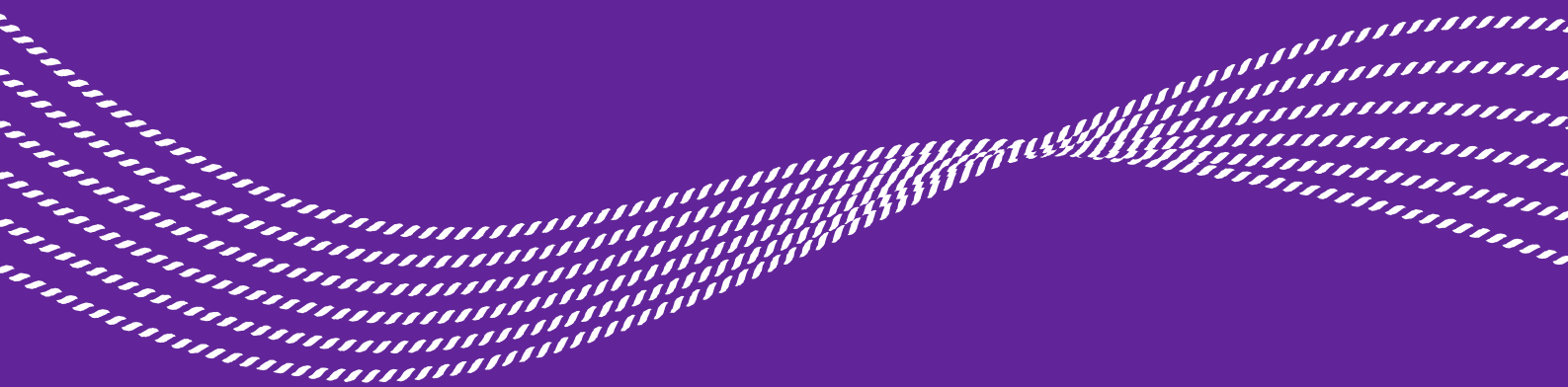




# European Scout Committee

## Annual Report 2016-2017



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One of many pictures through which the European Scout Region has “told the story” last year: Rovers preparing their lunch during Roverway 2016, which brought together more than 5000 young people from all over Europe in France in July 2016.

## Chairperson's Welcome

Dear friends in Scouting,

Welcome! It has been more than a year since the conference in Norway and it is time for us to give you an update on the first year of operations in this triennium.

Our **Areas of Operation** are now in full swing, working on achieving the goals we set in the Regional Scout Plan. In line with our decision to be more strategic and less operational, we have had some very interesting debates with our coordinators and our work on this area is ongoing.

This year also brought with it a number of significant changes. In the **European Scout Foundation**, Jørgen Rasmussen retired from the post of Chairman and Henrik Söderman has taken up this post. This change provided the Foundation and the Committee the opportunity to review processes and ways of working together, while building on the values of the work done by Jorgen.

With the appointment of Thankmar Wagner as the **Region's Treasurer**, we are also in the process of setting up a Finance Support Group with the ultimate aim of managing our finances and investments better, also in collaboration with the European Scout Foundation.

We have also looked at ways in which we can operate in a more efficient manner from **our offices in Geneva**, and we decided to move from our present space to join with our colleagues in the Global Support Centre, Geneva in space adjacent to our current offices. This will provide cost and operational efficiencies for both, a better office environment for our staff, and a more sensible risk profile on the lease arrangement.

After several years of a less than ideal **relationship with KISC**, we have a clear understanding on the way forward and there are a number of areas of collaboration on which we are

working. Work is also being done to see how KISC can contribute to the achievement of the Regional Scout Plan as one of our strategic partners.

Our good relationship with **WAGGGS** Europe Region continues, and we looking at the way we would like to proceed with this relationship once the present MOU comes to an end in 2019. This discussion, and the wider consultation with MOs and NSOs, will also take into consideration the changes that both organisations are going through.

Organisational changes also need to be seen in the light of the **changes in the society** that we live and operate in. This is a rather challenging time with the threat and fact of terrorism in Europe, plight of migrants and refugees, political extremism, and socio-economic factors that are changing the social landscape – and therefore also providing us with opportunities to use Scouting as a force for good and stability. These elements are an added dimension for our four active Areas of Operation: Education for All, Strengthening our Organisation, Spreading our Message, and Continuous Improvement.

Every journey has its ups and downs, and this year has been no different. Despite all this, I am confident that we have a very strong team; with a truly dedicated committee, dependable coordinators, enthusiastic volunteers and very supportive staff.

With your continued support, I look forward to the next leg of our journey.

With kind regards,



**Kevin Camilleri**  
Chairperson  
European Scout Committee

The Members of European Scout Committee and the Coordinators of the Region's Areas of Operation had a joint meeting in Venice in June 2017.



# Implementing the Regional Scout Plan 2016-2019

Following the adoption by the 22<sup>nd</sup> European Scout Conference in June 2016 and the European Region published the detailed Regional Scout Plan 2016-2019.

Five Areas of Operation were constituted before the end of the year, each led by an appointed volunteer Coordinator. Some fifty regional volunteers were recruited following an open call launched during the summer already and appointed to help the Committee achieve the goals set in the different areas.

Liaising Committee members and supporting staff from the Europe Support Centres complete each group of volunteers.

At the beginning of the new year, each group established its own Terms of Reference and work plan for the triennium, including fixing key performance indicators for each planned action under the different objectives of the Regional Scout Plan.

Monthly online exchanges between Coordinators and Committee members help to check whether all groups are on track, to share highlights of accomplished work and to try to overcome identified challenges.

The "Supporting our Finances" Area of operation is currently in the process of being set up following the appointment of the new Treasurer earlier in the year.



## Education for All

The four teams comprising "Education for All" Area of Operation are now fully operational. After their recruitment, the volunteers started to work hard first to design objectives and then to start implementing the identified actions. A great deal of attention was devoted to follow the indications coming from the European Scout Conference and transforming them into concrete actions. In this first year, the focus of all the teams has been mainly to analyse the needs expressed by NSOs with the view of creating models or events in the next two years to properly address them. Other than at the All Groups Meeting in January 2017 the entire Area of Operation had the opportunity to meet in June 2017: that was an important moment to align the work of all the teams and make sure to proceed coherently avoiding overlap as. Of course, the work has been strongly supported by the appointed Team Leaders and by the staff allocated to each Team.

### Diversity and Inclusion

The work load of this team is quite heavy in terms of delivery expected but it is also supported by the fact that the European Scout Region managed to secure external funding for several projects in this area. This implies sometime some restrictions due to the specific rules of donors but at the same time offers an increased availability of resources to organise activities and create actions which were thus able to be delivered in the first year of the triennium. This is a best practice that we hope to

repeat in the future because it offers concrete and direct support to NSOs.

### Youth Programme

Even if the topic is an "evergreen classic" in Scouting the team has been looking on how to address emerging trends or needs creating useful and innovative methodologies. The work is set for the creation of supporting resources in "not fully explored" fields such as youth empowerment in younger age sections and the concept of service from an educational point of view. At the same time support is going to be provided on reinforcing existing networks which are still seen as important assets for the Region.

### Skills for Life

Under the responsibilities of this team has been allocated a wide range of topics addressing different targets and needs. This is why the team took the first year to analyse deeply how better address them recognising the complexity of such topics. While consolidating longstanding key elements such a skills recognition and adult volunteer support, new focuses will be in the spotlight: how to include digital innovation in programme and training and how to support the implementation of World Policies within the Region.

