

# POLISH SCOUTING AND GUIDING

— TODAY —



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ZHP carries out activities co-financed by the National Freedom Institute Centre for Civil Society Development from the funds of the Scout Movement Development Governmental Programme for 2018-2030.



## THE MISSION OF ZHP

THE MISSION OF ZHP IS TO EDUCATE YOUNG PEOPLE, THAT IS TO SUPPORT THEM IN THEIR FULL DEVELOPMENT AND CHARACTER FORMATION BY POSING CHALLENGES.

## VISION

IN 2025, ZHP IS THE LEADING EDUCATIONAL ORGANISATION FOR CHILDREN AND YOUTH IN POLAND. DUE TO ITS PROFICIENCY ZHP ACHIEVES EDUCATIONAL EFFECTIVENESS AND SOCIAL RESPONSIBILITY. ZHP IS A COMMUNITY, BASED ON CLEARLY DEFINED VALUES, THAT TRANSLATE INTO ATTITUDE WHICH IS VISIBLE IN OUR DAILY ACTIVITIES AND IN THE WAY WE TREAT OTHER PEOPLE. ALL OUR ACTIVITIES ARE OF HIGH QUALITY, AND THEIR PRINCIPAL GOAL IS TO IMPLEMENT THE MISSION OF ZHP.

The Polish Scouting and Guiding Association (Związek Harcerstwa Polskiego - ZHP), with over 100 thousand members, is the largest social and educational organisation for young people in the country. For nearly 100 years, the main goal of ZHP has been to support the education of guides and scouts by nurturing an environment suitable for their all-round development.

Yet, ZHP is not just an organisation; first and foremost, it is a social movement that builds positive attitude and strong character. We support the education of children and youth in line with scouting and guiding values, such as love to one's country, brotherhood and sisterhood, friendship, service, faith, work ethics, justice, freedom and peace. These values, inscribed in the Brownie and Cub Scout Promise and Law and in the Guide and Scout Promise and Law, live on in our organisational culture, cared for throughout many decades. Together, they make up the code of conduct and lifestyle of the guiding and scouting movement, allowing each member to set their own path of implementing these values through individual development plan to obtain higher ranks as guides, scouts and leaders.

Traditional and universal values are included in the current programmes of packs, troops and units and in challenges that stem from needs, interests and desires of children and youth.

In their educational work, guide and scout leaders apply a tried and tested method of achieving goals in small peer groups, learning by doing, using a stimulating programme and referring to the ideas expressed in our Promise and Law. This method entails a positive attitude, freedom of choice, awareness of goals, individuality, naturalness and interaction between adults and young people.

## EXPERIENCE

The scouting movement in Poland goes back to 1910, when the country was divided into three occupied territories. The written order appointing the first troops on behalf of the Main Scouting Executive Committee in Lviv was given on 22 May 1911 by Andrzej Matkowski, who had been inspired by the scout method and organisation established by General Robert Baden-Powell in Great Britain. Formally, the Polish Scouting and Guiding Association (ZHP) was established a few years later, at the Unification Assembly held in Lublin in November 1918. At the Assembly, the scouting organisations from all three partitions came together. In the '20s of the previous century, ZHP was a co-founder of the World Organization of the Scout Movement (WOSM) and of the World Association of Girl Guides and Girl Scouts (WAGGGS).

## HUMAN CAPITAL

The guiding and scouting movement educates through challenges; we encourage young people to constantly improve themselves, to acquire new skills and knowledge. We inspire them to overcome obstacles and motivate them to think constructively out-of-the-box. The scouting method is based on learning through action, stimulating interests and passions of young people. We support intellectual, physical and emotional development.

## PROFESSIONAL COMPETENCES

We can proudly say that former members of the guiding and scouting association are the authors of many innovative solutions and world-renowned research projects. The human capital is an important factor in the development of any country, the driver of science and economy. We are building it with the entire society in mind. Shaping the habit of working together and achieving common goals from early stages of life bears fruit at school, in family life and professional career.

## SOCIAL CAPITAL

By working in small groups, we learn to find our place in various social roles. In troops and patrols, we shape responsibility and consideration for other people. We actively participate in the life of local communities. Through social charity actions we show the youth under our care how they are able to change the world for better. The basic tenets of the scouting philosophy are tolerance, brotherhood and sisterhood, mutual acceptance and trust - values that are the cornerstone of social capital.





## MODERN ORGANISATION

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We know that the priorities and directions of our activities must respond to the needs of modern-day youth and complement the development goals of our country. Therefore, in setting the ZHP development strategy, we followed the guidelines indicated in two important reports: "Poland 2030. Development Challenges" and "Europe 2020. A European Strategy for Smart, Sustainable and Inclusive Growth". To achieve our goals, we constantly update our educational programmes and seek inspiration from various sources, such as scouting and guiding organisations in other countries.

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## NETWORK

Packs, troops and units are social groups that allow young people to have adventures together, organise hikes and carry out educational projects. These groups, as well as the functioning of committees, are an incubator of basic skills useful in adult professional environment. We teach the leaders of projects carried out at our organisation how to coordinate the work of many teams and how to utilise competences of their members.

## RESPONSIBLE ORGANISATION

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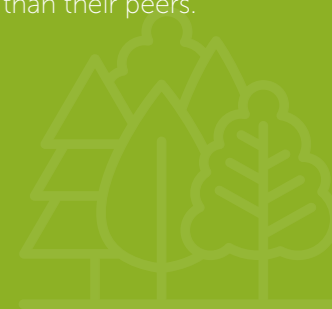
We are partners of school and educational institutions in the upbringing of young people. We safeguard the cultural and political heritage of Poland, we spread modern patriotism, undertake measures to make local communities more active, supporting state and local government institutions in this scope.

