10/2004 Education for European Citizenship

The Conference

Considering

- the need to retain members within the adolescent (over 15) age range
- the unique international dimension of Scouting as an advantage over other non-governmental organizations.

Encourages

The European Scout Committee to elaborate on existing materials and to present a new programme framework for the last age section. This should offer young people from all European countries a unique opportunity for inter-cultural learning, the motivation to take on service projects and the skills required for European citizenship.

*Action: This is being achieved with the launch and further development of RoverNet.eu*

## 11 /2004 Nature and Scouting

The Conference

Considering

- the importance of nature as an element of Scouting, in line with the ideas of Baden-Powell
- the role given to nature in 2001-2004 as a positive factor influencing personal development and as a specific element of the Scout method.

Recommends that the national Scout organizations maintain nature as an important part of their Scout programmes and events

Requests that the European Regional Office facilitate the exchange of experience on nature as a part of the Scout programme between national Scout organizations.

*Action: The region proposed a seminar on the environment but there were insufficient participants. During Roverway there were a number of workshops and displays on the environment where participants could exchange ideas. At the 5th Forum on youth programme and adult resources there were a number of workshops on the theme of environment. The region supported a World Scout Bureau request for environmental funding.*

## 12/2004 Criteria for members of the European Scout Committee

The Conference

Recognising that

- Scouting is by nature voluntary. This has been a leading philosophy of the Movement since it started
- within Scouting, volunteers are responsible for not only the operational aspects but for the governance of the association at all levels. This gives us a unique position among youth organizations
- staff members are employed to complement the volunteers, to add value and to provide a service to the Movement.

Considering that

- whilst staff members are necessary and valuable, there are limitations to the responsibilities they should hold within a volunteer driven organization
- the roles of staff and volunteers are different and complementary
- currently, nothing prevents paid employees of a Scout association to be elected to the European Scout Committee.

Requests that

The European Scout Committee examines the issue over the next triennium and presents its findings to the next European Scout Conference. The proposal should include the option of changing the constitution so that only volunteers can be elected to the European Scout Committee.

*Action: The European Scout Committee consulted with the Constitutions Committee of the World Scout Committee. It was explained that the European Scout Constitution is only valid as long as it adheres to the principles of the World Scout Constitution which places no bar to staff of national Scout organizations or associations being considered for election to the World Scout Committee. The European Scout Committee has, because of its own experiences, provided a note of guidance to prospective members of the committee on the possible time requirements that candidates may face.*

### **13 / 2004 Improved co-operation with the Europe Region WAGGGS.**

The Conference

- referring to resolution 15/2001 adopted at the 18th European Scout Conference in Prague;
- appreciating the developing collaboration between WOSM and WAGGGS, leading to a deeper understanding of each other's needs and priorities;
- expressing its full support for this process and its sincere thanks to all who are actively involved;
- highlighting the fact that both Movements have the same roots and therefore share many common values, principles and methods.

Considering that

- both committees and offices are working in co-operation on several topics
- the committees meet at the same time, in the same place and share some parts of their meetings
- joint activities in the past have been well organized and successful, for example Roverway
- both regions have limited human and financial resources and that we have a responsibility to ensure that these are used in the most effective way possible
- both regions have to face the challenges presented by the contemporary world and that many of the topics we are working on are therefore the same
- events with a greater number of participating organizations result in a more enriching experience
- WAGGGS and WOSM have also different traditions and issues which are unique to each Organization
- WAGGGS and WOSM have their own ways of working.

Requests that

- the European Scout Region and Europe Region WAGGGS increase their joint activities in addition to the joint working plan, for example in the area of partnership, exchanges and networks for development of best practices
- the European Scout Region and the Europe Region WAGGGS plan and deliver an increasing number of their activities (seminars, events, camps etc.) together.

