



WORLD ORGANIZATION OF THE SCOUT MOVEMENT

European Scout Region

Regional Scout Plan 2022-2025

FINAL REPORT





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Management
May 2025

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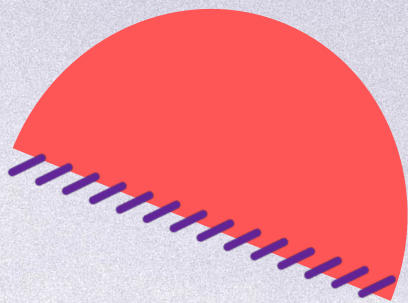
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Foreword



Matthias Gerth
Chairperson
European Scout Committee



Abir Koubaa
Regional Director
World Scout Bureau - Europe Support Centre



Dear friends,

As we conclude this Triennium, we reflect on a journey characterised by resilience, collaboration, and progress. Three years ago, we began this Triennium in the aftermath of the COVID-19 pandemic and just months following the onset of a devastating war in Europe.

In response, we developed an ambitious plan to strengthen our Member Organizations and enable them to be more resilient and impactful.

This report presents the final review of the implementation of our Regional Scout Plan 2022-2025. It highlights the significant achievements made towards our strategic goals, as set during the 24th European Scout Conference.

Over the past three years, we have witnessed a remarkable recovery among our members. Membership levels surpass pre-pandemic figures, reaching over 2 million Scouts. Our Operational Framework has remained vibrant and dynamic, with over 114 volunteers.

Throughout this period, we have implemented innovative initiatives addressing climate change through educational and operational measures, assessed the impact of Scouting, and advanced volunteer engagement. Furthermore, we have laid the foundations for continuous improvement and sustainability across the Region.

Ensuring safety within Scouting has remained our highest priority. We have supported our members in compliance assessments and worked alongside them to enhance child and youth safeguarding practices, ensuring alignment with the Safe from Harm standards for WOSM membership.

Above all, with our support to Member Organizations and our events, we have created learning environments for participants and supported volunteers and staff. And we had a lot of fun together! One of the highlights was the biggest Roverway ever in 2024, with more than 5,000 Scouts and Guides attending from all across Europe and beyond.

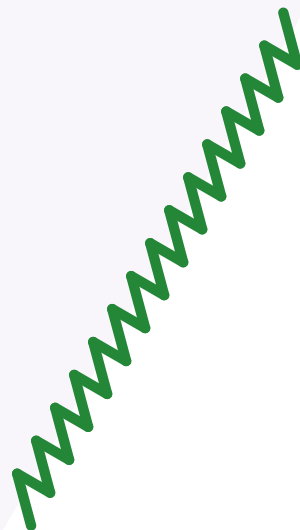
The accomplishments outlined in this report are possible thanks to the support of our external partners and institutions, who have played a vital role in strengthening our Region. We have also invested in fostering new partnerships, particularly in environmental sustainability, to support the long-term development of Scouting in Europe. As we prepare to conclude this Triennium, we extend our heartfelt gratitude to all those who have contributed to these achievements.

We look forward to sharing the outcomes of our work and shaping the future of Scouting at the 25th European Scout Conference in July 2025 in Vienna, Austria.

Yours in Scouting,



Our Monitoring and Evaluation Approach



The Regional Scout Plan 2022-2025 contains 27 objectives across three strategic priority areas.

We have established several key performance indicators (KPIs) to monitor progress over the Triennium. These KPIs help keep the focus on progress in each area of the Regional Scout Plan.

“The key performance indicators (KPIs) refer to measurable values that show the organisation’s progress towards achieving our strategic objectives. We use these KPIs to track the Regional Scout Plan’s objectives and monitor whether they are on track, behind, ahead of schedule, or have been achieved.”



During this Triennium, we monitor our progress using two sets of indicators:

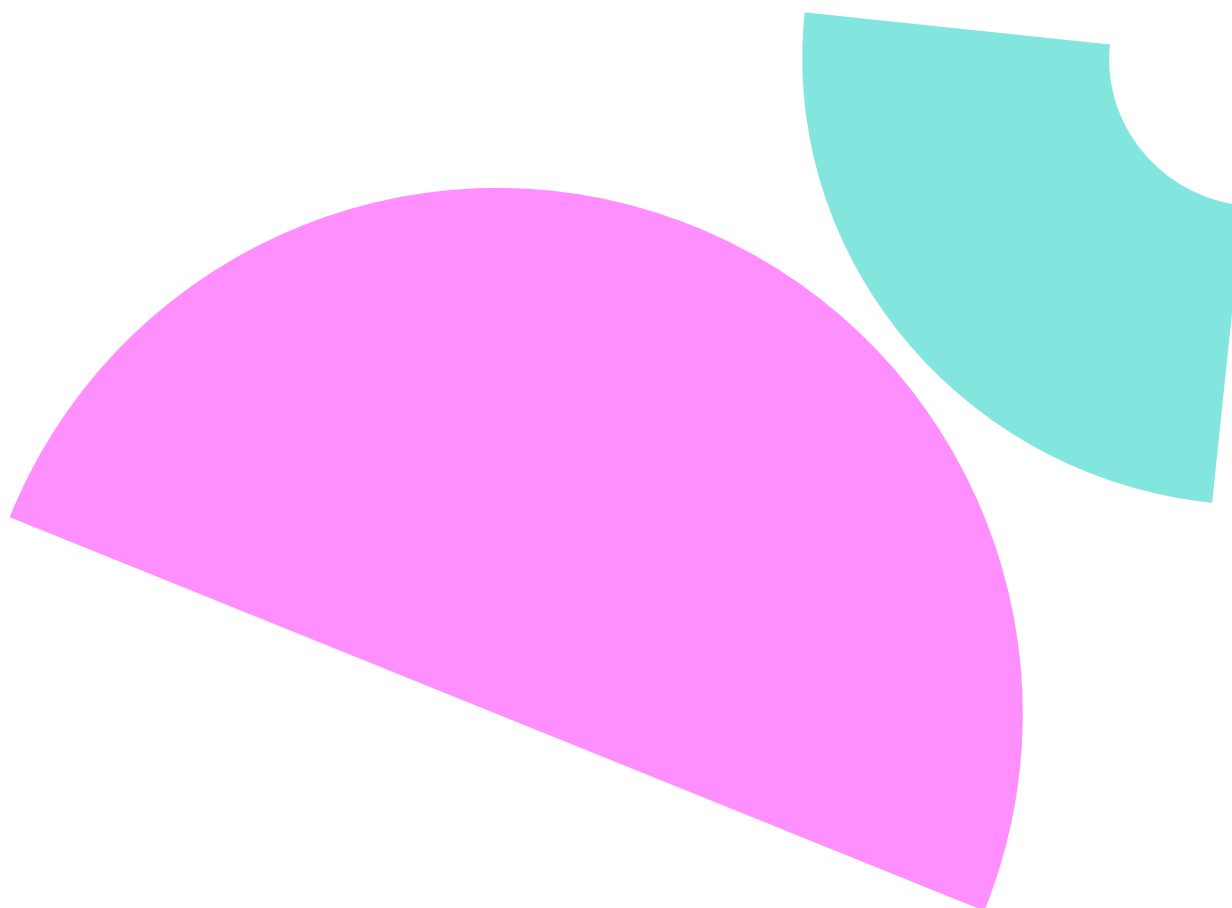
- **One Output KPI** for each objective from the Regional Scout Plan focused on outputs and aimed to measure the direct results of the teams' work.
- **One Outcome KPI** for each team is outcome-focused, aiming to measure the impact of the teams' work.

Teams that do not own objectives from the Regional Scout Plan developed up to three objectives and appropriate KPIs, enabling us to monitor and support the teams addressing the interventions inspired by the conference resolutions.

The primary sources of measurement are existing data sources such as WOSM Services, results from the Global Standard Assessment Tool (GSAT), and Census data. When necessary, other sources of data, such as surveys, are used. For this final report, we use data from the regional survey from 2024 and the end of January 2025.

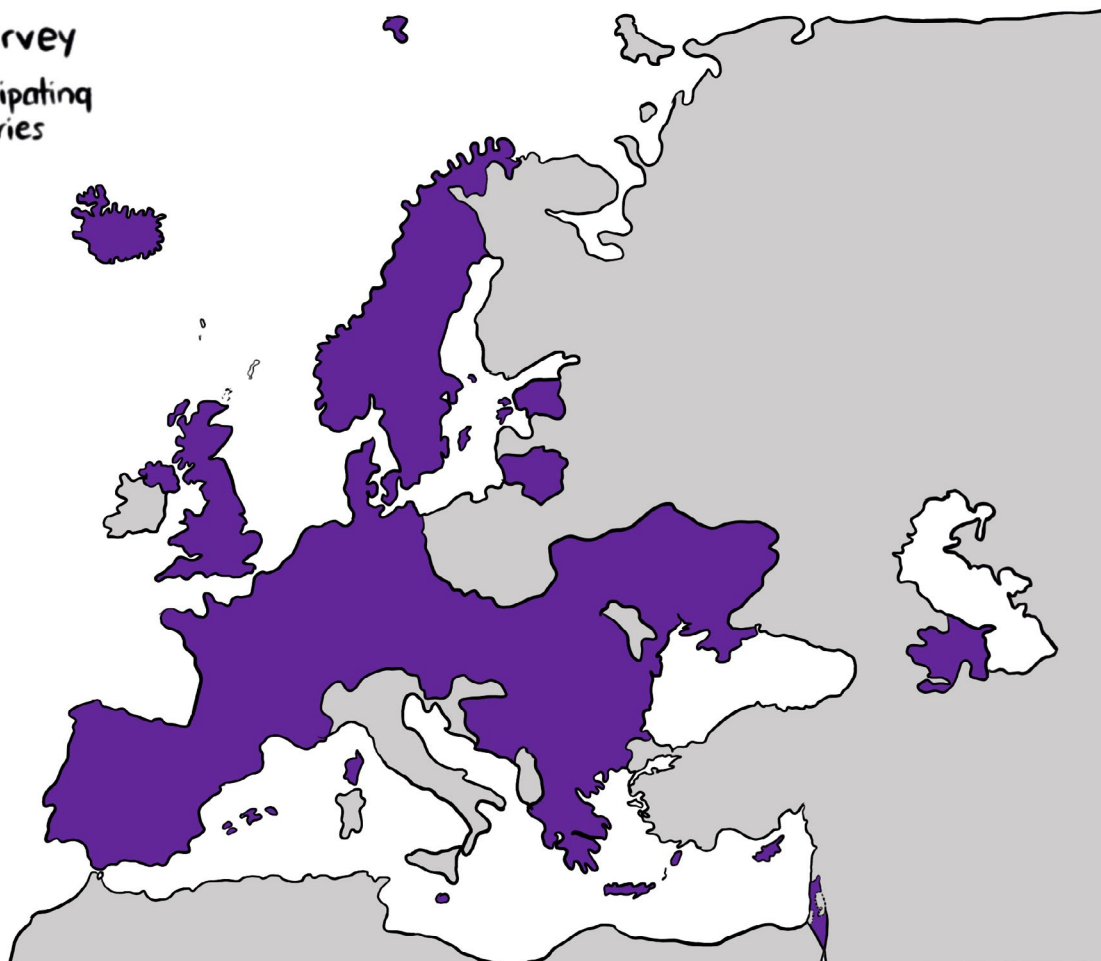


You can learn more about KPI construction and the Monitoring and Evaluation approach in the [Regional Scout Plan](#).



NSO Survey

■ Participating countries

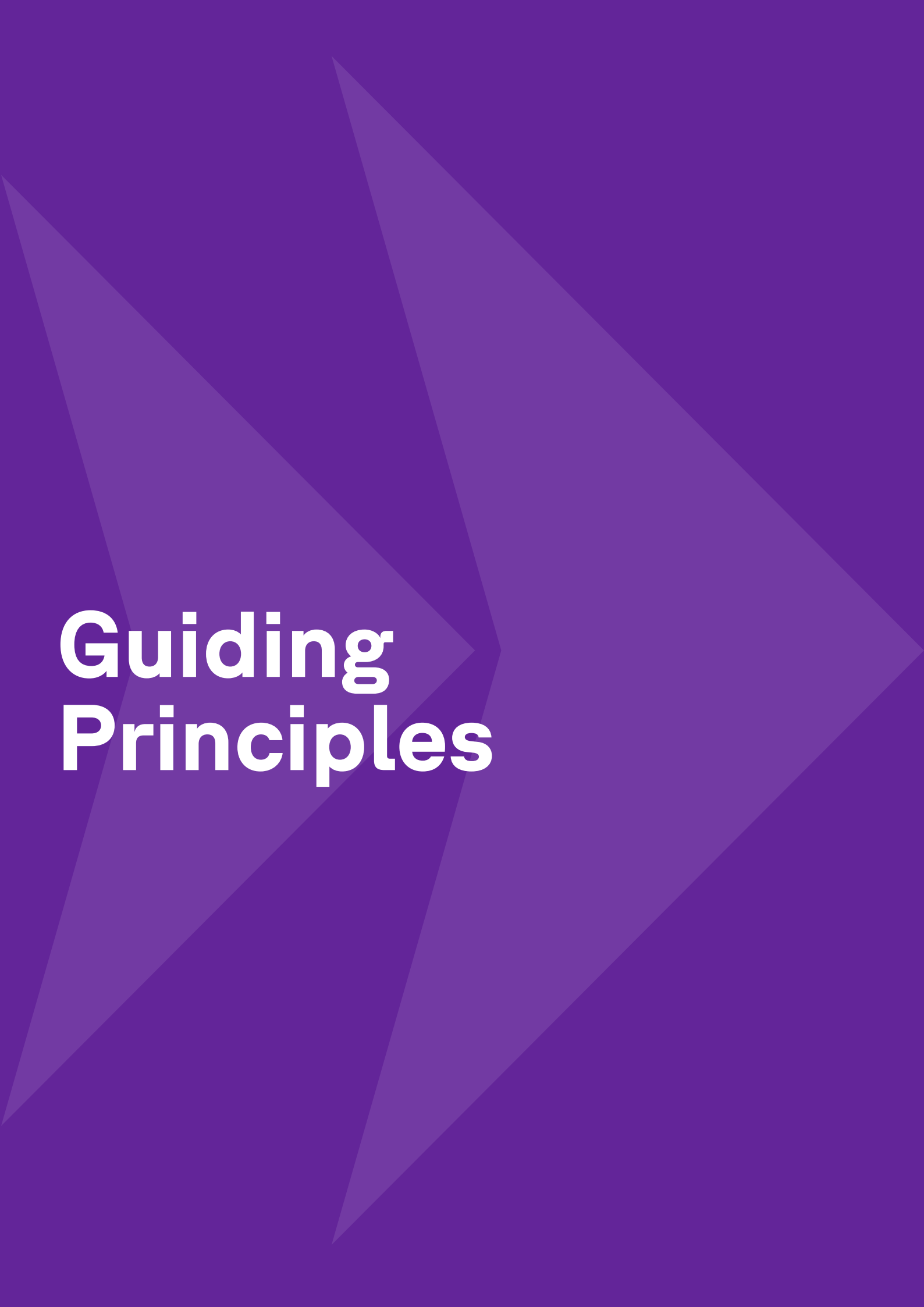


The progress information presented in this report may, therefore, come from several sources:

1. Regional survey data **[36 Member Organizations responded]** (see map above).
2. Reach-out sessions **[36 Member Organizations]**: Member Organizations were invited for interviews during specific sessions for a more qualitative approach to complement the survey data.
3. Operational Framework Team's self-assessment, available in their [dashboards](#), or the average progress of the underlying objectives.
4. Other specific traceable sources (e.g., *Censuses from 2020 to 2024*, *NSO Data Portal*, *GSAT*, *WOSM Services*, *specific surveys*) are also available.