Scouts and guides are the most active social group - our educational method encourages young people to take on new challenges, to look for new fields of development, and to explore new forms of volunteer work.

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## MOBILITY

Scout upbringing prepares the young generation to become a part of the dynamically changing surrounding world. The willingness to act, the ability to make decisions quickly, the ability to show initiative, openness and spontaneity help those under our care to adapt at a new school or at a new job. It is easy to notice that guides and scouts tend to be more resilient to stress and are more willing to face new challenges than their peers.



## OUR MISSION

“OUR MISSION IS TO EDUCATE YOUNG PEOPLE, THAT IS TO SUPPORT THEM...”

In order to remain effective in our mission, we are constantly growing and learning. Effective support may only be provided by an organisation that is solidly prepared, i.e. one that always overcomes its imperfections and limitations. An organisation with clearly defined values, with competent and visionary leaders. Leaders that are an authority, a guide and a friend to a young person. We support others, meaning that we help them, point them in the right direction, we enable them to seek their own path and lifestyle, as the final choice is always their own. This is how we teach self-reliance, how we encourage young people to take responsibility for their own decisions, actions and development. We do not compete with parents/guardians and family. We see parents/guardians as the first, most important educators, which is why we raise children in constant collaboration with them. ZHP exists not to improve structure and information flow, nor to offer increasingly interesting and attractive methodology. All this only has sense when it serves the overarching purpose of supporting young people. Whenever in doubt whether ZHP should take on certain tasks, we ask ourselves to what extent they contribute to supporting the young people in their growth.



“...IN THEIR FULL DEVELOPMENT...”

We are building our organisation, planning work, programmes and dividing tasks to enable young people's comprehensive development: spiritual, emotional, intellectual, social and physical. We see the human being as a whole - and we strive to promote the development of each of these aspects. Only such a holistic approach to education allows us to shape attitudes, to teach and to enhance skills. What sets us apart from other non-governmental organisations is that we focus on equal, constant and balanced attention to all these areas of growth.

“...AND CHARACTER FORMATION BY POSING CHALLENGES.”

Character formation requires an active attitude toward oneself and the surrounding reality. We are all elements of a greater whole - we function among others and in certain circumstances we meet with a variety of attitudes to life. We want to prepare young people for setting their own bar high. To expect the best from themselves and not to settle for mediocrity. What counts for us are skills, knowledge, experience. However, they are supposed to be a means of shaping the character, not a substitute of this shaping.

## ZHP IN INTERNATIONAL ORGANISATIONS



ZHP is a founding member of the World Association of Girl Guides and Girl Scouts (WAGGGS) and of the World Organization of the Scout Movement (WOSM).

ZHP is also a member of: International Catholic Conference of Guiding (ICCG), International Catholic Conference of Scouting (ICCS) and International Scout and Guide Fellowship (ISGF).

### WOSM

The Polish Scouting and Guiding Association is one of thirty scout organisations that in 1922 established the World Organization of the Scout Movement (WOSM). Our association was active in the scouting structures in the years 1922–1949 and returned to them in 1996. Only one scout organisation or a federation from any country can join WOSM - in Poland it is ZHP. We are a member of the European Scout Region (one of six regions of WOSM comprising national scout organisations).

The World Organization of the Scout Movement brings together 170 member organisations, and thus includes over 50 million people. Their motto in life - regardless of where they live - is to create a better world where people are self-fulfilled as individuals and play a constructive role in society. The pursuit of this goal is reflected in the mission of scouting – to educate young people in accordance with the value system based on the Scout Law and Promise.

WOSM membership is not only a privilege and an honour, but above all it provides opportunities for the development of young people in accordance with the needs of the modern world. One of the most important scouting programmes is "Messengers of Peace" - raising awareness of global issues such as hunger, poverty and climate change among young people.

The governing body of WOSM is the World Scout Conference. It is held every three years. It is attended by delegates representing all members of the World Organization: the National Scout Organizations (NSOs). The function of the Conference is not only to elect new members of the World Scout Committee but to formulate the general policy of the World Organization and take the action required to promote the development of scouting.



**SCOUTS**<sup>®</sup>  
Creating a Better World

## WAGGGS

The World Association of Girl Guides and Girl Scouts (WAGGGS) was founded in 1928. ZHP was one of its 26 founding members. Currently, WAGGGS brings together 10 million girls and young women from 150 countries around the world. WAGGGS is divided into five regions which comprise Member Organisations (MOs). The aim of the association is to create conditions for girls and young women to develop their abilities and skills to become responsible citizens of the world.

WAGGGS fulfils its mission by delivering programme that provides dynamic and values-based training in life skills, leadership and decision making. The association offers global projects and programmes. WAGGGS activities in the long term aim to achieve a vision of a world where all girls are valued and do not hesitate to take action to change world around them.

The Girl Guide and Girl Scout movement is based on a value system reflected in the Law and Promise. WAGGGS offers girls and young women a great variety of opportunities in the following four areas: learning, leading, speaking out, and volunteering.

The key decision-making body of WAGGGS is the WAGGGS World Conference. It is held every three years and is attended by delegates representing all Member Organisations (MOs). Among other duties,

the conference is entrusted with electing a new WAGGGS World Board and setting policies and standards for the next three years of operation.



## ZHP AGE GROUPS

Children and youth who are members of ZHP belong to one of four age groups - Brownies and Cub Scouts, Guides and Scouts, Venture Guides and Venture Scouts, Rangers and Rovers. Age group membership depends on the age of the child. This division has been created to adjust the programme and work methods of the Brownie/Cub packs and Guide/Scout troops to the current, age-driven needs of children. Methods applied in each section are unique and are based on a varied programme that covers issues important to children at a given age, ways of work that account for their psychophysical growth and methodological tools which aid the development of knowledge, skills and attitudes of young people.



