



WORLD ORGANIZATION OF THE SCOUT MOVEMENT

Europe Scout Region

2022-2023 Annual Report



SCOUTS[®]
Creating a Better World



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Management
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Foreword

Dear Partners and Members. Dear Friends,

2022-2023 was the first year of this 2022-2025 Triennium. In early 2023, we kicked off the implementation of our Regional Strategic Plan with 81 volunteers from across Europe. Together with the European Scout Committee and the European Support Centre of the World Scout Bureau, the Regional Volunteers came together in Kandersteg International Scout Centre (Switzerland) to [develop plans, activities, and their key performance indicators.](#)

This report highlights our ambitions and achievements for a Strong, Innovative, Green European Scout Region, and we thank all our members and partners for the journey they have taken with us.

Another highlight of this year was the continuation of our strong partnership with UNICEF through the UAct. As part of the closing of this project, over 150 participants gathered in Poland in May 2023 for the WeAct Forum to celebrate the successes of this unprecedented youth-led humanitarian action project, learn from similar projects from across the World Organization of the Scout Movement and plan activities for the future. It was also the opportunity to recognise the tremendous work of 8 Member Organizations with 35,000 volunteers, which impacted more than 1,144,000 Ukrainian refugees.

A change in our geographical boundaries was also announced this year, welcoming six new Member Organizations to the European Scout Region. From 1 October 2023, the National Scout Organizations of Azerbaijan, Armenia, Belarus, Georgia, Moldova, and Ukraine will be part of the European Scout Region. This is an exciting time for all of us as we begin our shared journey towards the future of Scouting in these countries.

This year, the world continued seeing significant challenges threatening some of our core values. As we continue to better understand the human impact on the environment that surrounds us in recent years, naturally, Scouting has started to look at its practices more closely. Our efforts to work towards protecting our environment grew. Scouting has always cared for nature. It is where our activities take place, the source of inspiration for our educational programmes, and the foundation of our values. Leave no trace is a rule known by many, and our movement is stepping up to bring it to a new meaning, working to make international scout activities more and more climate-neutral.

We also continue our investment to promote peace and work on peace education. As a global youth movement, our unwavering commitment to peace, justice, and human rights is the cornerstone of our Scouting family. Across the world, Scouting provides unique opportunities for Adults in Scouting and Scouts to engage in peace-building activities, participate in dialogue and international exchanges, and champion diversity and inclusion for all. When violence shatters communities, Scouting plays a vital role in promoting peace. Scouting has empowered hundreds of millions of young individuals to foster a lasting culture of peace within their communities for over a century.

We sincerely believe that Scouting and its values are more relevant than ever, and we continue offering young people a safe place in turbulent times.



Matthias Gerth
Chairperson
European Scout Committee



Abir Koubaa
Regional Director
World Scout Bureau - Europe Support Center

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

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

Six Strategic Priorities

Youth Engagement

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

Educational Methods

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

Diversity and Inclusion

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

Social Impact

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

Communications and External Relations

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

Governance

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





The Scout Movement

A youth and volunteer-led educational movement

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

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

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

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



THE REGION IN NUMBERS

At WOSM, we are committed to helping every National Scout Organization become the best version of itself to keep providing opportunities to millions of youth members worldwide. There is always something to learn, whether a small or a big national organisation. WOSM Services is the frame to deliver tailored and expert support to our members in specific areas where they might need it.

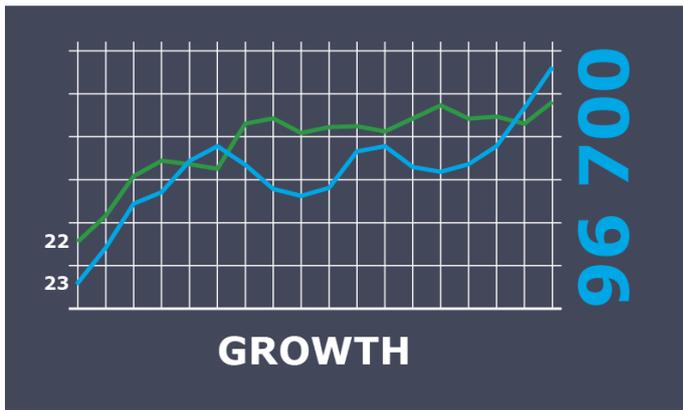
As the European Region of the World Organization of the Scout Movement, we provide WOSM services to all our 40 Member Organizations and coordinate the work of the European WOSM Consultants.