### Social Impact

A new area of intervention for the Region that in this first year has been explored deeply by the team, always paying attention to the work delivered at the world level. Many actions are now ready to be delivered focusing on building a common understanding on the concept of social impact not just from a quantitative but also from a qualitative point of view.



## Strengthening Our Organisation

In this period of reporting, the Area of Operation was working successfully on the implementation of the Regional Scout Plan. As it was the first year of the current triennium, the focus was on the establishment of stable work streams and on the integration of the team members. We had one team member leaving, but recruited Eirik Ulltang Birkeland from Norway as a new team member to our Tailored Support team quite quickly. With respect to the objectives of the Regional Scout Plan, there was the following progress:

### Continuously improve the quality of Tailored Support provided to NSOs and NSAs

The current Tailored Support concept is revised based on the experience of the past years. Based on this revision, it is our plan to better track the impact our Tailored Support has to NSOs and NSAs in the long run. An online tracking tool, developed by the World Scout Bureau, will help us to do that. Our plan is further to introduce an evaluation system that measures the results of our work. The evaluation shall be analysed once a year and measures shall be implemented according to the results. A final element in this area is the introduction of a training (online-based or similar) for consultants that are running Tailored Support

engagements. This should help us to not only increase the quality of our support but also to make sure that consultants themselves get an experience of personal development out of their volunteer work. The establishment of some kind of coaching or support centre for consultants is under discussion.

#### **Make NSOs and NSAs aware of the benefits of Tailored Support for their organisations**

The development of an awareness raising campaign has started. Through this, we want to make NSOs and NSAs aware that Tailored Support is one of the most important tools for support of the region. The campaign shall include concrete success stories from Tailored Support engagements but shall also explain very practically how Tailored Support works. We also want to use as many regional volunteers as possible as ambassadors for Tailored Support, therefore we are making sure that they are completely briefed and aware of how Tailored Support works and what successes it can bring to NSOs and NSAs.

#### **Provide resources for NSOs and NSAs to support them in their organisational development efforts and their strategic management**

Together with the World Scout Bureau, our Tailored Support team and our GSAT team have been very committed to establish an online tool for the management of Tailored Support (including GSAT and the consultants network). This tool will also be available to NSOs/NSAs to track their own involvement with GSAT and Tailored support and to see the expertise that is available to them. It will be officially launched at the World Scout Conference in Baku. Furthermore, we have made very good progress on the development of a detailed modular induction training for members of National Boards. The training has been used twice already in FYRO Macedonia and Lithuania in 2016. And it will also be partly used to be tested at the 2017 Academy. The plan is to officially launch it with an information campaign at the end of 2017 or the beginning of 2018. We are also evaluating options for online training for some of the modules. Last not least, supporting resources and documents are currently evaluated to be put into an online library that will be openly available to all NSOs/NSAs. The documents and the induction training will both cover all the elements of the Regional Organisational Development Model that was revised and renewed in 2016.

#### **Support NSOs and NSAs to sustainably increase membership by developing a sustainable, long term Growth Strategy**

A mapping exercise of the existence of strategic approaches towards growth in NSOs and NSAs has started, however, more information has to be collected and evaluated. The results will be used to develop support solutions that fit the needs of NSOs and NSAs. Furthermore, growth strategy has been suggested by the Tailored Support team as one of the workshops at the 2017 Academy in Hungary.

#### **Ensure NSOs and NSAs and the Region have a clear understanding of their organisational capacities**

The GSAT team continues to run assessments (GSAT) in Europe, however, there were not many requests so far in the triennium for WOSM or third party assessment. However, the self-assessment

tool, introduced at the European Scout Conference in Norway in 2016, seems to gain considerable attention in NSOs and NSAs throughout Europe. Therefore, our team is currently working hard on the planning of the Self-Assessment Training for NSO/NSAs that will take place in September in Ohrid, FYRO Macedonia, from 29 September to 1 October 2017. The Self-Assessment Training is also supported by the World Scout Bureau, Global level.

#### **Use GSAT as a starting point to improve organisational development**

We have conducted a first in-depth analysis of the GSAT results in Europe that have been produced between 2015 and 2016. Conclusions still have to be drawn, but it seems clear the GSAT has become a strong tool to start strategic development processes and/or to renew them in NSOs and NSAs. The conclusions will help us to increase the quality of our GSAT follow up procedure to make sure that GSAT is really understood and used as a starting point for quality improvement and not just as a nice evaluation tool.



### **Spreading Our Message**

The "Spreading our Message" Area of Operation is currently composed of three teams on Communications, External Relations and Funding, and External Representation. A Fourth group on Partnerships is in the process of being established.

#### **Communications**

The communication team is supporting both the communication of the region and those of the NSOs to strengthen the image of Scouting. They are currently assessing and developing a new communication system for our region, focusing on social media and a more effective communication between the region and our NSOs.

Supporting our NSOs can be done via different channels and ways. Besides the planned webinars, the team contributed to the organisation of the Young Spokesperson Training in Iceland, which gathered around 60 participants. This event aimed to train young people from 18 to 25 to be a spokesperson for their organisations and to be able to reach out successfully to media, traditional and social. Some sessions on communication are also going to be proposed during the Academy.

#### **External Relations and Funding**

The team is reflecting on how best to support the funding of NSOs, in particular looking at strengthening their access to European funding opportunities. A newsletter on funding opportunities will be made available to the informal network of fundraisers.

The team supported the organisation of the Youth Policy Symposium which gathered all Scouts active in their National Youth Council more particularly focusing on European Youth Policies. The symposium allowed the participants to exchange on important policy processes and the realities they face in their role.

Sessions at the Academy will be proposed both on the external relations area and on funding. The team is also preparing the Network Meeting for External Representatives which is organised in partnership with WAGGGS and will take place 7-12

November 2017 in Malta and is supported by an Erasmus+ grant.

### The External Representatives

The External Representatives (Ex-Reps) have been voicing Scouting's interest in various processes: the mid-term evaluation of the Erasmus + programme, the development of a new European programme on volunteering- the European Solidarity Corps- and the review of the competences framework.

This work has been done thanks to successful engagements in European Platforms:

Natascha Skjaldaard has been elected to the Advisory Council on Youth of the Council of Europe, therefore replacing Paddy Hennelly in this mandate. Ville Majamaa has been elected to the board of the European Youth Forum last November; The European Region is also now a full member of the Life Long Learning platform; a platform which will support our advocacy work toward a better recognition of the Non-Formal Education providers. Three visibility and networking events have been organised in Brussels to showcase Scouting's engagement and expertise on the area of diversity and inclusion and our actions towards welcoming refugees.

Recently, a partnership was built with the Estonian Scouts to ensure a strong Scout presence in a European Volunteering Conference organised in the frame of the Estonian presidency; We hope this successful experience will pave the way for future similar collaborations.

The Spreading our Message Area of Operation is under the committee responsibility of Chip Veerle Haverhals and Lars Kramm, and coordinated by Djuna Bernard.

The different teams are led by a team leader, who is managing the team and ensuring that relevant actions in Regional Scout Plan are implemented.



## Continuous Improvement

### Working Methods Team

*By 2019, an effective Regional Scout Plan 2019 – 2021 will be in place, following rich contributions from the entire Region.*

Successes so far include;

- Gathered documents relating to previous processes of developing RSPs
- Shortlisted three potential digital tools to be used for involving NSOs in drafting the next

## The "Time to be Welcome" Project

### Launching of the collaborative project "Time to be Welcome" on the International Refugees Day in Brussels on 20 June 2017.

This event was organised by the European Scout Region in partnership with the European Youth Forum and the European Union and the Council of Europe partnership on youth affairs.