**BROWNIES AND CUB SCOUTS** are the youngest members of the Polish Scouting and Guiding Association, aged 6-10. They belong to packs. Their code of conduct is the Brownie/Cub Scout Law, which they learn during the first pack meetings and which they promise to follow. During the meetings, Brownies and Cub Scouts develop their imagination, learn responsibility and become self-reliant. Individually and in groups, they perform tasks which channel their energy into the right direction.

Each week, Brownies and Cub Scouts live through a unique adventure. By role-playing medics, knights, firefighters or wizards, children get to know the world and its rules while having a great time. Through a variety of games and topics, carefully selected by their leaders, they acquire good habits which slowly solidify into the moral backbone of a young person.





**GUIDES AND SCOUTS** are children aged 10-13 years, grouped in troops or units. The foundation of the value system and the code of conduct of a Guide/Scout are the Scout and Guide Promise and Law. A Guide/Scout learns primarily by doing. By participating in quests and games, Guides and Scouts explore the limits of their abilities, acquire new skills, fortify their character and learn to cooperate with others. Through activities in many different areas and domains, they stimulate their imagination. The troop programme is established and carried out by the troop leader in cooperation with the troop council. The basis for the methodology applied at this level is living in a patrol, doing team work and earning ranks and badges.



**VENTURE GUIDES AND VENTURE SCOUTS** are young people aged 13-16 who, with a group of friends, are looking for their own paths. They are characterized by independent thinking and self-sufficiency. They tirelessly search for explanations of the reality that surrounds them. Venture Guides and Venture Scouts discover new grounds of activity, new passions and interests. They verify their skills and knowledge in real-life, hands-on situations. The programme is geared toward greater self-reliance of the unit members. This age group allows members to obtain venture ranks and to carry out patrol projects.





**RANGERS AND ROVERS** are young people aged between 16 and 21. The pillars of the ranger and rover methodology are duty, challenge and continuous self-development. Rangers and Rovers have a motto which states "Go out into the world, see, think, help - that is, act", they also have their "Rovers' and Rangers' Code". Rangers and Rovers are not afraid of challenging situations and bravely look towards the future. They turn their dreams and plans into reality. They consciously make responsible decisions. They constantly perform service for their environment, which is reflected in the service badges they earn. By working for rover and ranger ranks, they develop passions and strive for achieving excellence. Rangers and Rovers are sensitive to the world around them and want to act for others.



**ACADEMICS** is a movement that groups together student scouts and student guides in the-so-called academic circles. Academics include both rangers/rovers and leaders aged over 19. Academics' activity addresses four spheres – me as a student-specialist, a guide/scout, a hobbyist and a citizen – which entail issues such as awareness of one's own professional competences, development of current and new interests and responsibility for the world around us. Being active in the academic movement develops one's ability to cooperate with other people, and respect the diversity of their views, beliefs and attitudes to life. It also supports further career in ZHP, as the academics gain new ranks and take over new functions within the association.



## — THE “UNBLAZED TRAIL”

The guiding and scouting movement caters for the needs of children and young people excluded from full access to everyday life in society because of their disability or difficulties with adjusting to social norms. Children with disabilities join packs and troops of the “Unblazed Trail”. The scout method used in the rehabilitation of children and young people brings results that exceed expectations, giving them hope for the realisation of their dreams and creating a real chance to improve physical and intellectual fitness, improve skills necessary in life, develop talents and interests, overcome weaknesses and achieve success.

The “Unblazed Trail” programme includes rallies, bivouacs, camps, hikes and workshops. Thanks to these forms of work, scouts and guides with disabilities have an opportunity to spend their free time in a positive way, discover areas of activity so far unknown to them, gain courage and self-confidence to use their potential in practice. By carrying out tasks together with their peers, they all learn tolerance, mutual respect, empathy, and take up actions that serve social integration. Habits developed during scouting activities become an element of multi-profile revalidation and bring them closer to autonomy and self-reliance.



## — ADULT SCOUTS AND GUIDES IN ZHP

Adult scouts and guides first organised themselves to work on 16 January 1936. Over the next several decades, the adult scout and guide movement adapted to everchanging challenges and needs of the organisation. At the beginning of the 1990s it was formed as an ideological community of former scouts and guides united by memories of scouting and guiding deeply experienced in their youth, and the internal need to continue their service. Adult scouts and guides deal with a wide range of historical matters, wishing to remind both the young members of ZHP and the local community important episodes and guide/scout activists from the past. They also provide methodological and organisational assistance to units, groups and districts. The community of adult scouts and guides strengthens their belief that they are always useful in society, fills them with self-confidence, reduces loneliness and gives them strength to live.





## ADULTS PERFORMING EDUCATIONAL AND SUPPORTING ROLE IN ZHP

The Polish Scouting and Guiding Association is able to conduct its activities thanks to its adult members who work directly with children and young people. With their help, hundreds of thousands of children can be part of the scouting and guiding experience. They raise a new generation of Polish people, engage in social projects and volunteer. As leaders in the Polish Scouting and Guiding Association, they gain experience that is valuable in today's job market. Scouts and guides over 16 years of age who have completed their leadership progression trial and then made the Leader Engagement Pledge, may become leaders.

Supporting volunteers are members who are not leaders, but perform functions which support educational activities. Their activities are not directly linked to youth programme or the work of unit leaders but require specialist knowledge and skills which are not related to education. These include, for example, financial and property management of the organisation, communication and promotion, logistics, or IT.



