

European Scout Region
2023-2024
Annual Report

To our donors,

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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Management
December 2024

World Scout Bureau
Europe Support Centre

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Foreword



Matthias Gerth
Chairperson
European Scout Committee



Abir Koubaa
Regional Director
World Scout Bureau - Europe Support Centre

Dear Partners and Members.

Dear Friends,

The year 2023-2024 has been a key period for the European Scout Region, marking significant progress in achieving the Strategic Priorities set out in our 2022-2025 Strategic Plan. Over this time, we have worked to ensure that Scouting continues to grow and adapt to the evolving needs of today's world while staying true to our mission.

In response to our members' shifting needs, we prioritised the development of innovative educational methods. By emphasising flexible volunteering, digitalisation, and mental health, we enhanced the support available to members and volunteers, equipping them to tackle new challenges and seize emerging opportunities.

Our efforts in peace education and human rights were reinforced by our experience with the UAct project, which was launched in response to the humanitarian crisis in Ukraine. Building on the lessons learned, we developed new models for social inclusion and preparedness, ensuring that our members were educated and empowered to take action on critical issues.

Environmental sustainability was another key focus in 2023-2024. We made significant strides by adopting a strategy to achieve climate neutrality and partnering with other like-minded organisations, positioning ourselves as a leader in sustainability within the non-profit sector.

This year also saw the growth of our movement with the inclusion of Scouts of Albania as a new Member Organization, reaffirming our commitment to growth and inclusion within the World Organization of the Scout Movement. Additionally, we expanded our regional scope by welcoming six Member Organizations from the former Eurasia Scout Region, which was phased out at the end of 2022-2023. With the National Scout Organizations in Armenia, Azerbaijan, Belarus, Georgia, Moldova and Ukraine, this

change opens new opportunities for collaboration and strengthens the bonds within our Scouting community.

We also strengthened our partnerships with other civil society organisations and institutions, including the European Youth Forum, Lifelong Learning Platform and YMCA. We have jointly developed and submitted several funding requests to donors in key areas, such as Peace Education with the Erasmus Student Network and safeguarding with OBESSU and the YMCA, to name a few. In addition to electing a Board Member of the European Youth Forum, we have secured an elected position for the Advisory Council on Youth representative as the Chairperson for the Programming Committee on Youth, which decides on the grants distributed by the European Youth Foundation.

A particular highlight of the year was the return of Roverway, our regional event for youth aged 16-22. Roverway 2024 will be the first large-scale youth gathering since the pandemic, offering young people a valuable chance to reconnect, share experiences, and engage with the future of Scouting.

Last but not least, one of the major milestones of the year was the approval of our new Strategy for Scouting. This strategy outlines our vision for the future, focusing on growth, inclusion, and innovation. It provides a clear framework that will guide the development of the Scouting movement in the years ahead, ensuring we remain relevant and impactful.

As we reflect on this year, we are proud of the progress made and the solid foundation it has created for the future. These milestones are a testament to our Member Organizations' hard work and dedication and the continued strength of the Scouting movement. Together, we will build on this momentum as we continue working towards the goals in our Strategic Plan.

Strategy for Scouting



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



To be the world's most inspiring and inclusive youth movement, creating transformative learning experiences for every young person, everywhere.



VISION

**To be the world's
most inspiring and inclusive
youth movement creating
transformative learning experiences
for every young person, everywhere.**

**A peaceful
and
inclusive
world**

**A world
shaped by
youth**

**A
sustainable
world**

IMPACT STATEMENTS

**STRATEGIC PRIORITIES
MOVEMENT**

Innovate education
Strengthen diversity and inclusion
Guarantee safeguarding and well-being
Value volunteering

**STRATEGIC PRIORITIES
ORGANISATION**

A fit for purpose organization
An adaptable organization
An influential organization



Four Strategic Priorities for the Scout Movement

Innovate education

Scouting will inspire children and young people and respond to their needs and interests by providing competency-based learning experiences and continuously innovating our educational programmes. We will implement these programmes by strengthening the use of the Scout Method through digital and real-world solutions, by embracing the diversity of the Scout Movement, and by ensuring that Scouting is accessible, fun, rewarding, and engaging.

