

WORLD ORGANIZATION OF THE SCOUT MOVEMENT

European Scout Region

Regional Scout Plan 2022-2025

A MID-TERM REVIEW



SCOUTS
Creating a Better World



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Management
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Foreword

Dear friends,

A year and a half ago, we embarked on a triennium amid unprecedented challenges facing the European continent. We developed an ambitious plan aimed at addressing these challenges and strengthening our Member Organizations to be more resilient and impactful.

Through this report, we are delighted to present a midterm review of the implementation of our Regional Scout Plan 2022-2025. This update underscores the substantial strides we have taken towards accomplishing our strategic goals following the 24th European Scout Conference.

Since the beginning of the triennium we have witnessed a remarkable recovery among our members, with membership levels already returning to pre-pandemic levels of 2 million Scouts and more. Our Operational Framework is vibrant and dynamic, with over 15 teams and 114 Regional volunteers actively working towards achieving our objectives and demonstrating significant progress.

During this three-year period, we are unwaveringly dedicated to assisting and partnering with our Member Organizations in revitalising their membership, enhancing retention rates, and fostering growth. We have implemented a number of new initiatives addressing climate change through education and operational measures, assessing the impact of Scouting, and innovating in volunteering. We have developed new processes laying the foundations for continuous improvement and have innovated ways to be more sustainable.

Furthermore, our topmost priority remains ensuring safety by supporting our members in compliance assessments. These initiatives aim to empower all our Member Organizations in enhancing their child and youth safeguarding practices, thereby meeting the Safe from Harm standards for WOSM membership.

Thanks to the support of many external partners and institutions, we were able to support the work of our Member Organizations and the Region. We have also invested in reaching out to new partners for example in the area of environmental sustainability.

We look forward to working together to realise the ambitions of the Regional Scout Plan and reporting on the outcomes of this Triennium at the 25th European Scout Conference in Vienna, Austria, next year in July 2025.

Yours in Scouting,



Matthias Gerth
Chairperson
European Scout Committee



Abir Koubaa
Regional Director
World Scout Bureau - Europe Support Center

Summary

The beginning of a Triennium is always an intense time, as teams have to get to know each other, work together, take ownership and define a common trajectory. The first question that often arises is, **do we have a plan for the plan?** The answer is **yes**: the teams have set to work, and we are now at the heart of the Triennium. The enthusiasm is palpable, and if we cannot measure some Key Performance Indicators (KPIs), progress is becoming visible, and we have reached specific vital milestones.

The review reveals that **membership levels rose again** after the pandemic. Efforts to further grow and diversify membership are ongoing, with initiatives like the European Seminar on Growth and the SYSPUC project focusing on underrepresented communities (see story below). **The Organisational Development team** has developed a new framework for resilience, including financial sustainability and crisis response plans. KPIs show progress in resilience management and income diversification strategies among Member Organizations.

We saw a strong commitment to exploring the contribution of digital technology, both in contributing to the **Youth Programme and supporting volunteering**. By drawing on external partners, the Region has also collected vital material to make its approach to volunteering more flexible and inclusive. The active promotion of mental health and well-being practices is becoming more structured, and several events have a significant presence.

Finally, we have established strategic partnerships to create an environmentally sustainable region, and a strategy to implement measures to achieve climate neutrality in regional operations by 2030 was approved in November 2023.

The mid-term report highlights **significant progress** towards the **Regional Scout Plan objectives**, with notable achievements in organisational resilience, innovation, partnership development, active measures to promote well-being and mental health and progress towards a climate-neutral region by 2030, not to mention cross-functional projects such as the development of volunteer support tools or the development of a new WOSM service. Through their initiatives and collaboration, all teams are continuously contributing to achieving the ambitious goals set for the Triennium, enabling the European Scout Region to be more **resilient, inclusive and sustainable**.

This report presents progress towards achieving the **Triennium's objectives and KPIs**. It is not intended to be exhaustive, but it is illustrated by a number of stories, sometimes in the form of direct contributions to objectives and sometimes in the form of concrete productions or perspectives.

"...do we have a plan for the plan? The answer is **yes**: the teams have set to work, and we are now at the heart of the Triennium."

Our Monitoring and Evaluation Approach

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

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

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

One **Output** KPI for each objective from the Regional Scout Plan focused on outputs and aimed to measure the direct results of the teams' work.

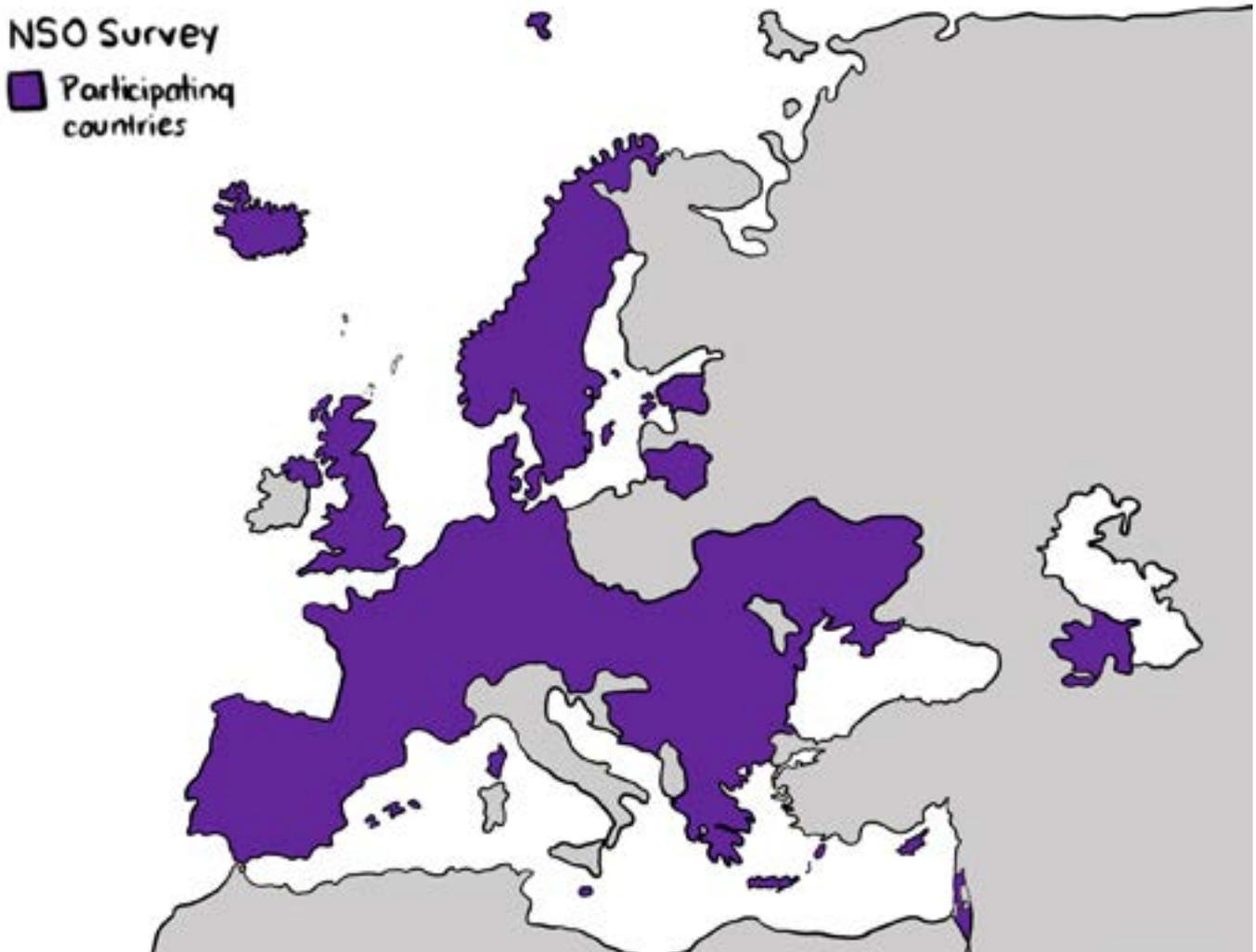
One **Outcome** KPI for each team is outcome-focused, aiming to measure the impact of the teams' work.

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

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

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

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



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

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

The source of progress (1, 2, 3, or 4) will be indicated for each RSP objective presented in this document.

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

Guiding Principles

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

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

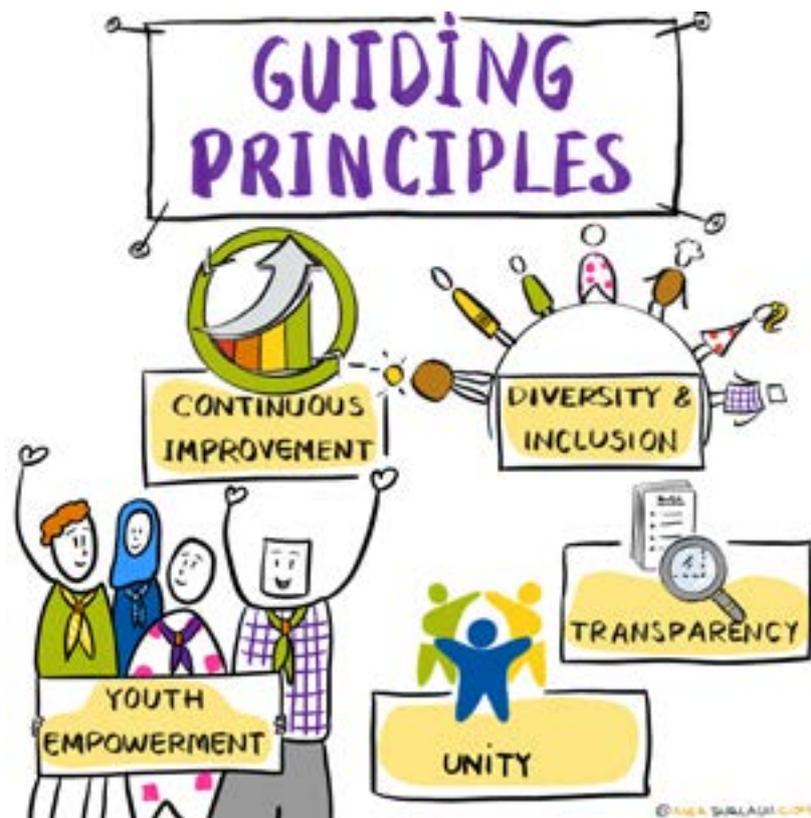
Diversity & Inclusion:

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

Youth Empowerment:

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

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



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

Areas of Operation

EDUCATION

Over the past year and a half, the Education Area of Operation has focused on gathering information about needs and building organisational knowledge in key scouting areas: Youth Programme, adult engagement, environmental education, and mental health and well-being. Recently, we also begun addressing the requirements of the Peace Education resolution.

In autumn 2023, we successfully hosted the long-awaited European 10th Educational Methods Forum, led by the Earth Tribe Project and strongly emphasised environmental sustainability. This event provided an opportunity to present research outcomes on “new ways of volunteering,” collect insights on mental health and Member Organizations’ needs, advocate for Peace Education, and discuss how Youth Programmes can benefit from the digital era.

At the beginning of 2024, we launched a pilot project to explore new and effective volunteering methods among adults in Slovakia, Romania, Germany, and Sweden. In mid-May, we celebrated Mental Health Awareness Week by introducing the Safer Scouting Pack and the Listening Ear Framework, both ready for use by Member Organizations.

Additionally, the Education Area of Operation actively supports regional events by delivering content, fostering cooperation, and assisting organisers in ensuring safe events, including Roverway.



Monika Woźnica
(Poland)

ORGANISATION

At the midway point in the Triennium, we are progressing in delivering our collective objectives for improving regional organisational resilience. This area incorporates Membership Development, Organisational Development and the delivery of the Social Impact service.

In April 2024, the Growth Event 3.0 brought together over 50 people interested in sharing knowledge on how to grow our movement together in Brno, Czechia. As a Region, we continue to work together and share best practices to drive growth, building on learnings from the COVID-19 pandemic. Targeted delivery of growth plans within Member Organizations continues to help organisations grow their reach and influence in their countries and share the positive impact of scouting for young people.

The latest data shows that most Member Organizations have fully recovered from the pandemic, setting the membership in the European Scout Region to 2 million members as before the pandemic. With the implementation of the SYSPUC project, the critical work on underrepresented communities has been outlined, setting the foundation for the key actions in the second part of the Triennium and aligning with the guiding principle of diversity and inclusion.

