



Triennial Report  
of the European Scout Region  
2001 - 2004



World Organization of the Scout Movement  
Organisation Mondiale du Mouvement Scout  
European Region - Région Européenne

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# Triennial Report 2001-2004

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# Introduction

It is our great pleasure to present the European Scout Region's triennial report from August 2001 to April 2004.

At the 36th World Scout Conference in Thessaloniki, in July 2002, the Region presented a report on its strategy from 1998 to 2002, and an intermediary report of action undertaken in the Region between the European Scout Conference in Prague (July 2001) and the World Scout Conference in Thessaloniki.

This report presents everything that has been undertaken in order to achieve the objectives set in the Regional Scout Plan adopted in Prague. When we presented the Plan, the European Scout Committee and the European Scout Office had committed themselves to meeting the following challenges:

- to support the growth and development of national Scout associations (NSAs);
- to open out to young people from all sectors of society;
- to develop a positive image of the Movement;
- to play an active role in civil society;
- to capitalize on the experiences of NSAs in Europe and to develop true cooperation with them;
- to further develop equal opportunities between girls and boys, women and men;
- to ensure effective internal communication;
- to optimize the resources available for support.

Three years later, even though the challenges continue to exist, the thinking process and the action undertaken have succeeded in meeting them to a certain degree. This report should help you to realize what has been achieved in concrete terms.

During this period, efforts were concentrated on the growth and development of Scouting in Europe. In effect, any improvement in the quality of the educational programme for young people, the management of human resources, finances, and of other aspects related to an association, leads to qualitative and quantitative growth.

An educational proposal that is attractive to adolescents continues to be the cornerstone of growth for NSAs in Europe. With this in mind, the Region conducted an evaluation of the *Europe for You!* programme, so as to see how it could respond better to the needs of young people today, and also launched *Lands of Adventure*, the European project for young people aged 11-16.

Following the adoption of *A Strategy for Scouting* in Thessaloniki in 2002, we linked the challenge of growth to that of the national strategy of each NSA in Europe. In effect, without a global strategic approach, growth cannot be achieved in the long term.

There is huge diversity in Europe, both in sociocultural terms and in terms of Scouting practices. Some associations face financial difficulties that have an impact on their ability to

function. The Region has thus supported these associations during their periods of financial difficulty in order to help maintain their goal of offering high-quality Scouting. Others need to improve how they function, both as an association and as a democratic body, and offer young adults opportunities to fill any position in the association's decision-making structures. The Region accompanied NSAs with the process of developing their national strategies and proposed participatory methods so that members (from national to local levels) could play an active role in the process.

In-depth work on the implementation of the strategy at European level revealed the need to review the Region's working methods. During the European Scouting Symposium that took place in Italy, in March 2003, the European Scout Committee and Office conducted interviews so as to gather information concerning NSAs' needs and expectations, and to evaluate the action proposals made by the Region. The results of this process were useful in order to propose recommendations for the years to come. As a result of the decrease in the Region's financial resources, we need to adapt how we work while maintaining a quality service.

In order to present what has happened in Scouting in Europe over the past three years, it is important to bear in mind all the fabulous achievements of NSAs – after all, if Scouting continues to thrive it is because of the young people who want to be Scouts and the adults who are willing to commit themselves to helping young people to develop.

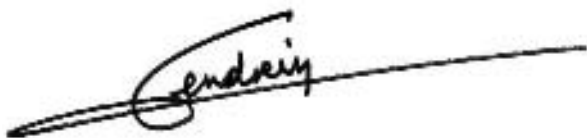
This is why we wish to thank everyone who has contributed at regional and national level to ensuring that Scouting continues to be a great experience for young people in Europe.

Europe is moving and transforming itself. Scouting must therefore always bear in mind the everyday challenges facing young people in our region, and continue to contribute to their development – as individuals and as citizens.

We wish all the best to the new European Scout Committee, to our colleagues in the WAGGGS Committee, Europe, and to everyone helping to prepare our Movement to celebrate Scouting's centenary in 2007.



Thérèse Bermingham  
Chairman, European Scout Committee



Jocelyne Gendrin-Guinebault  
Regional Director

# Working together

## Introduction

During the triennium, a special issue of Euro.Scout.Doc (No. 4, 2002) was published, giving details of the ways of working of the European Scout Region.

## The functions and structures of the European Scout Region

### The European Scout Conference

#### Its functions:

- To further the Scout Movement within the Region by promoting the spirit of world brotherhood, cooperation and mutual assistance among Scout organizations within the Region.
- To foster the idea of European citizenship, based on a common heritage and destiny.
- To develop cooperation among European youth.
- To exercise other functions resulting from the Constitution and other laws governing the Region.
- To ensure the proper implementation of the decisions and policies laid down by the World Organization of the Scout Movement that affect the European Region.

The Regional Conference elects the European Scout Committee and approves the Regional Scout Plan.

The European Scout Committee is composed of six members who consider the interests of the Movement as a whole and neither consider themselves nor are considered as representing any particular member organization.



## The European Scout Committee

### Its functions:

- To exercise such functions as are provided for in the Regional Constitution.
- To put into effect the resolutions of the Conference and to fulfil any duty that the Conference may assign to it.
- To act as an advisory body of the World Scout Committee.
- To act as an advisory body for member organizations requiring advice and assistance.

The WAGGGS Committee Europe and the European Scout Committee usually meet at the same time and in the same place in order to discuss matters of common concern and to review joint work. On average, the European Scout Committee meets three times a year.

### Members of the European Scout Committee

Thérèse Bermingham  
Chairman, Ireland  
Age: 48  
Studies: taxation, training and development  
Languages: English, Gaelic, some French  
Profession: self-employed taxation consultant

Markus Pieper  
Vice-Chairman, Germany  
Age: 41  
Studies: Education and special needs education  
Languages: German, English  
Profession: teacher trainer for special needs education

David Bull  
United Kingdom  
Age: 59  
Studies: law  
Languages: English, some French  
Profession: consultant and trainer in risk management

Lidija Pozaic  
Croatia  
Age: 29  
Studies: chemical engineering  
Languages: Croatian, English, Spanish, several Balkan languages and some German  
Profession: researcher in a pharmaceutical company

Claudio Burkhard  
Honorary Treasurer  
Switzerland  
Age: 40  
Studies: Physics  
Languages: German, Italian, French, English  
Profession: actuary



Claudio Burkhard, Thérèse Bermingham, David Bull, Markus Pieper, Johan Strid, George Hourdakakis, Lidija Pozaic

George Hourdakakis  
Greece  
Age: 52  
Studies: economics  
Languages: Greek, English  
Profession: hotel owner

Johan Strid  
Sweden  
Age: 35  
Studies: political science and economic history  
Languages: Swedish, English, Danish, Norwegian, some French  
Profession: Secretary General of the Swedish Guide and Scout Council

## The European Scout Office Its functions:

- To serve as the secretariat of the European Scout Region.
- To serve as a secretariat of the World Organization in matters relating to the Region.

As the European Scout Office is a branch of the World Scout Bureau, it supports the implementation of WOSM's strategy in Europe, the development of national Scout associations and contributes to implementing Scouting's mission.

The staff team meets every month.

### The European Scout Office team Geneva

Jocelyne Gendrin-Guinebault  
Regional Director  
France  
Age: 47  
Languages: French, English  
Studies: Psychology and sociology

Kjeld J. V. Jespersen  
Deputy Regional Director and Director, Adult Resources  
Denmark  
Languages: Danish, English, French, German  
Studies: Chemical engineering  
(until 1 April 2003, NO REPLACEMENT)

Radu Stinghe  
Director, Youth Programme  
Romania  
Age: 36  
Languages: Romanian, English, French  
Studies: Environment, chemistry

Shalini Rathi  
Publications Officer (from 1 September 2002)  
India  
Age: 30  
Languages: English, Hindi, Urdu, Bengali, Gujarati, Punjabi and French  
Studies: Journalism and mass communication, international relations and human resource development

Anne Jaasma  
Accounting Assistant (40%)  
Switzerland  
Age: 48  
Languages: French, English  
Studies: Linguistics (until 30 November 2003)



Milutin Milosevic, Miriam Herzberg, Blaise Bachmann,  
Pascale Boulanger, Richard Amalvy, Jocelyne Gendrin-Guinebault,  
Radu Stinghe, Shalini Rathi

Blaise Bachmann  
Director, Finance and Administration  
Switzerland  
Age: 36  
Languages: French, English and German  
Studies: Economics

Anne-Christine Vogelsang  
Administrative Assistant (60%)  
Switzerland  
Age: 40  
Languages: French, English, German and Italian  
Studies: Secretarial training  
(until 30 November 2003)

Nathalie Labar  
Administrative Assistant  
Belgium  
Age: 25  
Languages: French, English, Spanish  
Studies: Tourism  
(since 12 November 2003)

Interns:

- Ireland: worked on the Europe for You! publication (from August to October 2002).
- France: worked on the Europe for You! publication (from August to October 2002).
- Switzerland: worked on the Europe for You! publication and the European Scout Region's website (from August to October 2003).

**Brussels**

Richard Amalvy  
 Director, External Relations  
 France  
 Age: 40  
 Languages: French, English and Spanish  
 Studies: Law, journalism, drama

Pascale Boulanger  
 Deputy Director, External Relations  
 Belgium  
 Age: 28  
 Languages: French, English, Dutch and basic German  
 Studies: Translation and European studies

Giuseppe Porcaro  
 Assistant (April 2002-March 2003)  
 Italy  
 Age: 25  
 Languages: Italian, French, English  
 Studies: International studies

Interns:

- Turkey: worked on the Peace Project (September 2001).
- Slovenia: worked on youth policies (November-December 2001).
- France: assisted with the production of the training manual on external relations (October 2002-March 2003).
- Eurasia Scout Region: worked on possible support from European institutions (November 2003).

Study visits:

- A colleague from the Africa Regional Scout Office visited to launch a new project on decentralised cooperation (October 2003).
- A person from the European Voluntary Service was involved in the Moba project during its induction period (November 2003).

**Belgrade**

Milutin Milosevic  
 Field Executive, South East Europe  
 Serbia-Montenegro  
 Age: 46  
 Languages: English and several Balkan languages  
 Studies: Computer engineering

Nenad Maletin  
 Moba Project Officer  
 Serbia-Montenegro  
 Age: 28  
 Languages: English, various languages from the Balkans  
 Studies: Geology

**Kandersteg**

John Moffat  
 Director, Kandersteg (until 1 November 2002)  
 Age: 33  
 Languages: English, French, German  
 Studies: Modern languages, history

Miriam Herzberg  
 Director, Kandersteg International Scout Centre  
 Netherlands  
 Age: 32  
 Languages: Dutch, English, German, some French  
 Studies: Youth work, management of non-profit organizations

## The Steering Committee

The Steering Committee comprises the Chairman and Vice-Chairman of the European Scout Committee, and the Regional Director. Its main function is to prepare the Committee's meetings and ensure the follow-up of its decisions. This body meets 3-4 times per year.

## The Coordinating Group

The Coordinating Group is formed of the Scout Steering Committee and the WAGGGS Steering Committee. It is responsible for organizing cooperation between the European Scout Region and WAGGGS Europe.

## The European Scout Foundation

The European Scout Foundation is in charge of developing fundraising operations, particularly in support of new associations in central and eastern Europe, according to the decisions made by the European Scout Committee. Towards the end of the triennium, the Finance Subcommittee ceased to exist and the Board of the European Foundation assumed its advisory functions. The Chairman of the Board is invited to Committee meetings.

### Board of the European Scout Foundation

Jørgen Rasmussen (Denmark), Chairman  
René Karla (Austria), Vice-Chairman  
Frédéric Baudin (Switzerland), Treasurer  
Andreas Henrici (Switzerland)  
Christer Persson (Sweden)

Per Hylander (Denmark)  
Gilles Vermot Desroches (France)  
Thérèse Bermingham (Ireland), ex officio  
Jocelyne Gendrin-Guinebault, European Scout Office, ex officio  
Blaise Bachmann, European Scout Office, Secretary

## Working methods

### Contact System

Following the decision of the European Scout Committee in Geneva in September 2001, the system of personal contacts between NSAs and the European Scout Committee was revitalized.

The main objectives of this working method are to:

- contribute to the establishment and maintenance of strong personal relationships between the European Scout Committee and key persons in NSAs (in particular, international commissioners) and the European Scout Region;
- enhance and share available information about the specific needs of associations;
- participate in an effective exchange of information with associations about their programmes and policies.

It is hoped that this system of personal contacts will substantially contribute to the European Scout Region's strategic objective of developing working methods that will capitalize on experiences and further develop cooperation with NSOs.



