

European Regional Scout Plan 2016 - 2019

Reporting – June, July, August and September 2017

Revised edition





October 2017

A word of introduction:

Dear friends,

Four months after our annual report, the committee is pleased to share with you a further update on progress achieved on our Regional Scout Plan. More and regular updates about the implementation of the Regional Scout Plan and the Resolutions of the last European Scout Conference in Norway have been requested by several NSOs after the World Scout Conference and we provide this gladly.

Over the past year and a half, our teams of volunteers overseen by the Coordinators for each Area of Operation have made significant progress in achieving the objectives agreed at the beginning of the triennium. We want to use this opportunity again to thank all of the regional volunteers for their time, effort and knowledge that they invest in taking this journey together with us. Empowering our regional volunteers to lead on the operational work within the framework of the Regional Scout Plan with clearly defined responsibilities is still a process that we have not yet completed, but we are focussing on these new ways of working to also enable the European Scout Committee to take a more forward-facing view on the next Regional Scout Plan and the Strategy for Scouting in Europe for the next years to come.

Following the inspiring World Scout Conference in Baku, with a strong united commitment to realise Vision 2023, the Committee also felt that we need to do more to align with the World triennial plan. In the recent years, we have seen major change on how our Movement works and in the dynamics of the reciprocity between regions and the world level. How we want to react to these changes is something that we need to discuss, together with you, on our way to Split. As a first consequence, we are using the recent changes in the committee as an opportunity, so we created a new portfolio that encompasses Growth in its various aspects, Governance and Transparency, and Lars has accepted to head this portfolio and becomes, in the spirit of the Vision 2023, our regional Growth Champion.

As usual, when you aim for a fresh start and positive action, you trip at the first hurdle and we apologise for the first version of this update report, which has been accidentally sent out too early and unfinished. But we hope from now that our mistakes will be less and our achievements will grow. We are now preparing for our next milestone to meet all our volunteers at the second All Groups Meeting which is planned to take place near Madrid in January and will be led by our Coordinators.

We would like to thank all those who have reached out to offer their support and provided feedback to the Committee. Please remain an open and critical companion that we will achieve the positive change in the region and will create a better world together.

Thank you for supporting **#TeamPurple!**

Your European Scout Committee

Reporting on the Regional Scout Plan:

As requested in the resolutions from the European Scout Conference in Norway in 2016, the elaborated Regional Scout Plan was published in November, following validation at the European Scout Committee meeting. The plan looks at what we wanted to achieve in terms of "outcomes" or how the Region would look in 2019,

With the appointment of the various teams, the plan was further developed following the All Groups Meeting in January 2017 by the groups and the final product was distributed in April 2017 with a timeline relating to actions to be taken.

Appended to this communication, the timeline has been updated with the addition of the colours, RED, AMBER and GREEN acting as traffic lights to signal progress, where GREEN equals fully ACHIEVED, AMBER represents WORK STARTED but not completed and RED representing NOT STARTED YET.

Please note that this report is not a full narrative such as is produced at the end of the triennium. It is a snapshot based on the 3 elements listed below – and was initially written in a number of different styles.

This report relates to three sources of information:





Education for All

Coordinated by Elena Cabezas

Liaising Committee members Nicolò Pranzini and Chip Haverhals

Staff Support Rose-Marie Henny, Raul Molina, Radu Stinghe

Diversity and Inclusion

Team Leader: Filip de Bock. Team Members: Lana Husagič, Joana Teixeira, Claude Frantzen

Youth Programme

Team Leader: Adrian Suhanea. Team Members: Stefano Casalini, Jérôme Walmag, Lea Tolstrup

Skills for Life

Team Leader: Ida Mikkelsen. Team Members: Justina Baliunaite, Gary Gaughan, Diana Slabu

Social Impact

Team Leader: Jay Thompson. Team Members: Tomàs Genis Galofré, Angela Nikolikj

Diversity and Inclusion

Meetings and Events

European Interreligious Forum meeting, Rome (April 2017). Work on their structure and a long-term plan/strategy.

