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# S.Y.S.P.U.C

*Strengthening Youth Spaces & Participation  
for Underrepresented Communities*

## Regional Training for Youth Leaders in Macedonian (Part 1)



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# Table of Contents

<b>1. INTRODUCTION.....</b>	<b>2</b>
1.1 Background Information .....	2
1.2 Objectives of the Training .....	2
1.3 Needs Addressed .....	3
<b>2. EDUCATIONAL APPROACH &amp; METHODOLOGY .....</b>	<b>4</b>
<b>3. TRAINING OVERVIEW .....</b>	<b>5</b>
3.1 Training Agenda .....	5
3.2 Training Participants .....	7
<b>4. PREPARATION &amp; IMPLEMENTATION.....</b>	<b>11</b>
4.1 Preparation .....	11
4.2 Implementation .....	13
<b>5. RESULTS &amp; OUTCOMES .....</b>	<b>14</b>
5.1 Results.....	14
5.2 Learning Outcomes .....	15
<b>6. PARTICIPANTS EVALUATION .....</b>	<b>16</b>
<b>7. ANNEX.....</b>	<b>20</b>
7.1 Sessions Overview .....	20





# 1. INTRODUCTION

## 1.1 Background Information

The SYSPUC project focuses on raising the capacity of organizations working with youth and promoting non-formal educational activities in the Western Balkans, specifically in Albania, Montenegro, and North Macedonia. The main aim of the project is to strengthen the quality of the educational activities of youth organizations and to enlarge their outreach to sustainably involve young people from underrepresented communities in quality non-formal education activities promoting active citizenship.

In order to achieve this aim, the youth organizations taking part in this project receive tailor-made, country and region-specific capacity building, which includes peer-to-peer learning, staff development, educational methods training, and organizational development support. SYSPUC focuses on organizational development and growth, and for this reason, identifying and training existing and new human resources of the partner organizations is a core element of the project. Therefore, there are different capacity-building events and training taking place in the Western Balkans, including the Regional Training for Youth Leaders that took place in Krushevo, North Macedonia, and the Regional Training in Montenegro and Albania.

## 1.2 Objectives of the Training

The Regional Training for Youth Leaders focused on giving basic skills and knowledge on scouting and how to lead a group of scouts to the young leaders. Ultimately, the Regional Training helps the organization recruit and educate new generations of children and young people in non-formal educational methods through the scouting activities, promoting active citizenship, youth empowerment and cultural exchange amongst the training participants. The Regional Training fostered learning and leadership development and successfully involved a new generation of young people in the Scout movement. The goals and objectives of the training are:

1. The participants know the basics of scouting, the structure of the organization in a local, national and international level as well as the history, mission, vision and goals of the organization.
2. The participants obtain skills to teach other scouts the subjects contained in the scouting program of Scout Association of Macedonia (SIM).
3. The participants obtain skills to apply to teaching others, such as communication skills, team building, motivation, positive thinking, basic project/program planning skills.
4. The participants know what the characteristics of each age group are included in the scouting program, are aware of the group's needs and their role as a leader in the scout troop.







5. The participants know the scout method, the elements, and ways to implement activities following that method; they know the programs offered by SIM and the available resources and how to use them.
6. The participants are familiar with the concept of Safe from Harm and everything it includes things they need to know as leaders (such as first aid, mental health awareness, safety tips for scouting, etc.).

### 1.3 Needs Addressed

The three organizations (Scout Association of Macedonia, Scout Association of Montenegro, Scouts of Albania) have different needs when it comes to their organizational development, but they share the same need for quality capacity building of their members and leaders. The Scout Association of Macedonia is an older organization with a long tradition and sturdy structure and working framework. During the last years it has faced a challenge of having a decreasing number of active instructors and trainers included in training the new generations. That is where the need of educating new trainers and including them in the planning and implementation of the training for young leaders is most highlighted.







After organizing a Training of Trainers in Ohrid, North Macedonia, where a pool of new leaders has been trained, the next step is mentoring the new trainers into using their new skills and knowledge and involve them in the implementation of the Training for Youth Leaders. This allowed the new trainers to gain experience and strengthen their engagement and provided new leaders and training participants with a fresh perspective in the non-formal education offer of the Scout Association of Macedonia.

## 2. EDUCATIONAL APPROACH & METHODOLOGY

The methodology for the implementation of the training takes into consideration the current socio-economic situation and political setting, as well as the traditions and cultural context in North Macedonia. The Leadership Training followed the basic training principles for the targeted group as stated in the Training Framework followed by the Scouts Association of Macedonia. Moreover, the training focused on the basics of scouting, and the environment in which it was implemented clearly showed that.

It had an overall low-tech interactive and participative educational program. The sessions were planned in a way that allowed the participants to experience self-learning, answer quizzes, participate in guided discussions, and ask questions with an emphasis on the learning-by-doing method. Technology was used minimally and mostly for showcasing different ways of presenting information and new participative presentation methods. The number of participants taking part in the Regional Training was 20, which is the appropriate number to maintain engagement and participation for the planned sessions. The sessions were organized in such a way that the participants worked within their patrols in group work, all together in a panel form or by individual participation.

The trainers and facilitators are experienced scouts, using the scout method as their main approach. The scout method is an essential and unique system for progressive self-education. It applies various elements that support Scouting's purpose and principles and creates a cohesive and balanced system for young people to experience the true potential of Scouting in a safe environment. In particular, the trainers used the elements of working in small groups, creating a safe atmosphere for learning by doing, focusing on individual progress, working in nature, with a symbolic framework, and with appropriate adult help when necessary.