Europe Data

1 986 537
NUMBER OF SCOUTS

NSAS **68** **40** **COUNTRIES**



Worldwide Data

5M ACTIVE VOLUNTEERS

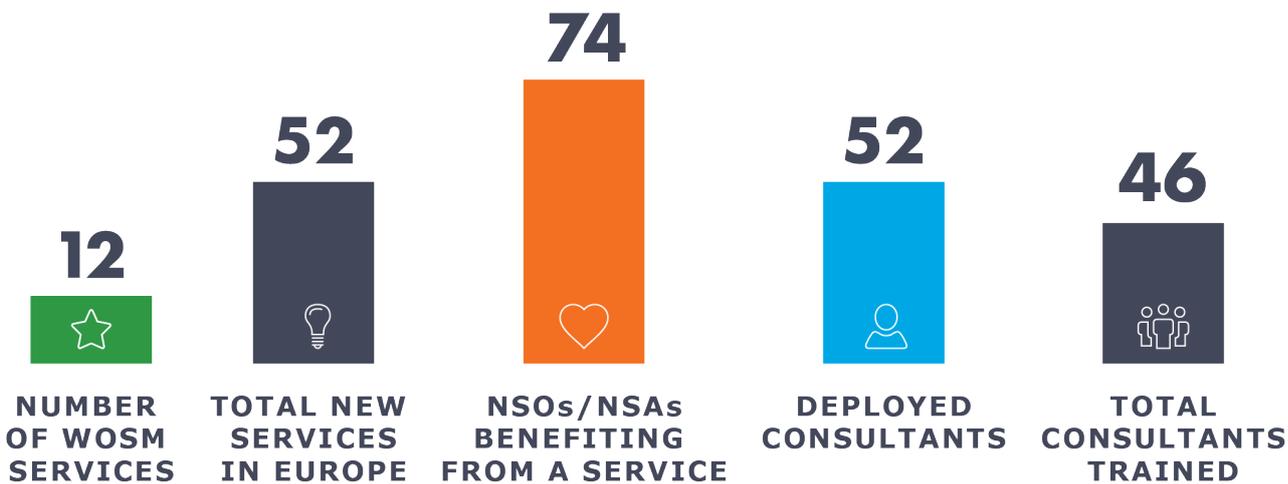
57million+
YOUNG PEOPLE ADULT LEADERS VOLUNTEERS

1M ACTIVE LOCAL SCOUT GROUPS

2 704 517 004
COMMUNITY SERVICE HOURS SINCE 2018

COUNTRIES & TERRITORIES **174**

Services Data



Regional Operational Framework Data

81 NUMBER OF VOLUNTEERS

14 TEAMS



53%



47%

2 PROJECT BASED TEAMS

29

NSOs

* 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. All information shown are for visualisation only and no other representations unrelated to the registered projects are being made.

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 in July 2022 adopted the new plan in Rotterdam, Netherlands. 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 not only our collective responsibility but also hold particular significance 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 & Inclusion



Over three Trienniums, our Region has developed a strong commitment to diversity and inclusion, leading to a heightened focus on critical inclusion-related topics: Mental Health and Wellbeing, Peace Education, and Human Rights Education.

In the new Triennium (2022-2025), we've established a Mental Health and Wellbeing volunteer team, introduced the Telus psychological support platform for staff and volunteers, improved in-person support at regional events, and reinforced our commitment to the "Safe From Harm" policy. The European Support Centre also strongly emphasises employee wellbeing, fostering a culture of support among coworkers.

We've taken significant steps to enhance the capacities of our Member Organizations in the areas of Peace Education and dialogue. Notably, the 'Dialogue for Peaceful Interactions' training engaged over 50 participants from nine countries affected by the war in Ukraine. We partnered with Kandersteg International Scout Centre and the OHCHR for 'Human Rights & Peace Education' programs, benefiting 29 international youth leaders. Additional peace education opportunities were provided through online sessions and workshops.

The UAct partnership between the European and Eurasia Scout Regions of WOSM and UNICEF ECARO successfully concluded, reaching over 1,150,000 Ukrainians in need of support. This project underscored the importance of preparedness in conflict response and the Scouts' role in humanitarian action. We're committed to enhancing educational materials and empowering Scouts to respond effectively to their communities' needs.

Drawing upon our rich heritage, we have leveraged the power of safe spaces and non-formal educational approaches rooted in our values of trust, Safe From Harm, peer-to-peer support, continuous learning, and the pursuit of peaceful societies. To ensure a sustainable understanding of the UAct Project, the Regional Peace Education volunteer team is mandated to deliver the Peace Education strategy in response to the Emergency Humanitarian Crisis Resolution of the European Scout Conference.

