



European Scout Committee Annual Report 2011-2012



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Chairman's Welcome

Dear friends in Scouting,

It gives me great pleasure to present this second Annual Report covering the period from July 2011 to July 2012.

As previously practiced, the Annual Report is our way of providing an overview of the progress being made with the implementation of the Regional Scout Plan and the Resolutions from the 20th European Scout Conference held in Brussels, Belgium, in 2010.

We are firmly of the view that it's important to provide these interim reports between conferences, as they provide in full transparency, what your elected members have done and are doing. In the process of reviewing progress, it's motivating in that it also highlights areas of work that still require our close attention.

The year under review, as you will see in the following pages, has been extremely busy. We have worked hard to consolidate the switch from 'factory to consultancy', whereby we have focussed a significant amount of our work on providing tailored support direct to NSOs/NSAs across Europe, on a wide range of developmental needs.

Other factors have had an impact on our operations. The global economic situation has had and will continue to affect us for some time. Despite this, significant efforts have been made to identify efficiencies, secure external funding for the Region as well as for NSOs/NSAs.

Our commitment to working jointly with WAGGGS remains, but diverging approaches, operational cycles as well as resource allocation make this challenging. However, there are some good examples where joint events have been well received, including The Academy

With one year to go until the 21st European Scout Conference in Berlin, Germany, there is still much to do in delivering on the current Regional Scout Plan, but we will also take time to begin the process of preparing for the next triennium. For this, we will seek the input of NSOs/NSAs through the European Scout Symposium, which I would encourage you to attend in early 2013. To assist our thinking, we will be circulating a discussion document in December 2012 to help NSOs/NSAs help us in identifying the key issues for consideration in the coming triennium and beyond.

In closing, I would like to take this opportunity to thank my colleagues on the European Scout Committee for their commitment to the role and for the support that they have provided to NSOs/NSAs as we seek to continue 'supporting growth in changing times'.

Their work would not be possible without the dedication of the professional support in the European Regional Office, the wider support from the many volunteers in our Working Groups and Core Groups particularly the Coordinators, the European Scout Foundation, colleagues in other Regions and at world level, and of course, without the ongoing encouragement from NSOs/NSAs... who remain at the centre of our thinking in everything we do.



Craig Turpie
Chairman
European Scout Committee

Resolutions from the 20th European Scout Conference

In response to the business resolutions adopted at the European Scout Conference 2010 in Brussels, significant actions have been undertaken during the past twelve months.

Regional Scout Plan 2010-2013 (Res 4/2010)

The Regional Committee has reviewed the performance against the Key Performance Indicators, which was distributed following the June 2012 meeting. The Needs and Strengths Analysis and other consultations informs the work of Tailored Support.

Actions Supporting Growth through Quality (Res 5/2010)

The Joint JUMP Event was held in Copenhagen. Disappointingly, not all possible places were utilised for the event, which was funded in part by the Youth in Action Programme. The first edition of the Membership Report was finalised and made available. Preparations are being made to update the Membership Report and updates on membership figures are being vigorously pursued.

Nature as a Frame for Programme (Res 6/2010)

The Regional Office continues to maintain a watchful eye on all aspects of legislation, which could impact on the delivery of Scouting without unnecessary and restrictive legislation. Contact is maintained with other, like-minded organisations.

Information on the European Investment Fund (Res 7/2010)

Reporting on the European Investment Fund is now made in the Annual Accounts of the Region. Progress reports are received on a three monthly basis from the European Scout Foundation. The Region's representatives have contributed to the updating of the investment policy of the European Scout Foundation.

Strengthening and Improving Communication in the European Region (Res 8/2010)

Euroscoutinfo.com continues to build its readership and regular updates are posted each week. An increasing number of articles are contributed by NSOs/NSAs. Europak-online.net continues to be updated and event sites are established for most of the larger events. The Educational Methods Forum set an example for continued development of interactive and proactive communication patterns between organisers. Regional information is also shared through Facebook, Twitter and other social media platforms. In some events, Twitter has been an active contribution to enhancing communications, notably at the Academy.

Solidarity with Scouting in Other Regions (Res 9/2010)

Work continues in the preparation of the 7th Euro-Arab meeting to be held in Naples in 2013. A Euro-Arab workshop was held during Roverway with 20 Scouts from the Arab Region who engaged also with Roverway participants. The interactive map of joint projects with other Regions continues to develop on Facebook. A study session involving the Eurasia Region and selected European Associations attracted funding from the Council of Europe. A Partnership Event was held in Paris, hosted by Scouts et Guides de France, facilitated by the Region and with participants from the Africa, Eurasia and Arab Regions. A joint application

involving 14 partners was made for funding of a further joint Africa-Europe project, including continued sponsorship of 75% of a position supporting partnerships in the Africa Regional Office by the partners.

Tailored Support to NSOs in South East Europe (Res 10/2010)

A comprehensive table of the support provided to attend events in this triennium is found below.

Partnership Funding

Albania	Information Office, staff member and Initial Training, programme development and printing of handbook, website provision, membership database training. EUR 13,800
Croatia	Programme renewal and production of support materials. EUR 21,000 over 3 years.
Romania	Increasing administrative and logistical capacity for continued development. EUR 12,000.

Tailored Support Activities

Bosnia & Herzegovina	Support in the merger process in the establishment of a working NSO, constitutional support, extensive consultation on Messengers of Peace Funding and preparation of application and management to deal with the USD 35,000 grant awarded.
Bulgaria	Conclusion of previous commitments delivered through tailored support in terms of programme support for Rover development.
Croatia	Extensive consultation on image and public relations, continued development of programme and consultation of Partnership Funding possibilities,
FYRO Macedonia	Periodic support visits building on the support provided through the Danish Project supporting Scouting in Central and Eastern Europe. Four small projects funded.
Montenegro	Strategy development sessions in preparation for further training systems and programme renewal. One small project funded.
Romania	Substantial personal support provided for RoJam, the first national jamboree since Romania readmitted to World Scouting. Ten small projects funded as part of the Jamboree.
Serbia	Consultation offered in integrating Hungarian minority in Vovodina. Support in the establishment of the national youth council and in relations with European Youth Forum. Training of Leaders provided with participants also from FYROM and B&H – Thirty trained.
Serbia	A strategy workshop was held to kick start the process of renewal in Serbia. Constitutional advice. Three small projects funded
Kosovo	Two information sessions on Scouting.

Event Participation Support

Country	Academy 2011	WSC 2011	WSYF 2011	Volunteering Event	Study Session 2011	WS/2011	Study Session 2012	Agora 2012	EIM Forum 2012	Roverway 2012
AL	2*	1*	1*			5*	1	1*		
BH	2	1	1			6	1		1	
BG	2	1			2*	2	1	1	2	
HR	2			2			1		2	
MK	2	1	1	1		5	1		2	2
MT	2*	1	1			2	1		2	1
RO	2	1	1	2	2		1	1	2	2
RS	2	1	1	2		2	1		4	4

(*) ... Offered but not used

Andrea Demarmels

Andrea says ...

This summer, I had the opportunity to participate in the National Jamboree of the Scouts and Guides of Iceland and to talk to their representatives during one of my Committee contact visits to NSOs. I wanted to take up this particular visit as a starting line for my report, as it illustrates the key elements, which in my opinion constitute a good collaboration between the different levels of Scouting.

It was an exemplary camp, in the sense that it was open to all branches of Scouting, from Cubs to parents. Everybody was able to join in programme activities for their age. These had been designed following WOSM's global and regional programme guidelines, while at the same time taking into consideration the spirit of Joint Work with the Europe Region WAGGS.

It reminded me that the work and efforts of the members of the European Scout Committee need to remain focused and on concrete activities organised for our members – the children and young people. The regional level is not here for itself. We always have to do our planning and adjust our work so that the Region is playing its role as service provider for NSOs, NSAs and the groups on local level.

The NSO in Iceland, like the other NSOs and NSAs of course, is a good example of best practice for collaboration between a national association and the European level. Confronted with difficulties in planning and adult resources management, the leadership of the Scouts and Guides of Iceland did not hesitate to ask the Region for assistance. Subsequently, a Tailored Support Project was developed for and with the Scouts and Guides of Iceland. And some of the support within this TS Project was provided by other NSOs and NSAs. Measures, which had been taken in Iceland following exchanges with other NSOs and NSAs have already shown an impact on membership figures and have positively influenced internal structures of the Scouts and Guides of Iceland.

Thus, support offered by the Region can lead to good results. However, to achieve such success, this means that NSOs and NSAs contact the Region and explain their needs. And it is exactly what members may expect: receive targeted support replying to identified needs of the association. Of course, it is essential that NSOs and NSAs feel sufficiently confident in order for the Region to provide support.

During this past year, work-loaded but fascinating, motivating and creating enthusiasm, the members of the European Scout Committee regularly saw themselves confronted with problems of efficiency in the delivery of Tailored Support projects. Indeed, I am convinced, that it is within this area that we should and can improve the Region in the future and continue ensuring effective and timely service provision to NSOs and NSAs through a more accurate allocation of resources and a more effective support system.

I am convinced that we can achieve this with your help and with the help of our volunteers, thus at the same time living the motto of our current Regional Scout Plan: "Supporting Growth in Changing Times".

