

WORLD ORGANIZATION OF THE SCOUT MOVEMENT

Europe Scout Region 2021-2022 Annual Report



SCOUTS
Creating a Better World



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Management
April 2023

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WORLD ORGANIZATION OF THE SCOUT MOVEMENT

Europe Scout Region
2021-2022 Annual Report





CONTENT

7	Foreword
8	Strategy for Scouting
10	The Scout movement
12	The Region in Numbers
14	Regional Scout Plan 2019 - 2022
20	Diversity & Inclusion Key Initiatives
22	Sustainability Key Initiatives
23	Impact of Scouting Key initiatives
24	European Scout Conference
26	Highlights of the Year 2021 - 2022
28	Advocacy & Partnerships Key Initiatives
30	Impact Stories 2021-2022
32	Governance & Operations



2021-2022 FOREWORD

The year 2021 - 2022 marks the last year of the 2019 - 2022 Regional Plan "Growing Together in Europe". This title was inspired by our Visions 2023 and our principle of Unity. We can only relate to these commitments when we look back.

Over this year, the regional volunteers mobilised to deliver their key activities and wrap - up their work. Throughout the Triennium over 77 volunteers made the work of the European Scout Region possible together with a dedicated team of staff. Key achievements can be found in this report and we take this opportunity to thank every volunteer for their motivation and their contributions.

As we were looking forward to restarting our events and activities in person throughout the Region, the shocking war in Ukraine has thrown us all into a new crisis. Once again, Scouting has shown its resilience. The World Organization of the Scout Movement and especially the European Scout Region immediately reacted.

They came together to provide support to Ukrainian Scouts, the Ukrainian people and all the countries affected by the war. This has led to a strong partnership with UNICEF in the implementation of our UAct Project. Key actions are also summarised in this report and we take this opportunity to commend the inspiring work of (Związek Harcerstwa Polskiego, Lietuvos skautija, Magyar Cserkészszövetség, Junák - český skaut, Organizația Națională Cercetașii României, Slovenský skauting, Asociația Națională a Scoutilor din Moldova, Latvijas Skautu un Gaidu centrālā organizācija and Національна Організація Скаутів України).

The year 2021 - 2022 was also the year of our Regional Conference. Our Member Organizations approved our newly developed Regional Plan setting the tone for the next three years for a Strong, Innovative and Green Region. We look forward to the work ahead of us and to the opportunity to expand our work with our partners.



Matthias Gerth
Chairperson
European Scout Committee



Abir Koubaa
Regional Director
World Scout Bureau - Europe Support Center

SIX STRATEGIC PRIORITIES

Youth Engagement Scouting should give young people the opportunity to develop the skills and knowledge empowering them to take an active part in the Movement and in their communities. Involvement, recognition, and intergenerational exchange are key in providing a framework for your youth members.

EDUCATIONAL METHODS

The Youth Programme should provide a non - formal learning environment strengthening the capacity of young people to face the challenges of tomorrow. Scouting should attract, train, and retain quality adult volunteers to deliver the Youth Programme.

DIVERSITY AND INCLUSION

Scouting should reflect the societies in which it exists and actively work to welcome all individuals without distinction. This diversity should not only be reflected in the membership, but also the methods and programmes used within the Movement.

SOCIAL IMPACT

Every Scout should be involved in community service and share their experiences to inspire others. Through activities and projects, Scouts contribute to their communities and become leaders of positive change.

COMMUNICATIONS AND EXTERNAL RELATIONS

Scouting's profile should accurately portray what we do and why we do it, reflecting our shared values. By using the most impactful methods of communication, and engaging strategically relevant partnerships, Scouting should be recognised as the world's leading youth movement.

GOVERNANCE

The governance of WOSM should be transparent, accountable, efficient, and clearly linked to its overall strategy, focused on achieving the mission and vision of the Movement. The roles and responsibilities of the different levels in the organization should be clearly defined and understood, ensuring a customer - focused approach. In doing so we ensure high synergy across all levels of WOSM with a high "return on investment".