## Four Working Groups

The working groups are chaired by Committee members (experts from NSOs) and assisted by executives. They advise the European Scout Committee on the implementation of the Regional Scout Plan. Information on the results of their work is contained in this report.

### Youth Programme

The aim of this working group is to assist the European Scout Committee and the European Scout Office in implementing Part 2 of the Regional Scout Plan *Better Scouting for more young people*, according to the priorities that the Committee decides.

#### Members:

Johan Strid (Sweden) Committee member  
 Carla Alesandra Simoes (Portugal)  
 Björn Seelbach (Germany)  
 Jean-Amand Declerck (France)  
 Colin Coleman (United Kingdom)  
 Radu Stinghe, European Scout Office

### Adult Resources and Management

The aim of this working group is to assist the European Scout Committee and the European Scout Office in implementing the Regional Scout Plan, especially Part 3 *The Adults We Need*, according to the priorities decided by the Committee.

#### Members:

George Hourdakakis (Greece), Committee member  
 Mads Hjortkjaer (Denmark)  
 Damian O'Connor (Ireland)  
 Thomas Ertlthaler (Austria)  
 Maimu Nommik (Estonia)  
 Kjeld Jespersen, European Scout Office (until 1 April 2002)  
 Milutin Milosevic, European Scout Office (since 1 April 2002)

### Internal Communications

The aim of this working group is to assist the European Scout Committee and the European Scout Office in implementing the Regional Scout Plan, especially Part 4 "Internal Communication", according to the priorities decided by the Committee.

#### Members:

David Bull (United Kingdom), Committee member  
 Adrian Ionescu (Romania)  
 Paolo Fiora (Italy)  
 Stephan Tschudi (Switzerland)  
 Vojkan Rados (Serbia and Montenegro)  
 Shalini Rathi, European Scout Office (since 1 September 2002)  
 Jocelyne Gendrin-Guinebault, European Scout Office

### External Relations and Youth Policies

The aim of this working group is to assist the European Scout Committee in implementing aspects of Part 1 of the Regional Scout Plan *Promotion and Development*, according to the priorities that the Committee decides.

#### Members:

The originality of this working group is that it is composed of official WOSM representatives to the European institutions and the European youth platforms, including a representative of the Eurasia Scout Region (from a member state of the Council of Europe).

Lidija Pozaic (Croatia), Committee member  
 Ajsa Hadzibegovic (Serbia-Montenegro)  
 Ibrahim Ismayilov (Azerbaijan)  
 Guillaume Legaut (France)  
 Aljosa Ravnikar (Slovenia)  
 Henrik Söderman (Finland)  
 Giuseppe Porcaro, (Italy)  
 Pascale Boulanger, European Scout Office  
 Richard Amalvy, European Scout Office

## Three Task Forces

### Lands of Adventure

The purpose of the task force is to propose a set of tools to develop and promote a European programme for the Scout age section to the European Scout Committee. This is being carried out in accordance with the Regional Scout Plan *Better Scouting for more young people* and the priorities decided by the Committee.

#### Aims:

- To encourage and support cooperation and an exchange of information among national Scout associations in the development of the *Lands of Adventure* programme.
- To define and propose an educational framework for *Lands of Adventure* to the Committee.
- To assist in preparing and promoting practical tools for developing *Lands of Adventure*.
- To develop, promote and implement a European Scout programme for the Scout age section.
- To assist in preparing and promoting relevant resource materials.

#### Members:

Anca Curic (Romania)  
 Cécile Odoyer (France)  
 Gwendoline Possoz (Belgium)  
 Hugh McCallan (Ireland)  
 Pavel Hrica (Slovakia)  
 Sigurdur Ulfrasson (Iceland)  
 Radu Stinghe, European Scout Office

### Europe for You!

The purpose of this task force is to evaluate the *Europe for You!* programme and propose methods and tools for improving it to the European Scout Committee. This is being carried out according to the Regional Scout Plan ("Better Scouting for More Young People"), and the priorities decided by the Committee.

#### Aims:

- To encourage and support cooperation and an exchange of information among NSAs, Scout centres and *EuroSteps* organizers on evaluating and improving the *Europe for You!* programme.
- To undertake a detailed and realistic evaluation of all aspects of the *Europe for You!* programme.
- To define and propose methods and tools for improving *Europe for You!* to the Committee.
- To assist in preparing and promoting more appropriate (or new) tools for the *Europe for You!* programme.
- To assist in preparing and promoting relevant resource materials.

#### Members:

John Moffat (UK)	
Frida Ohlsson (Sweden)	
Samuel Milaret (France)	
Zorica Skakun (Serbia-Montenegro)	
João Armando Goncalves (Portugal)	
John May (United Kingdom)	Uli Taube (Germany)
Stefano Tiberio (Italy)	Radu Stinghe, European Scout Office

### Membership development (until February 2002)

The purpose of this task force was to work on the issue of membership development. This was carried out according to the Regional Scout Plan and the priorities decided by the Committee.

#### Aims:

- To analyse current trends in membership development.
- To identify the reasons (external and internal) for the decline in membership.
- To collect good practices in the field of membership development plans.
- To develop census tools in order to analyse the decline or increase in membership.
- To advise the European Scout Committee/European Scout Office on possible areas of work.
- To collect studies made by international organizations on European youth trends and challenges that they face.

#### Members:

George Hourdakakis (Greece), Committee member  
 David Poppleton (United Kingdom)  
 João Teixeira (Portugal)  
 Elsebeth Hesselund (Denmark)  
 Nasos Efstathiou (Greece)  
 Kjeld Jespersen, European Scout Office



### The European Scout Committee Charter (2001-2004)

As part of a review of the way in which it operates, the European Scout Committee agreed on, and published, a charter:

- The European Scout Committee exists to support national Scout organizations.
- The key objective for the Region's work for the next three years will be a very clear focus in all our work on growth and development.
- In carrying out the responsibilities placed on the Committee by the European Scout Conference, the Committee will manage the affairs of the Region by:

### Working together

- By offering a clear vision of the future of the European Scout region in the context of the World Scout Strategy.
- By promoting a positive partnership between volunteers and professionals.
- By working in genuine partnership with Europe Region WAGGGS.
- By developing and implementing the Regional Scout Plan.
- By making effective use of the expertise of national Scout organizations.
- By maintaining an effective contact system between Committee members and individual associations.
- By providing the fullest possible disclosure of information.
- By participating in events promoted by associations.

### Accountability

- By implementing the resolutions of the European Scout Conference and the recommendations of the European Guide and Scout Conference.
- By providing regular reports on the Region's activities and finances.
- By publishing details of the Committee's work and plans.
- By using all available means of communication.
- By responding promptly to all communications.
- By allocating resources to ensure that the Regional Scout Plan, the Joint Action Plan and WOSM's strategic priorities are implemented.

## Cooperation with WAGGGS/Europe

Following the European Guide and Scout Conference in 2001, cooperation between the two European regions of WAGGGS and WOSM was based on a joint plan of action from 2001 to 2004. This plan of action was built around the three main areas of the «*Charter for Guiding and Scouting in Europe*»:

- We are helping young people to develop...
- We are helping society to develop...
- We are helping Europe to develop...



During the triennium, the two committees met twice a year and, at each meeting, the members of the committees and offices worked together to define and evaluate joint action. The Coordinating Group, composed of the European Scout Committee and the Europe Committee WAGGGS, met 2-3 times per year in order to ensure the general coordination of the work. In addition, the two regional offices held a joint staff meeting in 2002.

The Europe Committee WAGGGS and the European Scout Committee are committed to cooperating in order to serve the interests of all associations, while respecting each other's specific identity and mission. The joint work was carried out in a spirit of partnership and mutual respect.

Each year, the two committees defined a programme of events and joint action, including seminars and educational tools. All of the events organized within this framework by either WAGGGS or WOSM were open to members of both organizations. Beyond European seminars and work on educational kits, other events were also held together:

### Each year

A meeting of the European network of WAGGGS and WOSM representatives to the European institutions or to national youth councils.

### 2003

The Scout and/or Guide Centre Managers' Conference

The International Commissioners' Forum

Over the past three years, areas of close cooperation have been:

- the organization of RoverWay, an event for the senior age section, prepared in partnership with Federação Escutista de Portugal. The event was a success and great thanks are due to our Portuguese friends for their excellent work;
- as often as possible, external relations with the European institutions and the contribution of both organizations to the work on youth issues were carried out together;
- the development of the next plan of action for 2004 to 2007. This is based on the ideas gathered from the young participants in RoverWay, the European White Paper and the «*Charter of Guiding and Scouting in Europe*».

The experience shows that joint work is effective when it is founded on projects and when it promotes both organizations in areas of common interest and the specific needs of associations. In the upcoming years, joint work will continue in order to develop a joint project on European citizenship. Three goals will be proposed during the European Guide and Scout Conference in 2004:

- to enable young people to be active European citizens;
- to be leading organizations in the European youth sector;
- to define and develop the values and characteristics of Guiding and Scouting so as to contribute to building society in Europe.

A full report on the programme of cooperation can be found in the «*Chairmen's Report*».



# Strategy and the growth of Scouting in Europe

## Membership development and growth in Europe

At the close of the previous European Scout Conference, it was clearly stated that one of the most important challenges over the next few years – both for NSAs and the Region – was the development and growth of Scouting in Europe.

In effect, following the period of the birth and rebirth of Scouting in eastern Europe, expansion was due to the recognition of new member countries. Today, Scouting (like other youth organizations) is experiencing a decline in membership, and this raises a number of questions.

In order to study why membership is declining in the majority of associations in Europe, the European Scout Committee created a task force in November 2002. This group met several times and programmed regional events on this theme so as to gain a better understanding of the situation in the different countries:

- a study session in Belgium in October 2001;
- a seminar in Slovakia in June 2002.

The work of the task force and the various working groups established during these events was the subject of an issue of Euro.Scout.Doc (Strategy series 2003 – No. 1). This tool enabled NSAs to launch their own thinking process in working groups so as to integrate the dimension of development and growth in their national strategies.

During the triennium, the growth and development dimension became increasingly transversal. This is why the subject was included in the majority of regional events, and constituted a special focus of two events:

- a working session during the European Symposium on Strategy and Growth, which took place in Italy, in March 2003;
- workshops during the 3rd European Scout Youth Programme and Adult Resources Forum, held in Slovenia in May 2003.

It seems clear that different approaches are needed in different contexts, as halting the decline in membership and increasing it once again involves actively working to retain members within an association, promoting Scouting among new audiences and then identifying where Scouting is only minimally present in order to develop a real growth strategy.



**The areas that seem most likely to stimulate growth are:**

- the quality of the educational proposal offered to young people and the degree to which young people are involved in decision-making in the association;
- a commitment to establishing the management of adult resources;
- flexible structures that enable local Scout groups to network and encourage them to become more involved in the association's strategy;
- a membership management plan so as to learn more about the characteristics of members and how to recruit greater numbers;
- the development of a national strategy including a growth and development plan;
- Scouting's image in the social context.

At its meeting in June 2003, the European Scout Committee adopted a policy on this subject. The policy advocates that, in its work with NSAs, the Region should concentrate all its efforts on growth and the development of high-quality Scouting in Europe.

**Moba Project****A Local Development Project in South East Europe****Introduction**

Moba is the name of a 3-year project (2002–2004) whose aim is to contribute to the development of South East Europe through offering high-quality youth programmes using the experience of Scout organizations which, with their broad network of volunteers, act as local development agents.

The project is based on three fields of action:

- expanding cooperation and subregional activities;
- strengthening the actors' capacity for action;
- developing local projects.

Within these fields of action, there is a focus on three themes, namely:

- peace education;
- education for democracy and participation in building civil society;
- the development of youth policies.

**The birth of the project**

In February 2001, the European Scout Region invited all seven national Scout associations based in South East Europe to meet over a weekend in Budapest, Hungary, to share information that they had collected concerning the situation of young people in the area and to identify their common needs. The European Scout Office subsequently worked on a project proposal to answer those needs. The French Ministry of Foreign Affairs agreed to support the project, based on its successful partnership with Scouts de France in the Great Lakes area in Africa, and the project was launched at the beginning of 2002.

**Overview**

In 2002, the project began with workshops on each of the three themes of the project, involving Scout and non-Scout participants (40% of workshop participants were from Scout organizations, and 60% were from non-Scout youth organizations). Workshops were held on peace education in Kotor, Montenegro; democracy and building civil society in Bijeljina Bosnia and Herzegovina; and youth policy in Ohrid, Macedonia. In 2003, a workshop on culture and traditions in youth programmes was also organized (Fruska Gora, Serbia and Montenegro). The purpose was to bring together

everyone who had experience in a particular issue, help them to become familiar with one another, plan and work together in an international environment, and collectively define concrete action.