Duties and responsibilities

- Member, European Scout Committee
- Member, Growth through Quality Working Group
- Member, Organisational Development Core Group

Meetings and missions

- Field Visit Sweden and 22nd World Scout Jamboree *Rinkaby Fields, Sweden, 26-31 July 2011*
- Growth through Quality Working Group Meeting *Gilwell Park, United Kingdom, 14-16 October 2011*
- The Academy *Paris, France, 28 October - 1 November 2011*
- Organisation Development Core Group Meeting *Paris, France, 29 October 2011*
- European Scout Committee *Pax Lodge, United Kingdom, 11-13 November 2011*
- Panel Discussion: L'éducation à la citoyenneté au 21^e siècle: qu'est le rôle du Scoutisme laïque? *Paris, France, 26-27 November 2011*
- Field Visit Czech Republic *Prague, Czech Republic, 2-6 December 2011*
- Field Visit Bosnia – Herzegovina *Sarajevo, Bosnia-Herzegovina, 17-18.12.2011*
- Organisation Development Core Group Meeting *Antwerp, Belgium, 10-12 February 2012*
- FOSE Meeting in Austria *Vienna, Austria, 24 February 2012*
- European Scout Committee *Gilwell Park, United Kingdom, 11-13 March 2012*
- JUMP Growth Event *Copenhagen, Denmark, 26-29 April 2012*
- Overture Network Meeting *Mosta, Malta, 4-6 May 2012*
- Field Visit Malta *Floriana, Malta, 7-9 May 2012*
- Growth through Quality Working Group Meeting *Belgrade, Serbia, 11-13 May 2012*
- European Scout Committee *Rome, Italy, 15-17 June 2012*
- Meeting of European Scout Committee with Coordinators and Staff *Rome, Italy, 16 June 2012*
- Field Visit to Iceland, including National Jamboree *Ulfjotsvatn, Iceland, 20-29 July 2012*

Contact countries

- Bosnia and Herzegovina, Czech Republic, Cyprus, Greece, Iceland, Lithuania, Malta and Sweden

Christian Loste Ramos

Christian says ...

Time is passing by and here we are, reviewing the second year of the implementation of the Regional Scout Plan 2010-2013. After a first year of induction, planning, setting strategies, creating of Working and Core groups, selecting responsible leaders and preparing everything needed for a challenging work, it is now time to start measuring first results.

Actually, moving from factory to consultancy has been a hard task for those involved. This new approach is more complex and fatiguing than anticipated, but also richer and more exciting than predicted. For that reason, we are having interesting achievements for every objective identified in the Plan, and after a good review of all the Key Performance Indicators we have observed good results for a great majority of them. In those areas with less satisfying results, we are introducing adjustments in order to set a more realistic path to our goal.

My personal duties inside the Committee are related to two main domains: Volunteering, through the Volunteering Working Group (VWG), and Educational Methods, through the Educational Methods Core Group (EMCG). It is mainly in those two areas that my tasks are attributed all around the year, which allows me to focus all my attention in the right direction.

Volunteering

Concerning Volunteering, we have been focussing the implementation of our goals in four different aspects: the end of 2011 coincided with the end of the European Year of Volunteering (EYV 2011), a year dedicated to Volunteering across Europe, where more opportunities for adults in Scouting were created. The Working Group contributed to this European Year of Volunteering, which has resulted in a better self-recognition of our work in Scouting, as well as in the promotion of the recognition of volunteering as well as the design of some tools for improving the process of recruiting, welcoming and retaining of (adult) volunteers in NSOs.

Together with the Europe Region WAGGS, we used the EYV 2011 Alliance as an interesting shared platform and following the successful completion of the Year of Volunteering our next challenge will be to actively contribute to the discussions about the future of the Alliance as a way to further strengthening Volunteering in Europe.

Educational Methods

On the side of my involvement in the Educational Methods Core Group, I would like to stress the renewing of our tradition of organising a meeting for Programme and Adult Resources Commissioners and members of their teams: the European Scout Forum on Educational Methods. With the aim of assisting National Scout Organisations and National Scout Associations in monitoring and improving their Youth Programme and Adult Resources strategies, the Forum earlier this year in Romania was a unique opportunity to increase the impact of the work carried out at national level to support the action at local level.

Committee Contact and KISC Liaison

For sure, the Contact Committee System continues to present an excellent way to disseminate information and to maintain links between the Region and the NSOs and NSAs all around the Region. I was able to visit a number of "my countries" and took part in interesting exchanges in a wide range of matters relevant to NSOs, NSAs and the Region.

My position representing the Committee in Kandersteg has given me some occasions to follow up the necessities and challenges of this magic corner in the heart of the Swiss Alps and to ensure that the position of the Region is well represented.

Just one year is now left in this triennium and lots of things remain to be done before the European Conference next summer in Berlin.

You, the Volunteers are the reason to do it. Thank you to all of you, especially to you, the members of the VWG and the ECMG!

Duties and responsibilities

- Member, European Scout Committee
- Member, Volunteering Working Group
- Member, Educational Methods Core Group
- Member, KISC Committee

Meetings and missions

- Committee Contact Visit and RoJam National Scout Jamboree
Sibiu (Romania), August 2011
- Educational Methods Core Group Meeting
Milan (Italy), September 2011
- Committee Contact Visit and National Training Event,
Ljubljana, Slovenia, October 2011
- KISC Committee and Board meetings
Kandersteg (Switzerland), November 2011
- European Scout Committee
Pax Lodge, United Kingdom, 11-13 November 2011
- Committee Contact Visit and Centenary of Serbian Scout Association
Belgrade (Serbia), December 2011
- Educational Methods Core Group Meeting
Budapest (Hungary), January 2012
- Volunteering Working Group Meeting
Prague (Czech Republic), February 2012
- European Scout Committee
Gilwell Park, United Kingdom, 11-13 March 2012
- Committee Contact Visit and "Thx a lot" Event (PPŌ)
St Georgen im Attergau (Austria), May 2012
- European Scout Committee
Rome, Italy, 15-17 June 2012
- Meeting of European Scout Committee with Coordinators and Staff
Rome, Italy, 16 June 2012

Contact countries

- Austria, Belgium, Germany, the FYRO Macedonia, Poland, Romania, Serbia and Slovenia

Christos Hatzidiamandis

Christos says...

"Coming together is a beginning. Keeping together is progress. Working together is success."

Henri Ford

... and this is what we have been doing this year. Engines are full speed. The Regional Scout Plan is being implemented. All contact country visits will have been completed by the end of the year; having discussed the needs of NSOs and NSAs, finding ways for the Region to support and having them share best practices with the rest of us. Numerous meetings and events have successfully taken place, giving precious experience and knowledge, to the participants to take back with them in their luggage.

All Core Group and Working Group members have continued fulfilling and implementing the objectives of the Regional Scout Plan. Work is demanding, intensive, requiring dedication, time and their presence in regional events and/or representation work towards partners. It is challenging, when there are links between objectives of different groups and all members should be very well informed and coordinated. Nevertheless, the results up to now show that we are very much focused and productive, despite the complexity and difficulties encountered initially in the ways of working.

The visits to "my" contact countries have been a great source for valuable experience and knowledge. Visiting the NSOs and NSAs and talking to young leaders provided a good insight of their needs and strengths. Helping a lot in deciding, in many cases, upon the tailored support, which would be most suitable for each case. Most important of it all is that these visits have been motivational and inspiring, helping me continue to do my work with passion.

Considerable effort was and is necessary to follow the regional events; the most important one being the Committee liaison for Roverway 2012. It gave me the pleasure of feeling the strong pulse of the Rovers coming from around Europe and their capabilities, but surely also made me and my colleagues from both WOSM and WAGGGS European Committees feel a great responsibility. A responsibility to ensure the delivery of a successful joint event, which has to meet particular educational objectives.

Looking back to the amount of work that has been done by the Region and the NSOs and NSAs, makes a happy smile on my face slowly start to appear. Especially, taking into account the difficult period we are currently in; which can be characterized as one more year of recession which is creating obstacles like limited economic resources, social and political instabilities.

Nevertheless, Scouting, Scouting in Europe is there! Delivering, implementing, supporting and showing solidarity wherever and whenever needed.

Duties and responsibilities

- Member, European Scout Committee
- Member, Roverway 2012 Advisory Committee
- Member, Embracing Change Working Group
- Member, External Relations and Funding Core Group

Meetings and missions

- Committee Contact Visit to Switzerland
Zug, Switzerland, 02-04 September 2011
- Committee Contact Visit to Denmark
Copenhagen, Denmark, 17-18 September 2011
- External Relations and Funding Core Group Meeting
Athens, Greece, 07-09 October 2011
- Committee Contact Visit to Israel
Tel-Aviv, Israel, 16-18 October 2011
- Roverway Advisory Committee Meeting
Paris, France, 29 October 2011
- The Academy 2011
Paris, France, 28 October – 01 November 2011
- Committee Contact Visit to Luxembourg
Luxembourg, 04-06 November 2011
- European Scout Committee
Pax Lodge, United Kingdom, 11-13 November 2011
- Committee Contact Visit to Montenegro
Niksic, Montenegro, 14-15 January 2012
- Embracing Change Working Group Meeting
Geneva, Switzerland, 21-22 January 2012
- Roverway Advisory Committee Meeting
Helsinki, Finland, 10-12 February 2012
- Embracing Change Working Group Coordinator Meeting
Geneva, Switzerland, 18-19 February 2012
- External Relations and Funding Core Group Meeting
Brussels, Belgium, 09-11 March 2012
- European Scout Committee
Gilwell Park, United Kingdom, 11-13 March 2012
- External Representatives Meeting
Brussels, Belgium 06-08 April 2012
- Committee Contact Visit to Finland
Turku & Helsinki, Finland, 04-06 May 2012
- Committee Contact Visit to Netherlands
Netherlands, 25-27 May 2012
- European Scout Committee
Rome, Italy, 15-17 June 2012
- Meeting of European Scout Committee with Coordinators and Staff
Rome, Italy, 16 June 2012
- Roverway
Evo, Finland, 20-28 July 2012

Contact countries

- Denmark, Finland, Israel, Luxembourg, Montenegro, the Netherlands, Slovakia and Switzerland

Craig Turpie

Craig says...