Now, more than ever, we are encouraging Member Organizations to prioritise enhancing their role in social cohesion, diversity & inclusion practices, and competencies in peace education.



Advancing at Constructing Safe Learning Spaces in Non-Formal Education

We collaborated with the Human Rights Education Youth Network (HREYN) and the Youth Department of the Council of Europe to implement the study session Advancing at Constructing Safe Learning Spaces in non-formal Education in November 2022 at the European Youth Centre in Budapest. Our goal was to increase the quality of non-formal and human rights education by sharing practices and improving the competencies of trainers, educators, and youth workers.

Peace Education in Scouting Training

In March 2023, the Peace Education in Scouting Training brought together 28 participants aged 18 to 31 from 16 European countries. They explored the Peace Education Umbrella, our symbolic framework: Safe From Harm, Diversity & Inclusion, Dialogue, Advocacy, Human Rights Education and Humanitarian Action. The training was the first of its kind, bringing together youth from across the Region to explore a refreshed perspective on the role of Scouting in creating a culture of Peace.

Sustainability

With sustainability...

...as one of our Strategic Priorities, the European Scout Region has started to consider the impact of our actions on the planet, adapting our activities and operations and building on our educational content and advocacy. Our overarching objectives are twofold: to enhance the capacity of our Member Organizations to address the pivotal issue of Sustainable Development and to transition towards achieving carbon neutrality as an organisation by the year 2030.

In October 2022...

...we held the first-ever regional Sustainability Forum, with more than 60 representatives from more than 20 countries that gathered to explore ways to make their National Scout Organizations more sustainable and to exchange in the challenges that this transition implies.

Our commitment...

...to supporting our Member Organizations in their pursuit of sustainability has continued with the launch of the Earth Tribe project under the umbrella of the Erasmus+ programme. This project will support the achievement of Sustainable Development Goals and empower young Europeans to be active citizens, creating positive change in their communities.



This two-year project...

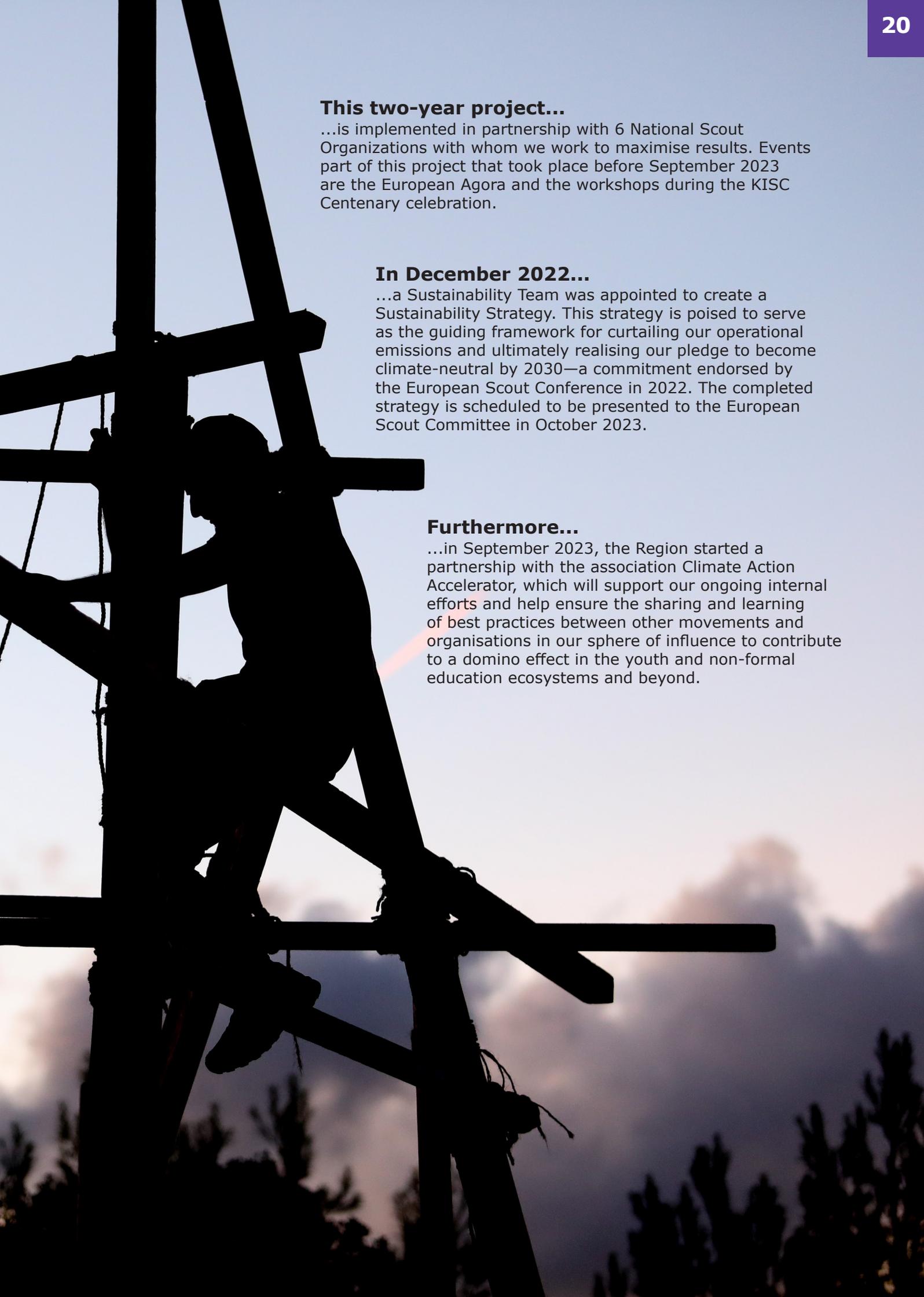
...is implemented in partnership with 6 National Scout Organizations with whom we work to maximise results. Events part of this project that took place before September 2023 are the European Agora and the workshops during the KISC Centenary celebration.

