



## **The European Scout Plan 2007 - 2010**

**Aiming for Excellence - Towards Growth**

## Aiming for Excellence – Towards Growth

The European Scout Plan was presented in draft form to the 19<sup>th</sup> European Scout Conference in Portoroz, Slovenia. Following discussion during the Conference, a brief summary document was agreed and this formed part of the report of the conference.

The European Scout Committee has been working since then to prepare its methodologies on how the plan would be achieved through a series of proposed actions spanning the triennium, October 2007 to September 2010. Some of the dates are speculative and some of the actions may be updated, revised, replace or deleted. This is particularly applicable to changes which may be influenced by the outcomes of the World Scout Conference later in 2008.

The actions which make up the plan have been developed and grouped to reflect the new operating structure of the Region. The actions have also been elaborated in conjunction with the newly established Groups and Units. (A diagram of the operating structure is appended to this plan.)

The principles which govern the working methods to achieve the plan are:

- An open approach to recruitment of individuals with wide representation from across the region
- Increased use of networking as a tool to sharing information, actions and outcomes
- Focusing support through tailored support directly to associations
- Integration of our work with our colleagues in the Europe Region WAGGGS
- An open approach to sharing experiences with other Regions
- Actively pursuing growth as an outcome in all actions

Work in partnership with the Europe Region, WAGGGS is incorporated into the actions of the plan.

The resolutions of the 19<sup>th</sup> European Scout Conference form an important part of the work of the European Scout Committee. Work to achieve the resolutions has been allocated to the Committee and to the Teams. Work supported by the European Scout Committee as a whole is:

Resolution 7/2007 – Regional Scout Plan

Resolution 8/2007 – Joint Work with the Europe Region WAGGGS

Resolution 9/2007 – Open working methods

Resolution 10/2007 – Solidarity with other Regions

Resolution 12/2007 – Regional Structures

Resolution 13/2007 – Overlapping Regional Plans

Resolution 16/2007 – European Seminars

In each area of work, there is an indication of which additional resolutions fall within that area of work.

We commend this European Scout Plan 2007 – 2010 to the NSOs and NSAs of the Region. We welcome your involvement in making the plan your own, working in partnership with us and look forward to your feedback when appropriate.

The European Scout Committee

## Educational Methods – Youth Programme

Resolution 17/2007 – Educational for all, boys and girls – supported by the Educational Methods Team.

Resolution 18/2007 – Scouts of the World - supported by the Educational Methods Team.

<b>Aim</b>	<b>Focus on the 16-22 age range</b>			<b>Oct 07</b>	<b>Apr 08</b>	<b>Oct 08</b>	<b>Apr 09</b>	<b>Oct 09</b>	<b>Apr 10</b>
<b>Objective 1</b>	<b><i>To put a special emphasis on values, skills for adult life and employability</i></b>								
<b>Action 1</b>	rovernet.eu	Results	500 young people in the rovernet.eu exchanges. 10 Rover-Steps projects, and 5 research projects. Resource Centre at rovernet.eu, of links, practices etc.	x	x	x	x	x	x
<b>Action 2</b>	"Skills for life" Connection	Results	8-10 associations debating life skills for young people.			x	x		
			Kit on life skills and youth entrepreneurship Good practices in area of environmental entrepreneurship.				x	x	x
<b>Action 3</b>	Agora	Results	Annual opportunity for young people to exchange, to explore, to express, be empowered in an international and intercultural setting.		x		x		x
<b>Objective 2</b>	<b><i>To support NSOs in assessing and improving the programme for the oldest age section, and with a special input in international education</i></b>								
<b>Action 1</b>	RoverNet	Results	Networking opportunity for the last age section.		x				
<b>Action 2</b>	Scouts of the World Connection	Results	Exchanges between European associations on "Scouts of the World" programme. Study Session and support a network to promote Scouts of the World.			x			
<b>Action 3</b>	Roverway	Results	Support the organisation of Roverway.				x		
<b>Action 4</b>	Think Tank on Youth Leadership	Results	Euro.Scout.Doc on the issue of youth leadership Organise a Think Tank to explore the issue.			x			