The participants and organizing team were accommodated in their own tents at a campsite in Krushevo. The choice of the location came naturally since this training's purpose is to go back to the basics of scouting and teach the new youth leaders how to transfer scouting skills and knowledge to new generations. The team also incorporated the nature component in the sessions.



## 3. TRAINING OVERVIEW

### 3.1 Training Agenda

The agenda consisted of three blocks of activities. The day started at 8 a.m. with an opening of the day, followed by breakfast and a daily recap. The morning sessions started at 10 a.m., which was the appropriate time since the participants were responsible for preparing their meals. There were two sessions of activities between breakfast and lunch and two between lunch and dinner.

The third block of activities was the one after dinner. That time was dedicated to team-building activities and mentoring sessions in the groups. The agenda consisted of five full working days including the first and last days which were used for introductory activities evaluation, closing of the camp, and a planning meeting.

The agenda had fixed time slots for the morning opening ceremony, meals, mentoring sessions, and quiet time (11 p.m. until 6 a.m.). The day of the hike was structured by the participants, following the mentor's guidance.

The main subjects covered by the training were the Scout method, Safe from Harm, Diversity and inclusion, The role of a scout leader, Responsibility and safety, Scouting principles, as well as other scout activities. Below is provided the training agenda, while a detailed session outline is available in section 7.1 of the Annex.

## AGENDA - Regional Training for Youth Leaders in Macedonian (Part 1)

**Venue: Krushevo, N. Macedonia**

**Dates: 20-26.06.2023**

DAY 1	
11:00 - 14:00	Arrivals and setting up camp
<b>14:00 - 16:30</b>	<b>Lunch and free time</b>
16:30 - 18:00	Setting up camp and logistics
18:00 - 20:00	Getting to know each other, ice breaking games, forming patrols, and dividing mentors. Presenting the agenda and camp rules. Expectations and goals
<b>20:00 - 21:00</b>	<b>Dinner and shower time</b>
21:00 - 21:30	Mentor meeting
DAY 2	
08:00 - 09:00	Morning opening day ceremony
<b>09:00 - 10:00</b>	<b>Breakfast</b>





10:00 - 11:30	Scouting DNA - the basics of scouting
11:30 - 12:30	Scout promise and laws, scout uniform
12:30 - 14:00	Patrol Symbolics (name, greetings, flag, song, motto etc)
<b>14:00 - 16:30</b>	<b>Lunch and free time</b>
16:30 - 18:00	Patrol and the role of a leader
18:00 - 20:00	Youth Programme KOMPAS + scout skills and badges
<b>20:00 - 21:00</b>	<b>Dinner and shower time</b>
21:00 - 21:30	Mentor meeting
<b>DAY 3</b>	
08:00 - 09:00	Morning opening day ceremony
<b>09:00 - 10:00</b>	<b>Breakfast</b>
10:00 - 12:00	Scout method
12:00 - 14:00	Team building activities and games
<b>14:00 - 16:30</b>	<b>Lunch and free time</b>
16:30 - 20:00	Scout method and planning scout activities - group exercise and presentations
<b>20:00 - 21:00</b>	<b>Dinner and shower time</b>
21:00 - 21:30	Mentor meeting
<b>DAY 4</b>	
08:00 - 09:00	Morning opening day ceremony
<b>09:00 - 10:00</b>	<b>Breakfast</b>
10:00 - 11:30	Characteristics of different age groups in scouting
11:30 - 12:30	Communications and PR
12:30 - 14:00	Team building activities and games
<b>14:00 - 16:30</b>	<b>Lunch and free time</b>
16:30 - 20:00	Responsibility, safety/SfH, problem solving/conflict management as a leader
<b>20:00 - 21:00</b>	<b>Dinner and shower time</b>
21:00 - 21:30	Mentor meeting
<b>DAY 5</b>	
08:00 - 09:00	Morning opening day ceremony
<b>09:00 - 10:00</b>	<b>Breakfast</b>
10:00 - 11:00	Preparations for the hike, setting up rules and budgets, giving tasks and challenges
11:00	Start of the hike
<b>DAY 6</b>	
14:00	Getting back from the hike
<b>14:00 - 16:30</b>	<b>Lunch and free time</b>
16:30 - 18:00	Evaluation and reflection on the hike
18:00 - 20:00	Evaluation and reflection on the training, lessons learned and next steps







20:00 - 21:00	<b>Dinner and shower time</b>
21:00 - 22:00	Spirituality session
<b>DAY 7</b>	
08:00 - 09:00	Morning opening day ceremony
<b>09:00 - 09:30</b>	<b>Breakfast</b>
10:00 - 11:30	Cleaning up the camp and packing
11:30 - 12:30	Closing ceremony and certificates
12:30	Departures


## 3.2 Training Participants

There were 28 people present at the training, including 20 participants and 8 from the organizational team. The participants were aged from 16 to 19 y/o and were scouts that are active in their local groups. Since some local groups need more support than others, we tried to give the young participants an opportunity to engage with the leaders in order to assess and address their needs. The group was very heterogeneous in regard to their previous knowledge and experience, which required some balancing while delivering the subjects from the trainers. On a positive note, different levels of experience promoted knowledge sharing and peer-to-peer learning inside the groups.