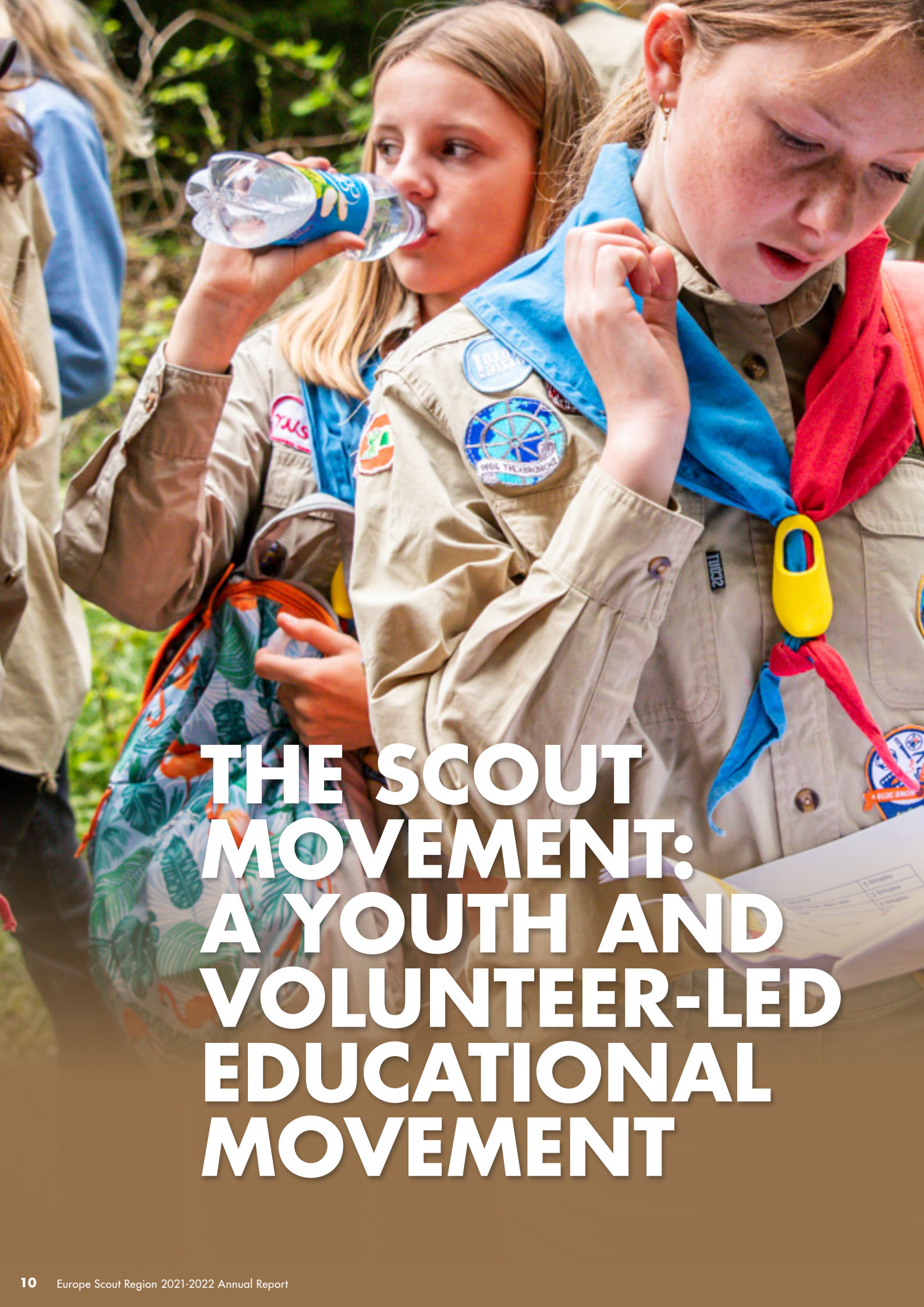
OUR MISSION

The Mission of Scouting is to contribute to the education of young people, through a value system based on the Scout Promise and Law, to help build a better world where people are self - fulfilled as individuals and play a constructive role in society.

