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Conference Report

23rd European Scout Conference
Split, Croatia | 24-28 August 2019



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Conference Report

23rd European Scout Conference



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Introduction

This document records all the decisions made at the **23rd European Scout Conference** and serves as the Conference Report. All conference documents as well as other relevant papers are available on the website of the Conference (<https://16egsc.europak-online.net/>).

The 23rd European Scout Conference was hosted by the [Savez izviđača Hrvatske](#) (SIH, the Scout and Guide Association of Croatia), the National Scout Organisation in Croatia, and was held on the Campus of the University of Split in Split, Croatia.

The Conference met between 24 and 28 August 2019 for a total of six half-day working sessions.

Geneva, November 2019

Opening

Kevin Camilleri, Chairperson of the European Scout Committee, officially declared open the 23rd European Scout Conference on 25 August 2016 at 14h00 and welcomed delegates and observers from all 40 Member Organisations of the European Region of the World Organization of the Scout Movement (WOSM).

He then introduced Hulda Guðmundsdóttir, Vice Chairperson of the European Scout Committee, and David McKee, Regional Director, who had joined him on the stage.

Among the Conference's guests, Kevin Camilleri specially welcomed Craig Turpie, Chairperson, Jemima Nartey and Andy Chapman, Vice-Chairpersons, and a number of other members of the World Scout Committee, Youth Advisers to the World Scout Committee, and a number of members of Regional Committees and World level working groups and subcommittees.

He was also pleased to welcome Ahmad Alhendawi, Secretary General of WOSM, as well as a number of senior staff from the World Scout Bureau's Global and Regional Support Centres.

Representatives from partner organisations were also welcomed and included the European and World Scout Foundations, the Kandersteg International Scout Centre, the Host Team of the 42nd World Scout Conference 2020 Egypt, the Host Team of the 16th World Scout Moot 2021 in Ireland and the Host Team of the 25th World Scout Jamboree 2023 in the Republic of Korea.

Also present were guests from faith based and other organisations in consultative status with WOSM: the International Conference of Catholics in Scouting (ICCS), the International Fellowship of Jewish Scouts (IFJS), the Council of Protestants in Guiding and Scouting (CPGS), the International Link of Orthodox Scouts (DESMOS), the International Union of Muslim Scouts (IUMS).

In closing his remarks, Kevin Camilleri thanked all members of the Conference Organising Team from Savez Izviđača Hrvatske for their excellent work in providing the necessary framework for what he was sure would be another successful Conference.

Remembering those Gone Home

During a moment of silence, the Conference remembered all those Scouts who had Gone Home since the previous Conference in Melsomvik, Norway in June 2016.

Roll Call 1 – 24 August 2019 (14h30)

Following a nominative roll call, it was noted that there were more than 280 delegates and observers present, representing all 40 WOSM Member Organisations in the European Scout Region.

Since the previous European Scout Conference in 2016, the *Associazione Guide e Esploratori Cattolici Sammarinesi* (AGECS), had joined the World Organization of the Scout Movement as full Member

Organisation and would thus have voting rights for the first time in this Conference since it had joined WOSM as Accredited Member several decades ago and had voted as a full member at the immediate past World Scout Conference.

Consequently, and in conformity with the Constitution and the Rules of Procedure which allow a maximum of six votes to be cast by each Member Organisation having right to vote, the number of possible votes was announced to be 240 at this moment.

Conference Presidency

Kevin Camilleri explained that for this Conference the European Scout Committee had agreed to follow the practice introduced at the World Scout Conference 2017 and propose two independent Conference Co-Chairs for the first time. It was felt that, in line with good governance principles for constitutional events, this would help to have a focused, orderly and clear Conference.

Consequently, and in conformity with the [Constitution of the European Scout Region](#) and the Conference's [Rules of Procedure](#), the European Scout Committee had nominated the following delegates to chair the Conference:

Chrissy Pollithy, Ring deutscher Pfadfinderverbände, Germany
Christos Hatzidiamandis, Σώμα Ελληνων Προσκόπων, Greece

Approved by acclamation

Chrissy Pollithy and Christos Hatzidiamandis subsequently joined the podium and took over the chairing of the Conference.

Election of Tellers

In conformity with the Rules of Procedure, the European Scout Committee proposed the following delegates to be appointed tellers of the 23rd European Scout Conference:

Christelle Alexander, Guidisme et Scoutisme en Belgique, Belgium
Mirva Martikka, Suomen Partiolaiset – Finlands Scouter, Finland
Tanja Tutic, Savez Izviđača Hrvatske, Croatia

Unanimously approved by e-Voting

Election of Resolutions Committee

In conformity with the Rules of Procedure, the European Scout Committee proposed the following delegates to be appointed members of the Resolutions Committee of the 23rd European Scout Conference:

Claude Frantzen, Scouting in Luxembourg, Luxembourg
Etienne Genet, Fédération du Scoutisme Français, France
Annamária Hetey, Magyar Cserkészszövetség, Hungary
Kasper Pedersen, Fællesrådet for Danmarks Drengespejdere, Denmark

Unanimously approved by e-Voting

Approval of Rules of Procedure

Chrissy Pollithy indicated that concerning the [Rules of Procedure](#) which had been discussed and adopted during the Extraordinary Meeting of the European Scout Conference in Floriana, Malta, on 29 March 2019, no further requests for changes were received.

Following a proposal made by the European Scout Committee, the Conference subsequently unanimously approved the Rules of Procedure, distributed as Conference Document 2, as its new governing document.

Approved by acclamation

Safe from Harm at the Conference

Before closing the administrative part of the opening session, Chrissy Pollithy and Christos Hatzidiamandis appealed to Conference to respect each other:

Over the next few days, this Conference will not just blaze trails on the future of the Region, but it will be an example of Scouts from all walks of life who come together to live in peace in the pursuit of creating a better world.

In this Conference we strive to provide an environment in which every single one of us feels safe, welcome and appreciated at all times. This is the Scout way. Before coming to Split, all of you were asked to complete the Safe from Harm training. The Safe from Harm training lays out the guiding principles and ground rules of how we treat each other and the work we do in a respectful way.

To reiterate: let's work together to provide a positive environment for everyone at this conference. This means, we will not tolerate any form of discrimination, harassment or violence based on race, ability, creed, ethnicity, gender, sexual orientation or identity, age, and other characteristics.

If you have concerns or simply have a question you'd like to raise, you have three options:

- *We have a number of people who have volunteered to be listening ears. You can approach them at any time with any concerns you may have, and they will treat your conversation confidentially. May I please ask our listening ears for the conference to stand up.*
- *You can talk to any member of the planning team. Planning team, please stand up.*
- *And thirdly you can always talk to Christos and myself as the chairs of the Conference.*

Let's hold each other accountable during this Conference: in good faith, in search of understanding and the spirit of brother- and sisterhood.

A group of experienced staff and volunteer were announced to be available as Listening Ears throughout the Conference: Siân Bagshaw, Kevin Camilleri, Mary Fricker, Máire Fitzgerald, Hulda Guðmundsdóttir, Lana Husagić, and David McKee.

Agenda

Christos Hatzidiamandis noted that there were no proposals for amendments of the circulated Draft Agenda.

The European Scout Committee subsequently proposed to follow the [Agenda](#) as circulated in its final draft version just before the Conference.

Approved by acclamation

Report of the European Scout Committee for the period 2016-2019

Introducing this session, Christos Hatzidiamandis noted that the [Triennial Report 2016-2019](#) of the European Scout Region had been distributed and was available as Conference Document 6, adding that this was a full written report.

He subsequently invited Kevin Camilleri to the podium to present the Report of the European Scout Committee.

Kevin Camilleri called his fellow Committee Members (Julijana Daskalov, Hulda Guðmundsdóttir, Chip Veerle Haverhals, Lars Kramm, and Nicolò Pranzini) as well as the four Coordinators of the Region's Areas of Operation (Djuna Bernard, Elena Cabezas Alcalá, Máire Fitzgerald, and Matthias Gerth) to join him on the podium to be recognised.

This Triennium is about to end, and it is time to look back and reflect on the work of the Region in the last three years.

Let this [short video clip](#) help you to grasp in three minutes what you helped achieve in our Region over three years:

When looking at all the work done and goals achieved over a span of thirty-six months, with approximately one hundred and fifty volunteers, eleven staff and a committee of six, the result is pretty remarkable.

*In the area of **Education for All**, we furthered the reach of our Youth Programme with a focus on spiritual development and we highlighted the importance of youth empowerment and the concept of service in Scouting. We also continued to advance our leading work in Diversity and Inclusion, where we focused on embedding this concept into our daily operations, and further strengthening the capacity of our members through network building and best practices. We did some work on the awareness of social impact and how to measure the impact that Scouting has on our daily lives. We also furthered the work on Skills for Life, particularly with supporting our members to understand and implement key WOSM policies.*

*In the area of **Strengthening our Organisation**, we continued the good work of supporting our members through Tailored Support which then transitioned to WOSM Services, and also by launching several eLearning modules as valuable resources. We continued to support and strengthen our Members through the GSAT framework, where the impact has been quite substantial. As a Region we also worked on Growth as a focus throughout all the aspects of our work and this is also showing promising results.*

*The area of **Spreading our Message** was the area in which we gave a renewed focus on what we communicate, how and to whom, in a shifting social and volunteering paradigm. We also continued to have significant successes in the work of our External Representation with advocacy, representation in youth fora and other platforms allowing us to voice what Scouting is and what it represents. Our work in External Relations & Funding was also very fruitful, and it continued to support the core business of Scouting and its members in Europe. Our Partnerships team also worked on building and strengthening bridges between the different Regions.*

*In the new area of **Continuous Improvement**, we worked on building and delivering a solid process for creating a new Regional Scout Plan which resulted in a strong element of consultation and collaboration between the Region and Member Organisations. We also did a lot of work in the area of evaluating the working methods of the Region – resulting in a number of points to consider – including the engagement of our NSOs to support the work of the Region. The Volunteer Management Team also did a sterling job with how we manage our most important resources – our volunteers – and covered important topics like succession planning, performance management and recruitment of our next volunteers for the triennium which is about to begin.*

In the midst of all this we also had several amazing events that allowed our young members and our Leaders to experience Scouting, to share their ideas, to learn from each other and, ultimately, to become better persons.

All of this would not have been possible without the continued support of you, our Member Organisations, the dedication of all of our Regional Volunteers, many of whom are sitting here amongst you, the sheer stamina and determination of our staff and key volunteers, and all the other people in the background like family members who directly and indirectly kept us afloat.

On behalf of Hulda, Chip, Julijana, Lars and Nicolò, I would like to thank you all for being part of our amazing Scouting journey to Create a Better World.

There followed a short open space time when the Coordinators and members of their teams held question and answer sessions on their work, the challenges and achievements.

Christos Hatzidiamandis thanked Kevin Camilleri and the entire European Scout Committee for their remarks and for their excellent work they had delivered over the past three years.

In the absence of questions from the floor, he announced that there was a proposal on the table asking the Conference to accept the Committee's report on activities undertaken during the past Triennium.

Moved: Scouting Nederland, Netherlands

Seconded: Fællesrådet for Danmarks Drengespejdere, Denmark

Unanimously accepted by e-voting

Report of the Treasurer of the European Region for the period 2016-2019

Chrissy Pollithy announced that Thankmar Wagner was unable to be present; his wife had given birth to their first child on 22 August 2019. The [Treasurer's Report](#) was circulated as Conference Document 10 and subject to a Crowdcast session on 3 July 2019.