## List of Participants - Regional Training for Youth Leaders in Macedonian (Part 1)




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World Organization of the Scout Movement  
Organisation Mondiale du Mouvement Scout  
Вселенная Организация Скаутского Движения  
Organización Mundial del Movimiento Scout  
المنظمة العالمية للحركة الكشفية

### List of Participants – Leadership School - SYSPUC

Call: ERASMUS-YOUTH-2021-CB  
Project reference: 101052003  
Venue: Krushevo, North Macedonia  
Dates: 20/06/2023 – 26/06/2023

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<b>SCOUTS</b> Creating a Better World World Organization of the Scout Movement Organisation Mondiale du Mouvement Scout Всемирная Организация Скаутского Движения Organización Mundial del Movimiento Scout المنظمة العالمية للحركة الكشفية									
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## 4. PREPARATION & IMPLEMENTATION

### 4.1 Preparation

#### Step 1 - Creating a team

The Leadership Training Team was composed by:

- Vladimir Kostovski - Secretary General, Sojuz na Izvidnici na Makedonija
- Elisaveta Lukanovska - Membership Coordinator, Sojuz na Izvidnici na Makedonija
- Srna Majstorovic - Program Coordinator, Sojuz na Izvidnici na Makedonija
- Svetlana Lukanovska - Scout Unit Metodi Mitevski Brico (WB I instructor 2022)
- Srna Kovacheva - River Scout Unit Sidro, Skopje (LT 2021, ToT 2023)
- Darija Pavlovska - Scout Unit Metodi Mitevski Brico (LT 2021, ToT 2023)
- Filip Malinov - Scout Unit Ekvinoks (LT 2021, ToT 2023)
- Ina Mihajlovska - River Scout Unit Galeb (ToT 2023)

The table below shows in detail the management of the team's roles and obligations:

Team member:	Role:	Responsibilities:
Vladimir K.	Team Leader Logistics coordinator Finance Trainer	Responsible for transport, venue, finance, team coordination, facilitating sessions
Elisaveta L.	Trainer Reporting Communication SfH coordinator  *listening ear	Responsible for the agenda, communication with the units and participants, creating and following the session outlines, materials and resources, facilitating sessions
Srna M.	Trainer Program coordinator Social media coordinator  *listening ear	Responsible for the agenda, posting on social media, creating and following the session outlines, materials and resources, facilitating sessions
Svetlana L.	Trainer Instructor Mentor for the Junior trainers  *listening ear	Responsible for coordinating the junior trainers and helping with their sessions, following the agenda, creating and following the session outlines, materials and resources, facilitating sessions
Srna K.	Mentor and Junior Trainer - a previous participant in the same Leadership Training -ToT 2023 participant	Mentoring the group through every step of the training, giving advice, support and having daily evaluation with the participants and delivering the most important points to the coordinating team; facilitating sessions with the help of a senior trainer





Darija P.	Mentor and Junior Trainer - a previous participant in the same Leadership Training -ToT 2023 participant	Mentoring the group through every step of the training, giving advice, support and having daily evaluation with the participants and delivering the most important points to the coordinating team; facilitating sessions with the help of a senior trainer
Filip M.	Mentor and Junior Trainer - a previous participant in the same Leadership Training -ToT 2023 participant	Mentoring the group through every step of the training, giving advice, support and having daily evaluation with the participants and delivering the most important points to the coordinating team; facilitating sessions with the help of a senior trainer
Ina M.	Junior Trainer -ToT 2023 participant	Communications support, facilitating sessions with the help of a senior trainer, logistical support

## Step 2 - Reviewing the objectives and general criteria for the Leadership Training according to SIM's training framework

According to SIM's training framework, the Leadership Training is basic training for leaders of the units where they gather knowledge and skills to become scout leaders in their respective units. The training framework in SIM has been reviewed and improved by the training team and the Training Commissioner in the last two years. The program of the training covers subjects divided into 5 modules:

- ❖ The scouting organization
- ❖ Organizational structure, human resources and their contribution, uniforms, symbols
- ❖ Methods, program and basic forms of activities
- ❖ Scout troops - basic work group for the leader
- ❖ The image of a leader

## Step 3 - Preparing the agenda (appropriate to the current needs of the units)

The coordinator's team had 5 preparatory meetings, 2 of them online with the mentors in the preparation phase. The team prepared the agenda with slight modifications to previous trainings to answer the needs of the participants, making the activities appropriate for the weather and conditions and aligning it with the needs of the units' needs.

## Step 4 - Distribution of an open call to the units via official communication channels and promoting the opportunity on social media

In accordance with the unit's needs, SIM distributed an open call for participants from every unit. It was shared on the mailing list for all units and unit leadership, as well as through social media on [Facebook](#) and [Instagram](#). As a result of the open call, 25 potential participants applied, 3 of them did not fulfill the criteria of being above the age of 15 and therefore their applications were put in for the next year's training.

Usually, the units have the opportunity to send up to two members to the leadership training. Having in mind the needs of each unit and the objective of building their capacities, up to 3 participants per unit were approved.







## 4.2 Implementation

The Regional Training for Youth Leaders is a unique program that is composed of theoretical teaching and practical work through volunteering at different events on a national level. The program was composed of two parts and included training for leadership scouting skills, where new and motivated leaders acquire theoretical and practical knowledge on how to effectively lead scout patrols using the scouting method, and training for basic scouting skills, where the participants acquire knowledge about living in nature and leading a group through various activities and games.