Strengthen diversity and inclusion

Scouting's membership will reflect the diversity of the societies it serves and lead the way to increase and broaden its reach into new communities. We will actively remove barriers, reimagine the Scouting programme, increase our reach, engage more diverse volunteers, and reshape our organisations to provide every young person with the opportunity to join Scouting.

Guarantee safeguarding and well-being

Scouting will ensure young people feel free and confident to be themselves by providing a safe environment for adventure where children, young people and adults in Scouting are healthy, protected and supported to grow. We will adopt a zero-tolerance mindset across the Scout Movement, to prevent harmful situations and work to strengthen safeguarding practices and all forms of well-being as essential elements to achieving Scouting's mission.

Value volunteering

Scouting will actively recruit, train, and retain a growing and more diverse group of committed and motivated volunteers to support the delivery of safe quality programmes through fun, meaningful, and rewarding experiences. We will offer more flexible and accessible opportunities, providing relevant learning experiences for volunteers to develop their competencies, to be used and recognised inside and outside of Scouting.



Three Strategic Priorities for the organisation

A fit for purpose organisation

As fit for purpose organisations we will champion democratic, transparent, accountable, efficient and innovative governance structures that reflect the reality, unity and diversity of our membership and a commitment to youth leadership. We will be financially sustainable, enabling the Scout Movement to expand and serve its growing range of local communities worldwide. Our income sources will be ethical and diversified, built on strong financial management and resource mobilisation strategies with partners and donors.

An adaptable organisation

As adaptable organisations we will respond to the needs and interests of the young people and communities we serve. We will foster innovation and accelerate digital transformation across all levels of our organisation. We will make informed decisions that strengthen Scouting's impact using rich data collection, evidence-based reporting and learning platforms to develop a clear and systematic understanding of our work.

An influential organisation

As influential organisations we will be a united, vocal and relevant actor defined by our values and clearly positioned as safe, impactful, and trusted. We will be leaders for non-formal education working with a strong network of partners and organisations who share our vision to empower children and young people to take on the world's greatest challenges.

The Scout Movement



Empowering youth through volunteer-led, educational experiences

Scouting stands as the world's largest youth movement, engaging over 57 million young people, adult leaders, and volunteers across 224 countries and territories. As a growing movement embedded in diverse communities, Scouting addresses the needs and ambitions of young people through transformative education, skill-building, and leadership opportunities.

Guided by the Scout Promise and Law, Scouting offers a unique, non-formal educational experience through its core Youth Programme. This framework fosters personal growth, helping young people develop emotionally, intellectually, physically, socially, and spiritually.



In Scouting, learning is hands-on. Scouts develop the skills to become active leaders and engaged citizens through activities that span a broad spectrum—from outdoor adventures to community projects. These experiences prepare Scouts to tackle some of our world's most pressing challenges, from social justice and environmental stewardship to economic resilience.

Today, Scouting is growing faster than ever under the guidance of 176 National Scout Organizations (NSOs) and the dedicated support of millions of young people and volunteers worldwide. This commitment has propelled Scouting into a global force with an unprecedented reach, empowering a generation to build a better world through unity, leadership, and service.

Regional Services Delivery data

At World Scouting, we are committed to helping every National Scout Organization become the best version of itself to continue providing opportunities to millions of youth members worldwide. Whether a small or big national organisation, challenges and projects always require some external expertise and where there is something to learn and improve.

WOSM Services, through its trained volunteer consultants and World Scout Bureau staff, is the frame for delivering tailored and expert support to our members in the specific areas where they need it.

Social Impact



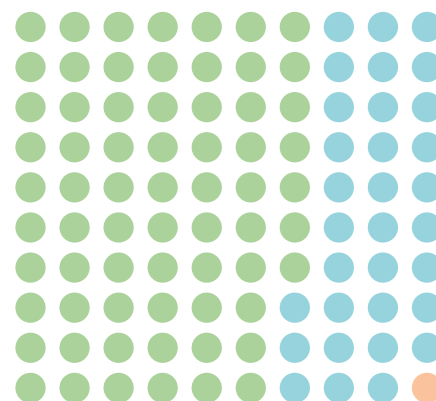
A new Service area, Social Impact, has been developed to allow organisations to measure their impact through a standardised system, and several new consultants have been trained in this methodology.