In the absence of questions from the floor, she announced that there was a proposal on the table asking the Conference to accept the Treasurer's Report covering the fiscal years 2015-2016, 206-2017, and 2017-2018.

Moved: Савез Извиђача Црне Горе (Scout Association of Montenegro), Montenegro

Seconded: Gasóga na hÉireann (Scouting Ireland), Ireland

Unanimously accepted by e-Voting

Regional Director's Report

Appreciation of Staff of the Europe Support Centres

Chrissy Pollithy invited David McKee, Director of the World Scout Bureau Europe Support Centres (Brussels and Geneva), to the podium to present his report for the period 2013-2016.

In his remarks, David McKee mentioned that the European Scout Office not only served as the secretariat of the European Region itself but also as the secretariat of the World Organization of the Scout Movement in matters relating to the Region.

Over the past three years, there had been a number of changes in the composition of the Office. He paid special tribute to colleagues who had left the office and thanked them for their valuable service:

Sonia Abbondio	Intern in Brussels
Veronica Arduino	Project Officer, Time to be Welcome
Marguerite Dutheil	Intern in Brussels
Rose-Marie Henny	Director of Diversity & Inclusion
Fanny Hublet	Intern in Brussels
Annemarie Khetib	Director of Administration and Finance
Katerina Kotsina	Intern in South East Europe
Michalis Michaelidis	Intern in Brussels
Camilla Palazzini	External Relations and Communications Officer
Hunor Péter	Funding and Project Support Officer

Sinziana Râșca Funding and Project Support Officer

He then called upon the podium the members of his staff and briefly introduced them:

Jordan Bajraktarov	Director of Organisational Development
Siân Bagshaw	Project Officer, Diversity and Inclusion
Ibrahim Dervishaj	Administrative Assistant
Samia Fitouri Berjawi	External Relations and Communications Manager
Léonard Ly Tri	Project Officer, External Relations and Support
Raül Molina	Manager, Adult Resources
Marguerite Potard Söderman	Director of External Relations and Funding
Rupert Schildböck	Executive Assistant to the Regional Director
Réka Salamon	Project Officer, My Europe My Say
Radu Stinghe	Deputy Regional Director and Director of Educational Methods
Anne-Christine Vogelsang	Manager, Finance and Administration

For more details about the Europe Support Centres in Brussels and Geneva and their work, please refer to pages 12 and following in the [Triennial Report 2016-2019](#), circulated as Conference Report 6.

Received with appreciation

Report of the European Scout Foundation for the period 2016-2019

Chrissy Pollithy introduced Henrik Söderman, Chairman of the [European Scout Foundation](#) (ESF), to share his report with the Conference.

In his remarks, Henrik Söderman highlighted the fact that the Triennium 2016-2019 was very positive for the European Scout Foundation and its Friends of Scouting in Europe (FOSE) programme: the number of Friends had grown rapidly from 562 in June 2016 to 930 in July 2019 (+368). This impressive development was due to a wide collective effort of the European Scout Region as a whole.

The success was due to the following factors:

- FOSE now actively promoted across the Region in most countries
- Increased number of FOSE receptions and gatherings hosted by Member Organisations across the Region
- Improved communications
- Increased support of Member Organisations and local Groups seeking grants for projects
- Improved transparency of day-to-day activities of the Foundation

Apart from its activities around FOSE, the Foundation continued to manage the Region's European Investment Fund and the European Leadership Training Fund, both administered according to their specific rules.

All in all, during the Triennium 2016-2019 there was an increasing financial impact for the benefit of Scouting in Europe. This positive outcome was a result the wide collective effort of all of us: the 930 Friends of Scouting in Europe, Member Organisations, International Commissioners, Regional Volunteers, event teams, the European Scout Committee, the team of the Regional Office, hard-working FOSE Country Coordinators, Board members and other ESF volunteers.

A more detailed report is part of the [Triennial Report 2016-2019](#) published as Conference Document 6.

Received with appreciation

Address by Craig Turpie, Chairperson of the World Scout Committee

Christos Hatzidiamandis invited Craig Turpie, Chairperson of the World Scout Committee, to the podium to deliver his address to the Conference.

Thank you for the warm welcome!

Let me start by saying that it is really great to be back in Croatia and a pleasure to be here at the 23rd European Scout Conference in a region that many of you will know, holds a special place in my heart.

I also bring warm greetings from the entire World Scout Committee. Many of them are here, which is a recognition of the importance they place on this gathering. I would like us to acknowledge them by inviting them to stand up now.

Now you know who they are. They are all keen to speak with you, and you will hear more from them in sessions coming later, too.

All of us are giving our time and energy to a Movement we believe in. This is a Movement that changes the lives of young people, their families and communities, for the better, in villages, towns and cities across the European Scout Region and around the world. This is a Movement that is both local and global at the same time, united by a set of common values that guide us and an amazing programme of non-formal education that defines us.

You are here because you know the real power of this Movement in creating a better world. This Movement is the World Organization of the Scout Movement – the world's leading educational youth movement.

And it is our Movement. A Movement you are developing and growing, through the amazing and ground-breaking projects you are doing with young people across the European Scout Region and through many partnerships you have developed with Scouts in our other five Regions, too.

Right now, in the world around us, there are serious challenges affecting both people and planet, including here in Europe. Every day we are confronted with disheartening news that highlights just how serious those challenges are, and coming here to this Conference, we have been reflecting on where Europe finds herself today and you will more on this later.

This Conference is taking place at an important moment when Scouting is stepping up to take action on those challenges, but also at an important moment in the life of the Movement.

It is now five years since Vision 2023 – our Strategy for Scouting – was adopted with overwhelming support from you, the Member Organisations, at the 40th World Scout Conference; and two years since our current World Triennial Plan, entitled Growing Together, was adopted by all of you at the 41st World Scout Conference in Azerbaijan.

We are now past the mid-way point in implementing Vision 2023, and past the mid-way point in implementing our current World Triennial Plan.

Both of these markers provide opportunities for reflection on the progress we have made since 2014 and 2017, as well as highlight what more needs to be done.

With all that is happening in the world around us today, I would like to share some reflections with you about why I believe our Mission and Vision are so vitally important, as well as give a sense of the progress we are making in implementing our Strategy for Scouting – Vision 2023.

Even with the serious development challenges that are confronting humanity, Scouting today, all around the world, is looking to the future with growing confidence that what we do is part of the solution.

I believe that when we look at what's happening in the world around us, it can help us understand why the world needs Scouting more than ever.

When Scouts see what is wrong in the world, they want to make things right. Because as Scouts, we are prepared, trained and ready to act. As Scouts we put others before self.

From the impact of natural disasters and climate change, terror and conflict, through intolerance and inequality; from poverty to sustainability; as well as health and well-being, education and employment, Scouts know what needs to be done.

Scouts know what needs to be done because Member Organisations support the delivery of amazing educational programmes that uniquely equip young people to develop the skills for life that allow them to make the right choices and take the right actions.

Our vision, as a Movement, is that 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.

This shared vision is our collective call for action.

It is challenging and motivating all of us, as Member Organisations and as individuals to step up to "do our best"; to "do our duty". To be better tomorrow than we are today.

In 2017, the largest World Scout Conference ever took place in Azerbaijan, preceded by a hugely successful World Scout Youth Forum.

The World Scout Conference did not take a narrow view, looking inward at organisational challenges that affect only us. It took a broad view, looking outward, considering development issues that affect the whole of humanity; those serious challenges that I mentioned earlier. That conference also reiterated that our unity comes as a celebration of our diversity and that we achieve much more, more quickly, when we work together, Member Organisations, Region, and World.

It is my believe that as a Movement, we took a huge step forward in Azerbaijan because we discussed and agreed, we were true to Scouting's Mission, which talks of our Movement contributing to the education of young people through a values system based on the Scout Promise and Law; building a better world where people are self-fulfilled as individuals and where they play a constructive role in society.

This was achieved because of the collective investment we have all made since 2014 in implementing Vision 2023. It has provided a clear focus – for Member Organisations, for Regions and for the World.

As a Movement, we left Azerbaijan with a greater sense of unity, clarity of purpose and an appetite for delivering sustained development and growth around the world. This is a result of our increasing ability to think strategically at every level; about who we really are, what we want to achieve and how we organise ourselves to go about achieving it.

The World Triennial Plan, entitled Growing Together, gives us our clarity of purpose. It is the guiding document the World Scout Committee uses to ensure we remain focussed on delivering what you, our Member Organisations expect from us.

It contains details of our objectives, explains our operational framework and how we have incorporated resolutions into our work.

Importantly, we have sought to bring greater regional and gender balance to our ways of working at world level and we have made some great progress including on gender where we are almost 50/50. This is positive, but we know we need to go further. We have also included capable young adults, more than ever before, in our structures to deliver on our commitment to be a Movement of young people not just for young people.

These small adjustments to how we have organised ourselves at world level have had a big impact.

And as the title of the World Triennial Plan suggests, a key focus of this triennium is growth because we believe our world needs, more than ever before, young people equipped with the values and skills of Scouting, so that we can tackle the serious challenges that our world faces.

But to develop and grow Scouting we need to attract and retain more young people through improved youth programmes and approaches to Adults in Scouting. To promote the relevance of Scouting, we need improved communications and partnerships. And to make it happen, we need improved good governances in Member Organisations.

Development and growth in Scouting cannot come at any cost. It is vital that we maintain a focus on the quality of the educational experiences that young people both expect and need.

This is why we have invested in serving and supporting Member Organisations through the WOSM Services that I am sure the Secretary General will mention later; but also, why we are doing more on the global stage to raise awareness of what our Movement stands for and, importantly, what it does.

You only need to look at our evolving engagement with the UN. Last year, at the UN General Assembly, World Scouting enjoyed unprecedented exposure and had the opportunity to gift to the UN Secretary General more than 1 billion services hours, illustrating Scouting's commitment to the Sustainable Development Goals (SDGs). And of course, there are our partnerships with UN Environment, UN Women, and HeForShe, contributing to our vitally important work on gender equality.

But this year, the UN and a large number of international organisations are coming to us. Let us take a look at the 24th World Scout Jamboree, where in the Global Development Village we had UN agencies helping us deliver amazing activities to Scouts from around the world.

And later this year, in December, we are convening the first World Forum on Non-Formal Education, a first-of-its-kind gathering which incorporates the 3rd World Scout Education Congress, a meeting of the Big Six and other meetings. The Forum will shine a bright light on the value of non-formal education. And you know, this event is attracting huge attention from UN agencies and key leading global organisations in education and youth development, which are now approaching us, wanting to be part of that non-formal education conversation.

This is a great example of what it means to be the world's leading educational youth movement; recognising that globally, much more needs to be done to advance the value of what we and other organisations do in the field of non-formal education, so that we are better recognised and better supported in the future, which will assist us with our development and growth efforts.

And if Vision 2023 is our Strategy for Scouting, then I would argue that the Sustainable Development Goals are our strategy for the future of humanity. Our work on the Sustainable Development Goals is one of the single biggest coordinated efforts by any global Movement, and the Secretary General will provide more information later on what we are doing.