Practicing the scout method, the new leaders learned the basics of scouting, characteristics of different age groups of scouts, as well as characteristics of a successful leader; they learned to recruit new members and promote their work and developed basic communication and conflict management skills. In addition to practicing structuring a patrol meeting, they also created annual programs.

The newly trained leaders took on responsible roles during the national jamboree, leading participants and implementing the lessons learned. The training was planned in a way that the participants were divided into three patrols, living, cooking, scouting together in the camp, and having one mentor responsible for guiding them through their learning experience. The agenda included a cultural hike through the picturesque city of Krushevo, with tasks promoting teamwork in the patrols.



The training was an amazing learning experience for the young participants as well as for the whole organizing team since everyone included got to practice the theoretical knowledge acquired in their last training (e.g., the Wood Badge Training, Training of Trainers). The new trainers applied their skills and knowledge in a safe environment supported by the instructors, ensuring everything went smoothly and followed the principles and objectives of the training, Scout Code of Conduct, and Safe from Harm principles.

## 5. RESULTS & OUTCOMES

### 5.1 Results

The outcomes of the Regional Training exceeded the expectations of the organizing team. Benefitting from the fresh perspective and methods of the 4 new trainers and the 4 new Wood Badge instructors, who were part of the organizing team, the training offered the participants a unique opportunity to learn and grow as Youth Leaders. SIM defined some key outcomes from this training:

- 20 Newly trained scout leaders and 7 units with new scout leaders.
- Improved agenda and session outlines for the Regional Training for Youth Leaders.
- Built the facilitation capacities of 4 trainers.
- Built the management capacities of 3 coordinators from SIM and 4 Wood Badge instructors.
- 10 new scout patrols with new leaders and 130+ new scouts.





## 5.2 Learning Outcomes

The participants spent 7 days outdoors camping and living with their peers, facing new challenges, learning new things together and created a welcoming and safe community, becoming ready to be leading children and youth in non-formal educational activities. For most of them this was a life-changing event that gave them a sense of purpose and belonging in the movement. The training sessions promoted guided discussions in which different experiences and good practices were shared amongst the groups and gave fresh insights into the work of the organizations involved and the scouting movement in general. The sessions were specifically constructed to guide the participants on their own journey to becoming a Youth Leader. The participants learned how to share their perspective, to add innovative elements in the activities and to use non-formal education methods.

Furthermore, the participants learned to be aware of their surroundings and to be respectful to different people and cultures. Because of the diverse team of trainers and facilitators and different techniques and methods used, and the different ways of engagement required, the participants could learn a variety of training methodologies and approaches, while the organizational team had the opportunity to practice their facilitation and trainer skills. Conducting this type of training in smaller groups, up to 25 participants, and in a camping space close to nature, was the most effective way to keep participants engaged, support their learning journey, facilitate bonding and exchange with their peers.





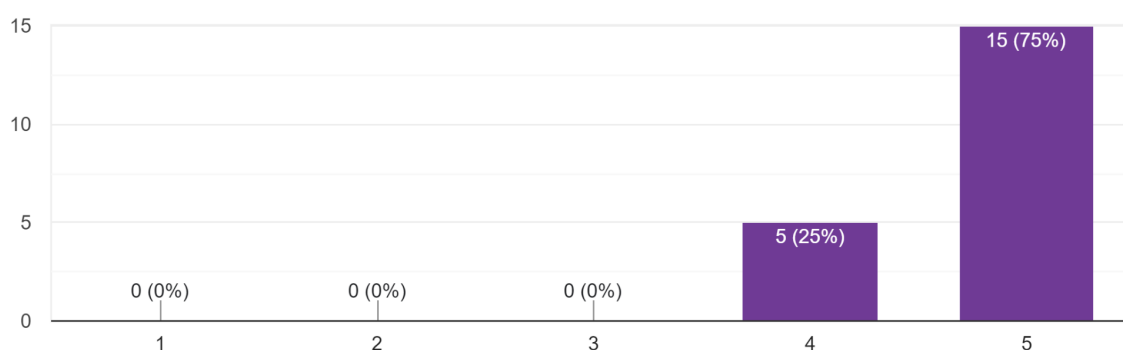


## 6. PARTICIPANTS EVALUATION

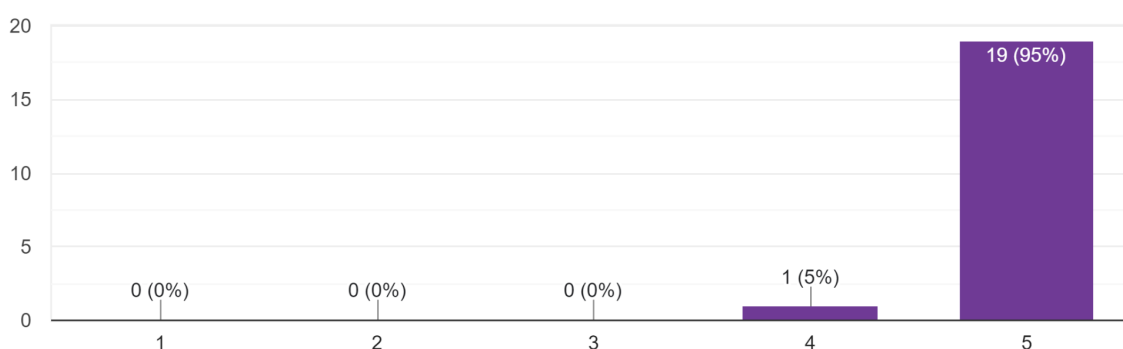
At the end of the training, during the final session, there was a dedicated time for evaluation and reflection on the whole event. The evaluation allowed the participants to reflect on their personal progression and their educational path during the training, as well as looking back on the expectations set from the first day and the overall impact of the training. Based on the answers collected, the training successfully met the participant expectations and learning objectives.

