



European Scout Committee

Annual Review 2007-2008



SCOUTS[®]

Creating a Better World

Chairman's Welcome

It gives me pleasure to introduce this Annual Review of the European Scout Committee's work covering the period June 2007 to June 2008.

The Regional Scout Plan entitled 'Aiming for Excellence' and the Resolutions from the 19th European Scout Conference have been our guiding documents over the past year.

To deliver all of the actions, efforts have been made to adjust our ways of working that fit with the expectations expressed by associations. Our work now covers three broad areas:

- Educational Methods
- Development and Support
- Relationships and Funding

Improvements have been made, and work is ongoing to improve our management information and reporting. We have taken steps to improve the collection and analysis of data, including membership data, in an effort to ensure that the impact of our actions can be measured.

Our membership in Europe is now 1,400,353. We believe that our membership is actually higher than this and work is being undertaken to support associations with membership management issues.

The Centenary of Scouting in 2007 played a part in helping to achieve this growth. 2007 has also provided associations with an opportunity to look at important organizational development issues from youth programme and training system renewal through to strategy development and implementation.

All of this energy, enthusiasm and appetite for change across Europe has kept the European Scout Committee busy. I'm sure that we will continue to be kept just as busy as we try to tailor our support and services to ensure that

the development and growth that we are witnessing is sustainable.

Our external relations and advocacy work is helping to increase our profile and credibility with external partners.

Our relationship with the Europe Committee WAGGGS continues to flourish and co-operation between our respective working groups is positive.

The European Scout Foundation continues to generate funds for the benefit of Scouting and the Friends of Scouting in Europe continues to go from strength to strength.

The increased involvement of associations in partnership working is both helpful and rewarding for all involved and through the Partnership Fund for Development and Growth many interesting and innovative projects are up and running.

I hope that this brief review provides you with a snapshot of the life of the European Scout Committee after one year in service, highlighting the many successes as well as the challenges that have been encountered along the way. The work of the European Scout Committee would not be possible without the commitment of many dedicated volunteers and professionals and this review is also an acknowledgement of their considerable input.

Looking forward, there is clearly still a lot to be done, but I hope that this provides you with an insight into what we have been doing on your behalf since the 19th European Scout Conference.

Craig Turpie

Chairman
European Scout Committee

Aiming for Excellence

Fascinating Figures

- **1,400,353** Members of WOSM in Europe
- **752,503** Visits to scout.org/europe
- **201,000** Euros committed to Partnership Fund projects
- **60,000** Euros sourced from external sources
- **867** People attended seminars and events
- **83** Responded to the Open Call to volunteer for our Teams, Groups and Units
- **23** Visits to National Scout Organisations and National Scout Associations
- **12** Seminars and events organized
- **11** Issues of Euro.Scout.Info
- **5** Packages of tailored support being delivered
- **4** Meetings of the European Scout Committee
- **4** NSO organised network meetings supported
- **2** Major publications produced
- **1** New National Scout Organisation

Mutual Agreements

In June 2007, the European Scout Committee decided to apply some aspects of the 'Adults in Scouting' model to its own work. Although all were elected by the 19th European Scout Conference, there was recognition that the role is voluntary and has to be accommodated around other family, work and in some cases, other Scouting commitments.

As part of this process, 'Mutual Agreements' were prepared between the elected members of the European Scout Committee, including the Treasurer.

These documents are very helpful in indicating the time availability of each person and the various roles that they have as Members of the European Scout Committee.

Interestingly, it was possible to calculate that between them, they have approximately 20,000 hours available during the triennium to implement the Regional Scout Plan and the Resolutions from the 19th European Scout Conference.

The Mutual Agreement asks the Members of the European Scout Committee to:

- Perform his or her volunteering role to the best of his or her ability, according to agreed standards, whilst giving due consideration to other commitments including family, friends, studies and/or business
- Respect the organisation's values and principles and to adhere to the European Scout Committee's principle of collective responsibility
- To respect the work of the organization and its members and not bring it into disrepute

Paolo Fiora

Paolo says...