We used the available data from these sources to assess progress on the KPIs. The reported percentages are based on this data. They are not an exhaustive representation of all Member Organizations, as not all responded to the survey or participated in the outreach (see map above). While this introduces some limitations to the certainty of the reported progress in some instances, we are generally confident in the trends and results presented in this document. The source of progress will be indicated for each Regional Scout Plan objective presented in this document with a superscript number ^(1,2,3,4).

* The boundaries, names and designations shown on this map do not imply official endorsement or acceptance by the World Organization of the Scout Movement and does not represent any political formalities of its Member Organizations. The map is intended to show the level of activity in various parts around the Region. As such, all information shown are for visualisation only and no other representations unrelated to the registered projects are being made.



Guiding Principles

The Regional Scout Plan's guiding principles define the organisation's behaviour and attitudes, shaping its culture and operating environment. These principles are essential for decision-making and daily operations, ensuring that the organisation's core values remain a priority despite changes. Considered the "DNA of the Region", they influence the content and prioritisation of the plan's objectives and guide the implementation of actions to achieve them.

Continuous Improvement: Focusing on continuously enhancing actions, events, and processes to ensure good governance and capacity building.

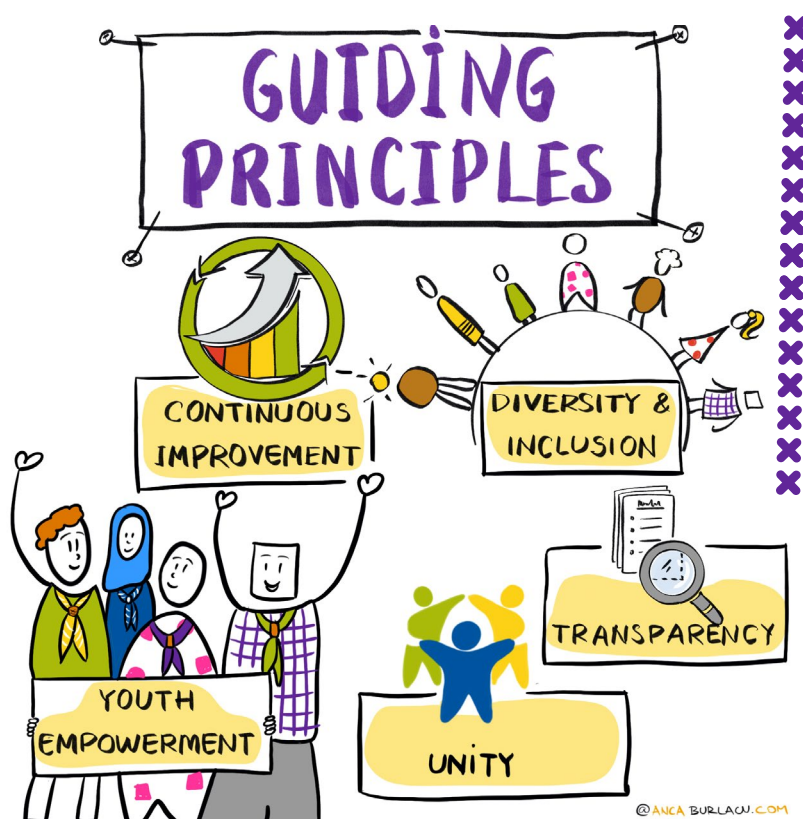
Diversity & Inclusion:

Reaching more diverse backgrounds, embedding diversity and inclusion as a collective responsibility.

Youth Empowerment:

Empowering and involving younger national leaders and young people in decision-making processes at all Scouting levels.

Transparency: Creating an environment where information flows freely, is easily accessible, and promotes participation and knowledge-sharing.



Unity: Continuing to work on the synergies between the working structures at the World and European levels to ensure the most effective methodologies are in place.



Areas of Operation

Education

Throughout the Triennium, the Education Area of Operation in European Scouting advanced several educational priorities, including innovation in youth programmes, adult engagement, mental health and well-being, environmental education, and peace education. Work began with extensive research and feedback collection from Member Organizations, emphasising collaboration and integrating educational themes into regional platforms.

In the Youth Programme, the team focused on innovation and relevance by identifying emerging trends and piloting initiatives like gamification and AI literacy. Platforms such as The Academy, the Digital Forest, and the Educational Methods Forum encouraged inclusive learning, with the 2023 Forum notably emphasising environmental sustainability and mental health.

For adult engagement, the New Ways of Volunteering Team reviewed current models across Europe and developed a tool to help Member Organizations assess and adapt their strategies. Pilot projects and Virtual Campfires—reaching over 260 participants from 40 countries—fostered dialogue on evolving volunteering patterns and flexible engagement.

In mental health, the Mental Health and Well-being Team launched the Safer Scouting Pack and Listening Ear Framework during Mental Health Awareness Week in 2024. These tools were integrated into key events like Roverway and The Academy, contributing to a more holistic focus on emotional safety and well-being across the Region.

The Earth Tribe Project Team expanded environmental education through an EU-funded initiative, engaging over 6,000 individuals and participating in major events like Agora, Kander100, and the Sustainability Forum. The youth-led, action-oriented approach emphasised local adaptation and cross-country exchange.

Meanwhile, peace education gained momentum with the creation of the Peace Education Team following the conclusion of the UAct Project. The team led the Voices of Change project in partnership with the Erasmus Student Network and secured a Council of Europe grant for a study session in 2025. Collaborations with organisations such as ActionAid, KAICIID and NewGen Peacebuilders aim to deepen understanding and practical implementation of peace education in the next Triennium.

Monika Woźnica (Poland)



Organisation

As the Triennium comes to a close, the Organisation Area of Operation has made good progress across our collective objectives. The Area incorporates the teams for Membership Development, Organisational Development, Sustainable Region and Impact of Scouting.

In April 2024, the Growth Event 3.0 brought together over 50 people interested in sharing knowledge on how to grow our movement together in Brno, Czechia. As a Region, we continue to work together and share best practices to drive growth, building on learnings from the COVID-19 pandemic. Direct support to Member Organisations through the Growth Potential Project continues to help embed the principles of growth and outputs of the Membership Development team's work from the Triennium.

Supported by the SYSPUC project, the Region has continued to focus on developing Scouting within underrepresented communities, aligning with the guiding principle of Diversity & Inclusion. This was the focal point of the SYSPUC closing event in February 2025, which drew together inputs from across the Operational Framework.

In October 2024, the Organisational Development team delivered the first-ever Organisational Resilience forum, bringing together over 20 participants from across the Region interested in improving their Member Organizations' ability to respond to the unexpected. Sharing best practices augmented with the launch of the Organisational Resilience framework, which will be made available through WOSM Services in the summer of 2025, providing a flexible framework for Member Organizations to consider their resilience and how to improve it.

Since the launch of the Social Impact service in February 2024 during an event hosted at the European Parliament, feedback from users has continued to be integrated into the supporting resources available within the service. The launch of the service was a key achievement for the team, representing the culmination of a two-year project to develop and pilot a flexible framework for impact measurement that can be used to support the continuous improvement of our Educational Methods.

Following the publication of Leading the Way to Net Zero in 2024, the Region's sustainability strategy, we have moved into an implementation phase for the strategy with the development of a roadmap aligned to the strategy that provides specific actions to reduce the Region's environmental footprint. Approved by the committee early in 2025, the roadmap is now being implemented, with early actions being taken within this Triennium to reduce our environmental impact.

I want to thank the hard work of the teams within the Organisation Area of Operation and the support of all the members across the Region who have engaged on these topics.

Allan Simpson (United Kingdom)



Innovation

The Innovation Area of Operation focused on important topics in the Region that went beyond the scope of the Regional Scout Plan. Teams in this Area explored Youth Empowerment, Continuous Improvement, Joint Work, and our Regional Fee System.

The Youth Empowerment Team followed the work on Youth Engagement and Youth Leadership at the world level, ensuring the European Scout Region was aligned with new developments while also focusing on meeting the needs of and supporting Member Organisations. One significant achievement of this team is the consultative and educational work done during Roverway 2024, which culminated in a standard European Scout Region definition of Youth Empowerment. This paved the way for developing the Youth Empowerment Framework and Action Plan for the Region, the implementation of which is already underway.

The Joint Work Working Methods Team innovated in several ways, both in terms of the tasks they accomplished and how they achieved them. The volunteers in this team collaborated with volunteers from a corresponding WAGGGS team, resulting in a truly 'joint' approach to the work. The team's outputs are a testament to the hard work required for WOSM and WAGGGS and the value of working together in partnership. These include a comprehensive review of the working methods utilised by both regional committees in their joint work, a thorough concept review of Roverway, and an exploration of how best to monitor and evaluate the joint work in the Region in the future.

The Continuous Improvement Team embraced our theme of innovation and accomplished significant work during the Triennium. They explored how networks function within the Region and recommended using them efficiently moving forward. Additionally, they examined how the Region can support Member Organizations as they navigate complex societal and politically sensitive situations. They also investigated the best ways to capture and utilise the perspectives of Member Organizations to guide the Region's work. In the spirit of innovation, they trialled a different approach to task management within the Operational Framework, operating more as a patrol than a team, with a different member taking the lead for each task.

The Regional Fees Task Force was created in 2024. Its challenge was to review the existing fee system in the Region and create a proposal that would reflect the realities of the current economic climate while also meeting the diverse needs of Member Organizations.

I am incredibly proud of the dedication and achievements of the teams within the Innovation Area of Operation. I would like to thank all the volunteers who participated in this critical work and the World Scout Bureau members who made it possible.

Máire Fitzgerald (Ireland)





Strategic Priorities



Our Regional Scout Plan is designed to strengthen our organisation, enhance our educational methodologies and champion environmental sustainability while continuing our efforts to contribute to the United Nations' Sustainable Development Goals (SDGs).



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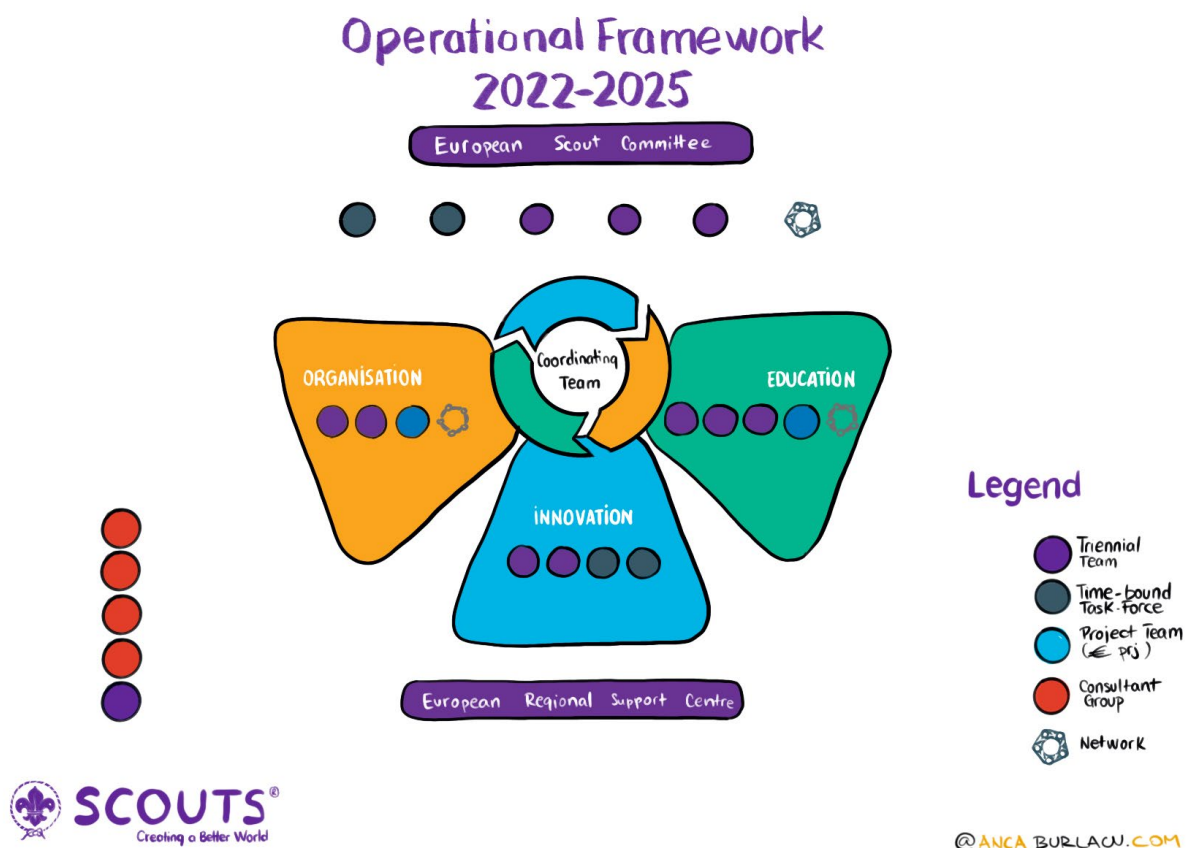
The COVID-19 pandemic has profoundly impacted how we engage in scouting, altering our operations and reshaping our worldviews. These experiences underscore the importance of building organisational resilience. By encouraging inclusion, transparency, and broad participation, we aim to ensure a future where everyone can benefit from the transformative power of scouting, contributing to achieving SDG Goal 10 (Reducing Inequalities) and SDG Goal 16 (Peace, Justice, and Strong Institutions).

To position Scouting as a leading educational movement, we must offer a Youth Programme that meets the dynamic needs of today's society. This means not only providing quality education but also ensuring the well-being and satisfaction of our volunteers. By harnessing creativity and innovation, we can make significant progress towards SDG Goal 4 (Quality Education) and further reduce inequalities, which aligns with SDG Goal 10 (Reduced Inequalities). Our commitment to the health and well-being of our members also supports SDG Goal 3 (Good Health and Well-being).

Environmental sustainability is a significant concern for our planet and a subject of primary interest to young people worldwide. As we witness the effects of climate change and environmental degradation, our responsibility to act becomes even more urgent. Through education and behavioural change, we aim to have a positive impact on our environment, contributing to SDG Goal 12 (Responsible Consumption and Production), SDG Goal 13 (Climate Action), SDG Goal 14 (Life Under Water) and SDG Goal 15 (Life on LAND) of the SDGs.



Operational Framework



To deliver on the ambitious objectives of the Regional Scout Plan, the European Scout Committee (ESC) established an Operational Framework comprising different teams. The European Scout Region's Operational Framework (OF) represented the structure for volunteers collaborating to oversee and implement the Regional Scout Plan 2022–2025.

In that Triennium cycle, the Operational Framework was largely grouped into three key Areas of Operation (AoO):

Organisation

Innovation

Education

The “C-Team” or Coordination Team supported and oversaw these areas. It involved three volunteer Coordinators—one attached to each area—two members of the European Scout Committee, and three staff members from the World Scout Bureau (WSB) – Europe Support Centre.

These teams were made up of committee members, volunteers recruited through the Regional open call, and World Scout Bureau staff. They worked jointly to deliver the 2022–2025 Regional Scout Plan and achieve the Triennium objectives.