It aimed at showcasing to European stakeholders and Institutions the role played by Youth Organisations in welcoming refugees in Europe. With around 50 participants in the room and the intervention of Brando Benifei MEP, this event offered a good space of visibility for the collaborative project "Time to be Welcome", a project funded by the EU programme Erasmus+ and WOSM's Messengers of Peace Initiative.

Andreas Tzekas, from the Scouts of Greece and External Representative of WOSM Europe, together with Steve Parry, from the project partner British Red Cross, presented the various actions foreseen by this project.

More information about this project is available here: [www.scout.org/node/355691](http://www.scout.org/node/355691)

RSP

- Creating a short and simple questionnaire which will go to NSO/NSA's to help understand issues around the process of the 2016-2019 RSP

Next Steps

- Send out e-mail to NSOs asking to complete the questionnaire and ask for feedback on prior processes for the RSP 2016-2019
- Evaluate the three potential tools and make an informed decision
- Finalise timeline for the process
- Execute the process

*By 2019, there will be an accepted governance model for the Region, recognising the political responsibilities of the Committee but accepting the devolving of practical responsibilities to the NSOs through their participations in the working groups of the Region.*

Successes so far include;

- Gathering information from Regional bodies and committee members is proving beneficial. This information has been brought together and is being analysed.
- Volunteers happy that things are on track

Next Steps

- Get final inputs from Committee members to complete collection document.
- Collect additional data from past committee members and also supporting staff.
- Continue work as planned

### Volunteer Management Team

*By 2019, the regional volunteers will be happy and effective in delivering the Regional Scout Plan*

Successes so far include;

- Currently focusing on volunteer satisfaction survey as part of the performance management objective
- Providing support on request within regional structures
- Developing of concepts for future possible trainings

Next Steps

- Investigate possibility link with MOVIS event and utilising the event outcomes
- Continue work as planned



Time to be  
**WELCOME**

# Our Ways of Working

## European Scout Conference

The General Assembly of 40 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)

Kevin Camilleri (Chairperson)  
 Julijana Daskalov  
 Chip – Veerle Haverhals  
 Hulda Guðmundsdóttir (Vice Chairperson from June 2017)  
 Lars Kramm (Vice Chairperson up to June 2017)  
 Nicolò Pranzini  
 Marios Christou (Treasurer up to January 2017)  
 Thankmar Wagner (Treasurer from January 2017)  
 David McKee (Secretary)

### European Scout Office

- twelve staff members in two offices (Geneva, Brussels), including one working from an out-office (Veles)

David McKee (Regional Director)  
 Radu Stinghe (Deputy Regional Director)  
 Sonia Abbondio (Intern, External Relations and Funding)  
 Veronica Arduino (Project Officer, Administration and Support)  
 Jordan Bajraktarov (Director Organisational Development)  
 Ibrahim Dervishaj (Administrative Assistant)  
 Samia Fitouri (Project Officer, Communications)  
 Rose-Marie Henny (Director of Diversity & Inclusion)  
 Hunor Péter (Project Officer, Funding)  
 Marguerite Potard (Director of External Relations and Funding)  
 Raúl Molina (Project Officer, Educational Methods)  
 Rupert Schilböck (Executive Assistant)  
 Anne-Christine Vogelsang (Manager of Administration and Finance)

## Regional Scout Plan 2016-2019

Strategic objectives, actions and performance indicators (for details, please refer to [Regional Circular 26/2016](#))

## Areas of Operation

- One volunteer Coordinator
- A number of Working Teams with a minimum of two volunteer members and led by volunteer Team Leaders
- One liaising Committee member
- Up to two supporting staff members
- Additional ad hoc volunteer project consultants, as and when appropriate

<b>Education for All</b> Elena Cabezas Alcalá (C)	<b>Strengthening our Organisation</b> Matthias Gerth (C)	<b>Spreading our Message</b> Djuna Bernard (C)	<b>Continuous Improvement</b> Máire Fitzgerald (C)	<b>Supporting our Finances</b> Thankmar Wagner
<b>Diversity &amp; Inclusion</b> Filip de Bock (Leader) Lana Husagič Claude Frantzen Joana Teixeira  <b>Skills for Life</b> Ida Mikkelsen (Leader) Alexandra Diana Slabu Justina Baliunaite Gary Gaughan  <b>Youth Programme</b> Adrian Şuhanea (Leader) Lea Tolstrup Jensen Stefano Casalini Jérôme Walmag  <b>Social Impact</b> Jay Thompson (Leader) Tomàs Genis Galofré Angela Nikolikj	<b>Tailored Support, GSAT and Growth</b> Linda Broer (Joint Leader) Jo Deman (Joint Leader) Eirik Ulltang Birkeland (from June 2017) Alexandra Ruivo Cordeiro Andrea Demarmels Fred Fredslund-Andersen Kristin Frilund Goran Gorgjev Roman Heimhuber (to May 2017) Erik Adell Hellström Martin Křivánek Linda Wallberg Paul Wilkinson Pieter Willems	<b>Communications</b> Petr "Permi" Vanek (Leader) Martin Diethelm Agnieszka Situszek <i>one member tbc</i>  <b>External Relations, Funding and Partnerships</b> Elena Sinkevičiūtė (Leader) Joaquim Castros de Freitas Laura Neijenhuis  <b>External Representatives</b> Paddy Hennelly (Leader) Márcio Barcelos Ville Majamaa Louis Marbach Nandesh Patel Sofia Savonen Natascha Skjaldgaard Pavel Trantina Andreas Tzekas	<b>Working Methods</b> Michael Rollinson (Leader) Marian Panait Alice Bergholtz Dor Posner  <b>Volunteer Management</b> Adrian Farrugia (Leader) Maya Hänninen <i>one member tbc</i>	<b>Funding Support Group</b> <i>Three team members tbc</i>

## 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 Circular 19/2016](#))

## Follow-up on Resolutions

In response to the resolutions adopted at the European Scout Conference 2016 in Norway, several actions have been undertaken or initiated since that event.

### **Amendment to the European Regional Constitution, Article II on Transparency (22ESC/4)**

The European Scout Committee is constantly evaluating how we can increase transparency in all things we are doing. The committee will look again at the general topic to come up with further initiatives for transparency improvements. The new treasurer is working on incorporating best practices into the transparency of our financial operations.

### **Amendment to the European Regional Constitution, Article IV on Conflict of Interest (22ESC/5)**

A conflict of interest register has been established for committee members and key regional volunteers that members and volunteers may declare, at any time, issues and interests they may have institutionally and personally that impact on their contribution to decision making or influence by the Committee.

### **Amendment to the European Regional Constitution, Article IC on Organisation of the Committee (22ESC/6)**

The European Scout Committee adopted its Standing Orders and its own rules of procedure and other operating processes. These are now online in the Europe section of scout.org – at <https://www.scout.org/node/90/about/100>

### **Regional Scout Plan 2016-2019 (22ESC/7)**

The Regional Scout Plan, as amended, was used to develop the operational Regional Scout Plan, which was distributed in October 2016 in line with the deadline suggested. A corresponding action plan has been circulated and regular reporting on progress made follows each European Scout Committee meeting.

### **Future Approach (22ESC/8)**

The European Scout Committee created the new Area of Operations of Continuous Improvement. The Area of Operation is working closely on the implementation of this resolution. Research is being undertaken pending recommendations to the Committee and ultimately to the next Conference.

### **Finance and transparency (22ESC/9)**

The new treasurer and the new Finance Support Group will support the committee with the implementation of this resolution ensuring there is more transparency and simplicity in how our finances are reported. This is already taking place in the regular reporting to the committee itself.