This year has been the first one of my second mandate in the European Scout Committee. It has been a very busy, tough but happy period.

After our first Committee meeting in Geneva, Switzerland, all of us attended the 21st World Scout Jamboree with different tasks: I covered the role of Head of NSOs' PR Support Dept at the Media Centre. During the Camp we had the opportunity to have only an ice-cream together where we chatted about our next Regional obligations.

In the Development and Support Team I'm focused on the Tailored Support Unit. I started directly from my contact countries and I concentrated my actions analysis, at the beginning, on my nine countries.

I have tried to understand all their needs and I learnt a lot by your cultural differences, languages and ways of working. Let me say that to facilitate the dialogue and to share tools and methods it is a real, but good, challenge.

There is no doubt that also in this triennium the relationship and the willingness to work together with our colleagues from the Europe Committee WAGGGS will give us only good fruits. The days that we spend jointly during our meetings - it has been, it is, and it will be helpful for the developing of Scouting and Guiding in Europe.

As in the last triennium I attend meetings of the Kandersteg Committee and Foundation. It is a real pleasure to see the partnership between KISC and the European Scout Region is developing in a properly way always to support the youth activities and projects.

This year has been a good period invested to discover and raise up issues that we will achieve in the next future. I hope to have the opportunities to remark tangible and measurable benefits from the support of European Scout Region in terms of development and growth of Scouting in the following years.

Duties and responsibilities

- Member, European Scout Committee
- Member, Development and Support Team
- Member, Kandersteg Committee

Meetings and missions

- European Scout Committee
Geneva, Switzerland, 8-10 June 2007
- Development and Support Team
Frankfurt, Germany, 17 June 2007
- Field Visit to Norway
Oslo, Norway, 6-9 September 2007
- Groups Meeting
Kandersteg, Switzerland, 21-23 September 2007
- Field Visit to Estonia
Tallinn, Estonia, 3-5 October 2007
- Baltic Sea Meeting
Tallinn, Estonia, 5-7 October 2007
- European Scout Committee
Brussels, Belgium, 12-14 October 2007
- KISC Committee & Foundation
Kandersteg, Switzerland, 10-11 November 2007
- Development and Support Team
Geneva, Switzerland, 17-18 November 2007
- Field Visit to France
Paris, France, 18-20 January 2008
- Kandersteg Weekend
Kandersteg, Switzerland, 25-27 January 2008
- European Scout Committee
Geneva, Switzerland, 8-10 February 2008
- Moving Forward – A European Conversation
Frankfurt, Germany, 4-6 April 2008
- Field Visit to Hungary
Budapest, Hungary, 18-20 April 2008
- Growth Network
Lisbon, Portugal, 25-27 April 2008
- Field Visit to Switzerland
Einsiedeln, Switzerland, 16-18 May 2008
- KISC Committee, Foundation & General Assembly
Kandersteg, Switzerland, 30 May – 1 June 2008
- European Scout Committee
Lisbon, Portugal, 13-15 June 2008
- Field Visit to Spain
Barcelona, Spain, June 2008
- Field Visit to Andorra
Andorra, Andorra, June, 2008
- Visit to The Scout Association
London, United Kingdom, June 2008

Contact countries

- Andorra, Estonia, France, Hungary, Monaco
Norway, Spain, Switzerland and United Kingdom

Zorica Skakun

Zorica says...

Looking back to June 2007, my first European Scout Committee meeting, I see a very busy and intensive year with a variety of challenges and a lot of learning. The major work after the Conference was to put together the plan for the triennium and establish an appropriate structure to deliver the plan.

I spent some time in understanding the way the Committee operates and contributing with some methods and procedures. Further on, the more creative and dynamic part was supporting our volunteers and professionals in creating various new ideas but also in improving and finalizing some significant old ones in Educational Methods.

We have a solid EM structure with all the ingredients ready to serve the needs of associations.