In December 2022...

...a Sustainability Team was appointed to create a Sustainability Strategy. This strategy is poised to serve as the guiding framework for curtailing our operational emissions and ultimately realising our pledge to become climate-neutral by 2030—a commitment endorsed by the European Scout Conference in 2022. The completed strategy is scheduled to be presented to the European Scout Committee in October 2023.

Furthermore...

...in September 2023, the Region started a partnership with the association Climate Action Accelerator, which will support our ongoing internal efforts and help ensure the sharing and learning of best practices between other movements and organisations in our sphere of influence to contribute to a domino effect in the youth and non-formal education ecosystems and beyond.

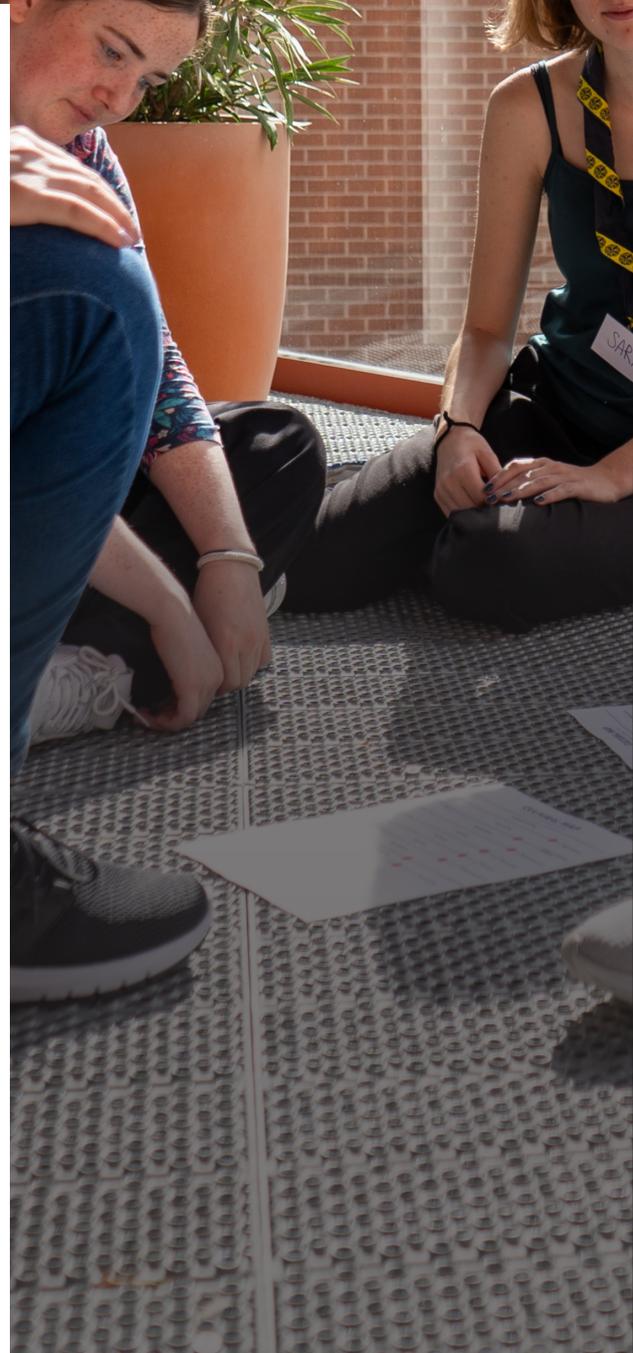




Since 2022, the Impact of Scouting Team has consistently taken the lead on regional and global fronts, establishing a robust approach and cultivating essential skills for impact measurement within the World Organization of the Scout Movement. At the forefront of these efforts is the Measuring the Impact of Youth Organisations (MIYO) project, an initiative with the dual objective of empowering Member Organizations to quantify their impact and disseminate the resulting insights.

The MIYO project is strategically positioned to strengthen the interconnection between research, policy, and practical application. By enhancing the empirical evidence surrounding the impact of youth programs, the project aims to develop a comprehensive research methodology that enables youth organisations to evaluate and improve their educational offerings. This cross-sectoral collaboration, spearheaded by Maynooth University, YMCA, and the WOSM, with the generous support of the Erasmus+ program and the Eric Frank Trust, ensures academic validity and alignment with youth organisations' actual needs and capacities.

An initial version of the methodology has been meticulously crafted, accompanied by the initiation of pilot studies in Belgium, Czechia, and Ireland. The culmination of these efforts, the impact assessment toolkit, has undergone rigorous testing in six partner organisations and is poised to be made publicly accessible. Through the MIYO project, we have successfully bridged the gap between our Member Organizations and professional researchers, fostering invaluable collaborations that have yielded promising initial results.



Impact of Scouting



Training the next generation of Social Impact Consultants

From September 19 to 24, 2023, twenty-eight young leaders from sixteen countries representing WOSM and YMCA Member Organizations converged in Louvain-la-Neuve, Belgium, to participate in the Social Impact Consultancy training. Participants were immersed in an intensive curriculum covering social research methods, MIYO data collection and analysis tools, and crucial soft skills essential for consultancy work, including negotiations, conflict resolution, and crisis management. The training not only equipped these emerging leaders with the skills needed to navigate the complex landscape of social impact consultancy.