The year under review has been very much focussed on ensuring the implementation of the Regional Scout Plan, working in close collaboration with colleagues in the Working Groups, Core Groups, Committee and Staff.

The European Scout Committee has found the introduction of Key Performance Indicators (KPIs) in the Regional Scout Plan to be helpful. On a regular basis we have been able to check our progress towards implementing the Objectives and Actions detailed in the Regional Scout Plan and to have some sense of how the work impacts positively on NSOs/NSAs.

Others and I have learned a lot about our methods of working that were adopted in this triennium and useful information is being gathered to assist with preparations for the future.

Our shift from 'factory to consultancy' looks like it is happening and I'm continually impressed to learn about the wide variety of issues that we are supporting NSOs/NSAs with.

There have been a number of positive developments and envisaged changes at world level too and these last twelve months have required me to closely follow and contribute to what is happening. This has involved work in the Membership Task Force, Global Support Team, Global Issues Contact Group and providing input into the World Scout Bureau relocation exercise.

Clearly, as mentioned elsewhere in this report, the economic climate has been difficult, not only for the Region but also for a good number of NSOs/NSAs. Much of my time has been involved in continuing to push for external funding to help divert the demand on our core income. We have had good success in this regard with circa EUR 230,000 having been sourced for the benefit of NSOs/NSAs as well as the Region.

Accompanying this point, there have been difficult discussions around future budget considerations. During this past year, regrettably, we terminated the bi-lateral Financial Agreement that we had with Kandersteg International Scout Centre. It was felt that it was not equitable to continue paying an annual grant of CHF 100,000 to KISC, when other budget lines and support to NSOs/NSAs via the Partnerships Fund would need to be cut.

That said, I'm pleased to say that we are in positive dialogue with KISC and look forward to the possibility of new arrangements that take into account the challenges that we face today and will likely face for some time.

Duties and responsibilities

- Chairperson, European Scout Committee
- Member, Steering Group
- Member, Organisational Development Core Group
- Member, World Scout Committee

Meetings and missions

- World Scout Jamboree
Rinkaby Fields, Sweden, 24 July – 7 August 2011
- World Scout Committee
Rinkaby Fields, Sweden, 30 July 2011
- World Scout Committee
Jeddah, Saudi Arabia, 24-25 September 2011
- Steering Group and Co-ordinating Group
Edinburgh, United Kingdom, 1-2 October 2011
- SEE-Net Meeting
Chester, United Kingdom, 8 October 2011
- L'Académie
Paris, France, 28 October – 1 November 2011
- European Scout Committee
Pax Lodge, United Kingdom, 11-13 November 2011
- Steering Group and Co-ordinating Group
La Valetta, Malta, 28-29 January 2012
- KISC Meeting
Kandersteg, Switzerland, 4-5 February 2012
- Organisational Development Core Group Meeting
Brussels, Belgium, 10-12 February 2012
- European Scout Committee
Gilwell Park, United Kingdom, 11-13 March 2012
- Committee Contact Visit Latvia
Riga, Latvia, 16-19 March 2012
- Chief Volunteers' Meeting 2012
Luxembourg, Luxembourg, 30 March – 1 April 2012
- Field visit to Ireland
Dublin, Ireland, 28 April 2012
- Steering Group
Château de Courrière, Belgium, 12-13 May 2012
- General Assembly, KISC Association
Kandersteg, Switzerland, 3 June 2012
- European Scout Committee
Rome, Italy, 15-17 June 2012
- Meeting of European Scout Committee with Coordinators and Staff
Rome, Italy, 16 June 2012
- Roverway
Evo, Finland, 20-28 July 2012

Contact countries

- Andorra, Hungary, Kosovo, Latvia and Spain

Henrik Söderman

Henrik says...

The second year of the triennium has been a full-speed period: after the set-up phase of the first year, and before the start of the preparations for the next triennium, the full focus has been on the Regional Scout Plan. The Coordinators, other volunteers and the regional staff have all been working hard to deliver the support to NSOs. And the number of Scouts in Europe is growing!

The highlight of the year was Roverway 2012 in Finland, a high-quality international experience for 3500 young people. The strength of Scouting in Europe was demonstrated by the impressive mobilization despite difficult economic times.

Europe and the other Regions

During the past year Europe has been engaging positively with the rest of the Scouting world. By looking beyond the boundaries of Europe, we contribute to the world-wide unity of the Movement even in times of tensions. During the year, we have had a Europe-Eurasia meeting in Prague, a Partnerships Event in Paris and we have completed the first phase of the Unguvu project between African and European NSOs. A Euro-Arab workshop was organized at Roverway thanks to external funding.

External Funding and EU budget

In the past year 250 000 € has been raised to support Scout activities, mainly NSO's travel costs to seminars and events. We are approaching 1 million € in total amount obtained since 2008. This is essential now when the Region's traditional funding is reduced due to the financial crisis. The European Scout Foundation has also increased the funding available to NSOs with the establishment of the new European Training Fund.

In advocacy work, the main issue has been EU's youth budget for years 2014-2020. The current negotiations will have an impact for 7 years. Our advocacy message can be reinforced if the national Ministries of Finance are made aware of the fact that Scouts in their country are benefiting from the EU youth funds.

Girls and Boys, Women and Men in Scouting

A number SAGNOs have completed or opened a process of registering all their members, girls and boys, in WOSM. This is in line with the World Scout Committee's recommendations. WOSM's new membership fee system implies that the fees are not affected by an increase in the declared number of Scouts before 2020. 11 SAGNOs have so far taken the decision, and similar processes of reflection are currently ongoing in a number of others. These changes underline the need to support NSOs in ensuring that Scouting is adapted to both girls and boys and that there are no obstacles to the full participation of both genders in Scouting.

Duties and responsibilities

- Vice Chairperson, European Scout Committee
- Member, Steering Group
- Member, Partnerships with other Regions Working Group
- Member, External Relations and Funding Core Group
- Member of the Board, European Scout Foundation

Meetings and missions

- World Scout Jamboree
Rinkaby Fields, Sweden, 24 July – 7 August 2011
- Partnerships with other Regions Working Group (PRWG)
Lisbon, Portugal, 27-28 August 2011
- FOSE Meeting, European Scout Foundation
Athens, Greece, 23-25 September 2011
- Steering Group and Co-ordinating Group
Edinburgh, United Kingdom, 1-2 October 2011
- External Relations and Funding Core Group (ERFCG)
Athens, Greece, 7-9 October 2011
- L'Académie
Paris, France, 28 October – 1 November 2011
- European Scout Committee
Pax Lodge, United Kingdom, 11-13 November 2011
- Europe-Eurasia meeting
Prague, Czech Republic, 25-27 November 2011
- Committee Contact Visit to Albania
Tirana, Albania, 2-4 December 2011
- European Scout Foundation Board meeting
Geneva, Switzerland, 10 December 2011
- Meeting of Guide and Scout Representatives to NYCs
Rome, Italy, 16-18 December 2011
- Steering Group and Co-ordinating Group
La Valetta, Malta, 28-29 January 2012
- Partnerships with other Regions Working Group (PRWG)
Geneva, Switzerland, 10 December 2011
- External Relations and Funding Core Group (ERFCG)
Brussels, Belgium, 10-11 March 2012
- Partnerships Event (North-South Network)
Paris, France, 15-18 March 2012
- European Scout Committee
Gilwell Park, United Kingdom, 11-13 March 2012
- External Representatives' Meeting
Brussels, Belgium, 7 April 2012
- Steering Group
Château de Courrière, Belgium, 12-13 May 2012
- Africa Scout Conference
Luanda, Angola, 5-10 June 2012
- European Scout Committee
Rome, Italy, 15-17 June 2012
- Meeting of European Scout Committee with Coordinators and Staff
Rome, Italy, 16 June 2012
- Committee Contact Visit to Croatia
Split, Croatia, 6-8 July 2012
- Roverway
Evo, Finland, 24-28 July 2012

Contact countries

- Albania, Croatia, France, Italy, Monaco, and San Marino

Petr 'Permi' Vanek

Permi says...

This was a middle year of the triennium and it certainly felt like that. A vast majority of the work procedures of the Committee and of the volunteer body of the Region built by the Working Groups and Core groups have been set or (in many cases only) re-set in the first year of the triennium. For that reason, the second year was definitely in full gear. This does not mean everything and everybody worked smoothly and perfectly the whole 365 days. Since the power of what the Region can do for its NSOs lies in its human resources (supported as efficiently as possible by its financial resources), both we as individuals and the groups that get the ball rolling had their ups and downs, their moments of joy and work beyond limits, as well as moments of exhaustion and hesitation. However, the former ones beat the latter ones by a huge margin.