As for the Youth Programme and Adult Resources fields, I am particularly monitoring and supporting the following areas: Training, Volunteering, Resources, Gender, Diversity and Lands of Adventure.

Finally, the most significant bit of my work was meeting and getting closer to my contact countries with all their cultural differences, expertise and challenges and finding ways of how to assist with growth in the best way but also to see where you can support each other and the ones in need.

I look forward to seeing the results and concrete benefit you have from the work of European Scout Region and our joint initiatives, deeply believing that our efforts will contribute to the development and growth of Scouting in Europe and worldwide.

Duties and responsibilities

- Member, European Scout Committee
- Member, Educational Methods Team
- Member, Planning Team for 2010 Conferences
- Chairwoman, Gender Unit

Meetings and missions

- European Scout Committee
Geneva, Switzerland, 8-10 June 2007
- Education Methods Team
Geneva, Switzerland, 14 – 15 August 2007
- Groups Meeting
Kandersteg, Switzerland, 21-23 September 2007
- 3rd Eurasian Scout Conference
Yalta, Ukraine, September 2007
- Field Visit to Belgium
Brussels, Belgium, October 2007
- European Scout Committee
Brussels, Belgium, 12-14 October 2007
- Wild Working Weekend
Kandersteg, Switzerland, 29 November – 2 December 2007
- Kandersteg Weekend
Kandersteg, Switzerland, 25-27 January 2008
- European Scout Committee
Geneva, Switzerland, 8-10 February 2008
- Moving Forward – A European Conversation
Frankfurt, Germany, 4-6 April 2008
- Gender Unit meeting
Geneva, Switzerland, May 2008
- Field Visit to Portugal
Lisbon, Portugal, 11-12 June 2008
- European Scout Committee
Lisbon, Portugal, 13-15 June 2008

Contact countries

- Austria, Belgium, Cyprus, Denmark, Germany, Malta and Portugal

Marios Christou

Marios says...

The second triennium of an elected member to the European Scout Committee is and should be, the most productive period. Building on the experience of the first triennium, this is the time to produce results for the benefit of the Region.

The excellent spirit, mutual understanding and co-operation between the ESC members, created a good team which, with the support of the Regional Director and his staff, managed to respond to these challenges efficiently and effectively.

As Vice-Chairman I have been involved in the process of designing the plan, the structure and the system with the Chairman, to present it to the Committee for discussion and approval. The participation in the Steering Committee and the Co-ordinating Group (with WAGGGS) creates extra responsibilities.

I analysed the Resolutions and Recommendations of the Conferences and to propose to the Committees possible ways to integrate them into the Regional plans. The challenge of representing the European Scout Committee on the Board of the European Scout Foundation and the Finance Support Group is important in light of the current world financial crisis, not leaving unaffected the finances (income and expenditure) of the Region.

The work of the External Funding Unit, an exercise which we have initiated (and experimenting with) in the current triennium creates new challenges and raises high expectations which we address with a small group of enthusiastic and hard working volunteers with whom, I believe, it will be possible to successfully respond, by the end of the triennium.

Duties and responsibilities

- Vice-Chairman, European Scout Committee
- Member, Steering Group
- Member, Relationships and Funding Team
- Member, Finance Support Group
- Member, European Scout Foundation Board

Meetings and missions

- European Scout Committee
Geneva, Switzerland, 8-10 June 2007
- Finance Support Group
Copenhagen, Denmark, 24-25 August 2007
- Steering Group & Co-ordinating Group
Brussels, Belgium, 14-16 September 2007
- Groups Meeting
Kandersteg, Switzerland, 21-23 September 2007
- European Scout Committee
Brussels, Belgium, 12-14 October 2007
- Steering Group & Co-ordinating Group
Nicosia, Cyprus, 4-6 January 2008
- Kandersteg Weekend
Kandersteg, Switzerland, 25-27 January 2008
- European Scout Foundation
Geneva, Switzerland, 1 February 2008
- European Scout Committee
Geneva, Switzerland, 8-10 February 2008
- Finance Support Group
Geneva, Switzerland, 17 May 2008
- External Funding Unit
Athens, Greece, 23-25 May 2008
- Field Visit to Greece
Athens, Greece, 26 May 2008
- Steering Group
Brussels, Belgium, 19 April 2008
- European Scout Committee
Lisbon, Portugal, 13-15 June 2008
- European Policies Support Group Meeting
Brussels, Belgium, 28-29 June 2008

Contact countries

- Czech Republic, Greece, Israel, Slovenia and Sweden

Henrik Söderman

Henrik says...

