

15th European Guide and Scout Conference
Oslofjord Conference Centre – 17-21 June 2016

Joint Conference Document 3

Reporting on the Implementation of the
Memorandum of Understanding between
the Europe Committee WAGGGS and the
European Scout Committee

Reporting on Work in partnership between the Europe Region WAGGGS and the European Scout Region

1. Background

For many years, Europe Region WAGGGS and the European Scout Region have been working in partnership. This partnership went through different phases over the many years, the ways of working together differed – from having one common plan to having overlapping plans, from having working groups working jointly to having different working groups. At the end of the last triennium 2010-2013, the Joint Committee (which consists of the Europe Committee WAGGGS and the European Scout Committee) decided to have an external evaluation on the work done in partnership.

The external evaluation, which included input from a wide range of MOs/CAs and NSOs/NSAs, highlighted the following implications for future work together:

- The Regions should focus on what the work will achieve for MOs/CAs and NSOs/NSAs and their members, rather than many joint activities for their own sake;
- The achievements of working together should support the delivery of outcomes in the strategic plans of both Regions;
- There should be a documented description of how the Europe Region WAGGGS and WOSM-European Region will work more effectively together;
- Working in partnership is effective when it is project-based and when the right skills, competencies and financial resources are available and assigned to achieve objectives;
- High level reporting should take place;
- Each Region has different ways of working, structures and resources. This needs to be considered when planning how to achieve outcomes.

The two Regions share members, values, history and practices. When working together in partnership, the two Regions can support the achievement of more than would be possible if each Region was working alone.

Based on the evaluation, the two Regions achieve most together when:

- The pool of knowledge for associations to share experience and expertise is enlarged;
- The voice and influence of Scouting and Guiding associations is amplified with key decision makers and target audiences;
- The scale and range of participants at events are enlarged making these more practical, cost-effective, attractive and influential.

2. Triennium 2013-2016

Following this evaluation, the two Regions proposed to sign a Memorandum of Understanding (MoU) to work together. This MoU was to cover two triennia: 2013-2016 and 2016-2019. Towards the end of this period the partnership would be again evaluated and a proposal for the future could come to the Conferences in 2019.

This proposal was accepted at the Joint Conference in Berlin 2013.

The same conference also accepted the proposal that the partnership would concentrate on two outcomes in the triennium 2013-2016. Those outcomes were:

1) Development of effective and sustainable Guiding and Scouting associations

- Enabling associations to network, gain new ideas and exchange experiences that support the development of their organisations and increase the quality of what they are offering to young people and volunteers;
- Enabling associations to access relevant, inspiring and streamlined information for their organisational development through relevant, high quality communications;
- Enabling funding personnel in associations to shape improved donor policies and practices that provide strategic support to Guiding and Scouting associations;
- Enabling Scouting and Guiding associations to benefit from additional funding streams (e.g. Leadership Training Fund).

2) Valuing the contribution of youth and adult Volunteering including to skills development and employability

- Enabling associations to exchange good practice (and benefit from external expertise) that support the effective engagement and recognition of volunteers;
- Working with MOs/CAs, NSOs/NSAs, European Alliance for Volunteering and other forums to influence positive volunteering - policy and practice. Promote and support youth and adult volunteering as a key route to skills development and employability in Europe;
- Working with MOs/CAs and NSOs/NSAs to use association experience, and our influence and networks to improve volunteering policies, practices and recognition for example, of skills gained through volunteering, at national level.

At the conference, only the frame of the MoU was voted. It therefore took some time to develop the document which at the end was ready and signed during the committee meeting on 22 November 2014 in Brussels.

After the decision of the joint conference, the two committees went through the Europe Region WAGGGS membership development strategy and the WOSM Regional Scout Plan plans and selected the targets/KPI that the work in partnership would be contributing to (see the list in Annex).

This became an Annex to the MoU and played an important role when shaping activities and events in partnership – the aim was always to make sure that both organizations could gain from those initiatives to work towards their objectives (targets/KPIs) while working towards the agreed two outcomes.