Peace dialogue training for trainers in partnership with KAICIID, Madrid (April 2017)

Spiriteco meeting in Brussels (June 2017). In cooperation with Youth Programme team, work on their structure, common vision of concept as well as introducing the network to new countries.

Actions and updates:

Ongoing implementation of the Scouting for Peace project financed by the Council of Europe, European Youth Foundation

Creation of a communication plan - monthly posts on Diversity & Inclusion

Preparation of a concept note for the Refugee Response Seminar II to be organized together with the final dissemination of the Time to Be Welcome project (October/November 2018)

Diversity and Inclusion Model (help the NSO/NSAs to implement D&I in the DNA of their organisation) should be ready to test by September 2017

Application to KAICIID to be finalised – 4-day event in March 2018 in Austria including 2 days training in *Dialogue for Peace* Facilitators for representatives of the European Scout Interreligious Forum, Spiriteco and Overture Network plus enriching *Dialogue for Peace* manual with inter-religious, spiritual development and diversity and inclusion reference documents and activities.



Youth Programme

Meetings and Events

Spiriteco meeting in Brussels (June 2017). In cooperation with Diversity & Inclusion team. Work on their structure, common vision of concept as well as introducing the network to new countries.

Roverway Netherlands 2018: Delivering training on WOSM EM to the Roverway Programme and Training Teams in July and representing the Region in the Roverway Programme team.

The 9th Educational Methods Forum Planning Team meeting (October 2017).

Actions and updates

Finalised the concept of integrating Spiritual Development in Scout Activities to be tested at the Academy and launched at the Forum.

A draft proposal for the integration of spiritual development in the programme for Roverway 2018 was developed.

The draft concept of the educational value of service is ready to be promoted and discussed at the Academy.

Skills for Life

Meetings and Events

World Scout Educational Congress participation

MOVIS Planning Team meeting, in Barcelona (September 2017).

Actions and updates

A tool will be designed to support the implementation of World Policies – to be tested at the Academy 2017 and launched at the Educational Forum 2018

Organising a webinar on digital education (keynote by Craig Turpie) in September 2017

Start working on a toolkit on Skills Validation Policies



Social Impact

Meetings and Events

Social Impact Focus Group Meeting: 6-8 October (Brussels or Geneva, TBC) Guest speakers: Eduard Vallory, Dominique Bénard and representatives of the World Social Impact Award. Participants from Spain, UK, FYROM, Finland, Denmark, Italy.

General points regarding Educational for All

World Scout Educational Congress, participation.
Academy – different sessions proposed.

Team Meetings: Youth Programme: 15-17 September, Brussels

Team Meetings: Skills for Life: 6-8 October (Vilnius or Cluj, TBC)

Team Meetings: Social Impact: 3-5 November, Budapest (at the Academy, if possible)

Team Meetings: Diversity and Inclusion: 17-19 November, Slovenia

The MOVIS planning is going ahead, the invitation will be sent immediately after receiving the contract from the Spanish Erasmus+ National Agency. Planning Team meeting will take place 26-28 September, in Barcelona.

Support to the definition and management of the European Scout Jamboree 2020 (Poland). The first meeting of the coordination group will take place 29 September, in Warsaw.

The 9th European Educational Methods Forum preparations are under way. The first meeting of the Core Team will take place 13-15 October, in Bucharest.

Continuous support to promote and deliver Roverway 2018. Meeting of the Rover Reps scheduled 6-8 October, in the Netherlands.

The Planning Team of Agora was nominated and will have the first meeting in December. Funding is secured via the Irish Erasmus+ National Agency.

Diversity and Inclusion Model - the model is to be ready by the end of the year and tested via tailored support

Writing the concept note for the upcoming Conference on "How to welcome and include young migrants and refugees in Scouting" (title to be defined)



Dialogue for Peace in Europe through Intercultural, interreligious dialogue and spiritual development - application submitted to KAICIID, planning team meeting to be organised by KAICIID in November 2017
Gathering of different technologies used in the educational sector is started
Structure for the guidelines to implement the world policies is being drafted.
Follow-up of the work done in the GR-EAT project and select interesting tools of recognition that could be analysed.