In May 2007 the newly elected Committee left Portoroz with a number of messages from the European Scout Conference: focus on growth; support associations in a tailored way; decrease the number and cost of seminars; continue the open and inclusive working methods; do something about the legal regulations that are restricting Scouting activities and work closely with WAGGGS.

I have been amazed by the output of a small but very hard-working office and impressed by the focus of the Committee especially in turbulent times. The dedication of the many volunteers involved in our work is also impressive. Overall, I believe we are delivering on what the 19th European Scout Conference asked us to do.

Our priority has been growth, especially through support to developing associations. Visiting countries to practically work on their specific needs has been a rewarding experience. Many of my contact countries are in South East Europe, where there is much potential for growth. The visits also show some paradoxes of our work: to effectively use external support, an association needs administrative and organisational capacity. The ones who need most support are often the least equipped to receive it. This is a challenge for us.

As a leading youth movement Scouting has influence but also a responsibility to look after the development of youth policies. This has been done through our contacts with the Commission, our meetings with Scout MEPs in the European Parliament, our participation in Council of Europe, European Youth Forum and in other institutions. Associations have been essential for these operations due to their contacts with national authorities, national youth councils and through their participation in lobby actions.

I look forward to equally intense and interesting future years at the service of Scouting in Europe.

Duties and responsibilities

- Member, European Scout Committee
- Member, Relationships and Funding Team

Meetings and missions

- European Scout Committee
Geneva, Switzerland, 8-10 June 2007
- MEP meeting on Social Inclusion
European Parliament, Brussels, Belgium, July 2007
- Africa Scout Conference
Kigali, Rwanda, September 2007
- Groups Meeting
Kandersteg, Switzerland, 21-23 September 2007
- WOSM External relations team
Geneva, Switzerland, September 2007
- European Scout Committee
Brussels, Belgium, 12-14 October 2007
- Meeting of Scout & Guide Representatives
Vilnius, Lithuania, October 2007
- External Relations Family
Kandersteg, Switzerland, November 2007
- Kandersteg Weekend
Kandersteg, Switzerland, 25-27 January 2008
- European Scout Committee
Geneva, Switzerland, 8-10 February 2008
- Field Visit to Macedonia, FYRO
Skopje, Macedonia FYRO, March 2008
- Field Visit to Croatia
Rijeka, Croatia, April 2008
- Moving Forward – A European Conversation
Frankfurt, Germany, 4-6 April 2008
- MEP meeting on Role of Scouting & Africa
European Parliament, Brussels, Belgium, May 2008
- European Scout Committee
Lisbon, Portugal, 13-15 June 2008
- Field Visit to Albania
Tirana, Kruje, Elbasan, Albania, June 2008
- European Policies Support Group
Brussels, Belgium, June 2008

Contact countries

- Albania, Croatia, Italy, FYRO Macedonia, Netherlands, San Marino and Slovakia

João Armando Gonçalves

João says...

The first year of this term was a time of adaptation (to different approaches, ways of working and people) but also a time of contributing to keep the pace in some ongoing projects, especially in the field of Youth Programme and Adult Resources.

It was a time of recruitment and selection, induction, meeting and planning. The Educational Methods Team started its internal organisation and allocation of tasks and responsibilities. The overall coordination of the team became one of the tasks assigned to me, together with following some specific topics:

- *In Adult Resources:*
Recruitment and Managing Adult Resources
- *In Youth Programme:*
16-22, Youth Leadership, Programme Development

Progress has already been made in these areas, namely through successful events like Agora and Rovernet 3.0. The planning has started for others that will occur in the near future, including the Network meeting on Managing Adult Resources and the Programme Review Study Session.