<b>Aim</b>	<b>Recognise the value of diversity and its impact on social inclusion</b>			<b>Oct 07</b>	<b>Apr 08</b>	<b>Oct 08</b>	<b>Apr 09</b>	<b>Oct 09</b>	<b>Apr 10</b>
<b>Objective 1</b>	<b><i>To encourage respect and understanding for diversity in European society and develop an attitude of inclusion through youth education</i></b>								
<b>Action 1</b>	Diversity project	Results	Support organisations in reaching out. Support a network on this issue, champion existing best practice and encourage partnerships between organisations.		x	x	x	x	x

<b>Action 2</b>	Round Table (Joint WOSM-WAGGGS)	Results	Explore appropriate ways for NSOs to work with marginalised, vulnerable and socially excluded young people.			x			
<b>Action 3</b>	WOSM Guidelines	Results	Promote Scouting for young people with disabilities and children in especially difficult circumstances.			x			
<b>Action 4</b>	Overture	Results	Support the work of the overture network.	x	x	x	x	x	x
<b>Action 5</b>	Open Scouting: skills, knowledge and attitudes	Results	Produce a publication on how to integrate diversity in to youth programme design. A theoretical approach plus practical guide for national programme teams.				x		
<b>Action 6</b>	Spiritual Development	Results	Event for associations and faith organisations on spiritual development and inter-religious dialogue. Guidelines for integrating spiritual development within youth programme and during large events.			x	x		

<b>Aim</b>	<b>Accommodate the needs and trends which impact on young people</b>			<b>Oct 07</b>	<b>Apr 08</b>	<b>Oct 08</b>	<b>Apr 09</b>	<b>Oct 09</b>	<b>Apr 10</b>
<b>Objective 1</b>	<b><i>To initiate the validation of national youth programme, analysing and taking into account the needs and trends of young people whilst keeping in mind our fundamentals</i></b>								
<b>Action 1</b>	Sea Scouting	Results	European Sea Scouting Seminar.			x			
			Support the centenary of Sea Scouting.Euro Scout Doc on Sea Scouting and Youth Programme.		x			x	x
<b>Action 2</b>	RAP games	Results	Produce games kit to support the RAP tools.	x	x				
<b>Action 3</b>	Programme Developers Summit	Results	Event to exchange on issues of common interest.						X
<b>Action 4</b>	6 <sup>th</sup> European Scout Forum on Youth Programme and Adult Resources	Results	Assist National Scout Associations in monitoring and improving their youth programme and in improving the recruitment, support, training and management of their adult resources.				x		
<b>Action 5</b>	ScoutNet	Results	Networking opportunity for Scout age commissioners.			X			
<b>Action 6</b>	The Cub Scout Commissioners network	Results	Networking opportunity for national Cub Scout Commissioners and a study session on a series of topics relevant to them.			x			
<b>Action 7</b>	Lands of Adventure	Results	LoA adopted in 15 European countries.	x	x	x	x	x	x
			Annual meeting for LoA Ambassadors.	x		x		x	
			Annual LoA Day for Scout patrols.		x		x		x
			LoA Adventure camp for Scout patrols.			x			

<b>Action 8</b>	Self Evaluation of Patrol System	Results	Interactive game to evaluate the implementation of the patrol system with a set of tools for leaders to improve the application of the patrol system.			x			
<b>Action 9</b>	Sharing the Experience of Reviewing Programme	Results	Study session for NSOs which have recently reviewed their programme to build on learning and outcomes.				x		
<b>Action 10</b>	Scout Method	Results	Training module, Scout Method and implementation.					x	

<b>Aim</b>	<b>Design programmes that provide the specific needs of boys and girls, women and men in Scouting</b>			<b>Oct 07</b>	<b>Apr 08</b>	<b>Oct 08</b>	<b>Apr 09</b>	<b>Oct 09</b>	<b>Apr 10</b>
<b>Objective 1</b>	<b><i>To work on ways to assess and ensure specific needs of genders and specific needs of age groups in the programme, based on quality indicators</i></b>								
<b>Action 1</b>	Gender Survey - pilot project	Results	Evaluation of gender balance of local implementation of national youth programme in a number of selected associations. Find out how relevant the findings of the previous, more explorative research, are (Harriet Nielsen, "One of the boys", 2001).			x	x	x	
<b>Action 2</b>	Girls in Scouting	Results	Seminar for girls in Scouting to explore, promote and empower female leadership.			x			
<b>Action 3</b>	Gender Network	Results	Establish a network of volunteers to deal with the issue.						
<b>Action 4</b>	Gender and stages of development	Results	Explore the correlation of gender with the different stages of personal development.				x		

