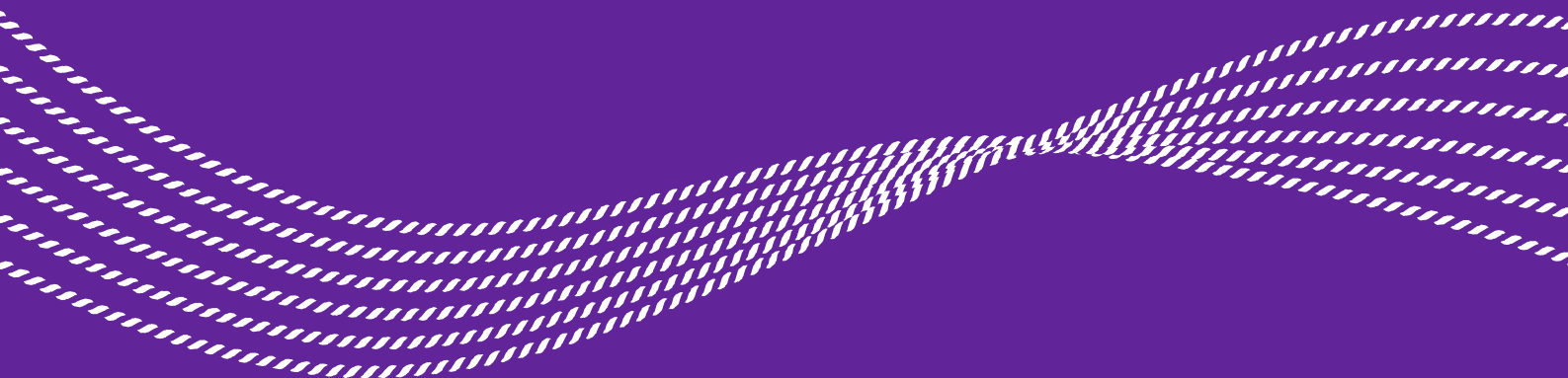




# European Scout Committee

## Annual Report 2017-2018



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

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One of many pictures through which the European Scout Region has “told the story” last year: the Roverway Band (a group of Rovers and Rangers from different associations) entertaining some 4500 young people from all over Europe at the closing ceremony at this summer's Roverway 2018 in the Netherlands in July 2018.



## Chairperson's Welcome

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Dear friends in Scouting,

Two years have passed since we started our Scouting journey in this triennium. Time flies when you're having fun ☺

I am very pleased to announce that our Region has reached a major milestone. Our collective efforts to reach more young people in Europe are bearing fruit. The number of members in the European Scout Region has now surpassed the 2-million-member mark! Huge congratulations to all those member organisations who have helped make this happen through their continued efforts.

This growth inspires us to continue our work towards Vision 2023 as an integral part of WOSM and gives us the confidence to continue in our quest to work smarter, more efficiently and impact more young people. With this in mind, we will soon be sharing some ideas for our member organisations to debate, consider and eventually decide upon at our next conference.

Speaking of the conference, we are aware that it is less than 12 months away and we are well underway with our preparations to start the process that will lead to the creation of the next Regional Scout Plan in full collaboration with our NSOs. Information about this has already been sent out and we look forward to seeing the plan flourish with your contributions.

The time is also right for you to start considering who might be standing as a candidate for the next Committee. A lot of work has gone into the review of our working methods as a Region, as a Committee and as volunteers. We hope to share our thoughts on this soon, and hope that they will serve as an inspiration for the generations that will come after us.

My final reflection is that despite challenges that we sometimes face in our Region, there is a big and diverse team of dedicated people who work hard to keep the ship stable and generally pointed in the right direction, whatever the weather. Our volunteers and staff do a lot of heavy lifting for the Region and I feel we do not thank them openly enough and often enough.

A sincere thank you for your service and dedication.

With kind regards,



**Kevin Camilleri**  
Chairperson  
European Scout Committee

The Members of European Scout Committee with Juan Reig (World Scout Committee), David McKee (Regional Director) and Rupert Schildböck (Executive Assistant) at the Committee's meeting in the Netherlands in spring 2018.



# Implementing the Regional Scout Plan 2016-2019

Following the adoption by the 22<sup>nd</sup> European Scout Conference in June 2016 and the European Region published the detailed Regional Scout Plan 2016-2019.

Five Areas of Operation were constituted by the end of 2016, each led by an appointed volunteer Coordinator. Some fifty regional volunteers were recruited through an open call launched during the summer 2016 and appointed to help the Committee achieve the goals set in the different areas.

Liaising Committee members and supporting staff from the Europe Support Centres complete each group of volunteers.

The work in the different teams is based on the goals identified in the Regional Scout Plan as well as Terms of Reference and work plans developed by each group for the duration of the triennium, including key performance indicators for each planned action.

Monthly online exchanges between Coordinators and Committee members help to check whether all groups are on track, to share highlights of accomplished work and to address identified challenges.



## Education for All

### Youth Programme

A lot of energy went into finalising the spiritual development tool **"Explore the invisible"**. A final version of the tool was presented at European Scouts Inter-Religious Forum, the Spiriteco meeting and the Scout Education Forum.

The most important programme-related event of the triennium, the **European Scout Education Forum**, was organised in Romania, between 28 May and 3 June 2018. 63 participants from 29 NSO/NSA's participated to an event which aimed to bring together national commissioners responsible for the delivery of the Scout programme and, through knowledge transfer, inspirational discussion, networking and support, assist NSOs/NSAs in developing and implementing educational policies, strategies, projects and initiatives to better support the involvement of young people in their communities. Through the use of inspirational keynotes, strong facilitators and engaging programme sessions, the event met the aim and was enjoyed by all.

Preparations for the upcoming European Network meetings for age section commissioners (**CubNet and ScoutNet** in Luxembourg, December 2019 and **VentureNet and RoverNet** in Croatia, April 2019) were also overseen by our team.

### Social Impact

Over the last year we focused on raising awareness of the Social Impact theme and undertaking a simple **impact study at Roverway** in the summer (results to be shared by 2019). We attended a number of regional events (Academy, Agora, Eurosea & Roverway) and delivered training to participants. This has given NSO/NSA's the

opportunity to go and develop their own plans for social impact.

**A focus group**, bringing together experts from across Europe, was called to input on the Regional thinking on social impact at the beginning of our work in the triennium.

To conclude and share the progress in the area, in 2019 there we will organise a **meeting of interested participants** from European NSOs/NSAs.

### Skills for Life

This team has focused on four areas during the past year.

In the area of **policies in Scouting**, a guideline to adapt and implement world policies at national level was developed. This will be distributed to the NSO/NSAs in the coming year, and the steps have been tested at the Scout Education Forum and the Academy 2017.

We looked into different tools of **recognition and validation of skills** from both the educational sector and in the Scouting movement and will publish some of these examples in an article later this year. Linked to this article, we are developing a toolkit for NSOs on how to integrate recognition and validation processes in their NSO.