In other matters, I am pleased to report that our Task Forces are making good progress, including our work on languages, looking at the size and effectiveness of the World Scout Committee, and exploring how we adapt the World Scout Youth Forum and World Scout Conference. Of particular interest to you all will be our work on the World Registration Fee Model. Having listened carefully to many Member Organisations, the World Scout Committee endorsed an updated Registration Fee Model to bring before the 42nd World Scout Conference for consideration. Encouragingly, we recognise there is broad support around the world for the model and that many Member Organisations around the world will positively benefit. Later, you will hear more about this, and we are keen to get your feedback.

To give us confidence that we can achieve all that is set out in Vision 2023, we need to continue acting in this triennium., the middle triennium of three, to achieve a quantum shift in growth that will see many more millions of young people benefit from Scouting by 2020, paving the way for sustained growth through until 2023 and beyond.

This appetite for growth is not motivated by a desire to make us feel good; this growth agenda, this ambition that we have, is all about taking Scouting to the next level, reaching in to communities where it is not currently present, but needed; where we know it will work and contribute to creating a better world. It is all about Scouting stepping up, like never before, to play its role as a social force for good in the world.

The challenge we have before us in developing and growing Scouting in order to action on the serious development challenges our planet faces are significant. Continuing growing our membership and impacting 100 million young people by 2023 is a huge task of all of us.

However, I and the rest of the World Scout Committee believe that we - all together – Member Organisations, Regions and World, have never been better placed to take that challenge on. We are all aligned, we are all united; we are all confident about Scouting's role.

All of us know Scouting provides and education for life. We know it is engaging and empowering; that it creates opportunities for learning-by-doing; that it encourages diversity and equality, and that it promotes a culture of peace, too.

However, many millions of young people still do not know about Scouting.

My challenge to you over these coming days is to consider what more we can do to move forward, as one united Movement; what more we can do to bring Scouting to more young people across Europe and around the world; what more we can do to provide the youth of today with an education for life – because, quite simply, with all the challenges this planet faces the world needs more Scouts.

In closing, let me take this opportunity on behalf of the World Scout Committee to thank the entire European Scout Region – Member Organisations, Members of the Regional Scout Committee and volunteers in the operational framework, as well as the staff of the World Scout Bureau Europe Support Centre – for the incredible work that has been done in bringing us all much closer to Vision 2023, and for encouraging plans you have set out in your draft European Regional Scout Plan, to go even further in your coming triennium.

And in particular, let me take this opportunity to record my sincere appreciation to David McKee for his service, his support and his friendship. Thank you, David.

And to Abir Koubaa, thank you for stepping up to serve the European Scout Region. I know that you are going to enjoy serving the Movement in your new role. You, your colleagues, the incoming European Scout Committee and Member Organisations can count on our full support.

Scouting, as we know, benefits from a remarkable heritage but let us redouble our efforts to create an even greater legacy for the future of our world.

Let us recommit over these coming days at this European Scout Conference to doing our duty, to help other people. Let us recommit to creating a better world.

Let us, each and every one of us, be the change that we want to see in the world.

On behalf of the Conference and the entire European Scout Region, Christos Hatzidiamandis thanked the Chairperson of the World Scout Committee for his remarks and inspiring words.

He encouraged everyone to use the World level workshops as well as informal opportunities during the Conference to engage in informal conversations with Craig, Ahmad and other representatives of the World level for further exchanges concerning the global aspects of WOSM.

Address by Ahmad Alhendawi, Secretary General of the World Organization of the Scout Movement

Chrissy Pollithy invited Ahmad Alhendawi, Secretary General of the World Organization of the Scout Movement (WOSM) to the podium to deliver his address to the Conference.

Dear Chairperson and members of the European Scout Committee, dear friends, partner, colleagues, brothers and sisters,

It is a great pleasure to be here in Split at my first European Scout Conference.

Let me first really thank our amazing hosts, the Scouts and Guides of Croatia, for their warm hospitality and even for the warm weather. I feel very much at home.

It is very special to join you as you mark the end of a triennium and plan head for a new one. We meet every three years to assess the state of our Movement, I can confidently say that the unity and diversity of our Movement has never been stronger.

But let me build on the words of our Chairperson, to reflect in the Scouting's role in the changing realities in our world, and especially in Europe. Let us take a minute to reflect what are the two or three trends that are affecting Europe today and affecting us as a Movement.

Europe as a political, cultural and economic block has been challenged in recent years and with all the developments that we are still witnessing, and as a proud component of the European fabric, Scouting is also affected and can certainly affect the progression of Europe.

A stronger Europe is a requirement for maintaining a lot of the cultural and democratic progress that humanity has made in the past century.

I would even dare to say that the next decade will be defining for the future of Europe, and for Europe's role in the world.

Let us look at the mega trends in Europe and the world we are witnessing today:

- *Seismic global power shifts*
- *Continued pressure on democracies*
- *Persisting challenges to global governance as well as regional and international institutions*
- *Transformation of economic models and more contrasting demographic models resulting from migration and other demographic trends*

And undeniably humanity's growing ecological footprint – in fact we are seeing examples and voices from Europe, from young Europeans, which are changing the face of activism as we know it. Taking for example the whole climate debate to a different level. Facing populism and the re-emergence of hate speech and ideologies that are posing challenges to diversity and inclusivity.

No progress is irreversible. To protect progress and advance further we need to work hard.

- *The world is well on its way toward a new geopolitical, geo-economical and geo-technological order*

Which role will Europe play in this fast-changing world? With over two million members, how can the European Scout Region ensure that it is mindful of the moment and the realities around us, and able to continue advancing the values and the high ideals of the Region. The values which have inspired the entire world for the past decades-

What I see from the climate strikes in France, from Lucie in Czechia, and even from the Region wide mobilisation for the recent elections to the parliament of the European Union and the Region's Scout-let My Europe My Say project are all healthy and even necessary efforts from the Scouts across Europe to say that we do not take for granted the progress which our societies have made.

Let me commend you for all you have been doing and I even urge you to continue to expand the lens of Scouting to take stock of what is happening around us, and then look inside to ensure that our over two million strong membership in Europe is an active force for good.

Taking stock of what is happening around us is one important element for ensuring the dynamism and relevance of our Movement, but then reflecting internally, designing the response, refining our operation, enhancing our governance, expanding our influence, deepening our impact in our societies where we exist: these are all topics for us to come together to discuss at this Conference.

Allow me now to transition to some of our internal efforts to continue our journey of modernisation and acceleration towards Vision 2023.

You are members of the European Scout Region, a Region which has made a great impact on the Movement globally.

Let me take a few minutes to walk you through some of the progress we have been making as World and Regions working in tandem towards our Vision.

As highlighted by the Chairperson of the World Scout Committee, since we met in Baku at the World Scout Conference exactly two years ago, we have been racing to build new and innovative approaches to expand our Movement.

How many here in the Conference hall remember the four pillars of our Vision 2023? Let me refresh your memory:

Vision 2023

Our Movement adopted this bold Vision for Scouting with a pledge to accelerate the growth of the Movement, deepen its impact and unity, and increase its influence in the world by empowering 100 million young people.

As the world's largest educational youth movement, **Vision 2023 is our promise to our members and young people around the world** – especially to those who have been marginalised as they deserve to equally experience the transformative power of Scouting.

The four pillars of our Vision: all are mutually reinforcing!

Unity

There is a common understanding and direction for what we are doing, spelled out in the World Triennial Plan, with a strong commitment to accountability and transparency. Let me thank the **tireless effort of hard-working volunteers** engaged in making this happen, and in particular you in your Member Organisations.

Impact

WOSM today is set on a path of innovation and modernisation. We are **transforming our operations to focus on offering the best services to our members**.

We have **been rewiring the #oneWSB (One World Scout Bureau) and transferring the World Scout Bureau towards more modern approaches of work**. We enhance our team structures and our management to bring the best and most suitable support to Member Organisations.

We put Member Organisations first in our work because you are the front lines of changing our world and creating opportunities for young people.

We developed the **WOSM Services** which you will all experience this week. This approach revolutionises the way we operate and deliver support.

We strive to **use our resource efficiently**. We work towards having an effective secretariat for the Movement and world class support available to all our membership.

We released our **Social Impact Research Study** and continue to encourage Member Organisations to conduct such a study themselves.

Influence

In this area we have been more active than ever before: we strengthened our partnerships and launched the global Scouts for SDGs initiative.

We continue to focus on the positive narrative about young people. We are in the business of creating a better world and share good news of what works in the world.

Craig Turpie highlighted a number of initiatives on Regional and World level which support this area, such as the upcoming World Non-Formal Education Forum or the reinforcement of strategic partnerships.

A last not least we are about to relaunch a newly designed Jota-Joti (Jamboree-on-the-air/Jamboree-on-the-Internet), Scouting's largest annual event involving more than 2 million Scouts around the world.

Growth

It is quite simple: we want to offer better Scouting for more young people who all contribute to creating a better world. The potential is massive, and it is our endeavour to mirror our societies in our Movement. At the Baku Conference you have committed your association to growth setting concrete targets. You can

count on us to provide relevant support to reach your targets, through tailored support provided through WOSM Services and important initiatives such as Safe from Harm.

Dear brothers and sisters,

We live at a time of grave challenges and threats to the planet and the rights and dignity of people. More and more young people feel they have been left behind.

Nurturing this largest generation of young people is the key to unlocking a massive potential for peace and prosperity around the world.

In Scouting, this is what we stand for. It is what we have done for over 110 years and that is what we continue aspiring to achieve.

Today, World Scouting celebrates its diversity and inclusion for all, in all ages, all backgrounds, and all walks of life. All under one wonderful tent.

In closing, let me join Craig Turpie and others and thank you, David McKee, and you, Abir Koubaa, as outgoing and incoming Regional Directors of the European Scout Region, for your valuable leadership in the Region. My sincere thanks also to the members of the outgoing European Scout Committee and all the Regional Volunteers who skilfully and tirelessly contributed to achieving success over the past regional triennium.

We inherit a proud heritage which has been passed down to us for generations. Let us create an even greater legacy to the future of our world!

Chrissy Pollithy thanked the Secretary General for his remarks and invited delegations to make use of time during breaks to engage in informal dialogue with both the Secretary General and the Chairperson and other members of the World Scout Committee.

Presentations and Workshop Sessions on progress made on the World Triennial Plan

Christos Hatzidiamandis introduced the sessions organised to address a series of themes related to the current work undertaken to achieve objectives of WOSM's [World Triennial Plan](#) during which delegates would have the opportunity to discuss in depth different aspects to this work. The groups were facilitated by members of the World Scout Committee and other volunteers engaged in the different areas of work. To maximise participation, each session was held twice.

