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# European Scout Committee

## Annual Report 2013-2014



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## Chairman's Welcome

Dear friends in Scouting,

It is a pleasure to introduce this Annual Report of the European Scout Committee's work covering the period August 2013 to July 2014. In the report, we look back at the progress made since the 21<sup>st</sup> European Scout Conference in Berlin, Germany, covering both the successes and challenges.

As well as providing perspectives from the European Scout Committee, the European Regional Office and the European Scout Foundation, we are also including updates from our joint work with WAGGGS including the finalisation of a Memorandum of Understanding with our sister organisation and other strategic partnerships as well as an overview about the regional financial situation.

The year under review has seen steady progress in the implementation of the new Regional Scout Plan. Having two thematic strategic areas of focus, Diversity & Inclusion and Youth Empowerment underpinned by the three core services of Educational Methods, Organisational Development and External Relations & Funding, it is our hope that you are fully embracing this Regional Scout Plan and support its implementation as a result of your active involvement.

Continuing the good practice of the previous Triennium, we regularly report on progress with the publication of an updated version of the Regional Scout Plan following each meeting of the European Scout Committee.

Global Support, a consultancy model, based on our previous experiences with tailored support, has been strongly expanded with our two Project and three Core Groups empowered to support NSOs/NSAs in the areas of work that they cover. The new Global Support Assessment Tool (which replaces the "Needs and Strengths Analysis" and is a third party assessment of our NSOs) is providing valuable data on where best to target support to NSOs/NSAs. We are also playing our part in ensuring that our efforts in Europe can significantly contribute to the 'Global Support' offering that is being rolled out across the world.

As you will recall, the last 12 months for WOSM have been particularly busy in relation to the opening of a new World Scout Bureau office in Kuala Lumpur and the move of our branch office in Brussels (from Avenue Porte du Hal to Rue de l'Industrie). More on accomplished tasks and missions as well as an overview on the implementation status of the resolutions carried at the Berlin Conference, can be found later in this report.

During 2013/2014 there were also several important world events including the World Scout Youth Forum and World Scout Conference in Slovenia (in August 2014) and the World Scout Education Congress in Hong Kong (in November 2013). All of them have been well supported by NSOs/NSAs from Europe.

Turning to finance, despite our best efforts to protect ourselves from the impact of the global economic downturn of the beginning of this decade, our resources have been impacted. In the year of this report the available financial income from the Fund for European Scouting was the lowest in the past 15 years. We have continued to develop our other income from institutional sources. We forecast that the coming years will still be challenging. Nevertheless, we are not only doing our best to maintain strong levels of service and support towards NSOs/NSAs whilst at the same time continuing our efforts to diversify income, but we are also expanding the support and trying to focus more on an effective and lasting impact.

I speak for the entire European Scout Committee when I say that we are all deeply appreciative of your support since the 21<sup>st</sup> European Scout Conference in Berlin. It is only by working in partnership with NSOs/NSAs across Europe that we can achieve our ambition of "Developing Scouting, Supporting Growth".



**Dr. Andrea Demarmels**  
Chairperson  
European Scout Committee

# The Regional Scout Plan 2013 - 2016

Following the drafting of an internal document, the Operational Framework, we had to move quickly to establish the detailed Regional Scout Plan as promised in a Resolution of the Regional Scout Conference.

The first major task was to allocate Committee Members to their roles and responsibilities – achieved by consensus and confirmed at the first Briefing Meeting of the new Committee.

Trying to utilize the principals of the Adults in Scouting Model, we developed a Terms of Reference for the role of Coordinator and set about identifying possible suitable candidates, all of whom were interviewed by Skype. It took longer than anticipated but eventually we had six in the frame.

The Committee Members, staff and Coordinators were able to pull together the draft developed Regional Scout Plan which was distributed prior to Christmas 2013 – on time.

Working then with each Committee Member, relevant staff members and the Coordinators it was possible to identify possible group members so that they could be invited to the meeting of all groups held at Kandersteg International Scout Centre at the end of January.

This meeting enabled the timeline of objectives, actions and key performance indicators to be developed.

We are pleased that the first reporting to the European Scout Committee took place for its June meeting and some of the highlights and challenges can be summarised below.

The Region is grateful for the contributions and active participation of volunteers from many different NSOs/NSAs in the Region who help achieve objectives set in the Regional Scout Plan in the different working groups. These include the six Coordinators and 25 members (see next chapter for details; the composition has slightly changed since the constituting of the groups at the beginning of the year).

In addition, the Region regularly counts on support by volunteers who are part of the regional consultancy pool (which has some sixty names at the moment).

## Youth Empowerment Priority Project Group

### Achievements

- Youth Empowerment Training Module developed and tested at Agora 2014
- YE Feedback and assessment tool developed and tested at TCNM 2014
- Policy paper on YE for structured EU dialogue has been drafted and is being developed together with External Relations Group
- Project funding application developed and executed in collaboration with European Office.

### Successes

- Delivered training at Agora which benefitted participants and gave a lot of learning and feedback to the work of the group.

### Challenges

- The workload seems very high on some members of the group including the Coordinator. We are planning on getting two YE consultants to execute training which is a task it is difficult to find time for the group members.

## Diversity & Inclusion Priority Project Group

### Achievements

- Almost all of the DIPPG affiliates, members and consultants met in Brussels for the Training I
- Meeting held with the Centre for equal opportunities and opposition to racism, Equinet.
- It was agreed not to develop a Memorandum of Understanding, as Equinet is not normally engaged with NGOs. However, Equinet offered their help to facilitate contact to potential trainers or organisations and possibly give relevant input to the RSP. The Centre offered to get in contact with Belgian NSAs looking for areas of cooperation
- Cooperation with the OD-group has started
- Timeline has been settled.

### Successes

- Established a cooperation with Equinet, which helps us with activities
- A well-prepared Training I conducted with the help of a very qualified external trainer.

