

# EURO

# SCOUT.DOC

European Region

World Organisation  
of the Scout Movement

Year 2000 - No. 3

Youth Policies

## The Mission of Scouting

European Symposium in Gozd Martuljek, Slovenia, 21-23 January 2000

### Background

This symposium built upon the decisions taken by the 35th World Scout Conference. Its aim was to ensure follow-up in the European Scout Region of decisions taken by the World Scout Conference, particularly relating to the mission of Scouting and the sharing of responsibilities between men and women at all levels within WOSM.

### Introduction by David Bull

Welcome to you all from the European Scout Region, Committee and Office. Many thanks to our hosts from Zveza tabornikov Slovenije for all they have done, and will do, to make us comfortable.

We are pleased that we have a number of guests with us for the Symposium:

- Sharon Oke and Marjeta Ceric, representing the Europe Committee WAGGGS;
- Walter Hoffstetter, member of the World Scout Committee;
- Jocelyne Gendrin, until recently Vice-Chairman of the World Scout Committee, who will be talking tomorrow about our approach to equal opportunities;
- Malek Gabr, Deputy Secretary General of WOSM, will also speak tomorrow on the mission statement.

After the World Scout Conference in Durban, it was clear that it would be helpful to many associations if we were to provide a forum for discussion of the important topics decided upon in Durban.

This Symposium is part of the response of the European Scout Committee to that need. It provides an opportunity for senior representatives of national Scout organisations to meet to:

- Reflect on what happened at the World Scout Conference;



- Compare notes on what each is doing;
- Influence the content of the next European Scout Conference.

We have set ourselves some ambitious objectives, which are presented in the programme in your welcome pack. Some of these objectives will not be achieved just by being here in Slovenia this weekend, but the proc-

ess will start and associations will be able to set their own priorities.

A full report will be produced, in order to provide everyone with details of the results of our work. This, I am sure, will help the work on the implementation of the mission of Scouting to continue and develop. Everything we are doing this weekend has this as its objective.

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*Euro.Scout.Doc is published by the European Scout Office (ESO). Its aim is to provide members of national Scout associations with an update on key developments in the five areas of the European Scout Plan 1999-2007, as well as results of seminars and events:*

- *Developing and promoting our Movement (Youth Policies) - purple;*
- *Better Scouting for more young people (Youth Programme) - orange;*
- *The adults we need (Adult Resources) - red;*
- *Regional communication network (Communication) - blue;*
- *Support to the development of national Scout associations (Support and Finance) - green.*

*Each issue will focus on one of these areas, as indicated in its sub-title, using input from the European Scout Committee, European working groups and national associations. It will be distributed via EuroPak and made available on the regional web site: [www.scout.org/europe](http://www.scout.org/europe). We hope that you will find Euro.Scout.Doc interesting, informative and attractive, and that it will inspire you not only to contribute your own ideas and experiences, but also to try out some of the new ideas you will find here.*

*Please address all comments and suggestions to: [eurobureau@euro.scout.org](mailto:eurobureau@euro.scout.org)*



The focus is on what associations can and are doing. Following that, however, we as the European Scout Region, are looking for guidance on:

- How the Region can help associations;
- How the Regional Plan should develop in order to provide that help;
- What discussion should take place at the next Conference so that there is further clarification of the mission of the Movement in the 21st Century.

Our working methods will involve all of us, with a combination of working in groups of people from different backgrounds, as well as in groups facing similar circumstances.

You will have noted that we will be looking at partnerships in Europe. You will know that support for Scouting in south-eastern Europe is a priority for me – and I hope for many others. Our colleagues from that part of the Region will be telling us about their needs and plans and I hope that we shall be able to make projects.

But this is also an opportunity for all associations to share ideas and plans. There will be a market place or fair, so that we can hear more and start discussions on possible partnerships. The Committee and Office are ready to help and will be pleased to be part of your discussions if you wish.

To conclude: we look forward to a good discussion in a spirit of friendship and commitment to the development of better Scouting for more young people in Europe.

## Understanding the mission statement

*This began with a presentation, by Malek Gabr, Deputy Secretary General and Director of the Educational Methods Division, explaining how the work on the mission in Durban was an integral part, and logical continuation, of the Strategy process that had started at the Melbourne World Conference in 1988.*

*The presentation then emphasised that while the wording of the mission statement adopted in Durban was not perfect, its substance and meaning were clear and reflected the strong consensus of the Conference.*

*The presentation then described the key challenges, identified by the group discussions in Durban, that needed to be met to achieve the mission. These key challenges were then discussed in groups, once in a very general manner in mixed groups, and a second time in more depth in national teams.*

*To summarise Malek's presentation, we have used an extract from the document "Understanding the mission statement" recently published by the World Scout Bureau.*

For the first time, the World Scout Conference, meeting in Durban in July 1999, adopted a mission statement for Scouting. The adoption of the mission statement is the latest milestone in the work undertaken by the World Organization of the Scout Movement on the development of a Strategy for Scouting. The statement, which is based on WOSM's Constitution, is intended to reaffirm Scouting's role in today's world.

The Conference also adopted Resolution 3/99 requesting that appropriate follow-up be made at all levels of the Movement to facilitate the implementation of the mission.

The process used at the Durban Conference leading to the adoption of the mission statement emphasised the active involvement of all Conference