As the European Region of the World Organization of the Scout Movement, we provide this tailored support through WOSM Services to all our 47 Member Organizations (and 81 National Scout Associations) and coordinate the work of the European WOSM Consultants.

47
Country

81
NSA

1,957,240
Scout



67%
Boys

32%
Girls

1%
Other

Regional Services Delivery Data year 2023 2024

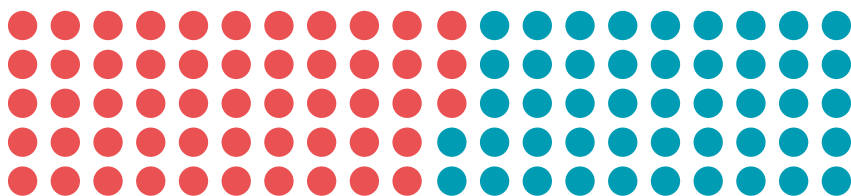
81
volunteers

29
NSOs

14
teams

53% Male

47% Female



2
project based teams



WOSM Services

12
service areas

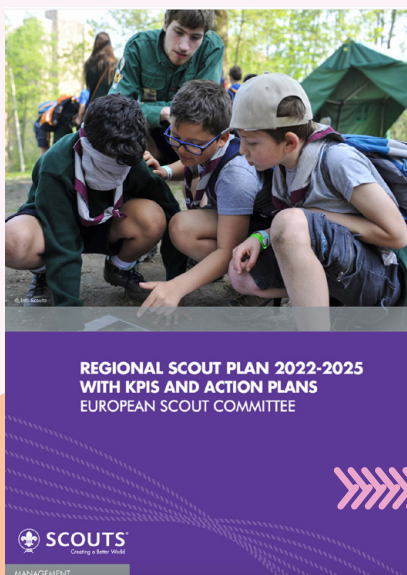
298
services requested
in Europe



Regional Scout Plan 2022-2025

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

The 24th European Scout Conference, held in July 2022 in Rotterdam, Netherlands, adopted the new plan. [This plan](#) outlines three strategic priorities that will serve as our guiding lights until 2025.





Organisational Resilience

The COVID-19 pandemic brought unprecedented challenges, reshaping our Scouting landscape and providing valuable resilience lessons. Despite its varied impacts, it reshaped our activities and perspectives, offering invaluable insights to fortify our organisations against future challenges. Our commitment to ensuring equal Scouting opportunities remains steadfast, exemplifying transparency, inclusiveness, and active participation at all levels. This commitment bolsters our internal resilience and contributes to the broader mission of global peace and justice. To sustain momentum for WOSM Vision 2023 growth targets and beyond, we'll devise strategies to welcome new members, fostering sustainable and equitable growth in the years ahead.



Educational Methods

To assert Scouting as the premier educational movement in contemporary society, we must deliver a high-quality Youth Programme that adapts to the evolving needs of our world. Simultaneously, we must prioritise the well-being and engagement of our dedicated volunteers, ensuring their Scouting experience remains fulfilling and rewarding.

We recognise the importance of addressing modern social issues, including the rising challenges to mental health and the opportunities afforded by digitalisation. We can effectively tackle these issues by identifying innovative educational practices and supporting our adult leaders while advancing our core mission.



Environmental Sustainability

Environmental concerns are urgent in our daily lives, affecting us directly or indirectly. These issues are our collective responsibility and significant for young people.

The Region will conscientiously assess the impact of its actions on the planet. We will explore avenues through which Scouting can contribute to environmental sustainability, utilising our educational content and advocacy efforts to foster positive change. Importantly, we will continuously evaluate and adapt our activities and operations to build competencies that promote environmental education and sustainable behaviours to respect our common good - the Earth.

Diversity and Inclusion

The European Scout Region has made significant strides in its commitment to diversity and inclusion, with guiding principles woven into the Regional Scout Plan. These principles establish the standards for behaviour and attitudes across our organisation, shaping the «DNA» of the Region to ensure that diversity and inclusion remain central to our work. Over the past three Trienniums, this commitment has evolved from a project-based approach to a core responsibility shared by all, fostering an environment where diverse backgrounds, perspectives, and needs are embraced.