For the first time, Member Organizations worldwide have access to a standard toolkit that youth organisations can use to measure their impact on young people and deliver valuable insights for growing and improving our movement and programme. The Social Impact service was launched in February 2024 during an event at the European Parliament, attended by Member Organizations from across Europe. Throughout the rest of the Triennium, the team will focus on supporting Member Organizations in using the toolkit and building our collective capacity for impact measurement.

In October 2024, the Organisational Development team will formally launch the Organizational Resilience framework—a structure that Member Organizations can apply to help strengthen their organisation’s capacity to respond to the unexpected. With extensive testing and development ongoing, this will be the first opportunity for Member Organizations to come together and share best practices and experience in this vital area.

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



Allan Simpson
(United Kingdom)

INNOVATION

These past 16 months have seen many exciting developments in the Innovation Area of Operations.

The Continuous Improvement team began their term by reviewing the concept of networks within the Region, how we could support networks, and how our Operational Framework can best utilise these unique resources. They then explored how WOSM can best support Member Organizations facing tense societal or political situations—this is an ongoing piece of work, so keep an eye out for their conclusions!

The Joint Work Working Methods team is unique in the Region as it works within the WOSM Operational Framework and alongside a counterpart team in WAGGGS. Work in this area focuses on joint working methods, like the Memorandum of Understanding, and also on a concept review of some joint events.

Per the European Scout Conference’s request, work on Youth Empowerment in the Region is being guided by the progress made at the World level this Triennium.

Alongside ongoing consultations with Member Organizations, work has begun on drafting the Region's Youth Empowerment Framework, which will provide a roadmap of how WOSM's Youth Engagement Strategy can be most effectively implemented in Europe and identify how WOSM's global Youth Leadership in Decision-Making initiatives are best adapted to meet the needs of our Region's Member Organizations.

More recently, the Regional Fees Task Force was established, and work has begun to review our approach to regional fees and identify possible opportunities for the future ahead of the next European Scout Conference.

We're proud of what we have achieved so far, but plenty is still to be done before we meet in Vienna.



Máire Fitzgerald
(Ireland)



Strategic Priorities

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



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

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

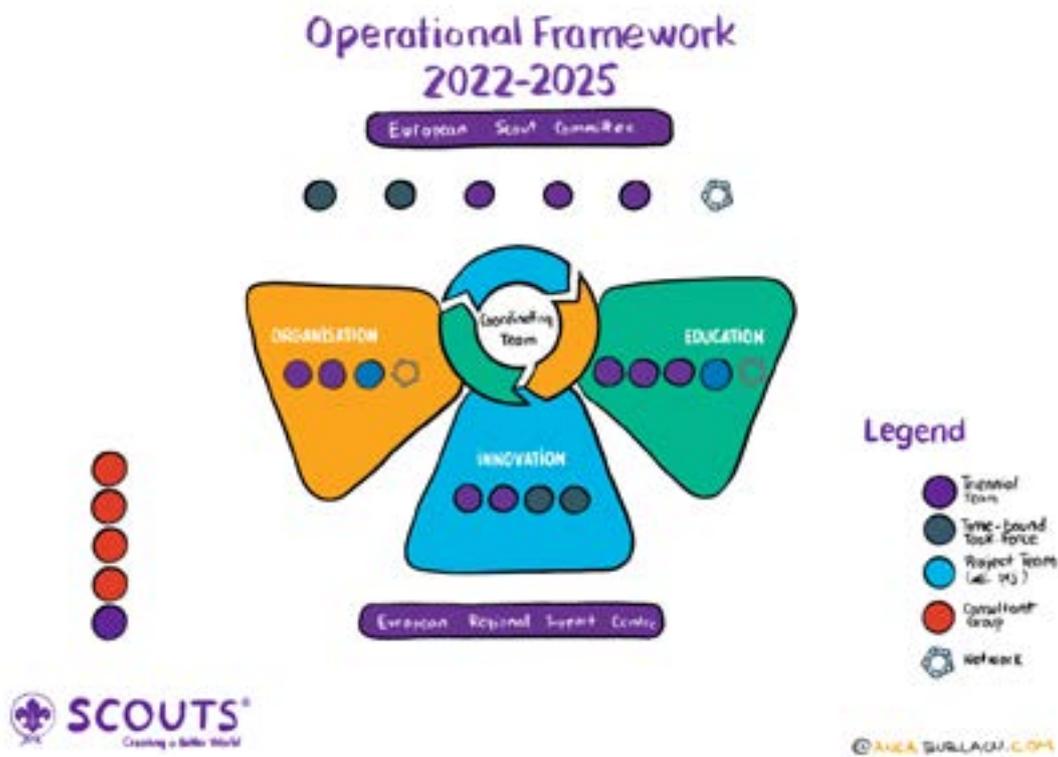
To position scouting as a **leading educational movement**, we must offer a Youth Programme that meets the dynamic needs of today's society. This means not only providing quality education but also ensuring the well-being and satisfaction of our volunteers. By harnessing creativity and innovation, we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

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

Operational Framework

To deliver on the ambitious objectives of the Regional Scout Plan, the European Scout Committee (ESC) has established an Operational Framework comprising different teams. The Operational Framework (OF) of the European Scout Region represents the structure for our volunteers collaborating to oversee and implement our Regional Scout Plan 2022-2025. In this Triennium cycle, the Operational Framework is largely grouped into three key Areas of Operation (AoO):

- **Organisation**
- **Innovation**
- **Education**



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

These teams are made up of committee members, volunteers recruited through the Regional open call, and World Scout Bureau staff. They will work jointly towards delivering the 2022-2025 Regional Scout Plan on the objectives for the Triennium.

The open call was finalised by reaching the deadline for the second phase (team identification). Out of the 302 volunteers in the Regional Pool of Volunteers endorsed by their respective national organisation, 212 have expressed an interest in one of the teams. More than 100 volunteers were finally appointed to the current Operational Framework.

Outside these three key Areas of Operation, several additional teams report directly to the European Scout Committee. These are:

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

Directly supported by the World Scout Bureau - Europe Support Centre are:

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

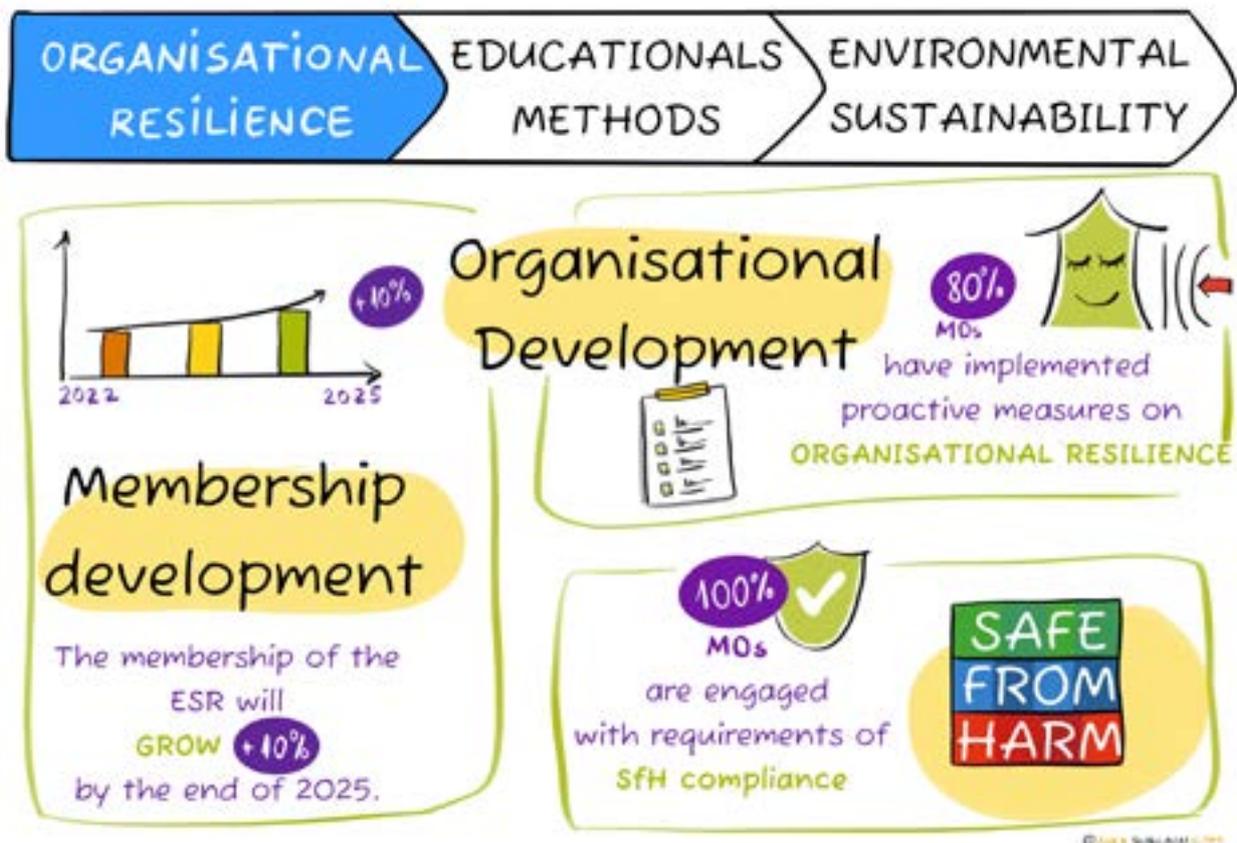
Together, all these teams work to ensure a robust regional impact over this Triennium 2022-2025!





Regional Scout Plan

Priority 1: Organisational Resilience



Membership Development

- OBJECTIVES OBJECTIVES**
- 1.1.1 Support Member Organizations efforts to recover from the pandemic and other damaging events to achieve successful growth and leverage the opportunities created.**
 - 1.1.2 Promote sustainable membership development and growth of Member Organizations by building and implementing all-encompassing strategies with long-term approaches to growth.**

KPI By 2025, 60% of Member Organizations have developed learning reviews and shared the acquired knowledge with other Member Organizations.

KPI 60% of the Member Organizations in Europe developed a Growth Plan by 2025.

PROGRESS **13%**

PROGRESS **90%**
(90% of the 60%)

OBJECTIVES

1.1.3 Support Member Organizations to recruit and retain more youth members and adults from under-represented communities, including by leveraging data insights.

KPI

At least 20% of the Member Organizations in Europe have grown at least 10% as a result of increasing representation from underrepresented communities by 2025.