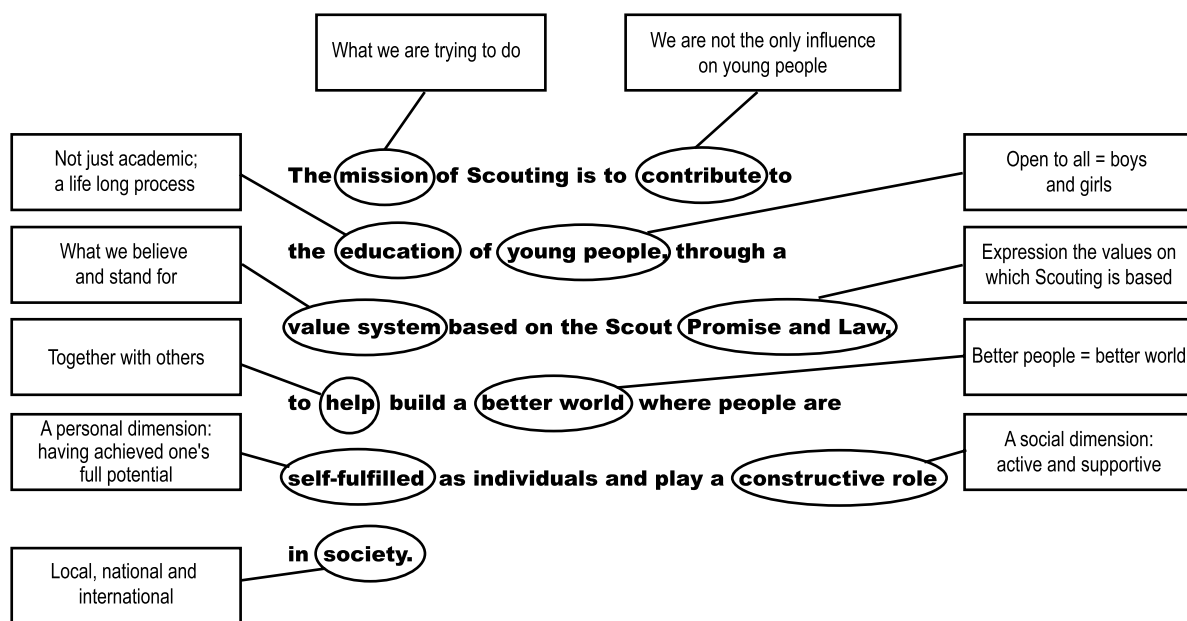
participants; this worked well. The text adopted is a result of this process. The Conference acknowledged that the wording of the text could have been refined. Since Durban, the World Scout Bureau has received questions concerning the text, in relation to both the meaning of terms and how the various elements within the statement relate to each other.

The following text provides a short explanation of some of the key words used in the first paragraph of the mission statement. These explanations constitute the framework for Scouting's specific educational approach described in the three bullet points of the mission statement.

## TOWARDS A STRATEGY FOR SCOUTING

	1988 Melbourne	1990 Paris	1993 Bangkok	1996 Oslo	1999 Durban
<b>Issues</b>	Selection of 4 priorities	Focus on:	Focus on:	Focus on:	Focus on:
Mission	1. Youth Programme	Youth Programme.	Adults in Scouting and Management	WOSM's own	<b>The mission of the Movement. Adoption of a mission statement</b>
Youth Programme	2. Adults in Scouting	Adoption of the World Programme Policy.	Adoption of the World Adult Resources Policy	Financial Resources.	
Adults in Scouting	3. Management	Addition of a 5th strategic priority: the Growth of the Movement		Adoption of a new fee system.	
Management	4. WOSM's own			Start of thinking process concerning the mission of the Movement:	
Finance	Financial Resources			"Scouting for what? Scouting for whom?"	

# The mission statement



This is achieved by

- involving them throughout their formative years in a non-formal educational process
- using a specific method that makes each individual the principal agent in his or her development as a self-reliant, supportive, responsible and committed person
- assisting them to establish a value system based upon spiritual, social and personal principles as expressed in the Promise and Law

## To achieve its mission, we believe that Scouting today must ensure that:

- What it offers young people reflects their needs and aspirations in the society in which they live, and attracts and retains their interest over a sufficient period of time, especially adolescence, to advance their personal development.
- As a non-formal educational movement, its specific contribution to the integral development of young people is the use of a unique method which is clearly understood and implemented at all levels.
- It strives towards opening its membership to those young people in society not previously served and provides equal treatment and opportunities for all its members.
- It attracts and retains adults who are prepared to develop the knowledge, skills and attitudes required to implement the Scout Method.
- It complements the contribution of other agents such as family, school and religious institutions, without replacing them or duplicating their efforts.
- Its relationships with other institutions are based upon a partnership which respects Scouting's independence and its specific character as an educational movement for young people.
- All components of the World Organization – national Scout Organizations/Associations, Regional and World bodies-strive to strengthen the international unity of the Movement by actively pursuing their common purpose and direction.

(Text resulting from discussion groups at Hazelmere Dam, South Africa)



## Group work on understanding the mission statement

Each group had the task of:

- Clarifying current strengths and weaknesses relating to the 7 bullet points;
- Discussing in depth those points which represent the greatest challenge;
- Presenting the conclusions of the group work by listing strengths and weaknesses.

### Weaknesses

- We don't manage to integrate immigrants in our association. How do we involve them?  
Possibilities:
  - Return to the basics of Scouting to simplify them;
  - Our pedagogical methods are too theoretical and too advanced to present to new people.
- Loss of young people over 16 (lack of interest). How to keep their interest? Over 16s are more capable of moving, travelling - they don't need Scouting to do a lot of things.

- How do we challenge the professional organisations which organise hiking, canoeing, etc. ?
- Scouting is not as attractive for over 14s as it has been, due to:
  - We take children in earlier (age 6);
  - We have not adjusted the programme for over 14s according to changes in society (other agencies using Scout-like methods);

- Lack of active, committed leaders.
- Lack of young people in the decision-making bodies of the association.
- We are not good enough to tell older Scouts and leaders that Scouting is complementing their formal education.
- If you drop out it is VERY difficult to get in again (Scouting seems closed from the outside).

- Losing people aged 15-18 and then potential leaders. Leaders are not proposing challenging activities to adolescents. Lack of resources. Lack of adult leaders.
- Lack of experience. Lack of creativity.
- Scout method used in schools: lack of attractiveness.

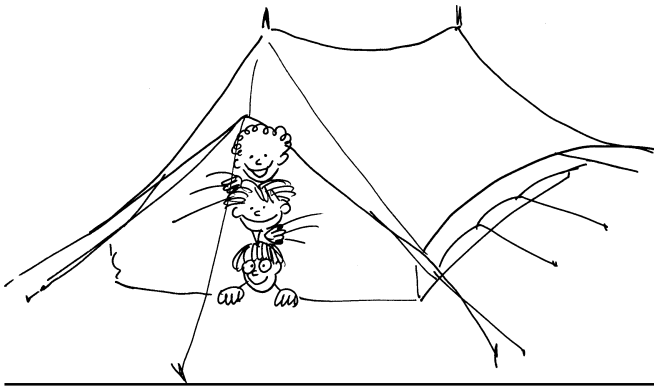
- Problems in some groups, distortions of the method. Patrol system not well used.
- School methods used in Scouting due to poor adult leader training.
- Few people having any idea about modern Scout method.
- Scouting too "intellectualised".

- Greatest challenge = opening membership, e.g. to socially disadvantaged, inner cities, ethnic minorities. Perceptions/prejudices – both directions.
- STRATEGY: Need to increase collaboration on joint work with other social agencies.
- Scouting not using the potential contribution of parents (especially with pre-adolescents).