During the last year, we have held various **networking opportunities for the MOVIS network** and taken part in planning MOVIS network meeting last December and the next meeting in May 2019. In September there is the first webinar focusing on induction of volunteers, with UK scouts sharing their experience and methods of involvement of new volunteers.

We contributed with sessions for Academy and the Scout Education Forum, where participants were involved in the development process of the guidelines for policies and the validation toolkit, and sessions exploring how we can use technology to gamify training and programme in Scouting.

At Roverway we have organised a **workshop on new technologies** and their benefits for Scouting.

### Diversity and Inclusion

The diversity and inclusion team has not been sitting still in the last couple of months. We organized together with KAICIID a **Dialogue for Peace facilitators training** with more than 20 participants representing Spiriteco, ESIF or the Overture Network. During the summer we were present at Roverway where we provided several **workshops on the D&I topics** in collaboration with partners and presented WOSM D&I tools and games.

Additionally, we have been working hard to progress our **D&I model/tool**, which was introduced during the European Scout Education Forum. Along with the Model we are also building a library of useful documents. Currently we are in full preparation for the **Hand in Hand Stronger Together conference** which will take place in December in Brussels, in cooperation with Time to be Welcome, Erasmus+, KAICIID, Messengers of Peace, the Arab, African and Interamerica Scout Regions.



## Strengthening Our Organisation

After a lot of work invested in team building and set-up of working structures, in the second year of the triennium we were launching some of our initiatives defined in the Regional Scout Plan. The GSAT Self-Assessment Training, the European Platform for Growth, and the Induction Training for National Boards. We also put some effort into the launch of the Service Model, which is what we have called Tailored Support in the past years.

### European Platform for Growth

One of our main challenges in WOSM is growth, and it is a priority also for the European Scout Region. We launched the European Platform for Growth with the Seminar on Growth in Riga in February 2018. Together with 23 NSOs and more than 50 participants, we got inspired and motivated to continue. The second step was to establish a Facebook group for continuous exchange. The third step is the sharing of best practices. And the fourth element of the platform is the next Seminar on Growth in 2019 in France.

### WOSM Service Model

WOSM launched its WOSM Services model as a more effective way of supporting NSO/NSAs in early 2018 (see also [Regional Circular 15 2018](#)). The European Scout Region actively contributes to its further development and also sent staff and volunteers to a first training of consultants in spring 2018. As, in its essence, the WOSM Services is our own Tailored Support approach, we also decided not to use the term "tailored support" in the future.

### Induction training for National Boards

One of our main tailored support requests we got in the past years was for induction training of national boards. We therefore decided to develop a concrete and flexible idea for such a training. We have made substantial progress and a soft launch took place in early September 2018. We are also feeding in our efforts into a global WOSM working group that has the ambition to establish a common approach across all the regions of WOSM.

### Resources for the European Organisation Development Model

The WOSM Services model also offers a platform for sharing resources. We made some good progress in collecting and developing current and diverse resources for all elements of our European Organisational Development Model. They are available [in the service area "Governance" on the platform](#). Strategic planning, situation analysis, project management and many more elements are already covered. All these topics were also covered by sessions at the Academy 2017.

### GSAT and Self-Assessment

NSA/NSOs continue to benefit from GSAT. During 2017/2018 these included, among others, Scouts et Guides de France, Corpo Nacional de Escutas in Portugal, and the Mouvement Scout de Suisse in Switzerland. Currently a total of 25 NSO/NSAs in the Europe Region have been through a GSAT process.

To complement our support in this area, we developed and launched a regional GSAT Self-Assessment training. A first training for NSA/NSOs took place in autumn 2017 in Ohrid (FYR of Macedonia). A second training took place in

Vienna, Austria, in September 2018. The GSAT Self-Assessment will help NSO/NSAs to assess themselves and to re-assess their organisation after some time.

### Outlook 2018/2019

Team dynamics keep being an issue in our Area of Operation and we are working hard on that. It is not always easy to find dedicated volunteers with enough time to commit to regional work apart from their national roles they often keep having.

Despite that, we will continue to further develop our support related to the Growth Platform, the WOSM Services, GSAT, the Induction Training for National Boards, the collection and sharing of resources for the Organisation Development Model, and the planning and running of relevant session at the Academy.



## Spreading Our Message

The Spreading our Message family grew by one new team: Partnerships. The four teams have been actively working on the implementation of the Regional Scout Plan.

### Communications

The Communications Forum in Tallinn, Estonia, in June 2018 was a huge success, bringing together people in charge of external communications and image of Scouting from 26 countries. All new participants have been added to the "Let's talk about the Image of Scouting" Facebook group where a post-forum conversation has been flowing smoothly.

Every Scout in Europe could contribute in shaping Scouting in Europe' image: by participating in the first annual European Scout photo contest. The application process to submit entries turned out to be slightly complicated as the contest was launched right after the enforcement of GDPR. This resulted in receiving a very low number of submissions. Next year's edition should surely be lighter.

A challenge was the new look and update of the Region's presence on social media under the brand "Scouting in Europe". It is up and running now, so if you have not done so: like Scouting in Europe on Facebook and Twitter!

### The External Representatives

It has been a very hard-working year for our External Representatives: they continued with their high-quality work within the European Youth Forum, focused on the EU youth strategy (2019-2027), the Erasmusx10 Campaign and the legal basis of the European Solidarity Corps, which has evolved thanks to our contribution and work with relevant stakeholders.

With the European Solidarity Corps and the Erasmus youth programme, we have the potential of attracting three times more funding for supporting projects of Scouts and young people; but in order to ensure to safekeeping or even improvement of these proposals of programmes and budget, a strong engagement from NSO/NSAs is needed to ensure the positive backup of EU Member States. This brings us to the challenge of the work of our External Representatives: we need to improve feedback gathering from and

exchanges with our Member Organisations about relevant country-based campaigns and processes.

### External Relations and Funding

The External Relations and Funding team provides support to NSA/NSOs in the field of external relations and funding opportunities through trainings and newsletters.

A major event the team organised was the traditional Network Meeting of Scout and Guide Representatives (in Malta, together with WAGGGS), where the participants learned more about youth policies, advocacy and campaigning. One challenge the team is facing is the question on how to offer more efficiently the tailored support to the NSA/NSOs. The new WOSM Services model will help the team in this task in the upcoming months.

### Partnerships

Our newest team is the Partnerships Team, which is in charge of our relations with other Regions of WOSM and provides support around the topic of partnerships with and between NSA/NSOs.

One regular, major event is the Partnerships Event. The 2018 edition took place in Denmark in spring. The team was also involved in the Euro-Arab Meeting which was held in Istanbul, Turkey, in spring 2018.



## Continuous Improvement

### By 2019 an effective Regional Scout Plan 2019-2022 will be in place, following rich contributions from the entire Region

After extensive research and consultation, the European Scout Committee has approved a drafting process for the next European Regional Scout Plan. A team of volunteers to support the process has been put in place, and some consultations have already begun. One innovation was to utilise Roverway 2018 as part of the consultation – and the commitment of those participants on the WOSM Paths, ensuring the voice of young people and alternative thinking may prove a step in the right direction.