### **Towards a more empowered European Region (22ESC/10)**

The European Scout Committee created the new Area of Operations of Continuous Improvement. The Area of Operation is working closely on the implementation of this resolution. Research is ongoing pending recommendations to the Committee and reporting in advance of the next Conference.



The traditional "Family Photo" taken during the 15<sup>th</sup> European Guide and Scout Conference and the concurrent 22<sup>nd</sup> European Scout Conference in Melsomvik in June 2016.



## Kevin Camilleri

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The first months of the triennium focused on bringing the team together, agreeing on ways of working and then building the larger team of volunteers that would take us on our journey towards the next European Scout Conference in 2019. The highlight of this work was the very successful All Groups Meeting I which took place at KISC in Switzerland. The “Welcome Home” sign we found waiting for us in the committee’s meeting room also signalled the fresh start of another journey that was soon to begin.

The four Areas of Operation and the substantial number of teams within them took time to set up and get going, and this gave us the opportunity for us – and now the Continuous Improvement Teams to think about how we can improve our volunteer recruitment process. Improving our communication is also an important point we are looking at, in conjunction with the new strategy published at world level, and we are keen to continue to progress on this front. GSAT and Tailored support have continued to be one of the key means of supporting our NSOs, and with new tools coming online shortly, we look forward to making the process even more efficient. The Education for All area of operation – what we consider to be our core business – is also making progress on a number of fronts, including amongst others a focus on Spirituality.

In these past months, we have given some thought to our finances, our financial stability and the possible threats and opportunities that could lie ahead. Many changes that have taken place in the Region, including the setup of a Finance Support Group under the leadership of our Treasurer, are a result of this thinking.

A new aspect to me was the work at the World level as a member of the World Scout Committee. Apart from the insight into the work taking place, I had the opportunity to meet and discuss with our new Secretary General, using the opportunity to share some of the more intricate details of how the European region machine works, and how we can collaborate and support each other better.

With our teams and structures in place, work has shifted into high gear. The ability to maintain our rhythm will determine the outcome of our efforts to achieve our goals for the triennium. Conscious of the ever-changing landscape around us, I believe that the Region we will hand back in summer 2019 will be a bit different from the one

we took over in summer 2016. I think that the next twelve months will be interesting.

### Missions Undertaken

- European Scout Conference, Norway
- Committee Handover Meeting (incoming and outgoing Steering Groups), Malta
- Roverway, France
- Committee Induction Meeting, Geneva, Switzerland
- WSC Meeting, Addis Ababa, Ethiopia
- Steering Group & Joint Steering Group Meeting, Brussels
- Meeting with IC, The Scout Association, United Kingdom, Malta
- Meeting with ESF Chair, Malta
- Interamerican Scout Conference, Houston TX, United States of America
- Academy, Larnaca, Cyprus
- ESC Meeting, Amersfoort, Netherlands
- All Groups Meeting, KISC, Switzerland
- Steering Group Meeting, Brussels, Belgium
- Scout & Guide IO Network Meeting, London, United Kingdom
- ESC Meeting, London, United Kingdom
- IC Network Meeting, London, United Kingdom
- WSC Meeting, Kuala Lumpur, Malaysia,
- Visit to Polish NSO on the occasion of the Polish National Day in Warsaw, Poland
- Steering Group Meeting in Gdansk, Poland
- Staff Meeting, WAGGGS Meeting, and KISC Meeting, Switzerland
- Visit to Spanish NSO, Madrid, Spain
- ESC Meeting, Venice, Italy
- 15th World Scout Moot, Iceland

### Duties and Responsibilities

- Chairperson, European Scout Committee
- Member, Steering Group
- Member, World Scout Committee
- Liaison, Europe Region WAGGGS
- Supporting Committee Members in their role as liaisons for the different Areas of Operation
- Liaison, Scout and Guide IO Network

### Contact Countries

Romania, Serbia (with Kosovo), Spain, United Kingdom

## Lars Kramm

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The election to the European Scout Committee and the nomination as vice chair has been a great honour and responsibility. In this new role, I have encountered new challenges and opportunities in my voluntary work. Working in a new team has always its difficulties and everybody is aware that as a committee we did not have the smoothest start.

For most of the period under consideration, my role as a member of the Steering Group has been to ensure continuity of approach as the new committee takes responsibility under the new operational framework. This means maintaining an overview of continuing regional events, oversight of the developing teams and finalisation of the recruitment processes which, as you will be aware, encountered significant difficulties.

One key task was to coordinate the production of the elaborated Regional Scout Plan with the creation of the Outcomes anticipated to guide the creation of the KPIs by the Teams and Areas of Operation. I wanted to ensure that the region embraces best practise and adopts new ways of forward planning.

Successes can be small and one continuing success I want to highlight has been the regular Skype meetings with coordinators and between members of the Committee. These have increased in occurrence and are becoming more focused and output orientated.

Being a member of the Steering Group has also meant supporting the chair and his WAGGGS colleague to ensure that the MOU is being implemented and contributing to some joint background work with the WAGGGS regional vice chair.

When I took on the direct responsibility and joined the board of the European Scout Foundation (ESF), the foundation was already on a pathway to change. The long planned change of the leadership of the Foundation happened on my first formal meeting and a joint process started between the ESF and the European Scout Committee started about the strategic direction, enhancement and development of the ESF. This process is still ongoing but good progress and important milestones could already achieve in the last months. This was an important role and enables us to build on the existing good relations.

After a year, I took the decision to step down from my role as vice chair to refocus my work. I hope the new steering group will be able to build a strong team based on trust and collaboration to

lead the committee towards a joint vision with a common understanding. For the near future, I hope the committee will identify our common definition of strategic and operational work, enable the coordinators to work effectively based on an agreed area of responsibilities, lay out our strategic path for the next two years and beyond and work on a sustainable proposal for the long-term future of our regional structure and framework.

### Missions undertaken

- European Scout Committee (ESC) Meeting, Jambville, France
- Steering Group Hand-over Meeting, Malta
- Roverway, Jambville, France
- ESC Meeting, Geneva, Switzerland
- Coordinating Group Meeting, Brussels, Belgium
- Steering Group Meeting, Brussels, Belgium
- 28th Arab Scout Conference, Muscat, Oman
- Joint Committee Meeting, Amersfoort, The Netherlands
- ESC Meeting, Amersfoort, The Netherlands
- All Groups Meeting, Kandersteg, Switzerland
- European Scout Foundation (ESF) Board Meeting, Geneva, Switzerland
- Coordinating Group Meeting, Brussels, Belgium
- Steering Group Meeting, Brussels, Belgium
- Joint Committee Meeting, London, United Kingdom
- ESC Meeting, London, United Kingdom
- IC Network Meeting, London, United Kingdom
- FOSE reception, London, United Kingdom
- Committee Contact visit to Israel, Israel
- Steering Group Meeting, Gdansk, Poland
- ESC Meeting, Venice, Italy
- ESF Board Meeting, Venice, Italy

### Duties and Responsibilities

- Vice-Chairperson, European Scout Committee (until June2017)
- Member, Steering Group (until June2017)
- Member, WOSM-WAGGGS Coordination Group (until June2017)
- Member, European Scout Committee (from June2017)
- Liaison, Funding Support Group
- Member, Board of the European Scout Foundation

### Contact Countries

France, Israel, Norway, Turkey

## Julijana Daskalov



Being a member of the committee is a great honour, even greater challenge and means a lot of work in the implementation of the regional plan and active involvement in the development of the entire Region. Thus, the first year has been extremely busy for me, but exciting and interesting in so many ways. I am impressed with the ambition, dedication and enthusiasm all my Committee fellows, our volunteers and our staff, both in Geneva and Brussels, who are working with full heart to provide best possible outreach and implementation of the Regional Scout Plan.