Spreading Our Message



Spreading Our Message

Coordinated by Djuna Bernard

Liaising Committee members Chip Haverhals and Lars Kramm

Staff Support Marguerite Potard, Samia Fitouri, Sonia Abbondio, Péter Hunor

External Relations

Team Leader: Pavel Trantina. Team Members: Laura Neijenhuis, Joaquim Castro de Freitas

External Representation

Team Leader: Elena Sinkevičiūtė. Team Members: Nandesh Pater, Sophie Hammermann, Sofia Savonen, Andreas Tzekas, Natascha Skjaldgaard

Communication

Team Leader: Permi Vanek. Team Members: Martin Diethelm, Agnieszka Siluszek, Lisa Pfeiffer (KISC)

Partnerships

Flying Team Members, including Christos Hatzidiamandis, Jelena Drndic, Kerstin Bergsten, Jan Bjerre Holst, Josephine Zana, ...

External Relations and Funding

Meetings and Events

Network of Scout and Guide External Representatives meeting: planning completed following preparatory meeting with WAGGGS. The meeting takes place in Malta from 8 to 11 November 2017.

Supporting the Academy – to prepare 4 sessions on funding, impact on youth policies nationally and locally and diversity funding

Coordination meeting in Annemasse with External Representatives for better coordination of actions and preparing workshops for the Academy, funding newsletter and webinars.

Actions and updates

The team worked on the concept of an event focusing on strengthening NSO/NSAs capacities in fundraising based on the evaluations of previous triennium's Fundraiser network meetings. This event on fundraising will take place in June 2018 (dates and place tbc).

The list of policy areas and processes to provide NSO/NSAs and the ex reps with better background on the current European advocacy goals is currently being finalised.

NSOs and Scouts representatives from the Presidency Countries of EU are supported to better showcase the impact of local and national Scouting into European events. A fruitful collaboration with the Estonian Scouts was already experienced.



Funding: Four Applications for funding were submitted by the office to the European Youth Foundation of the Council of Europe and the Erasmus + programme for events taking place in 2018: The Growth Event (submitted in Lichtenstein), the Educational Method Forum in Romania (re-submission), the European Youth Event in Strasbourg, the Youth Policy Symposium and the Network Meeting for External representative.

Development of the funding application for the Growth Event (to apply in Lichtenstein) and resubmitting the rejected application in Romania.

Finalisation of the report for the Young Spokesperson and the Youth Policy Symposium in Luxembourg

External Representatives

Meetings and Events

Common meetings with External Relations and Funding in Annemasse in September for more effective exchange of policies, processes and influences on young people and was that Scouting can support. Also supporting the changes in team membership and teambuilding.

Actions and updates

The team of external representatives is closely following, contributing and advocating for various processes happening at the European level which influences wellbeing of young people and support Scouting. The main processes we have been working on during the previous months were: the European Solidarity Corps, support for volunteering, Erasmus+ mid-term evaluation and future of Erasmus+, youth rights, recognition and support for non-formal education, youth peace and security, sustainable development goals implementation on European level, Youth participation on European level, the next EU youth strategy.

WOSM was confirmed to be represented within 6th cycle of the Structured Dialogue (18 months) which focuses on the next EU Youth Strategy. Our external representative Sofia became a chair of European Working Groups which is an informal working structure of international non-governmental youth organisations to monitor the Structured Dialogue impact at European level.

The external representatives continued to contribute to the European Youth Forum (YFJ) working structures on education, sustainable development, migration and human rights, volunteering, Erasmus+ and funding. We closely followed the developments of the European Solidarity Corps to ensure funding for local and national volunteering opportunities.

On-going development of advocacy campaign in Partnership with Erasmus Students Network and WAGGGS to ensure a better inclusion of Volunteering in Student mobility of Erasmus+.