One of the key aspects of the project is to strengthen the capacities of those who work with and for young people. Work in this area was organized under three broad headings, as described further on.

A subarea concerning the development of a youth educational programme offered basic tenets for a new programme for youth in 2002. Three working sessions were organized, which aimed to offer programmes for young people. These were: «Nature Around Me» (Borja, Bosnia and Herzegovina), «The World I Live In» (Rajac, Serbia and Montenegro) and «My Life» (Bela Palanka, Serbia and Montenegro). The young people involved showed great determination and a desire to re-examine the existing traditional programmes, created by adults, which no longer responded to the needs and interests of young people. The results were then analysed and collated through a systemic approach and programme delivery was examined in the final working session in November 2003 (Sveti Nikole, Macedonia). Support was provided to pilot projects on identifying needs of young people in Vojvodina, Serbia and Montenegro.

Another subarea concerned the training of NGO staff and volunteers. This refers to the training of young trainers in the area. Two training of trainers workshops were offered to new young leaders (Ohrid, Macedonia and Sutomore, Serbia and Montenegro), and those who already had experience in this area met for training on designing training schemes (Boracko jezero, Bosnia and Herzegovina).



The third subarea concerned the enhancement of NGO management and refers to management training in terms of more modern management of the organizations and their longevity, and an increase in youth participation in decision-making. During the course of the first two years, the Moba project provided support for management workshops in Serbia and Montenegro, and Bosnia and Herzegovina, as well as a workshop for top leaders of big youth NGOs (Kotor, Serbia and Montenegro) and a management seminar (November 2003, Ohrid, Macedonia).

Following the needs expressed during the first year of the project, new events were organized in 2003. These were a working session on scouting and local development (Smetovi, Bosnia and Herzegovina), a workshop for journalists covering young people (Panonia, Serbia and Montenegro), and a forum on partnership-building (Tara, Serbia and Montenegro).

The target groups for all the events were young volunteer leaders of youth organizations (18-35 years old), professional executive staff of local, regional and national NGOs involved in the project, the professional and volunteer leaders of youth organizations, members of youth wings of political parties, social workers, teachers, and civil servants.

As a way of giving support to the NGO projects, the European Scout Office launched two calls for local projects in all three countries (in November 2002 and May 2003). As a result, support was provided to 32 local projects related to the three themes of the Moba project, and involved young people in the creation, planning, implementation and assessment of the projects (11 in Bosnia and Herzegovina, 11 in Serbia and Montenegro and 10 in Macedonia). The maximum sum granted to a project was 3,000 euros.

Evidently, promotion was a very important element of the project. Promotional materials were distributed right from the start: the project was promoted at a number of events; and various media reported on the project. A Moba website was created with a presentation in five languages and a resource centre. The promotional efforts appear to have been successful in view of the large number of organizations and people who asked for further information or who applied to take part in some of the workshops, as well as the fact that the promotion helped to raise the profile of Scouting in the area and in the eyes of international actors.

### Management of the project

An international monitoring group was established to monitor and help implement the project. It consists of representatives of the French Ministry of Foreign Affairs (the Department for Social Development), one European Scout Committee member, the European Scout Office, Scoutisme Français and several international partner organizations. The group has so far met five times (Belgrade, Sarajevo, Paris, Ohrid, Belgrade).

National monitoring groups have been created in each of the countries involved, comprised of representatives of the Scout associations and other non-governmental organizations and authorities concerned with young people.

The European Scout Office manages the project, with the particular involvement of the satellite European Scout Office in Belgrade; and the European Scout Committee, represented by Committee member Lidija Pozaic, follows the project.

### Follow-up

Most of the final year of the project will concentrate on gathering experiences and making use of the results (a new set of workshops, compiling educational packs, etc.), evaluating the project's results and impact, and developing models for use in the future – in South East Europe and elsewhere.

### Points of particular interest thus far

The Moba project has developed a methodological approach based on building the capacity of youth NGOs in the area and supporting all those involved.

The project has attracted a great number of volunteers, including many young people, who are enthusiastically involved in the entire process.

## The Centenary Fund

The aim of the European Scout Centenary Fund is to provide direct financial support for high-quality, innovative projects undertaken with the approval of NSAs and which contribute to the growth and development of Scouting. Since 1999, it has received a large part of the annual grant from the Fund for European Scouting; this will continue to be the case until 2007, the year of Scouting's centenary.

The European Scout Committee decides which projects to support at its first meeting of the year.

### Project categories

The Centenary Fund supports projects that fall in one or more of the following four categories:

- **Growth and Development:** e.g., strategies and projects aiming to increase NSAs' membership.
- **Youth Programme:** e.g., development of youth programmes, the Europe for You! programme, or youth events.
- **Adults in Scouting:** e.g., support and training for adults in various voluntary roles in Scouting, and the development of modern management methods for volunteers.
- **Management and Communication:** e.g., capacity - building, the supply of information to volunteers and to the public, and the development of NSAs' services.



### The Centenary Fund from 1999 to 2003

From 1999 to 2003, 86 projects (out of a total of 153 submissions) were financed through the Centenary Fund amounting to a total of US\$ 1,604,900. Although the McIntosh Fund lost

some 30% of its market value in 2001, the European Scout Committee expressed a wish to maintain an annual amount of US\$ 250,000 for Centenary Fund grants.

The "Growth and Development" category was added following the European Scout Conference in Prague, in July 2001. Since then, most of the projects funded have been related to growth and development and to one of the other categories, based on the concept that membership growth requires a good programme for young people, an attractive project for volunteers, and the efficient management of the association.

## Scouting's centenary: cooperation with The Scout Association (UK)

In 2007, Scouting will celebrate its centenary. A hundred years during which Scouting has contributed to the non-formal education of over half a billion young people, without any distinction of race, religion, gender or class. One hundred years during which adults have committed themselves to accompanying young people in their development.

At the request of The Scout Association (a driving force in this world event due to its history and due to the fact that it will host the World Scout Jamboree in 2007 and the European Scout Jamboree in 2005), an agreement of cooperation was drawn up between The Scout Association and the European Scout Region in order to better define the areas of partnership.

In 2005, the European Scout Jamboree will take place on the same site as the World Jamboree, from 30 July to 10 August 2005.

The objectives of this cooperation were defined according to the priorities of the European Scout Region and its wish to ensure that the centenary is a meaningful occasion. The four main objectives are:

### Objective 1

- To develop the participation of young people in decision-making.

### Objective 2

- To increase the opportunities for young people to take responsibility in civil society.

### Objective 3

- To make better use of the concept of the Global Development Village in all events – from local to world levels.

### Objective 4

- To help NSAs to launch their own 2007 action plan in terms of programme and image.

In order to achieve these objectives, a plan of action was developed and, at its meeting in February 2001, the European Scout Committee decided to provide financial support. Each year, The Scout Association will receive US\$ 90,000 in order to implement the action defined in the agreement of cooperation. The funding will be allocated from the European Fund for Scouting (McIntosh Fund budget) until 2008, with an intermediary evaluation period in 2005.

In the areas of the EuroJam's educational programme, marketing and institutional co-funding, young Scout leaders from European associations were recruited to work with the UK working commissions, and European Scout Office staff are also contributing to work in these three areas.



Over the past three years, the Project Monitoring Group, composed of the Chief Executive of The Scout Association, Derek Twine; the 2007 Campaign Director, Derek Pollard; the Chairman of the European Scout Committee, Thérèse Bermingham; and the Regional Director of the European Scout Office, Jocelyne Gendrin-Guinebault, met twice a year in order to coordinate the implementation of this agreement of cooperation. A Conference document (Document No. 10) presents the action undertaken.

## The European Scout Foundation

The European Scout Foundation (ESF) exists to help improve the economic situation in the Region. Among other functions, it serves as the European finance working group, working in close cooperation with the Regional Scout Committee. The Board of the ESF is composed of members from different parts of Europe, and is supported by a very valuable network of Scout "ambassadors": the Friends of Scouting in Europe.

### Financial situation

During the triennium, a very turbulent world economic climate affected the Region's financial situation. Nonetheless, the Foundation obtained two major donations in long-term bonds amounting to 300,000 euros and US\$ 500,000. Further financial information is contained in the ESF's financial reports, which are sent annually to NSAs.

### The Friends of Scouting in Europe

The Friends of Scouting in Europe's programme has been further developed. There are already some 100 Friends who have proved their commitment to the development of Scouting in eastern Europe. The Friends of Scouting in Europe support the Movement through their personal financial contribution, now amounting to a total of some CHF 85,000, and through providing direct support to Scout projects.

The Friends of Scouting meet annually for a friendship weekend. The gatherings have taken place in eastern Europe, where the Friends have enjoyed eventful programmes and the warm hospitality of the host NSOs.

### The project database

The most successful part of the Friends of Scouting is a standing list of small projects in need of funding (max. 3,000 euros), all provided via the international commissioners of NSAs in eastern Europe. Funding is sought from individual donors and Scout groups who are prepared to support the development of Scouting in the eastern part of Europe. Over 40,000 euros per year is now being raised and this amount is likely to increase. More projects and donors are welcome! As for all projects, strict reporting rules apply, as per the policy of the European Scout Committee.



### Workshops on finance and other support

The ESF has been actively involved in tailor-made finance workshops in several member countries, which have proved to be very useful for the NSAs. In addition, the ESF has helped one NSO to create its own Scout foundation.

In all these projects, the open and direct cooperation between the NSAs' leadership and that of the ESF has been of great encouragement to those involved.

At the beginning of the triennium, the European Scout Foundation's "father", Mr Arthur Eugster, of St. Gallen, Switzerland, decided to retire. The European Scout Region is most grateful to Arthur Eugster for his outstanding services during his lifelong involvement in Scouting.

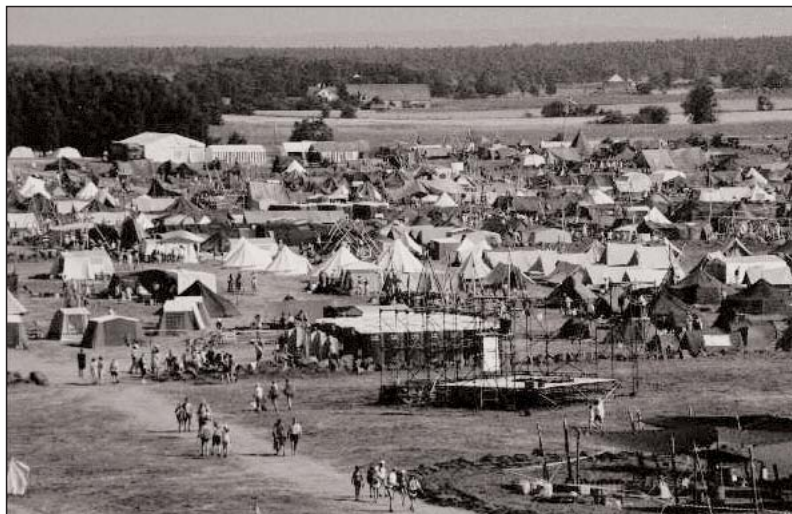
## Better Scouting for More Young People

During the triennium, the European Scout Region has continued to assist NSAs in implementing the World Programme Policy and improving their programme for older age sections. An emphasis has been placed on supporting NSAs in implementing the resolutions of the European Scout Conference (Prague, 2001) concerning environment and spiritual development, and in integrating the strategic priorities and outcomes of the World Scout Conference (Thessaloniki, 2002) concerning "Adolescents", "Youth Involvement", "Girls and Boys, Women and Men" and "Reaching Out".

### Implementing the World Programme Policy

#### Renewed Approach to Programme (RAP)

The European Scout Region has encouraged and supported NSAs in adapting their programmes to the needs of girls and boys living in today's societies. RAP has helped several NSAs with this process and very good results have been observed throughout Europe. The European Scout Region has continued its cooperation with the Interamerican Scout Region in producing tools to support NSAs in implementing RAP for different age sections. It has also started working on the production of more tools to assist NSAs in evaluating the needs and expectations of young people and to explain and implement RAP at different levels.



#### RAP publications

The new edition of RAP (including the CD-Rom) was published in 2000. It is now available on the regional website, as well as via the World Scout Shop SCORE (hard copy). «*Green Island*» (a resource accompanying RAP), has been completed and can be downloaded from the regional website.

Following the publication in 1999 of the international version of the «*Cub Scout Leaders' Handbook*» (in English), further cooperation between the European Scout Region and the Interamerican Scout Region resulted in the production of another important tool to enrich and support the implementation of RAP to older age sections: the «*Scout Leaders' Handbook*». This book gives an introduction of the needs of girls and boys aged 11-15 1/2 and explains how to implement RAP for this age section. It was an important resource in designing Lands of Adventure, the European programme for young people aged 11-16.