- Scout programmes not reflecting the needs and aspirations of young people, and particularly adolescents, in their real life.
- Being unrealistic in our programme planning, etc.
- Presenting what Scouting really is to society. The problem of motivation.
- Influenced by those who finance and support. Turned into youth/sport clubs. Not being open to others.

- WEAKNESS in mission and bullet points is complexity. We think that we need different simple statements for different audiences (the same thing in different terminology).
- Truth to reality: DON'T FORGET ACTUAL SCOUTING. What about actual/real Scouting on the ground? Do we really need better words?

- Complexity - for internal use, we have simple words and ideas. For external use we need to use different language.
- "Intellectual"/"theoretical" - not easily related to active/outdoor Scouting.
- To achieve its mission, we use the Promise, Law and Method ... so, "unpack" them in accessible language. No one element (values, peer group, activities, etc.) is unique – BUT the package is.



## Strengths

- WOSM is an international movement.
  - Communication (even spreading into the family).
  - Developing a new programme based on RAP (Slovakia, Lithuania, Hungary, Romania).
  - Priority is adolescents.
  - Programme strategy.
- We have a lot of relations and cooperation with other organisations, BUT we are still keeping our independence and profile.
  - Through the activities/Scout method, we do actually transfer values – it is not only fun!
  - The leader as the “good example” does work.
- Well-trained young leaders (Switzerland).
  - Strategy to eliminate existing problems (Portugal).
  - Trying to rebuild the patrol system (Denmark).
  - Some people are not trained well enough, but the low level training courses have been eliminated (Hungary).
- Trying to return to the original methods (France).
  - Clear strategy to implement the Scout method (Romania).
  - Adaptability of the system.
  - The Scout method.
  - Focusing people’s minds on the issue of equal opportunities.
- The training system (balance between practical skills and personal development).
  - The unique features of the Scout method.
  - Good relationships with the others.
  - Scouting’s fundamentals.
- Scouting’s common elements.
  - We are reflecting on our problems, trying to test answers and find solutions.
- We still have young leaders who want to commit themselves to be responsible for other young people.
  - Strength in agreed mission – but get it right internally first (understand fundamentals, then write the mission).
- Bullet point strengths are:
    - their existence (openness, transparency)
    - their use as a tool for updating the mission in action
    - an ability to choose work focus from a multi-faceted list
    - uniformity in worldwide working methods/understanding.
- The mission statement and bullet points anchor our position and define our relationships with society – independent, but communicating and working with it.
  - Our unique selling point is not values alone, not activities and programme alone, not peer group working alone, but their combination in Scouting.



## Group work on implementing the mission statement

*In their national team, or with another national team if they wished, participants were asked to:*

- Pick one of the seven elements and identify the actions to be taken on national level to achieve the objective.
- Consider what support is needed from the European Scout Region for implementation.
- List the expertise in their association from which the Region could benefit.
- Present the conclusions of their group in writing (maximum one page).



### Denmark

Bullet point 1 on attracting and keeping adolescents is most important to us.

#### Identifying the problems in

##### Denmark

1. There is a gap in our programme material/activities for the 11-14 year-olds. We see this because Scouts drop out then. This gap exists because we opened up to 6-8 year-olds and, without really realising it, our programme for 8-14 year-olds shifted downwards to the age group of 6-12 year-olds. That left a gap in our programme for the 12-14 year-olds, where we were not careful to develop new interesting activities for adolescents.

##### • What to do?

Develop a new up-to-date programme. We came up with the idea that Scouts need to learn to travel instead of doing more activities. First travel 10-20 kms away, then 100-200 kms and later abroad. This focus on travelling is meant to make the programme interesting and for them to do something on their own supported by their leaders.

2. Adolescents want to take part in action and activities in a bigger group (50-100 people). We do not currently provide opportunities for this kind of activity which offers the opportunity to “test” their identity or “try/adjust” their identity within a safe framework.

##### • What to do?

Bigger events/courses with action and opportunities to experience/take on different identities.

3. There is an image problem in the eyes of 12-14 year-olds. It is not “in” to be a Scout in this age group.

##### • What to do?

Make a co-ordinated event which starts working with the image inside ALL Scout and Guide associations in Denmark. After 1/2 year there will be a simple, very visual commercial on TV underlining the spirit, activities and objectives of Danish Scouting. The commercial will end by “Contact your local Scout/Guide group”.

Please let us know if you need more information about the above short summary of a very fruitful meeting. On the behalf of Danish Scouting: Ulrik Skov. email: us@oticon.dk.

### France

The priority selected is point 1: “What it offers young people reflects their needs ... to advance their personal development”.

• In France, it can be noted that Scouting has no difficulty in attracting older adolescents and young people. We even receive requests from young people aged 20-25 who wish to join our associations and this results in an abnormally high proportion of unit leaders. On the contrary, we are observing a loss of membership in the younger age sections (ages 8-12 and 11-15), which worries us.

• This may be explained by recent accidents (in dissident Scout associations), which have resulted in Scouting becoming discredited among families. However, there are undoubtedly numerous other causes:

- New families which have never heard of Scouting. How can we reach them?
- Scouting’s image.
- The difficulty in explaining Scouting in a simple way to families.
- Is the programme offered to children and young people still relevant?
- Current trends within families (often with only one parent).
- The attractiveness of Scouting to families, compared with competing activities proposed by associations, clubs, etc. which often take their inspiration from Scouting.

##### For the European Region:

1. How does the European Region analyse these trends?

- Would it not be interesting to undertake a study into the situation faced by associations in Europe and invite associa-

tions facing similar difficulties to share their experiences?

- A study was made on associations’ membership in the 1990s. Can we not make a comparative study? Is the loss of membership not a common problem throughout Europe?
2. Concerning the issue of “Scouting for what? Scouting for whom?”
- Does the European Office not tend to invest more in adult resources to the detriment of youth programme? The strategic link between adult resources and youth programme should be examined.
  - Continue to work on Scouting’s image and visibility.

### Slovenia

Considering the first bullet point: “What it offers to young people...”.

- Young people do not stay long enough in the association.

##### Possible reasons:

- Their needs are not well identified.
- Their aspirations are just guessed, not checked.

##### Actions:

- Undertake professional research in Slovenia and western Europe.
- Workshops and panels on aspirations of young people of different ages, from 10-25.
- We are in the process of producing a document on our educational proposal.

##### Help from the European Scout Office:

- Information concerning research on youth trends in Europe and good examples from Scout associations.

##### What we can offer:

- We have 20% of our membership in age group 16-20: experiences in that field.
- Co-education: in our association, we have mixed units and patrols in all age sections.