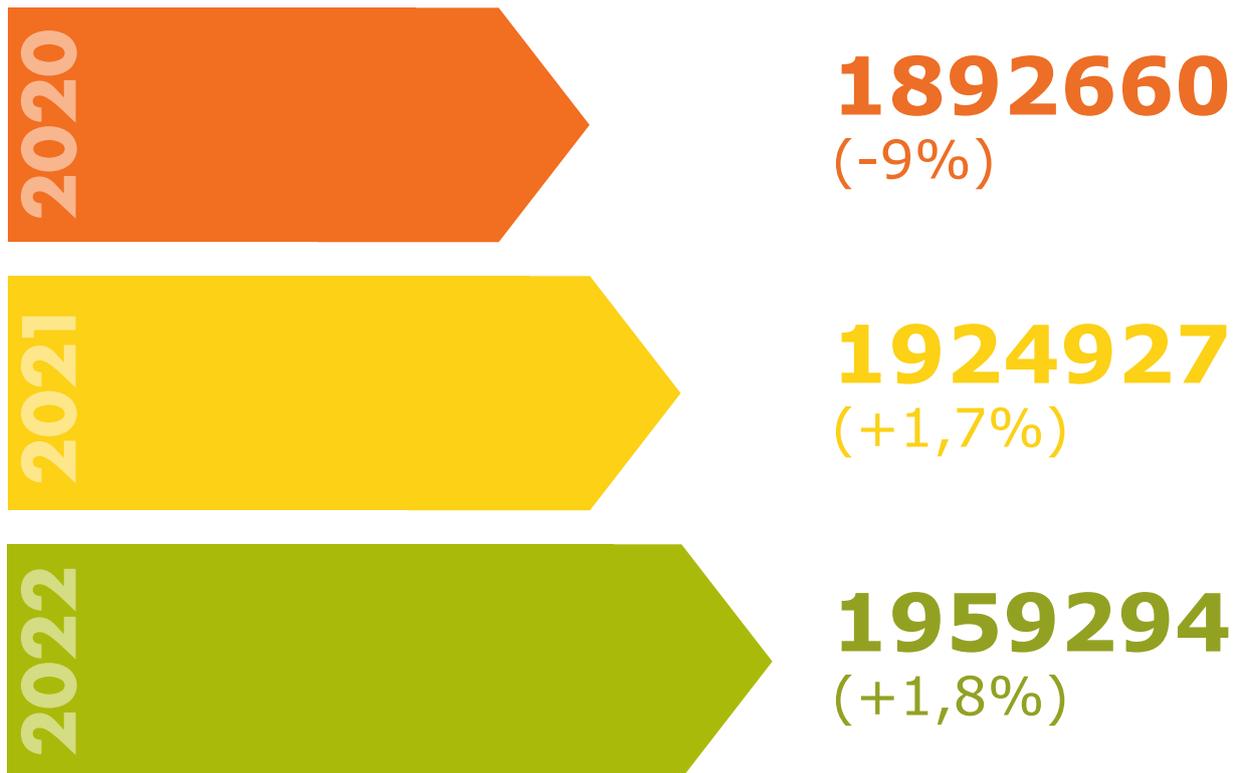
PROGRESS

23%

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

34%

Official Census of the European Scout Region





European Seminar on Growth in Scouting 2024

The European Seminar on Growth occurred near **Brno, Czechia**, from **25-29 April 2024**. **Leaders** from 26 Member Organizations and **staff and volunteers responsible for membership growth** joined a journey to inspire, equip, and support Leaders in navigating the landscape of membership growth. Following the event, the participants gained access to comprehensive resources and unlock new knowledge to develop and manage growth strategies and action plans. Together, we explored the barriers and pathways to growth, delved into innovative scouting models, discussed scouting in underrepresented and emerging communities, learned lessons from the challenges of COVID-19, and brainstormed new ways for volunteering.



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

The National Scout Organizations in Montenegro and North Macedonia play an important role in the youth sector with also a significant growth potential, particularly in reaching out to minority communities. Through Strengthening Youth Spaces and Participation for Underrepresented Communities (SYSPUC), the European Scout Region is strengthening the capacities of the participating organisations to implement quality non-formal education activities in underrepresented and underprivileged communities. The partnership with SDMA is supporting the development of new National Scout Organisation in Albania.

Youth are becoming active citizens by participating in quality non-formal education activities. In addition to developing scouting and youth civil society in the Western Balkans, we will also encourage governmental authorities and institutions in the region to recognise non-formal education as an important source of civic education for young people.

[Find out more](#)



Organisational Development

OBJECTIVES OBJECTIVES OBJECTIVES OBJECTIVES OBJECTIVES	1.2.1 Ensure Member Organizations thrive in shifting realities, supporting organisational resilience through change, crisis, and risk management.	KPI 60% of Member Organizations have an active resilience management policy (risk, crisis, change) by 2025.	PROGRESS 85%
OBJECTIVES OBJECTIVES OBJECTIVES	1.2.2 Strengthen the Region's capacity to prepare and respond effectively to emerging threats.	KPI Before the end of the triennium, the European Scout Region will have conducted a crisis exercise for the committee, bureau, and operational framework.	PROGRESS In development
OBJECTIVES OBJECTIVES OBJECTIVES	1.2.3 Support Member Organizations to diversify their income sources and to identify the appropriate economic mode that allows them to fulfil their mission.	KPI 60% of Member Organizations have an income diversification strategy and action plan by 2025.	PROGRESS 10%
OBJECTIVES OBJECTIVES OBJECTIVES	1.2.4 Strengthen Member Organizations capacity to use internal and external data in their decision-making process.	KPI The European Scout Region produces a toolkit on use of internal and external data in decision-making processes by June 2024.	PROGRESS 33%
OBJECTIVES OBJECTIVES	1.2.5 Strengthen cooperation and explore potential partnerships with other Regions, building on the strengths and learning needs of the Region and its Member Organizations.	KPI The European Scout Region engages with at least three other WOSM Regions to share best practices in the area of Organisational Resilience by the end of the Triennium.	PROGRESS Not started yet

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

37%

Focus on the Organisational Development team's role

The COVID-19 pandemic tested our organisations and revealed the importance of strengthening them to gain resilience. This is why the Regional Scout Plan has several objectives to support Member Organizations in implementing proactive organisational resilience measures. It's the first time this subject has been tackled with a systemic approach, and it requires a progressive appropriation of the underlying concepts. The Organisational Development team has taken this role, working in this first part of the Triennium to create something new.

They were on hand at the Academy 2023 to support the Member Organizations present and raise awareness of the need to develop new skills in this area.

In March 2024, they held their first-ever campfire on organisational resilience,

focusing on financial sustainability and income diversification. With 15 countries represented, they appreciated how much this topic interests Member Organizations, who reported numerous challenges to be met.

To better support Member Organizations in these transformations, the Organisational Development team is now energetically working on creating the first Organisational Development resilience framework. This framework is in consultation and will become available to Member Organizations in the following months. The Organisational Resilience Forum is scheduled for October 2024, and by March 2025, the framework will be integrated under the WOSM Services.



Safe from Harm

OBJECTIVES OBJECTIVES OBJECTIVES	1.3.1 Support Member Organizations in the compliance process with the new Safe from Harm membership requirement and develop mechanisms to ensure it.	PROGRESS	43%
OBJECTIVES OBJECTIVES OBJECTIVES	1.3.2 Raise awareness of the necessity of organisational review, build the Region's capacity to support Member Organizations in running these processes and encourage Member Organizations in that respect.	PROGRESS	50%
OBJECTIVES OBJECTIVES OBJECTIVES	1.3.3 Support Member Organizations in appropriately responding to Safe from Harm cases; ensuring those affected are the top priority.	PROGRESS	50%
<hr/>			
	Outcome KPI: 80% of Member Organizations have implemented proactive measures on organisational resilience by 2025.		37%

Zoom in the work of the Safe from Harm Regional Panel

Data and documentation submitted by the Member Organizations upon conclusion of their Safe from Harm Self-Assessment are reviewed by a Regional Safe from Harm Panel supported by the Europe Support Centre staff of the World Scout Bureau. For each Member Organization, the five volunteer members of the Regional Panel check the level of conformity of Safe from Harm standards in the 23 different areas based on the Self-Assessment Report with a particular focus on the six major non-conformity areas and assess the content of evidenced Safe from Harm Policy and Procedure. Comparing their own scoring with the scores resulting from the self-assessment, the panel formulates



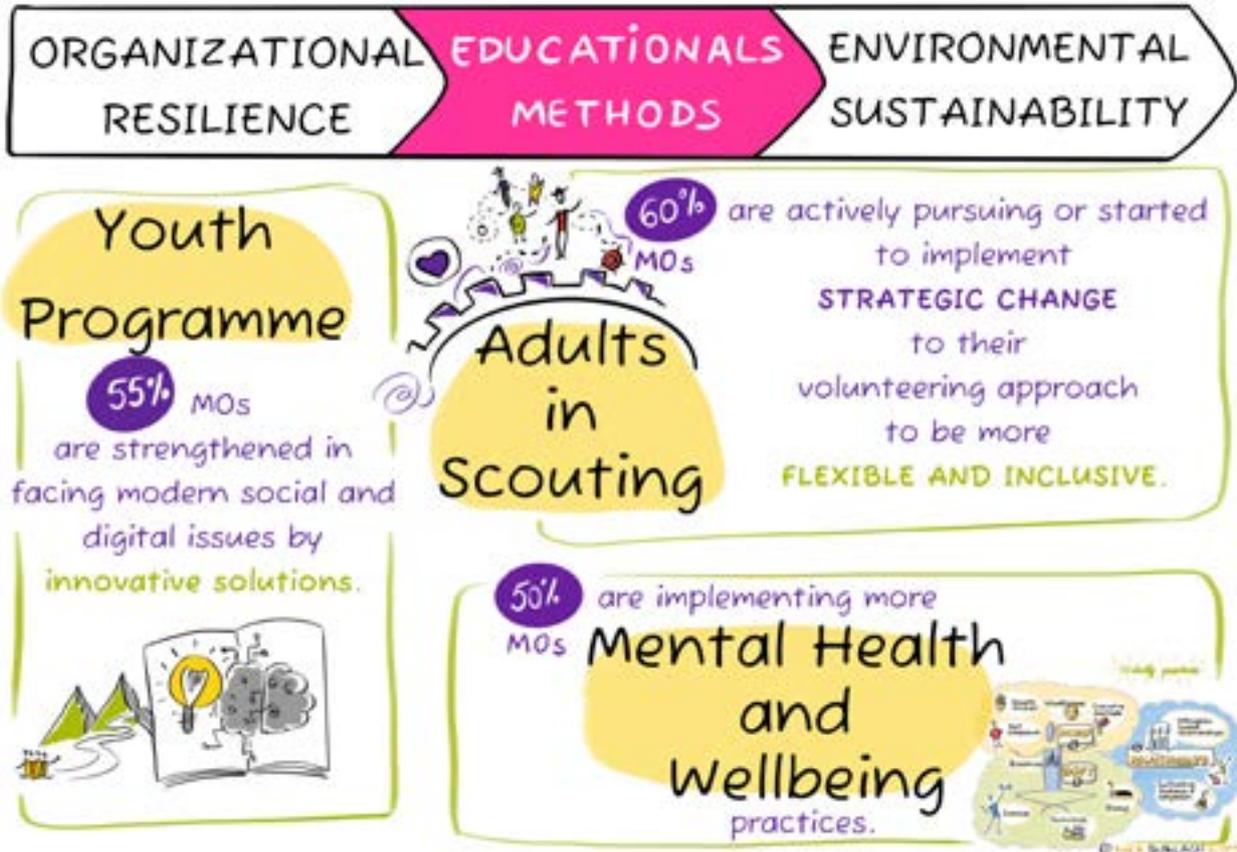
The Safe from Harm Reporting Cycle 2023-2025 was launched in July 2023. The following overview of the current status of Safe from Harm Reporting in the European Scout Region is based on data collected up to the end of April 2024.



its concluding recommendations, which may include the suggestion to file a request for support through an individual WOSM Service in Safe from Harm to strengthen capacities. The Member Organizations may also benefit from the support offered collectively through specific modules addressing the different areas covered by the Safe from Harm Assessment.

From an overall Safe from Harm Cases Management perspective, number of procedures has been developed to support all organisations and stakeholders. These include Introduction to Safe from Harm, Scenarios and Sanctions examples, Presentations and guidance to help event planning teams, Listening ears manuals, Reporting guidance and Code of Conduct templates.

Priority 2: Educational Methods



Innovation and Relevance in Youth Programme

OBJECTIVES	2.1.1 Promote digitalisation as a development opportunity for youth members and to complement scouting activities.	KPI Deliver sessions or presentation promoting digitalization at seven physical or digital events during the Triennium.	PROGRESS 39%
	2.1.2 Support Member Organizations to equip youth members with competencies to address misinformation and develop critical thinking.	KPI The Region's actions and tools, targeting misinformation and critical thinking, have reached 45% of Member Organizations and engaged them in a campaign.	PROGRESS 16%
	2.1.3 Strengthening the Member Organizations' capacity to empower young people's agency for peace by implementing peace educational resources and offering training	KPI To be developed by the Peace Education Team.	PROGRESS Not started yet

OBJECTIVES

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

KPI

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

PROGRESS

59%

OBJECTIVES

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

KPI

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

PROGRESS

56%

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

20%

Focus on the Innovation and Relevance in Youth Programme Team role

The team is committed to advancing the digital contribution to the Youth Programme through a series of strategic actions and collaborations. Their efforts have focused on understanding and addressing the needs of the Member Organizations while building innovative approaches to digital volunteering.

The team delivered numerous sessions during two significant regional events, the 10th European Educational Methods Forum and The Academy of 2023. These interactions provided valuable insights into the expectations and requirements of Member Organizations regarding digitalisation, shaping the team's subsequent actions and strategies.

The team also collaborated with the New Ways of Volunteering team, contributing to their latest open space event and providing feedback and innovative ideas

on digital volunteering. Additionally, the team supported WOSM consultants working with the United Kingdom Rover Scout programme by facilitating sessions focused on digitalisation.