We look forward to publishing and initiating the drafting process in the coming months. We will

also be critically evaluating the new process, both in the run up to and after the European Scout Conference next year to ensure that the Region has a strong, collaborative drafting process for the future.

### By 2019, there will be an accepted governance model for the Region, recognising the political responsibilities of the Committee but accepting the devolving of practical responsibilities to the NSOs through their participation in the working groups of the Region

We would like to begin by thanking everyone who contributed to our research and consultations. We really appreciate the time taken to share ideas, observations and opinions with us. The volume of responses to all rounds of our surveys was incredible and one of our biggest successes so far this Triennium. We have now compiled and concentrated the data gathered into a draft document for further discussion and development before sharing with the Committee, and then with NSA/NSOs, in advance of the Symposium.

### By 2019, there will be a system in place to recruit and then monitor the work of regional volunteers to ensure their well-being and effectiveness in delivering the Regional Scout Plan.

The Volunteer Management Team has been working hard to ensure full delivery on this outcome, and a lot of progress has been made in the past year. Based on the MoViS framework, the team established three main areas for improvement, namely: Recruitment of Volunteers, Appraisals and Evaluations, and Succession Planning. Work started by mapping out the recruitment process currently in place and streamlining such process. An "on-boarding toolkit" was developed together with Team Plans, Guidelines and Mutual Agreement templates. An appraisal toolkit was also developed to assist teams to be more efficient and understand the dynamics they operate in. We look forward to finishing this work and having it ready to share in advance of the European Scout Conference next summer.

## The "Time to be Welcome" Project

Scouts across Europe are actively engaged in integrating refugees and migrants into their new local communities. Many local and national initiatives have been developed throughout Europe.

In this framework, the European Scout Region is currently running a large-scale Erasmus+ project, [Time to be Welcome](#) (supported by an EU grant of over EUR 500'000) in Greece and in France. So far, this and other refugee activities of Scouts have involved an estimated 10'000 young people in at least 10 European countries.

The project actively promotes mutual understanding and respect among young people with different ethnic backgrounds with the aim of facilitating intercultural dialogue and learnings as well as supporting the inclusion of the newcomers in local European communities. Volunteers are preparing young refugees, who settle in Athens and Paris, for a smooth integration into our European society, as well as helping to prepare local communities to welcome those refugees and new migrants with positivity rather than xenophobia.

The project will conclude in December 2018, with a four-day event in Brussels, Belgium (7-10 December 2018). Under the title [Hand in Hand. Stronger together](#), the event will address questions and share best practices related to how associations can reach out and include refugees and migrants in Scouting.



Time to be  
WELCOME

# Our Ways of Working

## European Scout Conference

The General Assembly of 40 NSOs of the European Region of WOSM

### European Scout Committee

- Six elected volunteers from six different NSOs of the Region
- one appointed volunteer Treasurer
- one ex-officio Secretary (the Regional Director)

Kevin Camilleri (Chairperson)  
 Julijana Daskalov  
 Chip – Veerle Haverhals  
 Hulda Guðmundsdóttir (Vice Chairperson, from June 2017)  
 Lars Kramm (Vice Chairperson, till June 2017)  
 Nicolò Pranzini  
 Thankmar Wagner (Treasurer)  
 David McKee (Secretary)

### European Scout Office

- twelve staff members in two offices (Geneva, Brussels), including one working from an out-office (Veles)

David McKee (Regional Director)  
 Radu Stinghe (Deputy Regional Director)  
 Veronica Arduino (Project Officer, Administration and Support)  
 Jordan Bajraktarov (Director Organisational Development)  
 Ibrahim Dervishaj (Administrative Assistant)  
 Samia Fitouri (Project Officer, Communications)  
 Rose-Marie Henny (Director of Diversity & Inclusion, till June 2018)  
 Michalis Michaelides (Intern, External Relations and Funding, till August 2018)  
 Hunor Péter (Project Officer, Funding)  
 Marguerite Potard (Director of Strategic Partnerships, Communication and Funding)  
 Raúl Molina (Project Officer, Educational Methods)  
 Rupert Schildböck (Executive Assistant)  
 Anne-Christine Vogelsang (Manager of Administration and Finance)

## Regional Scout Plan 2016-2019

Strategic objectives, actions and performance indicators (for details, please refer to [Regional Circular 26/2016](#))

### Areas of Operation

- One volunteer Coordinator (C)
- A number of Working Teams with a minimum of two volunteer members and led by volunteer Team Leaders
- One liaising Committee member
- Up to two supporting staff members
- Additional ad hoc volunteer project consultants, as and when appropriate

Education for All Elena Cabezas Alcalá (C)	Strengthening our Organisation Matthias Gerth (C)	Spreading our Message Djuna Bernard (C)	Continuous Improvement Máire Fitzgerald (C)	Supporting our Finances Thankmar Wagner
<b>Diversity &amp; Inclusion</b> Filip de Bock (Leader) Lana Husagič Claude Frantzen Joana Teixeira  <b>Skills for Life</b> Ida Mikkelsen (Leader) Alexandra Diana Slabu Justina Baliunaite Gary Gaughan  <b>Youth Programme</b> Adrian Şuhanea (Leader) Lea Tolstrup Jensen Stefano Casalini Jérôme Walmag  <b>Social Impact</b> Jay Thompson (Leader) Tomàs Genis Galofré Angela Nikolikj	<b>Tailored Support and Growth</b> Goran Gorgjev (Leader) Eirik Ulltang Birkeland Alexandra Ruivo Cordeiro Martin Krivánek Beatričė Leiputė Lara Serafim  <b>GSAT</b> Paul Wilkinson (Leader) Andrea Demarmels Fred Fredslund-Andersen Erik Adell Hellström Linda Wallberg Pieter Willems	<b>Communications</b> Petr “Permi” Vanek (Leader) Lisa Pfeiffer Agnieszka Siuszek  <b>External Relations and Funding</b> Pavel Trantina (Leader) Joaquim Castros de Freitas Laura Neijenhuis  <b>External Representatives</b> Elena Sinkevičiūtė (Leader) Joel Bergström Sophie Hammermann Nandesh Patel Sofia Savonen Natascha Skjaldgaard Andreas Tzekas  <b>Partnerships</b> Jón Ingvar Bragason (Leader) Nenad Jovanovski Agata Krolak	<b>Working Methods</b> Alice Bergholtz (Leader) Marian Panait Dor Posner  <b>Volunteer Management</b> Adrian Farrugia (Leader) Mary Fricker Maya Hänninen Ralph Schwägerl	<b>Funding Support Group</b> Jorgen Rasmussen Anett Szűcs  <i>Additional members based on need and experience – task focussed.</i>

## Committee Contact System

Maintaining a regular dialogue with NSOs and NSAs, coordinating support for actions under Global Support

- One Committee member for each NSO (focal point)
- One staff member for each NSO (back-up and support)

(For details, please refer to Regional Circular [19/2016](#))

## Follow-up on Resolutions

In response to the resolutions adopted by the European Scout Conference 2016 in Norway, several actions have been undertaken or initiated since that event.