Our achievements include launching innovative projects and resources that promote inclusivity and understanding. For instance, the [Safer Scouting Pack](#) has empowered local organisations with tools like the Listening Ear Framework, Safer Events Checklist, and Code of Conduct. These resources equip teams to create supportive and inclusive environments prioritising safety and well-being at every level.

Our peace education initiatives have been instrumental in furthering peace and social cohesion.



Another significant milestone was the [Overture Diversity Network Meeting 2024 in Belfast](#), which gathered participants from across the region to discuss LGBTQ+ inclusivity, cultural awareness, race equity, neurodiversity, and socioeconomic inclusion. This meeting, organised with contributions from The Scout Association (UK), Scouting Ireland, Catholic Guides of Ireland, and Girlguiding UK, provided an invaluable platform for sharing best practices and deepening understanding of vital topics.

Through continued commitment to the principles of civic education, community engagement, and youth voices, we aim to nurture a new generation that is empowered, resilient, and ready to lead. This includes our dedication to humanitarian efforts, reaffirmed by the Humanitarian Crisis Resolution and the lessons learned through our UAct partnership.

As we move towards greater peace and social cohesion, our Peace Education initiatives will play a crucial role. The Pieces of Peace study session, scheduled for 2025, will equip young youth workers with the skills to address conflicts and societal challenges through human rights education. Additionally, the «Voices of Change» project, funded by the Erasmus+ program and in partnership with the Erasmus Students Network, will engage youth in civic activities, fostering inclusivity and resilience within communities through global citizenship education.



Sustainability

Sustainability is central to our Strategic Priorities in the European Scout Region. We are committed to minimising our environmental impact and have actively adapted our activities, operations, and educational approaches to foster greater environmental responsibility. Our objectives are twofold: to strengthen the capacity of Member Organizations to champion Sustainable Development and to achieve carbon neutrality as an organisation by 2030.

A key initiative in this commitment is the Earth Tribe project funded by the Erasmus+ programme of the European Union, which is now in its second and last year of implementation it is now in its second and last year of implementation. This project is instrumental in advancing the Sustainable Development Goals (SDGs), equipping young Europeans to become active citizens and creating positive change in their communities.

Since its beginning in January 2023, the Earth Tribe has had impactful events across Europe to educate youth and local communities, raise awareness of environmental challenges and create spaces to take action. These events include the CEO and Chief Commissioners Network Meetings, the European Agora 2024, Roverway 2024, and the Sustainability Forum, the project's closing event hosted in Greece in October 2024.

Partner National Scout Organizations have also undertaken youth-led projects addressing various environmental challenges across Europe, engaging over 6,000 individuals and 600 community members. This project reinforces Scouting's commitment to sustainability and the Earth Tribe project's alignment with the UN 2030 Agenda for Sustainable Development.

Following the approval of our Sustainability Strategy, the Sustainable Region Team is developing a comprehensive Roadmap. This document outlines concrete, measurable actions to reduce the European Scout Region's footprint. Partnering with Climate Action Accelerator, we've calculated our baseline footprint for 2023, which will serve as a benchmark for monitoring our progress. This data-driven Roadmap is set to be presented to the European Scout Committee in January 2025, setting the stage for actionable steps towards our sustainability targets.





Reflecting on the Success of the 10th European Educational Methods Forum

The [10th edition of the Educational Methods Forum](#), held from 11 to 15 October 2023 in Skopje, marked a significant milestone in the journey of European scouting. With 74 participants from 26 countries representing scout organisations, the event unfolded as a vibrant platform for collaboration, innovation, and shared learning.

The Forum's agenda was meticulously crafted to embrace various subjects, from environmental sustainability to digitalisation, well-being in scouting, and Safe from Harm initiatives. Particularly noteworthy was the resonance of the Earth Tribe initiative, which drew considerable interest and underscored the escalating dedication of Scout organisations to environmental stewardship and conservation efforts.