OUR VISION

By 2023 Scouting will be the world's leading educational youth movement, enabling 100 million young people to be active citizens creating positive change in their communities and in the world based on shared values.

STRATEGY FOR SCOUTING



THE SCOUT MOVEMENT: A YOUTH AND VOLUNTEER-LED EDUCATIONAL MOVEMENT



Scouting is the world's largest educational youth movement engaging over 57 million young people, adult leaders and volunteers in 224 countries and territories worldwide. As a growing Movement, Scouting is deeply embedded in local communities, responding to the diverse needs and aspirations of young people through transformative education, training and learning opportunities.

Through the core Scout Youth Programme, and guided by the Scout Promise and Law, Scouting offers young people a unique non-formal educational experience that directly contributes to their growth and development.

Scouting is all about learning by doing. Scouts develop the emotional, intellectual, physical, social, and spiritual skills needed to become leaders and active members of society through the vast range of activities embedded in its programmes. Scouting also teaches young people how to be agents of positive change in tackling some of the most pressing social, environmental, and economic challenges facing our planet.

Today, the Scout Movement worldwide is embracing change and growing faster than ever thanks to the leadership of 173 National Scout Organizations (NSOs)*, and the commitment of young people and millions of volunteers in communities around the world. Scouting has now grown into a global movement with an unprecedented reach in building a better world.



THE REGION IN NUMBERS

World Membership Data

5 MILLION
Active Volunteer

173
Countries and
Territories

2,704,517,004
community service hours
since 2018

Regional Membership Data



Number of Scouts
1,883,198



Number of NSAs
68



Number of Countries
40



Growth Rate
-9.2%

GENDER STATS

66%

Male

32%

Female

2%

Others



REGIONAL SCOUT PLAN

DIVERSITY & INCLUSION

The Regional Scout Plan is guided by our Mission of Scouting and reflects the European Scout Region's active contribution in achieving Vision 2023 of enabling 100 million young people to be active citizens creating positive change by 2023. It also sets a strategic direction for the Region as a whole.

The plan was unanimously adopted by the 23rd European Scout Conference in August 2019, in Split, Croatia.

The third chapter of the plan focuses on three main strategic priorities, which set the direction of the region till 2022.

We must ensure that Scouting in Europe is truly open and accessible to all, better reflecting the increasingly diverse populations of the European Scout Region. The Region should offer appropriate opportunities for its members from all backgrounds to be heard and to participate in the activities and governance processes as well as offering support to Member Organizations to develop similar opportunities at a national level.



IMPACT OF SCOUTING

The aim of Scouting is to develop active citizens creating positive change in global, national and local communities. Through education and engagement, a growing Scouting movement plays a major role in society. Being able to measure the impact of our presence in a given community and on our own members is important to maintain relevance and to position ourselves externally.

SUSTAINABLE DEVELOPMENT

For years Scouting has equipped young people with competencies, contributing to sustainable development through its action-oriented approach to education. With the adoption of the Sustainable Development Goals, a global action plan was created, and Scouting is committed to work with and contribute to achieving the Sustainable Development Goals (SDGs) in 2030. Scouts across the Region should be encouraged to take responsibility for the SDGs by initiating projects that make an impact

REGIONAL SERVICES DELIVERY DATA 2021-2022

Number of
WOSM Services

13

Total New
Services In Europe

48

Number of
NSOs/ NSAs
Benefiting from
services

52.22

Deployed
Consultants

32

Consultant
Training

42

Most Requested Service
**Good Governance
and Better World
Framework**

REGIONAL OF DATA

NUMBER OF VOLUNTEERS

77

GEOGRAPHICAL
DISTRIBUTION

27 NSOs

OPERATIONAL
AREAS

14 Teams

GENDER STATS

44 F / 37 M

LONG TERM VS SHORT TERM
MANDATES

2 Project Based
Teams





WHAT ARE REGIONAL SERVICES?

As part of the World Organization of the Scout Movement's commitment to providing quality support to its Member Organizations, the WOSM Services is a major step forward. As a one-stop shop, Scouting organizations can access expertise on demand, and receive tailored in-person support from our network of consultants. With downloadable guides, e-learning modules and much more, WOSM support focuses on 12 core areas of the Scouting Movement. Support is provided in person upon request and is tailored to the individual's needs.