The open call concluded with the deadline for the second phase (team identification). Of the 302 volunteers in the Regional Pool of Volunteers endorsed by their respective national organisations, 212 expressed interest in joining one of the teams. More than 100 volunteers were eventually appointed to the Operational Framework.

Outside the three key Areas of Operation, several additional teams reported directly to the European Scout Committee. These included:

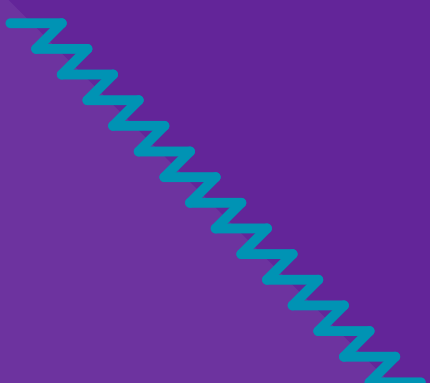
- **Sustainable Region Team**
- **Monitoring and Evaluation Team**
- **Volunteer Management Team**
- **External Representatives Team**

Directly supported by the World Scout Bureau – Europe Support Centre were:

- **Consultant teams working on Safe from Harm Compliance and Crisis Response**
- **Regional Decision Committee**

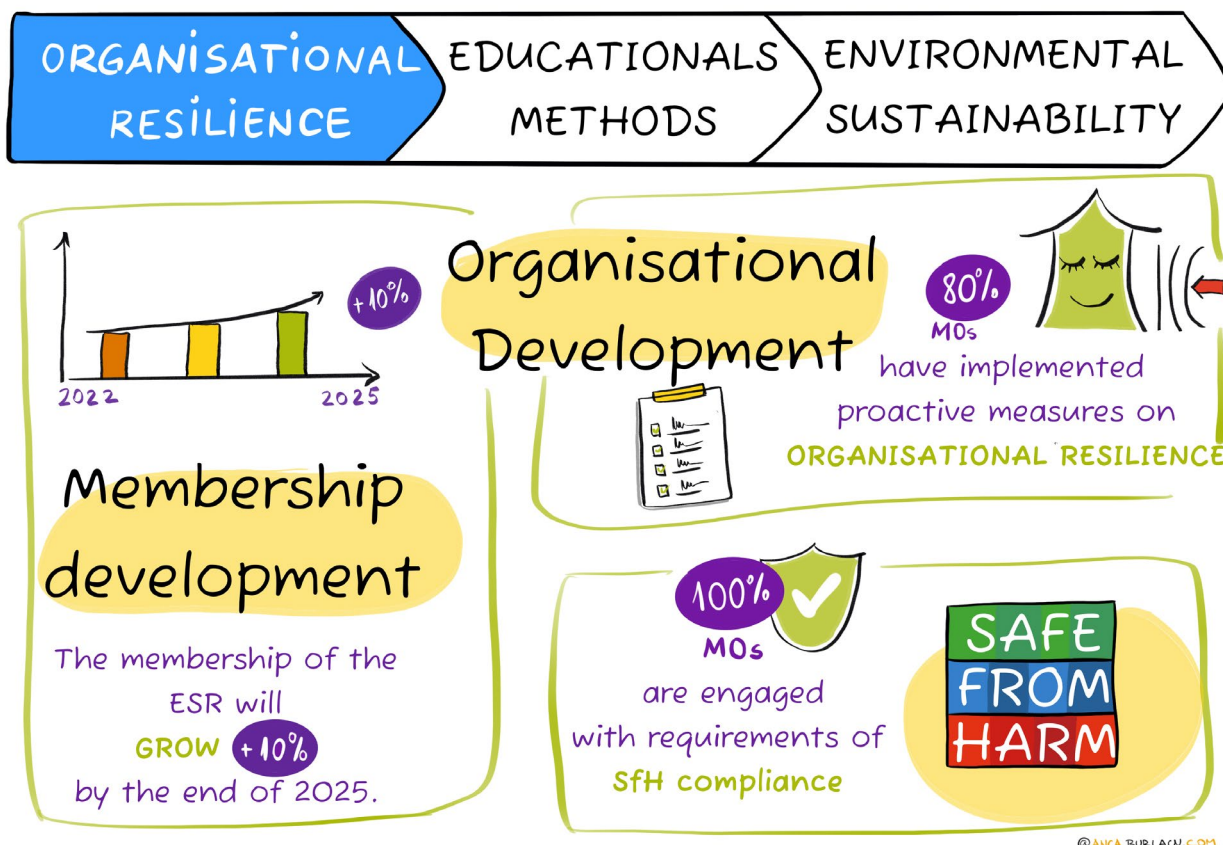
All these teams worked to ensure a robust regional impact over the 2022–2025 Triennium.





Regional Scout Plan

Priority 1: Organisational Resilience



Membership Development

OBJECTIVES	1.1.1 Support Member Organizations efforts to recover from the pandemic and other damaging events to achieve successful growth and leverage the opportunities created.	KPI By 2025, 60% of Member Organizations have developed learning reviews and shared the acquired knowledge with other Member Organizations.	PROGRESS 86%³ (52% from the 60%)
OBJECTIVES	1.1.2 Promote sustainable membership development and growth of Member Organizations by building and implementing all-encompassing strategies with long-term approaches to growth.	KPI 60% of the Member Organizations in Europe developed a Growth Plan by 2025.	PROGRESS 74%¹ (44 % of the 60%)
OBJECTIVES	1.1.3 Support Member Organizations to recruit and retain more youth members and adults from under-represented communities, including by leveraging data insights.	KPI At least 20% of the Member Organizations in Europe have grown at least 10% as a result of increasing representation from underrepresented communities by 2025.	PROGRESS 34%^{1, 4}

Outcome KPI: The membership of the European Scout Region will grow 10% by the end of 2025.

73%⁴
(7,33%)

Official Census of the European Scout Region

2020

1892660 (-9%)

2021

1924927 (+1,7%)

2022

1959294 (+1,8%)

2023

2005310 (+2,3%)

2024

2031397 (+1,3%)

European Seminar on Growth in Scouting 2024

The European Seminar on Growth took place near Brno, Czechia, from 25 to 29 April 2024. Leaders from 26 Member Organizations and staff and volunteers focused on membership came together to inspire, equip, and support each other in tackling growth challenges. Participants accessed valuable resources and insights to shape effective strategies and action plans. Together, we explored barriers and pathways to growth, innovative Scouting models, inclusion in underrepresented communities, lessons from COVID-19, and fresh approaches to volunteering.



Find out more!



Strengthening Youth Spaces and Participation for Underrepresented Communities (SYSPUC) Project

The Strengthening Youth Spaces and Participation for Underrepresented Communities (SYSPUC) project, carried out by the European Scout Region in collaboration with Member Organizations in North Macedonia, Montenegro, and Albania, demonstrates a strong commitment to building the capacity of organisations to provide quality non-formal education in underrepresented areas. This flagship initiative brought Scouting to 26 new communities where young people previously lacked access to non-formal education.

Additionally, the project supported the establishment of a new Member Organization in Albania, the Scouts of Albania, which officially became the 176th member of World Scouting in 2024. Furthermore, the project created valuable opportunities to exchange best practices and insights among our Member Organizations.

It produced a policy recommendation that aligns our partnership and advocacy efforts in this area.



Find out more!



Organisational Development

OBJECTIVES	1.2.1 Ensure Member Organizations thrive in shifting realities, supporting organisational resilience through change, crisis, and risk management.	KPI	60% of Member Organizations have an active resilience management policy (risk, crisis, change) by 2025.	PROGRESS	86%¹
OBJECTIVES	1.2.2 Strengthen the Region's capacity to prepare and respond effectively to emerging threats.	KPI	Before the end of the triennium, the European Scout Region will have conducted a crisis exercise for the committee, bureau, and operational framework.	PROGRESS	66%³
OBJECTIVES	1.2.3 Support Member Organizations to diversify their income sources and to identify the appropriate economic mode that allows them to fulfil their mission.	KPI	60% of Member Organizations have an income diversification strategy and action plan by 2025.	PROGRESS	60%^{1,2}
OBJECTIVES	1.2.4 Strengthen Member Organizations capacity to use internal and external data in their decision-making process.	KPI	The European Scout Region produces a toolkit on use of internal and external data in decision-making processes by June 2024.	PROGRESS	78%³
OBJECTIVES	1.2.5 Strengthen cooperation and explore potential partnerships with other Regions, building on the strengths and learning needs of the Region and its Member Organizations.	KPI	The European Scout Region engages with at least three other WOSM Regions to share best practices in the area of Organisational Resilience by the end of the Triennium.	PROGRESS	100%⁴

Outcome KPI: 80% of Member Organizations have implemented proactive measures on organisational resilience by 2025.

79%

Focus on the Organisational Development team's role

The COVID-19 pandemic challenged our organisations and underscored the urgent need to enhance their resilience. For the first time, the Regional Scout Plan introduced a systematic approach to organisational resilience, setting clear objectives to help Member Organizations proactively adapt and grow. The team took the lead in this area, laying the groundwork for increasing awareness and building capacity.

Key milestones included organising the first European Organisational Resilience Forum, which involved 16 Member Organizations, as well as conducting the first crisis exercise for the European Scout Committee and hosting two virtual events. In March 2024, the

team organised an online campfire focused on financial sustainability and income diversification, attracting participants from 15 countries. Their presence at the Academy in 2023 and 2024 helped raise awareness and support Member Organizations in developing new skills.

Additionally, the team contributed to the Growth Event 3.0, participated in the SYSPUC project, and developed toolkits to bolster resilience efforts. Their initiatives have led to organisational resilience becoming a future WOSM Service area and inspired a multiplier effect that engages young leaders in shaping resilient structures.



Safe from Harm

OBJECTIVES	1.3.1 Support Member Organizations in the compliance process with the new Safe from Harm membership requirement and develop mechanisms to ensure it.	PROGRESS	43%
	1.3.2 Raise awareness of the necessity of organisational review, build the Region's capacity to support Member Organizations in running these processes and encourage Member Organizations in that respect.		43%
	1.3.3 Support Member Organizations in appropriately responding to Safe from Harm cases; ensuring those affected are the top priority.		30%
	Outcome KPI: 100% of Member Organizations are engaged with requirements of Safe from Harm compliance by the end of the triennium.		43%

Zoom in the work of the Safe from Harm Regional Panel

Data and documentation submitted by the Member Organizations upon conclusion of their Safe from Harm Self-Assessment are reviewed by a Regional Safe from Harm Panel supported by the Europe Support Centre staff of the World Scout Bureau. For each Member Organization, the five volunteer members of the Regional Panel evaluate the level of conformity of Safe from Harm standards in the 23 different areas based on the Self-Assessment Report with a particular focus on the six major non-conformity areas. The panel members assess the quality of evidence Safe from Harm Policy and Procedure. Comparing their scoring with the scores resulting from the self-assessment, the panel formulates its concluding recommendations, which include but are not limited to the suggestion to participate in a Safe from Harm module delivered by a WOSM Consultant or to file a request for support through a WOSM Service in Safe from Harm to strengthen capacities. World Scouting also offers a WOSM Safe from Harm Assessment, like GSAT, to Member Organizations delivered and supported by assessors and consultants. One Member Organization has used the opportunity in 2024, and up to five more may do so in 2025.

Beginning with the 2023 reporting cycle, the Annual Compliance Reporting Cycle includes three elements linked to Safe from Harm. Member Organizations are required to confirm that they have a National Safe from Harm Policy and Safeguarding Procedures and an individual responsible for all matters related to Safe from Harm and safeguarding on a national level. This information complements data collected through the Safe from Harm Self-Assessment Reporting. The following overview reflects data available up to the end of April 2025.

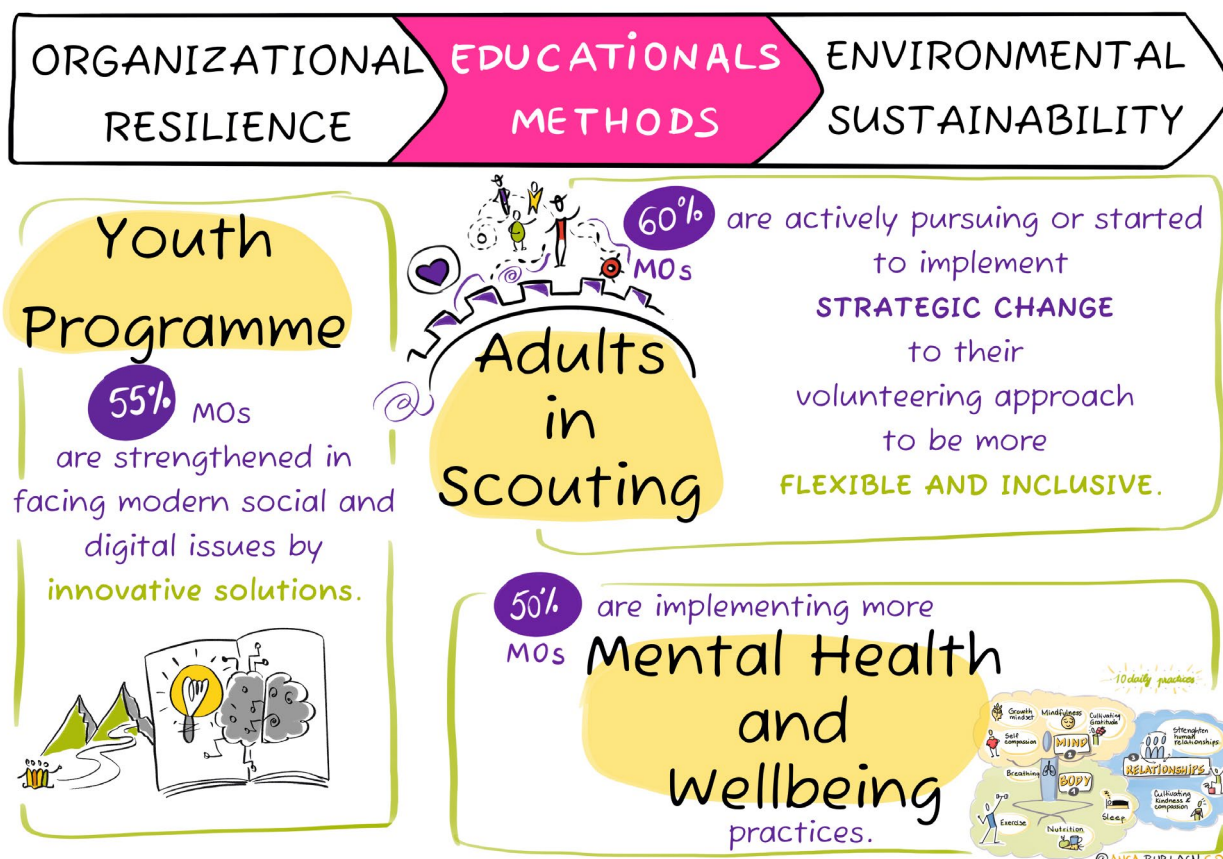
Reporting Element	Number of Associations <i>in numbers</i>			Number of Associations <i>in percentage</i>		
	12.04.2025	30.4.2024	31.10.2023	12.04.2025	30.4.2024	31.10.2023
Safe from Harm Self-Assessment Report	37	31	29	43%	36%	34%
Safe from Harm Contact	41	41	30	47%	48%	35%
Safe from Harm Policy	28	27	24	32%	32%	28%
Safe from Harm Procedures	26	25	21	30%	29%	25%
Total	86	85	85	100%	100%	100%

From an overall Safe from Harm cases management perspective, a number of procedures have been developed to support all organisations and stakeholders. These include an introduction to Safe from Harm, scenarios and sanctions examples, presentations and guidance to help event planning teams, manuals for Listening Ears, reporting guidance, and Code of Conduct templates.