The groups whose work I am proud to follow and support directly have shown some wonderful outcomes and their members a lot of dedication to their respective areas and to the work and mission of the Region. Everybody felt that as much as we try our best to work as hard as possible from Conference to Conference, from Plan to Plan, the second year is probably the one where a big part of the aims can, needs and must be accomplished. With a part of the first year being invested in the selection of the most suitable volunteers offered by the NSOs for the most suitable tasks and with the third year with one eye on the next Plan, the second year definitely is the one with as close to only one focus as possible.

The cooperation with NSOs is one of the most interesting parts of the work of a Committee member. Sure, it does have its challenges as well as any long-distance communication. But the ability to learn about great examples of good projects in one country and seeing that another country could benefit from that approach and/or know-how as well, and seeing countries supporting each other, that is something that can be done on a very small scale among groups within an NSO, and something that gets a completely different dimension when done on a regional level. Trying to support NSOs in their networking efforts is - for me - one of the most rewarding "jobs" of a Committee member.

The second year of my service to the Region from the position of a Committee member had a lot of joys but one highlight stands out without discussion. The 7th Educational Methods Forum, run by a team of dedicated volunteers and efficiently supported by the Romanian NSO, for over 100

participants from almost all countries of the Region, was a major success in bringing the right people together. Programme Commissioners, commissioners of all age sections, Training Commissioners and many others spent five days exchanging great ideas, discussing future and learning from each other. In a great atmosphere.

And that is what the work of the Region is and should be about. About supporting and organizing activities where facilitation of exchange among NSOs can bring improvement to the way Scouting is done on national and local levels.

Duties and responsibilities

- Member, European Scout Committee
- Member, Youth Empowerment Working Group
- Member, Educational Methods Core Group

Meetings and missions

- Youth Empowerment Working Group Meeting
Paris, France, 9-11 September 2011
- Educational Methods Core Group Meeting
Milan, Italy, 17-19 September 2011
- European Scout Committee
Pax Lodge, United Kingdom, 11-13 November 2011
- Euro-Eurasia Meeting
Prague, Czech Republic, 25-27 November 2011
- Educational Methods Core Group Meeting
Budapest, Hungary, 13-15 January 2012
- Youth Empowerment Working Group meeting
Prague, Czech Republic, 27-29 January 2012
- European Scout Committee
Gilwell Park, United Kingdom, 11-13 March 2012
- Agora & Educational Methods Forum Prep Meetings
KISC, Switzerland, 20-22 April 2012
- 7th Educational Methods Forum
Sinaia, Romania, 29 May - 3 June 2012
- European Scout Committee
Rome, Italy, 15-17 June 2012
- Meeting of European Scout Committee with Coordinators and Staff
Rome, Italy, 16 June 2012

Contact countries

- Bulgaria, Estonia, Ireland, Liechtenstein, Norway, Portugal, Turkey and the United Kingdom

Tailored Support – A Panorama



Savez Izviđača Srbije – Strategy Workshop (1)

Under the title “Step forward”, Group Scout Leaders of more than 40 Scout Groups of all regions of Serbia, as well as members of the National Board and the National Programme Committee of SIS gathered for a strategy development and planning meeting. The aim was to initiate the process of Strategy and Vision Development, which would eventually lead to positioning Scouting in Serbia as the leading youth non-formal education organisation in the country.

Savez Izviđača Srbije – Strategy Workshop (2)

As a result of the Workshop, Scouting in Serbia has started a process of Strategy Development: five main strategic priorities were identified and major milestones set for the coming months and years. The consulting volunteers involved in this Tailored Support project will continue to accompany and closely monitor this process.



Scout Troops in Kosovo – Leader Training Course

As well as the Serbian Scout organisation, in Kosovo there are many young people who would wish to become Scouts. In an effort to support effective development at local level some basic training has been provided – now on two occasions and dealing with group management, activity and programme planning, Scouting skills, and the History of the Scout Movement. The event also gave a lot of room for networking and exchange of experiences.

This project does not seek to establish a Scout Association in Kosovo, as that will be in the hands of local people when the circumstances permit.

Tailored Support – A Panorama

Scouting Ireland – ONE Seminar (1)

Hosted by Scouting Ireland and organised in the framework of Tailored Support, the ONE Seminar provided representatives from European NSOs an opportunity to get acquainted with Scouting Ireland's new Youth Programme scheme for all age Sections (i.e. the programme framework for 6 to 21 year olds) and the subsequent adaptation of the Woodbadge Training Scheme to support the needs of adult volunteers as they set about implementing the new programme.



Scouting Ireland – ONE Seminar (2)

The Seminar was designed to provide guidance and share experience with National Scout Organisations currently undergoing a review of their own Youth Programme or those envisaging doing so in the near future. Plenty of time was set aside to tackle such a programme review process and discuss which factors to take into consideration. The “Renewed Approach to Programme – RAP” was considered a very useful tool to accompany such processes (the RAP is available from the online library hosted by scout.org).

Zveza Tarbonikov Slovenije – Woodbadge Training

Leaders from all corners of Slovenia representing all age Sections of the National Scout Organisation came together for a week earlier this year. They attended the first Woodbadge Training Course run by ZTS following the recent renewal of the Adult Resources and Training scheme in that country, which had been undertaken in the framework of a successful Tailored Support project.



Working Groups

Volunteering Working Group (VWG)

The VWG has been operating since January 2011. Its members are: Pavel Trantina (coordinator, Czech Republic), Roberta Vincini (Italy), Jo Deman (Belgium), Claude Frantzen (Luxembourg), Jukka Tulivuori (Finland), supported by Christian Loste-Ramos (European Scout Committee, ESC) and José Figueira (since March 2012. before him by Milutin Milosevic and Nicolo Pranzini) from the European Regional Office (ERO). During the last year the VWG met once in February 2012 in freezing Prague (and connected with WAGGGS counterparts via Skype), but besides that it was in contact and worked regularly through on-line meetings.

The European Year of Volunteering 2011 (EYV 2011) was one of the highlights of our work. In close coordination with WAGGGS we did our best to bring practical outcomes visible even at the local level. We were represented in five out of six working groups of the EYV 2011 Alliance and played an active role, attended all the events and conferences and contributed significantly to the final outcome – Policy Agenda for Volunteering in Europe (P.A.V.E.). VWG members also represented WOSM in the 2nd Youth Convention on Volunteering organised by the European Youth Forum in September 2011 by running several workshops in the European Village near the European Parliament. And WOSM is actively involved in shaping the new European Alliance for Volunteering, which will ensure the appropriate follow-up of the EYV 2011 and contribute to improvement of conditions for volunteering at European and national levels. Also, jointly with WAGGGS, we have launched a survey on best practices regarding volunteering in NSOs and their involvement in the EYV 2011. The acquired results will illustrate the currently re-drafted Euro.Scout.Doc on Volunteering, to be published in the Autumn 2012.

Recognition of competences acquired through volunteering in Scouting is one of the key issues today in several national Scout associations across Europe. Scouting Netherland got support from the Youth in Action program and WOSM to lead the ROLIS project that involved associations from Belgium, Czech Republic, Denmark, France, Netherlands, Portugal, Slovenia and Spain. ROLIS ended successfully in August 2012 and connected and enriched several interesting projects that will be presented to the whole Region in the months to come.

Following the last year's *English translation of a successful French Scout and Guide self-assessment tool for volunteers "Valorise-toi!"* and its presentation at the World Scout Jamboree in Sweden 2011, a number of other translations have been prepared so far (Czech, Spanish, Serbian, but soon also Danish, German, Portuguese or Hungarian). The VWG was working with the tool during several events throughout the year. Also, during the Roverway in Finland this year, ten workshops were held jointly by WOSM and WAGGGS for almost 150 participants with a renewed and more participative approach.

Volunteering was also a subject of another workshop at Roverway: "Momentum Valley" - "Path to Volunteer", facilitated by the VWG members, promoting the proper management of adult volunteers in Scouting and Guiding.

Tailored-made support was delivered to one NSO on managing adult resources. VWG members delivered sessions at the Academy 2011 and at the 7th European Educational Methods Forum 2012.

The VWG began to publish articles at Euroscoutinfo.com on management of volunteers, bringing on-line the finalised Volunteer Management Toolkit. This is supposed to become an interactive place to stimulate discussion about this topic and to link it with existing and future external resources.

Pavel Trantina,
Coordinator, VWG

Growth through Quality Working Group (GQWG)

The members of the Growth through Quality Working Group are: Giedre Markuckaite (Lithuania), Mariana Fragkou (Greece), Milena Pecarski (Serbia), Stephen Peck (UK) and Hulda Sólrún Guðmundsdóttir (coordinator, Iceland). Andrea Demarmels (ESC) and Jordan Bajraktarov (ERO) support the Group.

The main task of the Growth through Quality Working Group (GQWG) is to provide guidance and tailored support to NSOs/NSAs on the theme of Growth through Quality and to act as an advisory body to the European Scout Committee in matters related to Growth through Quality. The GQWG should implement the WOSM objectives on this theme and the joint objectives with WAGGGS.