CEO and Chief Volunteers Network Meeting: Empowering sustainable change across Europe

The recent [CEO and Chief Volunteers Network Meeting at Gilwell Park](#), United Kingdom, brought together over 40 top executives and volunteers from 23 National Scout Organizations. The focus was exploring the integration of sustainability into the strategies and operations of Scout Organizations and Associations.

From 9 to 11 February 2024, this gathering saw 44 participants representing 23 European countries engage in meaningful discussions, forge valuable connections, and exchange best practices. Amidst this collaborative atmosphere, innovative ideas flourished, enriching the event with fresh perspectives. Moreover, the agenda expanded to encompass the theme of organisational resilience, prompting robust dialogues on pertinent challenges facing participating organisations.

Agora 2024: Empowering Youth Through Sustainability and Cultural Exchange

The [15th WOSM Agora](#), held at the Göransborg Scout Centre in Sweden from 2 to 7 April 2024, brought together over 56 Rovers from 22 countries for a unique event driven by the motto «for Rovers, by Rovers.» Over four intensive days, participants engaged in activities aimed at strengthening the educational goals of the Rover age section, with a particular emphasis on youth empowerment.

By focusing on sustainability, cultural exchange, and youth empowerment, the event broadened the participants' perspectives and equipped them with the skills and motivation to drive meaningful change in their communities. As these young leaders return to their home countries, they carry the lessons, experiences, and inspiration to make a lasting impact.

Impact of Scouting

The project Measuring Impact with, for, by Youth Organisations (MIYO) represents an ambitious initiative to connect the vibrant field of youth work with the world of academic research, reinforcing the links between policy, research, and practice in youth development.

The project reached a significant milestone with the ImpactYouth conference held on 22 February 2024 in Brussels, Belgium. This event served as a platform for knowledge exchange and strategic dialogue, highlighting the MIYO toolkit's role in linking research findings to policy-making and practice in youth work.



Throughout its duration, the MIYO project has established new standards for evaluating youth work, empowering organisations with a comprehensive framework to measure and communicate their impact. The MIYO toolkit, refined through extensive research and field testing, has become a model for evidence-based practice in youth development. It represents a legacy of strengthened connections between research, policy, and hands-on youth work, ensuring that youth development is measured and meaningfully advanced.

As we move forward, we aim to explore partnerships and opportunities that will enhance our innovative measurement processes, including assessing community impact. We will also extend support through the new WOSM Service, helping more Member Organizations measure their impact and take action to improve and expand their educational offerings.

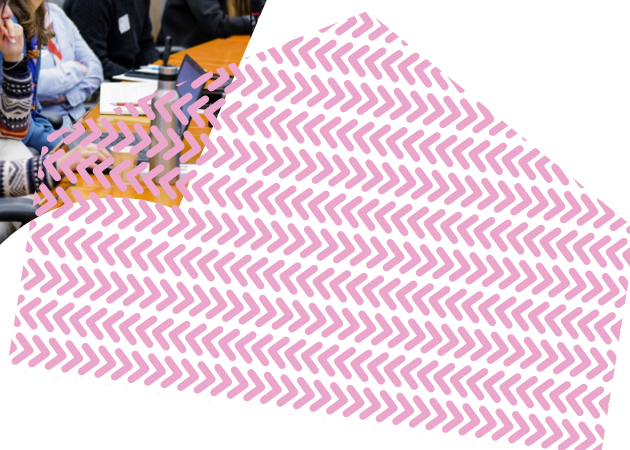


Empowering Tomorrow's Leaders

MIYO Conference Showcases Youth Impact Findings at the European Parliament

The ImpactYouth event convened policymakers, academics, researchers, and civil society organisations in Brussels. Recognising the pivotal role of youth development, the event aimed to showcase the findings from the MIYO project, highlight key insights and present actionable policy recommendations.

The event included a [European Parliament session showcasing the MIYO Impact Measurement toolkit](#), the study results, and a panel discussion hosted by MEP Michaela Šojdrová. The MIYO conference was pivotal in advancing the discourse on youth empowerment and impact measurement, charting a course for more informed policies and practices in the years to come.