Priority 2: Educational Methods



Innovation and Relevance in Youth Programme

OBJECTIVES	2.1.1 Promote digitalisation as a development opportunity for youth members and to complement scouting activities.	KPI	Deliver sessions or presentation promoting digitalization at seven physical or digital events during the Triennium.	PROGRESS	100%³
	2.1.2 Support Member Organizations to equip youth members with competencies to address misinformation and develop critical thinking.	KPI	The Region's actions and tools, targeting misinformation and critical thinking, have reached 45% of Member Organizations and engaged them in a campaign.	PROGRESS	100%³
	2.1.3 Strengthening the Member Organizations' capacity to empower young people's agency for peace by implementing peace educational resources and offering training opportunities.	KPI	By the end of the Triennium, 15 Member Organizations will have engaged in educational training events, to increase knowledge, skills and attitudes for Peace Education topics, and 5 Member Organizations will have implemented new educational components in their Member Organizations' structures.	PROGRESS	100%³

OBJECTIVES

2.1.4 Support Member Organizations to ensure access to and/or adapt the delivery of Scouting for underserved and underrepresented groups.

KPI

The produced tool on programme adaptability has reached 45% of Member Organizations and three Member Organizations participate in a pilot test.

PROGRESS

59%³

OBJECTIVES

2.1.5 Promote and support the adaptation and integration of various elements of the Better World Framework, Earth Tribe, Scouts for SDGs and other relevant topics, chosen with the involvement of Member Organizations, into Youth Programmes.

KPI

Deliver six promotional activities on Better World Framework, WOSM initiatives and other relevant resources.

PROGRESS

100%³

Outcome KPI: 55% of Member Organizations are strengthened in facing modern social and digital issues through innovative solutions.

61%³



Focus on the Innovation and Relevance in Youth Programme Team role

During the Triennium, the team worked across four key areas: digitalisation, misinformation, underrepresented communities, and Scouts for SDGs. An initial research phase helped identify emerging trends and needs within the Region, guiding the team's priorities. Emphasis was placed on sharing best practices, developing relevant content, and creating spaces for Member Organizations to connect and learn from each other.

Highlights across the four key areas included promoting gamification to boost engagement, fostering AI literacy in response to emerging technologies, and delivering targeted sessions on inclusivity during regional events. The team also supported the visibility and implementation of the Scouts for SDGs

platform, working closely with the Earth Tribe initiative. This helped reinforce the presence of global initiatives in the Region and opened pathways for the introduction of similar programmes.

Through workshops, forums, and direct engagement, the team reached about 80% of Member Organizations in the Region, with 61% participating in multiple activities. Events like the Educational Methods Forum, The Academy, and The Digital Forest were key platforms for delivering content, testing ideas, and fostering peer-to-peer learning. These moments strengthened Member Organization's connections and demonstrated the potential of new formats for regional engagement.

Adults in Scouting

OBJECTIVES	2.2.1 Identify and share new and flexible ways of volunteering to better reflect the lives of adults in modern society, maintaining their motivation and engagement.	KPI	By 2025 75% of National Scout Associations engage in sharing new and flexible ways of volunteering.	PROGRESS	100% ³
	2.2.2 Enable Member Organizations and the Region* to engage adult volunteers reflective of their communities.	KPI	By 2025, three pilot projects are in progress in different National Scout Organizations addressing ways to make volunteering more reflective of their society.	PROGRESS	100% ³
	*Implemented by the Volunteer Management Team * By the end of 2024, produce a report on the analysis of open call applications and selected regional volunteers focusing on the diversity of successful candidates and propose improvement to the selection process to increase it by the end of the Triennium.				
Outcome KPI: By 2025, 60% of Member Organizations are actively pursuing or started to implement strategic change to their volunteering approach to be more flexible and inclusive.					100% ³



Focus on the New Ways of Volunteering team

The New Ways of Volunteering Team wrapped up the Triennium with meaningful progress toward making volunteering in Scouting more flexible, inclusive, and reflective of today's society. The team explored current trends in volunteering, connecting with non-governmental organisations and Member Organizations across Europe to gather insights. These findings were shared through events, training, and a series of online campfires that reached over 260 participants in 40 countries, creating a space for dialogue and helping raise awareness about new approaches to volunteering.

Although launching new pilot projects proved challenging due to Member Organizations' capacity, the team identified five Member Organizations already experimenting with innovative models and built connections with them to share lessons, which are being compiled into case studies.

Recognising the difficulty of applying flexible models within the traditional Adults in Scouting framework, the team developed a tool to help Member Organizations review and adapt their approach. This resource has been widely shared and is already used to support further innovation.

Throughout this process, the team built strong relationships, particularly with executive-level staff and boards within Member Organizations, and worked closely with WOSM Consultants to ensure continuity and support. The high level of interest across the Region and beyond has shown that this work is both relevant and timely and an important perspective for many focus areas within Adults in Scouting and Growth.



Mental Health and Well-being

OBJECTIVES

2.3.1 Actively promote good mental health, well-being and resilience of adults and youth members in an ever-changing environment.

KPI

By the end of the Triennium, we will engage 20 Member Organizations through five educational events and/or individual support to Member Organizations to increase knowledge, skills and attitudes on mental health & well-being.

PROGRESS

100%³

OBJECTIVES

2.3.2 Strengthen the online safety of young people and manage a level of self-assurance that respects one self and others.

KPI

Implement a 12-month calendar of online events, campaigns and resources that engage Member Organizations leaders and young people in the transversal topics outlined in the objective.

PROGRESS

100%³

Outcome KPI: 50% percent of the European Scout Region Member Organizations are implementing more mental health and well-being practices.

100%¹

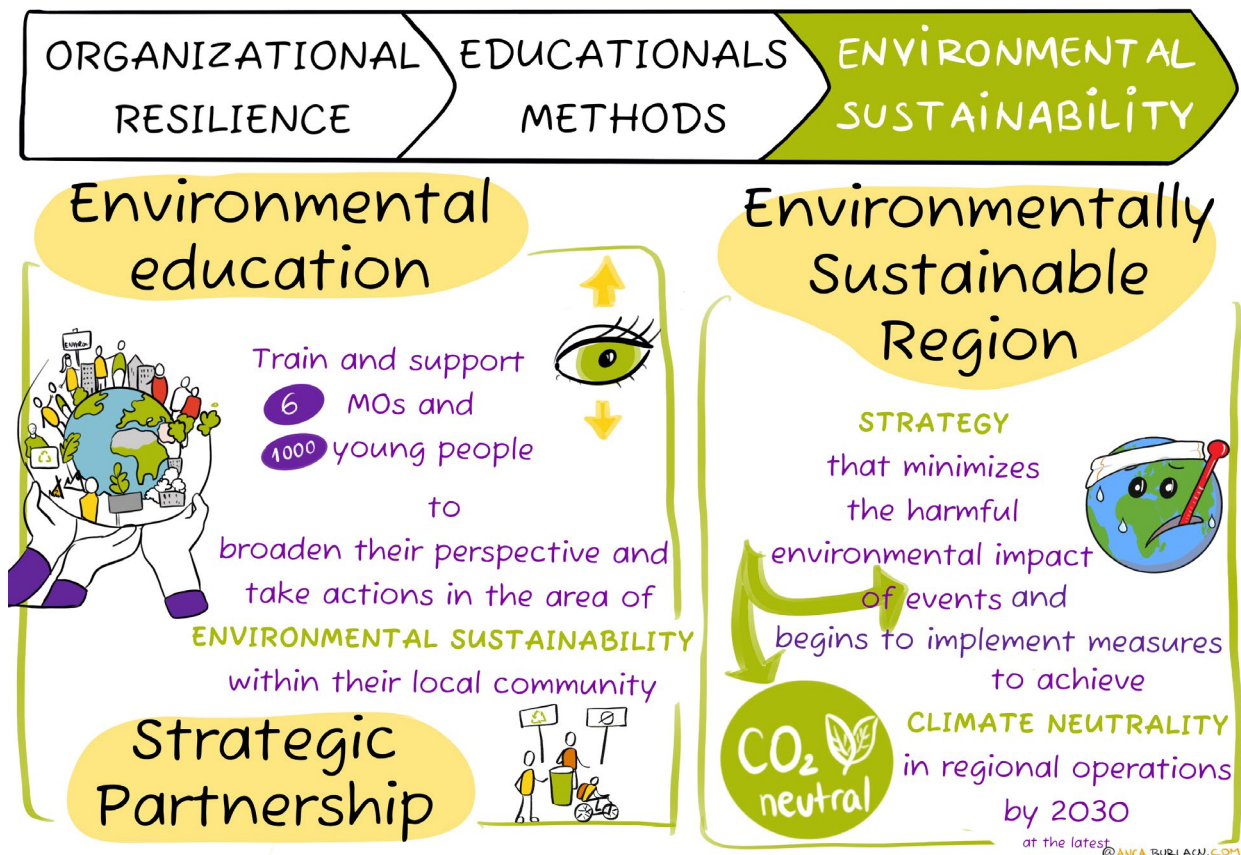


Focus on the Mental Health and Well-being team

The team took the initiative to collect the best mental health and well-being practices from different Member Organizations and integrated them into the [Safer Scouting Pack](#), providing valuable examples and tools that can be used by Member Organizations across the Region.

A key moment in this process was meeting with Member Organizations' representatives at the Educational Methods Forum. This event allowed the team to exchange best practices, share ideas, and further strengthen our collective approach to mental health. During Mental Health Awareness Week, they led initiatives to raise awareness and engage with the community on important mental health issues. The team's presence and contributions were also integrated at key events such as Roverway, Academy, the Educational Methods Forum, and WeAct, where they promoted the importance of mental health support and safe spaces.

Priority 3: Environmental Sustainability



Environmental Education

OBJECTIVES

3.1.1 Strengthen the Region's* and Member Organizations competencies in relation to environmental sustainability.

KPI

By the end of the Triennium, we will have offered three opportunities for six Member Organizations to network and exchange in order to better adapt their programme in the area of environmental sustainability education.

PROGRESS

100%³

OBJECTIVES

***Implemented by the Sustainable Region team**

KPI

* Creating a strategy by November 2023 that minimises the harmful environmental impact of events and begins to implement measures to achieve climate neutrality in regional operations by 2030 at the latest.

PROGRESS

100%

OBJECTIVES

3.1.2 Empower Youth members to function as advocates for environmental sustainability in their Member Organizations and amongst other young people.

KPI

By the end of the Triennium, we will have trained at least 100 young people to broaden their understanding and support them to take action in the area of environmental sustainability.

PROGRESS

100%³

OBJECTIVES

3.1.3 Support Member Organizations with competences in adapting to the consequences of climate change that affect or will affect Scout activities in the Region.

KPI

By the end of the Triennium, we will have provided three opportunities for six Member Organizations to network and share their strategies to mitigate the consequences of climate change.

PROGRESS

100%³

Outcome KPI: During the Triennium, we will train and support six Member Organizations and 1000 young people to broaden their perspective and take actions in the area of environmental sustainability within their local community.

90%³

Focus on the Earth Tribe team

The Earth Tribe Project Team successfully implemented an EU-funded project aligned with the key performance indicators of the European Scout Region. Throughout the project, two in-person meetings were held with the partners, helping the exchange of insights on the environmental efforts of Member Organizations and strengthening the implementation of the Earth Tribe programme at national levels. These gatherings were instrumental in ensuring locally adapted approaches and maximising impact within each country.

The team actively engaged in numerous forums and events to champion environmental sustainability and promote the Sustainable Development Goals (SDGs). These activities were enriched by the involvement of young leaders who co-facilitated the educational experience. Key

engagements included Agora in 2023 and 2024, Kander100, and the 10th European Educational Methods Forum in 2023. In the project's final phase, the team also participated in two major events: Roverway 2024 and the Sustainability Forum 2024.

Roverway offered the opportunity to engage young people from across Europe in hands-on sustainability education, while the Sustainability Forum enabled deeper, focused discussions and activities around key sustainability themes.

Throughout the project, the Earth Tribe initiative reached an impressive 6,175 people, with 612 community members directly involved in implementation and outreach.

Find out more!



Strategic Partnership

OBJECTIVES

3.2.1 Develop and support partnerships with science and academic partners to promote understanding in relation to environmental sustainability issues.

KPI

At seven regional events during the Triennium, we will provide space for external partners in science and academia to share new and innovative insights into sustainable development with young people and Member Organizations.

PROGRESS

57%³

OBJECTIVES

3.2.2 Maximise the opportunities offered by partners to increase awareness, understanding and action amongst our membership to reduce our harmful impact on the planet.

KPI

At seven regional events and the following local projects delivered by young people, we will make use of the relevant tools and resources created through partnerships.

PROGRESS

100%³

Outcome KPI: During the Triennium, we will train and support six Member Organizations and 1000 young people to broaden their perspective and take actions in the area of environmental sustainability within their local community.

(same as Environmental education)

90%³



Focus on Strategic Partnership

With the start of the Triennium, the European Scout Region started a partnership with the Climate Action Accelerator (CAA). The partnership supports the creation of a baseline for our carbon footprint and a measurement methodology. Furthermore, through this partnership, the CAA supported the European Scout Region in its first roadmap—developing and implementing a plan for reducing and mitigating the carbon footprint.

The Region's ambition remains to make more efforts to connect with and attract academic partners, which is the objective of the Regional Scout Plan.

Environmentally Sustainable Region

OBJECTIVES

By the end of the Triennium, the Region will demonstrate application of the sustainable events checklist in 60% of events organised.

PROGRESS

50%³

OBJECTIVES

By the end of the Triennium, the Region will have a quantified assessment of its climate impact and a strategy for the reduction of environmental impact.

PROGRESS

100%³

Outcome KPI: Create a strategy by November 2023 that minimises the harmful environmental impact of events and begins to implement measures to achieve climate neutrality in regional operations by 2030 at the latest.