<b>Aim</b>	<b>Work in partnership with the Europe Committee WAGGGS in the area of Youth Programme</b>			<b>Oct 07</b>	<b>Apr 08</b>	<b>Oct 08</b>	<b>Apr 09</b>	<b>Oct 09</b>	<b>Apr 10</b>
<b>Objective 1</b>	<b><i>Support and exchange in the area of programme development and delivery</i></b>								
<b>Action 1</b>	Open Rovernet to Rangers	Results	Joint participation and an examination of the viability of a fully joint network. Sharing resources to support this age section.		x	x			
<b>Action 2</b>	Roverway	Results	Work with WAGGGS to develop content of the event and include topics such as solidarity, fighting racism and xenophobia, participation etc. Use Roverway to identify trends and promote best practice in youth involvement.		x		x		
<b>Action 3</b>	Lands of Adventure	Results	Examine topics for inclusion in LoA and consider how they can contribute to a revised project or expanded LoA			x		x	

## Educational Methods – Adult Resources

<b>Aim</b>	<b>Explore different approaches to volunteering</b>			<b>Oct 07</b>	<b>Apr 08</b>	<b>Oct 08</b>	<b>Apr 09</b>	<b>Oct 09</b>	<b>Apr 10</b>
<b>Objective 1</b>	<b>Explore different aspects of Quality in Scouting</b>								
<b>Action 1</b>	Workshop on quality	Results	Practical tool for use at all levels and sharing of good examples (ongoing).			x			
<b>Action 2</b>	Volunteer friendly environment	Results	Think-tank on the volunteering environment with Euro.Scout.Doc on the topic and utilising and building on networks internal and external to Scouting, including SALTO.						x
<b>Action 3</b>	Define an approach to monitor, evaluate and capitalise the work undertaken.	Results	Guidelines produced and used for Working Session on using Evaluation to turn practice into organisational learning.			x	x		

<b>Aim</b>	<b>Promote Scouting as a place where personal voluntary contribution can be rewarding and recognised</b>			<b>Oct 07</b>	<b>Apr 08</b>	<b>Oct 08</b>	<b>Apr 09</b>	<b>Oct 09</b>	<b>Apr 10</b>
<b>Objective 1</b>	<b>Consider the factors that motivate adults to volunteer</b>								
<b>Action 1</b>	Reaching out to new publics	Results	Euro.Scout.Doc produced on the diversity aspect of volunteering.			x			
<b>Action 2</b>	Personal benefits of volunteering in Scouting	Results	Euro.Scout.Doc produced and examples of good practice gathered and distributed.					x	
<b>Action 3</b>	Survey of factors on volunteering	Results	Support toolkit produced.	x					
<b>Action 4</b>	Networking on recruitment	Results	Network meeting on recruitment.				x		
<b>Action 5</b>	Training modules of recruitment	Results	Training tool developed.			x	x		
<b>Action 6</b>	Waiting lists	Results	Organise a meeting of interested associations in this area.			x			

<b>Aim</b>	<b>Revitalise and explore full implementation of the Adults in Scouting model</b>			<b>Oct 07</b>	<b>Apr 08</b>	<b>Oct 08</b>	<b>Apr 09</b>	<b>Oct 09</b>	<b>Apr 10</b>
<b>Objective 1</b>	<b>Support national Scout associations in full adoption and implementation of the AiS strategy</b>								
<b>Action 1</b>	Consider - How does the AiS model work?	Results	Produce a set of guidelines on the application of the AiS model at local level.					x	
<b>Action 2</b>	Trends in volunteering	Results	Hold a think-tank on trends in volunteering and produce set of practical guidelines.				x		
<b>Action 3</b>	Consider - What is a volunteer in Scouting?	Results	Produce a Euro.Scout.Doc on this topic and distribute widely.				x		