- Strategy for communications and strategic engagement
- Partnerships and advocacy for growth and development
- More Adults in Scouting for Growth
- Safe from Harm
- Gender equality
- Be prepared for humanitarian actions
- Evolving the World Scout Conference and the World Scout Youth Forum
- WOSM languages

Before splitting into the eight groups, Jo Deman, member of the World Scout Committee, summarised achievements made so far:

In the area of Educational Methods work included:

- Development of the "Scouts and SDGs project"
- Reinforcing impact on environment
- Reinforcing Safe from Harm practices across WOSM and its Member Organisations
- Preparation of the 3rd World Scout Education Congress and 1st World Non-Formal Education Forum
- Revitalising of Jota/Joti
- Reinforcing youth engagement in bodies of Member Organisations

- Continued promotion of diversity and gender equality
- Continued development and support of programmes for refugees and migrants

In the area of Communications and Strategic Partnerships work included:

- Continued provision of support of Member Organisations in their internal and external communications
- Improving of communications between WOSM and Member Organisations
- Leveraging global strategic partnerships on local level
- Continued engagement in global advocacy in youth-related issues

In the area of Good Governance work included:

- Reinforced support of Member Organisations in strategic planning, monitoring and evaluation, in financial management, and in measuring impact of Scouting in the country
- Continued implementation of GSAT

In the area of Growth and Strategic Coordination work included:

- Ensuring progress towards achieving Vision 2023
- Fostering collaboration across global workstreams, taskforces and Regions
- Overseeing WOSM's Global Growth Strategy

A major outcome of the work was the development and launching in the previous year of the [WOSM Services](#), a project which aimed at:

- Streamlining WOSM's support to its Member Organisations
- Responding to needs of Member Organisations
- Launching of currently 13 Service areas
- Creating of an online Service platform to manage the WOSM Services, including eLearning elements

Finally, one area of work was related to reinforcing ethical standards of World Scouting:

- Establishing of an [Ethics Committee](#) on global level
- Establishing of the [WOSM Code of Conduct](#)
- Establishing a [Code of Conduct for World Scout Events](#)

For further details please refer to the [World Scout Committee's Midterm Review](#) of the current World Scout Triennium.

The Conference having once again gathered in the main plenary hall, Chrissy Pollithy and Christos Hatzidiamandis thanked all workshop facilitators for their work and the participants for their interest and active involvement in the discussion of the different areas.

Regional Scout Plan 2019 – 2022: Workshops (Part 1)

Chrissy Pollithy introduced Máire Fitzgerald, Coordinator of the Continuous Improvement Area of Operation, and invited her to introduce this item.

Following a brief overview summarising the participative process which had led to the current [draft Regional Scout Plan](#) (circulated as Conference Document 8), the Conference split in four groups to further discuss the envisaged contents of the plan, questions, additions and deletions:

- Chapter 1 – Guiding principles of the work of the Region, tasks and responsibilities
- Chapter 2 – Ongoing work carried out by the Region in addition to work related to strategic priorities
- Chapter 3 – Identified current needs of Member Organisations to be addressed through WOSM Services
- Chapter 4 – Strategic priorities setting the direction of the Region in the coming three years

Best Practice Sessions

Noting that the Conference was a constitutional event but that Scouting was kept alive and thriving not by procedures but by programmes, Christos Hatzidiamandis invited Mary Fricker, from the Conference Planning Team, to introduce this session during which delegates had the opportunity to get inspiration from a variety of different successful projects undertaken by Member Organisations of WOSM and WAGGGS during the past three years (the concurrent European Guide Conference having put a similar session at the same time in its programme).

The following list includes sessions offered by WOSM Member Organisations and external partners:

- Introduction to Sustainable Development Goals (WOSM)
- SDGs: Alter-Egoux / Alter-Equal (EEDF, France)
- Growth (WOSM)
- National Patrol Leaders' Gathering (CNE, Portugal)
- The International Market (CNE, Portugal)
- Democracy and Scouting (Scouterna, Sweden)
- Integration Methods (Scouterna, Sweden)
- My Europe My Say – What is next for Europe (WOSM Europe)
- Governance: an essential challenge for a Member Organisation (Scouting Ireland, Ireland)
- Presentation of research findings (Road Safety Institute, Ireland & Greece)
- Diversity & Inclusion – a self-assessment tool for Member Organisations (WOSM Europe, Regional Diversity & Inclusion Team)
- Refugee Integration Projects in Scouting in France (EEUDF, France)
- Development and launch of The Scouts Strategy and Brand (Scout Association, United Kingdom)
- "Power up your game" – a tool that makes Leaders think about choices on how to improve the programme they offer (Scouting Nederland, Netherlands)
- The Sociocracy within Les Scouts: how to share the same values between the Scouts and the staff of the organisation (Les Scouts, Belgium)
- KanderChallenge – fun, education, and inspiring ways to explore SDGS (Kandersteg International Scout Centre, Switzerland)
- Early Years Provision (Scout Association, United Kingdom)
- The development of our new tokens of volunteer appreciation (Scouting Nederland, Netherlands)
- World Scout Moot 2021 – information gathering session (Scouting Ireland, Ireland)
- Our coaching programme for local and regional boards (Scouting Nederland, Netherlands)
- Benefits for members (Junák – český skaut, Czechia)
- Youth Network in Scouting in Brazil (Escoteiros do Brasil)
- Family Scouting (Scouterna, Sweden)
- Internal communications (Junák – český skaut, Czechia)

Roll Call 2 – 27 August 2019 (09h30)

Following a roll call using the electronic voting system, it was noted that all 40 WOSM Member Organisations in the European Scout Region were present.

Consequently, and in conformity with the Constitution and the Rules of Procedure, which allow a maximum of six votes to be cast by each Member Organisation having right to vote, the number of possible votes was announced to be 240 at this moment.

Election of the European Scout Committee for the Period 2019-2022

Chrissy Pollithy and Christos Hatzidiamandis invited David McKee to the podium to introduce this item of the agenda.

David McKee, Regional Director, referred to Conference Document 5 and the [presentation of the candidates](#), which had taken place the previous day during a session of the 16th European Guide and Scout Conference.

He recalled that there were ten candidates for six positions and briefly explained the electoral procedure for which an electronic voting system would be used. He recalled that following the second roll call a moment ago and in conformity with the Constitution and Rules of Procedure a maximum of six votes to be cast by each Member Organisation having right to vote and require all these votes to be cast, the number of possible votes was 36 times 40 as all 40 Member Organisations were present and were required to cast all of their 36 votes.

First Round

Following the opening of the electronic voting system, the voting and registration of electronic votes, and the subsequent controlling and counting of votes cast (all supervised by the tellers) Christos Hatzidiamandis announced the results of the first round of the elections of the new European Scout Committee:

Voting cards distributed	40
Voting cards returned	40
Voting cards declared invalid	0
Maximum number of obtainable votes (total)	1440
Maximum number of obtainable votes (per candidate)	240

Have received votes (in alphabetical order):

Julijana Daskalov, Сојуз на извидници на Македонија, North Macedonia	137
Joaquim Castro de Freitas, Federaçao Escutista de Portugal, Portugal	222
Matthias Gerth, Mouvement Scout de Suisse, Switzerland	145
Piotr Kowalski, Związek Harcerstwa Polskiego, Poland	118
Lars Kramm, Rind deutscher Pfadfinderverbände, Germany	150
Jack Maxton, Scout Association, United Kingdom	132
Claire McAroe, Gasóga na hÉireann, Ireland	86
Martin Persson, Scouterna, Sweden	164
Elena Sinkevičiūtė, Lietuvos Skautija, Lithuania	190
Samuel Trouvé, Fédération du Scoutisme Français, France	96
<i>Total number of votes cast</i>	<i>1440</i>

Are declared duly elected Members of the European Scout Committee for the period 2019-2022 (in alphabetical order):

Julijana Daskalov, Сојуз на извидници на Македонија, North Macedonia
Joaquim Castro de Freitas, Federaçao Escutista de Portugal, Portugal
Matthias Gerth, Mouvement Scout de Suisse, Switzerland
Lars Kramm, Rind deutscher Pfadfinderverbände, Germany
Martin Persson, Scouterna, Sweden
Elena Sinkevičiūtė, Lietuvos Skautija, Lithuania

Chrissy Pollithy announced that there was no need for a second round and congratulated all candidates for having accepted to serve the Region as members of the Committee and wished the newly elected

members all the best in their new functions. She also thanked the technical assistants and tellers for their valuable service.

Progress made on the World Triennial Plan – WOSM Registration Fee Proposal

Christos Hatzidiamandis explained that given the nature of this important element, the Conference Planning Team had felt it justified to dedicate an entire session to the proposed WOSM Registration Fee Proposal. He invited World Scout Committee members Andy Chapman and Juan Reig to the podium to summarise the proposal following which the floor would be open for questions.

Introducing their presentation, Andy Chapman and Juan Reig referred to the [comprehensive information](https://www.scout.org/fees) available on WOSM's website (<https://www.scout.org/fees>) which provide a detailed overview of the proposed WOSM Registration Fee Model. This had been endorsed by the World Scout Committee in April 2018 and will be proposed for consideration by the Member Organisations at the 42nd World Scout Conference in Egypt in August 2020. They hoped Member Organisations had already explored the proposed model in an endeavour to understand better the differences between the proposal and the current system.

Looking back in history, the WOSM annual registration fee model had been discussed at the World Scout Conferences in Korea (2008), Brazil (2011), Slovenia (2014) and Azerbaijan (2017). At the 39th World Scout Conference in Brazil in 2011, registration fees were frozen for all Member Organisations for a period of 10 years, giving WOSM time to explore new models. The 39th World Scout Conference in Brazil confirmed "a fine tuning" was required for the existing WOSM registration fee system to ensure an effective, fair and practical registration fee system. During the last triennium, a Task Force was established to develop a fine-tuned model, taking into consideration the views expressed by Member Organisations over several years.

This Task Force has concluded its work. After exploring more than 14 different models, it proposed a model to the World Scout Committee in April 2018. The World Scout Committee endorsed this model and intends to present this for consideration and adoption at the 42nd World Scout Conference.

The endorsed model is largely based on the current model that Member Organisations are familiar with. It still classifies each Member Organisation into one of four categories (A to D) based on the Gross National Income (GNI per capita) of the country where it operates as defined by the World Bank. This classification system is still considered the most appropriate for WOSM.

For Member Organisations in Categories A and B, the endorsed model proposes a fee per groups of membership (1,000s and 100,000s). For Member Organisations in Categories C and D, the endorsed model continues to use individual membership figures to calculate the registration fee due by the Member Organisation. This exercise is being undertaken to ensure Member Organisations are aware of and understand the differences between the current model and the proposed model, and any implications for their registration fee, should the model be adopted at the 42nd World Scout Conference.

Thanking the facilitators for their concise overview Chrissy Pollithy and Christos Hatzidiamandis open the floor for questions of clarification.

These included:

- What will be the impact of the proposed 25% ceiling on individual NSAs federated in a NSO in a situation where the NSO as a whole would be above this threshold but not necessarily all component NSAs?
=> *This particular question will still have to be looked at.*
- What is the projected economic impact of the new model?
=> *The projected income would remain stable at USD 4,8 million but the respective dues from Member Organisations would be different.*

- Does the new proposal take into consideration specific youth population data of given countries?
=> *When reviewing the basis for calculations the Task Force had concluded that the World Bank's ranking remained the most appropriate for WOSM.*
- Some NSOs have full members, friends and supporters. Will this be accounted for?
=> *As before, the number communicated in the Annual Census Form will constitute the basis of the calculation of the membership fee.*

Marketplace Session on WOSM Services

Chrissy Pollithy explained that this session was all about the [WOSM Services](#) on offer to Member Organisations to bring even better Scouting to even more young people. It would be run as a Marketplace Session which meant that delegates could roam between sessions freely.

All current 13 WOSM Services were covered in this session.