### Challenges

- We had to cancel the Training II in May due to lack of participants.
- We need to find ways quickly to make sure that we met the needs of the NSO/NSAs and most importantly, get them engaged in the area of D&I.
- Not all project managers are fully responding and are hard to reach.
- The consultants are not all trained and are maybe not yet finding themselves prepared to reach out to NSO/NSAs to facilitate D&I workshops etc.

## Educational Methods Core Group

### Achievements

- Training Commissioners Network Meeting (TCNM) was held in Porto, Portugal from 8 to 11 May
- An internal benchmark study about the various aspects of “Management of Volunteers in Scouting (MoViS)” was conducted during the TCNM. The results will be used to identify what areas are particularly interesting concerning external benchmarking with other volunteer organisations
- A European post-congress meeting for the 1st World Scout Education Congress was held in Porto, Portugal from 9 to 11 May. The results will be used in the planning of the next European Educational Methods Forum in spring 2015
- Global Support request from Scouting Ireland on adult training has been responded to and has been completed.
- Global Support request from ASDE (Spain) on programme development has been responded to, but is still in progress
- Global Support request from Nordic Leader Training Course has been responded to, but the exact form of support and cooperation is still being discussed

### Successes

- The Training Commissioners Network Meeting was a success.
- The European post-congress meeting for the 1st World Scout Education Congress was a good place to discuss the European dimension of Educational Methods and where the work on this area should be focusing within the next few years.

### Challenges

- The virtual working methods of the group need to be evaluated and developed in order to increase efficiency in delivering the Regional Scout Plan.

## Organisational Development

### Achievements

- A meeting with Organisation of Bulgarian Scouts took place. The meeting was used for the identification of future plans for development of Scouting in Bulgaria and for defining support required.
- A visit to CNGEI took place in April with the national board to debate their present organisational framework, the challenges they are facing and some possible directions they could consider taking.
- Assessment of the Guides and Scouts of Finland using the Global Support Assessment Tool
- Assessment of the Scout Association of Croatia using the Global Support Assessment Tool
- Assessment of Scouting Ireland using the Global Support Assessment Tool is in preparation
- A single process seems to be accepted by all Regions now. The tool has been piloted with some countries (including Finland and Croatia) and seems to be really helpful for assessing needs.
- Global Support was promoted at Training Commissioners Network Meeting, held in Porto.
- Members of the ODCG have started to work on the Guidelines for effective monitoring of the Global Support
- The spreadsheet used by the ESR has been modified in order to be easier for use by staff and volunteers.

### Successes

- Commencing the test phase of the Global Support Assessment Tool

### Challenges

- No particular challenges identified

## External Relations & Funding Core Group

### Achievements

- First drafts of three policy papers
- Active participation in the European Youth Forum
- Defining research methodology for the region
- We have started to contact BIG 6 to prepare a meeting and WOSM is leading the process
- Finished the first draft of Best Practices (exceptions in the law)
- Preparation and execution of successful Fundraisers meeting
- In progress of drafting a guide for developing External Strategy in an NSO

### Successes

- We are ready to start to compile information
- Successful network meeting for fundraisers
- Initial meeting with CSR Europe
- Leading the Big 6

### Challenges

- Our challenge is still to maintain the communication and the motivation in the group, since our work is quite abstract



# Ways of Working in the European Scout Region 2013 - 2016

## European Scout Conference

The General Assembly of 41 NSOs of the European Region of WOSM

### European Scout Committee

- Six elected volunteers from six different NSOs of the Region
- one appointed volunteer Treasurer
- one ex-officio Secretary (the Regional Director)

Andrea Demarmels (Chairperson)  
 Christos Hatzidiamandis (Vice Chairperson)  
 Dagmawi "Daggi" Elehu  
 Chip – Veerle Haverhals  
 Hulda Guðmundsdóttir  
 Milena Pecarski  
 Marios Christou (Treasurer)  
 David McKee (Secretary)

### European Scout Office

- Fourteen staff members in two offices (Geneva, Brussels), including three working from out-offices (Belgrade, Veles, Ravenna)

David McKee (Regional Director)  
 Radu Stinghe (Deputy Regional Director)  
 Annemarie Khetib (Director of Administration and Finance)  
 Rose Marie Henny (Director of Organisational Development)  
 Letizia Gambini (Director of External Relations and Funding)  
 Marguerite Potard (Unit Manager Funding and Project Support)  
 Jordan Bajraktarov (Unit Manager Global Support and SEE)  
 José Figueira (Unit Manager, Adult Resources)  
 Mihajlo Atanackovic (Senior Web Editor and Regional Events Administrator)  
 Rupert Schildböck (Executive Assistant)  
 Anne-Christine Vogelsang (Regional Assistant)  
 Nicolò Pranzini (Project Manager, Safe from Harm)  
 Manuela Capraro (Project Assistant, Safe from Harm)  
 Eva Haunerová (Intern, External Relations)

## Regional Scout Plan 2013-2016

Strategic objectives, actions and performance indicators

(For details, please refer to the [Annex to Regional Circular 2/2014](#))

### Strategic Priorities

- One volunteer Coordinator
- A minimum of four volunteer members
- Two or three liaising Committee members
- Two or three supporting staff members
- Additional ad hoc volunteer project consultants, as and when appropriate

### Core Services

- One volunteer Coordinator
- A minimum of four volunteer members
- Two or three liaising Committee members
- Two or three supporting staff members
- Additional ad hoc volunteer project consultants, as and when appropriate

#### Diversity and Inclusion Priority Project Group

Kasper Pedersen (Coord)  
 Oliver Mahn  
 Claire McAroe  
 Khalil Raihani  
 Joana Teixeira  
 Emilie van den Broeck  
 Daggi Elehu  
 Chip – Veerle Haverhals  
 Christos Hatzidiamandis  
 Jordan Bajraktarov  
 Rose Marie Henny  
 Marguerite Potard