The Youth Programme Working Group has worked on a series of tools and resources to support the implementation of RAP in NSAs. These will be ready for publication in April 2004.

### **RAP events**

The 2nd European Scout Forum on Youth Programme and Adult Resources (Malaga, Spain, May 2001) gathered together over 100 participants from 22 countries. It enabled participants to share experiences and work together on topics of common interest, namely, membership development, symbolic frameworks in Scouting, the Global Development Village, etc.

In May 2003, Slovenia hosted the 3rd European Scout Forum on Youth Programme and Adult Resources in Lipica, involving 60 participants from 19 countries. Participants attended a variety of workshops prepared by the planning team and worked on international team tasks on topics that encouraged participants to explore beyond the traditional understanding of youth programme. These included gender education, internal communication strategy, external relations, reaching out, Rovers – skills for life, spiritual development, attracting and retaining adolescents, etc. The results can be downloaded from the regional website.

In addition, seven subregional workshops on RAP and other aspects of youth programme were organized during the triennium, mainly for the benefit of countries from Central and South East Europe and the Baltic states.

At the request of NSAs, several other tailor-made workshops on RAP or other youth-related issues were also organized.

## **Improving programmes for adolescents and young people**

### **Europe for You!**

Improving programmes for adolescents and young people aged 16-22 continues to be one of the priorities of the Region. Scouting has a key role to play in helping young people of this age to develop themselves and contribute to the development of their community and society as a whole.

*Europe for You!* was developed to promote youth mobility in Europe, to help young people understand some of the recent changes that have taken place in Europe and to involve them in building a more just and tolerant society.

Five years after its launch, the *Europe for You!* programme came to the point where a thorough evaluation and review were needed. Europe has changed, as have the needs of associations and individuals. In order to remain relevant and attractive, the project had to keep pace.

As youth involvement and adolescents are key priorities of the World Scout Strategy, efforts have been made in order to ensure that the European Scout Region responds to the real needs of associations in this area, and to enrich the existing national programmes for Senior Scouts and Rovers with a European dimension.

A specialised task force was appointed, comprising experienced volunteers representing Scout associations and centres, to evaluate and review the *Europe for You!* programme. The work began in September 2001 and was completed in February 2003. The conclusions have been compiled in an updated proposal for the project, which aims to respond to the new needs of adolescents in Europe as well as to the needs of Scout centres and NSAs. It will be launched in 2004. In addition to the work of the task force, various other



results and surveys were taken into account, such as the questionnaire on *Europe for You!* sent to all Scout centres in April 2001, the outcomes of a workshop and a questionnaire at the Scout and Guide Centre Managers' Conference (Castle Rieneck, 2001), the web-based questionnaire for Rovers (which has been on the website for more than a year), the conclusions of the preparatory work for RoverWay, etc.

**Where to Stay in Europe**

This online database aims to provide young people with information about Scout and Guide centres in an easy-to-understand format. The 2002/2003 edition featured 268 centres and campsites in 25 countries.

**European Scout Voluntary Programme**

The aim of this programme is to provide opportunities for young people to develop their leadership skills and intercultural understanding by offering them the opportunity to volunteer their services at a site in another European country. Originally, the voluntary service only took place at Scout centres, but the concept has now been expanded to enable young people to help prepare certain large national or regional events (e.g. RoverWay). In 2003, more than 140 volunteers took part in the programme.

The programme is coordinated by Kandersteg International Scout Centre. Further information is available on the regional website.

**EuroSteps**

The aim of *EuroSteps* is to encourage young people to travel in Europe and to take part in challenging and relevant projects with young people from another country. Based on the evaluation undertaken by the task force, the revised programme simplifies the process and places more emphasis on a project approach, which involves young people more actively. It also encourages Rovers to undertake a *EuroSteps* project through the provision of support from the Region for certain initiatives. All *EuroSteps* project applications can be found on the regional website. Furthermore, EuroSteps also ensures a strong link for both individuals and groups with the World Scout project known as *Scouts of the World*.

**The European Scout and Guide Centre Managers' Conference**

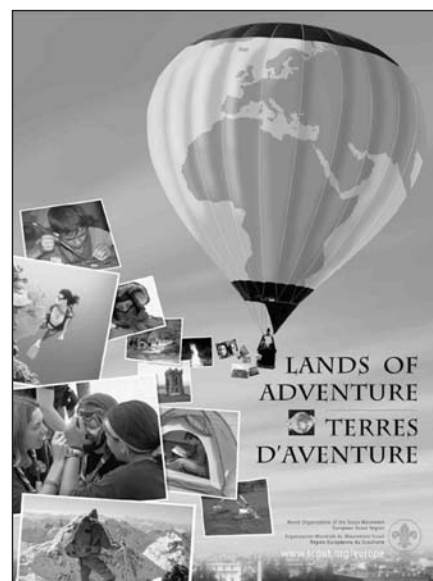
The aim of this event is to develop and strengthen cooperation between Scout and Guide centres and to facilitate strong working relations between the staff of those centres. Over the triennium, a special emphasis was placed on the relationship between centres and NSAs and the ways in which their interaction can better serve the development of the youth programme and Scouting in general in a given country.

The 7th European Scout and Guide Centre Managers' Conference was held at Castle Rieneck (Germany) in October 2001, and the subsequent one was hosted by Kandersteg International Scout Centre, in October 2003.

**Lands of Adventure**

Lands of Adventure is the new European programme for Scouts aged 11 to 16. Its aim is to assist NSAs in enriching their Scout programme with a European dimension and to contribute towards the development of a well-balanced, attractive and relevant programme for the Scout age section in Europe.

The European Scout Region has worked on the development of this new programme since September 2001 and the proposal is the result of a long process of consultation involving the participation of numerous Euro-



pean Scout associations. A specialised task force involving experienced leaders from several Scout associations was formed to develop an initial proposal. This was then discussed and amended during the Lands of Adventure Study Session organised in Castle Rieneck (Germany, April 2002). A second proposal was defined and presented to European NSOs during the European Scout Leaders' Meeting held in Cartigny, Switzerland, in October 2002. The outcomes of this meeting were integrated in the final proposal and various tools and materials have now been developed in order to support the promotion and implementation of this programme in NSOs' youth programmes.

An overall presentation of the programme (which starts in 2004) was made at the Lands of Adventure Ambassadors meeting, held in Geneva, in September 2003. Various areas of the programme are outlined below.



### **Express EURself**

This area of the programme aims to encourage Scout patrols to undertake projects within their own programme and submit the outcomes using a media format of their choice: website, movie, photographs, etc. All the results will be available for all the participating patrols on CD-Rom and the most interesting projects will be posted on the regional website.

### **EUR hopping**

The aim of this area is to encourage Scouts from different countries to make contact and design a common project (with or without a "real" meeting).

### **Europe at EUR door**

This area aims to encourage Scouts to learn more about Scouting and explore the culture of other European countries. Based on the information provided by the "host countries" on the Lands of Adventure website, Scouts from all over Europe are invited to design a project or activity that is specific to the host chosen.

### **EUR event**

This is an area of Lands of Adventure aimed at Scout leaders. It comprises a resource centre on the regional website and offers the opportunity for Scout leaders from all over Europe to participate in events organised at national or European level.

## **Educational fields**

### **Peace education**

Peace education is one of the main challenges for Scouting in Europe. It is one of the three core elements defining the areas of action for the MOBA project and several events on this theme have been organized for the benefit of young people in South East Europe.

As a result of the Peace Cruise experience, the European Scout Region began the work of compiling and publishing a series of tools on peace education. They will be made available in 2004.

### **Intercultural education**

The European Scout Region places an emphasis on promoting intercultural awareness among young people of different cultures and faiths by helping them overcome barriers to their mobility, often created by limited access to information and communication networks, suitable transport or accommodation.

The Region aims to develop and promote initiatives to encourage youth mobility and support Scout centres in this area.

A seminar on youth mobility and international education was held at Kandersteg International Scout Centre in October 2002. It involved Scouts and Guides from 13 countries who worked for a week on topics related to the role of Scouting in promoting intercultural awareness and facilitating youth mobility.

**Gender education**

During the triennium, the European Scout Region placed a special emphasis on assisting NSAs in ensuring that their youth programmes correspond to the needs and aspirations of both girls and boys. A major research project on gender education, organized in cooperation with the World Scout Bureau, was carried out by a specialized researcher in 2001. The research report is on the regional website. At the latest European Scout Forum on Youth Programme and Adult Resources, an international team task was devoted to this subject and several gender-related workshops were organized. The high number of participants at these workshops indicates that this is an important subject for NSOs.

**Nature and environment**

Nature and environment continued to be at the centre of attention in the European Scout Region in its efforts to make Scouting in Europe a relevant and meaningful movement.

Environmental education was fully integrated into the work of the 3rd Forum on Youth Programme and Adult Resources and various subregional events. In addition, *EuroSteps* offers a way of encouraging young people to design and implement environmental projects, and links into the *Scouts of the World* award.

A seminar (organized in cooperation with Europe Region WAGGS) was proposed to NSAs on the topic, but it had to be cancelled due to a lack of participants.



**Spiritual development**

In view of the resolution adopted by the European Scout Conference in Prague, the European Scout Region considered spiritual development as one of the main topics to work on during this past triennium. Spiritual development was present on the agenda of the 2nd and 3rd Forum on Youth Programme and Adult Resources, and was also included in certain subregional events. A study session was organized in October 2003 aimed at defining spiritual development in Scouting and focusing on how it can be enhanced and strengthened within the Scout programme, taking into account the complex and varied situations in Europe.



Four associations with different approaches to spiritual development (The Scout Association, UK; Corpo Nacional de Escutas, Portugal; Scouts et Guides Pluralistes de Belgique, Belgium; and Svenska Scoutförbundet, Sweden), and representatives of the International Catholic Conference of Scouting (ICCS), the International Link of Orthodox Scouts (DESMOS), the Christian Conference of Guiding and Scouting (CCGS) and the International Union of Muslim Scouts (IUMS) took part in the event.

The objectives of the study session were threefold:

- to advise the European Scout Committee on how to work on spiritual development in the youth programme and thus contribute to a higher-quality youth programme and increased membership;
- to position Scouting, through the youth programme, in a new Europe in which values and the understanding of the importance of religious beliefs are changing among the population as a whole, and especially among young people;
- to produce ideas on tools to examine how Scouting, through the youth programme, can reach out to new groups in a multicultural, multi-religious society.

The conclusion of the study session was that Scouting needs to continue to work actively on spiritual development, taking into account the diverse situation when it comes to spirituality, religion and faith in each national environment in order to be able to deliver Scouting to all young people.

A number of tools were proposed and they will be made available for NSAs.

### **Social exclusion**

The European Scout Region continues to be committed to supporting Scouting as a movement that is open to all young people, without distinction of race, origin, gender or creed, and work has been undertaken to support NSAs to adapt their programmes accordingly. A grouping, known as the Overture Network, meets twice a year and provides valuable input and support. The Region is regularly represented at these meetings and supports its work.

## The adults we need

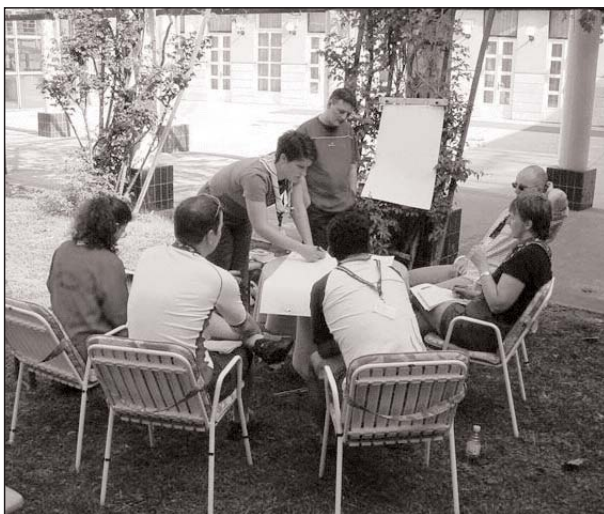
In 2002 (which was also the International Year of Volunteers), the 36th World Scout Conference (Thessaloniki, Greece) declared volunteering to be one of three key priorities of the World Scout Strategy. Participants at the European Scout Symposium held in March 2003 reiterated that the issue of volunteers was one of the top priorities in Europe. As in many other aspects of life, the concept of volunteering is changing and the Region needs to adapt. Ensuring that we have enough high-quality leaders who are committed to offering their time to the Movement is a major challenge and has been one of the priority areas of work in the Region.