<b>Aim</b>	<b>Support the improvement of adult training systems in NSOs</b>			<b>Oct 07</b>	<b>Apr 08</b>	<b>Oct 08</b>	<b>Apr 09</b>	<b>Oct 09</b>	<b>Apr 10</b>
<b>Objective 1</b>	<b>Explore ways in which adults are learning</b>								
<b>Action 1</b>	Organise experts meeting to analyse new ways of adult learning	Results	Produce Euro.Scout.Doc on Adults Learning in Scouting.					x	
<b>Action 2</b>	Explore relations between learning and leadership	Results	Produce recommendations.			x			
<b>Objective 2</b>	<b>Produce tools on development and renewal of training systems</b>								
<b>Action 1</b>	Complete the production of the Training Systems Toolkit	Results	Kit produced and distributed.	x					
<b>Action 2</b>	Work to complement the Training System Toolkit	Results	Complementary tools developed and made available as part of overall support, including database of all tools and kits.			x			
<b>Action 3</b>	Codify the basic elements in establishing standards for adult training	Results	Working session resulting in a set of basic standards.				x		
<b>Objective 3</b>	<b>Explore potentials of eLearning and the use of ICT</b>								
<b>Action 1</b>	Explore the area of eLearning	Results	Deliver a workshop on designing eLearning modules.					x	

<b>Aim</b>	<b>Assist NSOs in delivering effective support to adult leaders, particularly at local level</b>			<b>Oct 07</b>	<b>Apr 08</b>	<b>Oct 08</b>	<b>Apr 09</b>	<b>Oct 09</b>	<b>Apr 10</b>
<b>Objective 1</b>	<b>Support management training</b>								
<b>Action 1</b>	Management Training	Results	Train and utilise the Management Training Working Group.	x					
<b>Action 2</b>	New National Boards	Results	Training course for new members of national boards		x				
<b>Objective 2</b>	<b>Highlight the importance of recognizing the contribution made by adult volunteers in Scouting and in society</b>								
<b>Action 1</b>	Recognition of training	Results	Working session recognition resulting in guidelines for NSOs.		x				
<b>Action 2</b>	Valorisation of non-formal education by universities	Results	Pilot project done in at least 3 universities Euro.Scout.Doc produced.				x		
<b>Objective 3</b>	<b>Support the development of positive attitude towards managing human capital amongst NSOs</b>								
<b>Action 1</b>	Managing adult resources	Results	Network meeting organised and evaluated.			x			
<b>Action 2</b>	Sustainability	Results	Explore sustainability of national Scout associations and produce guidelines to assist NSOs				x		
<b>Action 3</b>	Different levels and roles	Results	Design tools on how to define work of different levels of the Movement, how to segmentize the work and prepare Terms of Reference, Job Descriptions and Ideal Profiles.					x	
<b>Action 4</b>	Local level support	Results	Identify competencies, prepare a "Scout Group Leader toolkit", develop training on management of a local group. Prepare a Euro.Scout.Doc on the topic.					x	
<b>Action 5</b>	Reducing administration	Results	Explore ways of reducing administration (especially on local level) - together with 5 volunteer NSO/NSAs.				x		
<b>Action 6</b>	Mapping	Results	Collect data and maintain overview of projects across the region.		x				

<b>Aim</b>	<b>Work in partnership with the Europe Committee WAGGGS in the area of Adult Resources</b>			<b>Oct 07</b>	<b>Apr 08</b>	<b>Oct 08</b>	<b>Apr 09</b>	<b>Oct 09</b>	<b>Apr 10</b>
<b>Objective 1</b>	<b>Support and exchange in the area of support and development of adults</b>								
<b>Action 1</b>	International Commissioners Forum	Results	Event organised with participation of 75% of associations and member organisations and 100 participants					x	

<b>Action 2</b>	Centre Managers Conference	Results	Organise the regular conference for Centres with more that 50 participants from 40 centres. Ensure best practices regarding legislation, human resource management and other areas are included.				x		
<b>Action 3</b>	Chief volunteers and senior staff	Results	Hold network meetings for Chief volunteers and Senior staff	x		x		x	
<b>Action 4</b>	Event content	Results	Offer appropriate sessions in regional events to support: Succession Planning, Structures and Management, Mentoring, Fund Development/External Funding						
<b>Action 5</b>	Exchange ideas	Results	Provide an opportunity to exchange good practices, ideas, challenges				x		

## Development and Support

Resolution 6/2007 – The Partnerships for Development and Growth Fund will be overseen by the Development and Support Team.  
Resolution 11/2007 – Action for Growth and Development will be supported by the Development and Support Team working with others.