#### Youth Empowerment Priority Project Group

Kristian Kvist (Coord)  
 Jorè Astrauskaitė  
 Hannah Bauer  
 Catarina Inverno  
 Stevie Oaks  
 Jonas E. Riegel  
 Hulda Guðmundsdóttir  
 Milena Pecarski  
 José Figueira  
 Letizia Gambini  
 Radu Stinghe

#### Educational Methods Core Group

Juho Toivola (Coord)  
 Mary Nugent  
 Daniel Röthlisberger  
 Anne Sandbeck  
 Adrian Suhanea  
 Paul Wilkinson  
 Hulda Guðmundsdóttir  
 Milena Pecarski  
 José Figueira  
 Radu Stinghe

#### Organisational Development Core Group

Kevin Camilleri (Coord)  
 Maeliosa DeBuitlear  
 Jo Deman  
 Frederik Fredslund-Andersen  
 Erik Adell Hellström  
 Stephen Peck  
 Andrea Demarmels  
 Daggi Elehu  
 Jordan Bajraktarov  
 Rose Marie Henny

#### External Relations & Funding Core Group

Juan Reig (Coord)  
 Johan Ekman (Coord Ext. Repr.)  
 Jérémy Apert  
 Massimo de Luca  
 Lars Kramm  
 Marie-Louise Lövgren  
 Ville Majamaa  
 Chip – Veerle Haverhals  
 Christos Hatzidiamandis  
 Letizia Gambini  
 Marguerite Potard

## Committee Contact System

Maintaining a regular dialogue with NSOs and NSAs, coordinating support for actions under Global Support

- One Committee member for each NSO (focal point)
- One staff member for each NSO (back-up and support)

(For details, please refer to Regional Circulars [19/2013](#) and [4/2014](#))

# Resolutions from the 21st European Scout Conference

In response to the business resolutions adopted at the European Scout Conference 2013 in Berlin, significant actions have been undertaken during the past ten months.

## **Regional Scout Plan 2013 – 2016 (Res 21ESC/4)**

The Regional Scout Plan, as amended, was used to develop the operational Regional Scout Plan, which was distributed in December 2013 in advance of the deadline suggested. Reporting has commenced following each European Scout Committee meeting.

## **Regional Fees (Res 21ESC/5)**

The Regional Fee structure was applied to the invoices issued in November 2013 and from which nearly 100% of the income anticipated has been submitted. The European Scout Committee has entered into agreements with a small number of those most affected by financial constraints.

## **Partnership Fund (Res 21ESC/6)**

The changes in the Partnership Fund have been applied to all new applications since the 21st European Scout Conference. A mid term review is envisaged in early 2015.

## **Financial Reporting (Res 21ESC/7)**

The mechanisms to ensure effective reporting of the entire triennium have been put in place ready for the annual and triennia reporting.

## **Cost of Events (Res 21ESC/8)**

The European Scout Committee is in progress of looking at all aspects of the cost of events including, but not only, the fees. Travel costs are a much more powerful differentiation. Most events are subject to local applications for funding through the EU or the Council of Europe for support, and cost effective events are a clear goal for the Committee and Regional Staff. Recent reporting of Regional events has included a full elaboration of the financial aspects.

## **Strategic Partnership with WAGGGS (Res 21ESC/9)**

As recently reported, the formal mechanism, the MOU between the two Regions has now been signed and the operations have already been the subject of the annex concerning organisation of events and projects. We will continue to apply the tools to enhance our working in partnership with the Europe Region WAGGGS.

## **Relocation of the WSB Central Office and Reputation (Res 21ESC/10)**

The European Scout Committee conveyed the importance of this decision to the World Scout Committee and participated fully in the discussions.

## **Relocation of the WSB Central Office and Transparency (Res 21ESC/11)**

The European Scout Committee conveyed the depth of feeling concerning this resolution and supported fully the

placing of the topic of Transparency in Decision-making on the agenda of the World Scout Conference in Slovenia 2014.

## **Climate Change (Res 21ESC/12)**

Along with the Europe Region WAGGGS, support was provided to ZHP in hosting the WAGGGS and WOSM delegations to the UN Climate Conference, as well as influencing the formation of the delegations, including providing the chair of the WOSM delegation from Europe.

## **Financial Crisis (Res 21ESC/13)**

A policy paper linked to the elections to the European Parliament was developed with input from NSOs responding to a call for content. The European Scout Region has consolidated its commitment to the European Youth Forum through active participation in its governance.

## **Developments in the Middle East: Impact on Young People (Res 21ESC/14)**

The European Region maintains dialogue with the relevant authorities in the Arab Region and also recognises the service shown by our member, TiF, Turkey for the humanitarian and refugee work undertaken close to the border with Syria.

## **Inclusion of Young Migrants (Res 21ESC/15)**

With the support of grant aid from the Council of Europe, the Region has begun a systematic approach to implementing objectives in the area of Diversity & Inclusion to begin the development of support and tools concerning immigrants, and including renewed contact with the Overtures Network.

## **EraScout Programme (Res 21ESC/16)**

Although schemes to assist Scouts to link into host association when they are away from home, no collation of these schemes has been started yet. Web space is available. The Region will shortly request all such schemes to provide some basic information so that Scouts travelling and living abroad may know what linking possibilities exist and take advantage of these for mutual benefit.

## **Strengthening Networking and Cooperation of NSOs (Res 21ESC/17)**

Continuing priority is being given, within time and budget constraints, for networking opportunities inter alia the Training Commissioners' Network meeting, preparations for Venturenets and Rovernets, elements within the Educational Methods Forum, preparations for the ICT Roundtable, the Partnership Event, Euro-Arab meeting, the Unguvu project, Chief Executives meeting, Chief Volunteers consultation and continuing partnerships. No progress has been made in supporting renewed emphasis on international links schemes. Some schemes exist and the Regional Office will request all schemes to provide information to be shared based on [scout.org/europe](http://scout.org/europe).



The Region is growing, both in membership and in experience!

The first weeks and months after the 21<sup>st</sup> European Scout Conference were particularly busy.