Highlights of the year



The Growth Event 3.0

On 25-29 April 2024, 50 representatives from European National Scout Organizations from 26 countries came together at Kapráluv mlýn, Czechia, to chart the future of Scouting. [The Growth Event 3.0](#) brought participants face-to-face with the challenges and opportunities of growth as we examined innovative models to reach emerging and underrepresented communities, addressed the impact of COVID-19 on membership, and explored new approaches to volunteering.

The Growth Event 3.0 embodied the collaborative spirit and commitment of Scouting to continuous growth and inclusion. With support from the European Youth Foundation of the Council of Europe, this third edition marked a significant step forward in the journey the Region began with the previous two editions, paving the way for a more resilient, adaptable, and inclusive movement.

New Geographical Boundaries of the European Scout Region

In March 2023, the World Scout Committee of the World Organization of the Scout Movement decided to phase out the Eurasia Scout Region. The European Scout Committee, together with the leadership of the Asia-Pacific and Eurasia Regions, was involved in determining the best ways to support Scouting in the countries currently within the Eurasia Scout Region.





**SCOUTS OF
ALBANIA**

As of 1 October 2023, the Member Organizations of [Ukraine, Moldova, Belarus, Georgia, Armenia and Azerbaijan joined the European Scout Region](#). The European Scout Committee supported this decision, in close collaboration with the World Scout Bureau, aligned with the World Scout Bureau, and started working on critical milestones to prepare for the transition, welcome, induction, and integration of the new Member Organizations.

Scouting in Albania joins as the 176th Member Organization of World Scouting

[Scouting in Albania](#) has a rich history that dates back to the 1920s. In 2019, the European Scout Region began to support the development of Scouting in Albania with a strategic and sustainable approach to growth, leading to a unified, co-educational, multi-ethnic and inter-religious movement in the country and putting the organisation on a path towards full membership status.

Currently, Scouting in Albania involves 390 children, 160 adults and 49 trained Scout leaders nationwide. In addition to the capital, Tirana, Scouts are active in regions such as Berat, Diber, Elbasan, Fierit, Kukësit, and Shkoder.

Ready for Life: Scouting's new brand welcomes in a new era

Over the past year, we have worked to review and refresh the image of Scouting to position us for the future alongside partners and collaborators. The result is an exciting new visual identity and story for Scouting rooted in our global mission to shape the lives of young people worldwide.

[The new look for Scouting](#) includes a modern redesign of the iconic World Scout Emblem, a reimagined logo and wordmark for World Scouting, a new tagline, «Ready for Life», available in multiple languages, an expanded and more vibrant colour palette, a unique and modern typeface, and a range of secondary creative visual elements for all our digital, communications and marketing channels.



2,000 Scouts gather for the 43rd World Scout Conference in Cairo, Egypt

The [43rd World Scout Conference](#) drew to a close on 23 August, capping off seven days packed with meaningful decision-making that will set the Scout Movement's direction for years to come. The gathering marked the first in-person global Conference in seven years, bringing together over 1,600 participants and guests, with 400 participants joining online.

Hosted by the Egyptian Federation for Scouts and Girl Guides and supported by a team of dedicated volunteers, the event offered a platform for National Scout Organization leadership to agree on crucial strategic directions, including the adoption of key resolutions, an amendment to the WOSM Constitution, and the unanimous approval of a new vision and Strategy for Scouting.



Eight remarkable women creating a better world

They are Elena, [Jill](#), [Elisaveta](#), [Raluca](#), [Louise](#), [Máire](#), [Ilka](#) and [Inês](#). From childhood Scouts to adult volunteers, they've walked diverse paths in scouting. Today, they serve as Chief Commissioners, Chief Scouts, International Commissioners, volunteers, WOSM staff, Team Leads, Consultants, Coordinators, and more.

On International Women's Day, we created a campaign to showcase their stories, experiences, and wisdom through a series of interviews on our communication channels, nothing further from who they are inside and outside the Movement.





5,500 Scouts and Guides gathered for the 7th Roverway 2024 in Norway

Over 5,500 Scouts and Guides from 38 countries participated in the highly anticipated [7th Roverway](#). It was the first outdoor event blending adventure, education, and cultural exchange since the pandemic.