The European Scout Region contributed to promote and disseminate the campaign 10x Erasmus+ to ensure better funding opportunities for future programme of youth mobility in Europe. National Scout Organisations are encouraged to also be engaged in this campaign.

Communication

Meetings and Events

Development of sessions for the academy
Team Meeting in Poland

Actions and updates

Recruitment of a 4th team member in cooperation with KISC
Induction of Samia (new staff responsible in the office in Brussels) regarding her mission
Communication event: start planning, agreeing on logistic with the hosting team after the Erasmus+ project has been granted.
Redefining the Social Media of the Region and changing platforms into Scouting in Europe. Twitter, Facebook and euroscoutinfo.com being updated and changed.
Direct storytelling on good practices by NSOs and reflecting on best channels of support

Partnerships

Actions and updates

Partnership Event: Denmark – April 2018 - Clarification of dates, venue and budget with the hosting team to be able to send out the invitation of the event by October. Setting up of the team and preparing the planning team meeting.
Euro-Arab meeting – February 2018: after a coordination meeting with the hosting team, Arab region and European Volunteers held at the World Scout Conference, the team agreed upon the need of organising a planning team meeting. Coordination of the hosting team to clarify practicalities and budget to be able to send out the invitation by end of September.
Invitations and sharing of information on the Academy with other regions.



Strengthening Our Organisation



Strengthening Our Organisation

Coordinated by Matthias Gerth
Liaising Committee members Julijana Daskalov and Lars Kramm
Staff Support Jordan Bajraktarov

Tailored Support and Growth

Team Leaders: Goran Gjorgjiev (previously Jo Deman). Team Members: Alexandra Ruivo Cordeiro, Eirik Uiltang Birkeland, Erik Adell Hellström, Paul Wilkinson, Linda Broer, Martin Křivánek

GSAT

Team Leader (ad interim): Paul Wilkinson. Team Members: Andrea Demarmels, Linda Wallberg, Pieter Willems, Frederik Fredslund Andersen

Tailored Support

Meetings and Events

Several sessions planned at The Academy
SOO meeting, to take place in Esztergom, 28-30 October 2017

Actions and updates

Introduce an update to the Tailored Support (TS) concept including new, innovative methods of delivery: Consideration has started, including the induction training/procedure for new consultants, not a new process, but a slight update on existing methods.

Run awareness raising campaign for TS with the Communications Team. The second draft is in discussion within the team since June 2017. Next steps are the elaboration of the final version, coordination with the communications team and coordination with the Europe Support Centre.

Prepare an induction training for new consultants and apply it: A second draft outline was presented to the team at the end of August with the training scheduled to be available by the end of 2017 and will be applied at the Madrid All Group Meeting in 2018.

Finalise and further develop the induction training for new board members and regularly apply it: The third draft outline for the training was presented to the team in August 2017 to be finalised by end October 2017. Some modules are ready and the full training will be ready at the end of 2017.

Regularly apply the induction training and monitor follow-up with NSO/NSAs: The training has been recently partially applied with Scouts en Gidsen Vlaanderen in Brussels (June 2017) and there is a new request from SHP, Greece. The focus in both cases is on strategy development.



Growth

Meetings and Events

Several sessions planned at The Academy

Preparations of the Growth event that is planned for 15-18 February 2018 in Latvia (to be finalised).

Actions and updates

Deliver a mapping of existing work on membership growth strategies in NSO/NSAs - A first draft of the mapping has been discussed within the group, also an interactive map of Europe has been developed, based on Excel. It is currently being revised. Next step is the development of the final draft and the definition of the steps required to integrate the data collected in the work and how to fill the gaps with NSO/NSAs that did not provide information.

GSAT

Meetings and Events

Preparation of the GSAT Self-assessment training held 29 September till 1 October in Ohrid.

Actions and updates

Develop methods and actively support NSO/NSAs in conducting self-assessments: A Self-Assessment Training for NSO/NSAs is planned in September in Ohrid, Former Yugoslav Republic of Macedonia (19 September to 1 October). The training has been promoted to NSO/NSAs including with a promotional leaflet. The Self-Assessment Training is also supported by the Global level and a representative from the Global Support Centre in KL will be present, Abir Koubaa.