100%⁴



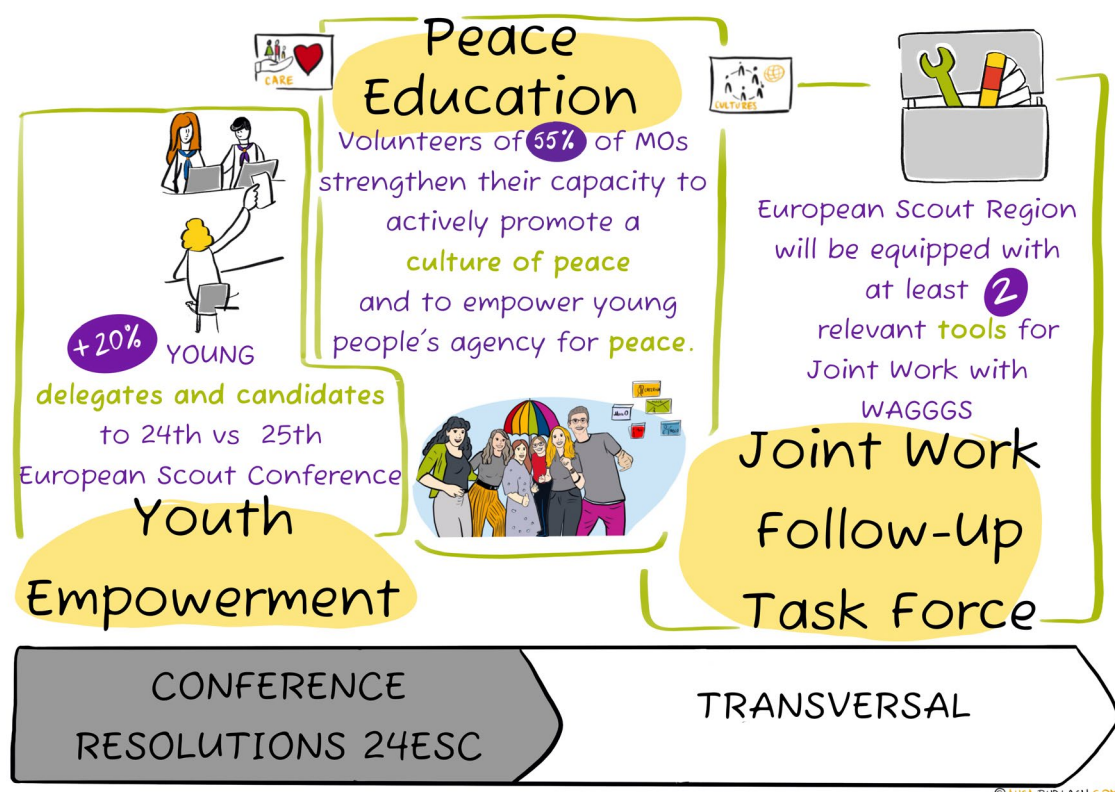
Focus on the Sustainable Region Team

The sustainability strategy
“European Scout Region: Leading the Way to Net Zero” was developed. The strategy established a series of 10 commitments and proposes a multifaceted approach to achieving them through 5 enablers: Operations, Education, Scout Method, Advocacy, and Partnerships. The strategy’s development aligned with the development of the partnership with Climate Action Accelerator, which aims to enhance our own environmental efforts.

Building on the approval of the sustainability strategy for the Region, at the beginning of 2024, a new team of volunteers was set up to work on a roadmap to identify actions to achieve climate neutrality in regional operations and minimise the impact of the events organised by the European Scout Region. The committee approved the roadmap at the beginning of 2025, and early actions identified are already being implemented. The results from the measurements in 2023 and 2024 are available at the end of this report.

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Conference Resolutions



Youth Empowerment Team / Conference Resolution 24ESC-02 (2022) Youth Involvement

OBJECTIVES	Develop and implement a Regional Action Plan for Youth Empowerment in the European Scout Region .	KPI	Young people from 80% of European Member Organizations have been actively involved in the development of the regional action plan for Youth Empowerment which will be in the implementation phase by 2025.	PROGRESS	100%³
	Create a regional framework for the implementation of the WOSM Youth Engagement Strategy.	KPI	50% of the European National Scout Organizations engaged in the creation of the regional framework for the implementation of the WOSM Youth Engagement Strategy by 2025.	PROGRESS	100%³

Outcome KPI: 20% increase of young delegates and candidates to the 25th European Scout Conference compared to the 24th European Scout Conference.

Update will be provided at the Conference.

Focus on the Youth Empowerment team

Throughout the Triennium, the Youth Empowerment team actively engaged with external organisations beyond the Scouting community to explore diverse approaches to youth empowerment. The team delivered the Youth Empowerment Path at Roverway 2024, hosted a session at Agora 2024, and facilitated two workshops during the Academy 2024. The team has now developed the Youth Programme capacity-building framework and is collaborating with the Candidate Journey team to embed the youth perspective in their work. Lastly, a resolution has been drafted to mandate the youth empowerment aspect of future European events.



Joint Work Follow-Up Task Force / Conference Resolution 24ESC-04(2022) Facilitating international exchange in Scouting and Guiding

OBJECTIVES	Improve existing Joint Work methods, in collaboration with WAGGGS.	KPI	By the first Quarter of 2024, a set of recommendations regarding Joint Work methods will be ready.	PROGRESS	100% ³
	Support the European Scout Committee in defining methods for, and monitoring of the implementation of the Joint Action Plan.	KPI	By the third Quarter of 2023, a Monitoring and Evaluation framework is set for Joint Work.		80% ³
			By October 2024, a report with a concept review of Roverway and recommendations from the team is submitted to the European Scout Committee.	PROGRESS	100% ³
	Outcome KPI: By the end of 2025, the European Scout Region will be equipped with at least two relevant tools for Joint Work with WAGGGS				80% ³



Focus on the Joint Work Follow-Up

The Joint Work Follow-up Task Force initially took some time to clarify its scope and establish a clear direction for its efforts. The team then began reviewing collaboration methods between WAGGGS and WOSM. Following a request from the European Scout Committee, a third objective was added: reviewing the Roverway concept. This was done in partnership with a joint WAGGGS–WOSM team to ensure a cohesive approach. The group carried out a Roverway concept review and proposed ways forward, documented past and current good practices in joint work, and contributed their own recommendations for enhancing future collaboration.

Peace Education Team / Conference Resolution 24ESC-E01 (2022) Humanitarian Crisis in Europe

OBJECTIVES	Strengthening the Member Organizations' capacity to empower young people's agency for peace by implementing peace educational resources and offering training opportunities.	KPI	By the end of the Triennium, 15 Member Organizations will be engaged in educational training events, to increase knowledge, skills and attitudes for Peace Education topics, and five Member Organizations will implement individually new educational components in their Member Organizations' structures.	PROGRESS	100%³
OBJECTIVES	Strengthening Member Organizations capacity to monitor and increase their humanitarian preparedness by building and reaffirming partnerships with humanitarian and civil organisations.	KPI	By the end of the Triennium, four UAct Member Organizations will have established long-term national partnerships with humanitarian organisations and 25% of Member Organizations across the Region will be equipped to leverage existing or new partnerships to support preparedness and crisis management.	PROGRESS	65%³
OBJECTIVES	Promoting a culture of peace by supporting Member Organizations to integrate and consolidate humanitarian preparedness, Safe from Harm and active inclusion in their organisational structures and approach.	KPI	By the end of the Triennium, 4 Member Organizations will collaborate in pairs in developing and implementing educational and organisational practices for reaching out to underrepresented or at-risk groups and enforcing their Safe from Harm policy to promote a culture of peace between Member Organizations within the European Scout Region. At least ten Member Organizations across the Region will improve their practices of fostering a culture of peace within their organisation.	PROGRESS	44%³

Outcome KPI: By the end of the Triennium, volunteers of 55% of Member Organizations strengthen their capacity to actively promote a culture of peace and to empower young people's agency for peace.

100%³

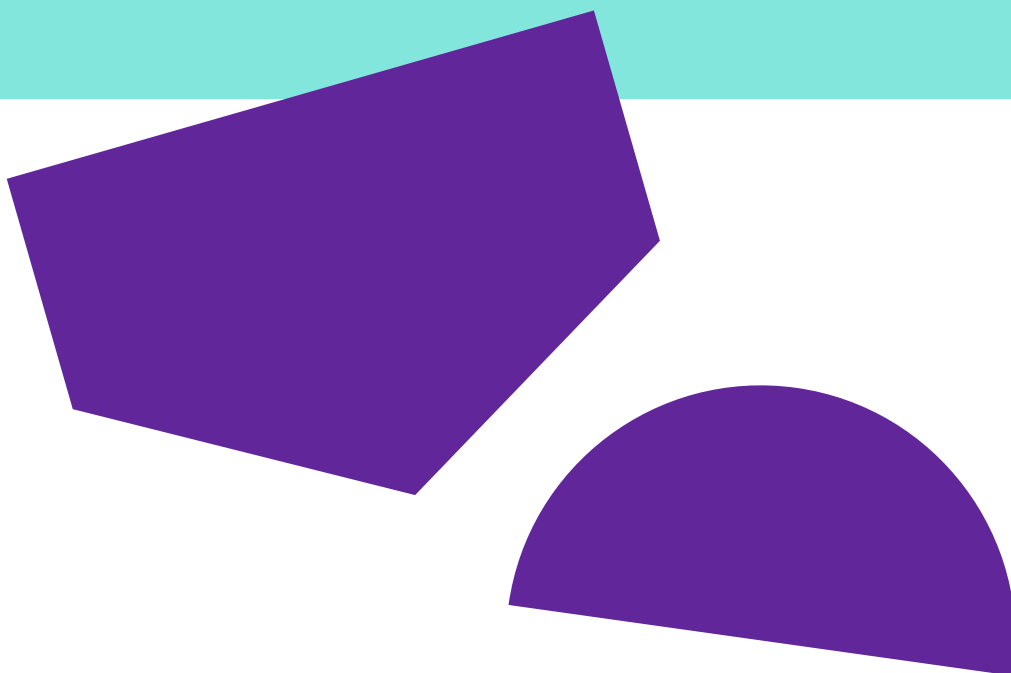
Focus on the Peace Education Team

The Peace Education team officially started its mandate midway through the Triennium, following the closure of the UAct Project and in alignment with the Resolution on Peace Education and Humanitarian Action at the European Scout Conference in Rotterdam. Before the team was formally established, several key initiatives laid the groundwork for its future work, like the first 'Peace Education in Scouting' training for over 25 participants and sessions delivered at major events such as the Central European Jamboree, Kander100, The Academy, and the Overture Diversity Network. Once established, the team continued its presence at these events, developing a strategic plan focused on sustainability.

Securing a grant from the Council of Europe for an international study session in Budapest in March 2025 was a key achievement. This training brought together 24 participants, including those from conflict-affected areas, to build capacity for youth in peace education. Partners like ActionAid, NewGen Peacebuilders, and KAICIID enriched the event's impact.

Another highlight was the Voices of Change project, which was conducted in partnership with the Erasmus Student Network. This initiative equips adult volunteers with skills for today's rapidly changing world and will continue focusing on Peace Education in the next Triennium.

At the heart of their work lies the question: What is peace education? While it may be difficult—and perhaps even inappropriate—to define peace in a universally applicable way, the team believes that, above all, peace is in our promise.







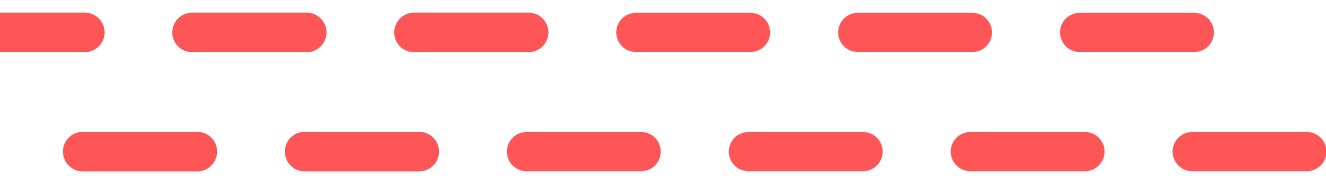
Regional Fees Task Force

The Regional Fees Task Force (2024-2025) was established to analyse financial trends, consult with Member Organizations, and propose a fairer and more sustainable fee model for the European Scout Region. The European Scout Committee closely monitored the work of the Task Force, which both current and former regional treasurers supported.

The first stage of the Task Force's work involved a comprehensive desk review and informal consultations. This included examining all previous European Scout Conference resolutions related to fees and finances, the constitution of the European Scout Region, quantitative analyses of Member Organizations' finances, and the roles that both regional and world fees play within them. Additionally, discussions took place during the International Commissioners network meeting in June 2024, developments were noted at the World Scout Conference in Egypt in August 2024, insights were gathered from the European Scout Committee, and prior desk-based research and working group outputs related to fees in the Region were reviewed.

Following this initial research, several potential models were developed and presented to the European Scout Committee for feedback. Based on the feedback, one preferred model was chosen and refined through various consultation phases. This process included regional communications, surveys, an online campfire consultation, interviews with interested Member Organizations, and informal outreach through the International Commissioners network.

The Task Force's work culminated in the release of a resolution for the 25th European Scout Conference.





Teams supporting the implementation of the Regional Scout Plan

In the regional framework, some teams were set up to operate transversally across the areas of operation, supporting all teams. Below is a summary of each of these teams' work.



Volunteer Management

The team has focused on monitoring the satisfaction of the regional volunteers, with two surveys completed. During the Triennium, the team implemented the volunteer journey check-in, an in-depth interview between team leaders and team members to ensure a better understanding of the volunteers' happiness, motivation, and needs. All teams in the regional framework have gone through this exercise.



Monitoring and Evaluation

The team focused on enhancing transparency and alignment within the Regional Scout Plan by adopting a unified, outcome-based approach to tracking progress. Key Performance Indicators (KPIs) were established for all teams within the Operational Framework, accompanied by a dashboard that simplifies the understanding of progress. To maintain ongoing visibility, regular reports were shared with the European Scout Committee, and updates were made accessible to all, including Member Organizations, via Treehouse.

A positive journalism approach was implemented to highlight team achievements through storytelling, showcasing their work in the mid-term and final reports. Additionally, a complementary version of the final report, featuring videos of the teams, is available online.



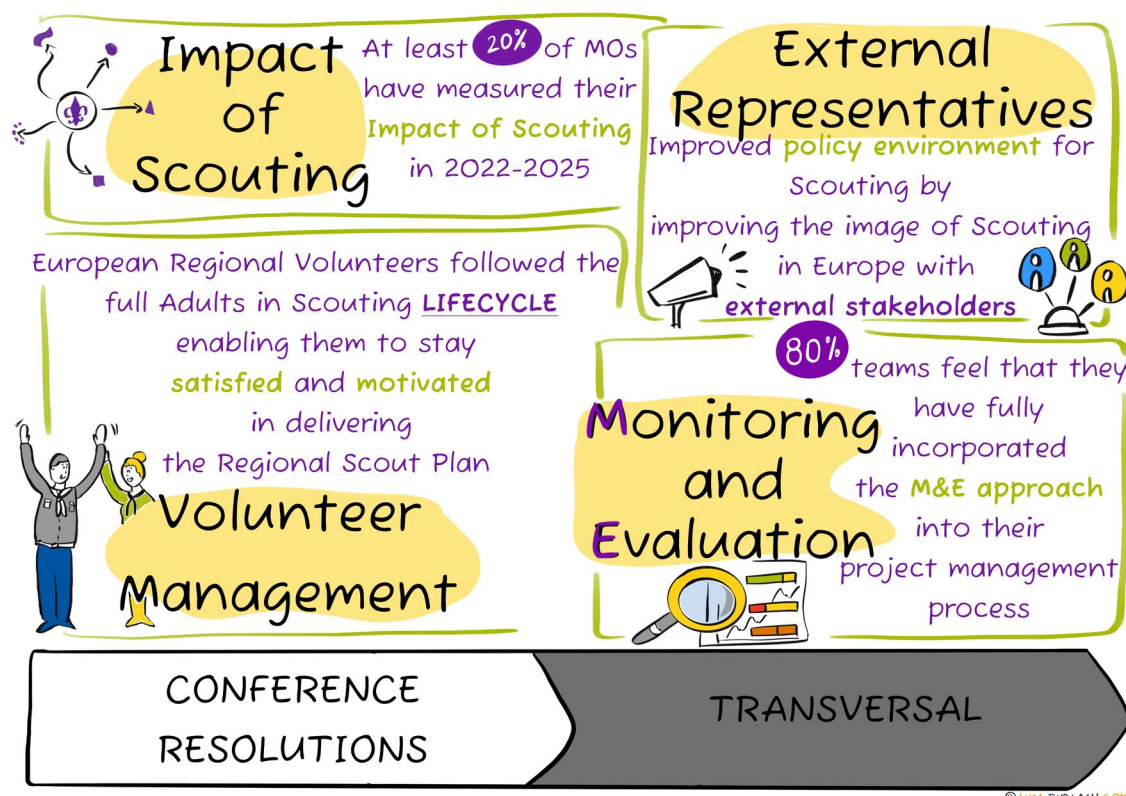
External Representatives

The External Representatives developed an advocacy strategy to guide the Region's policy efforts and contributed to key events. They ensured institutional Scout representation in influential bodies and actively supported mobilisation efforts for the 2024 European elections.