Roverway2009, the European event for young people 16-22, and advice has been provided in terms of the general framework and promotion.

One of the most rewarding tasks has been the close contact with NSOs through the Committee contact system and to witness the effort, dedication and commitment that we can find all over Europe, most of the times producing high quality results. It is, no doubt, a clear sign of fraternity and a continuous source of inspiration.

After the setting up phase, it is now time to contribute to plans to become reality and this will be the main challenge for us all in the following year.

Duties and responsibilities

- Member, European Scout Committee
- Member, Educational Methods Team
- Advisor, Roverway 2009 Planning Team

Meetings and missions

- European Scout Committee
Geneva, Switzerland, 8-10 June 2007
- Educational Methods Team
Geneva, Switzerland, August 2007
- Training Commissioners Network Meeting
Scout Centre Głódówka, Poland, September, 2007
- Groups Meeting
Kandersteg, Switzerland, 21-23 September 2007
- RoverWay 2009 meeting
Reykjavik, Iceland, September 2007
- European Scout Committee
Brussels, Belgium, 12-14 October 2007
- Kandersteg Weekend
Kandersteg, Switzerland, 25-27 January 2008
- Field Visit to Ireland
Dublin, Ireland, September 2007
- Wild Working Weekend
Kandersteg, Switzerland, 29 November – 2 December 2007
- Field Visit to Lithuania
Lithuania, January 2008
- All Core Groups meeting
Kandersteg, Switzerland, January 2008
- European Scout Committee
Geneva, Switzerland, 8-10 February 2008
- Agora and Rovernet 3.0
Kandersteg, Switzerland, April 2008
- Moving Forward – A European Conversation
Frankfurt, Germany, 4-6 April 2008
- Field Visit to Bulgaria
Pleven, Bulgaria, April 2008
- Roverway 2009 meeting
Reykjavik, Iceland, May 2008
- European Scout Committee
Lisbon, Portugal, 13-15 June 2008

Contact countries

- Bosnia and Herzegovina, Bulgaria, Finland, Iceland, Ireland, Liechtenstein, Lithuania, Luxembourg and Romania

Craig Turpie

Craig says...

Much of my work in the weeks immediately following the close of the 19th European Scout Conference were spent on preparing for the first formal meeting of the European Scout Committee, and preparing several substantive items for its consideration.

Noting the expectations that were expressed by associations in Slovenia, efforts were made to redefine the Operational Framework for our work, focusing it on the delivery of services and support.

Work was also done on improving reporting from Teams, Groups and Units to the European Scout Committee in order to be able to consider the impact of our actions.

New measures were introduced in an attempt to improve the performance of the European Scout Committee and to ensure that the time required to commit to the role was realistic and sensible.

One year into our three year mandate, and having had the opportunity to review our progress to date, I'm confident that we've put in place the necessary steps that will see improved support for associations, leading to sustained development and growth.

There is much still to do, and it's important that we do all that we can to remain focused on the Regional Scout Plan 2007-2010 and the Resolutions from the 19th European Scout Conference.

Duties and responsibilities

- Chairman, European Scout Committee
- Member, Steering Group
- Member, Development and Support Team
- World Scout Committee
- Budget Committee
- Regional Support Team

Meetings and missions

- European Scout Committee
Geneva, Switzerland, 8-10 June 2007
- Field Visit to Poland
Kielce, Poland, 11-12 August 2007
- Field Visit to Serbia
Kanjiza, Serbia, 31 August - 2 September 2007

