

Regional Scout Plan 2010-2013

Supporting Growth in Changing Times

Purpose of this document

This document should assist you with your preparations for the 20th European Scout Conference as well as the 13th European Guide and Scout Conference.

During the 20th European Scout Conference you will have the opportunity to discuss in workshops the possible actions and desired outcomes for the next triennium. You will then have the opportunity to approve the Regional Scout Plan.

This document outlines the latest proposal for the Regional Scout Plan and is a result of broad based consultation. We would encourage further dialogue on the proposals contained in the document and the European Scout Committee, through the Committee Contact System, would be pleased to have your feedback.

Introduction to the Regional Scout Plan

The Regional Scout Plan will form the basis of the relationship between NSOs/NSAs in the European Scout Region through the Regional Scout Conference. It details the strategic objectives for the European Scout Region and is a useful tool in focussing and aligning the actions of the European Scout Committee, the European Regional Office, as well as NSOs/NSAs themselves.

For such an important document to be relevant it has to be built through a participative process involving many key actors in the European Scout Region. The preparation of the Regional Scout Plan 2010-2013 has involved:

- The European Scout Committee
- The European Regional Office
- International Commissioners
International Commissioners' Forum, Malta, November 2009
- Teams, Groups and Units of the European Scout Region
Kandersteg Weekend 2010, Kandersteg, January 2010
- National Scout Organisations/National Scout Associations
4th European Scout Symposium, Budapest, March 2010

Preparing the Regional Scout Plan

From the very beginning, the process was conducted in the partnership with the Europe Region WAGGGS. This forms a solid foundation on how to carry forward the process of implementing the Regional Scout Plan, in part, through the Joint Work for 2010-2013.

As an engine for more effective discussion at all levels, the European Scout Committee prepared and widely shared a discussion document entitled 'Preparing for the Future'. The purpose of the document was to assist NSOs/NSAs with their preparations for the 4th European Scout Symposium.

The European Scout Committee trusts that the engagement of a wide range of individuals and groups in developing the Regional Scout Plan 2010-2013 will ensure that, together, we build on the successes of the recent past and rise to meet the challenges of the future.

In attempting to define the scope of our future work, the 20th European Scout Conference should be encouraged to recognise the benefits of providing scope for the creativity, innovation and energy of the incoming European Scout Committee. It should also recognise that adjustments may need to be incorporated as a result of the 39th World Scout Conference as well as any changes in resourcing.

Overall direction of the European Scout Region

There appears to be support for moving towards a philosophy of not just creating new tools and publications, but supporting NSOs/NSAs in implementing actions that will assist their development by using many of the ideas, tools, experiences and much of the knowledge that already exists.

Additionally, it is envisaged that a period of consolidation, focused on delivering better coordinated service and support to NSOs/NSAs should help the European Scout Region achieve:

- Sustained membership growth; more young women and young men, girls and boys, and more adult volunteers enjoying better quality Scouting experiences.
- More effective and responsive structures and processes, meeting the needs of the Membership and the communities in which Scouting operates.
- An improved profile of what Scouting achieves and seeks to achieve, both internally and externally.
- A vibrant movement, confident of its abilities and ready and able to work with others.

With this approach we believe that the next triennium, and beyond, should promise to be both challenging and rewarding as the European Scout Region moves from 'factory' to 'consultancy' - where we produce less but support and implement more in a spirit of collaboration, partnership and shared achievement.

Themes

Through the collaborative, participative process outlined above, five themes have been identified for the Regional Scout Plan in the next triennium. It should be borne in mind that three themes will contribute a significant part of our Joint Work with WAGGGS.

The five themes are as follows:

1. Growth through Quality
2. Volunteering
3. Embracing Change
4. Youth Empowerment
5. Partnership with other Regions

More details are provided below, including a note of the aim and objectives associated with each of the themes. It should be noted that the comments made at the closing of the 4th European Scout Symposium have been considered as the definition and objectives for each theme have been elaborated.

Theme 1

Growth through Quality

Joint theme with WAGGGS

Aim:

Continue to support MOs and NSO in their strategic work to increase membership at all levels with a special focus on improving the quality of how we manage our organisations and the relationship we have with society in order to get the finance that are needed to support the delivery of high quality programmes and trainings. Support MOs and NSOs in improving the quality and the relevance of their educational programmes, to be able to include all young people from wherever they come.

Joint Objectives:

- Promote Guiding and Scouting as viable partners in building citizenship and effective involvement in society.
- Monitor and promote change in the development of youth programme to improve the quality of programme.
- Collect and disseminate ideas and initiatives to MOs and NSOs to increase the effectiveness of the educational proposals.