Our European Scout Region has 36 trained volunteer consultants who together with our staff provide this ad-hoc support to our Member Organizations.

More than 60 of our National Scout Associations have requested one of the 200+ services since the launch of the platform, 56 of them in the last year alone.

We have deployed almost all of our trained consultants for service delivery, with only three of them never having been deployed before.

NUMBER OF WOSM SERVICES

42

TOTAL
CONSULTANTS
TRAINED

51

Total new services
requested in
Europe - since
January 2021

75%

Number of
NSOs/NSAs
Benefited
from a service

38

Deployed
Consultants

D&I

Diversity & Inclusion Key Initiatives

With two years under the pandemic and a lot of adaptation in delivery online, the Diversity & Inclusion team wanted to build on their online engagement and extend their reach, while also delivering a final face - to - face project that would pave the way for Human Rights Education in the Region moving forward.

THEIR CORE AIMS FOR 2021 - 2022 WERE:

- Provide one training on minorities and human rights to 10 NSOs and three crowdcasts targeting young people on intercultural and interreligious dialogue before the end of the triennium.
- To engage 10 individual users per month through the Diversity and Inclusion self - assessment by the end of the triennium.
- Increase engagement in the WOSM Diversity and Inclusion Service area by 25% with the addition of at least 10 new good practices. Share at least 3 tips on collecting data and measuring Diversity & Inclusion by December 2021.

As a result of our efforts, we have met our targets. We have supported the following actions and events:

- Four participants shared their perspectives on 'Why HRE is relevant to them and Scouting?'. In conjunction with these videos, two of the participants attended Youth Action Week and gave a presentation about the project.

- The Dialogue Café on Conflict in Ukraine was held for the first 2 months of the Conflict, enabling anyone in the region to use the safe space of dialogue.
- With designers from KAICIID, we created 4 animations designed to simplify complex topics within Dialogue and make evergreen content that anyone can access and use.
- In the 10 Principles of Dialogue campaign, the European D4P team collaborated with Scouts around the world to spread the 10 Principles. They engaged them in these daily actions and competencies. The campaign was also promoted as part of the international day of peace 2022 celebrations.
- Additionally, we designed a self - directed learning module for active National Scout Volunteers in the region to learn Dialogue Ambassadors content. Twenty volunteers from eight countries participated in the programme.





The Power of HRE!



The Power of HRE! Project was delivered in May 2022, with the support of the European Youth Foundation and in collaboration with the UN Human Rights Office. A total of 21 participants representing 16 countries, ranging in age from 18 to 30 years old, participated in the event. In addition to being a first for the Diversity & Inclusion team, this was also a first in terms of strengthening our messaging and work on Human Rights. Throughout the program, it was demonstrated how Human Rights Education is an integral part of Peace Education and Diversity & Inclusion as a whole.

Through this project, we have witnessed further enhancement of this topic in the region, including:

1. A participant helped transfer his learning to International Rover Week in 2022 and 2023.
2. Four Scouts participated in a Council of Europe International Study Session on 'Advancing Safe Space in Non - Formal Education'.
3. During the European Scout Conference, we worked on UAct and a resolution regarding Peace Education.

Additionally, the self - assessment tool was used with six National Scout Organizations during a 1:1 consultation prior to a Diversity & Inclusion Training of Trainers for their subregion. The results of the assessment were used before and during the training, and participants were encouraged to retake it six months after completion of the initial assessment. 30 individuals completed the self assessment between June 2021 and May 2022.

The number of people requesting services increased by 72% during the Triennium. The WOSM Services platform has been updated with 13 new resources, a combination of those the team created and those gathered from National Scout Organizations, including the guidelines on Smart Inclusion: Data - Informed Decision Making.

SUSTAINABILITY

As prioritised by the European Scout Committee, the Sustainability Team aims to implement the recommendations of the Sustainability Think Tank.