The past year brings more challenges than I anticipated, ups and downs in rapid extent which brings me back to our founder's words "We never fail when we try to do our duty, we always fail when we neglect to do it". There is no time to learn slowly when you are surrounded by highly motivated Scouts and I am happy to have had the opportunity to be part of all developments at the Regional as well as on World level, through my active involvement in the developing of the WOSM Triennial Plan 2017-2020 and taking part of the 2<sup>nd</sup> Educational Congress held in Kandersteg in the Spring of 2017.

After the Conference in Norway we have been working on developing a new approach of working at the regional level, giving more space, tasks and responsibilities to our volunteers and keeping the Committee active, but more focused on policy development and providing support to NSOs/NSAs and teams of volunteers. I am the Committee Liaison for the Strengthening our Organisation area of operation. The Coordinator and two Team leaders are making good progress towards achieving the objectives set forth in the Regional Scout Plan, all together with super experienced and active volunteers. The first big event that we will provide to our NSO/NSAs will be held in the end of September where the Strengthening our Organisations team will work with national representatives on how to implement self-assessment training in their Scout organisation.

One of my tasks was to get in touch with the contact countries assigned to me, to introduce myself, understand what work had already taken place with my predecessor and also understand what I could do to support, so far actively involved in the work of Bosnia and Herzegovina and Latvia. During the MoP event in Budapest I was happy to meet with world representatives and volunteers who are responsible for Messengers of Peace and had the chance to talk with many Scouts attending the event.

The year under review has been very much focused on polishing KPIs in the Regional Scout Plan, adjusting responsibilities and tasks, adapting within the challenging team of Committee members.

Having an opportunity to being part of organising teams and/or attend various events provides me with opportunity to exchange know-how with many Scouts, and I am looking forward to the next super active period of the European Scout Region.

### Missions undertaken

- ESC meeting held after elections, Melsomvik Norway
- ESC meeting held during the Roverway in France
- Induction meeting, European Scout Committee, Geneva, Switzerland
- ESC meeting and Joint meeting WAGGGS, Amersfoort, The Netherlands
- ESC meeting and Joint meeting WAGGGS, London, United Kingdom
- ESC meeting, Venice, Italy
- Friends of Scouting in Europe (FOSE) event at the Conference in Melsomvik, Norway
- FOSE event at Roverway 2016, France
- FOSE event at the Academy 2016, Cyprus
- FOSE event at the All Groups Meeting, Kandersteg, Switzerland
- FOSE event at IC Network Meeting, Gilwell Park, United Kingdom
- FOSE event for 30th anniversary of Italian Scout Federation in Venice, Italy
- Roverway 2016, Jambville, France
- Committee contact visit Belgium and attending 50th Anniversary of SGP, Belgium
- ASOCIO Summit in Ohrid, FYRO Macedonia
- Attending WOSM Messenger of Peace event at the European Youth Centre, Budapest, Hungary
- Academy 2016, Larnaca, Cyprus
- Committee Contact meeting Bosnia & Herzegovina
- 28th Arab Scout Conference, Muscat, Oman
- All Groups Meeting, KISC, Switzerland
- WOSM's Good Governance & Triennial Planning Workshop, Kuala Lumpur, Malaysia
- IC Network Meeting at Gilwell Park, United Kingdom
- Conference on volunteering, Athens, Greece
- WOSM Educational Congress, Kandersteg, Switzerland
- Committee Contact meeting Bosnia and Herzegovina, Kandersteg, Switzerland
- Committee Contact meeting Latvia, Kandersteg, Switzerland
- Committee contact meeting with representatives from Denmark, Kandersteg, Switzerland
- Committee contact meeting with representatives from Iceland, Kandersteg, Switzerland

Attending regular monthly online meetings with the Committee, Coordinators and members of the Area of Operation Strengthening our Organisation

### Duties and Responsibilities

- Member, European Scout Committee
- Liaison to Area of Operation: Strengthening our Organisation

### Contact Countries

Austria, Belgium, Bosnia and Herzegovina, Denmark, Estonia, Iceland, Latvia, Monaco, and Israel (supporting main contact Lars Kramm)

## Hulda Sólrún Guðmundsdóttir



The first year of the triennium has passed by quite fast. It's fair to say that we had some challenges in the beginning but once they had been addressed things started to move and all areas of work are now progressing well with skilled and dedicated volunteers in every position to ensure the best possible service for our NSOs/NSAs.

I have been liaising with the Continuous Improvement Area of Operation. Coordinator Máire Fitzgerald and her two teams (Working Methods and Volunteer Management) are working hard towards achieving the outcomes set in the Regional Scout Plan for this area. Later on, there will be significant input needed from NSOs around the Region and we count on your cooperation. There is still vacancy in the Volunteer Management team which we hope to fill shortly through the open call that was sent out recently.

Positive progress has been made in our relationship with KISC. We now have a clear understanding on the way forward and have identified several focus areas of cooperation. There will be a clear focus on support to NSOs and implementation of the RSP and the KISC Strategy. I'm looking forward to seeing the positive outcomes of the strategic partnership between the Region and KISC and further developments of our collaboration.

It's been a pleasure following the Roverway 2018 planning team which is doing a great job in organising and planning the next Roverway in Netherlands. Preparations are going according to plan and the Heads of Contingent (HoC) weekend earlier this year was a successful meeting. I've really enjoyed seeing how efficiently the volunteers are working on creating an interesting and exciting opportunity for our Rovers. I'm sure Roverway 2018 will be an excellent event that nobody should miss.

As before I enjoy very much every opportunity to interact with my contact countries and have met with representatives of those NSOs on every occasion possible, mostly during events. This year I've also been on two formal field visits, to Czechia and Hungary, plus a meeting with the national board in Cyprus during the Academy and an informal meeting with the Chief Commissioner of Slovenia who was visiting in my home country. It is very motivating to meet and discuss with the national and local Scout Leaders that are truly doing a fantastic job at grass root level. My understanding of the different challenges NSOs are facing and appreciation of the successes being made increases with every encounter. Keep up the good work!

I've also had the opportunity to engage directly with the global level and other Regions, through participation in WOSM's Good Governance and Triennial Planning Workshop and the APR Scout Leaders Summit, which was inspirational in so many ways. The upcoming world events (World Scout Moot and World Scout Conference) will bring further opportunities to discuss with the global movement. I encourage all national delegations to actively and constructively contribute to the discussions and use the opportunity to truly

experience the richness in the diversity and the unity of Scouting.

The next years bring new opportunities and challenges and I'm looking very much forward to continue my work for the Region and Scouting around Europe.