Looking ahead, the team plans to deliver an open space networking event, where they will share best practices related to digitalisation initiatives already underway within various National Scout Organizations. Furthermore, they aim to conduct sessions at Roverway 2024 and The Academy 2024. By the end of the Triennium, the team aspires to organise an in-person event for National Scout Organizations, featuring experts in programme development, membership portals, and artificial intelligence, to further enhance their digital capabilities.

New Ways of Volunteering

OBJECTIVES OBJECTIVES 2.2.1 Identify and share new and flexible ways of volunteering to better reflect the lives of adults in modern society, maintaining their motivation and engagement.

OBJECTIVES OBJECTIVES 2.2.2 Enable Member Organizations and the Region* to engage adult volunteers reflective of their communities.

*Implemented by the Volunteer Management Team

KPI By 2025 75% of National Scout Associations engage in sharing new and flexible ways of volunteering.

PROGRESS 44%

KPI By 2025, three pilot projects are in progress in different National Scout Organizations addressing ways to make volunteering more reflective of their society.

PROGRESS 56%

* By the end of 2024, produce a report on the analysis of open call applications and selected regional volunteers focusing on the diversity of successful candidates and propose improvement to the selection process to increase it by the end of the Triennium.

Outcome KPI: By 2025, 60% of Member Organizations are actively pursuing or started to implement strategic change to their volunteering approach to be more flexible and inclusive.

Not measured yet

Zoom in the work of the New Ways of Volunteering Team

The New Ways of Volunteering Team embarked on the Triennium with a strategic focus on research and preparation to achieve their objectives. Leveraging their initial successes and insights, the team developed innovative volunteer ideas to reshape the volunteering landscape within the Scouting movement.

At two in-person events—the World Education Congress and the Educational Methods Forum, both held in 2023—the NWV Team actively engaged with MOs, gathering valuable input to inform their strategies. Building on this foundation, the team organised a Virtual Campfire in January to further engage with Member





Organizations and gain insights into their New Ways of Volunteering projects. The overwhelming engagement received during this campfire underscored the importance of such initiatives.

Currently, the team collaborates closely with four National Scout Organizations—Sweden, Romania, Slovakia, and Germany—each developing pilot projects in New Ways of Volunteering. Supported by the Innovation and Relevance of the Programme Team, these National Scout Organizations are working on digitalisation to enhance their volunteer programmes.

In parallel, in collaboration with External Representatives, the team conducted interviews with external volunteer organisations across Europe to gather best practices from diverse volunteering methodologies.

Next, the New Ways of Volunteering Team is gearing up to host two virtual campfires featuring contributions from National Scout Organizations and external partners. They also wish to support the launch of at least three National Scout Organization pilot projects.

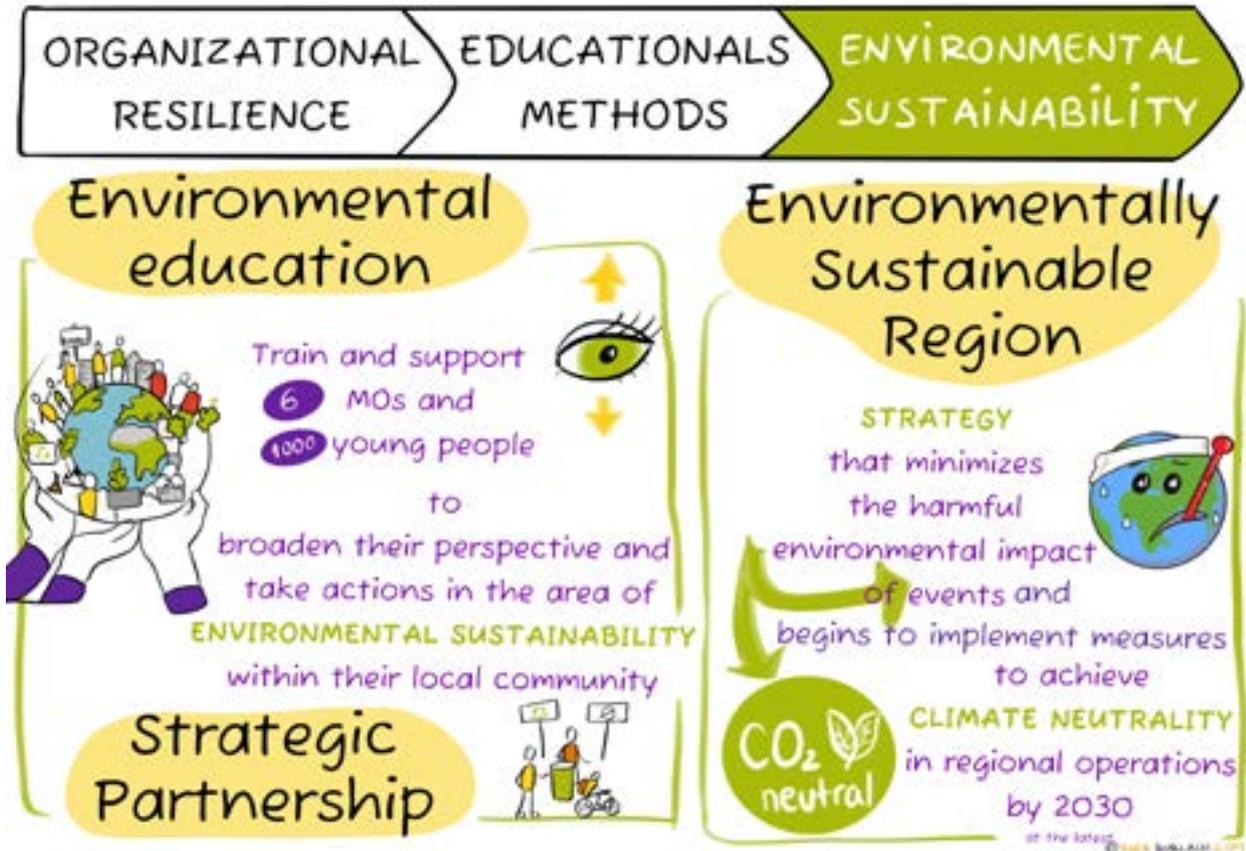
Mental Health and Well-being

OBJECTIVES	2.3.1 Actively promote good mental health, well-being and resilience of adults and youth members in an ever-changing environment.	KPI By the end of the Triennium, we will engage 20 Member Organizations through five educational events and/or individual support to Member Organizations to increase knowledge, skills and attitudes on mental health & well-being.	PROGRESS 73%
OBJECTIVES	2.3.2 Strengthen the online safety of young people and manage a level of self-assurance that respects one self and others.	KPI Implement a 12-month calendar of online events, campaigns and resources that engage Member Organizations leaders and young people in the transversal topics outlined in the objective.	PROGRESS 23%
Outcome KPI: 50% percent of the European Scout Region Member Organizations are implementing more mental health and well-being practices.			Not yet measurable

Focus on the Mental Health and Well-being team

The Mental Health and Well-being Team of the Operational Framework is creating a comprehensive package for implementing a Listening Ear system and other components to assist with safer scouting events. This package is designed for Member Organizations and regional teams alike.

Priority 3: Environmental Sustainability



Environmental Education

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

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

PROGRESS 79%

OBJECTIVES *Implemented by the Sustainable Region team

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

PROGRESS 100%

OBJECTIVES

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

KPI

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

PROGRESS

64%

OBJECTIVES

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

KPI

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

PROGRESS

68%

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

53%

Focus on the Earth Tribe team

The Earth Tribe Project Team is implementing project funded by the European Union, and working towards the objectives and key performance indicators set by the European Scout Region. Collaborating with six partner countries—Portugal, Greece, United Kingdom, North Macedonia, Sweden, and Norway—the team is leveraging European Union funds to advance environmental sustainability initiatives.

Two in-person meetings have been held with these partners, providing a platform to share insights on the environmental sustainability efforts of Member Organizations and regional projects. These meetings have also facilitated the implementation of the Earth Tribe project in the partner countries, ensuring localised adaptations and impact.

Noteworthy achievements include Portugal's implementation of Earth Tribe initiatives through impactful local projects and well-adapted environmental actions. Additionally, North Macedonia has made a

significant impact with its project focused on combating wildfires by national wide reforestation campaign.

The Earth Tribe team has actively engaged in various forums and events to promote environmental sustainability and the Sustainable Development Goals (SDGs). They facilitated sessions at Agora 2023 and 2024, Kander100, and the 10th European Educational Methods Forum 2023. At Kander100, held in the summer of 2023, the team hosted workshops and managed a dedicated SDGs tent that attracted participants, with young leaders assisting in delivering the activities.

The team is now set to participate in two significant events for the remainder of the year: Roverway 2024 and the Sustainability Forum 2024. The team is particularly excited about the Sustainability Forum, as it is a specialised event they organise directly, promising focused engagement on sustainability topics.

Strategic Partnership

OBJECTIVES	3.2.1 Develop and support partnerships with science and academic partners to promote understanding in relation to environmental sustainability issues.	KPI	At seven regional events during the Triennium, we will provide space for external partners in science and academia to share new and innovative insights into sustainable development with young people and Member Organizations.	PROGRESS	20%
OBJECTIVES	3.2.2 Maximise the opportunities offered by partners to increase awareness, understanding and action amongst our membership to reduce our harmful impact on the planet.	KPI	At seven regional events and the following local projects delivered by young people, we will make use of the relevant tools and resources created through partnerships.	PROGRESS	30%

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

53%

Focus on Strategic Partnership

With the start of the triennium the European Scout Region started a partnership with the Climate Action Accelerator (CAA). The partnership supports the creation of baseline for our carbon footprint and methodology for measurement. Furthermore, through this partnership the CAA will support the European Scout Region in its development and implementation of strategy for reducing, mitigating the carbon footprint.

Although we have started a partnership with the Climate Action Accelerator, we will need to make more efforts to connect with and attract academic partners, as the objective of the Regional Scout Plan is.

Environmentally Sustainable Region

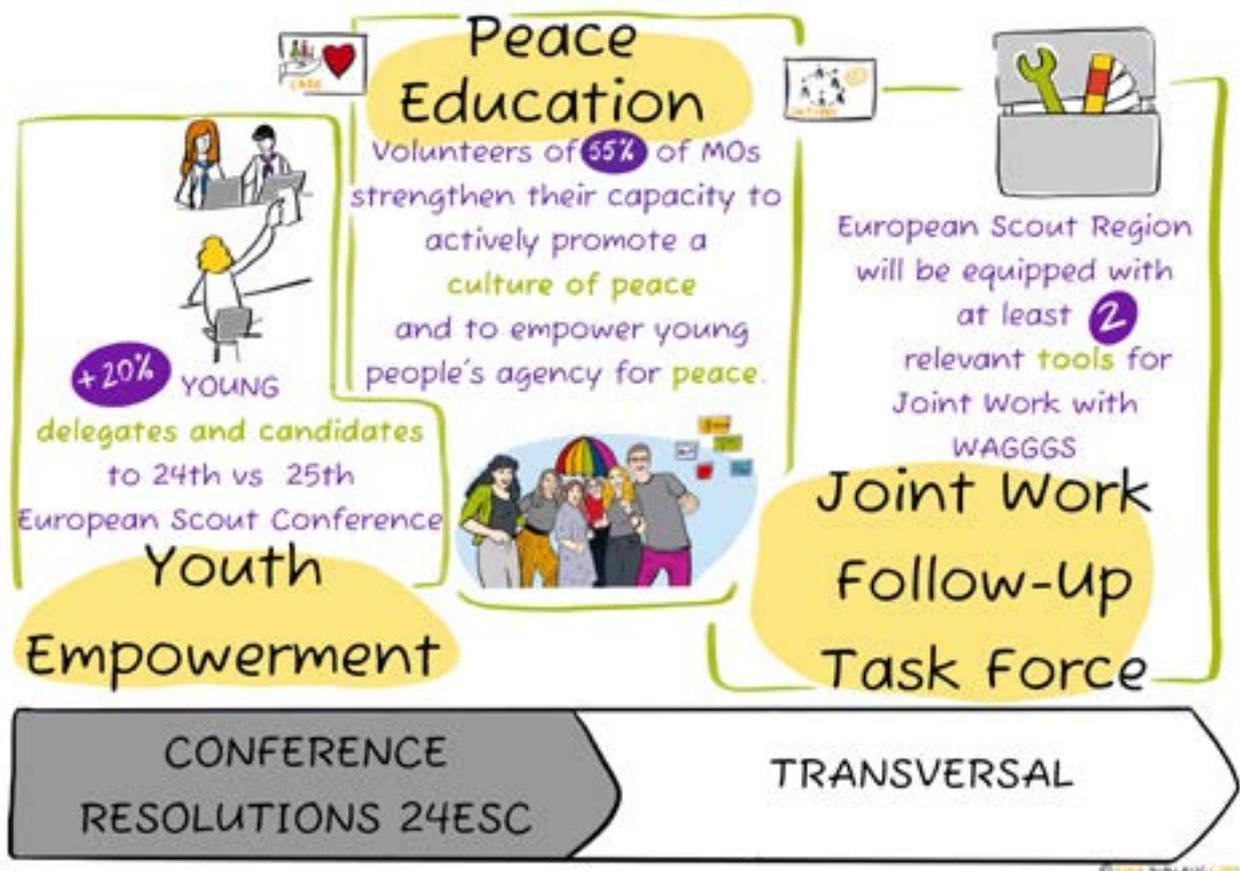
OBJECTIVES	3.3.1 Minimise the harmful environmental impact of events.	PROGRESS	Not measured yet
OBJECTIVES	3.3.2 Begin to implement measures to achieve climate neutrality in regional operations by 2030 at the latest.	PROGRESS	Not measured yet
<hr/> Outcome KPI: Create a strategy by November 2023 that minimises the harmful environmental impact of events and begins to implement measures to achieve climate neutrality in regional operations by 2030 at the latest.			100%