- Field Visit to Poland
Bydgoszcz, Poland, 8-9 September 2007
- Steering Group & Co-ordinating Group
Brussels, Belgium, 14-16 September 2007
- Groups Meeting
Kandersteg, Switzerland, 21-23 September 2007
- World Scout Committee
Geneva, Switzerland, 26-30 September 2007
- Growth Network
Berlin, Germany, 5-7 October 2007
- European Scout Committee
Brussels, Belgium, 12-14 October 2007
- Field Visit to Montenegro
Podgorica, Montenegro, 20 October 2007
- Friends of Scouting in Europe
Babe, Serbia, 21 October 2007
- Project Monitoring Group
London, United Kingdom, 23-24 November 2007
- Field Visit to Finland
Helsinki, Finland, 11 December 2007
- Steering Group & Co-ordinating Group
Nicosia, Cyprus, 4-6 January 2008
- Field Visit to Latvia
Riga, Latvia, 11-13 January 2008
- Kandersteg Weekend
Kandersteg, Switzerland, 25-27 January 2008
- European Scout Committee
Geneva, Switzerland, 8-10 February 2008
- Open Meeting
Paris, France, 15-17 February 2008
- World Scout Committee
Geneva, Switzerland, 28 February – 2 March 2008
- Meeting with Latvia, Lithuania and Estonia
Kaunas, Lithuania, 15-16 March 2008
- Moving Forward – A European Conversation
Frankfurt, Germany, 4-6 April 2008
- Steering Group
Brussels, Belgium, 20 April 2008
- Growth Network
Lisbon, Portugal, 25-27 April 2008
- Field Visit to Poland
Warsaw, Poland, 9-11 May 2008
- Tailored Support Unit
Zagreb, Croatia, 16-18 May 2008
- Organisational Development Core Group
Helsinki, Finland, 23-25 May 2008
- European Scout Committee
Lisbon, Portugal, 13-15 June 2008

Contact countries

- Latvia, Montenegro, Poland, Serbia and Turkey

Claudio Burkhard

Claudio says...

As Treasurer I advise the European Scout Committee on strategic questions concerning financial matters. With the support of the Finance Support Group, the quality of this advice has improved and the European Scout Committee uses time more effectively when discussing financial issues as most of the detailed, technical questions are considered by the Finance Support Group.

The first year of this triennium was characterised by changes in the European Regional Office. Blaise Bachmann left the service of the Region after more than six years. I thank Blaise for his commitment and valuable support and wish him all the best in his new role.

Following the departure of Blaise, we were fortunate to hire Annemarie Khetib. Annemarie is already giving important support to the professionals and volunteers.

The Finance Support Group has also seen some changes with Wolfgang Kniese and Gary Davis joining.

Jorgen Rasmussen makes an important contribution as our contact person to the Trustees for the Fund for European Scouting in the United States of America. Thanks to his great experience and very good knowledge of Scouting he is very efficient in communicating our values and needs to the Trustees.

The necessary day-to-day co-operation with the European Regional Office is very open and productive. Annemarie Khetib and David McKee provide me with transparent information on the developments relevant to the finances of the European Scout Region.

Duties and responsibilities

- Treasurer, European Scout Committee
- Chairman, Finance Support Group
- Ex-officio Member of the Board and Steering Committee of the European Scout Foundation

Meetings and missions

- Finance Support Group
Copenhagen, Denmark, 24-25 August 2007
- European Scout Committee
Brussels, Belgium, 12-14 October 2007
- Board of the European Scout Foundation
Geneva, Switzerland, December 2007
- European Scout Committee
Geneva, Switzerland, 8-10 February 2008
- Finance Support Group
Geneva, Switzerland, 17 May 2008
- European Scout Committee
Lisbon, Portugal, 13-15 June 2008
- Regular Meetings with staff from the European Regional Office in Switzerland
- Regular Meetings of the Steering Committee of the European Scout Foundation in Switzerland

European Scout Foundation

Jørgen says...

The European Scout Foundation has had a busy and successful year implementing the one and only aim: to support Scouting in the European Scout Region.

Despite the very turbulent economic situation which we have experienced over the last six months, and still experience, the major assets of the European Scout Foundation have been maintained. At the same time we have continued our search for major donors.