Highlights of the year

European Sustainability Forum: Moving towards climate impact

Over four days, 56 Scout leaders from 31 National Scout Organizations (NSOs) and National Scout Associations (NSAs) shared best practices in sustainability for organisational operations and educational programs. They discussed actions to reduce Scouting's environmental impact and integrate education for sustainable development into the Youth Program. The Forum emphasised the role of Scouts in the global climate conversation and was supported by Alwaleed Philanthropies. The European Scout Region is also working on a Sustainability Strategy to achieve climate neutrality by 2030.

[Read more!](#)



Communications Forum: networking and learning on the visibility and promotion of Scouting (in Europe)

The European Communications Forum brought together approximately 50 Scouts from across Europe to exchange ideas and best practices in communication. The event focused on shaping the European Network of Communication and sharing insights on branding, Scout magazines, and communication channels. It aimed to equip participants with knowledge, skills, and inspiration for effectively communicating about Scouting. The event was deemed successful by participants, providing a platform to address common challenges and support the educational adventure for young people. This Forum fulfilled the need to enhance national public image, develop communication strategies, and promote networking and sharing of good practices among National Scout Organizations and Associations in the region.

[Read more!](#)

European Youth Agora: Empowering Youth for Sustainable Change in Scouting

The 14th European Youth Agora, held in Portugal, gathered over 60 rovers from 21 countries, representing 24 National Scout Associations, focusing on youth empowerment and sustainability. The event included sessions on Sustainable Development Goals, project planning, development, and community service to emphasise community involvement. Participants shared ideas, experiences, and solutions to global challenges, fostering inspiration and motivation. The Agora is a platform for debate, learning, and networking, shaping the path of rovers in Scouting.

[Read more!](#)



Empowering Youth for a Sustainable Future: Joining KISC in Celebrating 100 Years

On the 100th anniversary of the Kandersteg International Scout Centre, approximately 1500 young Scouts from around the world engaged in education-based actions and workshops on sustainability organised by participants from the European Youth Agora 2023. These workshops align with the United Nations' Sustainable Development Goals (SDGs), covering topics like SDGs understanding, sustainable outdoor gear, food carbon footprint, and Scouts' role in community-driven change. The event aimed to empower young Scouts with knowledge and skills to drive positive change in their communities and promote a culture of sustainability and activism for a better world.