### Missions undertaken

- European Scout Conference and European Guide and Scout Conference, Melsomvik, Norway
- FOSE reception during National Jamboree in Iceland, Úlfjótssvatn Scout Centre, Iceland
- Roverway and YESPG meeting, Jambville, France.
- ESC Induction meeting, Geneva, Switzerland.
- WOSM Training Workshop on monitoring progress and performance of Triennial Plans, Prague, Czechia
- Committee contact meeting with Chief Commissioner of Slovenia, Reykjavík, Iceland
- BP Fellows Honour Programme, Reykjavík, Iceland
- President's Awards Ceremony, Bessastaðir, Iceland
- Woodbadge Training, Greece (online input)
- Academy 2016 and a Committee contact meeting with the National Board of the Cyprus Scout Association, Larnaca, Cyprus
- Roverway 2018 meeting with PT representatives, Larnaca, Cyprus
- Meeting with BÍS National Board, Reykjavík, Iceland
- KISC Committee and KISC Foundation Board meetings, Kandersteg, Switzerland (online participation)
- Roverway 2018, Rover6 meeting, Amsterdam, The Netherlands
- ESC meeting and joint meeting with Europe Committee WAGGGS, Amersfoort, The Netherlands
- All Groups Meeting, Kandersteg, Switzerland (online participation)
- WOSM's Good Governance and Triennial Planning Workshop, Kuala Lumpur, Malaysia
- ESC meeting and joint meeting with Europe Committee WAGGGS, London, United Kingdom
- IC Network meeting, Gilwell Park, United Kingdom
- Committee contact visit, Czechia
- APR Scout Leaders Summit, Bali, Indonesia
- Committee contact visit, Hungary
- Nordic Scout Cooperation Committee, preparatory meeting for the World Scout Conference, Copenhagen, Denmark
- ESC meeting, Venice, Italy

### Duties and Responsibilities

- Member European Scout Committee
- Liaison Continuous Improvement Area of Operation
- Member Kandersteg International Scout Centre Committee and Foundation Board
- Liaison Roverway 2018

### Contact countries

Bulgaria, Cyprus, Czechia, Greece, Hungary, Ireland, The Netherlands, and Slovenia.

## Chip – Veerle Haverhals



*"Press forward with hope, mix it with optimism and temper it with the sense of humour which enables you to face difficulties with a sense of proportion."*

Robert Baden-Powell, Paddle Your Own Canoe, p. 92

### Closing one cycle

Even with the European Scout Conference in June announcing the start of the new triennium, I still had one wonderful project under my umbrella of responsibilities from the previous triennium. Roverway, hosted by Scoutisme Français, with all French associations coming together to organise this amazing event for WAGGGS, WOSM and 7000 participants from all across Europe. Together we managed to overcome various challenges, provide a fantastic adventure for all rovers in what has been the best Roverway edition so far.

### Circle of time

Time passes by quickly. Finally, we have a new European Scout Plan and after a long regional volunteer selection period by the Committee and the first All Groups Meeting our working groups have started to move forward with the implementation. With new coordinators on board for each of the five Areas of Operation, a new challenge surges at the horizon: How to best cooperate between the Strategic level of the Committee and the partially Strategic, partially Operational level of the Coordinators, in order to make the progress smooth and clear for ourselves, the team members and staff members.

### Reaching out and spreading our message

The successful 2017 Partnership event, hosted in Belgium, provided a great opportunity for building our strategic relations through strong content-focused partnerships, and providing possibilities for our NSOs to exchange and share their expertise. The program included workshops on EraScout/EraGuides, creating more visibility and promotion. This was further supported during the Council of Members meeting of the European Youth Forum, together with WAGGGS.

On the topic 'Refugees', our external representatives have been showcasing the actions of Scouts and highlighting the impact Scouts actually bring to our society. A new Scout elected for the Advisory Council of the Council of Europe and continuing to build on our collaboration with the European Alliance of Volunteering and European Volunteer Centre. The list of successes is too long to name it all. Both External Relations and Communications Teams are assessing how to best support our NSOs/NSAs in these areas through both the Network Meeting and a big Communications Event in 2018. We successfully managed to achieve full membership of the Life Long Learning Platform which will help us further developing and innovating our educational approaches and in working towards being recognised as the leading educational movement also in the European Region.

Delivering, implementing, supporting and showing solidarity wherever and whenever needed, as Christos was so nicely saying, is still one of the major goals of our European Scout Region.

### Excitement of Scouting

Saying goodbye has never been an easy task for me.

Andrea, Christos and Milena, how much I miss you. But new talents came into the Committee and together we form a strong group, reflecting on plans, outcomes of the Conference, new strategic approaches, looking to introduce long term planning and long term thinking to our European Scout Region. Securing the finances for stronger Scouting within our Region and beyond. Convinced of the leading role our Scout Movement should take in different areas (youth-led, non-formal education, values based through our law and promise, active citizenship, nature oriented) I'm trying both at personal level and by inspiring others to take an active role towards the Sustainable Development Goals. Because all actions, no matter how small, when put together, will have a major impact. And that's what Scouting stands for.

### Missions undertaken

- Roverway 2016, Jambville, France
- ESC Induction Meeting, Geneva, Switzerland
- Eurasia Regional Conference, Armenia
- Committee Contact visit, Montenegro
- Roverway 2016 Evaluation Meeting, France
- Interamerica Regional Conference, Houston TX, United States of America
- ESC Meeting, Amersfoort, The Netherlands
- RoverNet/VentureNet, Italy
- Roverway 2016, Rover6 Evaluation, Paris, France
- All Groups Meeting, KISC, Switzerland
- Partnership Event, Belgium
- ESC Meeting, London, United Kingdom
- IC Network Meeting, Gilwell Park, United Kingdom
- Spreading our Message, Communications Team Meeting, Brussels, Belgium
- Lisbon Group Meeting, Switzerland
- COMEM, European Youth Forum, Belgium
- World Scout Educational Congress, KISC, Switzerland
- European Youth Policy Meeting, Luxembourg
- Life Long Learning Platform, annual conference (Obtain full membership of WOSM), Estonia
- Spiriteco, Regional support weekend, Belgium
- ESC Meeting, Italy
- Committee Contact visit, Poland
- FNEL, spirituality workshop, Luxembourg

Plenty of online exchanges, many small meetings in Brussels, not to mention all the emails.

### Duties and Responsibilities

- Area of Operation, Spreading our Message (Communication, External relations, External Representation and Partnerships)
- Joint Task Force – Joint Communication (Europak)
- Joint Task Force – EraScout/EraGuide

### Contact countries

Germany, Italy, Lithuania, Montenegro, Poland, Slovakia, Sweden, and Switzerland

## Nicolò Pranzini

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The first year on my mandate was mainly devoted to support the “machine to get started”, both in the works of the European Scout Committee and in my other responsibilities, that include the “Education for All” Area of Operation and the Joint Task Force on Human Rights and Refugees Emergency Situation. Even if it took a bit longer than expected to be created, the new operational structure of the Region is now in place and working.

My role as liaison to the Area of Operation has been strongly assisted by the appointment of Elena Cabezas (SPA) as coordinator, who is dealing constantly with the teams to ensure them support and guidance together with the WSB staff. Still recognising that the structure needs some adjustments I think that the introduction of coordinators has been a real improvement, allowing Committee Members to be less involved in the operational issues and focus more on (big or small) strategic decisions.

It is then very comforting to know that many talented volunteers and staff members are working hard in this area and for sure will deliver excellent support in the coming months/years. One of my personal key priorities is to work closely and in line with the world level to contribute in achieving the 2023 strategy and I believe that a lot of the work we are doing goes in this direction: an example could be Spiritual Development.

As a Region, we are actively supporting the networks that are working in Europe around this topic: the European Scout Interreligious Forum and the Spiriteco Network, without forgetting the “old friend” Overture Network. Despite the differences that there might be between them, I believe that we should facilitate their integrated development to offer a quality and open support to NSOs focusing mainly on the educational aspects related to spirituality.

I wish I had more time to build effective relations with all my contact countries but I’m still in the process. One of my biggest commitments for the next year will be to engage more and when possible provide the support requested. At the

same time, I’m planning to invest more time and resources on the joint work with WAGGGS: recently the Task Force officially started to work and there are many good ideas in the pipeline. Despite some delays, we experienced in this first year, I’m confident that the path is set for a great delivery.