In the past year, we have undertaken several actions, such as updating the Sustainable Events Checklist. As a result, some additional parameters were added and some existing ones were deepened, allowing more advanced organisations to continue to use the checklist. Our team developed a background paper on sustainability in collaboration with the External representatives to help them articulate their discussions in external forums.

It was also the Sustainability Team's responsibility to contribute to the development of a paper on compensation and consumption (Towards Responsible Consumption and Compensation in the European Scout Region), approved by the European Scout Committee in May 2022, which resulted in carbon offsetting being implemented for all operations within the European Scout Region.

The following actions were also undertaken during the year:

- As part of the induction of the new Operational Framework, an e - Learning module was developed for all European volunteers and staff on sustainability.
- In order to improve the sustainability performance of our Member Organizations, we developed a self-assessment tool which will allow organisations to identify their improvement areas.
- Team members attended the first Sustainability Forum in Denmark at Houens Odde (a Scout Center of Excellence for Nature, Environment, and Sustainability - SCENES).

Despite the challenges we faced in the past year, we are proud of the work accomplished in the past year, particularly those things that will impact local activity in the future, with volunteers being aware of the topic, our carbon offset, and looking forward to the future.



MEASURING THE IMPACT OF SCOUTING



By understanding the impact our educational offerings have on young people, we can improve our offering and better meet the needs of our members.

MIYO Project (Measuring Impact: with, for, and by Youth Organizations) was launched last year as a culmination of years of work by the Social Impact Regional Team to ensure that our Member Organizations could measure the impact of their programmes on young people. This project aims to strengthen the connections between policy, research, and practice in this area. Using a robust and recognised research methodology, it will enhance the level of evidence about the impact of youth organisations.

With a strong dissemination component, the project will have an impact on the youth sector beyond the academic partnerships established by the Maynooth Department of Applied Social Studies with youth organisations (YMCA Europe) and our members. The project has the ambition to be a milestone in the implementation of the EU Youth Strategy. By enhancing the level of evidence regarding youth empowerment activities provided by youth organisations, we can increase the level of societal impact and learning outcomes.



EUROPEAN SCOUT CONFERENCE

The 24th European Scout Conference brought together more than 400 participants representing 37 Member Organizations of the World Organization of the Scout Movement in the European Scout Region. These participants represented regional volunteers and staff, as well as host team volunteers, special guests and representatives of partner organisations. This was the first major indoor face - to - face event in the European Region after over two years of unprecedented pandemic impacts on the region's life and activities for most of the outgoing triennium.



During the five - day event which took place in Rotterdam, the Netherlands, from 22 to 26 July 2022, delegates and observers had the opportunity to take part in plenary sessions, breakouts and workshops to strengthen their capacity and foster networking and exchanges. During a Market Session jointly organised with WAGGGS, delegations attending the 24th European Scout Conference and the 17th European Guide Conference were invited to present highlights and best practices of their programme activities. The offer at the Market was completed with presentations from WOSM (Safe from Harm, WOSM Services, WOSM Better World) and WAGGGS as well as from host associations of future European and World Events.



HIGHLIGHTS OF THE YEAR 2021 - 2022

EUROPE AT THE COP26

During COP26 in Glasgow, Scouts from around the world advocated urgent climate action and took a stand against the global climate crisis. Caillum, the External Representative of the European Region, was one of them.

As part of his week at COP26, he met with activists, advocates, and other stakeholders. Among them, he had the chance to speak with WWF UK CEO, Tanya Steele and Mary Robinson, former United Nations High Commissioner on Human Rights and first female president of Ireland, with whom he briefly discussed the need for young people to participate in decision-making processes.



THE POWER OF HUMAN RIGHTS EDUCATION

The Power of Human Rights Education project, which took place in May 2022, aimed to increase activism and awareness of human rights through non-formal education. It brought together 21 participants from 16 European countries.

The group met with representatives of the United Nations Office of Human Rights and the NGO Working Group on Human Rights Education & Learning to collaborate on achieving the Sustainable Development Goals and creating a safe environment.