The most successful programme is the Foundation's 'Friends of Scouting in Europe' where we are now close to 300 Friends. This major programme brings some CHF 100,000 as income every year. The Friends have met on a number of occasions during the period under review including in Serbia in October 2007.

The 'Friends' will meet at the Swiss National Camp this summer and at the annual gathering, which this year will take place in Budapest, Hungary from 10-12 October. This will also be the 10th such gathering.

In late August 2008 the first meeting/training of the 'Super Friends' will take place in Geneva. The 'Super Friends' are personalities who are giving special attention to the recruitment of new 'Friends' and the promotion of our 'Small Projects' programme.

The 'Small Projects' are hands on projects where Scouts are fully involved. Offers of support up to a maximum of

€3,000 per project are made. Here the ESF acts as the market place, based on the recommendation of the International Commissioner, and Regional Director, where the projects are being offered to those Friends, and others, who have a interest in developing Scouting in Central and Eastern Europe.

We are, at the moment, in need of good quality 'Small Projects'!

One of the great Europeans - former President Vaclav Havel - says in his May 2008 letter: I value - very much - your personal commitment to support Scouting in Central and Eastern Europe.

Over the years the European Scout Foundation has offered help in connection with the set up of National Scout Foundations based on professional knowledge, skills and experience.

The Board of the European Scout Foundation works with a number of highly qualified financial, legal and marketing personalities, who are at hand for the National Scout Organisations, as the mix between a professional/academic knowhow is mixed with a Scouting background.

Jørgen G. Rasmussen

Chairman

European Scout Foundation

World Scout Bureau - European Regional Office

David says...

The 19th European Scout Conference was the last month of working of two interns – Denis Jourdain and Kerstin Riedl. They were employed to help in the preparations for the Conference but took on many other tasks to assist their colleagues and to help in their own personal development.

Following the Conference, the position of Project Manager for the Growth Project was revised with the position of Director of Strategic Development and Support being created. This was filled by Katrin Tauscher who, at the end of the financial year, began working from home.

With the end of the Hajde project, the job of Field Executive for South East Europe, filled by Jordan Bajraktarov reverted to focus support on the NSOs of South East Europe. The Hajde Project Officer position was changed to reflect the changing responsibilities of Mihajlo Atanackovic who has now become Project Officer (Senior Web Editor and South East Europe).

Seven members of staff assisted at the 21st World Scout Jamboree with two others assisting at Kanderjam. Milutin Milosevic was selected to be on Brownsea Island on the day of Scouting's Sunrise.

On 1 October, Mark Knippenberg became employed by Kandersteg International Scout Centre rather than the Region in accordance with the Tri-partite Agreement between WOSM, Mouvement Scout de Suisse and Kandersteg.

Blaise Bachmann decided to change jobs. After seven years he moved to the State of Geneva Youth Department. Blaise gave dedicated service to the European Scout Region and we are deeply in his debt.

Annemarie Khetib, a Swiss national originally from Bern but having lived many years in Geneva, working for Christie's the Auctioneers and for a small theatre became Director of Administration and Finance. Annemarie has been getting on top of the significant workload and has been looking at ways of making our systems function more efficiently.

Radu Stinghe added to his responsibilities as the IT Coordinator for the Regional Office, and linking to the Central Office to ensure we are on top of technological change.

The job title of Mike Walker was changed in December 2007 to Director of External Relations and Funding to better reflect the focus of his work.

Communications are now the responsibility of the Regional Director and Regional Chairman supported by Joy Morton who is responsible for Europak and Euro.Scout.Info among other tasks.

In June we bade farewell to Olivier Nicollet, who had been provided by the Employment Service of the State of Geneva free of charge. The scheme has ended and we have re-recruited Anne-Christine Vogelsang who will work for an equivalent of a 20% position to assist with accounts entry.

There have been two Staff Management Conferences in September 2007 and May 2008 to focus on staff development. There have been three other staff meetings. Regular Skype conferences are held and staff appraisals were conducted in January 2008.