I surely commit for that!

### Meeting and missions

- Roverway 2016, Jambville, France
- European Scout Committee (ESC) meeting, Geneva, Switzerland
- Eurasia Scout Conference, Yerevan, Armenia
- Spiriteco Network Meeting, Bergamo, Italy
- Committee Contact visit San Marino
- ESC meeting, Amersfoort, The Netherlands
- RoverNet/VentureNet, Rome, Italy
- All Groups meeting, Kandersteg, Switzerland
- ESC meeting, London, United Kingdom
- IC Network, Gilwell Park, London, United Kingdom
- Lisbon Group meeting, Zürich, Switzerland
- European Scout Inter-Religious Forum meeting, Rome, Italy
- World Scout Education Congress, Kandersteg, Switzerland
- Education for All meeting, Barcelona, Spain
- ESC meeting, Venice, Italy
- Committee Contact visit San Marino
- Committee Contact visit Luxembourg
- Committee Contact visit Portugal

### Duties and responsibilities

- Member, European Scout Committee
- Liaison, “Education for all” Area of Operation
- Liaison, “Human rights and Refugees emergency situations” Joint Task Force with WAGGGS Europe

### Contact countries

Croatia, Finland, Former Yugoslav Republic of Macedonia, Liechtenstein, Luxembourg, Malta, Portugal, and San Marino

## The Europe Support Centres

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It seems that on a regular basis, the theme of my Annual Report submissions is one of Change. This year change features as a major element of our work and will continue to do so, in a positive way, for the foreseeable future.

During the year, we bade farewell to a number of colleagues and friends. Firstly, in February, in Geneva, Annemarie Khetib left us for retirement. She had been with us since December 2007 and gave solid and dedicated service for just over 9 years, dealing not only with Finance but also with the Administration of the Office through the time when accountability and transparency have been elevated in our working methods but also in the requirements we have to meet. More recently, this included implementing the new Financial Management System for three entities, concerting all to USD for reporting. A lot achieved and our grateful thanks to Annemarie. We welcome Anne-Christine Vogelsang to the role of Manager of Finance and Administration and Ibrahim Dervishaj as Administrative Assistant.

In Brussels, we said goodbye to Sînziana Râșca as Project Officer (Funding and Project Support) who during her time with us from April 2015 till February 2017 started to build on a systematic approach for funding applications, recognising that the project management systems need to be strengthened in an environment that is becoming more complex. We welcome Hunor Péter to the team, as Project Officer (Funding).

Also, the call of pastures new and different challenges caused us to lose Camilla Palazzini as Project Officer (Communications and External Relations) who was with us from January 2016 till June 2017. Camilla brought fresh approaches to our work, developing the newsletter to external partners and building communications plans into event and project management. Camilla's departure resulted in an examination of work allocations and our communications role. We recruited Samia Fitouri who is currently in the application process for a work permit and hopefully due to start in September 2017. A separate role was created for a part time position to support the *Time to be Welcome* project and Veronica Arduino joined us in June 2017.

These changes in Geneva and Brussels were complimented by the appointment of Ahmad Alhendawi as WOSM's new Secretary General in March 2017. Bidding farewell to Scott Teare in December 2016, the new Secretary General has hit the ground running, taking part in the Triennial Plan governance and planning session with representatives of all Regions, participating in the World Scout Committee meeting in spring and visiting most Regional Support Centres including Geneva. A special staff meeting was convened to enable us to meet Ahmad who has brought a renewed approach to service and has changed the budgeting process to reflect this. We are happy that the service approach of the Region, developed in recent years, followed the thrust of the approach of our new Secretary General.

A huge thank you to "the Team" for all that they do and will continue to do to advance and grow Scouting in Europe:

**Radu Stinghe** – Deputy Regional Director and Director of Educational Methods supporting the management of the entire staff team, coordinating IT support and technology, as well as the preparations for the World Scout Education Congress. His team is comprised of:

**Rose-Marie Henny** – Director of Diversity & Inclusion, particularly diversity training, the Scouting without Barriers campaign and supporting the Regional Decision Committee for Messengers of Peace Support Fund applications.

**Raül Molina** – Project Officer (Educational Methods), standard events such as Agora, eLearning development and who last year managed also the preparation and delivery of the Academy 2016

**Marguerite Potard** – Director of External Relations who was responsible also for the Partnerships Event and who oversees the Fundraising aspects of our work as well as maintaining WOSM's presence in essential fora of the EU, Council of Europe and other platforms, and managing the Europe Support Centre in Brussels. Her team comprises:

**Hunor Péter** – who is revitalising our administration concerning funding applications and reporting and working to enhance our potentials in this area.

**Veronika Arduino** – supports our flagship project, *Time to be Welcome* with Refugees as well as our administrative capacity in reporting this and other projects.

**Sonia Abbondio** – our Intern supporting External Relations in a very vibrant and competent way – for the remainder of this calendar year.

**Anne-Christine Vogelsang** – Manager of Finance and Administration who brings her long experience in the office now to the controlling position, building on the recent developments and ensuring compliance with regulations, internal and external as well as supporting our new Treasurer.

**Ibrahim Dervishaj** – Administrative Assistant for accounts, payments and data entry. We share Ibrahim with the Global Support Centre.

**Jordan Bajraktarov** – Director of Organisational Development, supporting the coordination and provision of GSAY and Tailored Support across all areas of our work, supporting the pool of volunteers and ensuring follow-up to assessments.

**Rupert Schildböck** – my Executive Assistant who supports the working of the European Scout Committee, and provides essential back up to me as minute secretary and "travel agent" supporting the control of all volunteer travel.

**David McKee**  
Regional Director,  
World Scout Bureau Europe Support Centres

## Our Finances



The management of the Region's funds is the backbone needed to implement the Regional Scout Plan. The role of the Region's Treasurer therefore includes:

1. The administration of the funds (including accounting/controlling), whereby the daily work is done by the Europe Support Centres
2. The planning process (annual budget), which is also very much supported by the Europe Support Centres but also depending on the individual input from each group working on the implementation of the Regional Scout Plan,
3. The currency hedging strategy (the Region's income is mainly USD and EUR, the Region's expenses are mainly in CHF and EUR),
4. The establishment and maintenance of a broad personal and institutional network ensuring a deep understanding of the Region's activities and needs, as well as good cooperation with all persons and institutions helping to ensure the Region's income,
5. support of the NSOs in financial matters, and
6. general risk identification and management.

In early 2017, Marios Christou (Cyprus) stepped down as the Region's treasurer, and Thankmar Wagner (Germany) took over this position. In order to ensure a smooth transition, the outgoing and the incoming Treasurers had a handover meeting. In addition, the new Treasurer was able to attend the closing meeting with the Region's auditors. The experience and the assistance of the Europe Support Centre staff was helpful to ensure continuity.

Even though the Region's financial resources are limited, the funds' flow is quite predictable for a period of six to twelve months allowing for a realistic budget based on a realistic assumption of available funds. The budget for the year 2017/2018 was adopted by the European Scout Committee in July 2017.

Main challenges for the Treasurer include the augmentation of the Region's income and a good

(but not risky) currency hedging strategy. Whereas the latter is regularly discussed with the bank, the increase of funds is a more difficult task.

The Treasurer now is institutionally linked with the European Scout Foundation (board member). The Region's relationship with the European Scout Foundation (ESF) remains very good. In addition, the Financial Support Group is to be established shortly (the open call was launched in July 2017) and will work, inter alia, on the fundraising for the Region and the general risk management.