This last year the group has focused its work on supporting NSOs/NSAs primarily through tailored support but also through events. The group met twice, in October 2011 and in May 2012. Thereto six Skype conferences were held throughout the year.

Tailored Support

Twenty requests for Tailored Support have been received on topics related to Growth through Quality and the countries in question have received or are receiving support according to their requirements. In many cases the requests involved other topics as well as Growth through Quality. Further NSOs/NSAs have been contacted about their requests to clarify their requirements so that the best consultation can be provided if and as needed.

The Academy 2011

The overall theme of the Academy 2011 held in Paris was Growth through Quality. The GQWG took, of course, an active part in the development of the Academy 2011. Sessions were developed and facilitated jointly with WAGGGS colleagues. In total the following four different sessions were conducted successfully by the group.

- Strategic planning for growth, locally and nationally
- Renewing and reviewing the programme to recruit and retain members
- Recruitment, management and retention of adults
- Promotion of existing toolkits on Growth and Quality and training in using those

As the overall theme of the Academy was Growth through Quality all Working Groups and Core Groups were encouraged to consider the main theme when preparing their sessions. And more sessions related to the topic of growth and quality were indeed conducted by the other working and core groups.

Additional suggestions for workshop sessions were made on other topics related to the theme and all Working Groups and Core Groups were encouraged to consider the main theme of the event when preparing their sessions.

Besides the formal sessions the GQWG facilitated four informal sessions during breaks where participants got the opportunity to share and discuss situations and issues within their own associations. The sessions were:

- Flexible delivery of youth programme
- Survey on retention
- Tailored support
- Exchange session on waiting lists to join Scouting

JUMP, Joint event on Growth 2012

A joint event on Growth was held in Copenhagen, Denmark 26-29 April 2012, which was attended by 41 leaders at national level from 24 countries. The event received financial support from the Youth in Action programme. The aim of the event was to gather organisations from around Europe to discuss and compare different designs of growth and inclusion plans that will ultimately give more opportunities for young people to participate in Scouting/Guiding and therefore in society. The programme focused on three main areas: 1) Analysis and strategy phase; 2) Implementation phase; and 3) Follow up phase, with a total of eleven different sessions plus open sessions and best practices swap shop.

Educational Methods Forum 2012

The GQWG conducted two formal sessions and five ITT sessions on Growth and Quality at the Educational Methods Forum in Romania in June 2012.

Other projects

As a source of information a short survey on retention of young people was completed in the WOSM tent at the World Scout Jamboree and during training events. Results have not been fully analysed.

NSOs/NSAs have continuously been encouraged to share their success stories with the rest of the Region and a number of their stories have been received and published online on EuroScoutInfo. Group members have also shared their knowledge and expertise through this channel and more articles are in the process of being composed.

The GQWG is active in the preparation for the Academy 2012 and many sessions on Growth and Quality will be in the programme.

Joint Work with WAGGGS

The Joint Working Group on Growth through Quality did not have the opportunity to meet as a group but several Skype calls were conducted between the coordinators from each partner. Joint work included preparation and implementation of the joint event on Growth (JUMP), preparation and facilitation of joint sessions at the Academy 2011, preparation of joint sessions for the Academy 2012 and a joint circular on growth toolkits is being prepared.

Hulda S. Guðmundsdóttir,
Coordinator, GQWG

Embracing Change Working Group (ECWG)

The Embracing Change Working Group has continued its work with a few modifications in the structure. The members

of the group Therese Zimkowski, Ib Jammer, Jordi Ferrer Fontanet, Kevin Camilleri and Radu Seuche. The Group is supported by Rose-Marie Henny and Mihajlo Atanackovic, from the Office, and Christos Hatzidiamandis, from the Committee.

After our starting point of analyzing the concept of "Embracing Change" and setting the objectives and ways of implementing them, as described in the annual report of 2010-2011, this year 2011-2012 was a year of delivering and fulfilling the objectives already set.

Trying to encourage the monitoring of membership composition and comparison with population data...

... allows NSOs/NSAs to make decisions upon the strategy that should be followed, provides information on the membership evolution, emerging trends and forecasts, and useful input regarding areas NSOs/NSAs should focus where the presence and impact of Scouting has been weak. The first step of the group was to develop a questionnaire that included info on membership systems, new media and strategy. Necessary to have a picture of what is the current status of the NSOs/NSAs around Europe. Using this information an article is being prepared that will include: link between membership systems and strategy; this article will propose a new data format and discuss social media. The document will serve as a white paper and a starting point for further discussions/sharing.

Developing approaches to include young people and adult volunteers from different backgrounds...

... many interesting opinions gathered during a workshop held at the Roverway aiming to increase the participant's sense of diversity and its use towards personal and organisational development.

The 'Embracing Diversity' workshop gave to the participants the chance to:

- Consider their own attitudes towards diversity
- Consider their organisation's approach to diversity
- Share approaches to increasing diversity within their organisations
- Identify a personal action to promote diversity within their organisation

The workshop was planned by both WOSM and WAGGGS and more than 500 Rovers attended in the 3 days of delivery.

The Embracing Change Working Group is closely following the activities of the Overture Network and attended their spring meeting in Malta. As a result of the meeting, a series of articles related to projects and best practices related to Scouting for young people with disabilities or with a migrant background were prepared for the Region's blog.

During the Educational Method Scout Forum, a session about societal changes and social trends in Europe was successfully delivered. The participants got an insight on how these trends affect their lives and discussed the impact on scouting in Europe.

Exploring the impact and potential of communications technologies in Scouting...

... is a topic that has been tackled during Academy 2011 by presenting and discussing the use of current tools to become more flexible. This will be further discussed during Academy 2012 and the ICT and Membership System Roundtable. Furthermore, a report including case studies (UK - campaign,

Jamboree-event, CRM or Membership management systems, Academy - Twitter) is being prepared and will be published on EuroScoutInfo.

Promoting the development and implementation of equality and diversity policies....

... has been a challenging issue for many NSOs/NSAs. A tailored support request has provided a chance to the Working Group to investigate the process of developing and implementing policies. Theoretical investigation as well as gathering information regarding best practices and barriers that impede the above process had to be performed. The next step is to follow such a process as it is implemented in practice and identify the difficulties that will be encountered. The process will be presented during the Academy 2012 and shared through EuroScoutInfo.

Identify approaches to continually meet the challenge of change...

... it is easy to say that an organisation should change and say how things should be done. However putting words into practice is not easy at all. During the Academy 2012, a session has been prepared and will be presented to provide a general understanding of the change management process and understand how this could be implemented in a variety of scenarios.

This could possibly also lead to the...

... encouraging of the acquisition, consolidation and protection of adequate resources.

During the Educational Method Scout Forum, several sessions were run to allow NSOs/NSAs to exchange ideas and experiences on the need to continually adapting to change without sacrificing performance. The best/worse practice sessions were a good platform to share examples of processes and methods to drive continual positive change in the participants' strategic development. Additionally, one of the main topics of the Educational Method Forum was "Volunteering Trends" where the participants worked on how to make use of strategic insight from their own young people and adult volunteers as well as from competitor and partner organizations.

During the Academy 2011 in Paris, the Working Group prepared sessions jointly with WAGGGS which described "The impact of modern communications on Scouting and Guiding", and way of "Reaching out to volunteers from immigrant groups". This year, at the Academy 2012 in Kandersteg, the main theme will be "Embracing Change" - one of the three joint areas of work. Several sessions will be delivered related to our theme: "Tackling diversity from different angles", "Succession planning", "Innovative Training Methods", "Making programme relevant to Society" and "Change management: how to work in difficult circumstances".

During November 2012, the Round Table on ICT and Membership systems will bring together National Scouting Organisations to share best practices on ICT and membership systems. Amongst other topics, this event will also discuss the impact of Membership registration systems on the strategy of NSO/NSAs. The topics of "How ICT systems could be used to identify target groups where Scouting or Guiding can be made more relevant" and "The concept of a common data format for statistical analysis" will also be included in the Round Table's programme.

Christos Hatzidiamandis,
Member, ECWG

Youth Empowerment Working Group (YEWG)

"Youth empowerment = to promote & give tools to empower young people for life, through both youth participation & involvement, to prepare & provide tools to adults in scouting in order for them to help achieve its mission, to involve (giving room & enabling) both adults & young adults in the movement governance."

The Youth Empowerment Working Group has been working in its mission to enhance and promote youth empowerment, and ensuring its key role in the scout method and scouting life, as well as promoting its priority in the agenda at both National and at Regional level.

In this last twelve months, we have been...

Promoting the concept of YE and the type of approach it requires, providing advice, support and guidance to NSOs/NSAs and also to the European Scout Committee.

- A specific questionnaire on youth empowerment was prepared and sent to each NSA.
- A network meeting of Rover commissioners took place at the Educational Methods Forum.
- A World Café session on youth empowerment took place at the 2012 Inter-Regional Agora.
- A member of the consultancy pool was present and run a workshop about instances of youth participation in Europe at the Scouts et Guides de France Laboratoire Compagnon (Rovers).

Producing the relevant documents, tools and training schemes.