### **Amendment to the European Regional Constitution, Article II on Transparency (22ESC/4)**

The European Scout Committee is constantly evaluating how we can increase transparency in all things we are doing. The Continuous Improvement Area of Operation has also been active in looking at the general topic to come up with further initiatives for transparency improvements. The new treasurer has looked at how better incorporating best practices into the transparency of our financial operations.

### **Amendment to the European Regional Constitution, Article IV on Conflict of Interest (22ESC/5)**

A conflict of interest register has been established for Committee members and key regional volunteers so that members and volunteers may declare, at any time, issues and interests they may have institutionally and personally that impact on their contribution to decision making or could otherwise influence the Committee.

### **Amendment to the European Regional Constitution, Article IC on Organisation of the Committee (22ESC/6)**

The European Scout Committee adopted its Standing Orders and its own Rules of Procedure

and other operating processes. These are now online in the Europe section of scout.org – at <https://www.scout.org/node/90/about/100>

### **Regional Scout Plan 2016-2019 (22ESC/7)**

The Regional Scout Plan, as amended, was used to develop the operational Regional Scout Plan, which was distributed in October 2016 in line with the deadline suggested. A corresponding action plan has been circulated and regular reporting on progress made follows each European Scout Committee meeting.

### **Future Approach (22ESC/8)**

The European Scout Committee created the new Area of Operation “Continues Improvement”. This Area of Operation is working closely on the implementation of this resolution.

### **Finance and transparency (22ESC/9)**

The new treasurer and the new Finance Support Group support the Committee with the implementation of this resolution ensuring there is more transparency and simplicity in how our finances are reported. This is already taking place in the regular reporting to the Committee itself.

### **Towards a more empowered European Region (22ESC/10)**

The European Scout Committee created the new Area of Operation “Continues Improvement”. This Area of Operation is working closely on the implementation of this resolution.

Scouts from across Europe were actively involved in the European Youth Forum’s European Youth Event 2018 in Strasbourg, France. The Yo!Fest combines debates, workshops, talks, exhibitions and performances to celebrate what it means to be a young European.





## Kevin Camilleri



The second year of this triennium gave the team the opportunity to get closer and to start delivering on the plan we agreed upon at our last Conference.

The challenges every team faces in terms of the selection, retention and management of volunteers in the Region is always an interesting ride. We are lucky to have amazing volunteers who, when taken as a whole, deliver and go beyond what is expected of them. However, the work started in the Continuous Improvement team will hopefully make this task easier – with a clearer process and a smarter way of working.

The proposed methodology of building the next Regional Scout Plan is also a promise we made at the last conference – and I believe that as a process we have certainly ensured that there is a very high level of consultation and contribution from our NSOs. We will review the process after our next Regional Conference, but I am confident that we have made progress here.

The relationship between WOSM and WAGGGS in Europe is also an area where a lot of effort has been invested. The current process of consultation with our member organisations will help shape the future of how we work together and how we continue to make Scouting and Guiding stronger in Europe.

The thinking for securing the future of the Region in the next years has already started. We are aware that we are just passengers for a short part of a much longer journey, and we are working hard to leave the ship a little better than we found it.

### Missions Undertaken

- World Scout Moot, Iceland
- World Scout Conference, Baku, Azerbaijan
- World Scout Committee Induction Meeting, Nyeri, Kenya
- European Scout Committee Retreat, Brussels, Belgium
- World Scout Committee Meeting, Baku, Azerbaijan
- Committee Contact Meeting: Serbia
- European Scout Committee Meeting, Brussels, Belgium
- All Groups Meeting, Spain
- Chief Volunteers Event, Czechia
- European Scout Committee meeting & Joint meeting, Amersfoort, Netherlands
- World Scout Committee Ethics Task Force Meeting, Cairo, Egypt
- World Scout Committee Meeting, Kuala Lumpur, Malaysia
- Steering Group Meeting, Malta
- Educational Methods Forum, Romania
- European Scout Committee Meeting, Iceland
- Steering Group Meeting, London

### Duties and Responsibilities

- Chairperson, European Scout Committee
- Member, Steering Group
- Ex-officio Member, World Scout Committee
- Main contact for the joint work with WAGGGS in Europe
- Member, World Scout Committee Ethics Task Force
- Point of contact for the Scout & Guide I/O Network

### Contact Countries

Romania, Serbia (with Kosovo), Spain, United Kingdom.

Elena, Máire, Djuna and Matthias (from right), the Region's current Coordinators of the four Areas of Operation during a break at Roverway 2018 in the Netherlands where they supported the delivery of the programme.



## Hulda Sólrún Guðmundsdóttir



The second year of the triennium started with some shifting of roles within the Committee. I handed over some of my previous responsibilities in September and took on new responsibilities from that time. Of course, some readjustments had to be made but they went quite smoothly and I'm finding my way in a new role.

Although I handed over the responsibility of liaising with KISC and Roverway 2018 I have still followed the work done. Our relationship with KISC is now moving positively forward with several focus areas of cooperation. I trust that future actions will continue to strengthen the strategic relationship between the Region and KISC for the benefit of our NSOs and implementation of the RSP and the KISC Strategy.

Roverway 2018 in the Netherlands was a great success and I would like to thank the Dutch hosts and all the volunteers involved in making the event as successful as it proved to be. We had an excellent Regional team providing paths and workshops during the whole event and presenting the work of WOSM and the Region in an engaging way. A huge thank you to you all for your hard work and dedication! The participating Rovers took very active part in all the exciting activities and created a very positive atmosphere during the event. It was a real pleasure to experience.

Work in all Areas of Operation continued to progress, and a lot has been done in the past year by our dedicated volunteers who strive to provide the best possible service for our NSO/NSAs.

The work within the Continuous Improvement Area of Operation has been taking form and I am very impressed with the quality of the work of both teams and am confident that we will have great suggestions and feedback for the future work within the Region, both in relations to Volunteer Management and Working Methods. Still a lot needs to be done in the final year of the triennium.

To ensure that we will have a quality yet realistic Regional Scout Plan on the table for the next triennium we count on active participation from all NSAs in the development phase which has recently been introduced (see [Regional Circular 24 2018](#)). Please take note of the actions expected by Member Organisations in the coming months, including but not limited to appointing a contact person, the Summit, IC Forum and Symposium.

I always enjoy every opportunity to interact with my contact countries. This year I have not had the opportunity to go on formal field visits but have met informally with representatives of my contact NSOs on every occasion possible, mostly during events. It is always very inspiring to meet and discuss with the national Scout Leaders that are truly doing a fantastic job in their respective countries. My understanding of the different challenges NSOs are facing and appreciation of the successes being made continues to increase with every discussion we have. Keep up the good work!

I have also had the opportunity to engage directly with the global level and other Regions, through participation in WOSM's World Conference in Azerbaijan and the World Scout Moot in my home

country. It is always motivating to experience the richness in the diversity and the unity of Scouting through such events.

We are now slowly starting our descent into the next European Scout Conference in Split, Croatia, and I look forward to the new opportunities and challenges this final year of the triennium will bring and my continued work for the Region and Scouting around Europe.