## Greece

1. Long before the World Conference in Durban, the National Board, in an open session with the members of the Greek Delegation to the Conference, had a discussion on the Conference document on the mission statement, which was translated into Greek in order to formulate the final Greek positions on this topic.

2. After the end of the Conference, the final text of the mission statement was translated and the translation was reviewed by the National Board.

3. The Chief Commissioner, preparing the strategy for the next 4 years, asked a public relations/advertising firm to organise a survey with 3 questions in order to have feedback from Greek society on: “What do everyday people think about Scouting as a youth organisation, about the necessity of its existence and what is expected from SHP as “an active member of society”.

4. In February, the 15th National Scout Conference is going to be held in Athens, at which 3,000 delegates elected in all the regions of Greece will participate. In this conference 3 major topics are going to be presented:

- The role of youth organisations in modern Greek society;
- The mission statement of SHP;
- The policy of the Chief Commissioner on the implementation of the mission statement in Greek society by Greek Scouts.

The last item is practically an introduction of 12 resolutions, which cover in a very practical manner all seven points under discussion. The titles of these 12 resolutions are:

- The educational role of Scouting;
- Adequate information from and about the Movement for better results;
- Better programme everywhere and for everybody;
- We say yes to every challenge from society;

- Leaders able to support our educational mission;
- Fewer formalities, more practice;
- How to safeguard good leadership at all levels of the association;
- Scout groups wherever needed and always in the best possible way;
- Better Scouting from better recruited and trained leaders;
- Presence in the society with the appropriate image and fully in line with the actual needs of Greek youth;
- Financial independence as a prerequisite for a successful future;
- The development of the Movement requires the involvement of everyone.

The resolutions include some practical actions which will provide the basis for the commitment of both the head and the grassroots of the association, opening the way to a new concept of managing the Movement, by passing the most important responsibilities to the people who are actually involved in Scouting: the young leaders.

## Belgium and the Netherlands

Bullet 3: Opening up the membership.

*What have we already accomplished?*

Within the Overture network, we have accomplished projects with:

- Muslim Scouts and Guides;
- Disabled people;
- Disadvantaged people.

We get in touch with these minority groups and learn about their special needs and requests. Based on that information, we try to offer them an opportunity to enter Scouting. Our approach is to look for solutions fitting individual demands.

*What we would like to accomplish in the future*

We have succeeded in encouraging disabled people to join and stay part of Scouting in an integrated way, but we still encounter problems with different cultures and disadvantaged people.

Therefore, we want a more in-depth study to get more insight into their personal environment. We are looking for answers to the following questions:

- It seems that Scouting does not apply to social groups mentioned above;
- What is the best approach to enable Scout associations to get in contact with the groups mentioned above?
- How can Scouting combine its goals with the goals of these communities?
- How can Scouting communicate its values and methods towards these communities in a non-aggressive way?

*What can the European Scout Office offer us in this area?*

Set up a task force in co-operation with the Overture network to study the questions mentioned above. Prepare a resolution for the next European Conference to make this a major topic in the coming years, both for the European Committee and the national Scout associations. Look for potential funding at European level to support this policy and arrange contact with the Scout associations of the countries from which these minorities come. Try to support national associations by providing them with practical tools and suggestions on how to work with disadvantaged people.

## Ireland and Lithuania

To achieve its mission, we believe that Scouting today must ensure that it attracts and retains adults who are prepared to develop the knowledge, skills and attitudes required to implement the Scout method.

*This can be put in practice by:*

- Developing a recruitment policy that defines the type of person we are looking for, listing the characteristics required to become a Scout leader.
- Introduce a first contact person, who could ask potential leaders the following: Do you agree to undertake training? Do you accept the Scout Promise and Law? Do you agree to deal with young people as equals? If the answer is no to any of these, they cannot use this person.
- Providing a job specification, which will include the core elements of the position and also allow options proposed by the potential adult leader.
- Providing training that is appropriate to the leader and relevant to the job specification. This training must be available as soon as the leader joins.
- Establishing an informal contract with the leader and specifying a review date.

*Retention of leaders can be aided by:*

- Providing support for the leader that is relevant to the job specification.
- Showing genuine appreciation for the work being done, and recognising this work in a public way.
- Facilitating leaders in finding new training opportunities to enhance their roles and give better job satisfaction.
- Encouraging leaders to participate in personal development courses run on national and international level.
- Provide opportunities for participation in international experiences.
- Facilitating leaders in meeting others and developing a sociable and fun atmosphere.
- Celebrating success.
- Reviewing the position with the leader after an agreed period and evaluating the role, if necessary changing the leader's position, retraining or maybe even retiring.

*Areas where the European Office can help are:*

- Using the international media to raise the profile of Scouting in Europe in a meaningful way. In conjunction with the recruitment policy, this will give adults outside Scouting a better

understanding of what Scouting is about.

- Organising international experiences for adult leaders.
- Facilitating personal development courses for adult leaders at international level.

## Macedonia (FYRO)

The most important and useful element from the 7 bullet points under the mission statement is bullet point 3 : "It strives towards opening its membership ..."

We are trying to implement the mission statement by working with different groups of young people with whom we have never worked before: children without parents and parental care; young delinquents; disabled youth and minority groups, especially Albanians - even if we have found that a very difficult issue, since we haven't any Scout troops in that region (north-west Macedonia). The main problem is the language barrier when we try to work with children from minorities in our country.

## Germany

1. One challenge for the German associations is to attract young people to Scouting:

- In the inner cities;
- In socially marginalised groups from ethnic communities (immigrants, resettlers "Aussiedler", refugees, displaced people, etc.)

We would like to exchange experiences, models and materials which can help to develop our abilities.

Our special task: to develop Scouting in the eastern part of Germany where part of the Scout method was misused by Nationalism and Communism.

2. We offer our experiences in co-education and partnership of men and women in leadership.

We propose that you have a look at German resource materials and policy documents.

## United Kingdom

### Issue 1: Ethnicity

*Challenge:*

Opening youth programme opportunities to minority ethnic groups.

*National action:*

- Unambiguous and comprehensive policy statement;

- Eradicating negative perceptions, stereotypes and prejudices (in both directions);
- Identifying appropriate leadership within the local community and support;
- Integrating into local Scouting organisation;
- Employing a full-time staff member;
- Considering a review of volunteer structure.

*Regional help required:*

- Learning from other NSOs (successes and failures);
- Disseminating experiences;
- Supporting a network of people addressing similar issues;
- Co-funding a staff post.

*Contribution to the Region:*

- Documentation of experience;
- Some time of some skilled individuals (volunteers and staff).