[Read more!](#)

WeAct Forum: Elevating the Role of Youth in Humanitarian Action

The WeAct Forum took place from 9-11 June in Krakow, Poland, with the participation of over 150 Scouts and humanitarian organisation representatives. This event aimed to redefine youth-led humanitarian action and strengthen collaboration between organisations and young people in humanitarian aid. It marked the conclusion of a partnership between UNICEF and the Scout Movement, which supported over 1,144,000 Ukrainian refugees and internally displaced persons. The Forum promoted youth leadership in humanitarian response, focusing on educational approaches, volunteering, and partnerships. It facilitated discussions, workshops, and teamwork among Scouts and organisations to maximise youth's role in addressing global challenges and create a more inclusive and sustainable humanitarian response.

[Read more!](#)



Advocacy and Partnerships





The Region operates its Advocacy and Partnership work through a team of trained and committed External Representatives supported by the Strategic Partnerships Team of Staff. The key objectives are to engage on the strategic priorities of the European Scout Region and promote its interests through strategic engagement and partnerships.

Engaging with DG INTPA: In April 2023, Abir Koubaa, Regional Director Europe, together with Ahmad Alhendawi, Secretary General, WOSM and Sam Williams, Global Director, Business Development & Resource Mobilisation met with Jutta Urpilainen, European Commission Directorate for International Partnerships to discuss the challenges facing young people around the world and Scouting's role in supporting the European Commission in delivering on their global development priorities.

Partnering with UNICEF: The UAct project with UNICEF concluded in June 2023, supporting over 1 million Ukrainians and capacitating eight Member Organizations of the European and Eurasian Scout Regions.

Joining the Climate Action Accelerator platform: In September 2023, the European Region of WOSM partnered with the Climate Action Accelerator in environmental sustainability. By joining the initiative, the Region commits to strengthening the sustainability of its activities, reducing its carbon and environmental impact and accelerating its transition to a low greenhouse gases emission organisation. As part of this partnership, the initiative will support our ongoing internal efforts and help ensure the sharing and learning of best practices between other movements and organisations in our sphere of influence to contribute to a domino effect in the youth and non-formal education ecosystems and beyond.



My Europe, My Say! is a project building on the previous successful edition of its namesake from 2019, aiming at strengthening youth participation in political settings and bringing the European Union closer to young people, educating them, and informing them of the dynamics of the institutions as well as providing the necessary competences and tools for their active involvement within their respective communities. As part of this project, two activities were implemented from June to September 2023 with the support of the European Youth Foundation and the Council of Europe.

- The Advocacy Hackathon brought together 17 WOSM Youth Representatives and External Representatives of the European Scout Region to engage in a dynamic exchange of best practices on advocacy, fostering a unique learning experience for all involved, contributing to the Scout Advocacy strategy, shaping the Scouts' Call to Action for the upcoming 2024 EU elections, and devising strategic plans for future partnership engagements.

- The Advocacy Training was a Joint event of the European Regions of WOSM and WAGGGS and implemented in the University on Youth and Development 2023 framework. Nineteen participants from 11 countries convened at the North-South Centre of the Council of Europe in Mollina, Spain, where they immersed themselves in valuable advocacy training and built the confidence needed to contribute to climate change and peacebuilding efforts. They also played a crucial role in crafting the Scouts and Guides' Call to Action for the 2024 European Election.

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

- *Noah Kramer*, our External Representative, was reappointed to the Council of Europe's Youth Advisory Council.
- *Marta Concepción Mederos* was reappointed as a LifeLong Learning Platform's Steering Committee member.
- 2 Scouts were elected to the Board of the European Youth Forum.