A sound adult resources management system will be one of the key success factors for the European associations in the time to come. If associations fail to recruit, train and motivate capable leaders, the entire delivery system of the youth programme will fail and we will be unable to achieve our mission. Along the same lines, a pool of motivated and capable leaders will form the basis for the future growth of associations. Initiatives undertaken at national level in several associations have led to increased motivation, competence and interest in the Movement – and it resulted in membership growth.

### The Adult Resources Policy

A focus of the Adult Resources and Management Working Group was to analyse the situation concerning the implementation of the Adult Resources Policy, taking into consideration the results of the questionnaire prepared for the European Scout Symposium, and propose solutions for improvement. It found that the Adult Resources Policy has been implemented to different degrees in associations. Some associations are quite advanced in this area, and others do not apply it at all. In different ways, most associations have taken some action concerning the management of adult resources. Some use the model rigorously, others use it as a source of inspiration, and yet others have devised their own methods to achieve a higher quality of adult resources management in their associations. Support materials for running a workshop on Adults in Scouting exist, but have not been used extensively.

### Support in implementing the Adult Resources Policy



An attempt to provide opportunities to encourage an exchange of ideas, knowledge, skills and techniques within the Region was provided through a scheme known as EuroTrain. Despite the availability of support, there were few training exchanges. Nonetheless, a number of interesting experiments were carried out in terms of helping associations to develop their strategy and training systems.

The Region provided an exchange medium via an e-mail list for national training/adults in Scouting commissioners. Unfortunately, although the e-mail list was operational for most of the triennium, it was not very productive. The main reason for the failure of the Internet-based system was that people prefer discussing matters through face-to-face contact, rather than through electronic communication.

In terms of events to support the implementation of the Policy, seminars, meetings and other gatherings were much more effective where opportunities were given to like-minded people to discuss and develop ideas for use in their specific context.

The 3rd European Scout Forum on Youth Programme and Adult Resources was held in Lipica, Slovenia, in May 2003, and was attended by 59 participants from 23 associations coming from 19 countries. The aim of the Forum was to assist NSAs in developing their youth programme and in improving the management of their adult resources.

Besides supporting national adult resources teams in developing and improving their management of adult resources using the Adults in Scouting model, identifying the main challenges of the policy and providing tools to overcome these challenges, the Forum was a good opportunity to explore ways in which youth programme and adult resources management could contribute to achieving the objectives defined for the strategic priorities decided at the 36th World Scout Conference and to meet other people with similar tasks to share ideas and to create partnerships.

Participants were able to select topics for workshops and international team tasks according to their needs and the needs of their associations. To this end, participants were invited to respond to a questionnaire prior to the event, and the programme was based on the questionnaire results.

There was considerable interest in developing partnerships, and topics of interest were recruitment, structural management, strategic planning and management (in general and of adult resources).

According to the participants' evaluation, they found the event useful, especially the workshops and international team tasks. They considered that the Forum offered practical ideas and provided answers to issues.

An area of support requested for the future was support in collecting and promoting best practices, producing tools, supporting networking and the development of a resource centre (on the website).

In November 2003, a seminar entitled «Values, Benefits and Promotion of Volunteering» was held at the European Youth Centre in Budapest, Hungary.

The model of subregional events was further developed during the triennium. In some areas (the Baltic states, central and eastern Europe, and south-east Europe), they were an effective way of supporting NSAs, but attempts in other areas of Europe failed. Subregional events were organized in Estonia (October 2001), Slovenia (November 2001), Bosnia and Herzegovina (April 2002), Croatia (October 2002) and Latvia (April 2003). Two more are scheduled – one in Romania (February 2004) and one for German-speaking associations (June 2004).

Finally, several workshops were also offered in response to specific requests from NSAs.

## Strengthening links between Youth Programme and Adult Resources

Beyond the action undertaken to support the implementation the Adult Resources Policy, the Region has worked to strengthen the links between Youth Programme and Adult Resources by offering an opportunity to share experiences and to develop a common basis for work. Two important areas have been adult-youth relations and youth involvement in decision-making, as these aspects contribute to bridging the generation gap and thus help the development of young people.



## Management

One of the challenging priorities of the Region during the triennium has been to help NSAs to improve their management. Some of them are well advanced, with developed structures, whereas others operate at a very basic level and need considerable help. As a result, some support was provided on a more general level, whereas for some countries a specific approach was prepared on a one-to-one basis.

While many external management tools exist, and can be useful, not all business management principles are applicable or appropriate for Scouting. In view of Scouting's specific context, it was therefore important to help create a flow of experience from within the Movement.

The Region continued to organize a management seminar in order to provide NSAs with the opportunity to improve skills and knowledge in this field. During the triennium, the nature of support moved from a general approach to management towards focusing on specific elements. Based on the needs of the associations, the topic for the seminar in 2002 was "How to Work in Teams", "Project Management" for the one in 2003, and the one in 2004 will be on "A Learning Organization". An output of the one in 2003 was a toolkit on project management, including a set of presentations and training notes that can be used in various situations. The seminar has highly rated by associations across Europe.

Several management workshops were offered in the Region. A few of them dealt with topics of general interest, and some were tailor-made according to the concrete needs of associations (mainly in eastern Europe). Management issues were also a topic in the subregional event held in Latvia in April 2003 and are likely to be included in future such events.

An area for support in the future concerning management is the training needs of top managers in NSAs.

Finally, improving the management of the Region itself has also been a challenge. Associations see *An Organization for the 21st Century* as the second most important priority for the Region in terms of implementing the Strategy for Scouting.





# Internal Communications

## Electronic communications and exchange

During the triennium, the Region's website has been updated and revised. The design has changed – and reflects WOSM's recently-changed visual identity. But the real change is in the technology used: the website can be maintained more easily and provides many new features that will be of real help to the Region.

EuroPak, operated jointly with WAGGGS Europe, is now available online and provides full access to all circulars and other documents issued to NSOs. Guidelines on child protection on the Internet, as requested by the Conference in Prague, were developed and published as a Euro.Scout.Doc.

## Regional communications

Beyond «EuroPak», the Region needs further effective ways of providing information, both for associations and for individuals. The Internal Communications Working Group recommended that the process should be simplified and that «Eurofax», «BruPak» and the «Chairman's Letter» should all cease and be replaced by a new monthly publication, to be distributed electronically: «Euro.Scout.Info». This has functioned for most of the triennium and received favourable feedback at the European Scout Symposium in Riva del Garda, Italy, in 2003. A customer survey was also carried out so that the opinions of a wider audience could be taken into account in improving the publication.

Euro.Scout.Doc continues to be published to provide more permanent reference material on important issues. For example, recent issues dealt with membership development and Scouting and civil society.

A dossier of essential documents has been put together – mainly with national leaders in mind – and this has been made available on the website.

## Communication policy

The Internal Communications Working Group has operated within two areas: technical (mainly electronic communication methods) and strategy (helping associations to plan a communication strategy and so on).

These two aspects came into one when a workshop was held in Becej (Serbia and Montenegro). A predominantly young audience took part in discussions on strategy and practice, and the results of the event have been issued on CD-Rom.

The Committee agreed on a policy on disclosure of information. A copy of the policy is included in this report.

Throughout the triennium, the Internal Communications Working Group has sought to encourage internal



communications in associations and the Region, especially so as to improve work on Youth Programme and Adult Resources. For example, there were sessions at the 3rd European Scout Forum on Youth Programme and Adult Resources in Lipica (Slovenia) on communications issues. This is the essential rationale for good communications within our Movement.

## **World Organisation of the Scout Movement European Scout Region**

### **Policy on the Disclosure of Information**

*Article 19 of the Universal Declaration of Human Rights:*

*"Everyone has the right to the freedom of opinion and expression; this right includes freedom to hold opinions without interference and to seek, receive and impart information and ideas through any media and regardless of frontiers."*

The European Scout Region will disclose information (subject to the exceptions listed below):

Through its normal publications, both in print and electronic form.

For specific items, on request in writing from a National Scout Organisation, through an authorised person such as the International Commissioner

#### **Exceptions to the Disclosure of Information:**

- Information relating to the development of policy before final decisions have been made.
- Information relating to a particular employee, former employee, or applicant to become an employee of the Region.
- Information relating to a particular office holder in the Region.
- Information relating to the financial or business affairs of a particular person (other than the Region itself).
- Information relating to any particular applicant for, or recipient or former recipient of, any financial or other assistance from the Region.
- Information relating to any consultations or negotiations in connection with any contract or litigation for the Region.

Adopted by the European Scout Committee, 23 February 2003.

# Partnerships and external relations

## Introduction

The major area of work during the triennium was related to the strategic priority *Scouting's Profile*, which focuses on the following fields of action:

- Communications: improving the image of Scouting.
- Partnerships: strengthening relations with European institutions, youth platforms and other NGOs; ensuring the inclusion of WOSM's social concerns in policies.
- Resources: creating conditions for sustaining and increasing institutional co-funding.

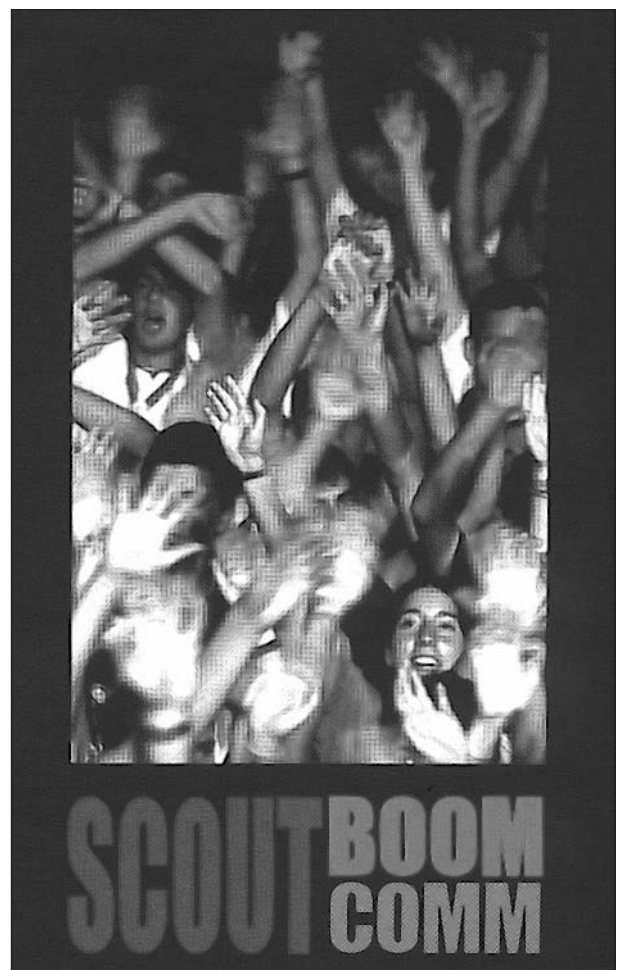
## The Image of Scouting

In December 2001, the Region launched a long-term training course on external relations with a seminar entitled "How our image reflects our mission through our actions". Nine months later, a second seminar focused on external relations and a communication strategy. The trainees were invited to constitute the editorial committee of the training manual written by Richard Amalvy entitled "*Scouting's Profile: Scout.Boom.Comm*". The title is intended to symbolise the concept that a better communication strategy can help Scouting to grow (boom). In September 2003, the training manual was published in English and French, and sent to all European NSOs, accompanied by a training catalogue.

Workshops on all three dimensions of *Scouting's Profile* were integrated into regional events. Support will be further developed in the future through workshops and direct support by professionals and experienced volunteers. The experience gained in external relations now also enables ad hoc support to be provided on a variety of specific issues.

## The European Union

During the period under review, the main issues in terms of lobbying were the White Paper on Youth Policy, the Convention for the Future of Europe, and an increase in a new budget line (A30-29) concerning "*Support for International Non-governmental Youth Organisations*", dedicated to the functioning of European youth NGOs.



### European Commission

The Directorate-General for Education and Culture is the main interlocutor at the Commission and the Region is frequently in contact with it. In addition, the relationship with the Environment Directorate-General is growing: it contacted WOSM to invite representatives to participate in its European conferences.

### European Parliament

In 2001, thanks to the organizers of INTERCAMP (an annual international Scouting event organized in turn by several European Scout associations, the Boy Scouts of America and Scouts Canada, etc.), the European Scout Office met Nicole Fontaine, the President of the European Parliament, who invited the Scout Movement to make use of an educational programme named *Euroscola*. An organizing committee, mainly composed of INTERCAMP representatives, Scoutisme Français and the European Scout Region, tried to organize a Scout "*Euroscola*" in Strasbourg, first in March 2002, then in October 2002. Unfortunately, a misunderstanding on financial rules between the organizers and the programme coordinators at the Parliament meant that event could not take place. A feasibility study for a future project has been launched with a group of NSOs to see how the European Parliament could support such a Scout gathering. Such an event could help to launch a coordination group of Scout parliamentarians within the European Parliament.

