



## 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)  
Chip – Veerle Haverhals  
Hulda Guðmundsdóttir  
Milena Pecarski  
Kevin Camilleri  
Marios Christou (Treasurer)  
David McKee (Secretary)

#### Steering Group

Andrea Demarmels, Chairperson,  
Christos Hatzidiamandis, Vice Chairperson  
David McKee, Regional Director

#### European Scout Office

- Eleven staff members (10.2 FTE) in two offices (Geneva, Brussels), including one working from Veles, FYROM

David McKee (Regional Director)  
Radu Stinghe (Deputy Regional Director/  
Director of Educational Methods)  
Annemarie Khetib (Director of Finances and Administration)  
Rose Marie Henny (Director of Diversity and Inclusion)  
Letizia Gambini (Director of External Relations and Funding)  
Jordan Bajraktarov (Director of Organisational Development)  
Marguerite Potard (Unit Manager Funding and Project Support)  
José Figueira (Unit Manager, Adult Resources)  
Rupert Schildböck (Executive Assistant)  
Anne-Christine Vogelsang (Regional Assistant)  
Manuela Capraro (Project Coordinator)

### 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 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)  
Claire McAroe  
Khalil Raihani  
Joana Teixeira  
Emilie van den Broeck  
Christos Hatzidiamandis (ESC)  
Chip Haverhals (ESC)  
Rose Marie Henny (principal staff)  
Jordan Bajraktarov (staff)  
Marguerite Potard (staff)

#### Youth Empowerment Priority Project Group

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

#### Core Services

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

#### Educational Methods Core Group

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

#### Organisational Development Core Group

Matthias Gerth (Coord)  
Maeliosa DeBuitlear  
Jo Deman  
Frederik Fredslund-Andersen  
Erik Adell Hellström  
Stephen Peck  
Andrea Demarmels (ESC)  
Kevin Camilleri (ESC)  
Jordan Bajraktarov (principal staff)  
Rose Marie Henny (staff)

#### External Relations and Funding Core Group

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

### Committee Contact System

Maintaining 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](#))