### Issue 2: Socio-economic status

*Challenge:*

Providing relevant/attractive/effective Scouting for deprived inner-city children.

*National action:*

- Unambiguous and comprehensive policy statement;
- Identifying and supporting appropriate leadership within the local community;
- Allocating staff time for FDOs;
- Reviewing volunteer structure.

### Issue 3: Location

*Challenge:*

Overcoming rural isolation.

*National action:*

- Identifying examples of good practice;
- Documenting models for local operation;
- Allocating staff time for FDOs;
- Reviewing volunteer structure.

*Regional help required:*

- Learning from other NSOs.

*Contribution to Region:*

- Some time of some experienced volunteers.

### Issue 4: Voice

*Challenge:*

Ensuring effective participation of 18-25 year olds (youth members and young leaders) in association decision-making at all levels on all subjects.

*National action:*

- Quotas at all levels (locally and nationally);

- Use of “observers” and “cooptions” while formal constitutional changes are being developed;
- Reserved places as full members of NSO National Board (places filled by election);
- Training programme available;
- Mentoring available;
- Active support to implement WOSM Durban resolution.

*Regional help required:*

- Identifying current practice in NSOs;
- Dissemination of good NSO practice;
- Implementation of effective “voice” in European Committee and throughout its substructures.

*Contribution to Region:*

- Documentation of experience;
- Young people with positive experience.

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## Malta, Romania, Yugoslavia

### Problem: attracting and retaining leaders.

*1. Some of the “roots” of the problem:*

- The Venturers’ programme no longer meets their needs and aspirations. They are therefore leaving the association rather than continuing towards leadership.
- There is no link between Venturers and leadership social recognition. They do not feel that society is aware of the importance of their educational role.
- Volunteering versus a profitable occupation.
- In some countries, Scouting has not got a clear image (to the others) yet.
- Key areas of motivation!!!

*2. Some actions taken:*

- Promoting Scouts through mass-media (small level though);
- Protocols with authorities (very few);
- Involvement in national youth policy;
- Different training courses (introductory) for those who haven’t been Scouts before;
- Training courses (for leadership) aimed at Venturers who are close to the upper age limit;
- Involving Venturers (through the progressive scheme, for example) in things which they

will do at a superior level as leaders (responsibility, organising and evaluating various activities).

*3. Support from the European Region*

- Some sort of expertise in marketing;
- Financial support;
- Skills in getting the most from little money;
- Something about recognising the importance of our leaders’ work and their social status;
- European Youth Forum, Council of Europe (some support);
- Guidelines on organising various training courses;
- Providing the frame for the exchange of experiences between associations;
- Sub-regional web pages.

*4. Our needed expertise*

- Some leaders (experienced enough) could be used during various European events.
- Some experiences (such as Venturers’ programme, introductory course summary) may be promoted through various means to other associations.

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## Croatia

Comments concerning point 1.

*Facts:*

1993: when Croatia renewed membership in WOSM, we noted that we have similar problems, regardless of cultural, political, geographical, sociological... differences among NSOs:

- Programme of recreation;
- Generation 14+.

*Conclusion:*

This observation drove us to the conclusion that the Scout Movement has not answered the needs of youth in certain aspects.

*As a consequence:*

Losing adolescents (14+ generation), as the most important generation link in our educational process, and providing recreation instead of a real programme keep us from achieving the Scout mission.

*Our approach:*

Implementation of the programme which satisfies the needs of the youth based on the Scouting’s fundamental principles according to our Founder B.-P.; in a way which offers our essential activities “Lifeskills in nature” as a challenge and systematic answer to their needs. This approach was pre-

sented, and confirmed, at the 7th WSYF (South Africa), and accepted as a recommendation by the Forum: “That WOSM reminds the NSOs to keep their programme linked to Nature inspite of the rapid technological development”.

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## Albania

Our organisation must ensure that:

- It offers possibilities to young people;
- It is opened to all young people without distinction of race, gender, nationality;
- Reflects the needs of the society and the aspirations of young people in that society;
- Keeps the interest of young people in Scouting for a long period of time;
- Is aware of the all dimensions of personal development.

*Actions to be taken:*

- Create and update different programmes for different age groups;
- Spread Scouting in non-privileged society groups and areas (e.g. villages)
- Work with minorities, make activities together (All Different - All Equal, peace campaign, community development, etc.);
- Identify the needs of young people, their aspirations and make activities to fulfill those needs not met by schools or other organisations (indoor activities, Jamborees, exchanges, camping and seminars in other countries to broaden the understanding and interests of young people);
- Update the programmes, always look for new activities, try to keep young people in Scouting and make them leaders in Scouting and in society (modern programmes, use the new achievements of technology in Scout activities, teach them new skills and abilities);
- Make actions and activities to cover all the dimensions of personal development, having in mind that each individual has his/her own view on personal development (activities on public relations, public-speaking, interpreting, sports, music, hobbies, etc.).

*Assistance from the European Scout Region:*

- Preparing and updating the youth programme;

- Publications, new materials;
- Camping materials and instructors;
- Financial aid for meeting places.

#### *Assistance to the European Scout*

##### *Region:*

- Experience on peace education, co-operation, rebuilding Scouting, identification of needs of young people in post-dictatorial societies, facing new challenges, overcoming difficult moments in an association's life.

## Spain, Italy, Portugal and Hungary

### *1. Tools*

- Better communication with members, considering their needs;
- Returning to the original spirit and essence of Scouting, taking into consideration the situation in society;
- Making children enthusiastic, and therefore achieving a better image;
- Centering on real values of Scouting - autonomy, fun, community (local, regional, national, international, global), adventure, protagonism, sensitivity;
- Good programme with an emphasis on action, creativity and community.

### *2. Assistance from the European Scout Region:*

- Supporting more the international dimension of Scouting;
- Getting closer to the special conditions of the NSOs and using their experiences in "fitting" the central projects to the needs of the NSOs;
- Supporting Rover work;
- More group work and exchanges of ideas at the Conferences and seminars.

### *3. Associations can support:*

- Strong training, youth participation projects (Spain);
- Experiences with Rover age group (Italy, Portugal);
- Strong training, strong connection to the original Scout spirit, method and life form.

## Turkey, Austria, Switzerland

As the mission statement is the "flash of lightning" of our Movement which shows us the way to go and the direction to take, we think that it is important to have a strategy for the miles ahead. Depending on whether we have to go uphill, cross a river or go through the desert, it would be wrong to plan concrete actions.....