3. Reporting on the two outcomes

Cooperation between the Europe Region WAGGGS and the European Scout Region happened at many different levels – be it at the level of the Steering Groups (Chairs, Vice-chairs and Regional Directors) of both Regions, or the committees (who usually met twice a year), volunteers working on different initiatives or events, by developing and delivering sessions together or by shaping European youth policies in the context of the European Youth Forum (YFJ) or the Advisory Council to the Council of Europe.

All those co-operations were guided by the MoU, by the willingness to work in partnership and to deliver towards the two agreed outcomes.

Thanks to the MoU, discussions were concentrating on the outcomes and less on the ways of working, since those were defined in the MoU. The partnership thus became clearer and easier. The time and efforts previously spent on discussions on how the different initiatives were going to be carried out, could now go into ensuring a high quality of the content of the work done in partnership – the result of which could be seen in the very positive evaluations of the events and initiatives carried out in partnership.

The following elements highlight some of the initiatives, with an emphasis of how they contributed to the two agreed outcomes.

1) *Development of effective and sustainable Guiding and Scouting associations*

- *Enabling associations to network, gain new ideas and exchange experiences that support the development of their organisations and increase the quality of what they are offering to young people and volunteers;*
- *Enabling associations to access relevant, inspiring and streamlined information for their organisational development through relevant, high quality communications;*
- *Enabling funding personnel in associations to shape improved donor policies and practices that provide strategic support to Guiding and Scouting associations;*
- *Enabling Scouting and Guiding associations to benefit from additional funding streams (e.g. Leadership Training Fund) .*

Through several events – among them mainly the **Academy** as well as the **networking events for chief executives, chief volunteers and international commissioners** - associations had the opportunity to network, gain new ideas and exchange experiences that support the development of their organisations and increase the quality of what they are offering to young people and volunteers. Sessions offered at those events that contributed to supporting associations in the development to become effective and sustainable Guiding and Scouting associations were for example:

At the Academy:

2013

- Growth strategies
- Project Management
- Recognition of non-formal learning
- Diversifying income
- Active citizenship
- Safe from harm

2014

- Scouting and Guiding DNA
- Social media – effective tool for volunteer leadership
- Managing adult volunteers
- Leadership development
- Recruiting and retaining adult volunteers
- Managing change
- Influencing EU and national youth policies

2015

- Planning and implementing successful marketing, branding, communications and PR strategies
- Introduction to organisational integrity – keeping up with the standards
- Monitoring and evaluation of quality in Scouting and Guiding
- Developing strategy in Scout and Guide organisations
- Mentoring in action
- Working with volunteers

At the Chief Executive's meeting:

- Youth involvement in a new organisation
- The big why – why Scouting and Guiding?
- Scouting and Guiding reloaded- fresh approaches
- Partnerships with companies and municipalities
- Retaining market share
- Governance – board issues, maintaining momentum, strategic planning
- Partnerships between staff and volunteers
- Organisational culture
- Large scale events
- Refugees and migrants
- Impact of our work

At the Chief Volunteers Event

- A Leadership journey/Leadership in the 21st century
- Strategy development
- Succession planning
- Programme/training renewal
- Fund development
- Staff-volunteer relationship
- Structures and roles of the different levels, governance
- Growth

At the International Commissioners' Forum

- WAGGGS and WOSM working in Partnership
- Diversity. Deliver the global experience – international dimension
- New IC session/Experienced IC – inspirational sharing of roles
- Partnerships Bridging the Oceans – Reaching out to other Regions
- Open Space Exchange