- A EuroScoutDoc on the presence of youth empowerment within the youth programme and the relevance of the seven elements of the scout method to promote empowerment has been drafted and is due to be published soon.
- A EuroScoutDoc on mentoring and coaching within scouting, as a means of promoting youth empowerment has been drafted and will be published soon.
- A movie, currently termed 'sexy movie', has been produced, benefiting from a magnificent casting at Agora, in order to be used to promote youth empowerment and raise its profile within scouting also.
- Three workshops were delivered at the 2011 Academy: Is youth empowerment present in the youth programme? / Empowering young people to participate in the movement governance and representation / Mentoring & Coaching.
- Two workshops are being planned and prepared to be delivered at the 2012 Academy: Youth empowerment: Starting Up! / Mentoring & Coaching
- Two workshops were delivered in the 2012 Educational Methods Forum: Skills for life / Mentoring & Coaching
- One workshop kit, which is to be released to all NSAs, and - based on the Mentoring & Coaching workshops delivered thus far - is currently under preparation.
- Some testimonies and small interviews were recorded at the 2011 Academy, 2012 Inter-Regional Agora and Roverway. These are to be used as training materials.
- "Speak out, tell your story!" was a training event, which was held in Ghent in June 2012, it was for young spokespersons with the aim to providing them with the skills to promote Scouting in different media circles. A

member of the working group planned and attended the event.

- The Agora manual is being developed.

Promoting the visibility of the good practices relevant to youth empowerment, which are currently in use by the Region's NSOs/NSAs.

- A database of good practices and relevant documents concerning youth empowerment has been started with the collection of good practices from several NSAs.
- Several initiatives and good practices from NSAs were posted in the youth empowerment area at EuroScoutInfo.

Pedro Duarte Silva,
Coordinator, YEWG

Partnerships with other Regions Working Group (PRWG)

Members: Sylvain Barthe (SGDF, France), Marion Karali (Greece), Matthew Paiton (TSA, UK), Esben Holager (DDS, Denmark).

This second year of the triennium was orientated through the development of new partnerships with two main events: the Europe-Eurasia meeting and the Partnership event.

In November 2011, the Europe-Eurasia meeting was organized in Prague gathering numerous participants from Europe and Eurasia, members of the European, Eurasia and World committee and even the Secretary General. The event was a unique opportunity for the working group as it was focused on building new partnerships. Beyond this theme, it was the opportunity for most of the participants to better know each other and discover different scouting. The outcomes were very positive with new partnerships and other renewed with creative ideas!

As the peak of the triennium, the Partnerships Event took place in Paris in March 2012. Organized by Scouts et Guides de France and the European Region, the objective was at the same time to have a dedicated event on Partnerships during the triennium and also to strengthen the North-South network to make it more attractive so that it can be the place to talk about partnerships and to build or coordinate new partnerships. The event was successful with more than 70 participants from Europe, Eurasia, Arab and Africa regions. It was a first step to renew the way we manage partnerships and how we can coordinate all together in Europe our work on Partnerships. This first good experience will be repeated next year as the Mouvement Scout de Suisse accepted to host the next session. Of course, we need to take into account more effectively our different ways of working so that it can be more productive!

Besides these two main events, the Interactive map on Partnerships was presented and the objective is to provide Partnerships main data between Europe and others regions in a map available on Internet. All the NSO/NSAs can enter the data, which is validated later on by a moderator. This action is a concrete answer of a need expressed by several NSO in Europe.

With the strong support of the office, a new application for multilateral partnership project between Europe and Africa was presented in the frame of European Youth programme but unfortunately was not successful. Nevertheless, it brings us the opportunity to be even more creative to continue working together.

Moreover, following the UNGUVU project developed during the year 2010-2011, the tools were realized and are now available. It will be presented at The Academy 2012 by a former UNGUVU participant. In addition, we directly contacted the NSOs in Europe having no partners today proposing our support in order to develop new partnerships.

Sylvain Barthe
Coordinator, PRWG

Core Groups

Educational Methods Core Group (EMCG)

“Providing educational programmes for young people and manage adults able to deliver them effectively is the core business of Scouting. Though they are not the ONLY things Scouting does, almost all other actions are mainly mechanisms to support these two essential aspects of our work.”

Members: Milena Pecarski (SIS, Serbia), Giedre Markuckaite (LS, Lithuania), Marion Karali (SHP, Greece), Mary Scriven (SI, Ireland), Roberta Vincini (AGESCI, Italy), Ib Jammer (VCP, Germany), Esben Holager (DDS, Denmark), Jon Ingvar Bragasson (BIS, Iceland), Jordi Ferrer (ASDE, Spain), Jukka Tulivuori (GSF, Finland) – supported by Petr Vanek and Christian Loste Ramos (European Regional Committee), as well as Radu Stinghe and José Figueira (WSB – European Regional Office).

The role of the EMCG is to:

- Monitor the situation of all NSOs/NSAs with regard to the core service area of Educational Methods;
- Provide tailored support to NSOs/NSAs with specific needs relating to the core service area of Educational Methods;
- Monitor its performance in implementing actions associated with its objectives;
- Monitor the impact of its performance on the strategic development of NSOs/NSAs.

Members of EMCG prepared and delivered two sessions during the Academy 2011, one on Education of personal leadership through the Youth Programme and another one on Co-education in Scouting: youth programme adapted to both genders. Both sessions were well received by the participants.

One of the biggest achievements in the previous period was most certainly the delivery of the **7th European Forum on Educational Methods** held in Sinaia, Romania in the period May 30 – June 3. The theme of the 7th Forum was “**Non-formal Education 2.0**” and a special focus was put on **Relevance** (of the work done at national level). The Forum aimed at assisting the National Scout Associations in monitoring and improving their Youth Programme and Adult Resources strategies, in order to increase the impact of the work carried out at national level to support the action at local level. With the outstanding support of Romanian scouts (ONCR), the Forum hosted **134 participants**, Planning Team members and guests, representing 34 countries and 42 associations.

Follow up - Stay tuned! - The Forum participants’ main conclusions and recommendations will be presented in a Resolution, containing inputs for the next Regional Scout Plan. The Resolution will be widely shared this autumn.

The Educational Methods Core Group changed the Coordinator in the spring. This was followed by the revision of the group’s tasks according to the goals set in the Regional Scout Plan, resulting in the comprehensive Work Plan for the following months.

The work continued during the summer. The EMCG members identified the tasks to be done by the autumn. The focus of the summer was put on:

- Mapping of the **existing tools** on Educational Methods against the needs and strengths of NSOs/NSAs, identifying the gaps, and targeting their promotion;
- **E-learning** platforms and approaches;
- Preparations for **future events**.

The focus of the work during the autumn and further on in 2013 will be placed on:

- The preparation of the sessions for the **Academy 2012** - the EMCG will focus on three sessions, namely: “E-learning”, “Encourage NSOs/NSAs to look outside of scouting for network opportunities” and “Support NSOs/NSAs seeking to review and update the international dimension of their youth programmes”. Besides this, the CG will focus on the collection of best practices among NSOs/NSAs on networking with other relevant platforms (business, academia, etc.) in Youth Programme and Adult Resources development and implementation. It is also expected that the Academy will assist us in collecting best education materials from the NSOs/NSAs for their further dissemination throughout Europe.
- Development of the **inputs for the next Regional Scout Plan** - building on the Resolution from the 7th European Forum on Educational Methods, and with the inputs received during the past year and a half, the group will focus on creating valuable, relevant and concrete ideas for the next RSP.
- Further preparation of the **Rovernet/ Venturenet 2013** - One of the main conclusions of the 7th Forum was the strong need for the networking event supporting the Educational Methods platform of rover and venture age sections. The event will take place in March 2013, and the Planning Team has already started its preparations. The main objective will be to gather participants and target specific relevant topics. At the same time, the CG is focusing on linking the event with similar networking platforms throughout Europe, thus responding to the actual needs of the NSOs/NSAs and providing valuable platform for learning and sharing.
- Encouraging NSOs/NSAs to look outside Scouting for **networking opportunities** including with NGOs, business, academic and scientific institutions- following the session to be implemented at the Academy 2012, the CG will conduct a survey, aiming to gather examples of best practices of cooperation with other platforms on Educational methods matters. This will result in provision of concrete guidelines on networking, to be widely shared at the end of the autumn.
- Collection of relevant **educational materials** developed by NSOs/NSAs and their further dissemination- as the exchange of best practices and knowledge is one of the main benefits of international events and opportunities, the CG will start identifying what has been proved to be helping scouts in different European countries to deliver better scouting for more young people. The results will be shared by spring 2013.
- **E-learning:** Followed by the work done by the Forum participants, the focus in this area stays on the

promotion of use of eLearning platforms and other technology solutions to showcase the potential for use in adult volunteer training provision and identifying eLearning approaches being used by NSOs/NSAs and the impact that they have on the participation levels in training for adult volunteers.

- Provision of **Tailored Support** and support to future events.

Milena Pecarski,
Coordinator, EMCG

Organisational Development Core Group (ODCG)

This role of the Organisational Development Core Group is to provide advice, support and guidance to NSOs/NSAs and to the European Scout Committee about having an effective organisation at country and at Regional level.