After the event, the participants were asked to answer a short evaluation form, including open questions, and graded some of the aspects of the training on a scale from 1 to 5. Below are the answers from the online evaluation form filled out by the participants:

### How would you rate the programme of the training?

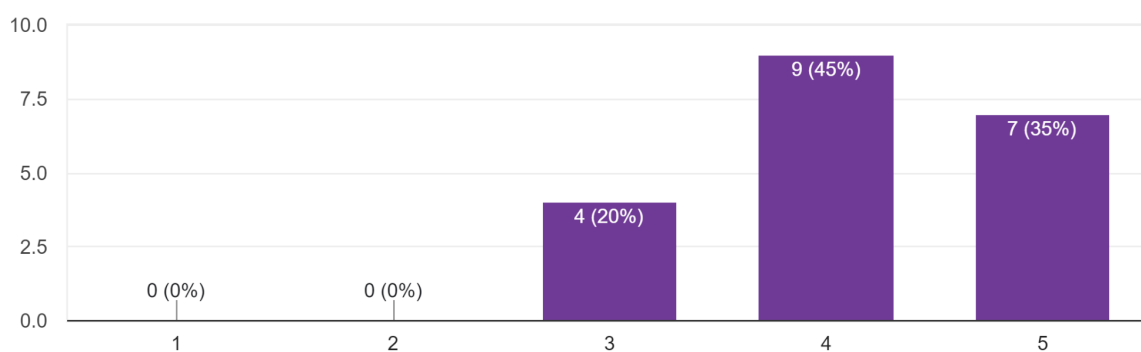


### How would you rate the methods of facilitation used by the team of trainers and facilitators?

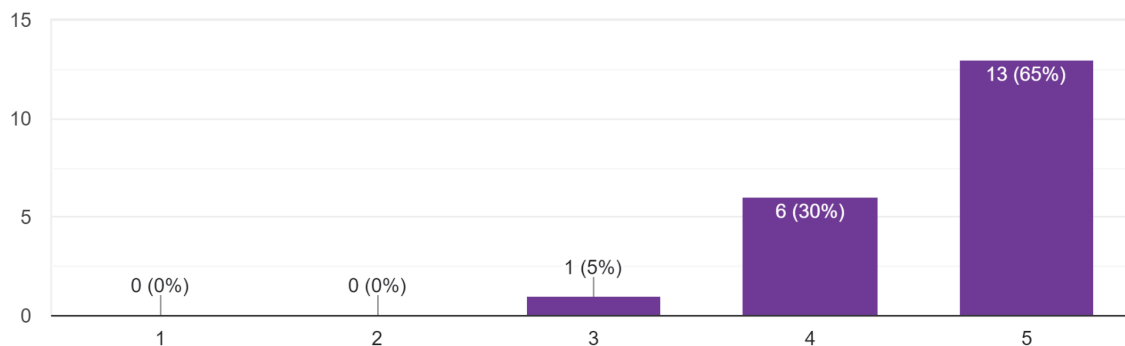




### How would you rate the food on this training?



### How would you rate the location of the training?







## What did you like the most from this training?

- *I liked that I got to become more flexible and resourceful*
- *Making new friends, learning new scout things, and some basic life skills*
- *The way the mentors and facilitators were explaining everything*
- *The activities where we got to practice the things we have learned before during the theoretical sessions*
- *The new skills and knowledge I got to help me be a good leader and the way everything was presented to us*
- *The way others shared their knowledge with us*
- *The relationship the mentors and trainers had with us*
- *The people, the sessions, the location*
- *The fact that I got to practice teamwork and that every session was well planned and interesting in its own way. I like the fact that we weren't just passive listeners but got to participate in many things*
- *The memories I will keep forever*
- *The hike, the good deed we did in the bakery and the new things I learned*
- *The sessions, the hike, the hanging out*
- *It was a new experience for me and I learnt new things that will help me in the future*







## What was the most useful thing you learned?

- *I learned to be more independent and how to react in certain situations*
- *I had some misinformation regarding first aid and I learned the right way to act*
- *Teamwork*
- *The elements of the scout method*
- *How you need to have a different approach regarding your different target groups (for example parents, kids, peers)*
- *Learning by doing*
- *I learned a lot of things about myself and my personality*
- *I learned how to be on time and be more disciplined, how to organize my time better*
- *How to budget during the hike*
- *I got more confident in my skills and knowledge*
- *How to learn from my mistakes*
- *How to handle conflicts*
- *To be more communicative*
- *How to be more resourceful and how to work as a group during the hike*