### Missions undertaken

- Roverway 2018, Rover6 meeting, Amsterdam, The Netherlands
- World Scout Moot 2017, Iceland
- World Scout Conference 2017, Baku, Azerbaijan
- Steering Group meeting, London, UK
- Centre Managers Conference, Úlfjótstvatn, Iceland
- ESC retreat, Brussels, Belgium
- The Scout and Guide Academy, Esztergom, Hungary
- Continuous Improvement Area of Operation meeting, London, UK
- ESC meeting and joint virtual meeting with Europe Committee WAGGGS, Brussels, Belgium
- All Groups Meeting, Guadarrama, Spain
- Chief Volunteers meeting, Brno, Czech Republic
- ESC meeting and joint meeting with Europe Committee WAGGGS, Amersfoort, The Netherlands
- Continuous Improvement Area of Operation meeting, London, UK
- Steering Group meeting, Malta
- Nordic Guide and Scout Conference and NSK meeting, Helsingør, Denmark
- European Scout Committee meeting, Reykjavík, Iceland
- Roverway 2018, Zeevolde, The Netherlands
- NSK meeting, Copenhagen, Denmark
- Steering Group meeting, London, UK

### Duties and Responsibilities

- Member, European Scout Committee (till August 2017)
- Vice-Chairperson, European Scout Committee (from September 2017)
- Member, Steering Group (from September 2017)
- Member, WOSM-WAGGGS Coordinating Group (from September 2017)
- Liaison, Continuous Improvement Area of Operation
- Member, Kandersteg International Scout Centre and Foundation Board (till September 2017)
- Liaison Roverway 2018 (till September 2017)

### Contact countries

Bulgaria, Cyprus, Czechia, Greece and Hungary. (in addition, till August 2017, also: Ireland, the Netherlands and Slovenia).

## Julijana Daskalov



My second year gone very fast, with lots of activities, and if I have a keyword that will mark the year around, it will certainly be - Rovers. I had the privilege of being part of the two biggest events for the category of rovers that were happening at the European level, World Scout MOOT in Iceland in July 2017, as part of the Better World Tent team and Roverway 2018 in the Netherlands, as part of the Rover 6 Strategic Team. I was thinking of dedicating my annual report to all scouts with whom I had the opportunity to work in the year that had passed, the SOO Coordinator and team members, office staff in Geneva, Brussels and Kuala Lumpur, three project Directors of Roverway 2018, all volunteers who invested their time to implement our joint Regional plan, to our Treasurer and Regional Director, our friends and colleagues from other regions, the WAGGGS Committee members ... but I would need several pages in this issue in order to mention all Scouts involved. Therefore, I want to address them equally - thank you for being inspired and motivated, and unreservedly investing in the great family of Baden-Powell.

In the same way, I would also like to address my committee members who have spent a lot of time in Strategic guiding the European Region. Not only from the preparation of materials, decision-making, reading and commenting many documents and e-mails, on-line discussions deep into the night. I am happy that we had the opportunity to make an annual retreat; happy that my entire team attended the World Conference in Baku, supporting World Committee and delegations from our region; satisfied for looking for a way to include Sustainable Goals in what we do; appreciate cooperation with WAGGGS.

I always enjoy the opportunities to interact with my contact countries, talk to their representatives and participate in the planning and activities, as well as discuss the NSO/NSAs face, as I did in the year that passed. I am investing time in talks and direct work with my countries, so that together we can achieve objectives and the needs, celebrate the successes, such as the 100th anniversary of the scouts in the Baltic countries, the reconnaissance film of Latvian National Scout and Guide Organisation. I remain a true promoter or FOSE and I expect increased support for Scout projects, and support of Balkan and SEE.

As a reflection of my mid-term service as a Committee Member, I will always emphasize the pleasure of working with the team that is behind the Area of Operation "Strengthening Our Organization", which is group consist of the most creative people I have worked with, and I am particularly proud of having the capacity in the group able to simultaneously works on several challenges as self-assessment training, GSAT opportunities for our members, Service Model Implementation, Induction Training as a new opportunity, active support to the Academy and highlight of the year - our first Growth Event in Riga.

This was a period of many changes and decisions that reflected on our entire engagement in the Committee. By the end of 2017, I decided to change my professional engagement in Belgrade and go back to Skopje, so the whole relocation contributed to reducing my available time, focusing only on several projects, with one goal - not to give up from the Strategic commitment given to us at the Conference in Norway 2016.

From my perspective, the past 12 months have been full of unforgettable activities, challenges, many meetings and some falls, smiles and complete satisfaction of the fulfilled tasks. As long as we keep going, we'll keep getting better.

### Missions undertaken

- 15th World Scout Moot, Iceland (WOSM's Better World Tent team)
- 41st World Scout Conference, Azerbaijan
- DESMOS Conference, Azerbaijan
- GSAT Self-assessment training, Ohrid
- European Scout Committee retreat, Brussels
- European Scout Committee Meeting, Brussels,
- All Groups Meeting, Madrid, Spain
- Roverway 2018 planning meeting, The Netherlands
- Growth Event, Riga, Latvia
- Committee contact meeting Latvia
- European Scout Committee Meeting, The Netherlands
- Committee Contact visit to Bosnia-Herzegovina
- Roverway 2018 planning meeting, The Netherlands
- Strengthening our Organisation Area of Operation meeting, Lisbon, Portugal
- European Scout Committee Meeting, Iceland
- Committee contact meeting Iceland
- Academy 2018, planning meeting
- Roverway 2018, The Netherlands
- Committee contact meeting The Netherlands

### Duties and Responsibilities

- Member European Scout Committee
- Liaison, Strengthening Our Organisation Area of Operation
- Liaison, Roverway 2018
- Liaison, DESMOS
- Liaison, European Scout Conference, Croatia 2019

### Contact Countries

Austria, Belgium, Bosnia and Herzegovina, Denmark, Estonia, Iceland, Latvia, Monaco, The Netherlands, and Israel (back up for Lars Kramm).

## Chip – Veerle Haverhals



*“Sustainable development is the pathway to the future we want for all. It offers a framework to generate economic growth, achieve social justice, exercise environmental stewardship and strengthen governance.” (Ban Ki-moon)*

### Goals

Since the development of this triennium’s Regional Scout Plan and after an update based on the key outcomes of the World Conference, we continue to strengthen Scouting in the European Scout Region. Both in terms of our NSOs capacity to reach more young people and in terms of the impact Scouting has on society. Our growing commitment towards the Sustainable Development Goals and to gender equality through the HeForShe initiative.

To grow as a movement with a vision beyond our internal structures but reaching out to the society and making sure that Scouting is being recognised as relevant for today’s young people, as an educational movement, as developing young people and equipping them with skills for life. Impact. Recognition.

### Partnerships

Whether it is with external partners, or partnerships within Scouting, many of my contributions are reflective of my objective to strengthen our position as a strong and reliable partner. With WAGGGS, with external organisations and partners, but also with the different Regions within Scouting. The Euro-Arab Meeting in Turkey and the role of Scouting in welcoming people. The Partnership Event in Denmark with the new cooperation between the Africa Scout Foundation and the European Scout Foundation (FOSE) was one of the highlights, but also the links between the different regional committees become stronger and more relevant.