However, we think that an important part of the strategy, with which national and European levels can and should support work on local level, is promoting these values (basic principles), especially to parents and society, as well as to employers and the government.

## Slovakia

### *Attracting Adults*

We think that one of the biggest problems in Slovakia is the adult resources policy. We have many new progressive approaches in different parts of the Scout programme, but we don't have enough adults to work on it. For instance - we have good conditions to spread Scouting all over Slovakia, but we don't have enough adult leaders to do that.

On the other hand, we have some adults who do their best - they are involved in leading a group, they work for Slovakia-wide Scout magazines and they are, for instance, in the programme committee too. Many of them are overloaded.

The only way to solve this is an effective adult resources policy.

Why is the situation so bad in Scouting of Slovakia? We have some old leaders - old Scouts - that are not open to any renewed approach and they are not supporting new ideas. Things have changed and we have much better conditions nowadays. We have many young commissioners - programme, adult resources, spiritual - and other young people who would like to make Scouting in our country better.

That is what we need the most - maybe it could be a special international team of instructors who could help associations which have the same problems as we have. We also need to make better public relations. Attracting adults will be much easier then. But we also need somebody to teach our PR managers how to do their job as well as they can.

## Equal opportunities

*This session concerned the policy on “Girls and boys, women and men within the Scout Movement” adopted by the Durban Conference and considered an integral part of the work on the mission. It began with a presentation by Jocelyne Gendrin-Guinebault, former Vice-Chairman of the World Scout Committee and Chairman of the Educational Methods Group. Jocelyne explained the contents of the policy, its importance and the action that needs to be taken to implement it at national, regional and world levels. This was followed by buzz groups to consider the challenges involved in implementing the policy, followed by a panel to respond to questions. A summary of the panel is presented below.*

### Panel on equal opportunities

Members of the panel:

*Jocelyne Gendrin-Guinebault; Thérèse Bermingham, European Scout Committee; José Warletta, European Scout Committee; Saad Zian, Muslim Scouts of France; Lidija Pozaic, Scout Association of Croatia. They answered questions asked by participants.*

**Q – Is there any problem regarding co-education in the European Region?**

Thérèse – Yes, there are problems. For example in Ireland, we decided to be open to girls as well as to boys, but we did not change anything in our programme. I suppose that we are an exception.

**Q – Should we have quotas for female members in decision-making bodies?**

José – Quotas can be a provisional solution. We must develop practices and tools for everybody to enjoy the same rights.

Jocelyne – Quotas cannot be considered a long-term solution. They can be used as a starting point, but in any case any appointment or election should be based on skills, not on gender. At equal level of competence, positive discrimination in favour of female leaders can be useful in order to counterbalance prejudices.

**Q – Equal opportunities refer not only to gender but also to other causes of discrimination, for example ethnic origin, disabilities or sexual orientation. Is it foreseen to discuss all these aspects? Can the same principles be applied and when?**

David – For the moment, we are limiting our subject to equal opportunities applied to gender. However, the Region is also considering the issue of enlarging Scouting to minority cultures. This is the aim of the work underway within the framework of the Overture network.

**Q – What about child protection?**

David – The Region has recently or-

ganised a symposium on Child Protection, entitled “Safe from Harm”. A report is under preparation<sup>1</sup>. It will invite associations to revise their policies in order to improve the protection of children and young people. Many national Scout associations in Europe do not have an updated policy on child protection and this is a dangerous situation that we have to address.

**Q – Could you be more precise regarding the ways to develop education on equal opportunities?**

Saad – Each culture has its own values and we should not judge them. I develop my own personality, my personal identity, using the values given by the culture in which I am living. However, I have to develop personal strategies to fill the gap between my personal values and the values given by the society. What Scouting has to do is to help boys and girls to develop the best possible strategies for their own development. We have to encourage and support changes of mentality and changes of strategies. However, our educational programmes are not adapted to this objective.

Lidija – Our association has been practising co-education since 1950. We have mixed patrols for Cub Scouts, but single gender patrols in the Scout section. Rovers are fully co-educated. Our association is formed of 50% girls and 50% boys. At the level of adult leaders, there are fewer women than men, but this is due to the differences between male social roles and female social roles. Generally women have less free time than men and it is more difficult for them to be involved in voluntary organisations. However, we have the same proportion of women at higher levels of responsibilities as at lower levels. This shows that there is no discrimination against women in our association.

**Q – We have to build a bridge between genders. What sort of tools should we prepare for that? Not only tools for women but also for**

**men; attitudes have to be changed on both sides.**

José – Positive discrimination is necessary to help a higher proportion of women take on political responsibilities. More efforts are necessary at the level of national associations and at the level of the Region.

Saad – Our main field of action is educational work. Each gender is a mirror for the other. For example, I like cooking and generally people say that I am a good cook. However, when I go back to my country, Morocco, my mother and my sisters forbid me to enter the kitchen, which is a place reserved to women. The issue that we are facing is how to challenge family and cultural models. The best tool is probably personal example. Attitudes begin to change when, in our camps, young people can see adult male and female leaders sharing responsibilities on an equal footing. This is why we are creating a different educational framework.

Lidija – The best tool is the Scout method itself. For example, when Rovers are preparing an expedition, they share responsibilities between boys and girls according to their skills and not their genders. This is a concrete tool.

### Conclusion

Baldur Hermans, from Germany, expressed the view that the European Scout Committee should urgently launch a study to consider how co-education is practiced in the various European Scout associations and how Scout programmes and adult resources policies contribute to equal opportunities between genders.

Per Hylander from the European Scout Committee concluded by stating that the discussion had shown how the issue of equal opportunities between genders is a real challenge for the implementation of the mission of Scouting.

<sup>1</sup> The report has been published and it is available on the regional website: [www.scout.org/europe](http://www.scout.org/europe)



## Partnerships in Europe

*This session, introduced by Thérèse Bermingham, member of the European Scout Committee, explained the importance of partnerships among associations in order to support the achievement of Scouting's mission.*

*Its purpose was to identify concrete possibilities for partnership especially with Scout associations in south-eastern Europe.*

*A market with stands was prepared by associations, several of whom - especially from central and eastern Europe - explained the partnership projects in which they were involved. As a result of this very lively session, several new partnership projects were arranged.*

### Strengthening partnerships in south-eastern Europe

Here we give a brief outline of areas in which Scout associations in south-eastern Europe would like partnerships. We encourage you to contact their international commissioners directly to plan joint initiatives. We remind you that contact details can be found in the World Scouting Directory (last updated in November 1999 and distributed via Scoutpak).