David McKee

Regional Director

World Scout Bureau – European Regional Office

Resolutions from the 19th European Scout Conference

Resolution 6/2007

Partnership for Development and Growth Fund

- The Partnership for Development and Growth Fund was implemented. 12 projects have been supported to date. Interim updates on progress have been requested and illustrate progress.

Resolution 7/2007

Regional Scout Plan

- Regional Scout Plan 2007-2010 circulated in January 2008

Resolution 8/2007

Joint work with the Europe Region WAGGGS

- Joint meeting of volunteers, January 2008, KISC
- Joint Actions defined and circulated to NSOs/MOs

Resolution 9/2007

Open Working Methods

- Open call circulated 35 days after close of 19th European Scout Conference
- 83 applications received. Increase from 2004.
- Circular advising membership of Groups and Units on 31 October 2007, 31 days into the new financial year
- Balance of continuity from previous triennium
- Widening of Resource Pool

Resolution 10/2007

Solidarity with Scouting in other Regions

- Henrik Soderman at 13th African Scout Conference, Kigali, Rwanda
- Proposed 'Europe-Africa Contact Meeting' at 38th World Scout Conference
- Meeting of Regional Scout Committee representatives at Jambville, France
- Meeting of Regional Chairmen in Geneva, Switzerland

Resolution 11/2007

Action for Membership Growth & Development

- 2 meetings of the Growth Network. 2 in pipeline. Participants meeting between meetings. Better analysis of membership figures and picking up information from field visits on statistical information.

Resolution 12/2007

Regional Structures

- Pro-active dialogue with the World Scout Committee
- Submission paper provided for the attention of the World Scout Committee
- Organisation of 'Moving Forward – A European Conversation'

Resolution 13/2007

Overlapping Regional Plans

- Considerable work undertaken at June 2007 and October 2007 joint meetings
- Joint working session at KISC
- Circulation to NSOs/MOs of 7 joint areas of work
- Roverway 2009
- Centre Managers' Conferences
- Rovernet, Agora and Lands of Adventure pro-actively promoted
- Mapping of adult resources exercise undertaken

Resolution 14/2007

Co-operation with Eurasia Scout Region

- Zorica Skakun at 3rd Eurasian Scout Conference, Yalta, Ukraine
- Funding connection
- Proposed 'Europe-Eurasia Contact Meeting' at 38th World Scout Conference

Resolutions from the 19th European Scout Conference

Resolution 15/2007

Recognition of Scout and Guide Practices

- Identification of relevant work areas of the European Commission and engaging with the concerned departments and policy processes positioning Scouting as the leading youth movement in the EU youth policy field
- Concerted attempts to collect examples from NSOs (also jointly with WAGGGS)
- Leading organisation in the campaign to have 2011 designated the European Year of Volunteering in partnership with the Red Cross and the European Youth Forum
- Concerted attempts to collect examples of restrictive regulations from associations

Resolution 16/2007

European Seminars

- Updated seminars and events list format
- Academy concept important in delivering on this Resolution
- Greater use of network events and willingness to use external speakers

Resolution 17/2007

Education for all, Girls and Boys

- Euro.Scout.Doc presenting a summary of the conclusions of the Gender Research – a shortened, user-friendly version is being prepared
- Ready-made articles being prepared for magazines of associations
- Leaflet on the main issues related to gender (available for download and print) – eventually, this can become an interactive web presentation of gender “key words”
- The Gender Toolbox – to be revised and completed with more tools including self-assessment for use at local level.
- Identify how co-education is implemented in European associations
- Incorporate sessions on gender at the 6th Forum on Youth Programme and Adult Resources
- Look at gender mainstreaming of fundamental processes e.g. Adults in Scouting, RAP etc.

Resolution 18/2007

Scouts of the World

- Global Youth Study Session, an event focusing on how Scouts and Guides can tackle global issues via concepts and projects like: “Scouts of the World” (WOSM) and “Advocacy – the Voice of Girls and Young Women” (WAGGGS), to be held in May 2009.



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Creating a Better World

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