### Together

As a region we are making conscious efforts to align more and more strategically with the World level: be it through the Service Model, interregional cooperation, or through more regular contacts and communications with the World Level.

The first reflections for the next Regional Conference have started: timeline, content, resolutions, proposals, evaluation of the Joint Work and the future of the MoU.

Together with the support of our volunteers and in collaboration with KISC, we are improving our Regional Communications, to strengthen our engagement with NSOs.

### Connected

We work together with the operational areas, through our Coordinators, who on a regular basis participate in the Committee Meetings. Step by step we are improving our ways of working and reporting, ensuring the Coordinators can focus on the delivery of the Regional Scout Plan, and the European Scout Committee can focus more on the strategic topics on the table: finances of the Region, ensuring support to NSOs, engagements with (new) external partners, conference preparations, ...

The regular contact with my Committee Contact Countries and with the regional volunteers are

giving me a real boost of energy and source of motivation so I can do what I enjoy the most: Be at your service, in Scouting!

### Missions undertaken

- World Scout Conference, Azerbaijan
- Spreading Our Message Team Meeting, France
- Partnerships & Global Scouting, SGDF, France
- Communications Team Meeting, Poland
- European Jamboree 2020 meeting, Poland
- Committee Contact meeting: Slovakia
- European Scout Committee Retreat, Brussels
- Be a Star Conference organised by DPSG, ZHP, and SGDF, Belgium
- Committee Contact meeting: Switzerland
- European Scout Committee Meeting and Joint Meeting, Brussels
- Go Scout & Guide Abroad meeting, Luxembourg
- SPIRTECO Meeting, Luxembourg
- Committee Contact meeting: Poland
- All Groups Meeting, Spain
- Committee Contact meeting: Italy
- European Jamboree 2020 meeting, Poland
- European Scout Interreligious Forum, Belgium
- Euro-Arab Meeting, Istanbul, Turkey
- Conference of German Speaking Associations, Switzerland
- Lisbon Group Meeting, France
- European Scout Committee Meeting & Joint Meeting, Amersfoort, Netherlands
- Partnerships Event, Denmark
- Committee Contact Visit: Germany
- Committee Contact meeting: France (on behalf of Lars)
- Partnerships Team Meeting, France
- Go Scout and Guide Abroad Joint working group meeting, France
- KISC Meeting and General Assembly (on behalf of Nicolò), Switzerland
- Communications Event, Estonia
- European Scout Committee Meeting, Iceland
- External Relations Youth Policy Symposium, Belgium
- Roverway 2018, Netherlands
- Committee Contact meeting: Italy
- Committee Contact meeting: Lithuania
- European Jamboree 2020 meeting, Poland

### Duties and Responsibilities

- Spreading our Message Area of Operation (Communications, External Relations, External Representation, and Partnerships)
- Joint Task Force – Joint Communication (Europak)
- Joint Work – External Relations
- Joint Task Force – Go Scout & Guide Abroad (Youth Mobility/EraScout)

### Contact countries

Germany, Italy, Lithuania, Montenegro, Poland, Slovakia, Sweden, and Switzerland.

## Lars Kramm



We are now past the halfway point of our term as a committee. I am happy how the changes in responsibilities in the committee have turned out. We have developed a much better rapport and team working in the spirit of Scouting. The new steering team is offering the organisational structure that we need to continue more efficiently in our work in implementing the regional scout plan and preparing for the future. The implementation of the current work plan is on a steady course not least through the hard work of our excellent coordinators. I am very proud and excited about all the excellent ideas and growth initiatives that we can see from our national scout organisations and the excellent news of passing the milestone of 2 000 000 Scouts in the Region. We just developed a new approach to tailor our growth and organisational development approach particularly for the countries in the South East of our region, which we will introduce in the next months and hopefully can be used as a blueprint for further work and efficient use of our regional resources.

We asked for more time for strategic discussions and decisions and with the changes looming and already implemented in World Scouting we got plenty of what we asked for. WOSM is changing and the region needs to find its place and role in the new structures and priorities. I fully support an idea of cutting the next triennium short to a one-off biennium to align us better with the world conference and the development of the World Triennium plan and looking forward to discussing this proposal in the region in the next months. We are in an open dialogue with the world bureau to also find ways of incorporating the European specific ways of working and the unique regional structure into the new vision for the world organisation.

Closer to home we are facing challenges in the current and future regional cooperation between WOSM and WAGGGS. Both world movements are developing in a different way and we must find the right way of balance cooperation that works within each framework and set of priorities. The recent survey of all NSOs and MOs will hopefully help us to prepare the right approach for the future relationship. A particularly enjoyable task is currently the work of the European Scout Foundation. The leadership handover has been completed and the new team is working hard and full of energy in partnership with the committee towards the joint vision. We are also proud of and full of thanks for our record number of new Friends of Scouting who support Scouting in the region ideally and financially.

We are now full steam on course to our next regional conference in Split and I hope the new inclusive process of the development of the next regional scout plan addresses the needs and expectations that our members voiced at the last conference.

### Missions undertaken

- All European Scout Committee (ESC) Meetings and Joint Committee Meetings
- All Groups Meeting
- European Scout Foundation (ESF) Board Meeting
- Different FOSE receptions
- Committee Contact meeting Ireland
- Regional Growth Event

### Duties and Responsibilities

- Vice-Chairperson, European Scout Committee (till August 2017)
- Member, European Scout Committee (from September 2017)
- Regional Growth Champion
- Member, Board of the European Scout Foundation

### Contact Countries

France, Ireland, Israel, Norway, Slovenia, Turkey.



Small Group work at the Growth Event of the European Scout Region in Riga, Latvia, in spring 2018.

## Nicolò Pranzini



This second year of mandate has been challenging for me mainly because of personal reasons. The arrival of our first daughter has taken a lot of my time and attentions. This combined with different conditions at work reduced my time availability to volunteer as planned. I would like to thank my colleagues in the Committee, all the volunteers active in the Education for All area of operations and staff members for taking care of all my duties during my absence.

The very good news is that I believe that the operational system that was set up at the beginning of the triennium is proving to work well and my unavailability did not affect the planned delivery. In fact, given the strategic orientations agreed in the first year the operational work of the area under my responsibility has been carried out amazingly by volunteers and staff.

Many planned results have been already achieved after hard work. The highlight has been most probably the European Educational Methods Forum where all the Educational for All teams has been involved contributing to the success of an excellent event. Also, the work related to spiritual development in collaboration with key partners proceeded, recognising the challenges but also focusing on the improvements.

The joint work with WAGGGS on refugees has also brought concrete results after the enthusiastic work of the volunteers and more will happen in the year to come.

After an internal re-allocation of tasks, I have been appointed by the Committee as member of the Kandersteg International Scout Centre Committee and I am truly honoured to support such a magical place. Working closely with the representative appointed by the World Scout Committee I really want to ensure a closer cooperation between WOSM and KISC convinced of the mutual benefits for the two entities and for scouting in general. I look forward to collaborating with the recently

appointed KISC Committee to strengthen such bond.