As well as assisting with the induction and coaching of four newly elected members, much of the time was spent in refining the Objectives and Actions for the Regional Scout Plan, helping to design the Operational Framework to support its implementation and recruiting the volunteers needed to get the work underway.

As well as some new experiences like attending the Regional Scout Conferences in Buenos Aires and in Kiev and the Top Leaders Summit in Colombo, time has also been spent with my contact countries, particularly Serbia and Spain. The Region will follow in the coming year carefully the developments of Bulgaria's capacity building. We continue in the meanwhile to offer some support to local groups in Kosovo.

The Region is giving a particular emphasis to the so called Global Support focusing most of the regional resources directly for our NSOs and NSAs (particularly the less fortunate and successful), this through better services, well targeted support, consulting with long lasting impact, active coaching, etc.

The preparations for the World Scout Conference are considerable, both in preparing for the regional meetings, as well as the bi-lateral committee meetings with the Eurasia Scout Region, the Africa Scout Region and the Interamerica Scout Region and the meeting between our Office and the Arab Regional Office.

Several items on the agenda of the Conference and outcomes arising from the event will be of close interest to the European Scout Committee and, as ever, we will do what we can to ensure that the Region and NSOs/NSAs in Europe will play their part in implementing the outcomes and Resolutions from the World Scout Conference.

In the current economic climate with the support of our Treasurer, Marios Christou, we have been following the situation closely to try and ensure that we continue to deliver the same and even better levels of service to NSOs/NSAs.

It's clear that in 2013/2014 there is much to do and I look forward to playing my part in coordination with my committed fellow committee members in helping to implement the Regional Scout Plan and the Resolutions adopted at the 21<sup>st</sup> European Scout Conference.



*"First I had an idea. Then I saw an ideal. Now we have a Movement, and if some of you don't watch out we shall end up with just an organization."*

*B-P supplied by P. Siebold*

*"Flout 'em,  
and scout 'em;  
and scout 'em  
and flout 'em;  
Thought is free."*

*William Shakespeare, The Tempest,  
III, 2*

## Meetings and missions

Field visit AGESCI, Verona IT  
Field visit Scoutisme Français, Paris FR  
Field visit Bulgaria, Sofia BG  
Field visits ASDE, MSC and FCGE, Spain ES  
Field visit Serbia, Bela Crkva RS  
Field visit Latvia, Riga LV  
The Academy 2013, Malle BE

ESC Meetings and Joint Committee Meetings, Geneva CH, Zagreb HR and Brussels BE  
Lisbon Group Meeting, Milan IT  
Conference of German Speaking Associations, Soest NL  
WOSM Vision 2023 Meeting, Gilwell Park UK  
Global Support Group Meeting, Colombo LK

1<sup>st</sup> WSEC, Hong Kong HK  
WSC Meetings, Geneva CH and Buenos Aires AR  
Interamerica Scout Conference, Buenos Aires AR  
Eurasia Scout Conference, Kyiv UA  
APR Top Leaders Summit, Colombo LK  
FOSE meeting, Paris FR  
WSF Meeting, Munich DE  
Steering and Coordinating Group Meetings

Chairperson,  
European Scout Committee  
Member, World Scout Committee  
Liaison, Organisational  
Development Core Group

Poland  
Serbia (including Kosovo)  
Spain



## Dagmawi “Daggi” Elehu



It has been a fun, fascinating and rewarding first year in the committee. I have learnt a lot about the inner workings of the region, worked with all our hard-working staff members and appointed wonderful volunteers to our regional groups.

We have become a great team in the committee, complementing each other's strengths. We have a good time too, and that really makes the difference. Always trying to get better at our work, how we focus our time best, our internal ways of communication and supporting our volunteers so that they excel in their groups and projects.

It's been an interesting year for Organisational Development. It is humbling to see the capacity of these Scouts, delivering support to all of Europe while contributing so much to the introduction of the Global Support process.

Our Strategic Priority Project Group for Diversity & Inclusion has been furiously forming the new team and new projects. With a focus such as diversity and inclusion, internal working methods are always reviewed to live up to the current thinking of the cutting edge.

But it is especially rewarding to see the fantastic work of all the scouting organisations all over our Region! Seeing you deliver great Scouting to so many young people is what makes me go!

*“Education is the most powerful weapon which you can use to change the world.”*

*Nelson Mandela*

*“What is feminism? Simply the belief that women should be as free as men, however nuts, dim, deluded, badly dressed, fat, receding, lazy, and smug they might be.”*

*Caitlin Moran*

## Meetings and missions

FOSE meeting, Stockholm SE  
Baltic Sea meeting (via Skype)  
The Academy 2013, Malle BE

ESC Meetings and Joint Committee Meetings, Geneva CH, Zagreb HR and Brussels BE  
Conference of German Speaking Associations, Soest NL

All Groups Meeting, Kandersteg CH  
Diversity Meetings, Brussels BE and Antwerp BE  
Board Meeting, European Scout Foundation, Geneva CH

Member, European Scout Committee  
Member, Board of the European Scout Foundation  
Liaison, Organisational Development Core Group  
Liaison, Diversity & Inclusion Priority Project Group

Bulgaria, Hungary, Israel, Liechtenstein, Lithuania, the Netherlands, Romania, Turkey





A year has passed and what an exciting and fun year it has been. It started slowly for me but picked up speed very fast after the Induction meeting in September. And now things are running quite smoothly with everyone dedicated to ensuring the best possible service to NSOs/NSAs. There have, naturally, been some challenges on the way but they are met with a positive attitude and determination to finding the best solutions.

The Educational Methods Core Group quickly started working systematically on its tasks as set forth in the Regional Scout Plan. The group has also already provided Global Support to several NSOs/NSAs.

The same is true for the Youth Empowerment Priority Project Group, which has from the very start been very focused on the actions of its part of the Regional Scout Plan.

It has been an absolute pleasure to work with all of the talented people in the groups that I've been liaising with and I look forward to our continued work together.