The **donor advocacy project** had the aim to enable funding personnel in associations to shape improved donor policies and practices that provide strategic support to Guiding and Scouting associations. It also aimed at supporting associations to access new funding by being able to demonstrate the impact of Guiding and Scouting. In a general way, on the current capacity to address financial needs to ensure the full delivery of the educational programmes, a questionnaire was sent and evidence was gathered online. The main outcome of the report “Skills for life” demonstrating the impact of Guiding and Scouting which was very well received because it is one of the first such documents bringing together facts and figures about the impact of Guiding and Scouting on society. The report was launched at a high level event at the European Economic and Social Committee headquarters, Brussels on 25 February 2015. This was another opportunity to showcase the work of Guiding and Scouting to a different public. It is hoped that this report will help Guiding and Scouting Associations to access funding and shape donor policies. The report brought together evidence of the direct of Scouting and Guiding through gathering examples of the impact that had been made in society – through the financial contribution offset through tens of thousands of volunteer hours – to the direct influence on personal development of skills and values leading to better employability, more effective engagement in society, reduced negative actions and positive encouragement of values espoused in Guiding and Scouting. Impact studies have been identified as an effective tool to communicate with a variety of stakeholders, including potential donors, about the positive impact that Scouting and Guiding have on young people and the society.

Over the triennium, the Leadership Training fund has been able to support 13 projects with a total sum of 300 875 Euro, touching directly 1177 Guides and Scouts in 57 MOs/CAs/NSOs/NSAs. Only 7 countries in both Regions were never involved in any LTF Projects. This shows that associations in Europe are working in partnership successfully. There is still room for improvement though with the number of applications not yet at the level it could be.

Examples of projects implemented with the support of LTF were the project “Motivated leaders today – further development tomorrow” driven by the MO of Armenia together with the MOs of Belarus, Georgia, Russian Federation and Ukraine. This project aims to empower girls and young women aged 16-25 to get more involved in their organizations' works, and take actions for the future development of the organizations, it helps the participants gain and/or further develop skills and knowledge about the management aspect of the organization work and motivate to continue Guiding/Scouting.

Another project faces one of the main European challenges: growth. It was a joint effort between ZSKSS Slovenia, ZHP Poland, AGGR Romania, CGI Ireland and NSF Norway. This project focuses on the development of the skills volunteers need to address growth dynamics in their Organisations, in particular analytical and project management skills, and it equips volunteers from

the partner Organisations with knowledge, tools and practices that will enable Growth and Retention of current members in their Organizations.

Thirdly a project by the NSOs from Bosnia & Herzegovina, Croatia, Macedonia (Former Yugoslav Republic), Serbia and Slovenia concentrates on Adult Leader Training. The project helps to develop trainings for adults in countries of South East Europe, helps to develop the trainers' pool and strengthen international cooperation between different scout organizations in this region.

2) Valuing the contribution of youth and adult Volunteering including to skills development and employability

- *Enabling associations to exchange good practice (and benefit from external expertise) that support the effective engagement and recognition of volunteers;*
- *Working with MOs/CAs, NSOs/NSAs, European Alliance for Volunteering and other forums to influence positive volunteering - policy and practice. Promote and support youth and adult volunteering as a key route to skills development and employability in Europe;*
- *Working with MOs/CAs and NSOs/NSAs to use association experience, and our influence and networks to improve volunteering policies, practices and recognition for example, of skills gained through volunteering, at national level.*

Several events – among them among them mainly the **Academy** as well as the **networking events for chief executives and chief volunteers** – gave associations the possibility to exchange good practices to support effective engagement and recognition of volunteers. Example of sessions on those topics were

At the Chief Volunteers event:

- External partners for recognition
- Succession planning
- Training/Induction of national volunteers

At the Chief Executives Event:

- Volunteers management
- The big why – why Scouting and Guiding?

Academy:

- Recruitment and retention of volunteers
- Management of volunteers
- Succession Planning
- Scouting and active citizenship

The **network meetings** for external representatives offered sessions to support MOs/CAs and NSOs/NSAs to improve volunteering policies, practices and recognition for example, of skills gained through volunteering, at national level. In different ways, participants shared information and examined the role of Guiding and Scouting in the development of youth policy at national and European level, and current European policy initiatives. During the seminar, participants developed personal action plans to develop their role as a Guide or Scout external representative and it is expected that Associations will encourage and support the implementation of these plans after the meeting.