In collaboration with the European Youth Foundation, the project was carried out as part of the Youth Campaign Democracy Here Now of the Youth Department - Council of Europe.

SCOUTS IN HUMANITARIAN ACTION

Youth in Scouting have been volunteering since the war started in order to provide basic necessities to Ukrainian families fleeing the war. These necessities include food, water, shelter, clothes, and protection. In April 2022, UNICEF and the Scout Movement announced a regional partnership to provide critical care and support to Ukrainian children and families. Through this partnership, both organisations can scale - up their responses to ensure that support reaches those who need it.

Together with UNICEF, over 10,500 Scouts supported Ukrainian children and families in Poland, Hungary, Romania, Moldova, Slovakia, Czechia, Latvia and Lithuania during the first six months of the project, while also addressing the needs of internally displaced families and children in Ukraine.



It was reported in a midyear report that Scouts and UNICEF reached over 800,000 Ukrainians in the first six months of the year, of which 270,000 were children.

Scout volunteers are doing their best to provide a sense of normalcy to Ukrainian children and youth by integrating them into local Scout groups in host countries, Scout summer camps, and Scouting activities.



YOUTH ADVOCATE TRAINING

As Scouts, we strive to make a positive difference in the lives of young people through advocacy and influence. Advocacy is about speaking out for what we believe and working to make a positive impact on the world.

During the Youth Advocate Training in Brussels on 7-11 September, 34 young participants from 20 European countries learned how to improve their impact on society, interact better with policy - makers, and be change agents. In addition to many activities, participatory sessions, and group work, they also had the opportunity to visit the European Parliament and the European Committee of the Regions.

A young woman with glasses and a Scout neckerchief is writing in a notebook. The neckerchief has a red, green, and yellow striped pattern. A small wooden tag with the name 'MILDA' is attached to the neckerchief. She is wearing a grey t-shirt and has a tattoo on her left arm. The background is a soft, out-of-focus indoor setting.

ADVOCACY AND PARTNERSHIPS

Due to the return to normal working practices in the “post - COVID” environment, this was an eventful year in this space. The advocacy and partnerships staff worked closely with the External Representatives team of the Operational Framework on many activities. As part of our work throughout the year, we have developed six Position Papers on the topics of Non-Formal Education, Sustainability, Diversity & Inclusion, Youth Funding, COVID Recovery & Response, and Peace Education, which we expect to finalise and release early in 2023. In April 2022, we secured a significant partnership with UNICEF for nine countries in our response to the war in Ukraine to support those affected in Ukraine and neighbouring countries.

We also ensured the representation of Scouting’s voice in different organisations:

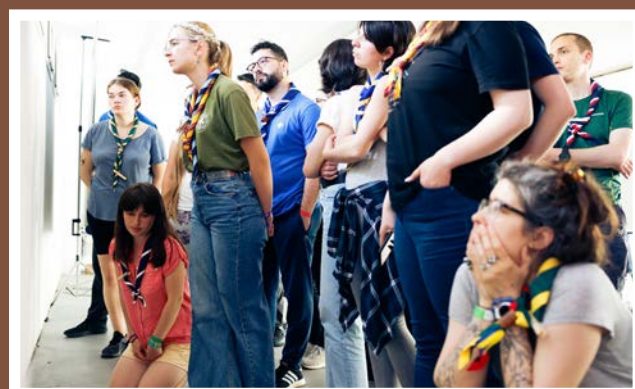
- 2 Scouts elected to the Board of the European Youth Forum.
- Noah Kramer, our External Representative, was appointed to the Council of Europe’s Youth Advisory Council.
- Marta Concepción Mederos was appointed as a member of the LifeLong Learning Platform’s Steering Committee.
- As part of the DG INTPA DEAR programme, we have been reappointed to the Multistakeholder Steering Group.



A Youth Advocate Training was held in Brussels in September 2022. At this event, young people from across Europe gathered to learn about European and local advocacy strategies. By boosting their skills and developing local advocacy plans, they were prepared to become active in their local communities upon returning home.

Additionally, we participated in the launch of the GENEVA Declaration on Global Education to 2050. Furthermore, we participated in various events organised by the European Economic and Social Committee, including speaking at the EU Migration Forum.