## PATRONAGE OF THE PRESIDENT OF THE REPUBLIC OF POLAND

The first patron of ZHP was Marshal Józef Piłsudski. The patronage was an expression of Marshal's gratitude to scouts and guides for their participation in the independence movement. His successors, Stanisław Wojciechowski and Ignacy Mościcki, followed in his footsteps.

This pre-war tradition was restored in the '90s of the previous century. All the presidents of post-communist Poland have gladly given their patronage to ZHP. Lech Wałęsa, Aleksander Kwaśniewski, Lech Kaczyński, Bronisław Komorowski and the current President of the Republic of Poland – Andrzej Duda.

Each year, the President meets with guide and scout leaders at the Presidential Palace to celebrate the World Thinking Day. It is an occasion on which the President thanks scout and guide volunteers for their service in the past year. The meeting is attended by the guide and scout leaders newly awarded with the highest leader rank "scoutmaster" from scouting organisations under the honorary patronage of the President of the Republic of Poland, including those from the Polish Scouting and Guiding Association (ZHP). New guide and scout masters receive decorations from the President to commemorate this occasion.

ZHP is under the honorary patronage of the President of the Republic of Poland. This patronage is an expression of the highest appreciation for the activity taken up by ZHP and for its educational mission.



# EDUCATIONAL — PROGRAMME —





The constantly improved programme ensures the achievement of our principal goal, which is to raise young people to become mindful citizens. The evaluation of our activities allows us to develop programmes that best fit the current interests and needs of guides and scouts, which motivates them in a challenging way and which encourages their self-improvement. Thanks to a stimulating programme tailored to the needs of the different age groups, our young members have the opportunity to develop in many different areas, are active and responsible for themselves and others, and are not afraid to make their own decisions.

By applying the scout method, we are able to pass our knowledge and skills onto youth through practical activities. This allows them to gain the experience indispensable in adult life.

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**TEAMWORK, PLANNING AND IMPLEMENTATION OF PROJECTS, SETTING GOALS AND ACHIEVING THEM – THESE ARE JUST SOME OF THE SKILLS THAT GUIDES AND SCOUTS LEARN AT MEETINGS, HIKES OR CAMPS.**

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## THE OBJECTIVE IS EDUCATION

Accomplishment of educational successes nowadays does not require a programme revolution. The timelessness of the scouting and guiding principles means that they do not need to be updated.

**IT IS NECESSARY TO CONSTANTLY IDENTIFY THE DREAMS, INTERESTS AND CONCERNS OF YOUTH TO ENSURE THAT THE PROGRAMME RESPONDS TO THEIR NEEDS, IS ATTRACTIVE AND EFFECTIVE.**

The Poland's scout and guide movement has been all about educating young people right from its inception. It is inscribed in the mission of the Polish Scouting and Guiding Association, and it constitutes the main advantage of our

organisation over others that work with youth. What makes scouting and guiding extraordinary is the method of accomplishing goals. The clearly communicated mission is carried out through simple work methods which we draw from the world scouting and guiding movements and our own experience. Nature and getting to know the world play a tremendous role in our work.

Through the scout method, we reach out to all age groups, ensuring an attractive programme to advance comprehensive development of the organisations' members in the spirit of values expressed in the Scout and Guide Law. The unique method of working in small groups is an inspiration for many organisations today. Learning by doing, which we have applied for over 100 years, has become a trademark of modern education.

The system of small groups is a great value of scouting and guiding. Thanks to it, children and youth have the opportunity to build small, self-governed communities. It is where lifelong friendships are formed, where girls and boys build their self-esteem and improve interpersonal skills. Small groups give everyone the chance to try their hand at being a leader. Nowhere else are children taught leadership skills and given tasks, roles and responsibilities as early as in the scouting and guiding movement. There is no scouting or guiding without small groups.

**SCOUTING AND GUIDING IS ALL ABOUT SELFLESS SERVICE – DUTY TO OTHERS. THANKS TO THIS, MEMBERS OF THE ORGANISATION LEARN SOCIAL BEHAVIOUR AND SENSITIVITY, SO MUCH NEEDED TODAY.**

ZHP programme, that is what the packs and troops do, is the essence of the scout and guide movement, right next to the scout method. The main asset of the ZHP programme is the variety of activities it includes. In order to be called a scouting and guiding programme, it must aim at realising the ZHP mission and, as a consequence, at shaping young people in the manner specified in the educational foundations of ZHP.





To achieve its aim, the scouting and guiding programme should be:

**UP-TO-DATE** – it does not reconstruct history but makes it;

**ATTRACTIVE TO YOUNG PEOPLE** – it responds to their needs and does not follow fleeting fashions;

**SOCIALLY USEFUL** – it is involved in the life of small and large communities, it is not focused only on the matters of a scout or guide unit;

**WELL THOUGHT-OUT AND PLANNED** – it brings positive changes and sets educational goals, it is not a collection of random activities.



## THE CENTRAL BANK OF IDEAS

The Central Bank of Ideas (CBP) is an online space that collects all kinds of material that can serve as inspiration for others. It contains programme outlines (for meetings, rallies, games), educational outlines (for courses and workshops), programme proposals created in ZHP, as well as various guidebooks and articles. It includes materials developed at all levels of the organisation - by adults active in districts, regions and national headquarters. All members of ZHP are the beneficiaries of the materials published in CBP, although, for obvious reasons, it is mostly used by leaders, including those who perform the most important role in our organisation – unit leaders. The materials are available at [www.cbp.zhp.pl](http://www.cbp.zhp.pl).



**Centralny  
Bank  
Pomysłów**

## PROGRAMME PROPOSALS

The Polish Scouting and Guiding Association puts great emphasis on the quality and attractiveness of the youth programme, so that it develops young people's interests and skills. A very important element for us is also the proper preparation of leaders and supporting them in their roles.