Some examples of those sessions were

- European institutions
- Funding in Europe
- National Youth Councils
- Partnership engagement
- Validation and recognition of non-formal education

The **Skills for life report** developed in the framework of the donor advocacy project through many examples provided shows how skills gained in Guiding and Scouting are skills that are key in their professional life and how it helps with their employability. An example of this could be seen recently: Many associations in both Regions have been very active in working with refugees and migrant support. Several stories on how members have found jobs with NGOs doing similar work thanks to their experience in their volunteer (scout/guide) work have emerged subsequently. This is one great example showing how volunteering can lead to employability and is something to follow up in future. Also, the fact that Scout and Guide organizations were approached by local, regional or even national authorities to support them in running refugee centres and camps, shows a recognition for the skills and experiences those organizations and their members have.

Through external work in the European Youth Forum (**YFJ**), the **Advisory Council on Youth of the Council of Europe** and the **European Alliance for Volunteering**, WAGGGS and WOSM have worked in partnership to influence positive volunteering policy and practice. For example, WAGGGS and WOSM are working together and with the other YFJ member organisations to advocate for a greater recognition of youth organisations' contribution in addressing European priorities and for improved financial regulations in the next EU financial framework following 2020.

During the General Assembly and the Council of Members of the European Youth Forum, WOSM and WAGGGS proposed Thematic Squares to the members of the YFJ. Examples were:

- Structured Dialogue
- Practices and tools for non-formal education recognition and validation
- Good Governance

WAGGGS and WOSM also participated successfully in several election processes, with people within the board of European Youth Forum, Advisory Council on Youth of the Council of Europe, and European Alliance for Volunteering.

Every year WAGGGS and WOSM collaborate for participating in the YO!Fest - the youth festival organised by the European Youth Forum that mobilises young people and youth organisations across Europe by combining culture, education and politics in a multicultural festival:

- in 2015 a session was led by two Regional Volunteers on the Impact Study “Skills for life” which led debate on the impact of volunteering in society;
- in 2016 WAGGGS and WOSM joined each other as a partner of the YFJ. In 2016 – following the success from 2014 – the YO!Fest has been organised in the framework of the European Youth Event at the European Parliament premises in Strasbourg (France). WAGGGS and WOSM volunteers are working together to deliver workshops and activities on non-formal education, refugees, inclusion and peace-building, that will reach more than 150 young people from all over Europe.

Both WOSM and WAGGGS joined efforts to build the European Alliance of Volunteering (EAV) together with other NGOs. Both are represented on the board of EAV through Pavel Trantina and Stephanie Darmanin.

The role of the European Alliance of volunteering is to ensure the follow up of the European Year of Volunteering in 2011 and the Policy Agenda of Volunteering in Europe (PAVE). The main objectives are to ensure a better recognition of the skills acquired through volunteering, a recognition of its social value and a better legal environment encouraging volunteering in Europe.

- As part of the first activities organised by the EAV, and supported by WAGGGS and WOSM, a tool for recognition and validation of volunteering in Europe has been developed in the frame of the VaPoVo project. The tool enables organisations to build a system of recognition and validation at national level and to critically assess their current system against the VaPoVo benchmark.
- An advocacy event at the Parliament on 8 December 2015 has also been organised to further support the creation of an interest group on volunteering inside the European Parliament. The involvement of European Parliament Members will contribute to raise the profile of Volunteering inside the European Institutions.
- Representatives of the EAV provided sessions during the Academy in 2015

More information on the activities of the EAV: <http://www.volunteering-alliance.eu/>



List of Joint events and joint projects Triennium 2013-2016

2013

Joint Conference - Berlin

Academy Belgium

Joint Committee Meeting – Brussels with opening of new offices in the same building