The event, hosted by The Guides and Scouts of Norway with support from government partners and local authorities, took place from 22 July to 2 August in Norway. During the first six days, participants joined mini-camps held all around Norway. For the second half of the event, young people between the ages of 16 and 22 had the opportunity to engage in a wide range of educational programmes and outdoor adventure activities that promoted peace, sustainability, cross-cultural exchange, and leadership skills at the campsite in Lundsneset, in Hundvåg (Stavanger).



NORTH of the Ordinary

“When we return home, let’s bring something from this camp. Let’s take a stand for something or someone we believe in because we know that being just a little bit different can make a huge difference!”

»»»»»»»»»»»»»»»» Torgeir Heidal
Norway

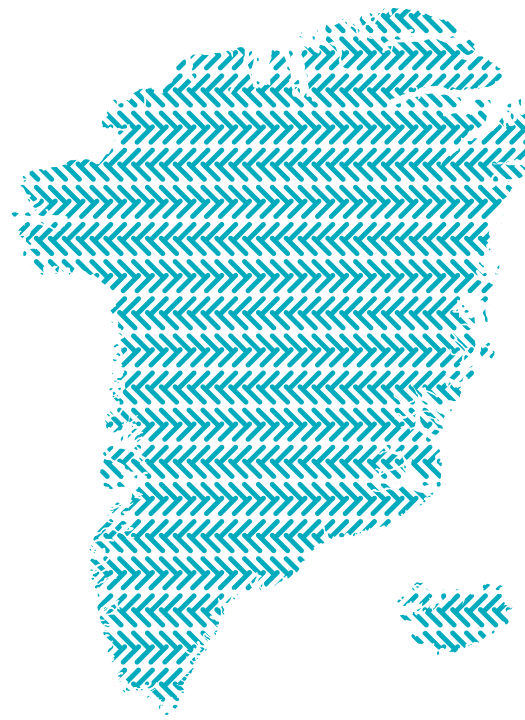


Torgeir continued, “And soon, this bubble will burst, and we will have to go home. Maybe NORTH of the ordinary is something you can bring home. Sometimes, a bubble burst can reveal beautiful things from the inside. So when we burst this Roverway bubble, I believe something NORTH of the ordinary will reveal itself!”

The message resonated deeply, urging participants [to carry the spirit of Roverway back into their daily lives](#). “When we return home, let’s bring something from this camp. Let’s take a stand for something or someone we believe in because we know that being just a little bit different can make a huge difference!”



Impact Stories:



Albania



[Albania joins as 176th member](#)

Belgium



[170 Belgian Scout Leaders convene in Flemish Parliament for Leadership Council](#)

Denmark



[“I would love a job where I could help create and organise something meaningful for others”](#)



[Denmark to host the 27th World Scout Jamboree in 2031](#)

Germany



[“How Scouting empowered me to become a UN Youth Delegate”](#)



[Embarking on a global journey: a jamboree on tour](#)

Hungary



[River Scout Camp: A Journey Through Time with Hungarian Scouts](#)



[Bridging realities: Laura’s journey as a lead at Roverway](#)

Ireland



[“The future of Scouting has to be outdoors”](#)



[“We need to equip and empower young people to take what they have learned within scouting and apply it beyond our Movement”](#)



Italy



[Solidarity on Wheels: Italian Scouts' Vespa Expedition to Norway](#)



[Italian Scouts Speak Up at the Heart of the European Democracy](#)

Malta



[From local roots to global bonds: Amy's experience at Roverway 2024](#)

North Macedonia



["I hope I am and will continue to inspire personal growth and give a safety net for trial and error"](#)

Portugal



["There are still too many decision-making places where youth is not significantly represented"](#)



[Tides of Transformation: Thousands of Portuguese Scouts Leading the Charge Against Marine Litter](#)

Romania



["We find out how many things unite us and how similar we are, rather than how different and separated we 'should be'"](#)



Slovakia

[Central European Jamboree 2024](#)

United Kingdom



[Powering sustainable change through partnerships](#)



[United Kingdom to host 44th World Scout Conference in 2027](#)



[Graham Coulson MBE award](#)

Governance

The European Scout Committee, an elected body from the European Scout Conference, is responsible for strategically managing the European Scout Region. Like a General Assembly, the Regional Scout Conference attracts delegations from all 46 Member Organizations within the Region.