Impact of Scouting

The Impact of Scouting team focused on developing and testing a methodology for measuring the impact of Scouting. In collaboration with academic and civil society partners under the MIYO (Measuring Impact of Youth Organisations) project, they developed the MIYO methodological toolkit, ran a pilot project in five Member Organizations, trained 20 consultants, launched the Social Impact WOSM Service, and presented the project to stakeholders during a dedicated event at the European Parliament. The Service is now available to our members.



Impact of Scouting

OBJECTIVES	Develop and pilot the Impact Measurement Toolkit and create the prototype of the Social Impact WOSM Service through the MIYO Project in partnership with Academic Partners and other youth organisations.	KPI	By April 2024, we will have delivered a prototype of the Social Impact WOSM Service with 20 trained consultants on the Impact Measurement Toolkit.	PROGRESS	100%³
OBJECTIVES	Ensure further promotion of the Social Impact WOSM Service.	KPI	Five different promotional methods of the Social Impact WOSM Service will have been used by the end of the Triennium.	PROGRESS	100%³
OBJECTIVES	Explore a way forward for the Social Impact WOSM Service, reflecting on community and institutional impact.	KPI	By the end of the Triennium, we will have delivered a Recommendation Paper on a way forward to develop further the Social Impact WOSM Service.	PROGRESS	100%³

Outcome KPI: At least 20% of Member Organizations have measured their Impact of scouting in the Triennium 2022-2025.

100%³

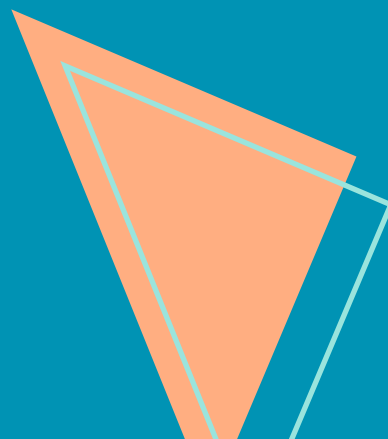
Zoom on the work of the Impact of Scouting team

Over the past three years, the Impact of Scouting team has made significant progress in understanding, measuring, and communicating the value of Scouting. They developed the MIYO (Measuring the Impact of Youth Organisations) methodology toolkit and conducted five pilot studies with Member Organizations to test and refine this approach. More than 20 consultants were trained to deliver the Social Impact Service, which was officially launched during this period. Additionally, the team spearheaded high-level advocacy efforts, including a landmark event at the European Parliament that brought together policymakers, politicians, volunteers, and youth sector stakeholders. They also initiated new multilateral partnerships, expanding opportunities for collaboration and enhancing Scouting's contribution to society.

A new **WOSM Service on Social Impact measurement** was launched to equip Member Organizations with tools for assessing Scouting's impact on young people's personal development. This service connects Member Organizations with trained WOSM consultants who support the planning and implementation of impact studies. The insights gained can improve Youth Programmes and strengthen advocacy and external relations.

A central feature is the **Impact Measurement Toolkit**, developed through **two pilot projects** involving seven Member Organizations globally. This toolkit is a key outcome of the **Measuring the Impact of Youth Organisations (MIYO) project**, a collaboration between the European Scout Region, YMCA Europe, and Maynooth University, co-funded by Erasmus+ and the Eric Frank Trust. The pilot studies validated the approach with six Member Organizations in Europe and five in other regions.

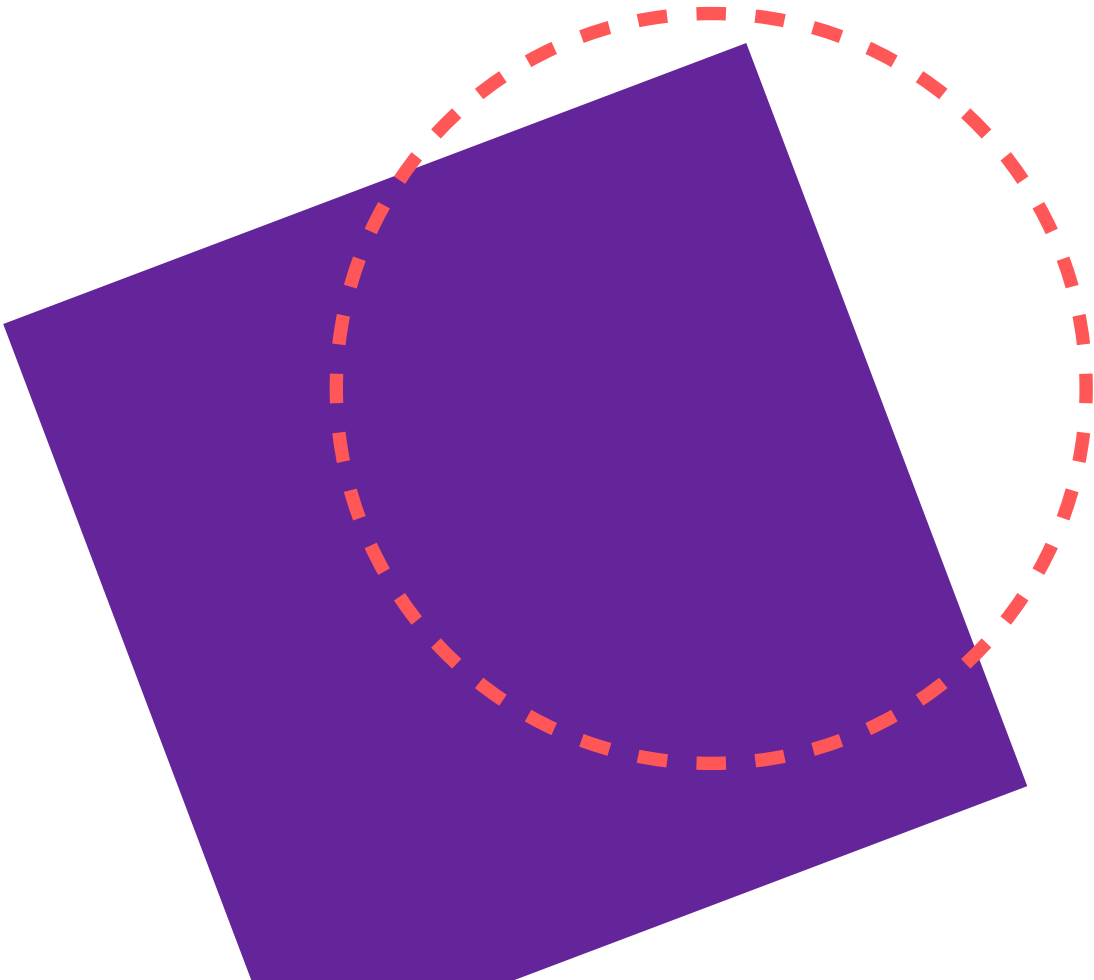
In February 2024, the **ImpactYouth event in Brussels** brought together policymakers, researchers, and civil society organizations. Hosted at the European Parliament by MEP Michaela Šojdová, the event showcased the project's findings and presented policy recommendations to support youth development.



Regional Decisions Committee

The **Regional Decisions Committee** is the team responsible for selecting projects that can be funded through the World Scouting Grants (formally called Messengers of Peace) mechanism.

OBJECTIVES	Support National Scout Organizations by granting projects which contribute to their development in the key areas of the WOSM and National Scout Organizations priorities.	KPI	KPI 1: Review and process 80% of applications and reports within three months.	PROGRESS	100%³
OBJECTIVES	Monitor the projects and offer appropriate support during the reviewing and follow up process.	KPI	KPI 2: 80% of the beneficiaries are satisfied or very satisfied with the process.	PROGRESS	100%³
OBJECTIVES	Uphold transparency and increase awareness of the Regional Decisions Committee work through continuous communication with National Scout Organizations, European Scout Region and in collaboration with the global Messengers of Peace team.	KPI	KPI 3: The Regional Decisions Committee is accessible and available to give evidence-based answer to any worry or question.	PROGRESS	80%³





Zoom on the work of the Regional Decision Committee (World Scouting Grants)

Between 2022 and early 2025, the Regional Decision Committee approved 30 projects across 13 Member Organizations, the Kandersteg International Scout Centre, and the European Scout Region, allocating more than USD 580,000. These diverse projects reflect the Region's strategic priorities and the commitment of European Scouts to create lasting impact at local, national, and global levels.

One notable initiative has supported the establishment of the Scouts of Albania as a new Member Organization. Building on past efforts and insights from the 2022 Academy in Vilnius, the project focused on forming local Scout groups—particularly in underrepresented communities—while developing a national structure, enhancing volunteer training, and implementing Safe from Harm policies. This effort marks a major step toward a sustainable Scouting presence in Albania.

In Hungary, funding supported the rollout of the national growth strategy, while in North Macedonia, the focus was on strengthening the country's continuous improvement approach. In France, the "Growing Together for Sustainable Development and Peace in the World" project engaged young people in exploring Scouting's role in peacebuilding and sustainability.

Environmental sustainability emerged as a strong theme. In Greece, the "Litter Less Campaign," part of the Earth Tribe programme, raised awareness about waste through workshops and community activities. In Portugal, the Scouts4Oceans project promoted marine conservation, while in Croatia, Scouts continued reforestation efforts through the Boranka project—the largest volunteer-led initiative of its kind in Europe. In Spain, Scouts responded to flooding in Valencia, demonstrating Scouting's ability to provide emergency support and long-term community resilience.

Beyond Europe, the Region supported global solidarity through partnerships like "No Missed School Days" in Uganda. In collaboration with Finnish Scouts, this initiative tackles menstrual health taboos, empowers girls through education, and has reached over 110,000 people by distributing materials and training more than 400 Scout leaders and teachers on gender equality and menstrual health.

Volunteers Management Team

The Volunteers Management Team is responsible for managing the volunteers who are working in service of the region, known as the Purple Team. This team is one of the team reporting directly to the Committee as it addresses the general area of Volunteers Management which is of direct relevance to all structures of the region and requires direct oversight of the European Scout Committee.

OBJECTIVES	Enable the Region to engage adult volunteers reflective of their communities.	KPI	KPI 1: By the end of 2024 produce a report on the analysis of open call applications and selected regional volunteers focusing on the diversity of successful candidates and propose improvement to the selection process to increase it by the end of the Triennium.	PROGRESS	100%³
OBJECTIVES	Monitor the regional volunteers' motivation and satisfaction and, if required, propose corrective measures to the Coordination Team and support their implementation.	KPI	KPI 2: The average satisfaction level of regional volunteers is at least 85 % by the end of Triennium.	PROGRESS	88%⁴
OBJECTIVES	Improve the volunteer lifecycle reviewing and improving existing Volunteer Management materials, developing a standardised Performance Review System and designing an onboarding and exit processes.	KPI	KPI 3: At least 80 % of regional volunteers have undergone a performance management at least once during the Triennium.	PROGRESS	88%³
	Outcome KPI: In 2025, the European regional volunteers followed the full Adults in Scouting lifecycle enabling them to stay satisfied and motivated in delivering the Regional Scout Plan.				50%³



Zoom in the work of the Volunteers Management Team

The Volunteer Management Team has developed two handy tools for the future. The happiness survey has shown that overall volunteer satisfaction in the Region is very high. Team leaders' volunteer journey check-ins and performance interviews have been very well received as a way to assess each volunteer's individual experience.

They have also reviewed and improved the regional volunteer lifecycle by designing an onboarding and exit process, delivering several sessions at The Academy, and preparing an innovative open call to select diverse volunteers, ensuring the inclusion of individuals from underrepresented communities.

External Representatives team

The **External Representatives Team** played an important role in advancing Scouting's visibility and influence in the external world. Their responsibilities included representing the interests of Scouts and the Movement, developing strategic partnerships with key stakeholders, and promoting Scouting's strategic priorities through advocacy and engagement. By organising and participating in events with external partners, the team contributed to knowledge sharing and idea exchange inside and outside the organisation.

OBJECTIVES	Secure effective engagement and represent the interests of scouting in the democratic changemaking of Europe. Engage Scouts and represent the interests of scouting in the democratic changemaking of Europe.	KPI	Develop a Scout Call for Action in the framework of the European Elections 2024 together with representatives from at least 9 National Scout Organizations/National Scout Associations from across the Region.	PROGRESS	100%³
OBJECTIVES	Ensure quality external representation that supports the positive image of scouting and promotes the interests of scouting.	KPI	Develop an external relations strategy by spring 2024 to support prioritisation of our advocacy goals and ensure continuity in our external relations across individuals.	PROGRESS	100%³
OBJECTIVES	Enhance internal cooperation and communication flow within the European Scout Region that enables well-informed representation.	KPI	Cooperate with at least two Operational Framework teams per year to engage in an external setting relevant to our shared scope of work.		100%³
Outcome KPI: Support an improved policy environment for scouting by improving the image of scouting in Europe with external stakeholders in line with our values, principles, and strategic priorities.					100%³

Focus on the External Representatives Team

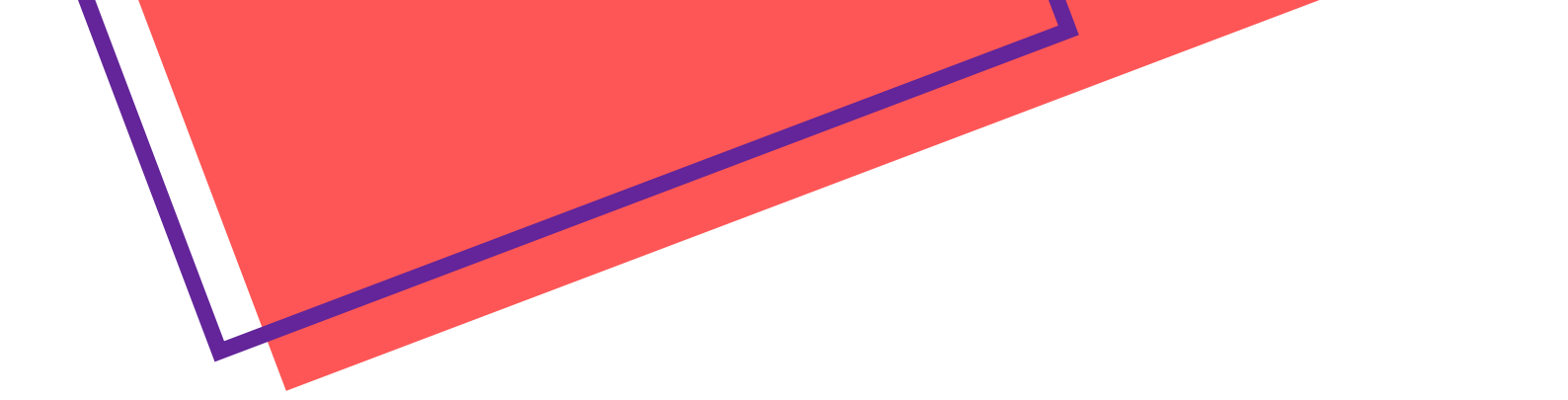
The **External Representatives** in this Triennium have established an advocacy strategy to guide the Region's policies in this field. In this area, they supported the organisation of the Advocacy Training with WAGGGS in Mollina (Spain) and organised sessions at the 4th World Scout Education Forum. External Representatives participated in the Advocacy Hackathon to engage in a dynamic exchange of best practices on advocacy, fostering a unique learning experience for all involved and contributing to the Scout Advocacy strategy.