Aim	Be a learning organisation			Oct 07	Apr 08	Oct 08	Apr 09	Oct 09	Apr 10
<b>Objective 1</b>	<b><i>To support NSOs in understanding the concept of being a learning organisation, applying it in a Scouting context and becoming ourselves a learning organisation</i></b>								
<b>Action 1</b>	Introduce the concept of the Learning Organisation	Results	Introduce as session in the academy event and repeat as necessary to raise awareness and encourage development.		x				

Aim	Encourage a focused approach to planning and the measuring outcomes			Oct 07	Apr 08	Oct 08	Apr 09	Oct 09	Apr 10
<b>Objective 1</b>	<b><i>To support and encourage the practice of strategic planning at national level</i></b>								
<b>Action 1</b>	Tailored Support	Results	Set up the working methods of the TSU and use the website to develop this approach across the region.	x	x	x	x	x	x
<b>Objective 2</b>	<b><i>To support and encourage NSOs in measuring outcome and more specifically quality at national level</i></b>								
<b>Action 1</b>	Making numbers count	Results	Workshop on the importance of statistical information in order to grow, with input on different methods of gathering information.			x			
<b>Objective 3</b>	<b><i>Create a basis for the collection of more detailed statistics indicators of NSAs at regional level in order to enable better support to NSOs in the future</i></b>								
<b>Action 1</b>	Better information available	Results	Assess the current level of information on membership numbers and make recommendations for improvement.			x	x		

Aim	Grow systematically			Oct 07	Apr 08	Oct 08	Apr 09	Oct 09	Apr 10
<b>Objective 1</b>	<b><i>To explore and support ways of ensuring sustainable membership growth and development in NSOs</i></b>								
<b>Action 1</b>	Growth Network	Results	Establish the Growth Network, encouraging the sharing of best practices, active participation and building on the use of the Action for Growth Report.	x	x	x	x	x	x
<b>Objective 2</b>	<b><i>Ensure that growth is taken up as a key issue in the other key working areas of the region</i></b>								
<b>Action 1</b>	Cross sector working	Results	Regular contact with the other areas of work and with those working on the topic in other Regions.		x		x		x

<b>Aim</b>	<b>Foster peer support and exchanges between NSOs</b>			<b>Oct 07</b>	<b>Apr 08</b>	<b>Oct 08</b>	<b>Apr 09</b>	<b>Oct 09</b>	<b>Apr 10</b>
<b>Objective 1</b>	<b><i>To develop systems and working methods that enable sharing valuable practices and experiences among and between NSOs in the region in order to help them overcome challenges they face</i></b>								
<b>Action 1</b>	Database solution	Results	Establish up to date situation reports based on all visits and interactions with NSOs and share the appropriate level of information widely and as requested.	x	x	x	x	x	x
<b>Objective 2</b>	<b><i>Look outside Scouting to maximise peer support and exchanges</i></b>								
<b>Action 1</b>	Sharing information from outside Scouting	Results	Regular contact, systematic approaches to outside organisations.		x		x		x

<b>Aim</b>	<b>Introduce, monitor and evaluate projects for the Partnerships for Development and Growth Fund</b>			<b>Oct 07</b>	<b>Apr 08</b>	<b>Oct 08</b>	<b>Apr 09</b>	<b>Oct 09</b>	<b>Apr 10</b>
<b>Objective 1</b>	<b><i>Provide an effective funding source for NSAs which benefits also the region and other associations</i></b>								
<b>Action 1</b>	Finalise the criteria for PDGF	Results	A cohesive, supported application process for funding in place.	x		x		x	
<b>Action 2</b>	Database monitoring of PDGF	Results	Monitoring of all applications to the PDGF and up to date reporting on all aspects of this support.		x		x		x

<b>Aim</b>	<b>Work in partnership with the Europe Committee WAGGGS in the area of Development and Support</b>			<b>Oct 07</b>	<b>Apr 08</b>	<b>Oct 08</b>	<b>Apr 09</b>	<b>Oct 09</b>	<b>Apr 10</b>
<b>Objective 1</b>	<b><i>Maximise the efforts to grow the movements</i></b>								
<b>Action 1</b>	Growth Network	Results	Ensure the network is fully open to all and considering demographics and trends.	x	x	x	x	x	x
<b>Action 2</b>	Growth, Diversity, Recruitment	Results	Hold round tables to support the areas of growth, diversity and recruitment with input on trends and demographics.			x			

## Relationships and Funding

Resolution 14/2007 – Cooperation with Eurasia Region – supported by the Relationships and Funding Team.

Resolution 15/2007 – Recognition of Guide and Scout Practices in Europe supported by the Relationships and Funding Team.