- Youth Programme
- Youth Engagement
- Adults in Scouting
- Diversity & Inclusion
- Scouting and Humanitarian Action
- Better World Framework
- Safe from Harm
- Spiritual Development
- Good Governance
- Global Support Assessment Tool (GSAT)
- Partnerships
- Communications
- Growth

1st World Non-Formal Education Forum, Brazil 2019

Representatives from the Planning Team of the 1st World Non-Formal Education Forum, hosted by Escoteiros do Brasil, in Brazil in December 2019 gave an overview of the status of planning of this World Scout event.

For details, please refer to the Jamboree's website (<https://worldnfeforum.com/>) and follow its social media channel on Facebook (<https://worldnfeforum.com/>) and Twitter (<https://twitter.com/worldnfeforum>).

42nd World Scout Conference & 14th World Scout Youth Forum, Egypt 2020

Representatives from the Planning Team of the 42nd World Scout Conference and the 14th World Scout Youth Forum, hosted by the Egyptian federation of Boy Scouts and Girl Guides in Egypt in 2020, gave an overview of the status of planning of this event.

For details, please refer to the World Scout Conference website (<https://scoutconference.org/>) and follow its official and informal social media channels on Facebook (<https://www.facebook.com/scoutconference> & <https://www.facebook.com/42wscegypt2020/>).

16th World Scout Moot, Ireland 2021

Representatives from the Planning Team of the 16th World Scout Moot, hosted by Scouting Ireland, Ireland in 2021 gave an overview of the status of planning of this World Scout event.

For details, please refer to the Moot's website (<https://www.worldscoutmoot.ie/>) (<http://2019wsj.org/>) and follow its social media channel on Facebook (<https://www.facebook.com/ireland2021/>), Instagram (<https://www.instagram.com/worldscoutmoot2021/>) and Twitter (<https://twitter.com/wsm2021?lang=en>).

25th World Scout Jamboree: Republic of Korea 2023

Representatives from the Planning Team of the 25th World Scout Jamboree, hosted by the Korea Scout Association in the Republic of Korea in 2023, gave an overview of the status of planning of this World Scout event.

For details please refer to the Jamboree's website (http://www.2023wsjkorea.org/_html/index.html#page1) and follow its social media channel on Facebook (<https://www.facebook.com/2023WSJKOREA/>).

Kandersteg International Scout Centre (KISC)

Felipe Marqueis, outgoing Director of the [Kandersteg International Scout Centre](#), presented an overview of the development of the World Scout Centre in Kandersteg over the past three years highlighting a series of areas:

- Development of the relationship of KISC and the European Region of WOSM.
- Further development of the programmatic focus of KISC as permanent Mini Jamboree and World Scout Centre, exploring KISC's potential as place of learning and leadership training.
- Reviewing and strengthening KISC's position as venue for world and regional events of WOSM, including in the area of the Better World programme offer (e.g. Messengers of Peace) and the UN's Sustainable Development Goals.

Chrissy Pollithy and Christos Hatzidiamandis thanked Felipe Marqueis for his concise report and the valuable work KISC continuously delivered for the benefit of Scouting and its members in Europe and around the world.

On behalf of the outgoing European Scout Committee, the Europe Support Centres and the entire European Scout Region Kevin Camilleri expressed the Region's gratitude to the outgoing Director of KISC wishing him every success in his further professional and Scouting life.

Regional Scout Plan 2019 – 2022: Workshops (Part 2)

Chrissy Pollithy introduced Máire Fitzgerald, Coordinator of the Continuous Improvement Area of Operation, and invited her to introduce this item.

Following part 1 addressing the [proposed Regional Scout Plan](#) earlier during the Conference this session was focussed on diving into the implementation of the Plan and on reflecting on the process that had brought the Region thus far in developing the Plan.

Announcement of the names of the new Chairperson and Vice-Chairperson of the European Scout Committee

Chrissy Pollithy and Christos Hatzidiamandis invited Abir Koubaa, incoming Regional Director and Secretary of the European Scout Committee, to the podium. She announced that at its first meeting the

members of the newly constituted European Scout Committee had elected the following members to serve as the Committee's Chairperson and Vice-Chairperson for the Triennium 2019-2022:

Chairperson: Lars Kramm

Vice Chairperson: Martin Persson

Roll Call 3 – 28 August 2019 (09h30)

Following a roll call using the electronic voting system, it was noted that all 40 WOSM Member Organisations in the European Scout Region were present.

Consequently, and in conformity with the Constitution and the Rules of Procedure, which allow a maximum of six votes to be cast by each Member Organisation having right to vote, the number of possible votes was announced to be 240 at this moment.

Report of the Resolutions' Committee

Introducing this item, Chrissy Pollithy and Christos Hatzidiamandis recalled that resolutions and amendments were some of the most effective tools available to the Region in a democratic decision-making process. They were pleased to see a number of courtesy resolutions and three draft business resolutions tabled for debate during this session. These were published in [Conference Document 4C](#) which had been shared the previous day.

Christos Hatzidiamandis then invited Claude Frantzen, Rapporteur of the Resolutions' Committee, to the podium to present his committee's report.

Dear Conference, dear brothers and sisters in Scouting.

Let me first thank you for your trust given by your mandate to us. I would also like to thank my wonderful colleagues in the Resolutions' Committee - Amy, Etienne and Kasper - and Radu, Máire, David and Rupert for their valuable support.

This is the Report of the Resolutions' Committee to the 23rd European Scout Conference.

A total number of nine proposals for amendments were received before the deadline at 18:00 on Tuesday (27 August 2019). These were all studied in detail and with great care on the basis of the mandate of the Resolutions Committee which, in short, is to ensure that the procedures are respected, that the propositions are clearly understandable, to avoid contradiction between proposals and to table draft resolutions and draft amendments within the constitutional framework.

Of these nine, a total of eight proposals were received in the format and in compliance with the procedural framework set out by the Constitution of the Region and the Rules of Procedure adopted for this Conference.

For technical and procedural reasons, the Resolutions Committee was not able to validate one of the nine proposals, this after long consideration and a meeting with the proposing Member Organisation.

The mandate given to the Resolutions' Committee by the Conference is clear and we operated within the set framework.

However, a key learning that this Resolutions' Committee would like to recommend for the planning of the 24th European Scout Conference is that we should be even more specific in the Rules of Procedure in Annex 2b, 2.1, where it should be clearly specified in which format a draft amendment is duly to be put forward. No link to external cloud platforms or open documents still in draft form should be acceptable as a possible format and the template sent out by circular before the Conference should be made available in a better format and clear instructions that that template was the sole means of submitting draft resolutions and draft amendments.

A set time should be foreseen in the agenda of the next European Scout Conference for the Resolutions' Committee to hold a short optional session on how to propose draft amendments.

Furthermore, the Resolutions' Committee worked in close collaboration with the involved delegations on the wording of three of the draft amendments and organised the translation of the proposals into French, for which the Committee's appreciation goes to Etienne who ensured this on top of his other tasks.

The Resolutions Committee has full confidence in the established process. The draft amendments put forward and circulated as Conference Document 4B on the previous day follow all guidelines and directions set out by the Rules of Procedure and the Constitution of the European Scout Region.

It was a great honour for me and my colleagues to serve this conference. Thank you.

Christos Hatzidiamandis thanked the Resolutions' Committee for its valuable work and Member Organisations for having come forward with draft resolutions and proposals for amendments.

Received with acclamation

For the text of the adopted Resolutions, please refer to [Annex 1 of this document](#). For original versions of draft resolutions and proposed amendments please refer to [Conference Document 4B](#) and [Conference Document 4C](#) shared during the Conference and available of the Conference website.

Discussion of Draft Resolutions and Draft Amendments

Chrissy Pollithy introduced this item explained the way in which this session would run. She noted that following the roll call all 40 Member Organisations were still present which, in accordance with relevant provisions of the Constitution and the Rules of Procedure, meant that a maximum of 240 votes were possible.

In accordance with the Constitution and Rules of Procedure, the following process was followed during debate and decision:

- Presentation and approval of three Courtesy Resolutions, normally by acclamation.
- Presentation of each proposed business resolution and related proposed amendments by the respective proposers, introducing the text and the thinking behind the proposal and any related draft amendment.
- Questions of clarification from the floor and debate, limited to the nature of the proposals.
- Electronic vote of proposed amendments followed by vote on draft resolution as amended (or not).
- Points of order were possible at any moment, if required and when treating a concrete factual or procedural matter.

List of Courtesy Resolutions and Result of Debate and voting	
23ESC-C01- Courtesy Resolution 1	Adopted as proposed by acclamation
23ESC-C02 - Courtesy Resolution 2	Adopted as proposed by acclamation
23ESC- C03 - Courtesy Resolution 3	Adopted as proposed by acclamation

List of Proposed Amendments and Result of Debate and voting	
23ESC-A01 - Regional Scout Plan 2019-2022: Insert new bullet point "Leadership development" under Volunteer Management in section "Region as a Structure"	Carried 168 in favour, 66 against. 6 abstention (simple majority required)
23ESC-A02 - Regional Scout Plan 2019-2022: Add new bullet point "Circulation of event details one year in advance, whenever possible" under "Event Support" in section "Region as a structure"	Defeated 114 in favour, 114 against, 12 abstentions (simple majority required)

23ESC-A03 – Regional Scout Plan 2019-2022: Add new bullet point “Leadership model implementation and support” and “Adults in Scouting” area of “WOSM Services”.	Carried 144 in favour, 84 against, 12 abstentions (simple majority required)
23ESC-A04 – Regional Scout Plan 2019-2022: Amend language of operative paragraphs under “Sustainable Development” in “Strategic Priorities”. (For details of proposal please refer to Conference Document 4C)	Carried 180 in favour, 54 against, 6 abstentions (simple majority required)
23ESC-A05 – Working Together To amend language of operative paragraph 2 (To propose...). (For details of proposal please refer to Conference Document 4C)	Carried 204 in favour, 36 against, 0 abstentions (simple majority required)
23ESC-A06 – Working Together: To amend language of operative paragraph 6 (To identify...). (For details of proposal please refer to Conference Document 4C)	Defeated 54 in favour, 162 against, 24 abstentions (simple majority required)
23ESC-A07 – Working Together: To amend language of operative paragraph 7 (To provide...) and adding a new operative paragraph 8 (To submit...). (For details of proposal please refer to Conference Document 4C)	Carried 144 in favour, 84 against, 12 abstentions (simple majority required)
23ESC-A08 – Scouting’s Profile in Planning European Region’s Conferences and Events: To delete preambular paragraphs 3 (Stressing...) and 4 (Recalling...) and to amend language of operative paragraphs 2 (Recommends...) and 3 (Suggests...). (For details of proposal please refer to Conference Document 4C)	Carried 186 in favour, 48 against, 6 abstentions (simple majority required)

List of Draft Resolutions and Result of Debate and voting	
23ESC-01 – Regional Scout Plan 2019-2022 (as amended by Amendments A01, A03 and A04)	Carried as amended 234 in favour, 6 against, 0 abstentions (simple majority required)
23ESC-02 – Working Together (as amended by Amendments A05 and A07)	Carried as amended 228 in favour, 12 against, 0 abstentions (simple majority required)
23ESC-03 – Scouting’s Profile in Planning European Region’s Conferences and Events (as amended by Amendment A08)	Carried as amended 174 in favour, 66 against, 0 abstentions (simple majority required)

Christos Hatzidiamandis thanked everybody for their active participation and engagement during the debate and especially the team of tellers and technical attendants for their support during this session. He noted the goodwill shown by minimising unnecessary debate.