Over the last years many programme proposals were issued, as well as tools supporting the leaders in the effective implementation of the scout method. All the materials are available at the Central Bank of Ideas.

The following programme proposals are available for ZHP members: "Direction: Asia ", "Don't Be Passive. Release the Energy", "Economy is Female", "Spirit on Holidays 2015", "Healthy Body, Healthy Guide/Scout", "All Different, All Equal", "Forest Tribes", "Guide/Scout in The Woods", "Programme Proposal for the Brownies' and Cub Scouts' Name Day", "966 - A Long, Long Time Ago, When Everything Began", "Scout/Guide Examination of Conscience", "Logged in Through Baptism", "Changemakers. Aiming for the Good".

## GUIDE/SCOUT IN THE WOODS

"Guide/Scout in The Woods" is a comprehensive handbook about the forest. Part one contains articles regarding the structure of the forest and its problems. Part two is a guidebook to scouting and guiding forms which may be practised in the woods, for example at camps. The guidebook offers ideas and tips on how these may be organised with respect for the nature and how to get close to the nature. Part three has been created with the purpose of raising ecological awareness of scouts and guides - it concerns all-year activities, increasing the knowledge about forest among all ZHP members. The handbook has been created thanks to the financial support of Ministry of Foreign Affairs under the Polish Development Cooperation Programme in 2015.

## FOREST TRIBES

This proposal focuses on discovering nature independently. It encourages scouts and guides to gain new badges and skills.

"Forest Tribes" is a range of proficiency badges related to different animals - young people learn about characteristics, tracks or a star constellation associated with a particular creature. Each set offers carefully selected challenges, for all - from brownies and cub scouts to rangers and rovers. The badge sets include badges from the area of nature, tourism and athletics, as well as those encouraging youth to get to know the surrounding world better, or the so-called 'forest badges', concerning skills useful in the woods. Anyone can find something for themselves.



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## DON'T BE PASSIVE. RELEASE THE ENERGY

"Don't Be Passive. Release the Energy" promotes being active and reaching out to others. It is to remind guides and scouts that it is always worthwhile to work on yourself while simultaneously changing the world by undertaking ambitious and creative tasks - tailored to the capabilities of brownies and cub scouts, guides and scouts, venture guides and scouts, rangers and rovers and leaders. These tasks, reflecting the real needs of the natural environment, carried out with passion, responsibility and reliability, are the true essence of the scout and guide service, and the foundation of the "don't be passive" idea. This programme proposal reminds everyone of the traditional understanding of service and helps to create new meanings for it, linked to the challenges of the 21st century.

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## 966 - A LONG, LONG TIME AGO, WHEN EVERYTHING BEGAN

The proposal "966 - A Long, Long Time Ago, When Everything Began" refers to the important event of Poland's baptism in 966 and shows how the celebrations of this anniversary can be connected to the spiritual and religious education of scouts and guides and shaping their patriotic and civic attitudes.



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## CHANGEMAKERS. AIMING FOR THE GOOD.

Change. What kinds of changes does the world need? Thousands of them. Better access to education. Fighting poverty. Sustainable development. Gender equality. Peace. We could go on and on. How can we achieve all this?

The most important change, and perhaps the only change we need, is a change in ourselves. And that is in all of us. The actions of regular people, citizens, guides and scouts, have the power to change a lot. The basic condition for any positive change in the world is for each one of us to become a world changemaker, that is a person who sees and understands the problems around them and, more importantly, is willing and able to respond to them. A person who can sacrifice an hour each week or each month to volunteer, to visit an orphanage, to help immigrants learn Polish, who can clean the nearby forest or do grocery shopping for an elderly neighbour. How do we achieve this?

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## I WANT TO KNOW MORE THAN I KNOW

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The programme proposal "I want to know more than I know" emphasises intellectual development and training skills in various fields, and introduces the world of science and technology to cub scouts, brownies, scouts and guides. By carrying out the activities you can see that knowledge is useful not only in the laboratory, but also in everyday life. The tasks in this programme proposal inspire action, continuous work on oneself and discovering passions in life. They encourage creativity and innovation.



## SCOUT AND GUIDE SUMMER (#HARCERSKIELATO)

Summer holidays are one of the most important moments in our work. Camps and summer hikes sum up the entire year of scout and guide unit activity.

ZHP is the country's largest organiser of summer holidays for children and young people - every year over 80 thousand people take part in camps organised by scouting and guiding.

A scouting and guiding adventure cannot be compared to anything else, which is why sharing it is so worthwhile. We are able to do this via social media channels. We have been tagging our pictures and statuses on Facebook and Instagram with the hashtag #harcerskielato. We have started a special tagboard, now filled with hundreds of pictures taken by guides and scouts during their summer adventures.

No matter in what corner of the country or the world our guides and scouts were, every day they showed how much fun they were having on the scouting and guiding trail. Thanks to the new brand #harcerskielato, young people have become creators of information, stood out among their peers and formed a stronger bond with the scouting and guiding community.

ZHP IS THE BIGGEST ORGANISER OF  
SUMMER HOLIDAY LEISURE FOR KIDS AND  
YOUTH IN THE COUNTRY. EACH YEAR,  
OVER 80 THOUSAND YOUNG PEOPLE  
PARTICIPATE!