## 7. ANNEX

### 7.1 Sessions Overview

**Venue: Krushevo, N. Macedonia**

**Dates: 20-26.06.2023**

<b>Getting to know each other, ice breaking games, forming patrols and dividing mentors</b> <b>Presenting the agenda and camp rules</b> <b>Expectations and goals</b>	
Facilitators: N. of Participants:	Srna Majstorovikj, Elisaveta Lukanovska 20
Date: Day:	20.06.2023 1
Session N°: Time:	1 18:00 - 20:00
Session objectives:	<ul style="list-style-type: none"> <li>-Making everyone excited for the event and feel welcome</li> <li>-Creating an appropriate environment for knowledge sharing</li> <li>-Getting to know each other</li> <li>-Dividing into patrols and assigning mentors</li> <li>-Defining the rules, agenda, camp expectations and goals</li> </ul>
Session Details	
Time:	Description
18:00-18:10	The participants, mentors and trainers all gather at a meeting point and form a circle. The facilitators start by some basic introduction on the training and continue with games for getting to know each other.
18:10-18:30	<p>Games for getting to know each other:</p> <p>-Name Game</p> <p>1. Everyone is in the circle and one by one are telling their name and some adjective with word and pantomime example Snezana – Snow – moving with the hands like its snowing.</p> <p>2. After every participant has done this, then they will start one by one. The first one is saying her/his name and the adjective, then the second one has to repeat the one before and tell her/his name and the adjective, after that the third person is starting from the first person, then second one and her/his ...so on</p> <p>-“The wind blows”</p> <p>1. Everyone is in a circle and one person is in the middle. He/she makes a statement (example: 'The wind blows... to the ones that have been scouts for more than 1 year')</p> <p>2. Everyone that finds the statement to be true for them - runs to change places with a different player. The last one is in the middle and continues the game. The participants find that they have many things in common and many differences in the group.</p>





18:30-19:00	Dividing into mixed groups (participants from different units and cities together in one group) and assigning mentors for each group. The participants are in a circle with their eyes closed and hands raised. The mentor does a 'high five' greeting with the patrol members and everyone that got a 'high five' opens their eyes to see who their mentor is. The group goes out of the circle and the next mentor does the same thing. Then we have a short introduction from the mentors to the groups.
19:00-19:30	Presenting the agenda by the trainers, putting it up in different visible places in the campsite and agreeing on some basic ground rules that need to be respected by everyone.
19:30-20:00	In a circle each participant and trainer writes down on a sticky note and shares his expectations and sets some goals for the training. The facilitator posts them on a flipchart, to be reviewed at the end of the camp.

### Scouting DNA - the basics of scouting

Facilitators: N. of Participants:	Elisaveta Lukanovska, Svetlana Lukanovska 20
Date: Day:	21.06.2023 2
Session N°: Time:	2 10:00 - 11:30
Session objectives:	Participants are introduced with the terms and concepts: WOSM, SIM, structure of SIM, Structure of the local units, getting to know the basics: principles, motto, goals and strategy of the organization.

### Session Details

Time:	Description
10:00-10:30	Starting with explaining some basics in scouting and writing down on a flipchart some new terms and abbreviations for the participants to learn. It's an open conversation where the trainers facilitate a discussion with some open questions regarding the: structure of WOSM, Structure of SIM, Structure of the local units.
10:30-11:00	Dividing the participants into 3 groups, each of them has 5 minutes to try to explain one of the three scouting principles and what they mean for them. Then the trainers continue with the presenting and explanation of the following: Strategy, Goals and Motto of the organization.
11:00-11:30	Recap of the session and a short quiz for the participants.

### Scout promise and laws, scout uniform

Facilitators: N. of Participants:	Svetlana Lukanovska, Darija Pavlovska, Srna Kovacheva, Filip Malinov 20
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Date: Day:	21.06.2023 2
Session N°: Time:	3 11:30 - 12:30
Session objectives:	Participants are introduced with the terms and concepts: Scout promise and laws, scout uniform and codex of wearing it.
<b>Session Details</b>	
Time:	Description
11:30-11:45	Energizer - ('Jocker')
11:45-12:05	The participants are divided into three groups (the original patrols) and are given a task on stating everything they know about the uniform in a flipchart, then one group at a time presents the results and a discussion is open, while the trainers detect all the misunderstandings and wrong info and give the correct information.
12:05-12:15	The trainers present the ceremony of giving a scout promise/oath for the participants and include all the details in explaining.
12:15-12:30	Divided in 3 groups, the participants get the task to complete a puzzle out of the 10 scout laws and learn them by heart. At the end of the task the trainer randomly selects 10 participants to say the laws.

<b>Patrol Symbolics (name, greetings, flag, song, motto etc)</b>	
Facilitators: N. of Participants:	Darija Pavlovska, Srna Kovacheva, Filip Malinov 20
Date: Day:	21.06.2023 2
Session N°: Time:	4 12:30 - 14:00
Session objectives:	Participants built their team spirits and learn the importance of symbolics and team spirit in scouting.
<b>Session Details</b>	
Time:	Description
12:30-14:00	With guidance from their mentors the patrols create their patrol name, greetings, flags, songs and motto. This is a creative and bonding team building exercise for the participants that will use these symbolics until the end of their training camp.





Patrol and the role of a leader	
Facilitators: N. of Participants:	Srna Majstorovikj, Svetlana Lukanovska 20
Date: Day:	21.06.2023 2
Session N°: Time:	5 16:30-18:00
Session objectives:	Participants learn who can be a leader, characteristics of a leader, what is a patrol in the scouting movement and what is the role of the leader of the patrol.
Session Details	
Time:	Description
16:30-17:00	Brainstorming session on what is a patrol, what it consists of, what are the characteristics of a patrol.
17:00-17:30	On a big poster there is an outline of a person (a leader). Set in a circle everyone says some characteristics or personal trait or skill a leader needs to have and one of the facilitators writes them down and fills up the contour of the leader with words. After that we present our vision of a 'perfect leader'.
17:30-18:30	Every participant gets a piece of paper with a silhouette of a person drawn in the center. They get the instructions to quietly reflect and write down 5 of their skills/characteristics/personal traits they are most proud of. Then in pairs they write the same for their partner and at the end reflect on how everyone has some of the traits we look for in a leader and sometimes they are not aware of that.