Additionally, they have secured institutional Scout representation in the Council of Europe's Youth Advisory Council, the Board of the European Youth Forum, and the Steering Committee of the Lifelong Learning Platform. They also took an active role in the mobilisation efforts for the 2024 European elections.

Monitoring and Evaluation team

Similarly to the Volunteers Management Team, this team reports directly to the Committee and looks after our collective progress across the Operational Framework structure, which is under the direct oversight of the European Scout Committee.

OBJECTIVES	Monitor the delivery of the Regional Scout Plan.	KPI 100% of the teams in the Operational Framework and objectives are covered in the monitoring process by March 2023.	PROGRESS 93% ³
OBJECTIVES	Provide a midterm report to be published in February 2024 and a final term report to be published in June 2025, using innovative and creative ways of deliver.	KPI Produce the mid-term and final report on time.	PROGRESS 100% ³
OBJECTIVES	Support the operational framework teams in reflecting on the projected impact of their actions in the deployment of the Regional Scout Plan and take care of the organisational Monitoring and Evaluation culture and its implementation across all governance and executive levels of the organisation.	KPI 80% from the teams of the Operational Framework are satisfied with the support from the Monitoring and Evaluation Team.	PROGRESS 100%
Outcome KPI: At the end of the Triennium, 80% of the teams feel that they have fully incorporated the Monitoring and Evaluation approach into their project management process.			70%³



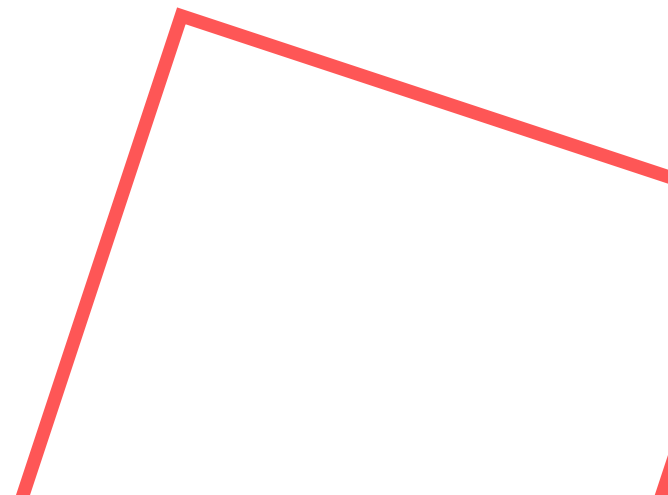
Continuous Improvement

The team's first task was to review the networks in the European Scout Region and explore how they could be utilized and supported within the Region and its Operational Framework. The resulting report emphasizes the importance of networking in the European Scout Region, outlines the key stages in the network lifecycle, and offers recommendations for creating and maintaining successful Scouting networks. The European Scout Committee adopted several of these recommendations.

The Scout Movement operates globally in diverse political and cultural contexts, often encountering politically sensitive situations.

The second project, “Navigating the Waves of Discourse,” proposed a framework to support Member Organizations. The comprehensive report outlines this framework to help Member Organizations manage political tensions while remaining true to their core values. It emphasises the strategic importance of maintaining a nonpartisan stance and explores various strategies such as peace education, humanitarian efforts, and nonpartisan operational frameworks. The third project undertaken by the team focused on best practices for connecting with and gathering information from national associations in Europe.

Effective engagement with Member Organizations is crucial for shaping a relevant and impactful regional operational framework. However, challenges such as inconsistent participation, redundant data collection, and unreliable reporting hinder the process. The team's report presented a comprehensive strategy to enhance information gathering, ensuring higher-quality input and better engagement.



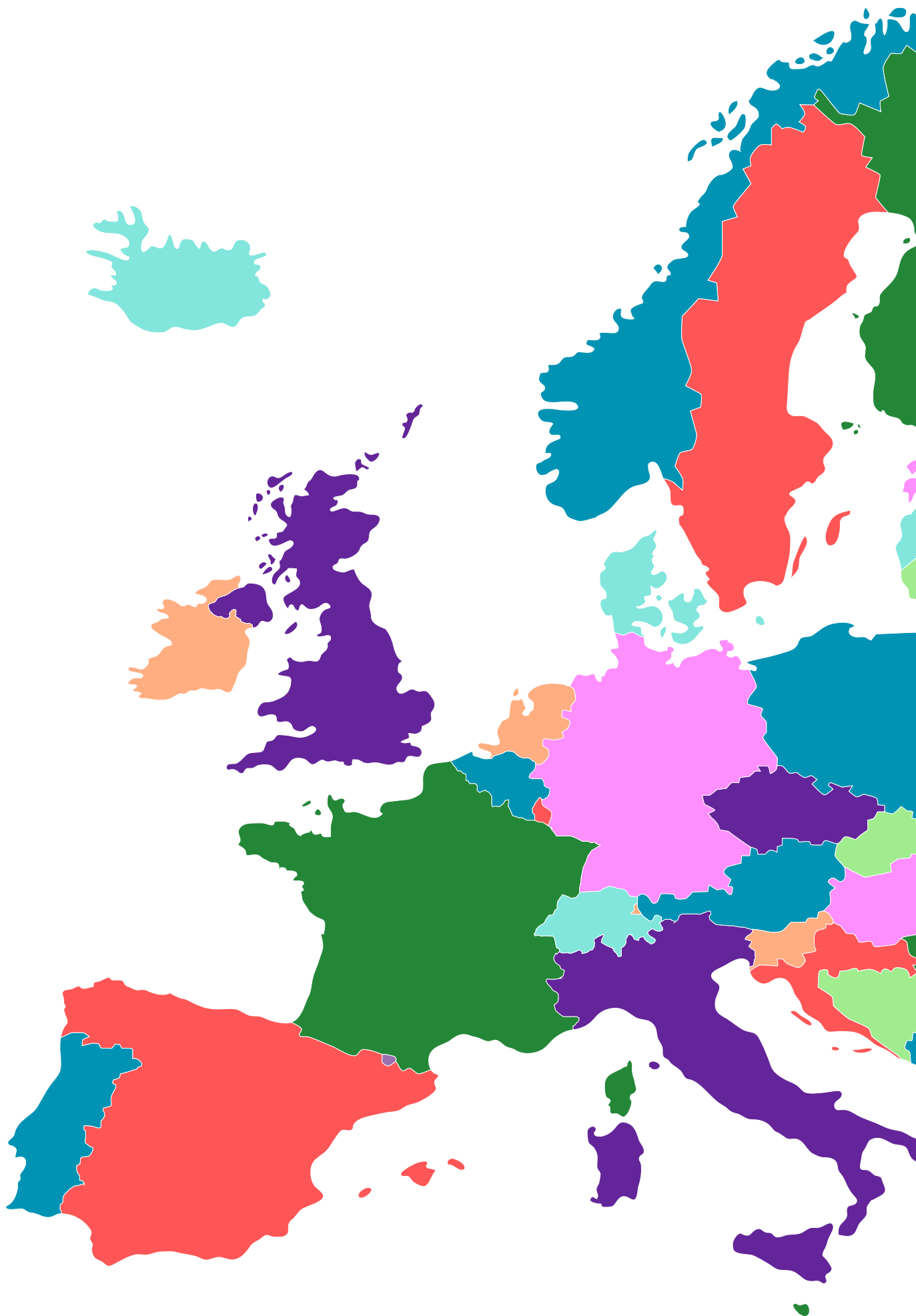




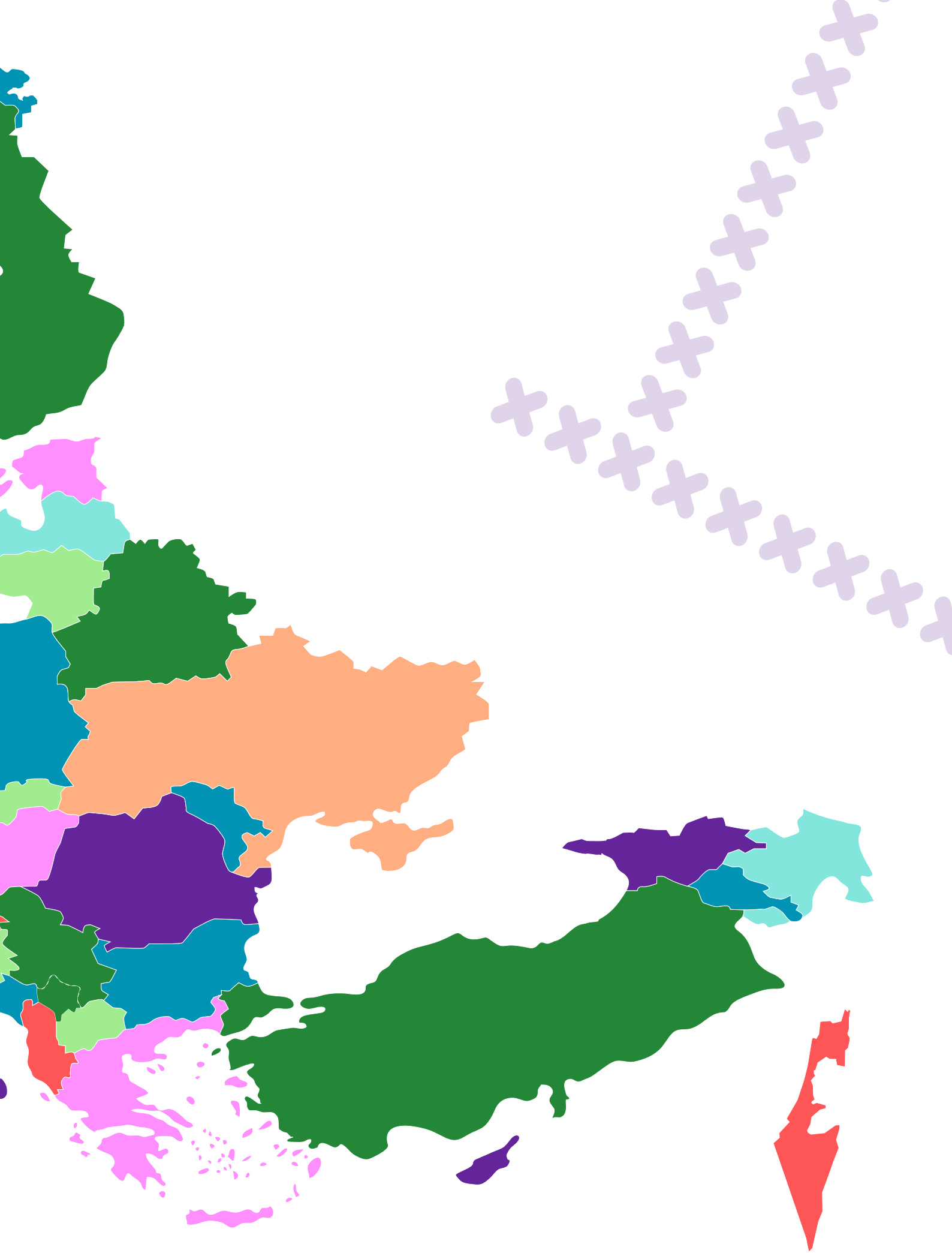
Regional Events

2022-2025

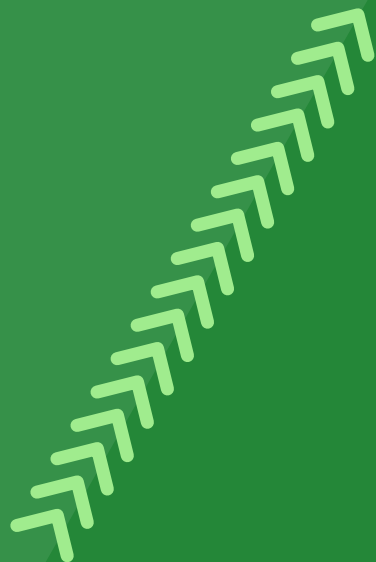
- **Youth Advocate Training 2022**
Brussels, Belgium
(40 participants)
- **European Sustainability Forum 2022**
Kolding, Denmark
(58 participants)
- **Communications Forum 2022**
Vienna, Austria
(46 participants)
- **International Study Session 2022 - Advancing safe space in NFE**
Budapest, Hungary
(35 participants)
- **The Scout and Guide Academy 2022**
Vilnius, Lithuania
(125 participants)
- **All-Groups Meeting 2023**
Kandersteg, Switzerland
(97 participants)
- **Peace Education Event 2023**
Riga, Latvia
(28 participants)
- **European Youth Agora 2023**
Fatima, Portugal
(69 participants)
- **WeAct Forum 2023**
Krakow, Poland
(142 participants)
- **The Scout and Guide Academy 2024**
Krakow, Poland
(164 participants)
- **International Commissioners Forum 2024**
Qawra, Malta
(167 participants)
- **Growth Event 2024**
Brno, Czechia
(56 participants)
- **All Groups Meeting 2025**
Budapest, Hungary
(80 participants)
- **Chief Executive and Chief Volunteers Meeting 2024**
London, United Kingdom
(55 participants)
- **My Europe, My Say! Campaign - Advocacy Hackathon**
Strasbourg, France
(16 participants)
- **Youth Advocacy Training 2023**
Mollina, Spain
(35 participants)
- **Educational Methods Forum 2023**
Skopje, North Macedonia
(80 participants)
- **European Networking Event 2023**
Budapest, Hungary
(62 participants)
- **MIYO Consultants Training 2023**
Lovain-la-Neuve, Belgium
(28 participants)
- **The Scout and Guide Academy 2023**
Wiesbaden, Germany
(180 participants)
- **MIYO Conference 2024**
Brussels, Belgium
(82 participants)
- **European Youth Agora 2024**
Höör, Sweden
(63 participants)
- **Organisational Resilience Forum**
Strasbourg, France
(23 participants)
- **2nd European Sustainability Forum 2024**
Corinthos, Greece
(46 participants)
- **Communications Forum 2024**
Sofia, Bulgaria
(39 participants)
- **SYSPUC Final Conference**
Brussels, Belgium
(24 participants)
- **Peace Education Study Session**
Budapest, Hungary
(24 participants)
- **European Scout Symposium**
Höör, Sweden
(75 participants)
- **Agora 2025**
Tirana, Albania
(38 participants)



** The boundaries, names and designations shown on this map do not imply official endorsement or acceptance by the World Organization of the Scout Movement and does not represent any political formalities of its Member Organizations. The map is intended to show the level of activity in various parts around the Region. As such, all information shown are for visualisation only and no other representations unrelated to the registered projects are being made.*



WOSM Services in Europe for the last 30 months



Cutting-edge Services for Members



Adults in Scouting	5
Better World Framework	26
Communications	6
Diversity & Inclusion	1
External Relations	14
Global Support Assessment Tool (GSAT)	10
Good Governance	16
Growth	16
Safe From Harm	13
Scouting & Humanitarian Action	2
Social Impact	4
Youth Programme	6
Youth Leadership	2
Total Services	121



WOSM Services by country

* The boundaries, names and designations shown on this map do not imply official endorsement or acceptance by the World Organization of the Scout Movement and does not represent any political formalities of its Member Organizations. The map is intended to show the level of activity in various parts around the Region. As such, all information shown are for visualisation only and no other representations unrelated to the registered projects are being made.