Since the last annual report we produced a presentation, which introduces the Organisational Development Model and we have used it several times to help NSOs/NSAs to understand their needs and strengths in this important area. The presentation is available at this link:
<http://euroscoutinfo.com/wp-content/uploads/2011/01/Organisational-Development-Model-V-0.3-1-4.ppt>

We located some materials that NSOs/NSAs can use to help them with each of the Organisational Development Disciplines and we made it available in one place on the web for easy use by NSOs/NSAs. We call this the Organisational Development Reference Library and it can be accessed at this link: <http://euroscoutinfo.com/core-services/organisational-development/organisational-development-library/>

We presented two workshops at The Academy 2011, one to introduce the Organisational Development Model, and one on the theme of "Turning strategy into action": Both workshops were well received. We have made some changes to them based on the feedback we received and we will be presenting the revised workshops at The Academy 2012.

We developed a simple tool to capture Tailored Support requests and to track them through to completion. This is maintained by Rose-Marie in the Geneva office and is used by Staff, Committee and the Network to manage all Tailored Support requests within the Region.

We offered to run workshops for any country that wanted to explore the area of Organisational Development, there was not a great uptake to this but the offer is still available. If you would like to find out more please contact Rose-Maire (rmhenny@scout.org).

To provide NSOs / NSAs with information about the European Scout Region and the Consultancy Services (Tailored Support) we provide, we developed a short presentation. It can be accessed at this link:
http://euroscoutinfo.com/wp-content/uploads/2011/01/20120424_European-Scout-Region_-Tailored-Support_v1-2.ppt

Having prepared the Organisational Development Model and assembled the Organisational Development Reference Library, we shifted our focus to providing Tailored Support as required by NSOs/NSAs. During the year we provided support to Bosnia-Herzegovina, Bulgaria, Croatia, Czech Republic, Ireland, Italy, Montenegro, Norway, Poland, Portugal, Romania, Serbia, Slovakia, Slovenia, Spain and Turkey. Some of these support engagements are completed while some are still on-going.

The consultancy services provided by the Core Group mainly were related to Strategy review and planning, succession planning, communication strategy, reviewing and improving structures at national level, management of national board, legal and constitutional counselling, membership software and membership data system management.

We have noticed that some NSOs/NSAs that have identified the need for Tailored Support seem to be finding it difficult to engage with us to get the process started. We would welcome any observations or suggestions as to how we might make this easier.

We had a Core Group meeting during the Academy in 2011, it was most useful to meet face-to-face in this way and we achieved a lot there. We have had meetings by Skype call every 6 to 8 weeks since then and because all of our team are helping to organise Academy 2012 we will be having another face-to-face meeting there.

The European Scout Committee has invited us to prepare a submission for them on possible ways to improve the management of the Network and the Resource Pool during the next triennium so that all of the available talent is recognised and the load is spread around fairly. We hope to provide this submission shortly after the Academy.

Maeliosa 'Milly' DeBuitlear
Coordinator, ODCG

External Relations and Funding Core Group

Looking back at the intensive work and numerous efforts spent by the volunteers and the Brussels Office last year, I can single out two major directions of the activities of External Relations and Funding Core Group and the external representatives – those directed at the delivering of the Regional WP and those aimed at proper responding to the current development in the areas of our interest.

Delivering the objectives of the Regional Scout Plan was ensured by a constant representation work towards the major partners – European Youth Forum (YFJ), Council of Europe (CoE), European Parliament and relevant contributions to Regional events as well as major events organized by partners, namely:

- ERFCG's strong contribution to the Academy where the Core Group and external representatives presented the most important topics of external relations, e.g. working with external partners, external factors of growth, advocacy and the value of Scouting, as well as methodology of external work.
- European Year of Volunteering 2011 – together with VWG and external representatives the major focus of representation work in 2011 was aimed at Scouting's contribution to the development of volunteering policies and ensuring promotion and recognition of the value of volunteering in Europe.
- The II Youth Convention on Volunteering, organized by YFJ, was the biggest civil-society event during the European Year of Volunteering. The Convention follows the Stakeholder Conference at which the representatives of youth organizations as well as representatives of European Economic and Social Committee, European Parliament and European Commission debated about the role and the future of volunteers in Europe, and specifically the issue of rights of the Volunteer. Its aim was to make sure the voices of young volunteers and their organisations are heard, creating a dialogue to discuss a "Charter on the Rights of

Volunteers", developing a Declaration on the rights of volunteers.

- WOSM was not only represented at Stakeholder Conference but also made the largest contribution to the Volunteering-Village by representing the diversity of the work of the Movement and organizing workshops on the value of volunteering together with WAGGGS and OECD.
- Based upon the outcomes of EYV 2011, which were embodied in the Policy Agenda on Volunteering in Europe (P.A.V.E), the ERFCG reviewed and updated the Region's policy paper on volunteering which was adopted by the ESC in March 2012.
- Supported by the European Youth Foundation, a Study Session on advocacy took place in February in European Youth Centre in Budapest. 24 participants from 21 NSAs/NSOs from Europe and Eurasia region participated in the Study session named "Shape the change: Advocacy for Youth Rights" where they worked together to learn about youth participation, youth rights, youth policy, what is advocacy, how to develop an advocacy strategy and how to implement it in their NSAs/NSOs.
- The Speak out, tell your Story! Young spokespersons' training took place from the 4th to the 8th of July in Ghent, Belgium. The training was organized in cooperation with FOS – Open Scouting with the support of the Youth in Action programme, with the participation of 23 scouts from 12 different organisations/associations from all over Europe.
- During these days they learnt a lot about representing Scouting for external audiences, with the help of our experienced trainers.
- In the framework of tailored support in the area of External Relations and Funding the Office managed to secure a Youth in Action grant to run a successful project in partnership with the Hungarian Scout Association: Antal Piros, a member of Hungarian NSO, worked for 6 months in the office in Brussels with the aim to get experience and new skills to be then applied at the return in Hungary. The final result of this project will be a Toolkit on External Representation, prepared by Antal and the Core Group to be published soon.

Unlike many other areas of work, our role is to constantly analyze and react to the current developments concerning youth policy and volunteering in Europe. The second half of 2011 was marked by the reforming processes of the Council of Europe and its Youth Sector. In November 2011 WOSM representative Sandu Coica was elected to be a member of the Advisory Council on Youth. The Advisory Council on Youth (AC) is a Council of Europe's (CoE) structure, part of

the co-management process, made up of 30 representatives of youth NGOs and networks from CoE Member States that provide opinions and input on all youth sector activities. It also ensures that young people are involved in other activities of the Council of Europe as youth policies require a cross-sector approach.

Another significant process of the last quarter of 2011 and the first quarter 2012 have been by an intensive process of ensuring strategic WOSM's impact and relevance in the youth policy field through the new cycle of Strategic Priorities of YFJ. In several cycles of consultations the input of the Core Group and the external representatives was made to shape the future of the European Youth Policy for the next 6 years. Youth participation, strong youth organization and youth autonomy and inclusion will be on the top political agenda of the European Youth Forum, its members and partners (http://www.youthforum.org/images/stories/Documents/Sstrategic_Priorities/0233-12_SP2013-18_FINAL.pdf).

WOSM has been very active through its participation to the expert group on Youth in Action of the European Youth Forum, as well as to the different stakeholders meetings organised since autumn 2011. Worried about the administrative grant renewal, WOSM had lead a coalition of networks and organisations recipient of the EU administrative grant. A joint letter was sent to all relevant MEPs, presidencies, Members States and to the European Commission. We received a great support from the European Parliament side. Following this letter, on the invitation of the European Youth Forum, we met, for a working meeting, the EU Commissioner in charge of youth, Mrs Vassiliou. The role of WOSM was to give a concrete and specific example of the use of the administrative grant, focusing on the difference with granting administrative fund to administrate a project. It seems that WOSM contribution was successful as Mrs Vassiliou concluded the meeting by expressing her wish to review the issue; this was a first since the European Commission proposal as the EC has always refused as principle to reconsider its position. Mrs Vassiliou gave other good indications towards the evolution of the process as well as towards the implication of youth organisations - users- in the design of the programme itself (implementation of the programme).

These achievements and successes would not have been possible without a strong network of the ERFCG, external representatives, the Office and the ESC.

Olga Berg,
Coordinator, ERFCG

Finances and the European Scout Foundation

Marios says...

The **management of the funds of our organisation** in the middle of this turbulent time is certainly a challenge. As I have stated just a year ago in the annual report, when I took up the challenging position of the Regional Treasurer: "it is no secret that the Regional income from its main source has been reduced substantially over the last couple of years. What we need therefore is a strategy to maintain (and even improve) our activity level with obvious budget constraints and to strengthen the diversification of our income sources developing strategies and exploiting opportunities in Europe."

During the year we have been working towards this direction. We have introduced a new budgeting policy, which involves all the groups and the individuals concerned in the design and implementation of the budget. This budgeting process has started in November 2011. The design part for the fiscal year 2012-2013 has been successfully completed by July 2012 and the implementation process will start as from the first day of the new fiscal year on 1 October 2012. The process will be repeated for the period 2013-2014 starting from the ESC Meeting in November 2012.

The annual audit has been a challenge this year because of the setting up of the European Investment Fund (EIF). This was the first annual audit of the new set up that operates under the European Scout Foundation (ESF), with which we have an excellent co-operation. However, clearing some technical issues has been time consuming resulting in the delay of publishing the final audit report.

Our objective remains to maximize the income and benefits of the ESR by exploiting all possible income sources, ensuring at the same time that our financial position remains stable avoiding the risks and challenges of the times.



Marios Christou
Treasurer
European Scout Region

Jørgen says...