Youth Programme KOMPAS + scout skills and badges	
Facilitators: N. of Participants:	Srna Majstorovikj, Ina Mihajlovska 20
Date: Day:	21.06.2023 2
Session N°: Time:	6 18:00-20:00
Session objectives:	Participants are presented with the basic SIM programme and the badge system. They get information on how to use the resources that SIM provides for the leaders and how to present the programme to stakeholders (scouts, parents, teachers).
Session Details	
Time:	Description







18:00-18:30	Short description on the basic KOMPAS programme.
18:30-19:30	Working in small groups of 3 participants on creating a monthly unit meetings plan using the programme and stating the activities, goals of the activity, number of people and age of the target group.
19:30-20:00	Presenting the group work and discussions.

Scout method	
Facilitators: N. of Participants:	Svetlana Lukanovska, Srna Kovacheva 20
Date: Day:	22.06.2023 3
Session N°: Time:	7 10:00-12:00
Session objectives:	Participants get to know the elements of the scout method, to identify them and use them in planning and organizing activities within the scout units.
Session Details	
Time:	Description
10:00-10:30	Presenting the elements of the scout method in a "puzzle" presentation, with the elements being added as puzzle pieces while the presentation takes place.
10:30-11:30	Working in the patrols the participants make a presentation of their own choice of methodology for explaining and giving examples of using the scouting method.
11:30-12:00	Presenting the groups' work and discussion in a plenary circle.

Team building activities and games	
Facilitators: N. of Participants:	Elisaveta Lukanovska, Darija Pavlovska 20
Date: Day:	22.06.2023 3
Session N°: Time:	8 12:00-14:00
Session objectives:	Practicing teamwork and dialogue





Session Details	
Time:	Description
12:00-13:00	Activities in the adrenalin park near the campsite.
13:00-14:00	Cooking competition between the patrols, cooking with the same equipment and ingredients.

Scout method and planning scout activities - group exercise and presentations	
Facilitators: N. of Participants:	Srna Majstorovikj, Filip Malinov 20
Date: Day:	22.06.2023 3
Session N°: Time:	9 16:30-20:00
Session objectives:	The participants fully understand the elements of the scouting movement and know how to utilize them while planning activities.
Session Details	
Time:	Description
16:30-17:00	Refresher on the elements of the scouting method and giving out the tasks.
17:00-19:00	Group work: each patrol gets to have randomly assigned: age group and number of participants, symbolic framework for the activity, educational goal of the activity and what it needs to be (eg. a session, a camp, a scout unit meeting of 2h). The goal is for the groups.
19:00-20:00	Presenting (and acting out) the planned activities from the group work as well as commenting and discussing them in a plenary circle.

Characteristics of different age groups in scouting	
Facilitators: N. of Participants:	Svetlana Lukanovska, Darija Pavlovska 20
Date: Day:	23.06.2023 4
Session N°: Time:	10 10:00-11:30
Session objectives:	The participants get to know and define the characteristics of different age groups in scouting in order to know their needs and interests and know how to answer them with different activities within the scouting programme.





Session Details	
Time:	Description
10:00-10:15	Energizer ("Musical chairs")
10:15-10:30	Dividing into groups and explaining the group work. Each of the three patrols get to be assigned one age group and they have to list out as many characteristics as they can for that age group of kids/young people (7-10,11-14,15-18y/o).
10:30-11:00	Working in groups, discussing and making a poster with the characteristics.
11:00-11:30	Back in the circle the participants present the group work and build up on the other groups' conclusions and discuss how the scouting programme answers each group's needs and interests.

Communications and PR	
Facilitators: N. of Participants:	Srna Majstorovikj, Filip Malinov 20
Date: Day:	23.06.2023 4
Session N°: Time:	11 11:30-12:30
Session objectives:	The participants know how to communicate their work to different stakeholders (parents, other scouts, youth, media)
Session Details	
Time:	Description
11:30-11:40	Energizer that emphasizes the importance of communication (Broken phone game).
11:40-12:00	The participants are paired up and get scenarios and tasks, they discuss in pairs about the best channel and way of communicating the message to the stakeholder.  <i>Examples of some of the scenarios:</i> -You are a leader and are preparing a summer camp for the scouts. How would you let the parents know? -You are a leader and have to promote a fundraising event. How would you do that?
12:10-12:30	The pairs present their solutions and they are discussed with everyone.