Focus on the Sustainable Region Team

The sustainability strategy "[European Scout Region: Leading the Way to Net Zero](#)" was developed to respond to a Scout maxim that states that we must preserve nature, which serves as our classroom and our playground. The strategy established a series of 10 commitments so our operations leave nothing behind but our footprints. Additionally, it proposes a multifaceted approach to achieve the commitments through 5 enablers: Operations, Education, Scout Method, Advocacy, and Partnerships. While developing the strategy, the Region started a partnership with Climate Action Accelerator to enhance our own environmental efforts and empower our staff and volunteers to make a more significant impact in their communities.

Building on the approval of the sustainability strategy for the Region, at the beginning of 2024, a new team of volunteers was set up to work on a roadmap to identify actions to achieve climate neutrality in regional operations and minimise the impact of the events organised by the European Scout Region. In the next months, they will work on a participatory process to involve different stakeholders and work on measurable actions and targets to reduce the benchmark established in 2023.

Conference resolutions



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

OBJECTIVES Develop and implement a Regional Action Plan for Youth Empowerment in the European Scout Region.

KPI Young people from 60% of European National Scout Organizations have been actively involved in the development of the regional action plan for Youth Empowerment which will be in the implementation phase by 2025.

PROGRESS 50%

OBJECTIVES

Create a regional framework for the implementation of the WOSM Youth Engagement Strategy.

KPI

50% of the European National Scout Organizations engaged in the creation of the regional framework for the implementation of the WOSM Youth Engagement Strategy by 2025.

PROGRESS

42%

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

Not measured yet

Focus on the Youth Empowerment team

Throughout the year, the Youth Empowerment team has demonstrated a commitment to collaboration and learning. In addition to developing internal exchanges, the team actively sought insights from external organizations, particularly those outside the scouting community, to explore diverse approaches to youth empowerment. By engaging with these organizations and examining their strategies and policies, the team aimed to broaden their understanding and gather inspiration for enhancing their initiatives. This proactive approach to knowledge sharing underscores the group's dedication to continuous improvement and innovation in empowering youth. The team is now working on the development of the Youth Programme capacity-building framework. The team will also collaborate with the candidate journey team to promote youth perspective in their work and encourage young candidates through a communication campaign on the candidate journey. Finally, work is being done to create a resolution to mandate the youth empowerment aspect of European events.

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

OBJECTIVES	Improve existing Joint Work methods, in collaboration with WAGGGS.	KPI By the first Quarter of 2024, a set of recommendations regarding Joint Work methods will be ready.	PROGRESS Not measured yet
OBJECTIVES	Support the European Scout Committee in defining methods for, and monitoring of the implementation of the Joint Action Plan.	KPI By the third Quarter of 2023, a Monitoring and Evaluation framework is set for Joint Work. By October 2024, a report with a concept review of Roverway and recommendations from the team is submitted to the European Scout Committee.	PROGRESS Not measured yet
Outcome KPI: By the end of 2025, the European Scout Region will be equipped with at least two relevant tools for Joint Work with WAGGGS		Not measured yet	

Focus on the Joint Work Follow-Up

The Joint Work Follow-up Task Force initially took some time to clarify its scope and establish a clear direction for its efforts. The team then began to review working methods for collaboration between WAGGGS and WOSM. A request from the European Scout Committee led to adding a third objective to the group's work: concentrating on reviewing the Roverway concept. This effort is being made in partnership with a dedicated working group from WAGGGS, ensuring a cohesive and comprehensive approach to improving the event for future participants.

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

OBJECTIVES Strengthening the Member Organizations' capacity to empower young people's agency for peace by implementing peace educational resources and offering training opportunities.

KPI By the end of the Triennium, 15 Member Organizations will be engaged in educational training events, to increase knowledge, skills and attitudes for Peace Education topics, and five Member Organizations will implement individually new educational components in their Member Organizations' structures.

PROGRESS **40%**

OBJECTIVES Strengthening Member Organizations capacity to monitor and increase their humanitarian preparedness by building and reaffirming partnerships with humanitarian and civil organisations.

KPI By the end of the Triennium, four UAct Member Organizations will have established long-term national partnerships with humanitarian organisations and 25% of Member Organizations across the Region will be equipped to leverage existing or new partnerships to support preparedness and crisis management.

PROGRESS **65%**

OBJECTIVES Promoting a culture of peace by supporting Member Organizations to integrate and consolidate humanitarian preparedness, Safe from Harm and active inclusion in their organisational structures and approach.

KPI By the end of the Triennium, 4 Member Organizations will collaborate in pairs in developing and implementing educational and organisational practices for reaching out to underrepresented or at-risk groups and enforcing their Safe from Harm policy to promote a culture of peace between Member Organizations within the European Scout Region. At least ten Member Organizations across the Region will improve their practices of fostering a culture of peace within their organisation.

PROGRESS **Not measured yet**

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

Not measured yet





Teams supporting the implementation of the Regional Scout Plan

In the regional framework, some teams are operating transversally across the areas of operation. Below is a summary of the team leads for each of these teams.

Volunteer Management

The team has focused on monitoring the satisfaction of the regional volunteers, with one survey completed and the second one in progress. During 2023, the team implemented the Volunteer Journey Check-in, an in-depth interview between team leaders and team members to ensure a better understanding of the volunteers' happiness, motivation, and needs. All teams in the regional framework have gone through this exercise.

Monitoring and Evaluation

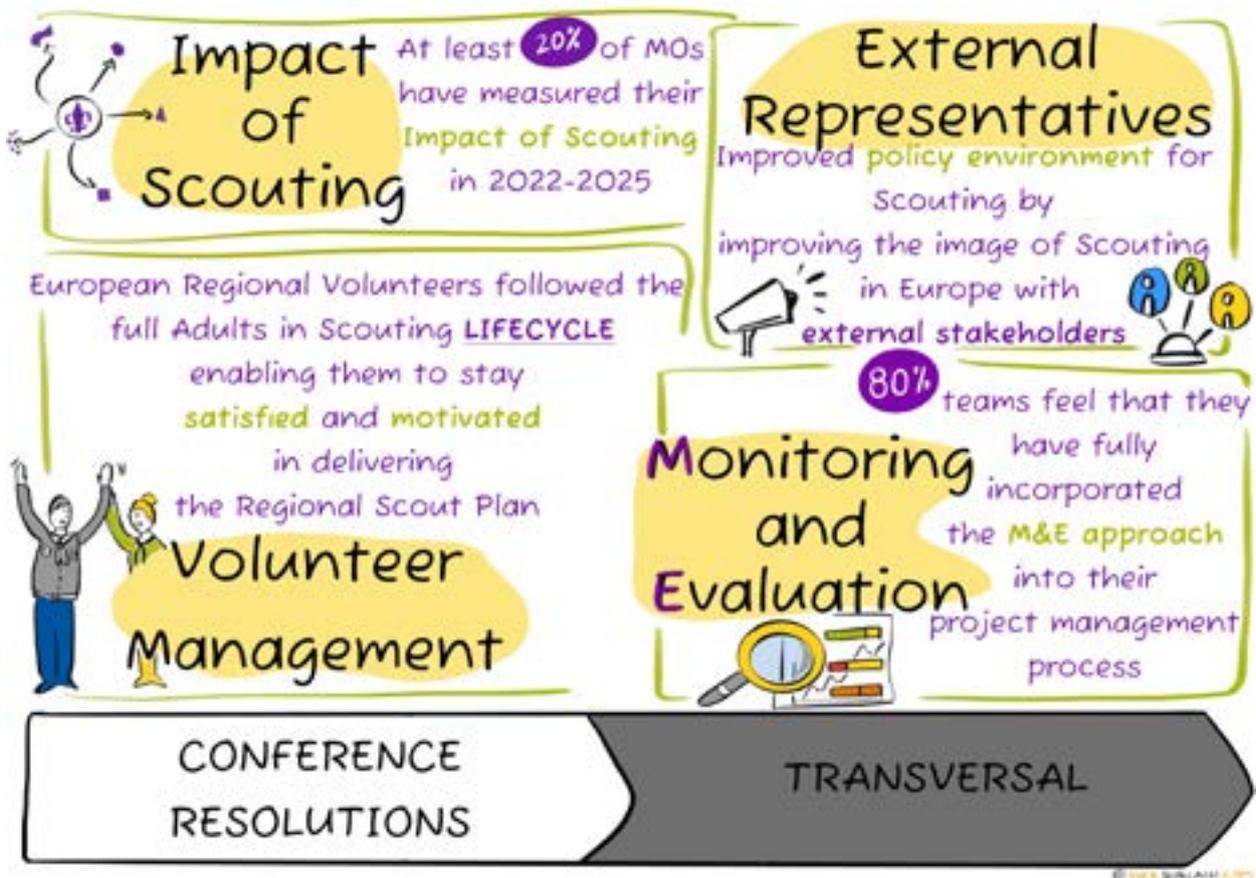
Initially, during the Triennium, the team's focus was on implementing KPIs for all teams in the Operational Framework, following the output/outcome model used by the WOSM. To simplify monitoring, Smartsheets for project tracking have been implemented for all teams, with complimentary dashboards accessible to all (via Treehouse).

External Representatives

The External Representatives team recently launched a Call for Action for the EU elections. Two successful election campaigns have been held, with Noah Kramer elected to the Programming Committee of the Council of Europe Advisory Council and Caillum Hedderman elected as a board member of the European Youth Forum.

Impact of Scouting

The Impact of Scouting team focused on developing and testing methodology for measuring the impact of scouting. In collaboration with academic and civil society partners under the MIYO (Measuring Impact of Youth Organisations) project, the new Social Impact WOSM Service was developed, and it's now available to our members.



Impact of Scouting

OBJECTIVES Develop and pilot the **Impact Measurement Toolkit** and create the **prototype of the Social Impact WOSM Service** through the **MIYO Project** in partnership with **Academic Partners** and other youth organisations.

KPI By April 2024, we will have delivered a prototype of the **Social Impact WOSM Service** with 20 trained consultants on the **Impact Measurement Toolkit**.

PROGRESS **100%**

OBJECTIVES Ensure further promotion of the **Social Impact WOSM Service**.

KPI Five different promotional methods of the **Social Impact WOSM Service** will have been used by the end of the **Triennium**.

PROGRESS **53%**

OBJECTIVES Explore a way forward for the **Social Impact WOSM Service**, reflecting on **community and institutional impact**.

KPI By the end of the **Triennium**, we will have delivered a **Recommendation Paper** on a way forward to develop further the **Social Impact WOSM Service**.

PROGRESS **33%**

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

60%

A new WOSM Service on Social Impact measurement

We launched a brand new WOSM Service on Social Impact measurement! This pioneering service is designed to provide National Scouting Organizations with the tools and resources necessary to measure the impact of scouting on young people's personal development. The WOSM Service on Social Impact provides an opportunity for National Scout Organizations to be supported by trained WOSM consultants to plan, organise, and implement measuring scouting's impact on their members. The insight gained from impact measurement can help National Scout Organizations in many areas, from enhancing their Youth Programme to strengthening their advocacy and external relations.