Again, the last year I feel I was not close enough to my contact countries and again I will commit to focus my energies in ensuring better connections and support in the last year of my mandate.

Finally, I would also like to add that I am satisfied of the improvement of the internal working dynamics of the Committee that allowed a more focused way of working. Once again, thanks to all the volunteers that also this year really did an excellent job and surely will continue to do so.

### Meeting and missions

- Committee Contact meeting: Malta
- European Scout Committee retreat, Brussels
- European Scout Committee meeting, Brussels
- Human Rights and Refugees Emergency Situation Joint Task Force meeting, Warsaw, Poland
- All Groups Meeting, Guadarrama, Spain
- Field visit, Kandersteg, Switzerland
- European Scout Committee meeting, The Netherlands
- Kandersteg Committee Meeting, Kandersteg, Switzerland

### Duties and responsibilities

- Member, European Scout Committee
- Member, Kandersteg International Scout Centre Committee
- Liaison, Education for All Area of Operation
- Liaison, Human Rights and Refugees Emergency Situation Joint Task Force with WAGGGS Europe

### Contact countries

Croatia, Finland, Liechtenstein, Luxembourg, Former Yugoslav Republic of Macedonia, Malta, Portugal, and San Marino

Diana Slabu (RO) facilitating a workshop at the European Scout Education Forum in spring 2018 in Romania.



## The Europe Support Centres



The year 2017-2018 has been a busy one as we have seen a number of quite fundamental changes in the way the whole World Scout Bureau works across the world.

After many attempts, we have moved to form Thematic Teams to support the areas of our work – to be able to share outcomes of regional projects, to be the commissioning Region for some projects and to have mutual support in bringing the best possible support to our member organisations.

Coupled with this is the WOSM Services approach which has established a pool of consultants, staff and volunteers, to coordinate the delivery of our Services, which we have identified in 12 areas – perhaps the first time we have been able to list our services and all the supporting resources.

The approach will be extended with additional services and resources and additional trained consultants in the coming year.

During the year we bade farewell to Rose-Marie Henny after more than seven years, initially in Organisational Development and for the past five years leading or work as the staff support for Diversity and Inclusion. I want to pay tribute for the way that Rose-Marie took this difficult topic and provided leadership in seeking funding and creating projects that could help us make progress. Rose-Marie continues till the end of the year to provide support in the work with Refugees and in the preparations for the Hand in Hand conference in December.

In Brussels, we continued to develop our approach to Communications with **Samia Fitouri** joining the team and providing much needed individual support in this area. A highlight was the Communications Forum in Estonia. At the same time, we have submitted funding applications, either directly ourselves or in conjunction with partners coordinated by **Péter Hunor**. In the period, 18 funding applications were made, only three refused, with an amount of EUR 782,053 raised to support the work of the Region and its NSOs, much of which will extend to the next year of operations.

Work continues on the Time to Welcome project, in conjunction with the Scouts of Greece. With the changing pattern of how refugees and displaced persons are dealt with, this continues to be a challenge, with the project concluding at the end of this calendar year and supported by Veronica Arduino.

The work of the team, lead and motivated by **Marguerite Potard**, who also is the Thematic Team Lead for Partnerships, moves forward positively in our relations with key platforms, key institutions and with renewing External Representatives and External Relations Teams.

The office has also enjoyed two excellent interns during the period, **Sonia Abbondio** from Italy who on completion of her internship facilitated through the Service Civic of Scouts et Guides de France, was able to secure a job with WAGGGS in Brussels and arranged through EUODYSSÉE (Assembly of

the European Regions exchange programme), **Michalis Michaelides** from Cyprus concluded his internship just after Roverway.

**Jordan Bajraktarov**, as well as his Organisational Development work, has added the support of the Regional Decision Committee for MOP to his responsibilities. Highlights include the first GSAT Self-Assessment training and the Regional Growth event.

Back in Geneva, we are currently recruiting for a new Diversity and Inclusion Officer, to work within the Educational Methods team headed by **Radu Stinghe** and with **Raül Molina**. Already they had a busy twelve months and they will expand their support through the WOSM Services, incorporating the Better World Framework. Radu is co-lead for the Educational Methods Thematic Team and Raül supported the training in Cote d'Ivoire for French speaking countries, these on top of their usual activities such as the Educational Methods Forum, Agora ...

Much was achieved by **Rose-Marie Henny** in her support of MOP Dialogue for Peace Training and of relations with the European Scout Inter-Religious Forum and the Overtures and SPIRITECO Networks. She had a large role in supporting MOP Support Fund grants. The work extended to supporting the Diversity and Inclusion Team.

Our Finance team of **Anne-Christine Vogelsang** and **Ibrahim Dervishaj** work hard to stay on top of administering our financial matters – dealing in three currencies and with two legal entities and three separate audits. Not an easy task – and ensuring that we make payments to contractors and volunteers in a timely way. They support the operations of the Finance Support Group and the Treasurer and ensure that we have monthly reporting on our accounts.

Finally, the Office of the Regional Director with **Rupert Schilböck** supporting the administration of the Regional Committee meetings and various travels by the Committee, minute taking, welcoming new International Commissioners and greeting visitors to the Office. Rupert has additional roles in Risk Management and supports the compliance by our legal entities.

And the Regional Director is pleased to lead such a talented team.

Please join me in expressing my personal thanks to the team which excels in its commitment to delivering good and great services through events, direct contact and through WOSM Services, working in supporting a real commitment to One World Scout Bureau.

**David McKee**  
Regional Director,  
World Scout Bureau Europe Support Centres

## Our Finances

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The management of the Region's funds is the backbone needed to implement the Regional Scout Plan. After the first full year in my role as the Region's Treasurer I can even more confirm this statement.

### **Administration of the funds (including accounting/controlling)**

This is a continuous task where the daily work is done by the Europe Support Centres. Communication and processes are smooth. I met Anne-Christine Vogelsang and David McKee in the Geneva office from time to time (e.g., combined with the annual closing meeting with our auditors). Due to the implementation of the WOSM (world) wide accounting and controlling system, there were new procedures. However, everything is now running well. One of the challenges in this respect is the adaption of the accounting software more specifically to the Region's needs.

### **The planning process (annual budget)**

This is a complex process because of the many parties involved: First of all, all groups of the Region submit their requests. Thereafter, the Regional Director is assembling all requests into the right format. Such document is then reconciled with me. It leads to a joint proposal which has been adopted by the ESC. We were able to meet all requests for activities submitted. It was now my second annual budget that I had to reconcile with the Regional Director; discussions were fruitful and professional. A major challenge is the reporting in an "easy to read" way because of the complexity of the Region's finances. We are working on this in the Financial Support Group.