# OUR PROJECTS

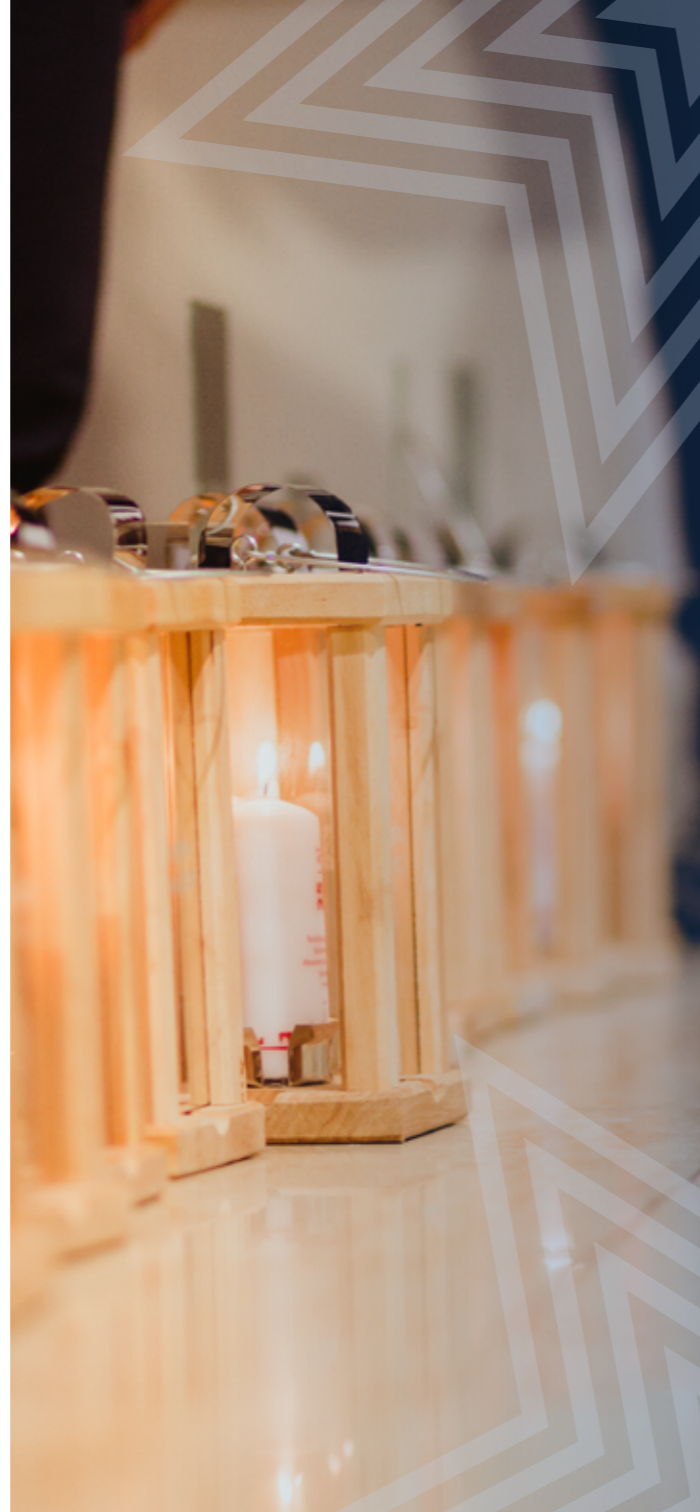
## THE PEACE LIGHT OF BETHLEHEM

The Peace Light of Bethlehem is a programme inaugurated in Austria in 1986 as part of a charitable relief mission for children with disabilities and people in need. The idea of spreading the Light from Church of Nativity during Christmas Time has evolved into a worldwide relay. In 2016, the Light was carried under the banner of "Let's Create Peace with Courage".

Polish guides and scouts have been participating in the Peace Light of Bethlehem programme since 1991. Every year, over two thousand scouts and guides meet on a Peace Light Gathering in Zakopane (Tatry Mountains) changing the town into the capital city of friendship.

Over two days, they take part in city games, mountain trips, workshops, conferences and concerts. It is an amazing and uniting event for everyone, regardless of age or religion. The final part of the meeting is an ecumenical service, celebrated together with Slovak scouts and guides, during which representatives from all Polish regions receive the Bethlehem flame and begin their individual journey to spread the Light.

In Poland guides and scouts deliver the Light, together with Christmas wishes, to all who need hope and solace: hospitals, schools and places of work. Nevertheless, it is not the end of their mission. The most important value of this activity is to initiate self-reflection, discussion and positive local actions.



ZHP passes the Light on to other scout and guide organisations in Ukraine, Belarus, Lithuania, as well as Denmark and Sweden.

## ZHP RESEARCH INSTITUTE

Since 2015, the ZHP Scout and Guide Research Institute has been in operation, primarily involved in conducting survey research among members of our organisation, but also other scout and guide organisations. The Institute is based on the work of volunteers specialising in various fields. They are PhDs in pedagogy, psychology, sociologists, analysts, scouters and guiders from different levels of the ZHP structure. In the ZHP Research Panel, which constitutes the material basis for the research, we gathered about 3,000 potential respondents, thanks to the possibility to subscribe to it via the website [hib.zhp.pl/panel-research-zhp](http://hib.zhp.pl/panel-research-zhp). The analyses of the responses help to define more precisely and responsibly the direction of the organisation's activities. The data collected made it possible to evaluate the Development Strategy of ZHP for 2012-2017 and to develop the ZHP 2025 Strategy.



Harcerski Instytut Badawczy



The research results help ZHP authorities in making important decisions for the organisation. In addition, the institute is gaining increasing interest from academics and other entities outside the association. Since its establishment, the ZHP Research Institute has conducted over 40 surveys, including:

an international project carried out simultaneously in six European countries: Belgium, Czechia, Greece, Spain, Poland and Slovenia

four conferences with the participation of scientific staff

qualitative research of more than 200 people (children and youth) during the ZHP National Jamboree Gdańsk 2018

more than 30 surveys (using the ZHP Research Panel platform) with a total of more than 20,000 respondents.



The study results are published in reports available on the institute's website: [hib.zhp.pl](http://hib.zhp.pl).