As the ESC's Representative in the KISC Committee and Foundation Board I've had the pleasure of visiting Kandersteg a couple of times in the past months. The relationship between KISC and the Region is constantly being developed but we urgently need to finalize an agreement between the two parties.

There is plenty to do in the next years to fulfill the expectations of the NSOs/NSAs and the Regional Scout Plan. I look forward to that challenge and will do my best with the work ahead.

I've had several conversations with my contact countries. But so far I've only had the opportunity to visit one of them, Bosnia & Herzegovina, which was a rewarding experience. I'm also looking forward to engaging even more with my contact countries, learn how they work and get the opportunity to pay them a visit. And of course, I welcome a feedback from all European NSOs/NSAs.

*"Youth Empowerment is the attitudinal, structural, and cultural process whereby young people gain the ability, authority, and agency to make decisions and implement change in their own lives and the lives of other people, including youth and adults."*

*World Scout Youth Involvement Policy 2014*

*"Be the change you wish to see in the world."*

*Mahatma Gandhi*

## Meetings and missions

Field visit Bosnia and Herzegovina, Sarajevo BA  
KISC Committee & Foundation Board  
Meeting, Kandersteg CH  
KISC General Assembly, Kandersteg CH

ESC Meetings and Joint Committee Meetings, Geneva CH, Zagreb HR and Brussels BE  
TCNM and WSEC  
Evaluation Meeting, Porto PT

All Groups Meeting, Kandersteg CH  
FOSE Gathering, Reykjavik IS  
EMCG Meeting, Barcelona ES  
RoverNet VentureNet Planning Team Meeting, Reykjavik IS

Member, European Scout Committee  
Member, Kandersteg International Scout Centre Committee & Board  
Liaison, Educational Methods Core Group  
Liaison, Youth Empowerment Priority Project Group

Bosnia and Herzegovina, Germany, Greece, Ireland, Italy, Malta, Montenegro, San Marino, United Kingdom



## Chip – VeerleHaverhals

We work hard, but for a very rewarding project! Even if it is still a learning path, being a member of the European Scout Committee, it is challenging and encourages me to grow positively and as a person and to help the Region with all my energy.

Having had the opportunity to speak up for Scouting during the visit of President Obama in Belgium was at the same time probably the biggest challenge and opportunity.

But also to build together on Diversity and Inclusion, to make our Region stronger in its values, in being inclusive and open. To encourage the members of our External Relations & Funding groups to reach out to other organisations and to make our Scout messages better known.

I'm impressed by the great work many NSOs/NSAs are doing for Scouting, but also in supporting Scouting outside their country.

All the Committee Members are doing so much work, and I'm happy to be part of this team.

It is great to see how all of us, we are doing our best for the Region.

As expressed during the Centenary of FNEL in Luxembourg in July, Scouting is rocking because because you have a nice gift to offer to all your members, every day: friendship, games and fun, planning and action, adventure and teamwork, responsibility and leadership. Or just simply: Scouting.

But even more, through all the values you express in your scout promise, it is important to live everyday through this beautiful moto:

Nos valeurs peuvent changer le monde.  
Together, we will create a better world!

In 1907, our founder Baden Powell said: "Our aim is to bring up the next generation of useful citizens with a wider outlook than before and thereby to develop goodwill and peace in the world with comradeship and co-operation."

I'm very happy to be part of all these processes, and as we know, we do it together!

#SurLaRoute #OnTheRoad



*"Smile.  
Start Working.  
Good Scouting  
is Safe from Harm."*

*Göran Hägerdal, Safe from Harm  
Closing Conference, June 2014*

*"Hi Suske.  
Hello Wiske.  
We should put our scarves  
together  
and be connected!"*

*Opening, The Academy 2013, Malle  
BE – WAGGGS & WOSM)*

## Meetings and missions

Field visit Scoutisme  
Français, Paris FR  
Field visit & FNEL  
Centenary, Luxembourg  
LU  
Field visit, FYRO  
Macedonia, Skopje MK  
COMEM (European Youth  
Forum) Thessaloniki GR &  
Brussels BE  
Closing Event, European  
Year of Citizens Alliance,,  
Vilnius LT

ESC Meetings and Joint  
Committee Meetings,  
Geneva CH, Zagreb HR and  
Brussels BE  
All Groups Meeting,  
Kandersteg CH  
The Academy 2013, Malle  
BE  
Lisbon Group Meeting,  
Milan IT  
Conference of German  
Speaking Associations,  
Soest NL

Diversity Events, Brussels  
BE & Antwerp BE  
Safe from Harm  
Conference, Brussels BE  
Opening European  
Regional Office in Brussels  
with WOSM Secretary  
General Scott Teare  
President B. Obama  
meeting Brussels Youth  
Organisations, Brussels BE  
FOSE meeting, Paris FR

Member, European Scout Committee  
Liaison, External Relations  
and Funding Core Group  
Liaison, Diversity  
and Inclusion Project Group  
Member, Roverway 2016 Team

France, Latvia, Luxembourg,  
the Former Yugoslav Republic of  
Macedonia,  
Monaco, Norway,  
Portugal, Slovenia





## Christos Hatzidiamandis



This time it was different!

The stress of the first time gone away, it has given its place to the stress of doing more, improving, impacting and keeping up the momentum of the previous triennium. I need to live up to the expectations set, when elected by the European NSOs/NSAs and when chosen as Vice Chairperson of the European Scout Region.

Understanding better the area of Diversity & Inclusion helped to tackle the priority theme in a better way; opening up to cooperation's, realising the importance and value of diversity and supporting NSOs/NSAs to turn their good intentions into the policies, plans and practices needed to build and sustain a dynamic and inclusive organisation.

External Relations & Funding structured as two groups recognising how demanding this area of work is. One group focusing more on the Regional Scout Plan and the other taking care of the representation of WOSM sending the message that Scouting is part of the community and works in partnership with others, for the benefit of young people and keeping in mind always the Scout Values.