Review, revise and implement improvements to the GSAT follow-up process: A second draft of the procedure is in discussion within the SOO steering group. Next step will be to develop the final draft and to make all GSAT facilitators and assessors in Europe aware that they should follow this procedure.



Continuous Improvement



Continuous Improvement

Coordinated by Máire Fitzgerald

Liaising Committee members Hulda Sólrún Guðmundsdóttir and Nicolò Pranzini

Staff Support David McKee

Working Methods

Team Leader: Michael Rollinson. Team Members: Marian Panait, Alice Bergholtz, Dor Posner

Volunteer Management:

Team Leader: Adrian Farrugia. Team Members: Maya Hanninen and TBC

Working Methods

Meetings and Events

The Working Methods Team is meeting regularly via digital methods and there is a meeting of the full Continuous Improvement Area of Operation meeting planned for November.

Actions and updates

The Working Methods (WM) team has gathered documents relating to previous processes of developing Regional Scout Plans, as well as that, they shortlisted three potential digital tools to be used for involving NSOs in drafting the next RSP. This has been a desk exercise, but has been worthwhile in establishing what worked in the past, enabling the WM Team to identify those methods that were successful, as well as identifying elements which were unplanned and/or less useful. Next steps are to evaluate the three potential tools and make an informed decision, to decide if one or any are suitable, before working with the Committee to further explore possibilities for the next Symposium to ensure the involvement of a wider constituency. In the coming weeks, the WM Team plan to recruit expert consultants with professional experience in the field of Strategic Planning to assist in the next steps in the process. The recent call for information from NSOs regarding involvement in the development of the last Regional Scout Plan has had limited uptake, only 7 NSOs responded. This is a concern for the WM team as input from NSOs is what develops and builds the RSP, and without input we could end up with similar issues to those experienced at the ESC in 2016.

In focusing on evaluating the working methods of the Region, the Working Methods Team has endeavoured to gather as much information from those involved in the Region. Gathering information from Regional bodies and committee members is proving beneficial, but as a result of delayed responses from some of those stakeholders who were consulted, progress has been difficult and feels slow. However, most of these barriers have been overcome and the next step of processing the responses is almost complete, so further developments look positive.



Volunteer Management

Meetings and Events

The Volunteer Management Team is meeting regularly via digital methods and there is a meeting of the full Continuous Improvement Area of Operation meeting planned for November.

Actions and updates

As a result of a busy summer of international Scouting, the VM Team have not yet appointed its final team member or any consultants, and as a result of this delay, despite work being on track, the team feels that things are moving slowly. However, progress has been made and appointments are expected before the end of the month. With the new appointment imminent, and a member of the team attending the upcoming MOVIS event, there is a sense of renewed focus in the team.

The Volunteer Management Team is currently focusing on developing a volunteer satisfaction survey as part of the Performance Management objective of the Regional Scout Plan. Drafts of other evaluation tools are under development, but the current priority is the release of the satisfaction survey, and the consolidated results ready for review before the All-Groups meeting in January 2018.

Given the 'newness' of the work, it was decided not to apply to run sessions at the Academy, but to wait until next year until there was a wider base of knowledge to draw from in the Region. Aside from that, all work is on track and progressing well.



Supporting Our Finances



Supporting Our Finances

Coordinated by Thankmar Wagner.

Liaising Committee members Lars Kramm and Julijana Daskalov

Staff support Anne-Christine Vogelsang, Ibrahim Dervishaj, David McKee

Recruitment is being finalised and will comprise a small number of permanent members and some members who will concentrate on one or more project elements. For example, following some difficulties encountered by NSOs on budgeting and financial planning the Treasurer has supported one NSO and it is possible that some common support training can be provided, taking into account also the experience of Julijana in this field.

Future reports will elaborate the actions for the Finance Support Group.

Entire document to be read in conjunction with the RSP timeline update.



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