## Council of Europe

The main development during the triennium was that WOSM chaired the Advisory Council on Youth. This has led to a stronger recognition of the Movement's work within the Council of Europe. For the first time, the Director of Youth and Sport of the Council of Europe paid a visit to the World Scout Bureau (Central and European Offices) in Geneva for an entire working day (July 2003).

### Advisory Council on Youth

Guillaume Legaut (Scouts de France) was elected twice as chairman of the Advisory Council. Ajsa Hadzibegovic (Yugoslav Scout Association) joined the Council, too, on behalf of the youth hostel of Montenegro and was elected Vice-Chairman in March 2003. Giuseppe Porcaro (AGESCI) subsequently replaced Guillaume as a member. The work of the Scout representatives focused on a more consistent approach of the Council of Europe's Youth Programme and on reinforcing relations between the youth sector and the various institutional bodies of the Council of Europe, such as the Parliamentary Assembly and the Council of Ministers. For the first time, the political priorities adopted by the European Conference of Youth Ministers, Thessaloniki 2002 (intercultural dialogue, democratic participation and citizenship, prevention of violence) are the result of the fruitful cooperation (in which WOSM played a pilot role) between the representatives of governments and international youth NGOs.



### Parliamentary Assembly

As was the case concerning the creation of a coordinating group of Scout parliamentarians at the European Parliament, sufficient support has not yet been gathered in order to establish a coordination group of Scout parliamentarians at the Parliamentary Assembly of the Council of Europe, despite the effort made in contacting members of national parliamentary delegations. Nevertheless, various members, in particular the President, supported youth initiatives on youth policy and non-formal education, driven by WOSM delegates.

**Council of Local and Regional Power in Europe**

Work began with CLRPE. This is a structure that brings together representatives of the local authorities of Member States of the Council of Europe to work on local democracy. Lobbying action was undertaken in order to promote recognition of the work achieved by the youth sector of civil society at local level. Recognition by local and regional authorities is important for the Scout Movement in order to take social action, and receive support, at grass-roots level.

**North-South Centre**

As in the past, the North-South Centre invited WOSM to its annual meeting on North-South Cooperation, through the participation of Scouts from Europe and Africa. In a spirit of exchange, the Centre took part in the organization of the Global Development Village of RoverWay (Portugal, 2003).

**Global Cooperation**

Under certain circumstances, the European Scout Region works with the United Nations system, generally within the context of world-level cooperation.

**UNESCO and UNICEF**

Since 2001, two areas of work with UNESCO at regional level have been identified: peace education and youth participation. Within this context, Scout representatives took part in UNESCO youth events when the Movement was called upon at regional level. With UNICEF, the follow-up of work launched on youth policy at the previous European Scout Conference was the translation of the user guide on youth participation *“Young People in Changing Societies: Discussion Guide”* into various European languages.

The Region was also represented at the Young Voices Seminar, held in November 2001. This was a meeting of experts gathered by the Council of Europe and UNICEF to deepen the outcomes of the European event held to prepare for the Special General Assembly of the United Nations on children.

**The World Bank Group**

In February 2003, the Vice-Presidency of the World Bank for Europe requested Scouting’s expertise in youth consultations in the organization of a meeting between the President of the World Bank and youth representatives. As a result of this meeting (March 2003, Athens, Greece), President Wolfenson decided to enter into the process of designing a youth strategy for the World Bank. As a follow-up, several youth consultations were organized in Europe. Youth delegates of five NSOs joined in during the interactive video conferences organised by the Bank. Then, together with the European Youth Forum, the European Scout Region became involved in the writing of the strategy paper. Finally, the World Bank decided to co-organize a world youth event (September 2003, Paris, France) with the support of the European Youth Forum, on behalf of the regional youth platforms; and with WOSM, on behalf on “The Big Seven”. This is the first time that the alliance of the seven biggest youth organizations has received such recognition for its capacities.



Meeting James Wolferson, President of the World Bank and Giacomo Filibeck, President of the European Youth Forum.

Giuseppe Porcaro, formerly the External Relations Assistant at the Brussels office, and who serves as the WOSM representative at the Advisory Council on Youth, was appointed as a consultant for three months to support the organization of the Paris event.

Following the success of these two meetings, WOSM was invited to strengthen cooperation with the World Bank. The renewal of the partnership with the Bank of the United Nations, initiated by the European Regional Office, Brussels, has been very beneficial in terms of raising the profile of Scouting within the institution. Three projects in need of support have been proposed to the Bank:

- the *Empowering Africa's Young People* initiative produced by "The Big Seven";
- a world campaign against poverty and for development;
- the extension of the Moba project in the developing European countries.

This cooperation with the World Bank is very important in order to influence the creation of resources and tools for use at international and national levels in order to obtain support. The time investment of the European Regional Scout Office has been worthwhile in view of the needs in the developing countries in Europe, and also as a service to the other Scout regions.



### Youth and Globalization

Through the cooperation with the World Bank, WOSM has been able to add its concern about the humanization of globalization to the debate, and to communicate its perspectives regarding human development clearly.

In this respect, in March 2003, WOSM representatives to the Advisory Council on Youth proposed launching a European event on youth and globalization (which will take place in May 2004), and WOSM was invited to join the group of experts preparing the event and the campaign. Amélie Teisserenc, the WOSM representative to UNESCO, and a former volunteer involved in the Global Development Village at the latest World Scout Jamboree, was appointed as a consultant to support the Council of Europe's Youth Directorate for six months.

The European Scout Region also took part in the preparation of the World Youth Festival, held in Barcelona in August 2004. This was the first time that WOSM was part of the International Preparatory Committee of the World Youth Forum.

## Youth platforms and youth policies

### European Youth Forum

Pascale Boulanger, Deputy Director, External Relations, was elected Bureau member of the European Youth Forum (mandate: 2003-2004) at its general assembly in Malta in November 2002. She is responsible for horizontal aspects of youth policy, especially education – informal, non formal and formal education, European Union funding and active citizenship. Her election and her areas of responsibility clearly show the recognition of her skills and competence as well as the trust placed in WOSM. She has been a member of the European Affairs Commission since April 2001.

Here, also, WOSM's cooperation with WAGGGS at European level made it possible for both WOSM and WAGGGS to be present at the same time in the political leadership of the European Youth Forum. The new Secretary General (since May

2003) is from our sister organization. Giuseppe Porcaro (AGESCI) is a member of the Council of Europe Affairs Commission.

**White paper on Youth Policy**

Major recent achievements with a great impact for WOSM are related to the launch of the White Paper on Youth Policy, «A New Impetus for Youth». All these achievements are the results of years of work to ensure that youth concerns are recognized and taken into account when drafting any political decision that could affect it. These comprise the inclusion of an article on youth in the European Convention (Part III, Art.177), the enlargement of the legal basis for funding international non-governmental youth organizations, secured (and increased) funding for youth organizations (A-3029 and A-3023 budget lines and the three-year programme from 2004 to 2006 that reorganizes them).

Globally, the A30-29 budget line has increased, as has the funding received by WOSM.

**Youth Policies and Youth participation**

A joint seminar was organized in November 2002 on the implementation of national youth policies. A Euro.Scout.Doc will be issued on this topic.

The annual network meeting for young Guide and Scout representatives in national youth structures and international youth platforms continued to be organized. It offers an important opportunity to share information and experiences, and receive training on issues of particular relevance for young representatives of WOSM and WAGGGS.

**Non-formal Education**

Considerable work has been undertaken vis-à-vis international institutions on raising awareness of, and contributing to, the understanding and recognition of the value of non-formal education. WOSM is now recognized as an expert in the field, including by fellow international youth non-governmental organizations. Both the European Union, the Council of Europe and the World Bank are now willing to develop tools for the promotion of non-formal education and to have WOSM involved in this process.

**European civil society**

**Scouting and Civil Society**

Within the context of Scouting’s mission, the Movement has an important role to play as a social force. In June 2002, a joint WOSM/WAGGGS seminar explored the role of Scouting and Guiding within the youth sector of civil society. A Euro.Scout.Doc has been published on this subject.

**European Social Forum**

Concerning the issue of globalization, various national Scout organizations took part in events organized preceding or following the world gathering of the European Social Forum in Porto Alegre and Cancun. In 2001, in Florence, Italy, a former Peace Sailor represented the Region, together with a delegation from AGESCI. In November 2003, through a French Catholic coordinating body on development, Scouts de France participated in the European Social Forum in Paris (November 2003). As a result, Scouting was able to publicly raise its concern about the humanization of



globalization.

### **Convention for the Future of Europe**

A coordinated lobbying action with the European Youth Forum ensured the recognition of participatory democracy in the future Constitution of the European Union, through the participation of the youth sector of European civil society.

### **Stability Pact for South Eastern Europe**

WOSM played a very important role in the follow-up of youth issues within the Stability Pact for South Eastern Europe, monitored by the Youth Directorate of the Council of Europe. WOSM's participation was very beneficial for the programme of the Moba project.

### **Consultative Status**

WOSM enjoys consultative status with the Council of Europe. During the triennium, activities of the Eurasia Scout Region were included in the two-year report, as most of the NSOs from this Scout region are from current or future member states of the Council of Europe.

### **NGO Groupings**

The NGO Liaison Committee of the Council of Europe gathers all recognized NGOs and provides information on the activities of this intergovernmental organization. Interesting debates, organized as themed groupings, nourish our internal dialogues on various items (i.e. gender issues, human rights, inter-religious cooperation, and so on.)

## **Co-funding from European institutions and governments**

During the period under review, the European Scout Region received grants from both the European Union and the Council of Europe to help support its operations as well as specific activities.

The following table summarizes the funds received over the three-year period. It is important to note that the coordinated lobbying action organized within the European Youth Forum had a very positive impact on the increase in the administrative grant from the European Union (A-3029).

As in the past, the European Youth Foundation (EYF) of the Council of Europe supported a number of WOSM seminars. It also provided support for publications such as «*Euro.Scout.Doc*» and the «*Child Protection Kit*». Over the period, the administrative grant has increased. In addition, four Scouts received a grant to attend language training courses. This grant is shared with the Eurasia Scout Region.

Political and technical support was offered to the organizers of RoverWay. A joint WOSM/WAGGGS grant application of 25,000 Euros was approved by the European Youth Foundation of the Council of Europe. A visit paid to the national agency of the EU Youth Programme in Lisbon enabled the organizers to receive grants for youth exchanges and voluntary periods. Unfortunately, the direct application to the European Commission failed.

A grant from the French Ministry of Foreign Affairs supports the programme of the Moba Project in Bosnia Herzegovina, Serbia Montenegro and Macedonia and also covers most of the operational costs. The European Union Youth Programme provides financial support for a French volunteer working at the Belgrade operational office.

Meeting James Wolferson, President of the World Bank and Giacomo Filibeck, President of the European Youth Forum.



TYPE OF GRANTS	2001	2002	2003	2004
<b>European Union</b>				
Administrative grant A 30-29	25,000	19,000	35,000	
European Voluntary Service: Moba project			7,460	
<b>Council of Europe</b>				
Administrative grant, Category C	13,786	15,227	17,604	
Developing Scouting in urban areas	13,000			
Learning and voluntary work opportunities	9,000			
Euro.Scout.Doc	2,000			
Role of the youth sector / civil society		13,000		
Youth mobility & international education		13,000		
Child protection kit			5,000	
Learning to live together			6,000	
The image of young people in educational programmes				10,000
<b>French Ministry of Foreign Affairs: Moba project</b>		130,000		130,000
<b>TOTAL (euros)</b>	<b>62,786</b>	<b>190,227</b>	<b>71,064</b>	<b>140,000</b>

### Perspectives

The work carried out for more than six years has helped to structure the External Relations sector so as to provide a more coherent methodological approach. All these efforts have resulted in strengthening the capacities of the Region in terms of its ability to communicate effectively at European level, to improve the perception of Scouting on the part of institutions who have decisions to take (particularly concerning co-funding), and to influence policies affecting youth.

In these respects, the partnerships with WAGGGS Europe and with the Alliance of Youth CEOs, known as "The Big Seven", have been strengthened and have proved very beneficial in terms of successfully implementing a variety of undertakings.

At the European Scout Symposium on Strategy and Growth (Italy), the NSAs present selected the strategic priority *Scouting's Profile* as the major priority. This is likely to strengthen an integrated approach of the three areas of action, namely *Communications*, *Partnerships* and *Resources*. At the same time, it will be important to link *Scouting's Profile* to the other strategic priorities, in particular *Adolescents* and *Youth Involvement*.