An important moment for me was when preparing, agreeing and at the end signing the Memorandum of Understanding with WAGGGS, it heralded a closer cooperation and ensured the continuation of a fruitful and stronger partnership for the years to come.

A lot is yet to be done; continue to work closely with our NSOs/NSAs and continue to work with my new full of passion team!

"Hard work doesn't guarantee success, but improves its chances."

*Young people are the leaders of our society, the drivers of change. They have the potential to change the world for the better, to fight for what is right, and to drive insecurities away.*

*World Conference on Youth 2014 – Sri Lanka, H.E. Mahinda Rajapaksa, President, Sri Lanka*

*"Diversity means to have respect!  
Diversity means to live together in a diverse society!  
...we are all different but we are equal"*

*Diversity Meeting, Brussels 2013, European Scout Region*

## Meetings and missions

Field visit France, Paris FR  
Field visit Denmark, Stockholm SE  
Field visit Finland, Helsinki & Turku FI  
Field visit Albania, Tirana AL

ESC Meetings and Joint Committee Meetings, Geneva CH, Zagreb HR and Brussels BE  
Steering and Coordinating Group Meetings All Groups Meeting, Kandersteg CH

Diversity Meeting, Brussels BE and Antwerp BE  
WSC Meeting, Geneva CH  
WOSM Vision 2023 Meeting, Gilwell Park UK  
FOSE meeting, Paris FR

Vice Chairperson,  
European Scout Committee  
Liaison, External Relations  
& Funding Core Group  
Liaison, Diversity &  
Inclusion Priority Project Group

Albania,  
Denmark,  
Finland,  
Switzerland



## Milena Pecarski



The term has started with a very nice ending of the Conference in Berlin, where positive energy promised that this would be adventurous and fruitful journey. It has continued in that direction.

With all regional volunteers, staff and Committee members gathered under one roof in Kandersteg (KISC) the Regional Scout Plan (RSP) had its enthusiastic kick off in January. The groups of regional volunteers are working with the delightful commitment and responsibility.

The Youth Empowerment group is making sure that the Region is truly being youth-led, and being seen as such.

Following developments at the World level, in other organisations and institutions, the group is incorporating relevant external practice with the realities in Europe. I am looking forward to exciting new tools and events that will come soon, as well as some Global Support activities.

The World Scout Educational Congress provided us with a lot of impressions and ideas for the area of Educational methods. The EM group is ensuring that the core business of Scouting is at the centre of our strategy and everyday work. We are looking forward to the Educational Methods Forum in 2015!

The Committee Contact System and direct cooperation with NSOs and NSAs is unique way of delivering RSP effectively and making sure we listen to the different needs and communicate openly. It provides true opportunity to learn, understand and cooperate. I am inspired on a daily basis by the great work being done all across Europe and enthusiastic to visit more of the Contact Countries and learn more about the needs of NSOs and NSAs.

I am very happy with the team spirit, mutual support and hard work within the Committee. We have changed slightly the Operational Framework, trying to make sure that RSP is delivered effectively and that all challenges faced by the NSOs are addressed promptly. We are living the values set in the RSP- flexibility, transparency, creativity, and responsiveness...

We are entering the second year of the implementation of the RSP, where a lot is expected to be done. I am proud and confident that with the cooperation of NSOs,

We will reach results set in Berlin!

*"Youth led' is a key component of the patrol system, so the question we ought to be asking is if we are applying the patrol system."*

*World Scout Education Congress, Hong Kong 2013*

*"Scouting is about making children the most awesome adults of the future."*

*Scouts at TEDxCopenhagen2013*

## Meetings and missions

Field visit Czech Republic, Litomyšl CZ  
Field visit Croatia, Zagreb HR  
The Academy 2013, Malle BE

ESC Meetings and Joint Committee Meetings, Geneva CH, Zagreb HR and Brussels BE  
WSEC Preparatory Meeting, Lisbon PT  
1<sup>st</sup> WSEC, Hong Kong HK

All Groups Meeting, Kandersteg CH  
EMCG Meeting, Barcelona ES

Member, European Scout Committee Liaison, Educational Methods Core Group  
Liaison, Youth Empowerment Priority Project Group

Austria, Belgium, Croatia, Cyprus, Czech Republic, Estonia, Slovakia, Sweden





# World Scout Bureau – European Regional Office

## A year of changes, yet a year of stability

### A new office in Brussels

Following a stay of 15 years under the tenancy provided by Scouts et Guides Pluralistes, it became obvious that the location in Porte de Hal was a little inconvenient. So we started to look for alternatives – ending up in a cooperative environment with many other NGOs at Mundo-J, much closer to the European Commission and the European Parliament. The building is still in the set up phase but we are looking forward to the synergies of working along with other organisations. We wish to thank SGP for their support and service over the years.

### New neighbours in Geneva

Following the establishment of the new office in Kuala Lumpur, the remaining staff in Geneva will move shortly to offices adjacent to our office in Geneva. We are looking forward to the synergies that will bring.

### Renewed drive for funding

With the successful implementation – current and on-going – of key projects:

- Safe from Harm (with the European Commission, Department of Justice)
- Unguvu 2 (with the Youth in Action Programme of the European Commission)
- E-learning (with the Youth in Action Programme)
- Scouting for All (with the European Youth Foundation of the Council of Europe)

we have started exploring Corporate Social Responsibility and the networking of Fundraisers.

### A new Regional Scout Plan (RSP) and a new European Scout Committee

Through the staff team, we ensure the continuity of activity and events offered by the Region. Likewise, most staff have a

direct role in supporting the implementation of the Regional Scout Plan working as key members of the Core Groups or Project Groups. At the same time, staff have been allocated a support function as an additional contact person for NSOs in the Region. They also will share some responsibilities as part of the global teams established.

And even those who are part of the back office give great service to ensure the stories are told, events are promoted, administration is completed, accounts are paid, reports are created, our relationships are developed, advice is given, Scouting is represented... the list is almost endless.