The service includes support to:

- Measure scouting's impact on the personal development of young people.
- Guide on considering different levels of impact and options for impact measurement.
- Determine the resources needed and readiness to conduct successful impact measurement.

A key service component is the [Impact Measurement Toolkit](#), built on [two previous pilot projects](#) undertaken with seven National Scout Organizations from across the globe. The toolkit is a key outcome of the [Measuring the Impact of Youth Organisations \(MIYO\) project](#), a joint effort between the European Scout Region, YMCA Europe, and Maynooth University, co-funded by the Erasmus+ Programme and the Eric Frank Trust.

The methodology's development involved National Scout Organizations and YMCA members, alongside the Centre for Youth Research and Development at Maynooth University, ensuring the research's integrity and relevance. Pilot tests conducted by Les Scouts, Scouting Ireland, Sojuz na Izvidnici na Makedonija, Scouteria, Junák – český skaut and YMCA Netherlands refined and validated this approach. Five National Scout Organizations from the African, Arab, Asia-Pacific, and Interamerica regions are also implementing the study.

In February 2024, [the ImpactYouth event convened in Brussels](#) policymakers, academics, researchers, and civil society organisations. Recognising the pivotal role of youth development, the event aimed to showcase the findings from the MIYO project, highlighting key insights and presenting actionable policy recommendations. The event included a session at the European Parliament, which showcased the MIYO Impact Measurement toolkit, hosted by the Member of the European Parliament, Michaela Šojdrová.



- ◆ Karen Vandeweghe, DG EAC
- ◆ Edel McCarthy, Scouting Ireland
- ◆ Olga Lukina, YMCA Europe
- ◆ Dasana Neil, World Scout Committee

Regional Decisions Committee



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

OBJECTIVES

Support National Scout Organizations by granting projects which contribute to their development in the key areas of the WOSM and National Scout Organizations priorities.

KPI

KPI 1: Review and process 80% of applications and reports within three months.

PROGRESS

100%

OBJECTIVES

Monitor the projects and offer appropriate support during the reviewing and follow up process.

KPI

KPI 2: 80% of the beneficiaries are satisfied or very satisfied with the process.

PROGRESS

85%

OBJECTIVES

Uphold transparency and increase awareness of the Regional Decisions Committee work through continuous communication with National Scout Organizations, European Scout Region and in collaboration with the global Messengers of Peace team.

KPI

KPI 3: The Regional Decisions Committee is accessible and available to give evidence-based answer to any worry or question.

PROGRESS

90%

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

In 2023, there were ten projects funded by the Region, encompassing a variety of initiatives that contribute to the growth and strengthening of scouting in Europe and beyond.

In Bulgaria, the Region is funding a project to grow and improve the National Scout Organization, which faced a significant shortage of volunteers following the COVID-19 pandemic. To address this, they developed a new training programme for those interested in joining scouting in Bulgaria. It was an innovative and highly successful training initiative. According to one of the participants, "I got the knowledge and the support I needed to become a successful Scout leader." Thanks to this programme, the National Scout Organization can reach over 5000 children and young people in Bulgaria, promoting the values of the Scout Movement. Additionally, the campaign they launched against violence and bullying in schools has already reached over 100,000 people in the country.

On the other hand, the Regional Decision Committee has funded a project to develop and support scouting in Albania. The project aims to create local Scout groups, especially from underrepresented communities, and to establish a national structure like the National Scout Organization, enhancing volunteer training and implementing Safe from Harm policies. One of the attendees at the Academy 2022 in Vilnius remarked, "I realised that I am part of an even bigger family, and it motivates me to support my local Scout group even more as we are creating new sections in surrounding villages, but also the role I can play as a volunteer to create the new association." This is a significant opportunity to establish a strong organisation in Albania.

The Regional Decision Committee has also funded a project in Greece called the "Litter Less Campaign." This project aimed to raise awareness about the environmental impact of waste disposal. They organised various activities and workshops to spread the importance of proper waste disposal and how to reduce our waste. According to a volunteer from a local group, "it was an amazing experience, and we are proud to have been able to be a part of it". It was an opportunity for Greek Scout groups to explore our collective culture concerning ecological awareness and assess our cumulative practices and attitudes.

Finally, another project funded in 2023 by the Regional Decision Committee was jointly developed by Scouts from Finland and Uganda to end taboos surrounding menstruation. The project, "No Missed School Days," aims to improve menstrual health and foster positive attitudes towards girls' education. One of the participants mentioned that after receiving the training, she now teaches other girls how to make reusable pads. Initially, 20 leaders were trained to carry out this action, and the project has reached over 110,000 people through various communication channels, distributing 1000 pieces of educational material on gender equality and menstrual health. Additionally, 400 Scout leaders and teachers have been trained on these topics to raise awareness of gender equality and break stereotypes. Moreover, the project has provided training for Scout leaders from Finland: "I have learned so much through this project in project management, monitoring and evaluation and development cooperation".



Volunteers Management Team

A photograph of three people sitting in a green and brown hammock at an outdoor event. They are looking towards a large crowd of people in the background, which is set in a wooded area with tall trees. The scene is bright and appears to be a festival or community gathering.

Zoom in the work of the Volunteer Management Team

Among their objectives is to enable the Region to engage adult volunteers reflective of their communities, monitor the motivation and satisfaction of the Region's volunteers, and improve the volunteer lifecycle.

In this regard, the team has conducted a survey known as the "Happiness Interview", in which the overall satisfaction of the volunteers in the current Triennium is very high.

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

OBJECTIVES

Enable the Region to engage adult volunteers reflective of their communities.

KPI

KPI 1: By the end of 2024 produce a report on the analysis of open call applications and selected regional volunteers focusing on the diversity of successful candidates and propose improvement to the selection process to increase it by the end of the Triennium.

PROGRESS

Not started yet, planned

OBJECTIVES

Monitor the regional volunteers' motivation and satisfaction and, if required, propose corrective measures to the Coordination Team and support their implementation.

KPI

KPI 2: The average satisfaction level of regional volunteers is at least 85 % by the end of Triennium.

PROGRESS

80%

OBJECTIVES

Improve the volunteer lifecycle reviewing and improving existing Volunteer Management materials, developing a standardised Performance Review System and designing an onboarding and exit processes.

KPI

KPI 3: At least 80 % of regional volunteers have undergone a performance management at least once during the Triennium.

PROGRESS

100%

Outcome KPI: In 2025, the European regional volunteers followed the full Adults in Scouting lifecycle enabling them to stay satisfied and motivated in delivering the Regional Scout Plan.

50%

Additionally, they are implementing a new action in the region for the first time: performance interviews called "Volunteer Journey Check-ins". In these interviews, team leaders have individual sessions with each volunteer to assess their team experience and "purple journey". The monitoring and evaluation of these interviews have been well received.

This team continues to carry out its work in the second half of the Triennium, focusing on two aspects: increasing survey participation and innovating in the selection of volunteers from the Region to include individuals from underrepresented communities. Undoubtedly, this is a challenge that this team will overcome.

External Representatives team



Focus on the External Representatives Team

Since its creation, the External Representatives team has strengthened its diversity in membership, portfolios, areas of focus, and experience. The last year and a half has been busy with various activities. In the realm of institutional representation, they have succeeded in getting Noah Kramer re-elected to the Council of Europe's Youth Advisory Council and Marta Concepción as a member of the LifeLong Learning Platform's Steering Committee, as well as two Scouts on the Board of the European Youth Forum. External Representatives participated in the Advocacy Hackathon to engage in a dynamic exchange of best practices on advocacy,

As per their Term of Reference, the role and responsibilities of the External Representatives Team are to:

- Help deliver the message of scouting to the external world and represent the interests of Scouts and the Movement.
- Establish and maintain partnerships with all relevant stakeholders.
- Increase the visibility of scouting on the strategic priorities.
- Lobby European institutions and general advocacy are in line with our values, principles, and strategic priorities, involving more diverse voices.
- Organise and join events with external partners to increase knowledge and promote the exchange of ideas and experiences with Scouts and non-Scouts.
- Support achieving the goals defined for the Regional Scout Plan 2022-2025.

OBJECTIVES	Secure effective engagement and represent the interests of scouting in the democratic changemaking of Europe. Engage Scouts and represent the interests of scouting in the democratic changemaking of Europe.	KPI	Develop a Scout Call for Action in the framework of the European Elections 2024 together with representatives from at least 9 National Scout Organizations/National Scout Associations from across the Region.	PROGRESS	100%
OBJECTIVES	Ensure quality external representation that supports the positive image of scouting and promotes the interests of scouting.	KPI	Develop an external relations strategy by spring 2024 to support prioritisation of our advocacy goals and ensure continuity in our external relations across individuals.	PROGRESS	40%
OBJECTIVES	Enhance internal cooperation and communication flow within the European Scout Region that enables well-informed representation.	KPI	Cooperate with at least two Operational Framework teams per year to engage in an external setting relevant to our shared scope of work.	PROGRESS	45%
Outcome KPI: Support an improved policy environment for scouting by improving the image of scouting in Europe with external stakeholders in line with our values, principles, and strategic priorities.					60%

fostering a unique learning experience for all involved and contributing to the Scout Advocacy strategy. Additionally, they supported the organisation of the Advocacy Training along with WAGGGS, held in Mollina, Spain, to contribute to tackling climate change and creating a culture of peace. Moreover, they have supported the development of the Call for Action for the European Elections 2024.

In the next months, an advocacy strategy will be finalised to guide the way forward with the region's advocacy work.

Monitoring and Evaluation team

as you want

- Enhance Emotional Flexibility
- From Intent to Impact
- Mastering Project management

Mainstream Sustainability

- Retaining & inspiring members through international experience
- Amplifying Youth voice through Peace Education
- Youth-led Action on Climate Change

Creating brave spaces

- Free being Me
- Global Citizens through European funding
- Leadership in crisis

Political Education

- Scouting for All Diversity & Inclusion
- Strengthening our Organization through Communities of practice

Break

Creating brave spaces

- spiritual journey
- see and see (ICCs)
- TA+ inclusion
- all & inclusion

Dialogue to Growth

can't grow trees

Youth participation Education Hub

working in AI & minibranch

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of Growth

tional partnership

g in Europe

opportunities

Journey (act-

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

OBJECTIVES	Monitor the delivery of the Regional Scout Plan.	KPI	100% of the teams in the Operational Framework and objectives are covered in the monitoring process by March 2023.	PROGRESS	93%
OBJECTIVES	Provide a midterm report to be published in February 2024 and a final term report to be published in June 2025, using innovative and creative ways of deliver.	KPI	Produce the mid-term and final report on time.	PROGRESS	50%
OBJECTIVES	Support the operational framework teams in reflecting on the projected impact of their actions in the deployment of the Regional Scout Plan and take care of the organisational Monitoring and Evaluation culture and its implementation across all governance and executive levels of the organisation.	KPI	80% from the teams of the Operational Framework are satisfied with the support from the Monitoring and Evaluation Team.	PROGRESS	Not measured yet