WOSM Objectives:

- Work with other Regions and sub-groupings in inter and intra-regional sub-grouping to maximise the potential for sharing ideas and working together in common projects to tackle aspects of growth and development.
- Provide on-going support for the renovation of training systems in all NSOs to establish minimum standards in training for adults.
- Encourage the renewal of our programme and training for youth members and our adult volunteer to ensure the appropriateness of educational proposal

Theme 2

Volunteering

Joint theme with WAGGGS

Aim:

Support MOs and NSOs in recruitment, retention and recognition of volunteers; promoting and creating the culture of volunteering through programme, training and partnerships.

Joint Objectives:

- Create opportunities for fulfilling experiences to volunteer in Guiding and Scouting.
- Promote and create a culture of volunteering internally and through lobbying and through partnerships for the necessary supportive legislation.
- Contribute fully to the European Year of Volunteering as active players and motivate MOs and NSOs to make the most of the year and subsequent opportunities.

WOSM Objectives:

- Measure our actions through the impact they create – personally, at local level, nationally and internationally.
- Recruit, welcome and retain volunteer experience in Scouting through effective management of our human capital.
- Focus on personal development with benefit for the individual and the Movement.
- Facilitate the internal and external recognition of volunteering, including an understanding and implementation of self-recognition.

Theme 3

Embracing Change

Joint theme with WAGGGS

Aim:

Continue to support MOs and NSOs in their work on adjusting youth program, adult volunteers' management and training, as well as their structures to the changing trends and their implications to young peoples' development. The changes recognized are related to different aspect of our lives and life of the others some of them are: demographic changes and migration, diverse communities, and new technologies.

Joint Objectives:

- Support MOs and NSO to be responsive of changes happening around them and in the society so that they can be transformed into opportunities:
 - To reach out to diverse publics;
 - To nurture innovation to be more effective: in the delivery of educational programmes to help young people to cope with change, to involve and support adult resources and in the management of the organisation.

WOSM Objectives:

- Develop tools to monitor the composition of Scouting's membership as compared with the general youth population.
- Develop approaches to include young people from different socio-economic, cultural or linguistic backgrounds, by integrating, adapting and/or specialising the offer of Scouting.
- Encourage NSOs to explore the potential of Growth through Inclusion by ensuring that the conditions to become a Scout are accessible to all.

Theme 4

Youth Empowerment

Aim:

Build on the existing support for real involvement by young people in the direction taken by the Movement at all levels so that this involvement is taken as an opportunity both personal development and organisational improvement.

WOSM Objectives:

- Strengthen training for young people through the provision of skill training appropriate to their roles and through other support measures such as mentoring and coaching.
- Actively promote the empowerment of young people from earliest ages through participation in institutional and constitutional events, building on the educational proposal of Scouting as creating effective citizens, and support this logistically and with effective resourcing.
- Ensure the regular update of youth programmes to ensure effective incorporation of the needs of young people and meaningful youth empowerment.
- Provide training in "shared" management or responsibilities for our adult volunteers including engagement in intergenerational dialogue.
- Encourage and promote heavily, the participation and full involvement of young people in constitutional events – regional symposium, regional and world conference and similar events

Theme 5

Partnerships with other Regions

Aim:

Support a growing realisation of the role played by the European Region through the development of meaningful partnerships between Europe and other Regions leading to a richness and diversity of approach on many issues.

WOSM Objectives:

- Continue to develop opportunities between NSOs from Europe and other regions building on and renovating existing relationships and developing new areas of focus.
- Establish common projects to support specific areas of work which result from world priorities and share the outcomes widely across all Regions.
- Research and provide access to funding opportunities to encourage Region to Region cooperation and partnerships between NSOs from different Regions.

Ways of working

It should be highlighted that in identifying these themes, opportunities have arisen to further improve how we work. In order to implement the Regional Scout Plan, we believe it is important to:

- Work with the wide involvement of volunteers nominated by NSOs;
- Improve communication and transparency;
- Improve access to the services provided by the European Scout Region;
- Make best use of the knowledge and expertise of NSOs/NSAs and the Regional Office;
- Achieve better co-ordination between the European Scout Region and NSOs/NSAs;
- Systematically monitor and evaluate the impact of the Regional Scout Plan on the development of NSOs/NSAs.

Core Service Areas

Underpinning the work are the core services that can be expected from the European Scout Region. The well-established expertise in these core service areas will be developed and mobilised to deliver support to NSOs/NSAs as well as to elaborate on the Actions and Indicators associated with the Themes.

The core service areas are as follows:

- Educational Methods
- Organisational Development
- External Relations and Funding

Issues to consider

As the Conferences approaches, there are a few questions that we would like you to consider:

- Are these themes and objectives reflective of the needs of the European Scout Region?
- How can your NSO/NSA contribute to the implementation of the objectives?
- Please be ready to contribute your ideas on possible 'actions' associated with the 'objectives' at the 20th European Scout Conference on Tuesday, 20 July.