Comprising six dedicated volunteer members elected for a 3-year term, alongside two ex-officio members—the Regional Treasurer and the Regional Director—the European Scout Committee is a dynamic team. Their diverse mandates span overseeing the implementation of the Regional Plan, coordinating policies, fostering strategic partnerships, and enhancing member engagement. Following the Regional Conference in the summer of 2022, a new Committee was elected to steer the course for 2022-2025.



Members of the European Scout Committee:

- **Matthias Gerth (Switzerland)** – Chairperson
- **Diana Slabu (Romania)** – Vice-Chairperson
- **Martin Person (Sweden)** – Member
- **Boris Vujnović (Croatia)** – Member
- **Jérémy Apert (France)** – Member
- **Wouter Zilverberg (Netherlands)** – Member

The Ex-officio members:

- **Abir Koubaa (Switzerland–Tunisia)** – Regional Director
- **Bo Holmström (Sweden)** – Treasurer (as of June 2023)

To support the overall coordination of the implementation of the Regional Plan, an Operational Framework is composed of over 70 volunteers from across the Region. This team is coordinated by a team of Coordinators responsible for:

- Harmonise and create synergies between various actions and initiatives.
- Mainstream the principles defined in the Plan.
- Monitor and evaluate the delivery process of the Plan.
- Act as an interface between the strategic oversight of the Committee and the actions of the volunteers within the Operational Framework.

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



Members of the Coordinating Team:

- **Allan Simpson (United Kingdom):** Organisation Area of Operations
- **Monika Woźnica (Poland):** Education Area of Operations
- **Máire Fitzgerald (Ireland):** Innovation Area of Operations
- **Martin Person and Boris Vujnović** providing governance oversight from the European Scout Committee
- **Radu Stinghe, Raül Molina and Goran Gjorgjiev,** providing operational support from the WSB-European Support Centre

World Scout Bureau - Europe Support Centre

A team of professionals at the World Scout Bureau - Europe Support Centre is dedicated to assisting the Region's Member Organizations and coordinating essential operations. There are two European Regional Support Centres located in Geneva, Switzerland, and Brussels, Belgium.

The operations of the Region are supported by a total of 16 staff members, one intern, one volunteer, and two consultants. Their work is organised into four key areas:

1. Educational Methods
2. Organisational Development and Institutional Support
3. Communications, Partnerships, and Fundraising
4. Administration and Finance



Meet the staff team:

- **Abir Koubaa (Switzerland-Tunisia):** Regional Director
- **André Jeanrenaud (Switzerland-Brazil):** Corporate Services, Team Support Executive
- **Anne-Christine Vogelsang (Switzerland):** Manager, Finance & Administration
- **Chiara Mioni (Italy):** Volunteer, Project Support and Event Management (as of January 2024)
- **Federica Imperadrice (Italy):** Officer, Project Management
- **Giselle Talampas (Philippines):** Office Support Executive
- **Goran Gjorgjiev (North Macedonia):** Senior Manager, Organisational Development
- **Hannah Louise Graham (United Kingdom):** Officer, Policy and Advocacy (as of March 2024)
- **Júlia Pérez Lema (Spain):** Manager, Communications
- **Louise Lundbye (Denmark):** Volunteer, Project Support and Event Management (until January 2024); Officer, Project Support and Event Management (as of February 2024)
- **Margarita Gaboyan (Armenia):** Research Officer, Social Impact (until March 2024)
- **Mary Elizabeth Nugent (Ireland):** Consultant, New Geographical Boundaries (as of October 2023)
- **Radu Stinghe (Switzerland-Romania):** Deputy Regional Director
- **Raül Molina (Spain):** Director, Scouting Development
- **Rose-Marie Henny (Switzerland):** Consultant, Growth (until May 2024)
- **Rupert Schildböck (Austria):** Manager, Institutional and Constitutional Support
- **Sian Bagshaw (United Kingdom):** Senior Manager, Diversity, Culture & Inclusion
- **Tetiana Smykovska (Ukraine):** Finance Account Executive
- **Tilemachos Boni (Greece):** Senior Manager, Grant Making Processes



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World Scout Bureau
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