<b>Aim</b>	<b>Monitor European policies and act proactively to the European institutions in encouraging the recognition of Scouting avoiding overregulation and ensuring Scouting activities continue to be available to young people</b>			<b>Oct 07</b>	<b>Apr 08</b>	<b>Oct 08</b>	<b>Apr 09</b>	<b>Oct 09</b>	<b>Apr 10</b>
<b>Objective 1</b>	<b>Improve the regulatory framework in which Scouting operates, including recognition for Scouting as a safe environment</b>								
<b>Action 1</b>	Audit of European regulations	Results	A comprehensive and regularly updated list of regulations in the fields of: Environmental protection, land access, food safety, child protection, health and safety.		x	x	x	x	x
<b>Action 2</b>	Involvement in influencing policy	Results	Where appropriate, seek membership of relevant special interest lobby groups.		x	x	x	x	x
<b>Action 3</b>	Work with NSOs on policies	Results	A regular and substantive interaction in targeting specific policies and frequent contact with the European Institutions.	x	x	x	x	x	x

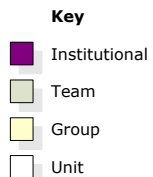
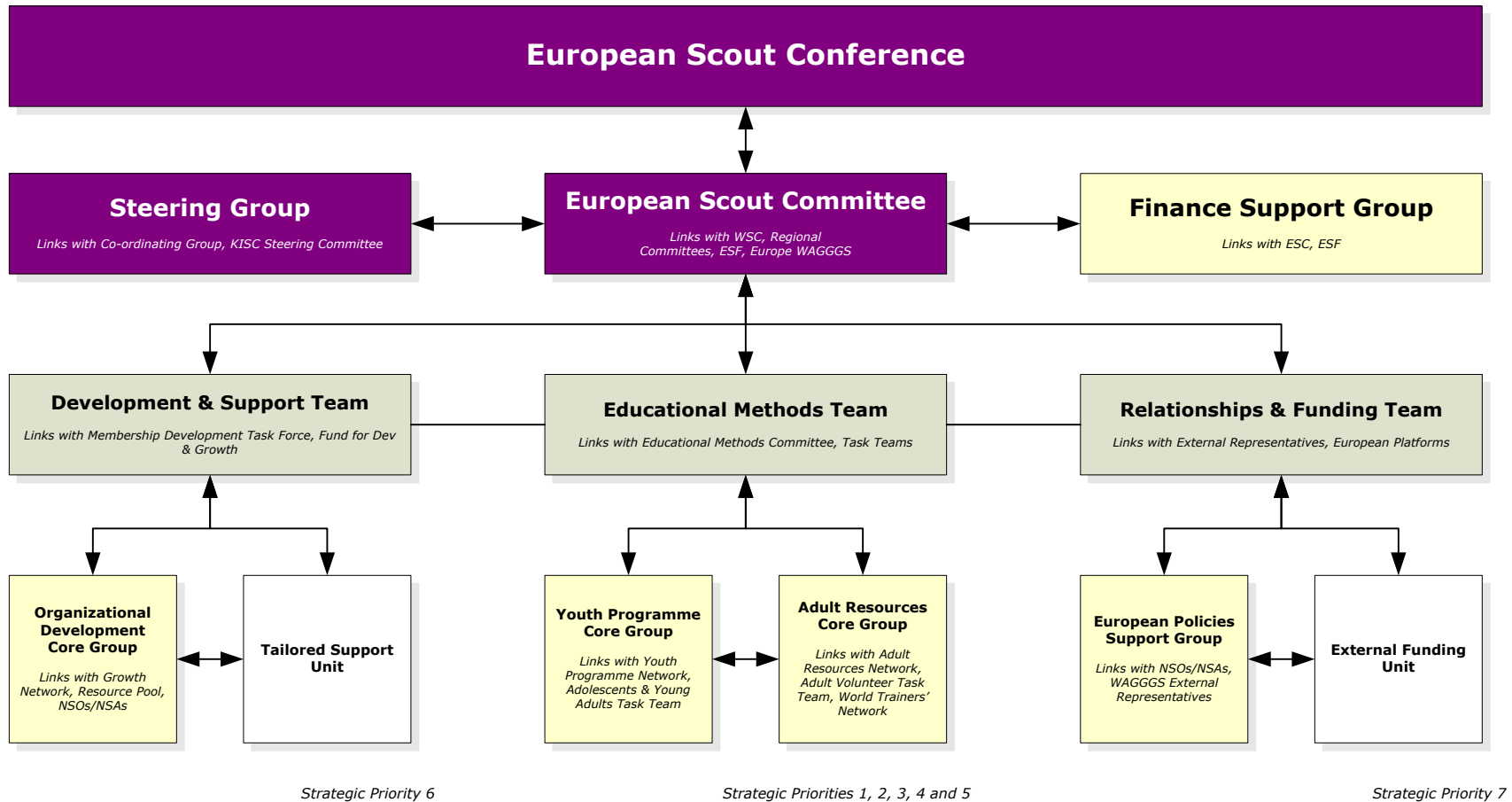
<b>Aim</b>	<b>Position Scouting as the leading youth movement in Europe</b>			<b>Oct 07</b>	<b>Apr 08</b>	<b>Oct 08</b>	<b>Apr 09</b>	<b>Oct 09</b>	<b>Apr 10</b>
<b>Objective 1</b>	<b>Work to secure recognition for Scouting at a European and national level</b>								
<b>Action 1</b>	Ensure presence in external events.	Results	Represent WOSM's interests to the European institutions positioning Scouting as a valued social partner.	x	x	x	x	x	x
<b>Action 2</b>	Nurture the Family of external representatives	Results	A network of committed Scouts working in support of WOSM's interests.		x		x		x
<b>Action 3</b>	MEP meetings	Results	Three meetings each year on topics of mutual concern	x	x	x	x	x	x
<b>Action 4</b>	Advocacy in NSOs	Results	Working with a specified list of NSOs on relevant topics identified through the TSU	x	x	x	x	x	x
<b>Action 5</b>	European Policies Support Group	Results	Group established and providing support for the region and all Teams to influence EU policy	x	x	x	x	x	x