The Albanian Scouts (*Besa Skaut Albania*) are planning a campaign called "Farewell to Arms" to encourage people to hand in their weapons and promote peace. They are also planning a jamboree in summer 2000. Advice and support would be very welcome. Contact: [dolores@abissnet.com.al](mailto:dolores@abissnet.com.al)

Scouts in Bosnia-Herzegovina (*Savez Izvidaca Federacije Bosne I Hercegovine* and *Savez Izvidaca Republike Srpske*) would much appreciate contacts and youth exchanges with Scouts in other countries. Foreign guests will be especially welcome at their summer camps in July. Contact: [scout@urc.bl.ac.yu](mailto:scout@urc.bl.ac.yu)

The Bulgarian Scouts (*Organizatsia Na Bulgarskite Skauty*) have recently started developing a new youth programme using RAP and would like to design a new training scheme. Assistance with both tasks would be very welcome. Contact: [obs@techno-link.com](mailto:obs@techno-link.com)

The Scouts of Croatia (*Savez izvidaca Hrvatske*) are organising a "Mines Clean-Up" campaign and would like partners to assist in lobbying and fund-raising. They are also organising a round-table on the role of Scouting in youth development and expert input from other countries is welcome. Please also consider helping to organise their first national jamboree in 2001. Contact: [lpozaic@zg.tel.hr](mailto:lpozaic@zg.tel.hr)

Scouts in Macedonia FYRO (*Sojuz na Izvidnici na Makedonija*) have chosen training and communication as their priorities for this year. Help in organising leader training courses and setting up a communication cen-

tre would be most appreciated. Contact: [simscout@mpt.com.mk](mailto:simscout@mpt.com.mk)

Romanian Scouts (*Cercetasii României*) are busy designing a new youth programme using RAP and a new training system and are keen to share ideas. Advice on marketing and fund-raising would also be useful. Contact: [cercetasii\\_rom@go.ro](mailto:cercetasii_rom@go.ro)

The Scouts of Yugoslavia (*Savez Izvidjaca Jugoslavije*) want to strengthen the international dimension of their youth programme and help young people to overcome barriers and prejudices, to travel and meet young people from other countries. They are also planning "Children for the Future" summer camps for refugees and displaced children and would appreciate partnerships. Contact: [zbtginv@eunet.yu](mailto:zbtginv@eunet.yu)



# Revision of the Regional Plan 1998-2007

*On the basis of a document explaining what had been accomplished so far in the implementation of the Regional Plan, participants were asked to identify, in writing, what had been effective or ineffective and to provide their feedback and suggestions for the implementation and/or the revision of the plan in order to enable Scouting to achieve its mission.*

*Below, we have summarised the comments from associations on the triennium so far (May 1998 - January 2000).*

## 1. Developing and Promoting our Movement

### Equal Opportunities

- *Overture Network*: works well on an important issue; discuss at the Conference in Prague, 2001; keep the network informal but confirm support; consider using the network as a focus for the extension of Scouting amongst European Muslim youth.
- *Safe from Harm Symposium*: of practical benefit to associations.
- *Research on Gender Education*: the value of this research needs to be clear; the debate in the Region on equal opportunities is limited to gender and could be extended; sub-Regional or bilateral meetings could be considered so that the experience of associations can be shared and the relevance of the work confirmed.

### Relations with Intergovernmental Organisations

- *Improving Scouting's Image*: there has been progress but outside consultants could help develop the approach even more; we should develop better links with Members of the European Parliament; do we need some research on the approach to working with adolescents?
- *Funding from the European Union*: results have been disappointing for associations, who are looking for significant results.
- *Partnership with North-South Centre/UNESCO*: effective.
- *Children for the Future*: important contribution to a response to the crisis; it should be developed and extended; the Prague Conference should also have the opportunity of discussing the programme.

### Youth Policies

- *Representatives' Network*: too little is known about this work (the sharing of experience and contacts through the network is of value and should continue).
- *European Youth Forum*: the process of nomination of candidates should be more transparent.

### Interregional Co-operation

- *Peace Cruise*: "unique and successful"; a high and long lasting impact on those who took part; good public relations; there was concern about the cost – especially in human resources terms; some associations were worried about the political implications; careful follow-up needed.
- *4<sup>th</sup> Euro-Arab Meeting*: more follow-up required.

## 2. Better Scouting For More Young People

### The Renewed Approach to Programme (RAP)

- *RAP User's Guide*: excellent tools, of value to associations; ways of updating should be considered.
- *The Green Island*: excellent; design/publish the complete book.
- *Forum on Youth Programme*: excellent; clarified objectives for future developments in associations.
- *Sub-Regional Events*: offered exchange of new ideas and methods; approach recognises the diversity of Europe.

### Europe For You! (age 16-22)

- *Passport for Europe*: seen as too complicated by some; associations should be encouraged to adapt to meet local needs.
- *EuroSteps*: excellent tool for promoting youth mobility/

exchanges; continue to extend; visa problems can still be a barrier.

- *Where to Stay in Europe*: very useful; publication every two years a good idea; is the design in need of a change?
- *European Scout Voluntary Programme*: excellent idea; encourage more Centres to take part.
- *European Guide and Scout Centre Managers' Conference*: good project which supports an active network.

### Lands of Adventure (age 12-15)

- *Scout Leader's Resource Pack*: will fill a need.
- *European Jamboree*: good idea; major programme; improve publicity ideas.

### The Great Family (age 7-11).

- *Cub Scout Leader's Handbook*: excellent but costly; make more European?
- *Seminars*: helpful; choice must be exercised because of number of events and variety of topics.

## 3. The Adults We Need

### Management

- *Management Seminars*: practical and helpful; effective.
- *Management Handbook*: will be a useful tool at national level but remember electronic publishing methods as well as paper; publications should not be too long but are necessary as backup.

### EuroModules

- *EuroTrain*: potentially very useful; make sure objectives are clear.
- *Publications*: useful and practical.

### Networking

- *Adult Resources Mailing List*: excellent idea which needs

energising by involvement of more (younger?) participants.

#### Adults in Scouting Events:

- *Forum on Adult Resources*: excellent; met needs.

### 4. Regional Communication Network

#### Improving the Flow of Information

- *EuroFax*: very helpful; regular and up to date; review layout/design and content regularly.
- *EuroPak*: the biggest problem is that it is often too late.
- *Euro.Scout.Doc*: potentially useful; don't make documents too long.
- *Committee Update*: question whether necessary in view of EuroFax.
- *Joint Chairmen's Letter*: too inward looking?

#### Electronic Publishing

- *PDF Formats*: very convenient; continue to extend; working well.
- *Downloads from the Web Site*: good support.