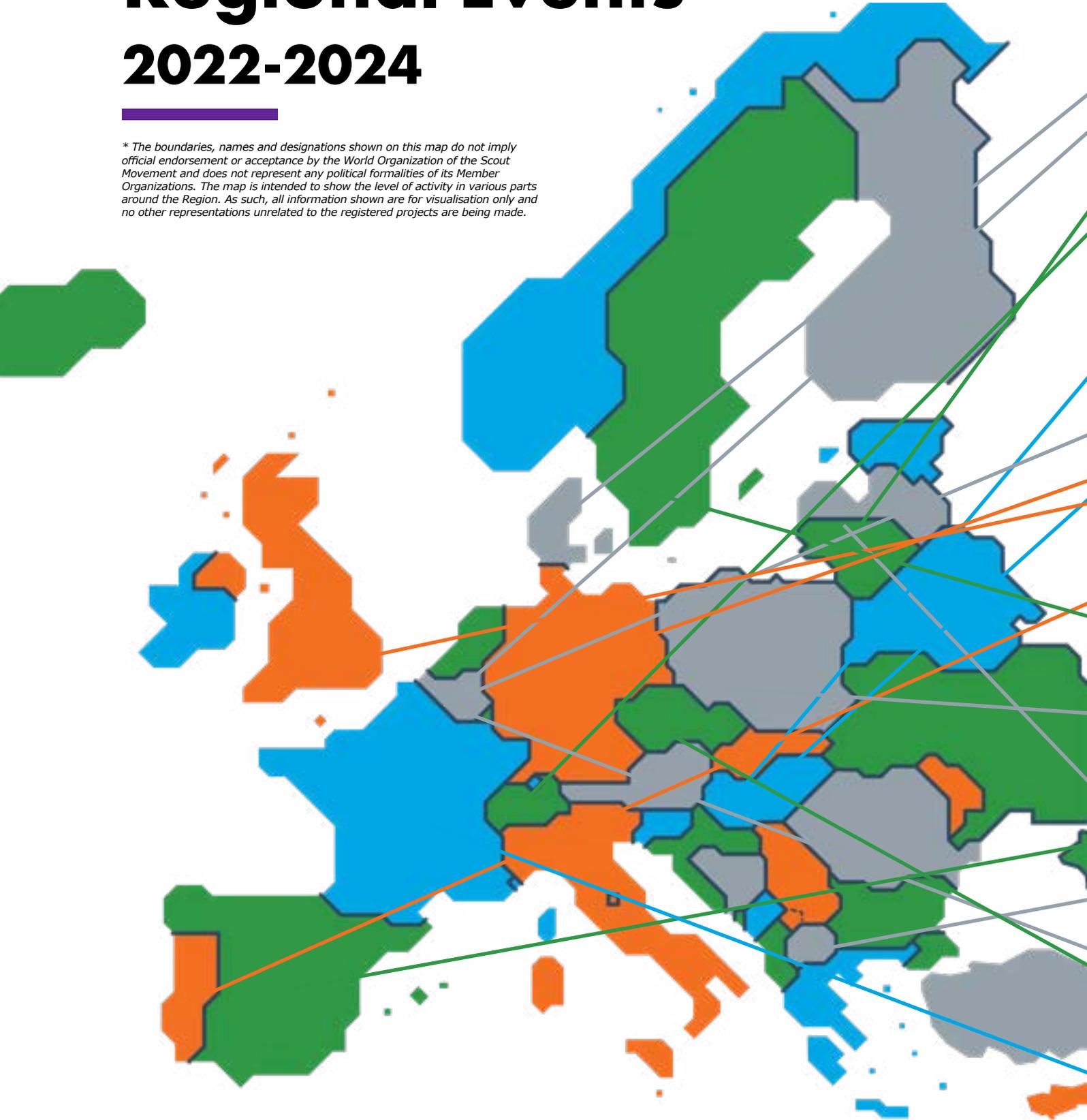
Outcome KPI: At the end of the Triennium, 80% of the teams feel that they have fully incorporated the Monitoring and Evaluation approach into their project management process.

70%

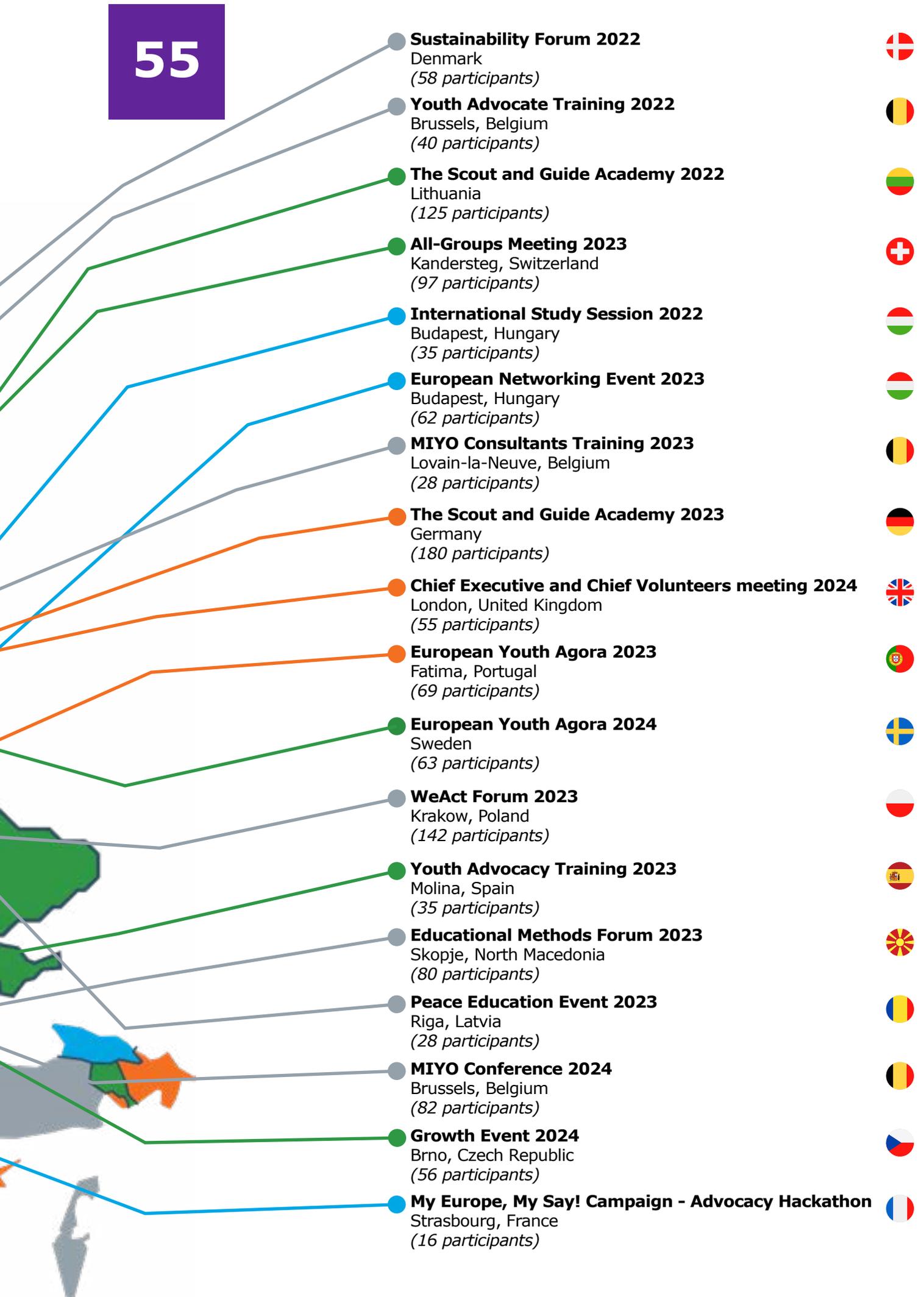
Regional Events

2022-2024

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



55



WOSM Services in Europe for the last 18 Months

Cutting-edge Services for Members



Youth Programme



Good Governance



Adults in Scouting



External Relations



Communications



Safe from Harm



Growth



Youth Engagement



Social Impact



Diversity and Inclusion



Global Support Assessment Tool

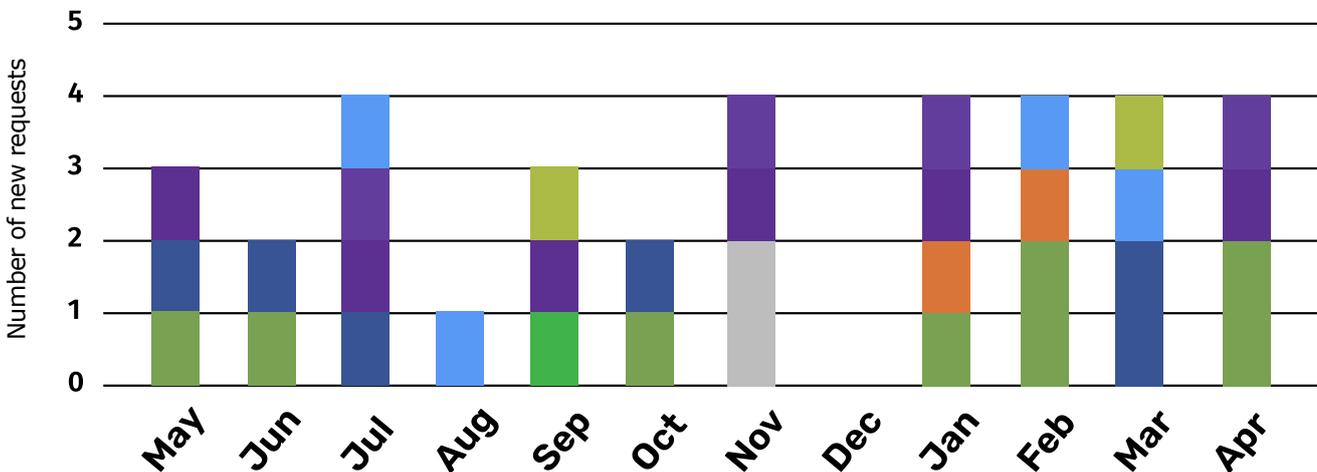


Scouting and Humanitarian Action

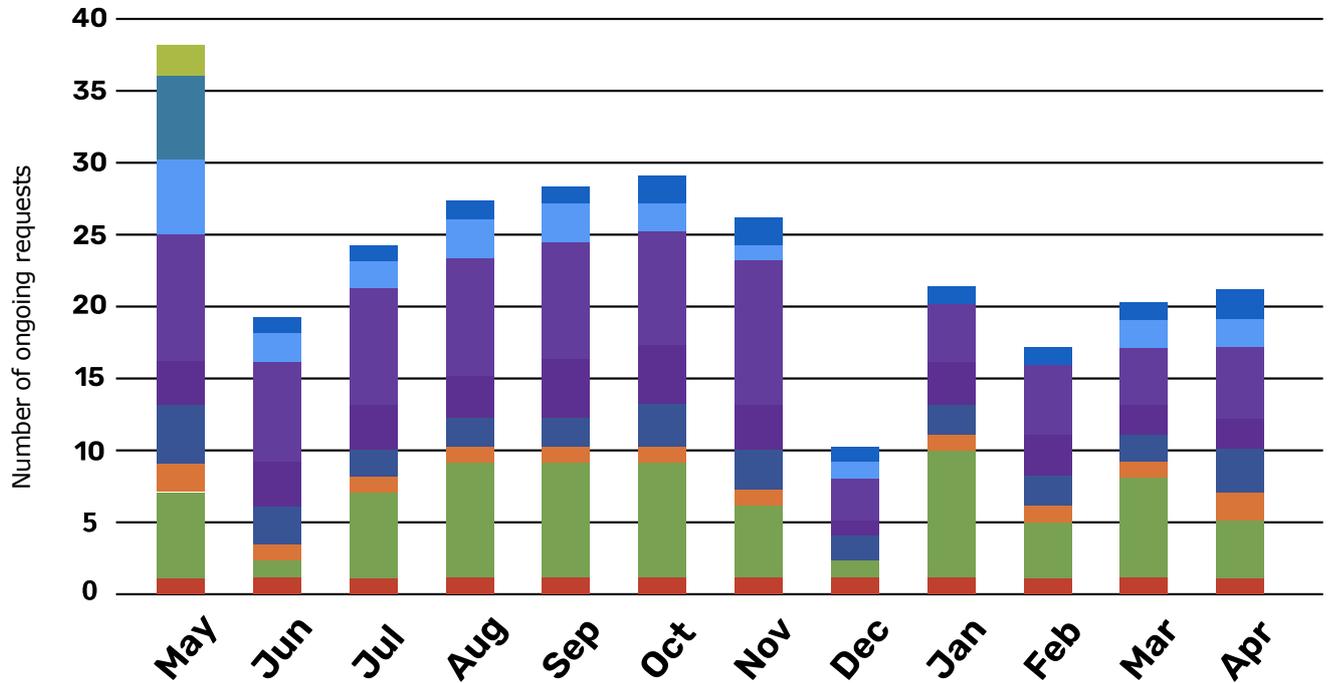


Better World Framework

NEW REQUESTS



ONGOING REQUESTS



Adults in Scouting

5

Better World Framework

19

Communications

4

Diversity & Inclusion

1

External Relations

11

Global Support Assessment Tool (GSAT)