Handing Over of Responsibilities to the Incoming European Scout Committee

The 23rd European Scout Conference witnessed the symbolic handing over of responsibilities when the four outgoing members of the European Scout Committee presented the four incoming members with the WOSM purple scarf.

Recognition of David McKee, outgoing Regional Director of the European Scout Region

Christos Hatzidiamandis gave the floor to Abir Koubaa, incoming Regional Director, to address the Conference.

Thanking the Conference Co-Chairs, she paid tribute to her predecessor who was about to retire after fifteen years as Regional Director in Europe: David McKee

A [short video clip](#) and a series of interventions followed:

- Kevin Camilleri, European Scout Committee
- Ahmad Alhendawi, World Scout Bureau
- Craig Turpie, World Scout Committee
- Amos Simon, on behalf of the Member Organisations in the European Scout Region
- Anne Whiteford, on behalf of former colleagues in the Scout Association of the UK and the World Scout Bureau
- Frederic Tutu Kama Kama, on behalf of fellow Regional Directors and Africa Scouting

David McKee expressed his gratitude for the words and signs of appreciation and friendship and announced that he would not leave just as yet saying that he had accepted an offer to provide volunteer support to the World level and the Africa Region over a period of time.

He closed his remarks by paying a special tribute to his staff, past and present, at the Europe Support Centre.

Address by Kevin Camilleri, outgoing Chairperson of the European Scout Committee

Chrissie Pollithy called Kevin Camilleri to the podium and invited him to address the Conference for the last time as Chairperson of the European Scout Committee.

Dear friends,

A little over three years ago I stood before you as the newly elected chairperson of the European Scout Committee, ready to captain the ship through this triennium. We had a clear course set in our Regional Scout Plan but knew that there were going to be challenges along the way.

What an incredible journey it has been.

The weather was not always good, and we made a few navigational errors along the way, but here we are, safely docked in Split and almost ready to set off on another adventure. Before we do, there are a few things I would like to share with you.

I was not alone in my journey. You elected a team of six to crew the ship, and that we did. We came from different backgrounds, with different perspectives and experiences, but we all had a part to play in the course of our adventure. I want to thank Hulda, Chip, Juliana, Lars and Nicolò for everything that they contributed during our three years on board together.

As is always the case in Scouting, every day was a learning day on our journey. Each of us on the Committee learned a lot, both individually and as a team.

I have been recently reminded that we do not always take the time to celebrate our successes, and this is true. I think everything we heard during the last few days on what the Region has achieved in this triennium is a celebration in itself.

Like any good adventure, there were times when we were brave and tried new approaches when they were needed. I hope that the good work that was started in this triennium will be continued by the new committee.

However, none of our accomplishments would have been possible without the hard work and support of our Staff members. The six of us volunteers formed only part of the crew. The rest came from our offices in Brussels, Geneva and beyond, and served as an irreplaceable part of our team, providing guidance, support, and hard work to ensure we stayed on course.

Our Regional Volunteers also played an important role in our journey. We asked our Member Organisations for support in achieving the Regional Scout Plan, and they responded by nominating some

of their best and brightest to contribute to our work. Thank you to the Regional Volunteers, but also to our Member Organisations, for your support and encouragement throughout the Triennium.

As well as the ship's crew, there are other important people which played a critical role in this journey, our families. Through weekend after weekend of travelling and interrupted events and holidays, they were always there to provide us with support and encouragement. A special thank you to Coline, Elliot, Merlin, Vasco, Martin, Elsa Teresa and, most recently, Nina, who shared their parents with us. And thanks also to Rebecca, Iko and Giovanna for their patience and support. On a personal note, I want to thank Claudette who has supported me throughout the journey in more ways than I can count. Without you, I would not have made it here today.

For the European Region, it's a case of a lot done, and a lot more left to do! We can look forward to the next chapter of the Region's adventure, safe in the knowledge that we did our best and set out what we aimed to achieve in our time on board. Europe has a growing membership, a strong Regional Scout Plan, a dedicated team of staff led by an amazing new Regional Director, an exceptional Treasurer, and now, a brand-new Regional Scout Committee.

My time at the helm has been an enjoyable challenge, but now it draws to a close. It is time to hand the Region to a new Committee.

A sincere thank you to all of you for your support and friendship.

On behalf of the Conference Christos Hatzidiamandis thanked Kevin Camilleri for his remarks and indeed for his leadership of the European Scout Committee during the last three years.

Address by Lars Kramm, incoming Chairperson of the European Scout Committee

As final item on the Conference's agenda, Chrissie Pollithy and Christos Hatzidiamandis invited Lars Kramm to address the Conference for the first time as new Chairperson of the European Scout Committee.

Dear friends in Scouting,

I have the honour to address you on behalf of the new European Scout Committee.

A new team which you elected out of a pool of excellent volunteers who offered their service to our Movement. I would like to again thank all of them for their courage and offer of service.

We, your new Regional Team, are very motivated and eager to get things done and fill your, and now our, new Regional Scout Plan with live and action. I want to thank you for your open and honest discussions and valuable contributions. Even if we not always agree on the details we need to recognise and appreciate that our passion is driven by the belief in and the love for our great Movement and our desire to give as many children and young people the opportunity to experience Scouting and benefit from it.

*I want to underline that we hear you and that we welcome your drive and desire for Growth. We all want to create more and more Scouting opportunities for young people; this is our joint mission and our continuous goal as a Movement. This mission remains, grows, is driving us and guides us when we embrace **sustainable development, diversity and inclusion** and the **impact of Scouting** in the next three years.*

In everything we do, we will count on you and your support in the implementation of your plan, as Member Organisations and as the creators, the mothers and fathers of the plan. Your role is not ending here, and we are looking forward to feedback, suggestions and cooperation.

But we are also asking for your most valuable resource: volunteers!

Please advertise, search and contribute to the delivery of your Regional Scout Plan by nominating volunteers in reply to the current regional open call for volunteers.

You are not losing a volunteer, you are giving your volunteers a further opportunity to grow, develop and gain new skills for life. These volunteers will be an asset for your own organisations while they serve you in the Region and beyond.

*The theme of this conference is **Our Scouting DNA**. An interesting image on how we as a Movement evolve based on the Scout Method, our shared values, principles and the spirit of Scouting. Elements we need to embrace in our words and actions at all times. I could mention lots of elements that are macromolecules of Our Regional DNA, but I would like highlight something that is essential for our European form of Scouting: your partnership and your joint work with the World Association of Girl Guiding and Girl Scouting.*

This Conference is a small summit, that puts us on the next paths as a Committee, as a Region and as a Movement. A path which is part of a wider journey of the evolution of Scouting for over a century.

Baden-Powell saw our Movement as a movement and not as an organisation. So, let's move!

Our next path starts now in a world that needs Scouts more than ever. To walk this path together we can just promise to do our best, to do our duty to you and to our movement and to keep the Scout Law.

Close of Meeting

With no other business left on the agenda, the Conference co-chairpersons declared closed the 23rd European Scout Conference on 28 August 2019 at 12.45, not before having thanked all delegations for the active and engaged participation, the European Committee Scout, the members of the Europe Support Centre, the Conference Planning Team, and the Host Team for their valuable support before and during the Conference, as well as the tellers, the members of the Resolutions Committee, the technicians, and last not least the interpreters.

The European Scout Conference has reached its end. Many people may think that it is just one more formality, just another bureaucratic process reaching the end and they can put tick the box. However, we prefer to look at it as an opportunity to strive for better Scouting, to work for the millions of young people who are out there and need our support to make the change Baden-Powell was mentioning in his final message to us:

The real way to get happiness is by giving out happiness to other people. Try and leave this world a little better than you found it and when your turn comes to Go Home, you can leave happy in feeling that at any rate you have not wasted your time but have done your best. "Be Prepared" in this way, to live happy and to leave happy – stick to your Scout Promise always – even after you have ceased to be a boy or girl – and God help you to do it.



Annex 1 – Adopted Resolutions

The Resolutions' Committee had received nine proposals for amendments to the three draft business resolutions; in conformity with the Constitution and Rules of Procedure, the Resolution's Committee had subsequently checked their content to be in conformity with the Rules of Procedure, arranged translation in the other official language and duly circulated the draft versions of eight of them to all delegations, one draft amendment having been declared non-receivable for formal reasons.

The proposed amendments were subsequently discussed and voted on, in conformity with the Constitution Rules of Procedure. Two draft amendments were not carried.

The following text contains the resolutions in their final, adopted versions. For the original proposals, please refer to [Conference Document 4C](#) circulated at the Conference.

Courtesy Resolution 1

23ESC-C01

The 23rd European Scout Conference **expresses** its sincere thanks to all those who have contributed to the organisation of this Conference through sponsorship, donation of services and goods, moral and practical support, patronage and other. Particular thanks are given to the Croatian Host Committee and Savez izviđača Hrvatske.

Adopted by acclamation

Courtesy Resolution 2

23ESC-C02

The 23rd European Scout Conference **records** with pleasure the presence of the following guests:

- Craig Turpie, Chairperson of the World Scout Committee
- Jemima Nartey and Andy Chapman, Vice Chairpersons of the World Scout Committee
- Members of the World Scout Committee
- Youth Advisers to the World Scout Committee
- Ahmad Alhendawi, Secretary General WOSM
- Frederic Tutu Kama Kama, Regional Director, Africa Scout Region
- Srinath Tirumale Venugopal, Regional Director, Eurasia Scout Region
- The staff of the World Scout Bureau – Global Support Centre
- Representatives of the World Scout Foundation and the Africa Scout Foundation
- Representatives of the European Scout Foundation
- Representatives of Kandersteg International Scout Centre
- Representatives of the 42nd World Scout Conference & the 14th World Scout Youth Forum, Egyptian Host Committee
- Representatives of the 16th World Scout Moot, Ireland
- Representatives of the 25th World Scout Jamboree, Republic of Korea
- Representatives of the International Catholic Conference of Scouting, the International Forum of Jewish Scouts, the International Union of Muslim Scouts, DESMOS - The International Link of Orthodox Christian Scouts, and the Council of Protestants in Guiding and Scouting.
- Representatives of the European Youth Forum, Road Safety Institute Association and the Lifelong Learning Platform

Adopted by acclamation

Courtesy Resolution 3

23ESC-C03

The 23rd European Scout Conference **records** its thanks to the Co-Chairpersons of the Conference, the European Scout Committee 2016-2019, the Resolutions' Committee and the Tellers, the interpreters, all those who have contributed to the running of the sessions, and the staff of the World Scout Bureau Europe Support Centres.

Adopted by acclamation

Proposed by: *European Scout Committee*

The 23rd European Scout Conference,

- *Applauding* the renovated approach to the development of the Regional Scout Plan 2019-2022;
- *Taking note* of the wide consultations undertaken during the process; and
- *Commending* all those involved in this important exercise,

- **Proposes** to accept the Regional Scout Plan, as amended, for the period 2019 – 2022; and
- **Requests** the European Scout Committee
 - **to prepare** the Regional Scout Plan – Action Plan with outputs and appropriate Key Performance Indicators (KPIs); and
 - **to deliver** the Regional Scout Plan - Action Plan to Member Organisations by 31 January 2020.