Through our External Representatives team, WOSM has participated in over 18 events that were organised by partners and decision-makers across Europe between January and October 2022.





Scouting Nederland Wins People's Choice Award with #ScoutOn Hybrid Event

#ScoutOn won the People's Choice award at the Best Event Awards (BEA) World Festival, an international festival of events and live communication.

Every two years, Scouting Nederland organises Scout-In, an activity aimed at thanking and inspiring thousands of volunteers. In summer 2020, they faced the challenge of organising live events and decided to host a hybrid party broadcast live from the Scouting Estate Zeewolde. Scouting Nederland has gained well-deserved recognition for its efforts through #ScoutOn, which allowed many participants to take part in a live event.

Karin Ahlbäck is awarded the Bronze Wolf Award

Karin Ahlbäck has received the Bronze Wolf Award during a special ceremony. She is the youngest person to receive the highest recognition for service and commitment to Scouting.

Karin is an outstanding role model for young people, especially women. She has made a real impact not only on the Youth Programme, but also in the areas of governance, communication and organisational development.



IMPACT STORIES 2021 - 2022

CO2MPENSATING BY PLANTING: an innovative response to the consequences of climate change in Croatia

At the end of 2021, Scouts Croatia, together with Croatian Forests Ltd and HEARTH agency launched CO2mpensating by Planting, the first Croatian programme that enables companies, cities, municipalities and other stakeholders to compensate for CO2 emissions produced and neutralise their own carbon footprint by planting trees.

As part of the Project, they are also holding educational workshops on the topic of climate change, the importance of forests and environmental protection. At the end of October 2022, the total of planted seedlings was 55,000. More than 3,000 volunteers already joined reforestation actions and 20 partners have joined the project.



From humanitarian worker to Coordinator for UNICEF

Zofia is a 20 - year - old Scout from Olesno, Poland. Within three weeks of the war in Ukraine starting, she began volunteering in Przemyśl. "My Scout mentality pushes me to look for opportunities to help and be useful, occasions to grow and learn more". She was first posted at the driver registration point and later became a shift manager for other Scouts. Because of her coordination and people skills, the staff of UNICEF noticed her and offered her the opportunity to join the organisation's mission of caring for children and their families. Now she is a UNICEF coordinator within the Blue Dot. She provides information about safety, transport and accommodation for refugees.



GOVERNANCE & OPERATIONS

The European Scout Committee, elected by the European Scout Conference, is responsible for strategic management of the European Scout Region. The Regional Scout Conference is the equivalent of a General Assembly and is attended by delegations from all 40 Member Organizations across the Region.

The European Scout Committee is made up of six volunteer members, elected for a 3 - year term, and two ex - officio members, the Regional Treasurer and the Regional Director. The mandate of the Committee members ranges from oversight of the implementation of the Regional Plan to policy coordination, strategic partnerships and members engagement.

MEMBERS OF THE EUROPEAN SCOUT COMMITTEE:

- **Lars Kramm** (Germany), Chair person
- **Martin Seemann** (Sweden), Vice Chairperson
- **Elena Sinkevičiūtė** (Lithuania), Member
- **Joaquim Castro de Freitas** (Portugal), Member
- **Julijana Daskalov** (North Macedonia), Member
- **Matthias Gerth** (Switzerland), Member

To support the overall coordination of the implementation of the Regional Plan, an Operational Framework is composed of over 50 volunteers from across the Region.

THIS TEAM IS COORDINATED BY A TEAM OF COORDINATORS RESPONSIBLE FOR:

- Harmonising and creating synergies between various actions and initiatives.
- Mainstreaming the principles defined in the Plan.
- Monitoring and evaluating the delivery process of the Plan.
- Acting as an interface between the strategic oversight of the Committee and the actions of the volunteers within the Operational Framework.

The Coordinating Team is composed of three Coordinators, a representative of the European Scout Committee and one of the World Scout Bureau-European Support Centre.