## MUZEUM OF POLISH SCOUTING AND GUIDING

ZHP is the only non-governmental organisation in Poland that has its own museum. Its collections consist of over 100,000 objects such as banners, old logbooks, photographs, elements of uniforms, and archival materials, including the family archives of prominent scouting and guiding leaders and those of the Grey Ranks Association. The museum's book collection contains over 20,000 books and issues of the scouting and guiding press. The Museum of Polish Scouting and Guiding, thanks to the combined efforts of those who care for the preservation of the scouting and guiding heritage, has become a rich source of knowledge about the achievements of Polish scouting and guiding. It is to the great credit of a team of more than 40 volunteers who organise all activities resulting from the statutory tasks of the museum, pursuing their common passion - interest in museology and the

history of scouting and guiding. The activities of the Museum also include the conservation and digitisation of collections, educational activities for children and young people (which are attended by more than a thousand people each year), exhibitions, popular science conferences, and issuing publications (such as "The Scout and Guide Biographical Dictionary"). In 2019, the Museum published the first issue of its own scientific yearbook "Harcerstwo" (Polish Scouting and Guiding).



## OFFICE 365 ZHP

Since 2015, the Office 365 system has been implemented in ZHP. The main idea of the project is that every member of ZHP, in particular the leaders, can have an e-mail address in the ZHP domain, allowing communication and storage of files in the cloud. Currently, in the system we have over 22,000 users, which translates into over 29 TB of data safely processed in the cloud. Our members, in less than 4 years of using the domain, sent over 1 million and received over 4 million electronic messages.

Intensive work on the implementation of new applications and functionalities to facilitate and optimise the work of volunteers is constantly underway. Over the last year, within the Office 365

we introduced, among others, an online platform for storing acts of internal law, an e-declaration of membership to be filled in by parents and members of ZHP at the time of joining the association, an electronic system for registering summer and winter camps organised by ZHP, and websites for internal communication of our regional units. In addition, our members use Teams to host meetings or online trainings, as well as broadcast live meetings. At the beginning of 2020, an intranet was implemented in ZHP and all internal communication was transferred to Office 365.





## FREE BEING ME

The Free Being Me (FBM) programme is a WAGGGS proposal released a few years ago. It involves girls and boys from all over the world in the search for the concept of true beauty and teaches you to accept your body. It shows participants that there is not only one way to be beautiful, and what matters the most is inside of us. The programme consists of tasks that require cooperation with others, but also encourage individual work. The activities develop physical and manual skills but mostly build self-esteem, self-confidence, self-acceptance and positive perception of oneself and others. It has been known for a long time that these values are crucial in the emotional development of every person and significantly affect the actions and decisions they will make in the future. Each of the elements of the programme aims at developing self-esteem and breaking the cult of the body, i.e. challenging the belief that what we see in the media is the only right image that we should strive for.



Actions taken by cub scouts and guides in their units or cub scouts and brownies in their packs during the implementation of "Free Being Me" teach them values such as respect and tolerance, reduce barriers between people and free them from restrictions imposed by the media. The whole programme ends with planning the project for the local community.



## SCOUTS OF THE WORLD AWARD

The Scouts of the World Award (SWA) challenges all young people aged 15–26 (scouts and non-scouts) to think about the global issues and act upon them in their local community. It is the only award for young people provided by the World Organization of the Scout Movement (WOSM).

The essence of the SWA Service is the actual solution of the identified problem. Thus, it is important to properly assess the causes of the problem and your own abilities at the planning stage. For example, instead of trying to eliminate poverty in the entire district, it is better to create a space for improvement of the living conditions for one family (e.g. by renovating their home, which suffered during the flood). The requirement to perform 80 hours of service is to give rovers and rangers, and student scouts and guides the opportunity to have a real positive impact on the world in which they live.



An important element of the SWA Service is cooperation with other organisations and local community leaders. The SWA programme aims at contributing to the release of synergy between all entities (from the first, second and third sectors) that want to solve a given problem. Indirectly, it is also supposed to contribute to increasing the role of scouting and guiding as a centre of social activity.

## SAFE FROM HARM

The safety of those under their care is the number one priority of each leader at ZHP. Great attention is given to this aspect of scouting activity, which is why e.g. WOSM is implementing the "Safe from Harm" programme. It is a training which aims to sensitize young people to the problem of violence - verbal and physical, and to eliminate it from our surroundings. Example: adult members of the 22nd World Scout Jamboree in



Sweden were obliged by WOSM to go through an on-line training which taught them techniques of dealing with unusual situations.

We want each member of our organisation to have the opportunity to grow within a safe environment filled with understanding and acceptance. The scouting world, based on diversity, is the best place to learn the first lesson on inter-cultural upbringing.



## MESSENGERS OF PEACE

Messengers of Peace is an initiative started in 2011 by the World Scout Committee. Its objective is to encourage scouts living all over the world to take up local activities for their communities. The scope of activities ranges from small ones, such as cleaning housing estates, to large ones, such as preventing violence at schools.

Each scout project brings positive changes in the community - raises safety, protects the natural environment or improves social conditions.



### Messengers of Peace

"Messengers of Peace" makes it possible to share projects with other scouts and guides through the Internet website. All the hours devoted to the projects are pooled together as time worked by the scouts and guides for the world.

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# EVENTS

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## THE EXPLORERS' EXPEDITION

The Explorers' Expedition is one of the largest scouting and guiding outdoor event in Poland. Every year it brings together around 1000 participants aged 7 to 24. Following 10 years of intense evolution, the Explorers' Expedition has become a theme-based trip in which participants explore a chosen topic. In the previous editions, they searched for traces of Baroque culture in northern Mazovia and southern Masuria, followed the fate of missing masterpieces which had been lost in the Kłodzko region, and explored the battlefields of the 1920 war. For several years, each edition of the expedition has been organised in a different region of the country.