During the past months, the **European Scout Foundation** has been operating under the same "economic climate" as other international foundations: with very low income on investments. Therefore, we are a) securing the assets and b) doing our utmost "to make the best" of the economic realities.

By far, the **Friends of Scouting Europe (FOSE) Programme** is our most successful activity. The Programme develops in a very positive manner, due to the hard and constructive work of the "Super Friends", individuals who - within their own countries - contribute to making this programme a success.

The **Annual Gatherings of FOSE** have now been carried out for 14 times, and each time we meet at a new location in Central and Eastern Europe. Our friends Helene and Rene Karla have been instrumental and very successful in organising these meetings and, regretfully, recently decided to retire from this role. Consequently, a new team will handle the 15th Annual Gathering in October 2013.

The Foundation continues to strengthen its efforts to market the **Small Projects Programme**. Our role is to convince potential donors to help finance small projects run by local Scout Groups and Units in Central and Eastern Europe. Strange as it might sound, we have difficulties identifying a sufficient number of suitable and high quality small projects. There is also room for improvement concerning the frequency and quality of the supported projects so that we can satisfy our donors. However, we are - still - of the opinion that the Small Projects Programme is worth pursuing. But success is completely in hands of the NSOs of those Countries in Central and South East Europe who may

not yet have shared this funding possibility within their association.

For relevant information about the FOSE Programme and the Small Projects Programme, please consult the Foundation's website <http://europeanscoutfoundation.org/fose/>.

The **Financial Reporting** is a key element of our management. The auditing is undertaken according to relevant Swiss law by a renowned local firm, which helps to translate the bulk of figures into language easy to be understood by all of us.

During the year under review, the **Board of the European Scout Foundation** has worked very well and done an impressive job to ensure the ongoing success of the Foundation. The Board continues to benefit from the presence of two members nominated by the European Scout Committee.

As "transparency" is so vital for us, we are very happy to answer any specific questions related to the Foundation and its work. And we very much look forward to sharing with you our triennial report at the 21st European Scout Conference in Berlin in August 2013.



Jørgen G. Rasmussen
Chairman
European Scout Foundation

World Scout Bureau – European Regional Office

David says...

The middle year of any triennium is inevitably when we anticipate that a lot of actions take place and this makes for a busy time.

In the area of Educational Methods, there has been a lot of movement. Fulfilling his wish to move on to other challenges, Milutin Milosevic brought his long career in Scouting to a close. Milutin joined the professional staff of the Region as the Field Executive for South East Europe in 2000. He added responsibilities as Project Manager for the Moba Project and provided support in the area of Adult Resources. He moved to Geneva in 2006 as Director of Adult Resources. A role he filled with distinction till December 2011. Milutin continues to work in consultancy.

At the same time saw the end of the contract of Tim Watson who was the Project Assistant for Advocacy and Partnerships. As well as representing the interests of WOSM in the Concord Platform meetings, Tim contributed to other aspects of the work of the Brussels Office. His main function was in support of the Unguvu project, which brought together associations for the Africa and European Regions to improve capacities for partnerships. Tim worked hard to ensure that cultural and logistical aspects of the project were catered for effectively. Tim now works for the Student Union in Loughborough University.

Staying with the Brussels Office, anticipating preparations for a second partnership project with the Africa Region and supporting a Partnership Event in France, it was agreed to replace the Project Assistant position and Benjamin Thurotte joined us briefly. Unfortunately expectations were not reached on either side and a new Project Assistant was recruited. Marguerite Potard has quickly fitted into the team.

Building on funding possibilities and streamlining the reporting of projects has been a major task for Nicolò Pranzini who has worked with colleagues to maximise the income available, particularly that from the Youth in Action Programme of the European Union. One of the supported projects was to receive Antal Piross to work and learn in the area of External Relations for a 6-month placement funded under the Youth in Action 4.3 budget line.

At time of writing, Alix Masson has just finished her contract with WOSM and we pay tribute to her energy and commitment in developing aspects of our work, particularly innovation in funding applications and aspects of the External Relations of the Region and supporting training opportunities and connections particularly with the Africa and Eurasia Regions. Alix has completed nearly 4 years of service to Scouting and we wish her well in her new position with the European Youth Forum.

Back in Geneva, Radu Stinghe changed roles, becoming the Director of Educational Methods and he is supported by José Figueira who commenced work as Project Officer with the office in April, just in time to observe the first Inter-Regional Agora and the planning for the Educational Methods Forum – both events enjoying significant funding enabling expansion of participant numbers – with more than 160 at the Educational Methods Forum. It is clear that with changes in appointments around the Region, Agora and the Forum met real and quantifiable needs. The use of innovative methods enhanced these events considerably.

With the introduction of Messengers of Peace, the work of Rose-Marie Henny has significantly increased and currently we are supervising 10 projects or applications. Rose-Marie's work has been supported by Jordan Bajraktarov, particularly, but not exclusively, in the Tailored Support actions in place in South East Europe. Jordan supports the Growth through Quality work and is also supporting Rose-Marie in the administration of the next Academy, having managed that event in 2011.

Keeping the payments and administration going, updating the Internal Control System, working with the Auditors, preparing and managing the budget is the role of Annemarie Khetib, ably supported by Anne-Christine Vogelsang. This was a difficult year, as we had to trace the development of funds lodged with the European Foundation so that they could be reported openly in the "true and fair" view adopted to comply with Swiss GAAP rules of accounting. Keeping our event administration and web presence up to date, including renewal of the europak-online, euroscoutinfo and scout.org/Europe and our presence in the social networks, is Mihajlo Atanackovic.

Ensuring that the Regional Committee meetings are organised and reported rests with Rupert Schildböck, who also ensures that articles are prepared for the web, and that general enquiries are dealt with from europe@scout.org, as well as supporting the Regional Director.

All in all, a very busy year with lots of change.



David McKee
Regional Director
World Scout Bureau – European Regional Office

Outlook 2012-2013

Encouraging Candidatures

As you may recall, at the 20th European Scout Conference in Brussels, Belgium, there were only seven candidates who stood for election to the European Scout Committee. At the time, a number of NSOs reflected that it was concerning that people were apparently unwilling to come forward and stand for election.

In an effort to increase the number of candidates, the European Scout Committee is organising a briefing meeting for potential candidates and their NSOs. This will take place well in advance of the 21st European Scout Conference, and also in advance of other important gatherings including the International Commissioners' Forum and the European Scout Symposium.

The briefing meeting will take place in Geneva over the weekend of 10-11 November 2012 and will be facilitated by George Hourdakos and Lidija Pozaić Frketic, former Members of the European Scout Committee.

During the same weekend, the European Scout Committee will be meeting and participants will have the opportunity to attend and observe, and speak with current Members of the European Scout Committee about the realities of the role... both the pleasure and the pain!

With this in mind, we would like to invite interested individuals and their NSOs to consider participating in this meeting to learn more about the internal workings of the European Scout Region and how the European Scout Committee currently functions.

For more information, please visit: <http://www.europak-online.net/initial-notice-european-scout-committee-briefing-meeting-wosm-circular-102012/>

For an overview of what the role involves, please check this role description: <http://www.europak-online.net/images/Europak/europak10/jan-feb10/ESC%20Circular%20%202010&20Final%20En.pdf>

The European Scout Committee is mindful that this meeting should not be seen as a place to announce candidatures, but that it should purely be seen as an assistance to help potential candidates and their NSOs to make informed decisions.

The European Scout Committee hopes that this new measure will be of interest; that NSOs will regard it as a positive development and will embrace the opportunity.

European Scout Symposium 2012

The European Scout Symposium is an opportunity for all National Scout Organisations to meet with members of the European Scout Committee, to review progress made during the current triennium and to look further into the future of the Region by contributing to the development of the next Regional Scout Plan.

Aim

- Preparation by key decision makers of NSOs and NSAs of the European Region of an outline of the strategic direction for the European Region for the years beyond 2013

Objectives

- Active participation of NSOs and NSAs in the review, evaluation and planning of Regional work.
- Networking and exchange among key decision makers of NSOs and NSAs in the European Region.

Date and Venue

- 5-7 April 2013 at the Carlton Airport Hotel, Dublin, Ireland

Further Information

- More detailed information about this event will be circulated in November 2012.
- <http://symposium2012.europak-online.net> (available in due course).

21st European Scout Conference 14th European Guide and Scout Conference

The **European Scout Conference** is the governing organ or 'parliament' of the European Scout Region, where all NSOs and NSAs are represented through their delegates. The Conference has a number of important functions, all identified in the Constitution, including the election of the six members of the European Scout Committee, the consideration of activity and financial reports and the formulation of the work plan and strategic priorities for the coming years.

The **European Guide and Scout Conference** is the Joint Assembly of representatives of NSOs and NSAs of the European Scout Region and of Member Organisations of the Europe Region WAGGGS. While it has no constitutional powers, the Joint Conference may formulate recommendations on areas of common interest for consideration by both Regions.

Date and Venue

- 16-24 August 2013 at andel's Hotel, Berlin, Germany

Further Information

- More detailed information about this event will be circulated as of autumn 2013.
- <http://www.europeanconference.de> (for logistical details, registration and accommodation)
<http://conference2012.europak-online.net> (programme and conference documents)



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Creating a Better World

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European Regional Office
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