Team building activities and games (Capture the flag)	
Facilitators: N. of Participants:	Svetlana Lukanovska, Srna Kovaceva 20
Date: Day:	23.06.2023 4
Session N°: Time:	12 12:30-14:00
Session objectives:	Team building and physical activity
Session Details	
Time:	Description
12:30-14:00	<p>Step 1. Each team will mark their territory accordingly. A line will be drawn in the middle of the field to divide the two teams.</p> <p>Step 2. Place the flag in your desired spot on your side of the game zone. Then, both teams will gather and the rules will be explained carefully.</p> <p>Step 3. When the game starts, each team must try and steal the flag of their opponents and bring it to their side of the field while at the same time protect their own flag.</p> <p>Step 4. Any player who is in enemy territory can be touched by their opponent and if that happens they are obliged to return to their district and begin anew. From this point on, different variations can be introduced to the game ( e.g. if a player steps in their opponent's territory he may be allowed to be there for a limited period of time ( let's say 2 to 3 minutes ) ). Depending on what the participants want, the game can be made harder or easier to play.</p> <p>How to Win at "Capture the Flag".</p> <p>To emerge a winner within the game, you must rely on your teammates. All participants must be well organized and ready to engage together. The team must have excellent tactics and a responsible leader who will coordinate his team in the best way possible. This is a type of game that involves a lot of teamwork and only through that, you can achieve victory.</p>

Responsibility, safety (SfH) and problem solving/conflict management as a leader	
Facilitators: N. of Participants:	Srna Majstorovikj, Ina Mihajlovska 20
Date: Day:	23.06.2023 4
Session N°: Time:	13 16:30 - 20:00







Session objectives:	The new potential leaders realize the importance and responsibility of being a leader, what are the possible risks and safety hazards and how to manage them.
<b>Session Details</b>	
Time:	Description
16:30-18:00	Game " <i>Dangers and dragons</i> " where the participants get to use their knowledge in communication and resolving conflicts as well as first aid and logical reasoning in order to solve the challenges.  <i>*a made up game that consists of a path that the patrols need to cross in order to be safe; they throw a dice, walk with their patrol character to that field and get presented a situation they need to resolve (injury of a scout, a conflict situation or a SfH case) if their answer is correct they go one space forward and if not they go one space back and the trainers explain the right way to approach the situation and resolve it.</i>
18:00-18:30	Coffee break
18:30-19:30	Presenting the concept of Safe from Harm and a safe space in scouting with an interactive session where the participants need to fill in the sentences explaining Safe from Harm.
19:30-20:00	Going through some of the most common mistakes from the game and showing the right ways to resolve the situation. Q&A for anything safety related.

<b>Hike</b>	
Facilitators: N. of Participants:	Srna Majstorovikj, Svetlana Lukanovska 20
Date: Day:	24.06.2023 5
Session N°: Time:	14
Session objectives:	The leaders get to be responsible and to manage their time, their team, their budget, their meals and to complete the tasks they are given
<b>Session Details</b>	
Time:	Description
10:00-11:00	Giving out the tasks, the budget and money for spending, the rules and some tips and tricks for the hike.
11:00-	<i>Hike - the teams go into the city of Krushevo and complete tasks that involve going to different places and answering questions; in the meantime they are responsible for their meals and take care of the budget; by 21h they need to be at the predetermined camp place, with already set up tents and a meal made and welcome the mentors and trainers for dinner; they spend the night there and need to respect the same rules that apply in the main camp (quiet time at 23h, morning ceremony at 8h).</i>





Evaluation and reflection on the hike	
Facilitators: N. of Participants:	20
Date: Day:	25.06.2023 6
Session N°: Time:	15 16:30-18:00
Session objectives:	-To reflect on the hike, the teamwork, logical thinking and planning they had to do and learn from their experience and mistakes
Session Details	
Time:	Description
16:30-17:30	The three patrols go in separately (for 20 min each) in front of 4 trainers and mentors and present their hike ( <i>answering questions about the tasks they had, the rules they had to follow, how many tasks resolved, how was their teamwork, how did they budget their food, did they have any problem and how they resolved them?</i> ).
17:30-18:00	In a panel circle with passing a ball around, the scouts get to tell one lesson learned from this hike (it might be a practical, logistical or a more of a spiritual awakening that they had as a conclusion).

Evaluation and reflection on the training, lessons learned and next steps	
Facilitators: N. of Participants:	Srna Majstorovikj, Elisaveta Lukanovska 20
Date: Day:	25.06.2023 6
Session N°: Time:	16 18:00-20:00
Session objectives:	-Reflection and evaluation of the training, planning next steps
Session Details	
Time:	Description
18:00-18:30	Evaluation with the method of forming a line from left to right, left is "I agree completely" and right is "I disagree completely". The facilitator reads a statement and the participants stand in a line depending on their opinion. <i>Example of statements: 'I found the session on Safety =interesting and useful'...</i>
18:30-19:00	In a circle the participants are guided through a reflection on their journey and growth during this training (where was i? Who was i? Where am I now? Who am I now? What's the difference? What do I want to do now?)
19:00-19:30	"Dance party" where everyone has a piece of paper stuck on their back and everyone goes around and writes something nice about others on their paper.





19:30-20:00	Talking next steps for the new leaders as part of their local units and part of a new generation of leaders.
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Spirituality session	
Facilitators: N. of Participants:	Srna Majstorovikj, Elisaveta Lukanovska 20
Date: Day:	25.06.2023 6
Session N°: Time:	17 21:00-22:00
Session objectives:	-To get a sense of belonging to a worldwide movement and knowledge on the importance of spirituality in scouting.
Session Details	
Time:	Description
21:00-22:00	Around the campfire the participants and trainers and mentors make a circle. The trainers explain the symbolism and spirituality and their importance in the scouting movement. Then patrol by patrol everyone writes their name on a wooden stick and puts it in the fire to burn and send positive vibes with the smoke. After that they do the same with their patrol flags, burning their connection as a patrol to eternity.







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