Spain ●●●●●

Global Support Assessment Tool (GSAT), Good Governance, Safe from Harm, Communication

Belgium ●●●

Social Impact, External Relations

Greece ●●●

Safe From Harm, Growth

Austria ●●●

Better World Framework

Moldova ●●●

Scouting & Humanitarian Action, Good Governance

Ukraine ●●●●●

Scouting & Humanitarian Action, Adults in Scouting, Growth, Good Governance

Montenegro ●●●

Good Governance

Poland ●●●●●

External Relations, Better World Framework, Youth Leadership

Ireland ●●●

Social Impact, Growth

Israel ●●●●●

External Relations, Global Support Assessment Tool (GSAT), Growth

Estonia ●●●

Global Support Assessment Tool (GSAT), Safe From Harm

Denmark ●●●

Global Support Assessment Tool (GSAT), Youth Leadership

Switzerland ●●●

Better World Framework

North Macedonia ●●●●●

Adults in Scouting, Social Impact, Safe From Harm, Growth, External Relations

Albania ●●●

Good Governance

Bulgaria ●●●

Safe From Harm, Growth

Portugal ●●●

Better World Framework

Norway ●●●

Growth

Youth Programme



Good Governance



Adults in Scouting



External Relations



Communications



Safe From Harm



Growth



●● Slovenia

Communications, Good Governance

●● Armenia

Growth, Governance and Strategy

●● Malta

Youth Programme

●● Latvia

Scouting & Humanitarian Action, External Relations

●●●●●● France

Good Governance, Better World Framework, Adults in Scouting
Safe From Harm, Youth Programme, Growth, GSAT

●● Netherlands

Safe From Harm, Better World Framework

●●●● Luxembourg

Good Governance, Better World Framework, Diversity & Inclusion, GSAT

●●●● Romania

Communications, External Relations, Scouting & Humanitarian
Action, Youth Programme

●●● Finland

Good Governance, Youth Programme, Better World Framework

●●●● United Kingdom

Better World Framework, Youth Programme, Good Governance
Global Support Assessment Tool (GSAT)

●●● Iceland

Global Support Assessment Tool (GSAT), Good Governance, Communications

●●●●● Serbia

Good Governance, Better World Framework, Safe From Harm,
Communications, External Relations

●●● Lithuania

Safe From Harm, External Relations, Scouting & Humanitarian Action

●●● Hungary

Growth, External Relations, Scouting & Humanitarian Action

●●●● Italy

Adults in Scouting, External Relations, Safe From Harm, Better World Framework

●●● Czech Republic

Scouting & Humanitarian Action, External Relations, Safe From Harm

●●●● Cyprus

Growth, Youth Programme, Good Governance, Safe from Harm

●●●●● Germany

Growth, Global Support Assessment Tool (GSAT), Better World Framework,
Communications, Safe From Harm, Youth Programme

●●● Slovakia

Better World Framework, External Relations,
Scouting & Humanitarian Action

●● Sweden

Better World Framework, Social Impact

● Bosnia and Herzegovina

Growth

*Scouting & Humanitarian
Action*



Youth Engagement



Social Impact



Diversity & Inclusion



Better World Framework



Global Support Assessment Tool







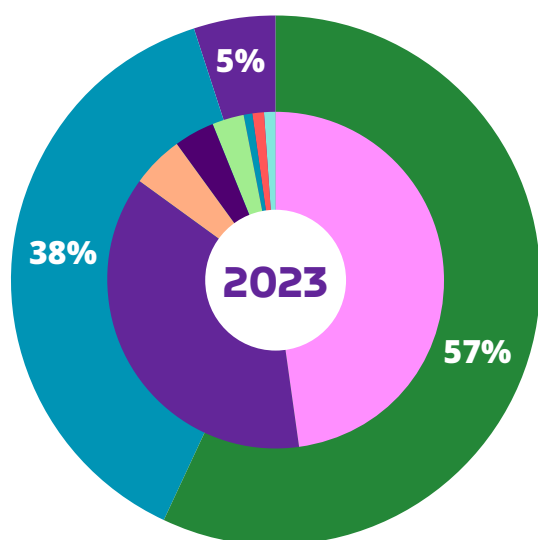


Carbon Footprint



In collaboration with the Climate Action Accelerator, the European Scout Region measured its carbon footprint, establishing a baseline for 2023 and measuring for 2024. The methodology combines a holistic measurement of the emissions caused by the operations, regional events, and offices of the Europe Support Centre—World Scout Bureau.

This baseline has enabled us to track and analyse trends in our carbon footprint and plan actions to mitigate, reduce, and eliminate emissions following the new sustainability strategy.



Events

Air	336,55
Hotels	37,46
Meals	23,49
Train	6,13

Office

Electricity	0,17
Gas	3,08
Commuting	0,82
Goods	2,78
Services	29,32

Operations

Air	262,12
Hotels	2,27
Meals	2,78
Train	2,35

Events

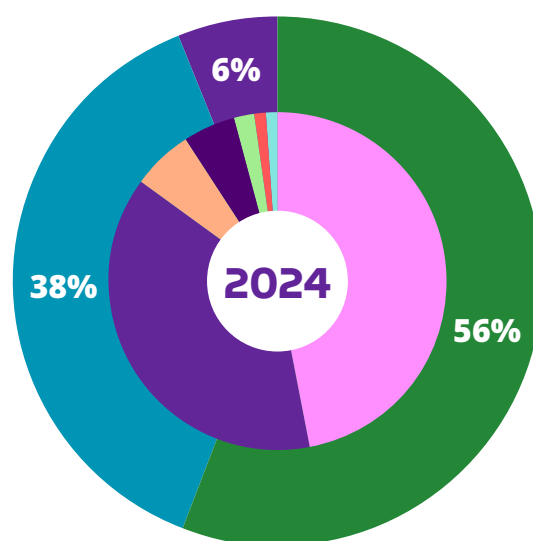
Air	262,4
Hotels	34
Meals	11
Train	3,5

Office

Electricity	0,17
Gas	2,9
Commuting	0,81
Goods	1,8
Services	27,5

Operations

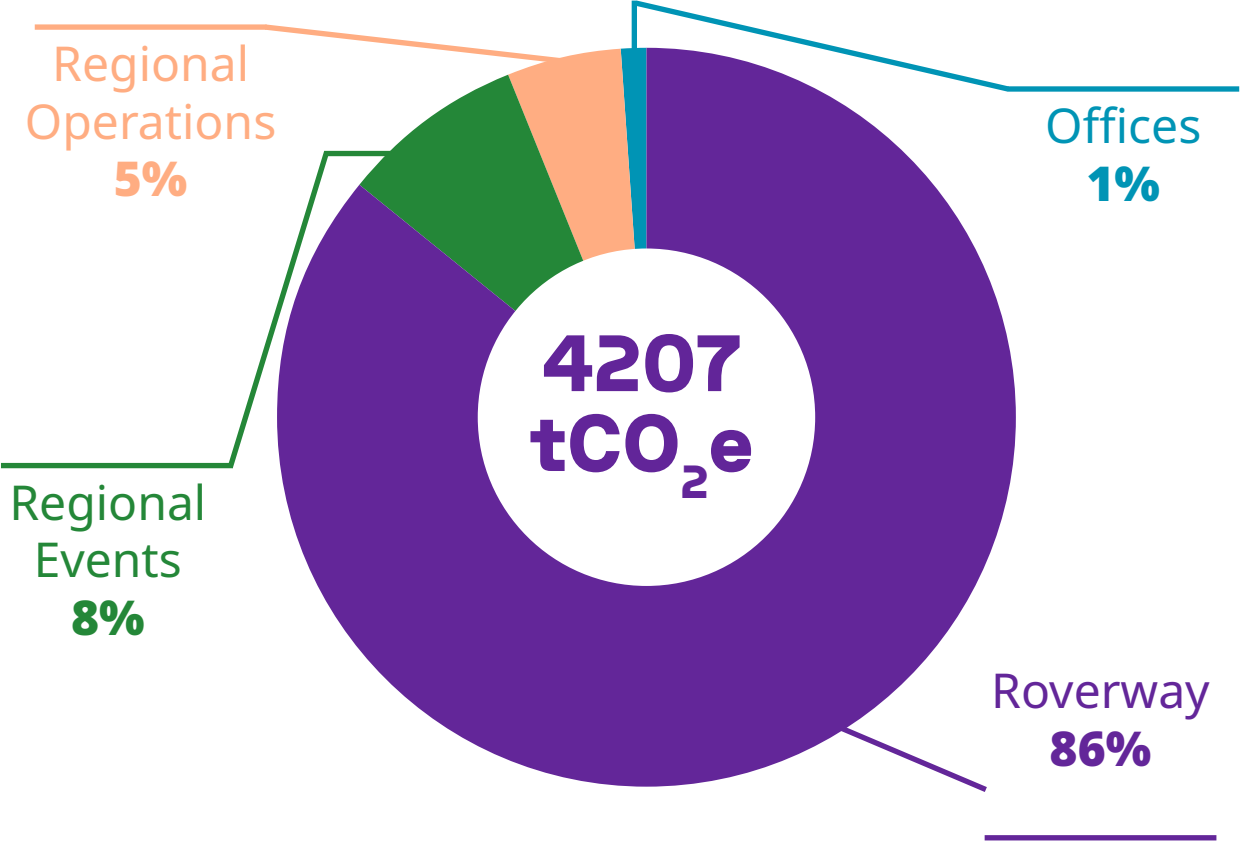
Air	210,4
Hotels	1,1
Meals	0,7
Train	1,3



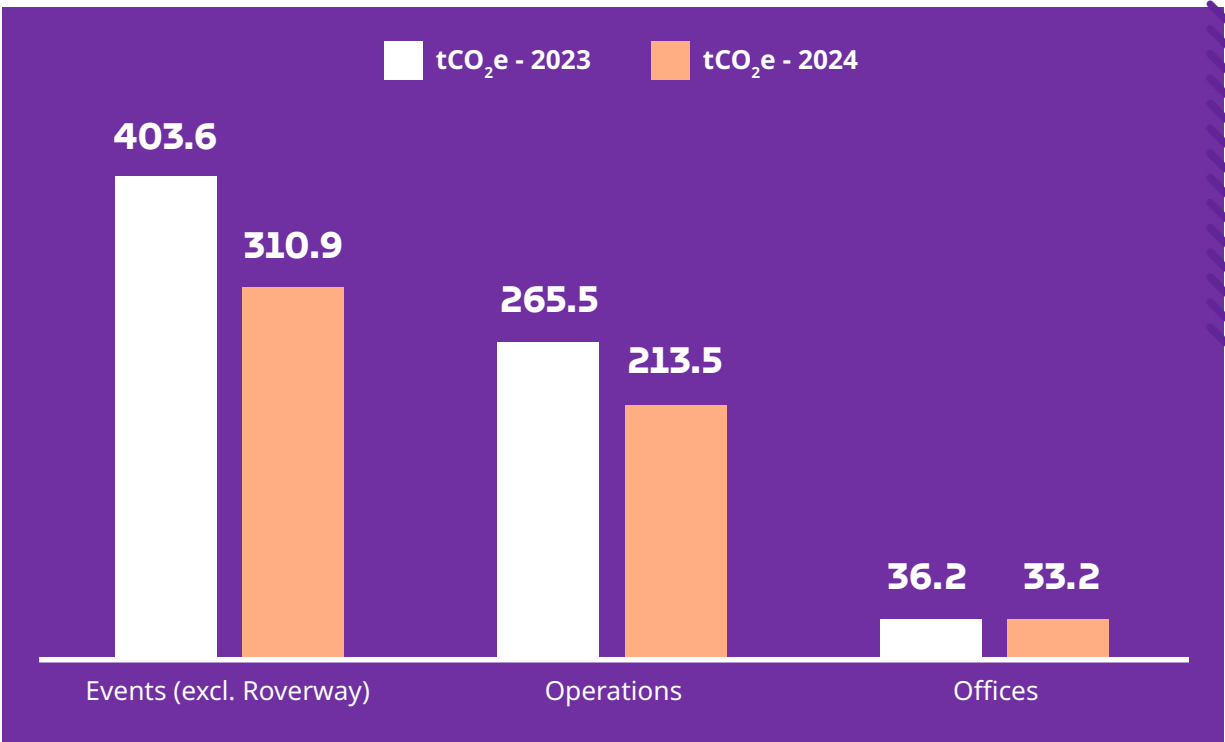
While every effort has been made to ensure accuracy, these measurements are inherently estimations and may not capture all variables or potential changes in data sources, methodologies, and environmental factors. As such, they should not be viewed as definitive or exhaustive.

We recognize that the science and techniques of carbon footprint measurement are continually evolving. Consequently, our methods and data will be regularly reviewed and updated to incorporate the latest research, technologies, and standards in the field.

Impact of Roverway



Trends

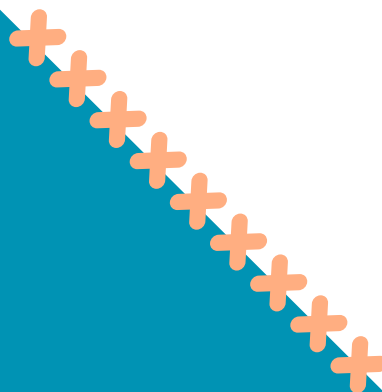


Conclusion

As we conclude the 2022–2025 Triennium, the European Scout Region stands stronger, more resilient, and better connected than ever. The collective efforts of regional volunteers, Member Organizations, and partners have resulted in significant progress across all strategic priorities. From rebuilding membership post-pandemic to launching new services like Social Impact and integrating sustainability into all levels of operations, the Region has demonstrated agility and vision in addressing evolving needs.

Groundbreaking developments marked the Triennium: implementing the Organisational Resilience framework, delivering inclusive youth empowerment pathways, and making measurable progress in environmental sustainability—especially through the “Leading the Way to Net Zero” strategy. Collaboration and knowledge exchange were central to this progress, with regional teams engaging with Member Organizations through innovative programmes, toolkits, and capacity-building initiatives. Importantly, safe environments, mental health, and well-being were prioritised, reinforcing the Region’s values of care, inclusion, and continuous improvement.

Looking ahead to the 25th European Scout Conference in Vienna, the Region is well-positioned to build upon these successes. The lessons learned, partnerships forged, and new methodologies developed offer a solid foundation for future growth.





**A Heartfelt
Thank You to
Our Donors**



As we reflect on the progress and achievements of the European Scout Region over the past term, we are filled with gratitude for the incredible support from our donors. Your generosity has been instrumental in helping us achieve our mission of empowering young people and fostering a global community dedicated to peace, sustainability, and mutual understanding.

Through your contributions, we have been able to:

- **Expand our outreach programmes** to reach more young people across diverse communities.
- **Enhance our training and development initiatives**, ensuring that our leaders and volunteers are equipped with the skills and knowledge they need to guide and inspire.
- **Support local and regional projects** that promote environmental stewardship, social inclusion, and active citizenship.
- **Facilitate international exchanges and events** that build bridges of friendship and cooperation across borders.

Your support provides the necessary resources and inspires our members to strive for excellence and embody the values of scouting in their everyday lives. With your help, we continue to create a positive impact on society and nurture the leaders of tomorrow.

We extend our deepest thanks to each and every one of our donors. We truly appreciate your belief in our mission and your unwavering support. Together, we are making a difference and building a better world for future generations.

Thank you for being integral to the European Scout Region's journey.



Fund for
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May 2025

World Scout Bureau
Europe Support Centres
Geneva, Switzerland
Brussels, Belgium
www.scout.org

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