*Action: The two regions have worked together on a number of initiatives including:*

- *expanded joint committee meeting to meet specific timing needs*
- *joint support to member organizations*
- *joint funding and participation of the North-South Network, Overture Networks, Network of Representatives on National Youth Councils and Regional Institutions*
- *joint organization of seminars and study sessions including the International Commissioners Forum, Forum on Volunteering and the Centre Managers' Conference*
- *joint lobbying of the European Commission.*

## 14/2004 Legislation

The Conference

Considering the recent developments in European and national legislation resulting in increased constraints on Scouting activities,

Requests that the European Regional Office

- remains vigilant as to future developments in European regulations affecting Scout activities
- distributes to all national Scout organizations the necessary information to monitor the legislative situation and to enable them to work for the establishment of legal frameworks within their countries which allow for the running of Scout activities

*Action: In conjunction with our WAGGGS colleagues, we have conducted a research exercise looking at current legislation in the European Union and its implications for Scouting and Guiding. There is no direct legislation which directly applied to Scouting and Guiding, but some areas such as food hygiene will have implications determined by national legislation. We will remain vigilant and urge associations to share information from their own legislatures.*

## 15/2004 Solidarity with Scouting in other Regions

The Conference

- welcoming the publication of the Marrakech Charter Tool Kit
- noting that it is proposed in the Regional Scout Plan 2004-2007 to include work on co-operation with other regions
- recognising the value of inter-cultural work at all levels in Scouting exemplified at regional level by the excellent work of the North-South Network, and
- valuing the work already done with the Arab and Eurasia Scout Regions.

Resolves that

- the Marrakech Charter Tool Kit be used at all appropriate European Region events
- a meeting be held during the next triennium between representatives of African and European Scout associations (on the lines of the well-established Euro-Arab meeting), so that participants can explore ways in which partnerships and solidarity between Africa and Europe can be increased
- associations in the European Scout Region be encouraged to develop real partnerships with Scouting in other regions (Africa, Arab, Eurasia, Asia-Pacific, Interamerican), based on mutually agreed needs and using the Marrakech Charter Tool Kit
- the North-South Network be encouraged to continue to provide a means of sharing ideas and good practice on partnerships with Scouting in other regions
- the European Regional Office explore possible funding models and provide appropriate advice and support to national Scout organizations.

*Action: The European Scout Committee has facilitated the following actions:*

- *promoted the Marrakech Charter, and the revised Marrakech Plus 10 outcomes from the Bangalore meeting, on all available opportunities and explored the continued development of the Marrakech Charter web pages and links to SCOPE, the managed list of projects requiring support*
- *the charter has influenced the Guidelines for Partnerships produced by the region in conjunction with WAGGGS, Europe*
- *consulted with the chairman and regional director for Africa and agreed, at their request, to sponsor participation by a representative of the Africa Region at North-Scout Network meetings twice a year rather than the inevitably very expensive costs of a meeting as proposed in the resolution*
- *encouraged the expansion of the focus of the North-South Network to include possible partnerships in any region of the world and, with WAGGGS, Europe provided funding for the website of the North-South Network*
- *facilitated meetings of all regional chairmen.*



## 16/2004 Cooperation with the Arab Scout Region

The Conference, considering that

- the next World Scout Conference will be held in Tunisia
- there is a historically strong relationship between NSOs of the European Scout Region and the Arab Scout Region
- Scouting is a bridge for peace and understanding between cultures
- the "YOUTH" programme gives possibilities for funding EuroMed projects.

Requests that

The European Scout Committee will work to enhance the existing cooperation between the Arab Scout Region and the European Scout Region by encouraging positive actions at local level following Euro-Arab meetings.

*Action: The European Scout Committee facilitated two Euro-Arab meetings and encouraged more actions at local level. There were Euro-Med presentations at both meetings and workshops to develop further projects including association to association work and common projects of groups of associations.*

## 17/ 2004 Network of Scout Shop Managers

The Conference

- Considering the need of Scouts for good quality equipment at affordable prices
- Recognising the potential impact of efficiently managed and profitable Scout Shops on the resources of National Organizations/Associations.

Recommends that the European Scout Committee

- encourages the networking of Scout Shop managers through the existing world network
- facilitates the organization of a regional meeting of Scout Shop managers, every two years
- encourages the widening of this network to all interested National Organizations/Associations.

*Action: The European Scout Committee has facilitated the exchange of information between SCORE and National Scout Organizations, including information on meetings convened by SCORE. Additionally the region has included Scout Shop functioning in the finance workshops offered through the European Scout Foundation.*

## 18/2004 New European Fee structure

The Conference decides to

- increase the lower limit of Category D countries from USD 4,000 to 6,000
- increase the per capita fee of members from category D countries from CHF 0.19 to 0.20.

*Action: This resolution was implemented and regional fees were also invoiced in Euros to facilitate the transfer process.*