### **The currency hedging**

The Region's income is mainly in USD and EUR, while the Region's expenses are mainly in CHF and EUR. I was working with Anne-Christine Vogelsang, the Region's banks and the financial support group on this aspect of our finances. Our goal is to monitor the relevant currencies and to take mid-term decisions that have a good mix of (i) safety we need in order to make all envisaged payments and (ii) currency exchange transactions at favourable rates. However, this is a permanent challenge with some residual risk that will never be swept away.

### **The establishment and maintenance of a broad personal and institutional network**

I need to understand the Region's activities and needs in order to support the Region. Therefore, I attended all ordinary ESC Meetings. As there are so many activities, I have to pick some specifically, where I can contribute but, at the same time, experience the variety of the activities offered in our Region.

The "institutional network" comprises my board seat in the European Scout Foundation, a very useful link for the Region due to the network, the exchange and the overlap with my "core" tasks as Treasurer of the Region.

### **Support of the NSOs in financial matters**

Subject to requests, I share my expertise with NSOs. We are currently working in the area of risk assessment and risk mitigation with Austria.

### **General risk identification and management**

The Region's risk mitigation is a task to be tackled. The initiative started, and I would like to have a Financial Support Group member who brings in some experience and could take some responsibility in this area. Therefore, the process is slower than anticipated due to the lack of resources.

In summary, I can say that everyone in the Region was very supportive and open to me so that I was able to understand processes, objectives, dependencies and potential solutions. This makes me happy in my supportive role as Treasurer. It is and it remains difficult to find members for the Financial Support Group as they need to have a certain professional expertise and need to work in such area, sometimes in an "office scout" environment. However, to see all the activities and people involved in the Region is a great compensation for this kind of volunteer work.

A handwritten signature in black ink that reads "Thankmar Wagner".

Thankmar Wagner  
Treasurer  
European Scout Region





# The European Scout Foundation

## Investing in Scouting in Europe

### The Friends of Scouting in Europe (FOSE)

In the past year, the number of Friends of Scouting in Europe (FOSE) grew by a record 148. This was thanks to the wide mobilisation of the Regional volunteers, International Commissioners, NSOs and many other internationally-oriented Scouts. Denmark became the first country to reach 100 FOSE. "Thank you" to all donors for your generous support to Scouting in Europe.

### The number of members of FOSE

- 1 August 2017: 649 FOSE (205 Life, 444 annual)
- 1 August 2018: 797 FOSE (231 Life, 566 annual)

**FOSE gatherings** took place at national and international events in Azerbaijan, Belgium, Denmark, Germany, Greece, Hungary, Iceland, Lithuania, Luxembourg, the Netherlands, Poland, Romania, Serbia, Spain, Switzerland, and the UK. Many thanks to all NSOs and events who kindly hosted the receptions.

The best outcomes were reached in countries with the hard-working FOSE Country Coordinators ("Super Friends"). We are always looking for new volunteers to spread the message about FOSE.

### Supporting projects for the growth of Scouting

14 projects approved by the European Scout Region received funding: in Croatia, Lithuania, FYRO Macedonia, Montenegro, Poland, Romania, Serbia, and Slovakia. The projects helped Scouting to develop in Central and Eastern Europe, where there are dynamic Scout associations, a large growth potential, and where financial support makes a big difference. The projects were financed from the income of the FOSE capital and from donations made directly to specific projects.

## European Investment Fund and Leadership Training Fund

The European Scout Foundation (ESF) continued to manage the European Investment Fund (EIF) on behalf of the European Scout Committee. In June 2018, the Fund stood at CHF 2.6 million. In the long term, the EIF is to grow to a second pillar of the Region's finances. The ESF also continued to manage the Leadership Training Fund (LTF).

### Working with the Africa Scout Foundation

We helped the Africa Scout Foundation (ASF) to organise a reception during the Partnerships Event in April 2018, kindly hosted by KFUM-Spejderne in Denmark. At this successful event, the number of European members in the ASF passed the 100-mark.

### Communications and transparency

We continued to inform the donors about the impact of their donations and focused on the transparency of financial information. All the projects looking for support and the reports of completed projects were published on the website [www.europeanscoutfoundation.com](http://www.europeanscoutfoundation.com), while the Facebook page [www.facebook.com/EuropeanScoutFoundation](https://www.facebook.com/EuropeanScoutFoundation) was used to spread news and invitations. The strongest communication method remained personal contact; each of us can help by spreading information about FOSE in our own countries and networks.

Henrik Söderman  
Chairman  
European Scout Foundation

The European Scout Foundation welcomes Friends of Scouting in Europe (FOSE) during a reception held at the Polish House during Roverway 2018 in the Netherlands in the summer of 2017.



# The European Region on Internet and Social Media

In an effort to better and more rapidly reach out to all those within National Scout Organisations and National Scout Associations likely to need regular information about what is going on in the European Scout Region, a number of websites are maintained and complemented with presence in different social media channels.

<b>Main websites</b>	
<a href="http://scout.org/europe">scout.org/europe</a>	The European Region section within the official website of the World Organization of the Scout Movement (WOSM).
<a href="http://europak-online.net">europak-online.net</a>	The joint communications platform of the European Region of WOSM and the Europe Region of WAGGGS, carrying all relevant information about events and activities organised by and in the two regions.
<b>Special websites</b>	
<a href="http://rovernet.eu">rovernet.eu</a>	A platform for the older sections and young Leaders. The content of rovernet.eu is meant to be used by National Training Commissioners. Eventually, some information, tools, and resources, may be relevant to ventures, rovers and their Leaders.
<a href="http://www.timetobewelcome.eu/">www.timetobewelcome.eu/</a>	The website of "Time to be Welcome", a n EU-funded collaborative project involving the European Scout Region, several National Scout Organisations as well as external partners aimed at encouraging young volunteers and youth organisations in Europe to support the welcoming of migrants, asylum seekers and refugees. The project started in December 2016 and will last 24 months until November 2018.
<b>Main Social Media Channels</b>	
<a href="https://www.facebook.com/ScoutinginEurope">www.facebook.com/ScoutinginEurope</a>	The main Facebook page of the European Scout Region.
<a href="https://www.twitter.com/scoutingeurope">www.twitter.com/scoutingeurope</a>	The European Scout Region's Twitter channel.
<b>Special Social Media Channels</b>	
<a href="https://www.facebook.com/scoutandguideacademy">www.facebook.com/scoutandguideacademy</a>	Facebook page of the annual Academy, the main training and networking event of the European Scout Region and the Europe Region WAGGGS.
<a href="https://www.facebook.com/rovernet.eu">www.facebook.com/rovernet.eu</a>	Facebook page of the RoverNet.
<a href="https://www.facebook.com/timetobewelcome/">www.facebook.com/timetobewelcome/</a>	Facebook page of the "Time to be Welcome" collaborative project.
<a href="https://www.facebook.com/TrainingCNM">www.facebook.com/TrainingCNM</a>	Facebook page of the European Region's MOVIS Network for National Commissioners (and teams) in charge of training and adult resources. (MOVIS = Management of Volunteers in Scouting)
<a href="https://www.facebook.com/groups/growth.scouting">www.facebook.com/groups/growth.scouting</a>	Facebook group page of the European Region's Growth Platform.



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Creating a Better World

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