Today, the major challenge, particularly in view of Scouting's centenary, is to transfer this capacity to national level, so that it can contribute to strengthening the fabric of associations, and contribute to the growth and development of Scouting. This implies an even stronger partnership between NSAs and the European Scout Region. The training programme entitled "*Scout.Boom.Comm*", supported by the Brussels branch office, will help to advance in this direction.



## Cooperation with other regions of WOSM

At the heart of cooperation with the other regions of WOSM is the desire to stimulate the international dimension in Scouting's education and to develop a specific perspective of globalization among young people and adults.

### The Africa Scout Region

Cooperation between the two regions is very strong as a result of close links between NSAs. In effect, numerous NSAs have exchange projects related to both youth programme and adult leader training. These projects need to be reinforced through respecting and implementing the «*Marrakech Charter*».

The European Region provides assistance to the Africa Region so that it can take part in the North-South Informal Network. Twice a year nearly 20 associations are represented at these meetings, with a view to promoting and evaluating cooperation projects with young people in Africa, the Caribbean and the Pacific. The main objectives of these meetings are to: exchange information on the status of partnership projects carried out in the South; offer an arena in which to debate and discuss cooperation between Scout and Guide associations in the North and the South; and to share information on development education projects and educational tools published by associations.

Over the past three years, the two regional offices met several times in order to build even stronger cooperation between Africa and Europe. A pilot project is about to be launched in order to implement two partnership projects between European and African NSOs, within the European Union's framework of decentralised cooperation, and thus obtain funds available for NGOs from the European institutions. A staff member of the Africa Regional Scout Office is working as an intern at the Brussels branch office of the European Scout Office in order to prepare these projects. The internship may be followed by a meeting of the partners in Nairobi.



### The Arab Region

There is a long history of partnership between the European Region and the Arab Region. Cooperation involves four main areas:

- to offer young people in both regions the opportunity to discover the other region through projects and activities proposed at regional or national level.
- to invite associations in both regions to develop twinning projects in strategic areas and to organize exchanges.
- to offer opportunities for leaders (key people at national level, national teams, troop leaders) to exchange information and experiences through organizing and taking part in national or regional events.
- to stimulate an exchange of information, publications and Scouting practices between the two regions.

Every two years, a Euro-Arab meeting is held. The latest one took place in Beirut, Lebanon, in May 2002. The themes of the meeting were: the evaluation of cooperation projects between NSAs, particularly those involving youth and leader exchanges, with a view to further developing these projects among a greater number of associations; and the role of Scouting in youth policies and the challenges facing youth in the two regions.

The meeting brought together 35 participants from 16 countries, all of whom signed the final "Beirut Declaration". This reaffirmed the will to cooperate closely and to invite the regions, NSAs and individuals to become involved in this cooperation process over the next few years. A youth exchange guide was also produced. All of these documents are available on the European Region's website: [www.scout.org/europe/euro\\_arab/index.html](http://www.scout.org/europe/euro_arab/index.html)

The next meeting will take place in 2004 and the main theme will be the role of Scouting in the humanization of globalization. It is a subject that strongly affects young people in both regions and will be developed in four ways: environment education, development education, peace education and solidarity education.

## The Asia-Pacific Scout Region

The main cooperation project with the Asia-Pacific Region during the triennium was Europe's active participation (national contingents and the European Scout Office) in the 20th World Scout Jamboree in Thailand (whose theme was "Share Our World, Share our Cultures").

Over the course of the three years spent preparing the event, numerous working sessions were held in Thailand, in conjunction with the World Scout Bureau and the Thai organizing committee. Volunteer and professional involvement contributed to the success of the event through providing assistance in the fields of human resource management, public relations and community life in the Jamboree villages. Nearly 8,000 participants from Europe actively took part in the event.

Aside from the Jamboree, in 2003, this Region requested the support of the European Scout Region concerning youth programme and a seminar on the senior age section.

## The Eurasia Scout Region

Over the past three years, the European Scout Region has sought to strengthen cooperation with the Eurasia Scout Region. Cooperation is particularly important in view of relations with the European institutions. In effect, most of the member countries of the Eurasia Scout Region are part of the Council of Europe.

Cooperation takes place at several levels: annual financial support to help organize and run a seminar; an invitation extended to NSA leaders in the Eurasia Scout Region to attend European events; the development of partnership between NSAs in the two regions; support and coordination of external relations with the European institutions; a representative of the Eurasia Scout Region in the European Region's External Relations Working Group.

A framework of cooperation has been developed with a view to a longer-term relationship, and several meetings of the two regional committees took place in order to exchange information and evaluate progress.

In the last quarter of 2003, an intern designated by the Eurasia Scout Region spent two months at the Brussels branch of the European Scout Office to work on projects related to building Europe and institutional co-financing.

Despite these achievements, considerable work lies ahead in order to achieve our common objectives.



## The Interamerican Scout Region



Existing cooperation with the Interamerican Region in the area of youth programme development continued. The two regions worked together to publish an international version of the «*Scout Leaders' Handbook*» (for leaders working with young people aged 11-15). The European Region contributed to its development and helped to finance it. The handbook was distributed to all NSAs in Europe and in Africa – as a gesture of solidarity to help associations develop or review their educational programmes.



# Kandersteg International Scout Centre

Lord Baden-Powell founded Kandersteg International Scout Centre (KISC) in 1923. His dream was to create a permanent mini-Jamboree where Scouts from over the world could meet and become friends. In doing so, they could build a better world, develop a greater understanding of other cultures and create world peace. Today, 80 years later, world peace has still not been achieved, but his dream is still alive.

Over the past 80 years, the Centre and campsite have developed into a place where – every year – over 10,000 Scouts and Guides from all over the world come to experience the mini-Jamboree.

Our guests can take part in the wide variety of activities offered, based on the three main themes of "international friendship", "high adventure" and "environment". The activities and experiences offer them innumerable opportunities for personal development.

Although Baden-Powell's dream is timeless, the Scout Centre is very much a place for young people run by young people. Every year, more than 75 young Scouts and Guides join our staff team as volunteers for at least three months. As a team they are responsible for running the Centre and looking after the guests. Their time at the Centre is an important experience for them and they all take a lot home from it, as Scouts and as individuals. In 2003, the Centre was appointed as a pilot centre by the World Scout Bureau for the *Scouts of the World* programme and several staff members earned the award.

In recent years, we have worked hard on the development of new activities and new awards. We also worked on a safety policy that was approved by the KISC Committee in 2002. The implementation of this policy was one of the priorities in 2003.

The year 2002 was a time of change for the Centre. A new Board of the Association was elected at the General Assembly of the KISC Association. Thijs Stoffer (Netherlands), a former Chairman of the European Scout Committee, was elected as the new Chairman of the Kandersteg Association. In November, John Moffat (UK) left the Centre after six years as Director and Miriam Herzberg (Netherlands) took over his responsibilities.



What has not changed is that we are still working hard to ensure that all of our facilities are kept up to an appropriate standard for our guests. We have also committed ourselves to some major infrastructure improvements for the coming years. The next large-scale project planned is the renovation of the bathrooms in the old chalet so that they will meet today's standards and be user-friendly for disabled Scouts. This project will take place in 2004. We are happy that the generous support of the Fund for European Scouting gives us the possibility to continue to improve our chalet and campsite.

The role of Kandersteg International Scout Centre for the European Scout Region continues to be an

important one. Not only because of the experience offered to thousands of European Scouts and Guides who visit as guests or staff members, nor only because of the educational resource centre, but also due to the work carried out by Miriam Herzberg, the Director, as a member of the European Scout Office team. She coordinates the team that plans the European Scout and Guide Centre Managers' Conference and works on developing the use of centres in Europe to assist the development of the Region. The European Scout Committee actively supports the Centre through having a representative as well as the European Regional Director on the Kandersteg Committee. It also brings its support by using the venue for its meetings and by working on future developments together, With the help of many people we are able to keep Baden-Powell's dream alive. We are very grateful to everyone who has supported us in the past years. Thanks to them, all of our members can continue to come and visit so that they, too, can "live the dream".

## Conclusion

Over the past three years, the European Scout Committee and Office have worked together to carry out the 2001-2007 Regional Scout Plan. The growth and development of Scouting in Europe were at the heart of all of the working sessions and were integrated into every event organized in the Region. As a result of analysing and listening to the needs and expectations of NSAs, work led to in-depth reflection on working methods that could be developed in order to provide more specialised assistance to NSAs. The Region is a mosaic of cultures in which Scouting practices vary considerably, highlighting the need to offer services that are more relevant to the actual needs of the variety of NSAs.

The many achievements of this triennium are thanks to the commitment of volunteers in the regional task forces and working groups.

Thanks go to everyone who contributed to the development of Scouting through lending their time and skills; to the European Scout Committee for their thinking, skills and work; and to the staff of the European Scout Office for their support and daily efforts.

A complete report of the past three years will require analysing the impact of the implementation of the Scout Strategic Plan. And this can only be measured in terms of the results of the action undertaken by NSAs at national and local level. Thanks go to all of the Scout leaders who have worked in what are sometimes difficult social and economic conditions in order to help young people to develop.

The Region is aware that there are still many challenges facing our Movement as a whole, and at European level. In the years to come, here are the main ones that the Region will need to respond to:

- support NSAs' efforts to develop national strategies so that they can grow both qualitatively and quantitatively;
- offer high-quality and attractive educational proposals and programmes that respond to the needs of adolescents;
- improve youth participation in decision-making in NSAs and in society;
- establish leaner and more flexible structures;
- propose innovative working methods so as to optimize all the European Scout Region's resources;
- support efforts to present a positive image of Scouting to the public, to governments and to the various institutions;
- be well prepared for Scouting's centenary and the future beyond that milestone.

It is the new European Scout Committee that will manage these new challenges. We wish them all the best.



RESOLUTIONS ADOPTED BY THE 17TH EUROPEAN SCOUT CONFERENCE	ACTION
<p><b>01/2001 Committee's report</b></p> <p>The Conference</p> <ul style="list-style-type: none"> <li>● approves the report of the European Scout Committee for the years 1998-2001.</li> </ul>	
<p><b>02/2001 Treasurer's report</b></p> <p>The Conference</p> <ul style="list-style-type: none"> <li>● accepts the report of the Regional Treasurer;</li> <li>● approves the audited financial statements of the European Scout Region for the financial years 1997-98, 1998-99, 1999-2000.</li> </ul>	
<p><b>03/2001 Regional Plan</b></p> <p>The Conference</p> <ul style="list-style-type: none"> <li>- recognising the need for a clear strategic vision for the European Scout Region and for National Scout Organizations;</li> <li>- recognising the need to convert the strategic vision into a practical action plan;</li> <li>- considering the Mission of Scouting agreed at the World Scout Conference in 1999;</li> <li>- noting the preparation for a European Plan undertaken by the European Scout Committee;</li> <li>● resolves to adopt the Regional Scout Plan 2001-2007 and the Action Plan 2001-2004;</li> <li>● requests that the European Scout Committee take notice of the comments on the Plan from the Conference workshops;</li> <li>● resolves to provide reports of the Conference working groups on elements of the plan to all National Scout Organizations.</li> </ul>	<ul style="list-style-type: none"> <li>● The comments made during the workshops on strategic priorities organised in Prague have been taken into account in defining the annual action plans of the Region.</li> <li>● A synthesis of the main ideas, which came up after the workshops in Prague has been presented in the Final Report of the European Scout Conference, sent to all NSOs.</li> </ul>
<p><b>04/2001 Joint Plan of Action</b></p> <p>The Conference</p> <ul style="list-style-type: none"> <li>- recognising with satisfaction the positive effect of the work done by the Europe Region WAGGGS and the European Scout Region during the last triennium;</li> <li>- recognising that the lack of a Joint Plan of Action did not give a clear mandate to the European Scout Committee;</li> <li>● requests that the European Scout Committee support the implementation of the Joint Plan of Action by allocating the required resources from the European Scout Office and dedicating the necessary equal amount of time to co-ordinate with the Europe Committee WAGGGS.</li> </ul>	<ul style="list-style-type: none"> <li>● Three Co-ordination Group meetings and two Joint Committee meetings are organised each year.</li> <li>● One Joint Staff meeting has been organised during the last triennium.</li> <li>● For more details about the joint work between 2001 and 2004 please refer to the Joint Action Plan report, presented in the European Guides and Scouts Conference documentation.</li> </ul>

**05/2001 Equal Opportunities**

The Conference

- considering that society is evolving;
- recognising that Scouting has always followed the evolution of society insofar as it remains compatible with its fundamental principles;
- noting that homosexuality is generally recognised and admitted in European society;
- recommends that National Scout Organizations not consider homosexuality as a reason for any kind of discrimination within or outside Scouting.