Despite all the new elements, the role of the staff is threefold:

- To act as the secretariat for matters relating to Europe including cross regional and world events
- To support the European Scout Committee in implementing the Regional Scout Plan
- To support the growth and developments of NSOs and NSA

That means that despite changes, there is a continuity of support across many matters. Spread through 2 offices and 3 remote locations, that is not always easy. However, we endeavour to fulfil our requirements –at all hours of the day and night as many of you have experienced.

I pay tribute to my staff for their commitment and service over the past year, for their flexibility and for their support in reaching our goals.



**David McKee**  
Regional Director  
World Scout Bureau – European Regional Office



# Finances

As readers are probably aware, the **finances of the European Scout Region** can be rather complex – we operate and report on two legal entities (one established under Swiss law in Geneva, another under Belgian law in Brussels), which enables us to approach the European Union for funding, something that is not possible from Switzerland.

We report also to the Fund for European Scouting (FES), which accounts for 60% of our income, a reduction from nearly 70% a few years ago.

And we operate in three different currencies: the US Dollar, the Swiss Franc and the Euro.

Our task is also to ensure that **budgets, costs and expenditures are carefully monitored**. This I do, as your Treasurer, through regular contact with the Office and through scrutiny of the consolidated accounts so that I can make recommendations to the European Scout Committee.

For the period under review, we have noted some inaccurate estimates in the budget caused by early preparation well in advance of the European Conference last year and have since amended allocations accordingly; and we have noted this for the preparation of the next budget.

We continue to **monitor the progress of applications for funding** made to European institutions and ensure that the reports meet all the obligations stipulated. This is becoming a large task – the processes are not lessened and we want to ensure that we continue to be considered a reliable and effective partner.

We are pleased with the progress made in the development of the **European Investment Fund (EIF)**, working in conjunction with the European Scout Foundation to ensure the ethical investment policy is implemented.

One area of scrutiny is in the **internal and external audits**. With the Office I have helped to provide the necessary documentation to enable a timely audit to be finalised before the calendar year end. Likewise, I am pleased to note the clean internal audit achieved by the Office, which received glowing comment from the chairperson of the World Audit Committee.

I have coordinated the **budget process for the next fiscal year**. We are moving to anticipate implementation of the World Triennial Plan as an integral part of achieving the Regional Scout Plan. Additionally, we are eagerly awaiting the implementation of the new accounting package to give greater flexibility in monitoring and controlling expenditure.

I have been involved in working to ensure more transparency concerning the **budgeting, implementation and reporting of Regional events**. Greater detail is available on the finances. We recognise the thrust of resolutions put to the Regional Conference in Berlin and have been looking at how we can impact on fairer event fees, taking into account also the cost of travel.

Our chief income resource – the **Fund for European Scouting (FES)** – produced the lowest return for more than ten years. By prudent expenditure, monitoring of all costs, controlling all areas of our operating expenses, we hope that we have continued to provide the services and support that associations require.

I pay tribute to the Office staff for ensuring timely reporting, payment of expenses and for the service they have provided to me as your Treasurer.

I look forward to a beneficial year for everyone in the coming twelve months.



**Marios Christou**  
Treasurer  
European Scout Region

# European Scout Foundation

During the period under review, which covers its 39th year of operation, the European Scout Foundation (ESF) not only has been able to ensure that the assets, which it holds in trust, are first of all "kept" and "developed" by quality investments, but also to provide support to the member organisations in a variety of different fields. The global economic climate continued to develop with a very low economic growth, and within the limited investment areas of the European Scout Foundation, it was possible to show reasonable results.

The most attractive project of ESF remains the **Friends of Scouting in Europe (FOSE)** scheme: some 500 Friends have so far joined in a common conviction that Scouting's growth is vital. Members of FOSE meet at an annual Gathering, where fellowship and good contact to the Eastern and Central European Scout movements are developed. The FOSE scheme is supported by a handful of so-called "Super Friends", who ensure that the number of Friends in their own countries is maintained and that additional new Friends are recruited. We are grateful for enthusiasm and engagement of these Super Friends who are part of the success story of FOSE.

The Foundation's **Small Projects Programme** has been extended both in geographical scope and in terms of

amounts available to applicants. It remains a useful possibility to fund small projects on local or regional level. Applications are always welcome.

As part of our services to NSOs and NSAs in the European Region, we have continued to develop our **website** ([europeanscoutfoundation.org/fose/](http://europeanscoutfoundation.org/fose/)) as our main communication tool. It is there where those who are in need of funds can and will "meet" those who are interested to help. Regular reporting of projects funded by the ESF illustrates the Foundation's goal.

In the summer of 2014 we are celebrating our **40<sup>th</sup> anniversary**. To mark this milestone, we have launched our Birthday Project! Our aim is to collect a thousand Swiss Francs for every year the ESF exists: the expected total of CHF 40 000 will be used to support the development of Scouting in Bulgaria.



**Jørgen G. Rasmussen**  
Chairman  
European Scout Foundation

# Partnerships

## With the World Association of Girl Guides and Girl Scouts (WAGGGS)

### Memorandum of Understanding (MoU)

The purpose of the work done together WAGGGS and WOSM are as agreed by the 14th European Guide and Scout Conference, to achieve more in line with outcomes for Members and young people in Europe than could be achieved working alone and in line with the respective strategies of each Partner.

Based on this a MoU was prepared and signed in June 2014 outlining the responsibilities of "The Partners", necessary for the achievement of agreed strategic objectives. The agreement also describes how "The Partners" will work together, and how they will deal with any problems arising during delivery of agreed work together.

The extent and scale of projects, events and common activities implemented together will depend on the availability of sufficient and suitable financial and human resources.

Both WAGGGS and WOSM are assumed to work together in line with the principles and values of the Guiding and Scouting Movements.

### Roverway

Following past events in Portugal, Italy, Iceland and Finland, it is France's turn to host Roverway in summer 2016.