<b>Aim</b>	<b>Facilitate access to funding including the creation of funding opportunities for Scouting</b>			<b>Oct 07</b>	<b>Apr 08</b>	<b>Oct 08</b>	<b>Apr 09</b>	<b>Oct 09</b>	<b>Apr 10</b>
<b>Objective 1</b>	<b><i>Through the External Funding Unit support NSOs secure greater funding</i></b>								
<b>Action 1</b>	External Funding Unit	Results	Establish the Unit and target support to associations and regional activities.	x	x	x	x	x	x
<b>Action 2</b>	Funding Day	Results	EFU delivers a module on accessing EU Funding.		x		x		x
<b>Action 3</b>	More funding opportunities	Results	Increases the funds available to the Region, NSOs and facilitate greater access to the European Social Fund.	x	x	x	x	x	x

<b>Aim</b>	<b>Work in partnership with the Europe Committee WAGGGS in the area of Relationships and Funding</b>			<b>Oct 07</b>	<b>Apr 08</b>	<b>Oct 08</b>	<b>Apr 09</b>	<b>Oct 09</b>	<b>Apr 10</b>
<b>Objective 1</b>	<b><i>Common policy support, development, promotion and advocacy</i></b>								
<b>Action 1</b>	Network meeting for Representatives	Results	Network meeting held and at least 25 participants from 15 associations.	x		x		x	
<b>Action 2</b>	Promote the value of volunteering	Results	Ongoing - external representatives to actively promote the methods used by WOSM and WAGGGS and to feedback effectively to the Region in this area.	x	x	x	x	x	x
<b>Action 3</b>	Monitor volunteering legislation	Results	Ongoing - use of common representatives at European level to ensure trends and initiatives are followed.	x	x	x	x	x	x
<b>Action 4</b>	Advocacy workshop	Results	Organise an advocacy workshop with 20 participants and 10 countries.	x	x	x	x	x	x
<b>Action 5</b>	External Recognition	Results	Ongoing - Collect and document best practices from different associations on their recognition.	x	x	x	x	x	x
<b>Action 6</b>	Ambassadors	Results	Ongoing - establish a common set of "ambassadors" capable of speaking about and promoting the two regions.	x	x	x	x	x	x
<b>Action 7</b>	Interaction between regional and national levels	Results	Ongoing - Make connections between national and regional initiatives to create mutual support.	x	x	x	x	x	x

# European Scout Region

Aiming for Excellence - Towards Growth 2007-2010



The European Scout Plan 2007 – 2010, Aiming for Excellence – Towards Growth  
January 2008



**SCOUTS**<sup>®</sup>  
Creating a Better World

World Scout Bureau  
European Regional Office  
January 2008  
[www.scout.org](http://www.scout.org)