

**European Scout Committee
Record of Key Decisions – November 2025****Following its first business meeting held in November 2025, the European Scout Committee:**

1. Agreed on its [Team Charter](#) and working methods for the Triennium 2025-2028. These key outcomes of the induction define the team's purpose, its operational framework, and the expected outcomes.
2. Reviewed and approved the [Standing Orders](#) (version 2025).
3. Appointed the coordinators of the Operational Framework 2025 -2028, Nika Gorovska for Organisation and Berglind Lilja Björnsdóttir for Movement.
4. Approved the Operational Framework as defined, as well as the general timeline for recruitments and inductions.
5. Approved the selection of core groups under the Areas of Operations and specific Team Leads, for Phase 1 of the set up the Operational Framework for the Regional Scout Plan 2025-2028.

- **Area of Operation: Movement - Core Team members:**

- Mette Bybjerg Brock-Hansen (DK)
- Anton Nilsson (SE)
- Petra Holmberg (CZ)
- Oliver Smith (UK)

- **Area of Operation: Organisation - Core Team members:**

- Carlos Henrique Nogueira Pinto (PT)
- Steven Cull (IE)
- Ana Raquel Abreu (PT)
- Alex Rayner (UK)
- Jasper Hulsmans (BE)
- Elisaveta Lukanovska (MK)

- **Volunteer Management lead - Adrian Marton (RO)**

- **Monitoring and Evaluation lead - Anton Pisani (MT)**

- **Regional Decisions Committee members**

- Željko Roglič - Klodi (HR)
- Flóki Constantin Hansteen (NO)
- Jens Mårtensson (SE)

- **Youth Representatives co-lead - Ilka Essig (DE)**

The teams will recruit members of the Operational Framework over the next few months. An update on the recruitment and full Operational Framework setup will be circulated to all Member Organizations next year.

6. Approved the approach for the recruitment of Team Leads for teams reporting to the Committee.
7. Approved the Terms of Reference of the Coordination Team, the core teams, the job descriptions for the appointed Team Leads and positions in the Operational Framework.
8. Confirmed the 2025/2026 budget.
9. Decided to use the accumulated unrestricted funds to balance the projected Fiscal Year 2024–2025 results.

10. Decided to allocate an additional USD 4'000 to the existing USD 76'000 from the unallocated reserves that were not mobilised, to financially support Member Organizations to attend regional events for the duration of the Triennium or until a new system is adopted by the European Scout Committee in response to the Conference Resolution EUR-05-2025.
11. Approved the KPIs for the Compliance Project Board, confirmed by the European Scout Committee. The European Scout Committee agreed that all members shall contribute to regional progress in Safe from Harm by raising awareness of its importance and focusing especially on supporting their contact countries on their path to safer Scouting experiences and compliance.
12. Agreed to increase the volunteer capacity to the regional Safe from Harm compliance efforts (for the duration of the compliance project) to support additional tasks required to meet the project targets.
13. Approved the Terms of Reference of the Committee coordination group (Chairperson, Vice-Chairperson and Regional Director).
14. Approved the format and objectives of the Continuous Improvement Unit (CIU) in the European Scout Committee and appointed Marta Concepción Mederos and Joschka Hench as members for the time frame from December 2025 to December 2026.