Roverway continues to be part of the partnership between the World Association of Girl Guides and Girl Scouts (WAGGGS) and the World Organization of the Scout Movement (WOSM). Against this background of young adults in Europe today, WAGGGS and WOSM have defined aims and objectives to make Roverway a genuine learning event for participants. Roverway will incorporate the aims of the European Scout and Guide regions' guidelines.

Two Committee members, one from the European Scout Region and one from the WAGGGS Europe Region, with the support of the Offices, ensure with the Roverway hosts, the fulfillment of the aims and the objectives set.

### Leadership Training Fund (LTF)

The role of the LTF Team is to ensure effective stewardship and strategic use of the Leadership Training Fund on behalf of the Europe Committee of Europe Region WAGGGS and the European Scout Committee so that the fund is best used to achieve results for MOs, NSOs, and their associations in the field of leadership development.

For the appropriate use of the LTF, operation of the LTF team and to make sure that the purpose of the fund is clear to the NSOs/NSAs, Terms of Reference were established in partnership with WAGGGS.

### Seminars/Events

Joint events are continuing; providing to MOs & NSOs with the opportunities to share experiences and learn from each other and at the same time using resources wisely.

## With the Kandersteg International Scout Centre (KISC)

The European Scout Region values and appreciates the undoubted contribution KISC makes in the diversity of the life of the Region. The Centre innovates through its service culture, explores the management and motivation of volunteers and provides a European "high adventure" alternative with the background of fully utilising the Scout Method – with participation from all around the world.

The Region is currently working with KISC on ways to continue exploring these important concepts, not just on a European level, but to try find a common development to benefit World Scouting.

### With the Big 6

The world's largest youth movements have joined forces to work together – focused on the positive development of young people.

The 'Big 6' consists of the five largest youth movements in the world (YMCA, YWCA, WOSM, WAGGGS, IFRC) and the Duke of Edinburgh's International Award.

During this triennium WOSM is attempting an approach with these organisations to identify ways of cooperation.

The Steering Group had an initial meeting in March 2014 with the President and with the Secretary General of YMCA Europe discussing about membership and about the strategy of an organisation, which should take into account how many members they "reach out" to. Furthermore, they discussed matters of mutual interest and concluded the meeting by renewing their rendez-vous for the near future.

This having been the first meeting between the two associations at European level, agreement was reached that a possible seminar on Youth Empowerment would be proposed to the Big 6 as a funding proposal hosted by WOSM and YMCA Europe.

It was hoped that these initial contacts with YMCA would also contribute to closer cooperation with other partners of the Big 6 in Europe. The External Relations & Funding Core Group would be asked to include this dimension in their consideration.

Finally, the External Relations Team approached YMCA during the COMEM of the European Youth Forum (YFJ) where concrete proposals were set to reach out and to encourage cooperation of the organisations on a European level.

Operationally, we maintain contact with the Duke of Edinburgh's International Award with joint promotion in various countries around the Region.

# The European Scout Region on the Internet and in Social Media

In an effort to better and more rapidly reach out to all those within National Scout Organisations and National Scout Associations who are likely to need regular information about what is going on in the European Scout Region, a number of websites are maintained and complemented by our presence in different social media channels.

The following table lists the European Region's main current sites and channels in the web.

Main websites	Brief description
<a href="http://scout.org/europe">scout.org/europe</a>	The European Region section within the official website of the World Organization of the Scout Movement. It is here where information about Global Support, funding opportunities, the library etc. can be found.
<a href="http://euroscoutinfo.com">euroscoutinfo.com</a>	The blog of the European Scout Region, with an emphasis on work done in relation to objectives set in the Regional Scout Plan and on activities carried out by NSOs and NSAs in the European Region.
<a href="http://europak-online.net">europak-online.net</a>	The joint communications platform of the European Region of WOSM and the Europe Region of WAGGGS, carrying all relevant information about events and activities organised by and in the two regions.
Special websites	Brief description
<a href="http://rovernet.eu">rovernet.eu</a>	A platform for the older sections and young Leaders. Some information, tools, and resources, may be relevant to Ventures, Rovers and their Leaders.
<a href="http://safefromharm.eu">safefromharm.eu</a>	The website of the European Region's Safe from Harm project.
<a href="http://scoutinglinks.net">scoutinglinks.net</a>	ScoutingLinks - where training meets technology. The European Scout Region's new e-Learning platform.
Main Social Media Channels	Brief description
<a href="https://facebook.com/euroscoutinfo">facebook.com/euroscoutinfo</a>	The main Facebook page of the European Scout Region.
<a href="https://twitter.com/euroscoutinfo">twitter.com/euroscoutinfo</a>	The European Scout Region's Twitter channel.
<a href="https://flickr.com/photos/euroscoutinfo">flickr.com/photos/euroscoutinfo</a>	Images and photo albums of the European Scout Region.
Special Social Media Channels	Brief description
<a href="https://www.facebook.com/safefromharmineurope">www.facebook.com/safefromharmineurope</a>	Facebook page of the European Scout Region's Safe from Harm project.
<a href="https://www.facebook.com/rovernet.eu">www.facebook.com/rovernet.eu</a>	Facebook page of RoverNet.
<a href="https://www.facebook.com/scoutandguideacademy">www.facebook.com/scoutandguideacademy</a>	Facebook page of the annual Academy, the main training and networking event of the European Region of WOSM and the Europe Region of WAGGGS.
<a href="https://www.facebook.com/trainingCNM">www.facebook.com/trainingCNM</a>	Facebook page of the European Region's Training Commissioners Network, which addresses issues of common interest for National Commissioners (and teams) supporting training and adult resources.



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Creating a Better World

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European Regional Office  
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World Scout Bureau – European Regional Office  
P.O. Box 327, Rue Henri-Christine 5  
CH-1211 Geneva 4  
Switzerland

Tel: +41 22 705 11 00  
Fax: +41 22 705 11 09

[europe@scout.org](mailto:europe@scout.org)  
[scout.org/europe](http://scout.org/europe)  
[euroscoutinfo.com](http://euroscoutinfo.com)

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