### Meeting and missions

- Audit Closing Meeting January 2017, Geneva, Switzerland (plus several administrative/financial meetings in Geneva)
- ESC meeting March 2017, London, United Kingdom
- NSO meeting Serbia (Tailored Support), Belgrade, Serbia
- ESC meeting, Venice, Italy
- WSC 2018, Baku, Azerbaijan

One example of direct support through the Region is the support on matters of the Internal Control System for Serbia, commencing a short workshop and exchange of good practices that are tailored for an NSO of such size. Such support is available through Global Support, the Committee Contact and the Treasurer working with the Finance Support Group.

It remains the Treasurer's main objective to financially ensure the work that is done by the Region and to mitigate the Region's risks, all in order to support the implementation of the Regional Scout Plan.

Thankmar Wagner  
Treasurer  
European Scout Region

Peer Group and networking sessions are an integral part of the programme offer available at events like The Academy. This is a unique Scout and Guide event designed to enable participants to get high quality training and networking opportunities around the core priorities of the European Regions of WAGGGS and WOSM. The picture was taken in Cyprus which hosted The Academy in November 2016.







# The European Scout Foundation

## The European Scout Foundation: investing in Scouting in Europe

### Friends of Scouting in Europe (FOSE)

The Friends of Scouting in Europe (FOSE) have continued to grow. We reached the number of 650 FOSE and total accumulated donations of 1.2 million Swiss francs. Thank you all FOSE for your generous support!

FOSE gatherings were organised in national and European events in Belgium, Cyprus, Denmark, Finland, France, Germany, Iceland, Italy, Luxembourg, Malta, Norway, Poland, Sweden, Switzerland, and UK. Many thanks to all the NSOs who kindly hosted the FOSE receptions. Your help allowed us to welcome 100 new FOSE in the past year.

### Supporting projects for growth of Scouting

Ten projects approved by the European Scout Region were supported (in Bosnia-Herzegovina, Bulgaria, Czech Republic, Lithuania, FYRO Macedonia, Slovakia, and Slovenia), helping Scouting to develop in areas where the financial help makes a big difference. The projects have been financed by income from the FOSE capital and from donations made directly to specific projects.

The Foundation continued to financially manage the Leadership Training Fund and the European Investment Fund, in line with their specific guidelines.

## Jørgen becomes Honorary Chairman

In February 2017 Jørgen has become the Honorary Chairman of the European Scout Foundation. The Foundation is grateful for Jørgen's incredible dedication as Chairman for many years, and for his continued involvement as Honorary Chairman.

We are recruiting new volunteers, in particular more country contact persons ("Super Friends"). Our work is most successful in countries with an active "Super Friend".

### Communications and transparency

Our communications aim to inform the FOSE about the positive impact of their funds, to maintain our high standards of transparency, and to encourage more, new FOSE to invest. Please have a look at the new website

[www.europeanscoutfoundation.org](http://www.europeanscoutfoundation.org), the Facebook page at

[www.facebook.com/EuropeanScoutFoundation](http://www.facebook.com/EuropeanScoutFoundation), and

at the new presentation leaflet. Let us have your feedback and help us to spread the message about FOSE around you.

Jørgen G. Rasmussen  
Chairman (up to January 2017)  
Honorary Chairman (from February 2017)

Henrik Söderman  
Chairman (as of January 2017)

The European Scout Foundation welcomes new Friends of Scouting in Europe (FOSE) during a reception held in Venice during the celebrations of the 30<sup>th</sup> anniversary of the Federazione Italiana dello Scautismo in June 2017.



## Our Wider Relationships

The European Scout Region does not exist in isolation. As well as our members and other direct stakeholders such as parents, the region strives to develop a wide range of relationships outside WOSM, to enhance our potential as the leading youth educational movement in the Region and World.

### Memorandum of Understanding with WAGGGS

For many of our member organisations, because of their status as SAGNOs, where their female members are members of WAGGGS, the relationship with WAGGGS at Regional level is of utmost importance.

This relationship is governed and guided by the updated Memorandum of Understanding which enables the Region to benefit from organising a number of joint events – the Network Meeting for Youth Representatives, Chief Executives’ meeting, Chief Volunteers’ meeting, the Academy and Roverway, to name a few.

In 2016, the MOU was amended to add our possible joint work on migrants and refugees, to the existing objectives of common actions regarding external relations as well as networking to create strengthened organisations.

We can report that a survey was conducted on the usefulness and effectiveness of Europak-online in our communications. As a follow-up, a small taskforce has worked on ideas to improve europak-online in the coming months.

Additionally, a taskforce has been created to look at ways that the two regions can effective lobby for support concerning our individual and joint actions

for refugees and migrants. The work will be shared to ensure that Scouting and Guiding can create a positive and welcoming environment for new members.

Part of our future work will look at where we go with the MOU when this one ends, what we would seek to achieve and the nature of our relationship. This will involve work with our WAGGGS colleagues as well as consulting with our constituencies.

### Other Relationships

**European Youth Forum** – The Region is an effective player in the field of youth policy development and implementation, working with other to address issues identified with the European Commission, European Parliament, Council of Europe and other fora.

**The Big Six in Europe** – The Region maintains an effect link with the Big 6 network of Youth Organisations working at European level, and building on the links established at World level. These organisations are: YMCA, YWCA, Red Cross Youth, the Duke of Edinburgh’s International Award Association, WAGGGS and, of course, WOSM.

**Lifelong Learning Platform (LLL)** – The Region recently joined the platform as it fits the profile of what we do and we have been building a supportive relationship, where policy development and a wider focus can bring benefits at regional and national level.

**Other Regions** – The regular Partnership Event with a rotational focus on different Regions, and which had last with the Asia-Pacific Region, enhances the ability of our NSOs to develop effective working partnerships across the world.

Nicola Grinstead, Chair of the World Committee WAGGGS, and João Armando Gonçalves, Chairperson of the World Scout Committee, taking a selfie during the closing ceremony of Roverway 2016 in France in July 2016.



## The European Region on Internet and Social Media

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

<b>Main websites</b>	
<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 (WOSM).
<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.
<b>Special websites</b>	
<a href="http://rovernet.eu">rovernet.eu</a>	A platform for the older sections and young Leaders. The content of RoverNet is meant to be used by National Training Commissioners. Eventually, some information, tools, and resources, may be relevant to ventures, rovers and their Leaders.
<a href="http://www.timetobewelcome.eu/">www.timetobewelcome.eu/</a>	The website of "Time to be Welcome", a n EU-funded collaborative project involving the European Scout Region, several National Scout Organisations as well as external partners aimed at encouraging young volunteers and youth organisations in Europe to support the welcoming of migrants, asylum seekers and refugees. The project started in December 2016 and will last 24 months until November 2018.
<a href="http://safefromharm.eu">safefromharm.eu</a>	The website of the European Region's Safe from Harm project.
<b>Main Social Media Channels</b>	
<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.
<b>Special Social Media Channels</b>	
<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 Scout Region and the Europe Region WAGGGS.
<a href="https://www.facebook.com/rovernet.eu">www.facebook.com/rovernet.eu</a>	Facebook page of the RoverNet.
<a href="https://www.facebook.com/timetobewelcome/">www.facebook.com/timetobewelcome/</a>	Facebook page of the "Time to be Welcome" collaborative project.
<a href="https://www.facebook.com/TrainingCNM">www.facebook.com/TrainingCNM</a>	Facebook page of the European Region's MOVIS Network, which addresses issues of common interest for National Commissioners (and teams) in charge of training and adult resources. (MOVIS = Management of Volunteers in Scouting)



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