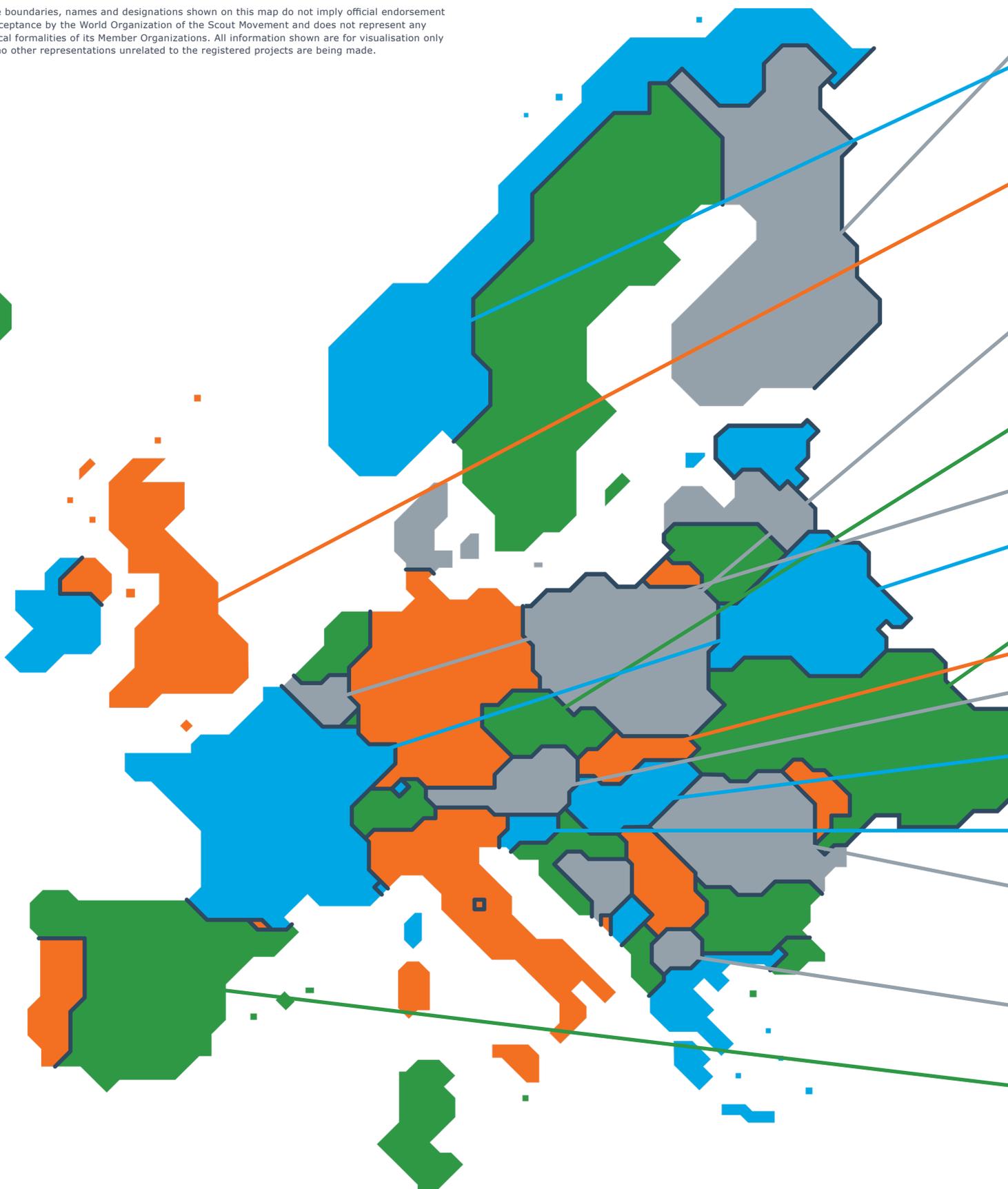


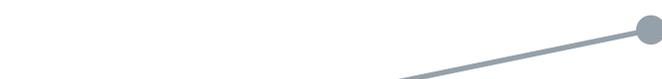
Additionally, our External Representatives ensured that Scouts were present in different events, including the final conference of the 9th cycle of the **EU Youth Dialogue**, where we contributed to writing a recommendation handed to Member States highlighting the importance of Non-Formal Education and the **EYE (European Youth Event)**, where we facilitated a workshop on Climate Justice at the European Parliament in Strasbourg.

Scouts were also present at the **EU-CELAC Forum**, which brought together youth, civil society and local authority representatives from Europe, Latin America, and the Caribbean. Finally, the External Representatives Team is working on finalising a draft **Advocacy Strategy** to guide our external representation to support the external image of Scouting and promote the organisation's interest in the European map.