10

Good Governance

10

Growth

6

Safe From Harm

9

Scouting & Humanitarian Action

2

Social Impact

4

Youth Programme

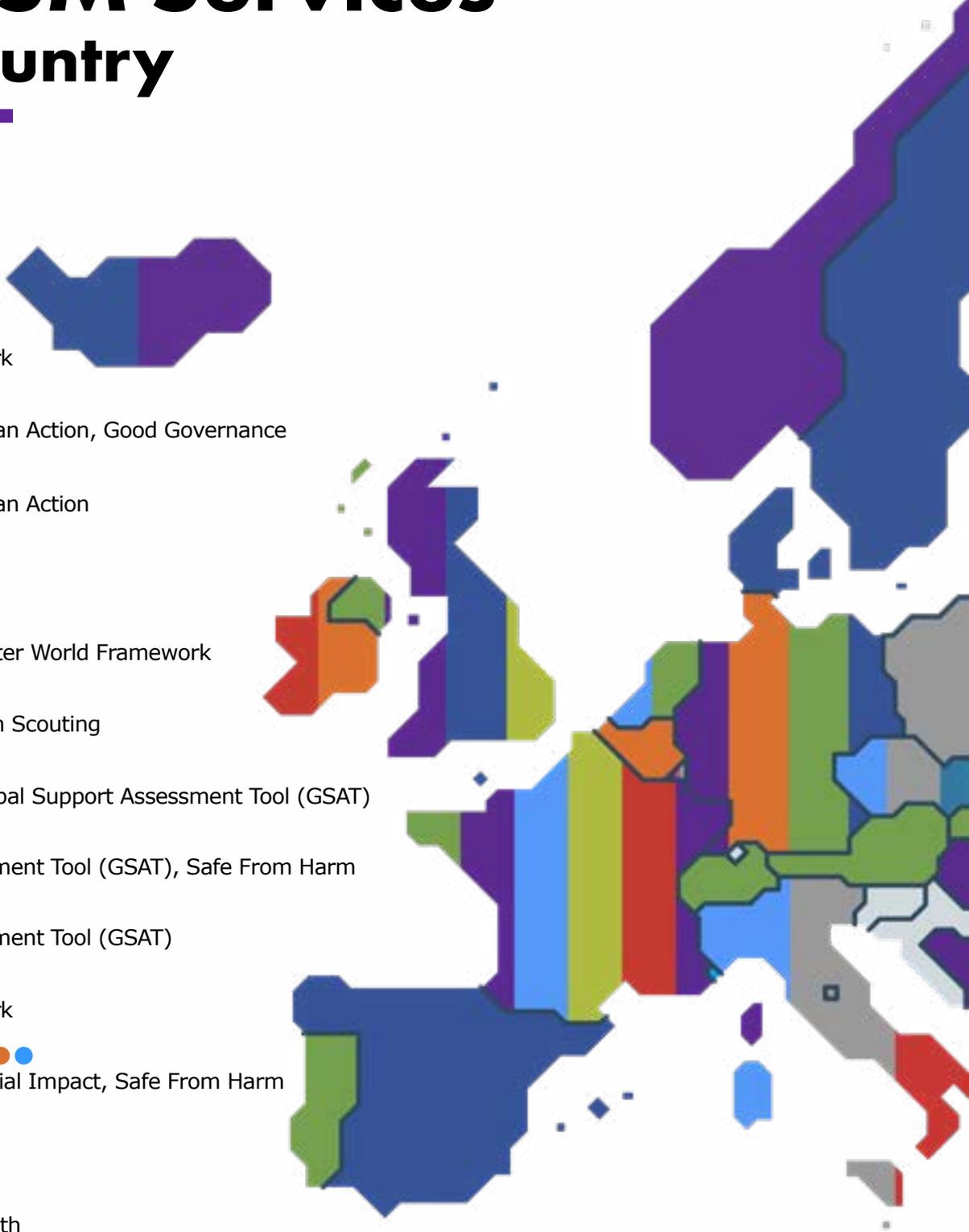
4

Total Services

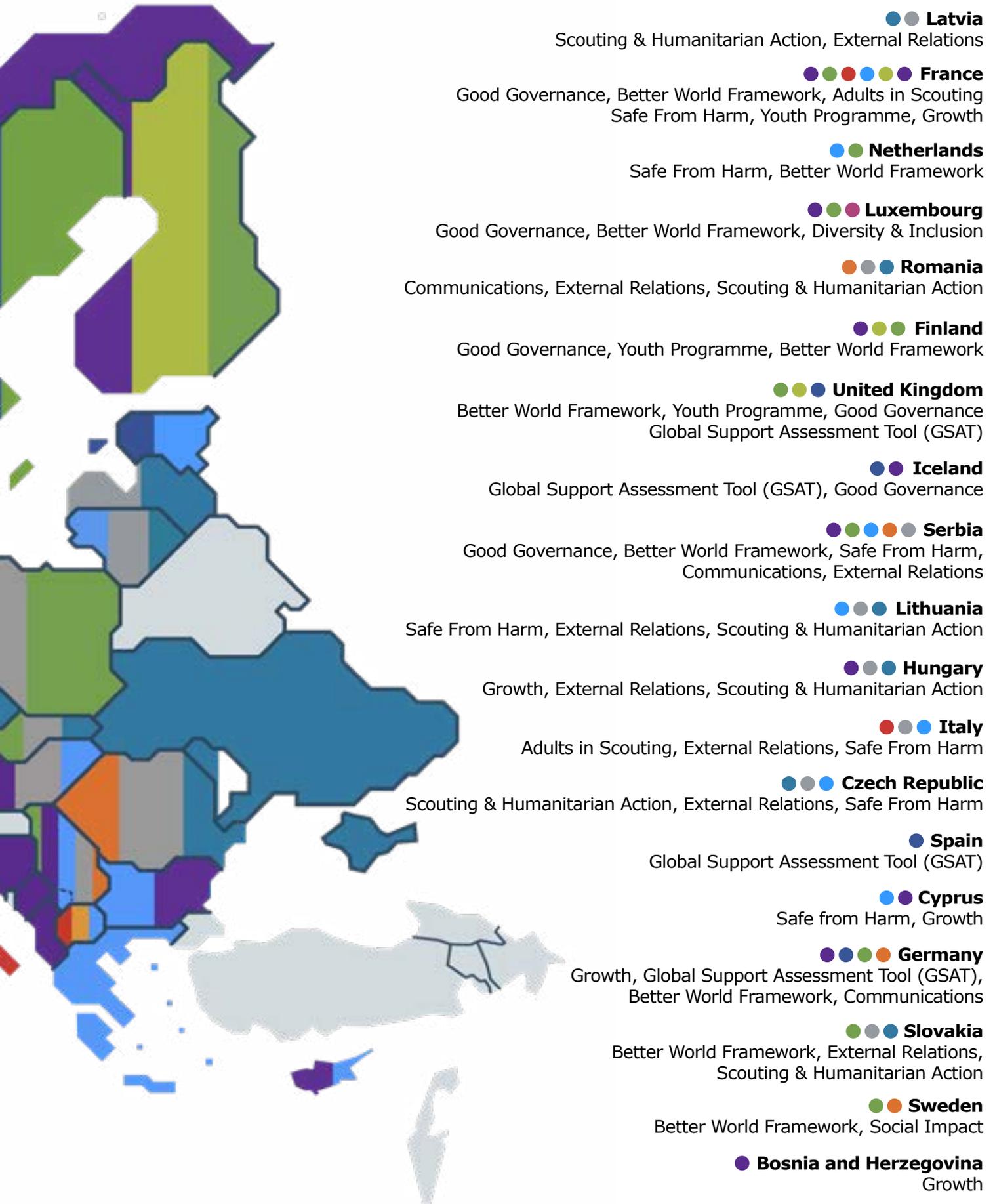
85

WOSM Services by country

- Belgium** ●
Social Impact
- Greece** ●
Safe From Harm
- Austria** ●
Better World Framework
- Moldova** ● ●
Scouting & Humanitarian Action, Good Governance
- Ukraine** ●
Scouting & Humanitarian Action
- Montenegro** ●
Good Governance
- Poland** ● ●
External Relations, Better World Framework
- Ireland** ● ●
Social Impact, Adults in Scouting
- Israel** ● ●
External Relations, Global Support Assessment Tool (GSAT)
- Estonia** ● ●
Global Support Assessment Tool (GSAT), Safe From Harm
- Denmark** ●
Global Support Assessment Tool (GSAT)
- Switzerland** ●
Better World Framework
- North Macedonia** ● ● ●
Adults in Scouting, Social Impact, Safe From Harm
- Albania** ●
Good Governance
- Bulgaria** ● ●
Safe From Harm, Growth
- Portugal** ●
Better World Framework
- Norway** ●
Growth



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





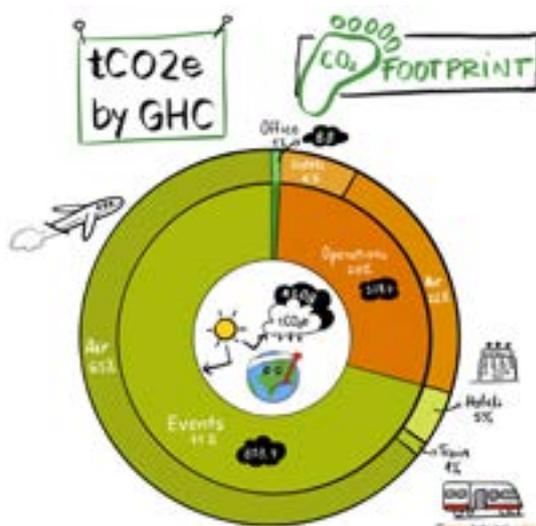
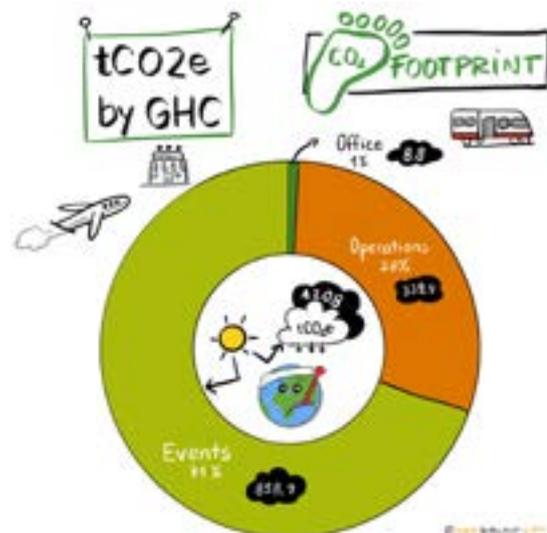


Carbon footprint

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

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

Categories	tCO2e	% Total
Office	8,8	1%
Operations	339,9	28%
Events	858,9	7%
Total	1209	100%



Categories	Sub-Categories	tCO2e	% Total
Events	Utilities	2,89	0%
Events	Services	0,12	0%
Events	Goods	4,81	0%
Events	Commuting	0,96	0%
Operations	Hotels	75,42	6%
Operations	Train	2,35	0%
Operations	Air	262,12	22%
Events	Hotels	59,76	5%
Events	Train	12,33	1%
Events	Air	785,86	65%
	Total	1207,7	100%

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

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

Follow the progress live

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Here**



LIVE

Conclusion

As we conclude this mid-term report, we are proud to reflect on our significant strides in the European Scout Region. Notable achievements, collective growth, and the strengthening of our scouting community across Europe have marked this period.

Through our shared commitment and hard work, we have:

- Reached new milestones in our outreach and inclusion efforts, bringing the values of scouting to an ever-widening circle of young people.
- Enhanced our development programmes, empowering our leaders and volunteers with the tools to inspire and guide the next generation.
- Successfully launched and supported numerous initiatives that promote environmental stewardship, social cohesion, and active citizenship.
- Fostered international friendships and collaboration, reinforcing the spirit of unity and understanding that is at the heart of scouting.

These accomplishments are a testament to the dedication and passion of our members, leaders, volunteers, and partners. Your unwavering commitment to the principles and ideals of scouting has been the driving force behind our progress and success.

Looking ahead, we remain steadfast in our mission to positively impact society and nurture tomorrow's leaders. The challenges and opportunities that lie before us are significant, but with our community's continued support and enthusiasm, we are confident in our ability to meet them head-on.

We extend our deepest gratitude to all who have contributed to our journey so far. Your support has been invaluable, whether through time, effort, or resources. Together, we will continue to build a better world, one step at a time.

Thank you for being an essential part of the European Scout Region. We look forward to the next chapter of our journey with optimism and excitement.

A Heartfelt Thank You to Our Donors

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

Through your contributions, we have been able to:

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

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

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

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





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