



**World Scout Bureau, Europe Support Centres
Bureau Mondial du Scoutisme, Centres de soutien
pour l'Europe**

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To:

International Commissioners and other principal contacts of NSOs and NSAs in the European Region

Regional Circular 19 2017

Open Letter

Dear friends

As some of you may know, in recent days the European Scout Committee has received two communications about concerns on the operation and conduct of its work. It is no secret that the European Scout Committee is composed of six strong individuals with sometimes differing opinions of how the work of the Committee should be conducted.

We feel that as well as the NSA and NSO who made the approach to the Committee, we should advise all NSOs and NSAs of the situation and our ongoing steps. This is the first step in our actions, and there will be further regular updates and possibilities for feedback and interaction.

1 – Transparency

On closer reflection, we recognise that the Circular concerning changes in responsibilities should have been more open. It was not our intent to hide anything, but this may have been how it was perceived. When we are in the heart of a situation, it is not always easy to appreciate how our actions and information are viewed externally.

We give this opportunity for Lars to put his perspective on why he felt to the need to resign from the post of vice-chair in his own words. Please see the attached document.

We recognise that there may be different interpretations of the situation within the committee, but the purpose of this communication is not to launch a partisan attack on anybody, but rather to recognise where we are and find solutions to move forward.

2 – Operations of the Committee

As a consequence of the realignment of responsibilities, we took the opportunity of the World Scout Conference to speak directly to the countries who will have a new Committee Contact and to those other relationships affected. The changes are as follows:

- the relations we have directly with Kandersteg International Scout Centre where the contact changes from Hulda to Lars,
- for Roverway 2018 and the responsibility of committee contact for the Netherlands changes from Hulda to Julijana,
- the responsibility of committee contact for Ireland and Slovenia changes from Hulda to Lars.

3 – Reporting on the work under the operational framework

Our teams and staff are working hard to deliver on the Regional Scout Plan, always aware of the Resolutions of the European Scout Conference. And now we will analyse the impact of the World Scout Conference just ended to ensure we capitalise on the outcomes of that.

The Situation Assessment of work carried out by the various teams has been reported internally and we will make these reports available shortly, as well as an update of the timeline. Our regular reporting will then follow on from European Committee meetings.


4 – European Committee working together

We are currently looking at ways in which we can improve this aspect of our work, including working with external facilitators. You will appreciate that this will take a little more time, but we will update on progress in a few weeks' time and regularly thereafter. We emphasise that we are taking this aspect of our review and future work very seriously, and anticipate engaging in feedback opportunities with you on this aspect.

We collectively want to assure you that we appreciate the concern shown and evidenced in our many interactions with you. We look forward to your further engagement as we move forward in our work together.

Despite our differences, we are all committed to the success of Scouting in the European Region as it plays an integral, active and responsive part of World Scouting.

We send our greetings to all of you.

A handwritten signature in blue ink, appearing to read 'Kevin Camilleri', with a long horizontal stroke extending to the right.

Kevin Camilleri
Chairperson
European Scout Committee

Annex

Annex to Regional Circular 19 2017

Personal Statement by Lars Kramm

This June I made the difficult decision to step down from the office of Vice Chairperson to the European Scout Committee. After one year in office, I took time to reflect on my work, achievements and the way forward.

The job description of the Vice Chairperson is quite simple, but is very closely linked to the Chair and a good working relationship between the Chairperson and Vice Chairperson is essential to allow effective working in the role.

The key duties of the Vice-Chairperson are:

1. Support the Chairperson in fulfilling his/her duties and responsibilities

I felt there was a lack of communication between the Chairperson and myself which led to me not being able to support his duties due to being uninformed of the work being carried out or having any meaningful tasks delegated to me. I felt that the times when I have been asked for support or advice have been very rare, even in areas where I have experiences and expertise. I felt that from the beginning there was a certain level of mistrust of me from the Chairperson, this feeling has continued and I have been unable to develop a trusting working relationship with the Chairperson.

The close working relationship between the Chairperson and the Regional Director gave me the impression my additional support is not needed or wanted.

2. Share with the Chairperson the leadership of the ESC by actively contributing to the activity of the Steering Group.

In order to fulfil this duty there is a requirement to be aware of the focus and direction of the leadership of the ESC. Unfortunately, I have not been able to understand the Chairperson's leadership approach, agenda and vision for the committee and the region from the beginning of our journey together; and there has been no opportunity since then for a shared understanding to be gained.

Members of the steering group are also in the coordination group with the Chair and Vice Chair of the WAGGGS Europe Committee. I had hoped to be able to support the strategic work between WOSM and WAGGGS through this role, but due to the working relationship between the two Chairpersons, I was just left to carry out the tasks rather than being actively involved in the strategic processes.

In this role, as with all roles I hold and have previously held within Scouting, I always expect to be able to fulfil my duties to the best of my ability using my range of knowledge, skills and experience, and unfortunately in this case, I have been unable to do so. The frustration I felt in relation to this amounted to a level of demotivation which saw my other committee duties affected and wanting to ensure that I could give my all to my duties on the committee I made the decision to step down as Vice Chairperson. This decision has allowed a new Vice Chairperson to be appointed, one with whom, hopefully, an effective working relationship can be developed, which will allow the Steering Group to create a framework within which the committee can work and progress the important strategic discussions required without continually focussing inwards.

I'd like to take this opportunity to thank you for your understanding and continuing support.

Lars Kramm
Member,
European Scout Committee