- A workshop on equal opportunities, including the aspects presented in the resolution, has been organised during the 3rd European Scout Forum on Youth Programme and Adult Resources (Slovenia, 2003).
- The resolutions have served in various occasions within the external relations area of the Region.

**06/2001 Funding from the European Union**

The Conference

- noting that the regulations of the European Commission and other European bodies concerning funding of youth and social work are becoming more important for European National Scout Organizations;
- resolves that the European Scout Office should work to assist National Scout Organizations to be aware of changes and regulations within Europe that may affect them financially, legally or in their Scout programme;
- resolves that the European Scout Office assists National Scout Organizations to apply for funding from the European Union and the Council of Europe;
- resolves that the European Scout Office supports National Scout Organizations that do not belong to the European Union to take part in European Union sponsored projects and programmes as partners.

- The Region has support NSOs in this area upon request (e.g. Europolis...).
- Roverway (Portugal).
- Moba project (Balkans).
- Information has been sent out to all NSOs via Eurofax and Euro.Scout.Info (content of European funding opportunities, deadlines, etc.).
- The Region has ensured specific training on funding from European sources during sub-regional events.
- In co-ordination with the European Scout Foundation, the Region has explored new ways of seeking funds at European level.
- In the legislation area a strong lobbying has been undertaken in co-operation with the European Youth Forum and Consultative Council for Youth, at the European Union and Council of Europe in ensuring the recognition of the associative structures.

**07/2001 Co-operation with the Eurasia Scout Region**

The Conference

- noting the proposed Regional Scout Plan 2001-2007 and the Action Plan 2001-2004 regarding the continuation of co-operation with the Eurasia Scout Region;
- encourages the European Scout Committee to increase co-operation with the Eurasia Scout Region, especially in the areas of training and membership development;
- recommends that the European Scout Region looks into the possibilities of accessing funds within Europe for joint activities between the two Regions;
- welcomes the attempts to utilise and widen the experience of conflict prevention and peace education through joint activities and campaigns in areas of conflict;
- reaffirms the need to distribute information about events and activities in both Regions.

- An agreement regarding the co-operation has been signed by representatives of the two regions.
- The European Scout Region and Eurasia Scout Region have shared in equal parts the annual administrative grant received from the Council of Europe.
- The two regions have encouraged direct partnerships between national Scout organizations from Europe and Eurasia.
- A representative of Eurasia Scout Region is a member of the European External Relations Working Group.
- An intern from the Eurasia Scout Region has been appointed for two months at the European Scout Office (Brussels branch).
- The European Scout Region has provided annual financial support for a seminar to be organised in the Eurasia Scout Region.
- The European Scout Region has provided support to enable young leaders from national Scout associations in Eurasia to receive training and attend European Scout events.
- The European Scout Region has prepared a grant request to the Council of Europe for a seminar to be organised in Eurasia in 2004.

**08/2001 Jamboree 2005**

The Conference

- noting that 2007 will be the 100th anniversary of the founding of Scouting and that one of the most high profile events during the year will be the 21st World Scout Jamboree;
- recognising the value of a preparatory event prior to a World Scout Jamboree for a smaller number of Scouts aged between 14 and 18 years on the same site as the World Scout Jamboree;
- valuing the opportunity for Scouts from across Europe to participate in events together and wanting to encourage closer links between Scouts within the European Scout Region;
- recognising the positive experiences to be gained from participation in an international Jamboree and looking for opportunities for as many Scouts as possible to take part in international events;
- hoping to involve as many Scouts as possible in the Centenary celebrations and the preparations for the Centenary;
- wanting to work closely with other European National Scout Organizations in the planning of a large-scale event;
- resolves that the Jamboree to be held in the UK in 2005 be designated a European event, and that all European National Scout Organizations, with the support of the European Scout Committee, take a full and active role by encouraging participation of their members.

- A co-operation agreement has been signed between the European Scout Region and The Scout Association (UK).
- The European Scout Region has provided support for the European Scout Jamboree in areas like: youth programme, marketing, external relations, etc.
- Presentations and consultations regarding the event have been organised during the European Scout Committee meetings, Youth Programme Working Group meetings, the European Symposium on Strategy and Growth, the 3rd European Scout Forum on Youth Programme and Adult Resources, etc.
- A member of the European Youth Programme Working Group is also the responsible for the youth programme at the European Scout Jamboree 2005.

**09/2001 Nature and the Environment**

The Conference

- considering that nature and the environment are important areas of Scouting in accordance with Baden-Powell's original thinking;
- noting the continuous rapid changes in today's society, the enormous technological development and the fact that the percentage of people living in urban areas is increasing rapidly;
- noting that young people feel that they are losing touch with nature;
- noting that nature and the environment are not dealt with in the Regional Scout Plan 2001-2007 and Action Plan 2001-2004;
- urges the European Scout Committee to put more emphasis on interaction with nature and environmental issues;
- recommends that the European Scout Committee encourages all European National Scout Organizations to recognise nature and the environment as important elements of the programme that contribute to the development of young people.

- The topic has been stressed both in the reviewed version of the "Europe for You!" and the "Lands of Adventure" programmes.
- It also constituted a major element of the programme for Roverway - People in Motion and it has been present during various regional (Forum) or sub-regional (Croatia 2002) events.
- By promoting the "Scouts of the World" programme, the European Scout region has also put an emphasis on the "nature and environment" aspect of the project.
- The issue has been also dealt with during the European guide and Scout centre Managers Conference (Kandersteg, 2003).
- A European event (previewed to be organised jointly WOSM-WAGGGS in 2002) has been cancelled due to lack of participants.

**10/2001 Spiritual Dimension**

The Conference

- considering the support which our members, young people and adults, need in order to fulfil the Scout Promise and Law;
- requests that the European Scout Committee develop, promote and enhance work on the Spiritual Dimension.

- The European Scout Region has organised a Round Table with representatives from both World and European level of all the faith organisations (Dublin, 2002).
- A study session on spiritual development involving NSOs as well as faith organisations has been organised in October 2003.

**11/2001 Involving young people in decision-making in the European Scout Region**

The Conference

- recalling the World Scout Conference Resolutions 2/93, 7/93 and 13/99;
- reaffirms its belief in the principles underlying them;
- requests further progress within the European Scout Region;
- resolves that a review of the Constitution of the European Scout Region is undertaken, looking at how people under 30 could be represented on the European Scout Committee, consulting National Scout Organizations in the European Scout Region including young people and learning from the good practice around the Region and to bring proposals to the next European Scout Conference so full youth involvement based on competence is achieved;
- resolves that the European Scout Committee should offer a considerably reduced conference fee for participants under 30;
- resolves that, in the next triennium, the European Scout Committee and National Scout Organizations should actively seek to involve people under 30 in all decision making activities of national bodies, the European Scout Committee and the European Scout Region, so that at the next Conference there may again be experienced candidates under 30 running for the European Scout Committee.

- The European Scout Committee has seriously considered the resolution but very little could be done until the Conference in Iceland.
- For the next European Scout Committee, 30% of the candidates are under 30.

**12/2001 Participation of young people in decision-making**

The Conference

- having regard to the resolutions 10-13/99 and 2/93 of the World Scout Conference;
- having studied the draft proposals (Document I) submitted for discussion regarding the future world level policy on youth involvement in decision-making;
- taking into account the positive experiences of youth participation in many National Scout Organizations in the European Scout Region;
- considering the successful role of World Scout Youth Forums in facilitating the participation of young members at World Scout Conferences;
- noting with regret the general lack of progress acting upon and implementing the resolutions of youth involvement;
- welcomes the draft proposal on youth involvement in decision-making and suggests that further work on the policy includes concrete objectives on youth involvement so that its successes can be evaluated;
- agrees with the principle that, unless a sufficient level of youth participation is otherwise achieved, World Scout Youth Forums continue to be held immediately preceding World Scout Conferences until the other actions in the policy have had their desired effect. The evaluation of this should be done using measurable targets (such as the proportion of young candidates and young participants at the Conference) published by the World Scout Committee;
- suggests the World Scout Committee continues the policy of offering a lower registration fee to the World Scout Conference and further reduces the fee for young participants.

- The World Scout Conference in Thessaloniki has re-iterated youth involvement as the main priority for the strategy of Scouting.
- A Task Force (composed entirely of young people) to review the organisation of the World Youth Forums has been established and the first results have been shared with the World Scout Committee.
- The European Scout Region has started the process of reinforcing youth participation in the regional (see the Action Plan 2004-2007) as well as national strategies (youth involvement has been a key area for the European Symposium on Strategy and Growth and the 3rd European Scout Forum on Youth Programme and Adult Resources).
- The review of the "Europe for You!" programme has been undertaken considering youth involvement as a core element.

**13/2001 Electronic communications**

The Conference

- considering the need to make available specialised information to protect our members from being exposed to potential dangers arising from the use of electronic communications;
- requests that guidelines be developed by the European Scout Region outlining the potential dangers that can arise in the use of electronic mail, websites and other internet applications;
- resolves that these guidelines be communicated to all National Scout Organizations and other international organisations working with young people.

- Euro.Scout.Doc "The Internet – Opportunities and Challenges for Scouting" has been published in 2002.

**14/2001 Membership Recruitment**

The Conference

- recognising "Support to the development of National Scout Organizations" in the Scout Plan 2001-2007 and the Action Plan 2001-2004;
- recognising the need for growth in membership in all European Associations, new and old;
- recognising the similarity of the challenges facing National Scout Organizations in Europe as a result of the common trends in European society today;
- accepting that the purpose of the European Scout Region is to give maximum support to Associations;
- recommends that one of the highest priorities be given to membership recruitment, retention and growth by increasing quality;
- recommends that there be a regional prospective analysis on the future trends and challenges of children and young people in order to visualise the main obstacles for membership growth and retention;
- recommends the European Scout Committee to increase the awareness and visibility of the value of Scouting in Europe;
- recommends a focus on membership retention so that more Scouts experience Scouting between the ages of 13 and 18;
- recommends that the European Scout Committee report on the progress to the European Scout Conference in 2004.

- Membership development has been the focus for the work of the European Scout Region in the past three years.
- A Task Force has been appointed to work on this topic and Euro.Scout.Doc "Membership Development" has been published in 2003.
- A study session and a seminar have been organised in 2001 and 2002, respectively.
- Membership development has been an area of focus during the European Symposium on Strategy and Growth, the 3rd European Scout Forum on Youth Programme and Adult Resources, sub-regional workshops, etc.
- The work undertaken by the Region on the image of Scouting and the Scout.Boom.Comm. publication have a great focus on membership development.
- The "13+" age section has been a priority of the Region in the last triennium and a new programme for the Scout age ("Lands of Adventure") has been developed. The reviewed "Europe for You!" project continues to focus on the "16-22" age range.
- Roverway – people in motion was the only European event in the last triennium and it has been focused on post adolescents.
- A specific action plan, having membership development at its core, has been designed for the European Scout Region.

**15/2001 WAGGGS/WOSM collaboration**

The Conference

- highly appreciative of the collaboration between WAGGGS and WOSM that has led to a deeper common understanding of each other's needs and priorities;
- highlighting the fact that both Movements have the same roots and therefore share many common values, principles and methods and acknowledging that they are facing the same challenges in the contemporary world;
- expresses its full support of this process and sincere thanks to all who are actively involved;
- recommends that all decision making bodies and individuals at all levels emphasise what both Movements have in common and continue to develop close and efficient co-operation for the benefit of children and young people, girls and boys, women and men all over the world.

- WOSM and WAGGGS have continued to co-operate in areas of mutual interest – the results can be easily identified and evaluated in the definition and implementation of the Joint Action Plan 2001-2004.

**16/2001 WAGGGS/WOSM collaboration on Membership**

The Conference

- noting with satisfaction the good spirit and constructive work achieved during the last triennium between WOSM and WAGGGS;
  - observing that both organisations are encountering similar problems in recruiting and retaining members;
  - wishing to avoid unnecessary tensions between the two organisations where an atmosphere of rivalry could overshadow common interest;
  - acknowledging that both world organisations can collaborate, even in "membership policy";
  - convinced that an in-depth analysis of the current situation and the development of plans would be more efficient and economical if considered in a wider context;
- recommends that WOSM and WAGGGS co-operate on the issues of strategic planning and growth management within Europe;
  - suggests that studies on membership growth in the Region be jointly developed;
  - proposes that future events working on these topics that are open to both organisations be organised jointly.

- The resolution has not been approved by the WAGGGS Conference.
- On the WOSM side, please refer to resolution No. 14.