MEMBERS OF THE COORDINATING TEAM:

- **Lana Husagic** (Bosnia & Herzegovina), Strategic Priorities Area of Operations
- **Laura Neijenhuis** (Netherlands), External Relations & Funding Area of Operations
- **Beatrice Leipute** (Lithuania), Operations Area of Operations



WORLD SCOUT BUREAU EUROPE SUPPORT CENTRE

A team of professionals at the World Scout Bureau - Europe Support Centre provide support to the Region's Member Organizations and coordinate core operations. There are two European Regional Support Centres: one in Geneva, Switzerland, and one in Brussels, Belgium. A total of 12 staff and 1 consultant support the operations of the Region spread across 4 areas of work:

- Educational Methods
- Organisational Development and Institutional Support
- Communications, Partnerships and Fundraising
- Administration and Finance

Focus of a staff role: Diversity and Inclusion

Besides providing opportunities to all members to take part in activities and governance processes, we also support Member Organizations to establish similar opportunities at their national level. We strive to continuously support regional and national diversity and inclusion needs through 1:1 consultations, self - assessments or funded projects. By doing so, we strive to make Scouting in Europe truly open and accessible to all, better reflecting the increasingly diverse demographics of the European Scout Region. In order to achieve these objectives, external funding from the European Youth Foundation (Council of Europe) and KAICIID is essential.

Focus of a staff role: Consultant, Growth

Through a coordinated support by the Region, we are providing Growth services to 7 NSOs by strengthening their capacities and enabling sustainable growth. In addition, we facilitate a forum for mutual exchange of experiences in recruiting, retaining, and diversifying members. A GSAT WOSM Assessment is being conducted to evaluate the current capacities of the NSOs, develop long - term plans for sustainable growth, and support growth initiatives on a national level, based on identified needs.

In 2020, we started the development and support of Scouting in Albania. The project objective is to build local scout groups and reach a critical amount of Scout members across Albania partaking in the newly created Scout Association. By 2024, we expect Albania to have a WOSM - recognised National Scout Association. In 2020, 8 local Scout groups were revitalised or created with 30 Scout leaders trained in basic Scouting and strategic planning. An additional 10 potential local Scout groups have been identified. Scout groups have implemented three successful funding applications at the local level, as well as a Messengers of Peace project. Together with Montenegro and North Macedonia, Albania is a partner in the upcoming EU Erasmus+ Strengthening Youth Spaces and Participation for Underrepresented Communities project. Several new partnerships have been formed with national and international organisations.

Meet the staff team:

- **Abir Koubaa** (Switzerland - Tunisia): Regional Director
- **Rupert Schildböck** (Austria): Manager, Institutional and Constitutional Support
- **Rose - Marie Henny** (Switzerland): Consultant Growth
- **Anne - Christine Vogelsang** (Switzerland): Manager, Finance & Administration
- **Ibrahim Dervishaj** (Switzerland - Kosovo): Finance, Administration & Office Support Executive
- **Radu Stinghe** (Switzerland - Romania): Deputy Regional Director, Director Educational Methods
- **Raül Molina** (Spain): Director, Scouting Development
- **Sian Bagshaw** (United Kingdom) : Manager, Diversity & Inclusion
- **Catriona Graham** (Ireland): Director, Advocacy and Partnerships (since February 2022)
- **Tilemachos Boni** (Greece): Manager, Grant Making Processes
- **Michele Turzi** (Italy): Officer, Advocacy & Communications (as of November 2021)
- **Giselle Talampas** (Philippines): Office Support Executive (as of January 2022)

Additionally, a Project Team was set - up to support the Region coordinate the UAct Project delivered in partnership with UNICEF since April 2022:

- **Raluca Popa** (Romania): Programme Officer
- **Concepcion Mejias** (Spain): Project Officer
- **Farah Sayeh** (Jordan): Communications Officer
- **William Nsonde** (Congo): Financial Officer
- **Giselle Talampas** (Philippines): Project Administration Officer



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Thank you for your great generosity. We, the European Scout Region, greatly appreciate your invaluable support. It undoubtedly helps to further our mission of creating a better world for millions of young people in Europe and beyond.



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