Impact Stories

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[Periods matter: How Finnish and Ugandan Scouts are breaking menstrual taboos](#)


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[From Fundraisers to Advocates: Norwegian Guides and Scouts Transform Lives of Young Refugees](#)


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[Scouts support King Charles III's Coronation at Westminster Abbey](#)


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[One step closer to comfort](#)



[ZHP is awarded the EESC Civil Society Prize 2022](#)
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[National Scout Jamboree 2023: Czechia's Largest Gathering of Scouts Since 1931](#)



[From Scouting to community building: Czech Scouts ease the integration of Ukrainians at Prague community centre](#)

[How Czech Scouts transformed two hotels into safe havens for refugees in five days](#)
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[Inspiring the next generation: Belgian Scouts leading the way in Human Rights Education](#)


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[15,000 kilometers by bike to join the World Scout Jamboree 2023](#)


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[How Anna realised that happiness can be found even in the darkest of times](#)


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[My journey of discovering humanity in crisis and service](#)


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[Scouts in Europe cross countries to receive and spread a light of peace](#)


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[Applying my strengths to give refugee children a sense of community](#)


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[Scouting - the sandbox of life](#)



[Scouting gives young people the confidence to be themselves](#)
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[Empowering more than 1,000 Romanian youth to promote Agenda 2030](#)



[Mobilising youth in Romania for climate action](#)
- 

[Scouts' tree-planting initiative aids wildfire recovery from Croatia to North Macedonia](#)


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[Youth have something to say, listen to them](#)



[From Spain to Ukraine: How Scouts are making a difference](#)



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 40 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:

- **Dr. Thankmar Wagner** (Germany) Treasurer (until June 2023)
- **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-Europe Support Centre

World Scout Bureau - Europe Support Centre

A team of professionals at the World Scout Bureau - Europe Support Centre supports the Region's Member Organizations and coordinates core operations. There are **two European Regional Support Centres**: one in Geneva, Switzerland, and one in Brussels, Belgium.

A total of **14 staff, one intern, one volunteer and two consultants** support the operations of the Region spread across four areas of work:

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



Focus of a staff role: Deputy Regional Director

Following the World Scout Committee resolution, effective from October 1, 2023, the Member Organizations of **Ukraine, Moldova, Belarus, Georgia, Armenia, and Azerbaijan** will formally become part of the European Scout Region. Throughout March to September 30, 2023, concerted efforts have been underway to synchronise key milestones and facilitate a seamless transition. Our focus has been on the comprehensive preparation for the incorporation, initiation, and seamless integration of these new Member Organizations.

This process entails thoroughly examining and clarifying institutional and constitutional documents and policies within the Region. These new organisations are seamlessly integrated into our existing procedures to enhance operational and visibility endeavours. Additionally, a concerted knowledge transfer initiative is underway, facilitating the smooth onboarding of the new members. A series of visits and events are also planned to extend a warm welcome, ensuring a robust induction process that fosters a sense of belonging within the membership.





Meet the staff team:

- **Abir Koubaa** (Switzerland-Tunisia): Regional Director
- **Anne-Christine Vogelsang** (Switzerland): Manager, Finance & Administration
- **Catriona Graham** (Ireland): Director, Advocacy and Partnerships
- **Concepción Mejías** (Spain): Project & Policy Officer (July-September 2023)
- **Federica Imperadrice** (Italy): Officer, Project Management (as of February 2023)
- **Giselle Talampas** (Philippines): Office Support Executive
- **Goran Gjorgjiev** (North Macedonia): Manager, Organisational Development
- **Ibrahim Dervishaj** (Switzerland-Kosovo): Finance, Administration & Office Support Executive (until May 2023)
- **Júlia Pérez Lema** (Spain): Manager, Communications (as of October 2022)
- **Louise Lundbye** (Denmark): Volunteer, Project Support and Event Management (as of January 2023)
- **Margarita Gaboyan** (Armenia): Research Officer, Social Impact (as of January 2023)
- **Michael Sare Deslex** (Switzerland-Croatia): Team Support Executive (April – September 2023)
- **Radu Stinghe** (Switzerland-Romania): Deputy Regional Director
- **Raül Molina** (Spain): Director, Scouting Development
- **Rose-Marie Henny** (Switzerland): Consultant, Growth
- **Rupert Schildböck** (Austria): Manager, Institutional and Constitutional Support
- **Sian Bagshaw** (United Kingdom): Manager, Diversity, Culture & Inclusion
- **Tilemachos Boni** (Greece): Manager, Grant Making Processes

Additionally, **the Project Team** supporting the Region and coordinating the UAct Project delivered in partnership with UNICEF continued its work until July 2023:

- **Concepción Mejías** (Spain): Project Officer
- **Farah Sayeh** (Jordan): Communications Officer
- **Giselle Talampas** (Philippines): Project Administration Support
- **Raluca Popa** (Romania): Programme Officer
- **William Nsonde** (Congo): Financial Officer (until February 2023)





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