General Assembly YFJ

European Developments Days

YFJ Reception

General Assembly EAV - Brussels

2014

Network Meeting Brussels

Council of Members YFJ

European Youth Event Strasbourg

YO!Fest

Joint Committee Meeting – Brussels

Overture Network Meeting

Academy Serbia

Chief Executives Meeting - Dublin

Joint Committee Meeting – Brussels

General Assembly YFJ

General Assembly EAV - Brussels

2015

Donor Advocacy project, report and event

Council of Members YFJ

Yo!Fest

European Youth Event Brussels

Meeting UN Envoy on Youth

Joint Committee Meeting – Gilwell

Network Meeting – Porto

Academy - Porto

Chief Commissioners Meeting - Porto

Chief Executives Meeting - Porto

General Assembly YFJ

Joint Committee Meeting – Athens

General Assembly EAV - Brussels

EAV Advocacy event - Brussels

2016

IC Forum -Gdansk

Joint Committee Meeting – Baden

Council of Members YFJ

Yo!Fest

European Youth Event Strasbourg

Joint Conference - Norway

Roverway - France



Annex – Outcomes of the Strategic Partnership agreed at the European Guide and Scout Conference, Berlin in August 2013:

Development of effective and sustainable Guiding and Scouting associations:

- Enabling associations to network, gain new ideas and exchange experiences that support the development of their organizations and increase the quality of what they are offering to young people and volunteers;
- Enabling associations to access relevant, inspiring and streamlined information for their organizational development through relevant, high quality communications;
- Enabling funding personnel in associations to shape improved donor policies and practices that provide strategic support to Guiding and Scouting associations;
- Enabling Scouting and Guiding associations to benefit from additional funding streams. (e.g. Leadership Training Fund)

Valuing the contribution of youth and adult Volunteering including to skills development and employability:

- Enabling associations to exchange good practice (and benefit from external expertise) that support the effective engagement and recognition of volunteers;
- Working with MOs/CAs, NSOs/NSAs, European Alliance for Volunteering and other forums to influence positive volunteering - policy and practice. Promote and support youth and adult volunteering as a key route to skills development and employability in Europe;
- Working with MOs/CAs and NSOs/NSAs to use association experience, and our influence and networks to improve volunteering policies, practices and recognition for example, of skills gained through volunteering, at national level

These targets will contribute to the selected targets in Europe Region WAGGGS Membership Development Strategy which are listed below in full:

- 10 per cent growth in Europe Region membership
- At least six MOs attract additional strategic funding through/with WAGGGS
- At least five MOs meeting their targets on increases in the no. of young women feeding back that Girl Guiding/Girl Scouting experiences respond to their needs and expectations
- WAGGGS Europe reaches 5,000 Twitter followers and 10,000 Facebook followers
- Three new European MOs by World Conference 2017
- 10 target MOs achieving at least five milestones against plans to improve young women's participation in decision making within their structures
- At least 200 young women involved in WAGGGS leadership development initiatives participate in sustained effort to achieve policy or practice change in line with MO strategy/ plans
- At least 100 young men from MOs championing gender in their local or regional contexts
- Five associations achieve an increase in membership from target diverse groups in their local population
- 65 per cent of MOs scores WAGGGS Europe support as relevant, strategic, innovative and accountable
- 80 per cent milestones of annual operational plan are met
- Europe Committee members should not be required to travel more than once a month
- 0 staff are working more than 45 hours/week on a regular basis

They will also contribute to the following Key Performance Indicators in the European Scout Plan

In the Educational Methods area:

- 15 NSOs have engaged in supporting volunteers
- 22 NSOs/NSA supported in reviewing the gender elements of their youth programme

In External Relations and Funding area:

- 20 NSOs/NSAs have assessed that their image in the outside world has improved by increased funding, membership and impact
- 8 NSOs/NSAs have engaged in projects of Corporate Social Responsibility supported by the Region
- 20 NSOs/NSAs supported in funding opportunities/applications

In the Organisational Development area:

- An effective MOU is in place governing the delivery of activities in partnership

In the Diversity and Inclusion area:

- 8 NSOs/NSAs develop action plan to gain diversified membership through national strategic planning
- 5 NSOs/NSAs develop action plans on how to manage membership data and implement effective reaching out actions
- 10 NSOs/NSAs improved in an active and conscious way gender balance in leadership positions
- 8 NSOs/NSAs develop and implement policy paper on Diversity and Inclusion

In the Youth Empowerment area:

- 150,000 hits on social media pages related to youth empowerment