Adopted as amended

Working Together

23ESC-02

Proposed by: *European Scout Committee*

The 23rd European Scout Conference,

Recognising the debate and outcome of the Extraordinary Meeting 2019 of the European Scout Conference held in Malta on 29 March 2019 to change the cycle of the European Scout Conference;

Recalling resolution EOESC2019/4 passed by the Extraordinary Meeting of the European Scout Conference, which aims at

- *Reinforcing* its willingness to align the regional work with the Strategy for Scouting, the Vision 2023 and the World Triennial Plans;
- *Emphasising* that any changes in the ways of working of the region should consider the needs and challenges of Scout and Guide National Organizations (SAGNOs) as well as NSOs with different levels of relationship with WAGGGS MOs, in participating in the regional work of WOSM and WAGGGS; and
- *Requesting* the European Scout Committee to make proposals to the 23rd European Scout Conference to improve the joint work with the Europe Region WAGGGS and the alignment with the WOSM Strategy;

Requests the European Scout Committee:

- **To continue working** on the improvement of the joint work and the alignment with the WOSM Strategy for Scouting and to make proposals to make progress on both matters;
- **To propose and implement** a consultation process alongside and with the active participation of member organisations, in order to even more precisely identify the benefits and the drawbacks of the different possible scenarios on
 - The alignment with Vision 2023, the WOSM Strategy for Scouting,
 - The NSO/NSA involvement, and
 - The partnership work with other organisations;
- **To continue working** on the improvement of the joint work with WAGGGS and undertake an assessment of the working methods of the joint work with WAGGGS;
- **To build** on the synergies between the working structures at World and European levels to ensure the most effective methodologies are in place;
- **To undertake** an assessment of the individual expectations which NSO/NSAs have of the joint work and of the alignment with the WOSM Strategy for Scouting;
- **To identify**
 - effective answers to the alleged drawbacks and difficulties and risks that are perceived as critical by member organisations; and
 - ways to effectively capitalise on potential opportunities and strengths of closer collaboration to advance the support to NSO/NSAs and the work of the European Scout Region;

- **To provide** an evaluation report with recommendations to improve the joint work with the Europe Region WAGGGS and the alignment with the WOSM Strategy and Vision, and necessary mitigation measures at least nine months before the next European Ordinary Scout Conference in 2022; and
- **To submit**, at the latest during the next European Ordinary Scout Conference in 2022, a proposal based on the report and the consultation process described above, to improve and reinforce the alignment of the regional work with the Strategy for Scouting and the World Triennial Plans.

Adopted as amended

Scouting's Profile in Planning European Region's Conferences and Events

23ESC-03

Proposed by: Ring deutscher Pfadfinderverbände, Germany

Seconded by: Fédération du Scoutisme, Français, France

Guidisme et Scoutisme en Belgique, Belgium

The 23rd European Scout Conference,

Believing in the impact the European Scout Region has a role model for Scouts and organisations in Europe;

Understanding and appreciating the influence the European Scout Region has on the image of Scouting – both internally in the movement but also externally – by its actions, decisions and communications;

Recalling the strategic priorities adopted in 2014-2016 containing "Scouting's Profile should accurately portray what we do and why we do it, reflecting our shared values";

Emphasising that a fair distribution of events across Europe enables equal participation and equal opportunities for Member Organisations;

- **Asks** the European Scout Committee, the World Scout Bureau – Europe Support Centres and all volunteers being responsible for decisions concerning regional events to reflect on the image of Scouting every time when it comes to organising meetings and events and choose appropriate locations;
- **Recommends** the European Scout Committee, or a delegated team, review the proposals for events to ensure plans (including facilities and catering) are suitable for the planned event and its working methods, while ensuring a positive image of the Region is maintained, and
- **Further suggests** a communications plan is developed for each event, which includes guidance on the social media messaging for event volunteers, to maintain the image of Scouting.

Adopted as proposed



		Henrik SÖDERMAN Petra VALKONEN	Observer Observer
France	Fédération du Scoutisme Français	Dana BIRKДАР Adrien CHABOCHE Elias DRAY Elise DROUET Fabio URSELLA Louis LE MAÎTRE Karen ALLALI Yannick DANIEL Pierre ESCLAFIT Sébastien FERTIER Etienne GENET Pierre JENTA Nadine MARCHAND Olivier MATHIEU Samuel TROUVE Saâd ZIAN	Delegate Delegate Delegate Delegate Delegate Observer Observer Observer Observer Observer Observer Observer Observer Observer Observer
Germany	Ring deutscher Pfadfinderverbände	Stefan FETT Marcus KLAPDOR Sebastian KÖNGETER Fabian LOSKE Anna SAUER Alexander SCHMITT Mirjam HOFRIECHTER Hartmut KEYLER Paul KLAHRE Leah Lara KLEMM Oliver MAHN Leon MATELLA Taufik HARTIT	Delegate Delegate Delegate Delegate Delegate Observer Observer Observer Observer Observer Observer Observer Observer Guest
Greece	Σώμα Ελλήνων Προσκόπων	Antonios CHRYSOSTOMOU Nassos EFSTATHIOU Christoforos MITROMARAS	Delegate Delegate Delegate
Hungary	Magyar Cserkészszövetség	Péter BEDEKOVICS Annamari HETYEY Jozsef POTOR	Delegate Delegate Delegate
Iceland	Bandalag íslenskra Skáta	Berglind Lilja BJÖRNSDOTTIR Dagmar Yr OLAFSDOTIR Thorey Lovisa SIGMUNSDOTTIR	Delegate Delegate Delegate
Ireland	Gasóga na hÉireann (Scouting Ireland)	Niamh BERNAN John LAWLOR Sr. Claire McAROE Mortimer MURPHY Veronica STONE Adrian TENNANT Charlie CUMBER	Delegate Delegate Delegate Delegate Delegate Delegate Observer
Israel	Hit'ahdut HaTzofim VeHaTzofot BeYisrael	Labib ABU HAMUD Amjad AMARA Ali AYOUB Offer BLUMENSTEIN Amos SIMON Anat FRIEDMANN	Delegate Delegate Delegate Delegate Delegate Delegate
Italy	Federazione Italiana dello Scoutisme	Enrico CORRADINI Riccardo DE GONDA Marco LODI Vincenzo PICCOLO Giorgio SABETTA Matteo SPANÒ Robert DEL RICCIO Piercarlo SERENA Guilio TORZIO	Delegate Delegate Delegate Delegate Delegate Observer Observer Observer
Latvia	Latvijas Skautu un Gaidu centrālā organizācija	Marcis GULBE	Delegate

Romania	Cercetasii României	Andreij AVRAM Oana GHIOCEA Bianca NESIU-BEDREAG	Delegate Delegate Delegate
San Marino	Associazione Guide e Esploratori Cattolici Sammarinesi	Sara BALDUCCI	Delegate
Serbia	Савез Извиђача Србије	Jana CANOVIC Emma EMINOVIC Marko IVOSEVIC Mica MISLJENOVIC	Delegate Delegate Delegate Delegate
Slovak Republic	Slovensky skauting	Richard DVORSKY Marian LEZO Barbora MULLEROVA	Delegate Delegate Delegate
Slovenia	Zveza tabornikov Slovenije	Eva BOLHA Urban LECNIK SPAIC	Delegate Delegate
Spain	Federación de Escultismo en España	Elena CABEZAS ALCALA Tomas GENIS Joan GUIASADO-GAMEZ Carlos LUCAS Melissa MALLADA LUCERO Alvaro ORTEGA Sergio ALONSO Andrea DE LUNA Alejandro RESCALVO	Delegate Delegate Delegate Delegate Delegate Delegate Observer Observer Observer
Sweden	Scouterna - The Guides and Scouts of Sweden	Joel BERGSTRAND Gustaf HAAG Julius JOHANSSON Anton NILSSON Martin PERSSON Oscar SUNDAS Alice BERGHOLTZ Edvin DRIBE Karin FREDEN Eva-Marie JOHANSSON Mio KUSCHICK Petra LINDSKOG Sassa OREBRING Kajsa URGE	Delegate Delegate Delegate Delegate Delegate Delegate Observer Observer Observer Observer Observer Observer Observer Observer
Switzerland	Mouvement Scout de Suisse	Barbara BLANC Christian IMFELD Urs JoOLLER Philippe MOSER Oliver SAURENMANN	Delegate Delegate Delegate Delegate Delegate
Turkey	Tukiye Izcilik Federasyonu	Ramazan KARTAL Kadir OZBEK Hasan Dincer SUBASI	Delegate Delegate Delegate
United Kingdom	The Scout Association	Lucy BIDGOOD Callum KAYE James MALONE Jack MAXTON Emma NEWSTEAD Jessica POTTS Tim KIDD Ross MALONEY	Delegate Delegate Delegate Delegate Delegate Delegate Observer Observer

European Scout Committee

Dr Kevin CAMILLERI, Malta	Chairperson
Ms Hulda S. GUÐMUNDSDÓTTIR, Iceland	Vice-Chairperson
Ms Julijana DASKALOV, North Macedonia	Member
Ms Chip - Veerle HAVERHALS, Belgium	Member
Dr Lars KRAMM, Germany	Member
Mr Nicolò PRANZINI, Italy	Member

World Scout Bureau Europe Support Centre, Brussels and Geneva

Ms Siân BAGSHAW	Project Office, Diversity & Inclusion
Mr Jordan BAJRAKTAROV	Director, Organisational Development
Mr Ibrahim DERVISHAJ	Administrative Assistant
Ms Samia FITOURI	Project Officer, Communications and External Relations
Ms Abir KOUBAA	Regional Director designate
Mr Léonard LY TRI	Project Officer, External Relations and Support
Mr David McKEE	Regional Director
Mr Raül MOLINA	Manager, Adults in Scouting
Ms Marguerite POTARD	Director, External Relations and Funding
Ms Réka SALAMON	Project Officer, My Europe My Say
Mr Rupert SCHILDBÖCK	Executive Assistant to the Regional Director
Mr Radu STINGHE	Deputy Regional Director & Director, Educational Methods
Ms Anne-Christine VOGELANG	Manager, Finances and Administration

European Regional Decision Committee - Messengers of Peace

Mr Vojtěch BROUCEK, Czechia
Dr Thomas ERTLHALER, Austria
Ms Sofia SAVONEN, Finland

Conference Planning Team, supporting Coordinators and other Volunteers

Ms Lana HUSAGIC, Bosnia & Herzegovina
Ms Mary FRICKER, Ireland
Ms Sofia SAVONEN, Finland
Mr Allan SIMPSON, United Kingdom
Ms Djuna BERNARD, Spreading our Message Area of Operation, Luxembourg
Ms Elena CABEZAS ALCALA, Education for All Area of Operation, Spain
Ms Maire FITZGERALD, Continuous Improvement Area of Operation, Ireland
Mr Matthias GERTH, Strengthening our Organisation Area of Operation, Switzerland
Mr Tobias KAMMERHOFER, Member, Strengthening our Organisation Area of Operation, Austria

Conference Co-Chairs

Ms Chrissy POLLITHY, Germany
Mr Christos HATZIDIAMANDIS, Greece

Translators and Interpreters

Ms Claire CABY
Ms Charlotte GRAFF
Mr Paul HOLLAND
Ms Lucy KNIGHT
Mr Cornetin MOLDERS
Ms Célia MONCOQ
Ms Jo TILLOTSON