#### Electronic Communication

- *Support to NSOs*: still required by some; continue to use themed electronic mailing lists; consider video conferencing.
- *Uploading to the Regional Web Site*: popular idea

#### Preparing for the Future

- Continue to involve people with technical skills.
- Consider sub-Regional events and the encouragement of bilateral working (partnerships).

### 5. Support to National Member Organisations

#### Technical Support to NSOs

- *Recognition Process*: a great success, despite the difficulties and delays.
- *Field Visits*: valued as part of a two-way exchange of information; involve Committee members.

#### Financial Support to NSOs

- *Centenary Fund*: well received; excellent support.
- *Emergency Aid*: well received; that some associations have special needs is accepted by others.
- *Support for Attending Regional/World Events*: should continue as much as possible.

### General comments

- Encourage more candidates from central and eastern Europe to be nominated for election to the Committee.
- Provide early advice on nomination of candidates for election to the Committee.
- Ensure that we use the resources available in associations.
- Try to exchange information more (uploading to the web site will help).
- Have one "summit" meeting in each triennium.
- The Committee should continue to pay attention to planning, timetabling and resource allocation at all levels of the Region's work.
- Manage effectively the appointment of new staff.
- Ensure that there continues to be guidance on good practice on partnerships between associations.
- Provide opportunities for review and evaluation of partnerships.
- Use the International Commissioners' Forum (and other events) as one means of preparing for the Regional Conference.



# Final Evaluation

## Have you achieved a better understanding of the mission statement and its implication for Scouting in your association?

For some participants, this was their first international experience and they found it very useful.

Many participants gave a positive general evaluation, stating that it was good to have this follow-up after the World Scout Conference in order to encourage associations to work more on implementing the mission.

Whilst expressing a general positive feeling, some noted that the work was too superficial due to lack of time.

Several participants mentioned that the mission statement was already known and understood in their associations. However, they considered the addition of the 7 bullet points very useful, because this helped to focus on the action which needed to be taken to develop the Movement.

## Do you think the Mission of Scouting Symposium will help you to set new objectives for your association? Why? Why not?

Many participants stated that the Symposium had helped to clarify important issues and put more emphasis on Scouting's educational role.

New objectives set for future work included reviewing the youth programme and strengthening the links between youth programme and adult resources.

Several participants noted the importance of "Overture" and reaching new groups of young people.

Some reservations were expressed due to the need to study some of the effects, challenges and opportunities in more depth before determining the necessary strategy and actions.

Some found the mission statement as it stands very difficult to communicate and translate into their language.

## What follow-up would you like to the Mission of Scouting Symposium?

Some participants expressed the wish to continue the work through seminars and workshops focusing on the specific challenges faced by NSOs.

It was proposed to enable associations to present and evaluate how they were working with the mission statement at the European Scout Conference in 2001.

Some considered that a deeper reflection at European level would help to have a clearer perspective for common work.

It was proposed to set up working groups at sub-regional level in order to go more deeply into the understanding and implementation of the mission statement.

Some participants are considering developing a strategy from the mission statement.

Some participants plan to use the mission statement as a public relations tool.

Some proposed various specific topics for common work related to the mission, including the problem of decreasing membership and the need to prepare the Regional Plan before the Conference in Prague.

## Session 1 – Welcome

In general the welcome session was considered good.

However, the fact that the Friday evening programme was too light was criticised by many, especially by those who did not know the other participants.

## Session 2 – Understanding the Mission Statement

Generally the comments were very good (interesting, excellent, good update, etc.).

The presentation made by Malek Gabr was very much appreciated.

However, the fact that there were too many issues to take into consideration and not enough time available was criticised.

It was felt that it was important to analyse the mission statement text in more depth and devote more time to preparing a strategy to clarify the future work at world and European level.

The diversity of associations' backgrounds and some participants' lack of language skills created communication difficulties.

## Session 3 – Equal opportunities – gender

Most of the comments were positive, but some participants would have preferred more precise inputs from more experienced people.

Many felt that associations should have prepared their own projects and ideas beforehand to contribute more to the debate.

Some would have preferred to discuss the broader issue of equal opportunities (e.g. ethnic/faith/class) and include youth representation.

Some did not think they were really concerned by the gender issue, but most saw it as a fundamental problem and were aware of the challenges.

Some participants did not understand why this issue was part of the symposium and could not see the link between this issue and the mission.

## Session 4 – Achieving the Mission of Scouting

Most comments were very good, since the discussion dealt with strengths and weaknesses in depth.

Many gained good ideas to use back home.

There were regrets about the lack of time.

There were language problems in some groups.

A number of participants did not appreciate having to work in national teams.



## Session 5 – Open Forum

The Open Forum was very much appreciated.

There were some good inputs.

## Session 6 – Partnership Fair

The comments were very diverse.

Some participants were enthusiastic and found the session very enjoyable and useful, offering a good opportunity to exchange up-to-date information and form relationships or partnerships.

Others regretted that the session had not been better prepared and that the projects had not been presented on paper.

Some recommended that the Region encourage long-term partnerships rather than selling a number of small projects.

Some did not show much interest and the link with the mission was sometimes not understood.

## Session 7 – Evaluation and ideas for the European Scout Plan

Participants appreciated the opportunity to give feedback.

Some thought that the European Scout Plan was not known enough at all levels and that more information on each issue was necessary.

There was some criticism about the working methods and the lack of preliminary information, which contributed to the lack of preparation by participants.

More feedback needs to be obtained from people in national associations who are dealing with the different items.

Some noted that in their view, the strategy of the European Committee and Office being just a service for associations was insufficient.

“The global package is good, but we can do better.”

## Other comments

It was considered very relevant to organise such a seminar with top leaders of associations between two Regional Conferences and exchange informally on current concerns and experiences.

Many considered that the event had been well planned, with an excellent atmosphere and helping to build a lot of new friendships.

The mission statement was a good reason and a good support for this meeting.

Some suggestions were made on the way to prepare and run such events, for example having an event of 4-5 days, with more free time and breaks to enjoy the city.

It was considered important to create more opportunities for common reflection at all levels.

For future events, some considered that there should be a clearer purpose, clearer profile of targeted participants and more documentation and working papers.

With such a variety of NSOs in the Region, it was felt that the Region sometimes needed to play a leading role towards mutually accepted practical aims.

Some criticisms were expressed about translation and interpretation, and some requested translation into German.

The organisation of the meeting, the venue, food and facilities were very much appreciated and the Slovenian Host Committee and European Scout Committee unanimously congratulated.