World Scout Committee and Global Working Group Volunteers

Mr Craig TURPIE, United Kingdom	Chairperson
Ms Jemima NARTEY, Ghana	Vice-Chairperson
Mr Andy CHAPMAN, USA	Vice-Chairperson

Mr Peter J. BLATCH, Australia	Member
Mr Jo DEMAN, Belgium	Member
Mr Janaprith FERNANDO, Sri Lanka	Member
Mr Ilyas ISMAYLLI, Azerbaijan	Member
Ms Sarah Rita KATTAN, Lebanon	Member
Ms Pia Melin MORTENSEN, Denmark	Member
Mr Juan REIG SERRANO, Spain	Member
Mr Pierre ARLAUD, France	Lead, Global Youth Representatives
Mr Marek FUKAS, Slovakia	Member Organisation Support, Good Governance Workstream
Mr Jon Thor GUNNARSSON, Iceland	Humanitarian Action Unit, Educational Maths Workstream
Fr Jonathan HOW, United Kingdom	Spiritual Development, Educational Methods Workstream

Youth Advisers to the World Scout Committee

Mr Julius KRAMER, Sweden	Youth Adviser
Mr Martin MEIER, Liechtenstein	Youth Adviser

World Scout Bureau Global Support Centre Kuala Lumpur

Mr Ahmad ALHENDAWI	Secretary General
Mr Mihajlo ATANACKOVIC	Director, Digital Engagement
Mr David BERG	Chief Operating Officer
Mr Jon Ingvar BRAGASON	Project Lead, World Non-Formal Education Forum 2019
Ms Shayla Jelane SCARLETT	Senior Manager, Strategic Coordination
Mr David VENN	Global Director, Communications and Partnership
Ms Annie WEAVER	Senior Manager, Partnerships and Advocacy

Other Regional Support Centres

Mr Frederic TUTU KAMA KAMA	Regional Director, Africa Support Centre
Mr Srinath TIRUMALE VENUGOPAL	Regional Director, Eurasia Support Centre

Member Organisations from other Regions

Argentina	Scouts de Argentina	Daiana NEILL	Guest
Brazil	Escoteiro do Brasil	Melissa WILM	Guest
Canada	Association Scouts Canada	Mark CHALOUHI	Guest
Egypt	Egyptian Federation of Boy Scouts and Girl Scouts	Ahmed ELHALFAWY	Guest
Mexico	Scouts Mexico	José Antonio HERNANDEZ GALLEGOS	Guest
Korea, Republic of	Korea Scout Association	Kyeon Sig JO	Guest
		Dohyun KIM	Guest
		Ya KIM	Guest
		Yo KIM	Guest
		Dongil KO	Guest
		Jaewon LEE	Guest
		Yoonmi LEE	Guest
		Yuhyun PARK	Guest

Kandersteg International Scout Centre

Mr James FERGUSON
Ms Elena GARCIA REVUELTA
Mr Felipe MARQUEIS, Director
Ms Rita OSORIO
Ms Lisa PFEIFFER

42nd World Scout Conference & 14th World Scout Youth Forum, Egypt 2020

Mr Ahmed ELHALFAWY, Host Planning Team
--

25th World Scout Jamboree, Republic of Korea 2023

Mr Kyeon Sig JO

Mr Dohjyun KIM

Ms Ya KIM

Ms Yo KIM

Mr Dongil KO

Mr Jaewon LEE

Ms Yoonmi LEE

Mr Yuhyun PARK

Conference of Protestants in Guiding and Catholic Scouting

Rev Oliver MAHN, Germany

International Catholic Conference of Scouting

Mr Christian LARCHER, France

International Forum of Jewish Scouting

Mr Alain SILBERSTEIN, France

International Link of Orthodox Christian Scouts DESMOS

Mr Marios CHRISTOU, Cyprus

International Union of Muslim Scouts

Mr Salaheddin ABOULGASEM, United Kingdom
--

World Scout Foundation

Mr Mark KNIPPENBERG, Deputy Director

Other Guests

Mr Ville MAJAMAA, European Youth Forum
--

Ms Vasiliki DANELLI-MYLONA, Road Safety Institute

Ms Birkena XHOMAQI, Lifelong Learning Platform
--

Host Team

Mr Roman AVDAGIV, Creative Design Team
--

Mr Luka BUKVIC, Security Team

Mr Tomislav CERONJA, Director, Host Committee

Mr Zdravko CRNKOVIC, Welcome and Support Team

Ms Jelena DRNDIC, Host Committee (Leader)

Ms Ivana JAREBICA, Catering and Accommodation Team (Leader)

Ms Marija JUKIC, Catering and Accommodation Team
--

Mr Josko HAJDIC, Transport Team

Mr John HOPKINS, Communications & PR Team
Ms Helen-Marie KEROVEC, Creative Design Team (Leader)
Ms Tamara KARLOVIC, Finances (Leader)
Mr Toni KEVALA, Transport Team (Leader)
Ms Iva KNEZEVIC, Welcome and Support Team
Mr Alen KONJEVIC, Communications & PR Team
Ms Anja KRAJINOVIC, Welcome and Support Team
Mr Boris KRAJINOVIC, Welcome and Support Team (Leader)
Mr Velimir KRPAN, Creative Design Team
Mr Bojko KUKIC, Merchandising and Scout Shop (Leader)
Mr Boris KUKIC, Security Team (Leader)
Ms Paula MARKOVIC, Welcome and Support Team
Mr Alen MATEJCIC, IT Support Team
Ms Sanja MATESIC, Welcome and Support Team
Ms Jasna MILASINOVIC, Welcome and Support Team
Mr Steve MORTON, Welcome and Support Team
Ms Milena PECARSKI, Communications & PR Team
Mr Edi PERIC, Social Events Team (Leader)
Ms Davorka ROJE, Social Events Team
Ms Palmira RUZIC, IT Support Team
Mr Rolando RUZIC, IT Support Team (Leader)
Ms Lada STEFEK, Social Events Team
Mr Radko STEFEK, Coordinator, Host Volunteer Team
Mr Marin TUDOR, Social Events Team
Ms Tanja TUTIC, Communications & PR (Leader)
Ms Mirela VAROVIC, Legal Advisor



Annex 3 – Conference Documentation

Conference Documents

23ESC – Conference Document 1	Constitution of the European Scout Region (April 2019)
23ESC – Conference Document 2	Rules of Procedure for the 23rd European Scout Conference
23ESC – Conference Document 2A	Terms of Reference of the Resolutions Committee
23ESC – Conference Document 2B	Guidelines for Resolutions and Amendments
23ESC – Conference Document 3A	Draft Agenda & Programme Overview (April 2019)
23ESC – Conference Document 3B	Revised Draft Agenda & Programme Overview (24 August 2019)
23ESC – Conference Document 4A	Draft Resolutions Proposed by the European Scout Committee (April 2019)
23ESC – Conference Document 4B	Draft Resolutions Proposed by the European Scout Committee and Member Organizations (June 2019)
23ESC – Conference Document 4C	Draft Amendments to Draft Resolutions (27 August 2019)
23ESC – Conference Document 5	Candidates for Election to the European Scout Committee
23ESC – Conference Document 6	Triennial Report 2016-2019 of the European Scout Region
23ESC – Conference Document 6A	Video Clip-Triennial Report 2016-2019
23ESC – Conference Document 7	Evaluation of the Triennium 2016-2019
23ESC – Conference Document 8	Draft Regional Scout Plan 2019-2022 (June 2019)
23ESC – Conference Document 10	Finance Matters
23ESC – Conference Document 11	Conference Report

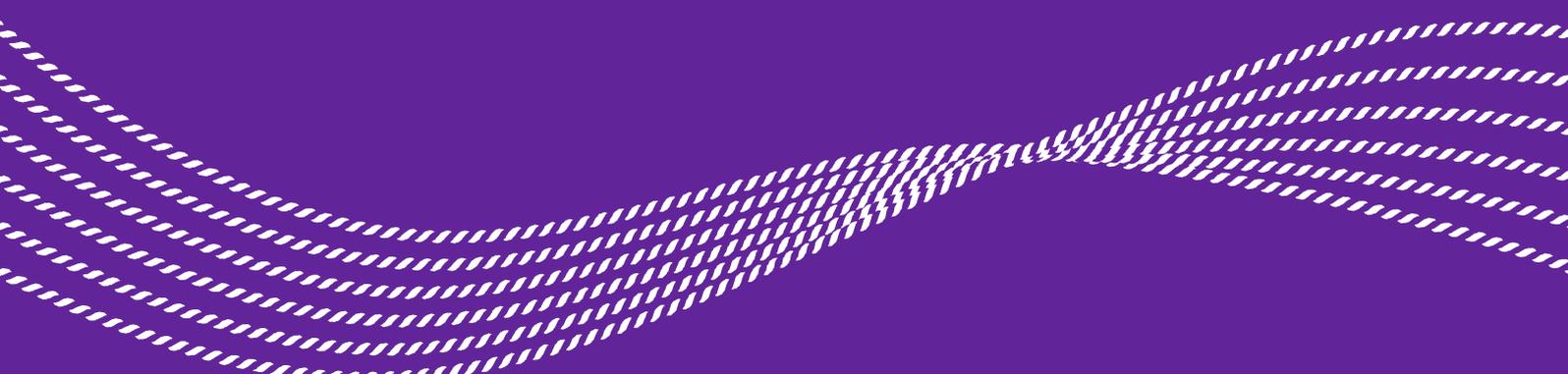
Conference Circulars

23ESC – Conference Circular 1	Call for Agenda Items
23ESC – Conference Circular 2	Schedule of Planned Conference Documents
23ESC – Conference Circular 3	Call for Nominations of Candidates for Election to the European Scout Committee
23ESC – Conference Circular 3A	Role Description Committee Member (2019)
23ESC – Conference Circular 3B	Nomination Form Committee Member (2019)
23ESC – Conference Circular 4A	Call for Bids to Host #24ESC: Revised Guidelines to host a Regional Conference
23ESC – Conference Circular 4B	Call for Bids to Host #24ESC: Bidding Form
23ESC – Conference Circular 5	Support to attend the 23rd European Scout Conference
23ESC – Conference Circular 6	Evaluation Questionnaire Triennium 2016-2019
23ESC – Conference Circular 7	Call for Nominations of Members of the Resolutions Committee
23ESC – Conference Circular 8	Call for Draft Resolutions and Proposals for Amendments Annex a – Template for Draft Resolutions Annex b – Template for Proposals for Amendments to Draft Resolutions)
23ESC – Conference Circular 9	Announcing two Crowdcasts in Preparation of the Conference
23ESC – Conference Circular 10	Change of Date and Content of a Planned Crowdcast
23ESC – Conference Circular 11	Call for Contributions to the “Sharing Best Practice Sessions”
23ESC – Conference Circular 12	Safe from Harm Training
23ESC – Conference Circular 13	eVoting, Safe from Harm Training, display booking and Scout Café
23ESC – Conference Circular 14	Regional Scout Plan Sessions during the Conference

23ESC – Conference Circular 15 [Conference App and other last updates](#)

23ESC – Conference Circular 16 [Conference Evaluation Questionnaire](#)





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Creating a Better World

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World Scout Bureau – Europe Support Centre
P.O. Box 327, Rue Henri-Christine 5
CH-1211 Geneva 4
Switzerland

Tel: +41 22 705 11 00

europa@scout.org
scout.org/europe

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