The participants travel across Poland on foot, by bicycle, canoe and train, trying to see it from a different perspective and reach many interesting sites in a short time. The expedition not only educates scouts and guides about history, but above all teaches them the cooperation necessary to reveal mysteries.



## WĘDROWNICZA WATRA

Rovers' and Rangers' Camp is an annual meeting of the oldest age group of ZHP. It was held for the first time in 1999. Watra brings together hundreds of people from various rover and ranger communities. It is always organised at the end of the summer holidays. The units, which are divided into patrols for the time of Watra (camp), participate in hikes in various parts of Poland. During their expeditions patrols perform service and follow a programme based on challenges and self development areas from different aspect of life. After the hikes all patrols meet at a rally. On the first night a campfire is lit, which will be kept burning until the last night, when at dawn the participants meet for the closing ceremony and one of the patrols is awarded the honourable title of Primus Inter Pares. During the gathering both participants and experts in different fields organise activities, share their knowledge and discuss their passions. Every summer Watra motivates and inspires rovers and rangers to continue working in their Rovers and Rangers units for another year.



## PEACE LIGHT GATHERING

Every year for one weekend Zakopane for one weekend becomes the capital of scouting and guiding and the winter darkness is lit up by the Peace Light of Bethlehem. Games, mountain trips, workshops, conferences and concerts run for two days. It is a wonderful and uniting time for everyone, regardless of age or religion. The crowning element of the meeting is an ecumenical

service celebrated together with scouts and guides from Slovakia, during which representatives of all ZHP regions receive the flame of Bethlehem and begin their journey in sharing the Light. The passing of the flame takes place every year alternately on the Polish and Slovak side of the Tatra mountains.



## ZHP CENTENARY JAMBOREE

In 2018 we celebrated the centenary of Poland's regaining independence and the centenary of the founding of ZHP. These two special anniversaries were celebrated at the ZHP Gdańsk 2018 National Jamboree on Sobieszewska Island in Gdańsk from 6 to 16 August 2018. The camp was attended by almost 15,000 scouts and guides from Poland and abroad. For 10 days, Sobieszewo Island became a small scout and guide city. Roads were built, lighting and electricity appeared, bathrooms and water points were set up. The gathering was held under the motto "The future begins today, not tomorrow". In the same spirit, the programme of the rally was created to inspire and prepare the participants to change the world for the better as early as today, in accordance with the scouting and guiding system of values. Efforts were made to create an exciting and innovative programme so that every young person had the opportunity to develop intellectually, socially, spiritually and physically. Many positive words from participants and parents allow us to say that the Gdańsk Jamboree was an amazing experience for them.

The jamboree started with the Opening Ceremony on 7 August. The Mayor of Gdansk, Pawel Adamowicz, symbolically handed over the keys to the city to ZHP Chief Commissioner. Throughout the whole event a special campfire was lit to commemorate the 100th anniversary of regaining independence, 100th anniversary of the Polish Scouting and Guiding Association (ZHP) and 100th anniversary of the world rover movement. All participants, in accordance with the camp motto, got an impulse to act now and at the same time had an excellent occasion to meet scouts and guides from all over Poland and make friendships that will stay with them for life.



## ZHP CENTENARY GALA

On 3 November 2018, for one day Lublin became capital of scouting and guiding, thanks to the celebrations of the 100th anniversary of ZHP organised there. The choice of the place was not accidental. It was there, in 1918, that the Unification Assembly took place, during which the Polish Scouting and Guiding Association was established.

On that day the session of ZHP National Council was held in the Crown Tribunal in Lublin. The Council passed a resolution commemorating the regaining of independence by Poland 100 years earlier and outlining the shape of contemporary patriotism and modern scouting and guiding. The event's programme included a ceremonial roll call attended by representatives of scouting and guiding units from all over Poland. An important element of the celebrations was the unveiling of a plaque commemorating the 100th anniversary of ZHP.



Związku Harcerstwa Polskiego  
LUBLIN • 3 XI 2018

The culminating moment was a gala at the Juliusz Osterwa Drama Theatre. For an hour and a half, it told the story of scouting and guiding in Poland: from its establishment in 1918 to the present time. The ceremony was enriched by artistic adaptations of scout songs and presentations of the most important ZHP decorations.

## WORLD YOUTH DAYS

195 foot patrols, 14 medical facilities, the service of over one thousand volunteers - guides and scouts - and the organisation of accommodation for 156 pilgrims from USA, Slovakia, Italy, France, Spain, Portugal, Argentina, Mexico, Ivory Coast and Sweden - this is the scale of commitment made by the Polish Scouting and Guiding Association during the World Youth Days.

Prior to the official opening of the World Youth Days, local units coordinated Days in Dioceses, during which they welcomed in their communities youth from all over the world who had arrived early in Poland to prepare for the meeting in Krakow. Over seven days - from Monday 25 July to Sunday 31 July, 1147 guides and scouts from ZHP served in the medical and order services and supported the organisation of the most important events of the WYD in Krakow, among others during the Opening Mass and the Way of the Cross in Krakow Błonia Commons and Closing Mass celebrated at Campus Misericordiae in Brzegi.



Scout and guide medical patrols could also be spotted at train stations, in parks, main city squares, religious locations, and in the evenings also at various events held within the Youth Festival - at 20 locations in total. The longest scout and guide medical service during the Holy Mass in Brzegi secured all the sectors and last 30 hours. ZHP guides and scouts had been preparing for White Service\* for a number of months. It was a time of intensive training and gaining the necessary skills, but also of spiritual formation.

The centre of scouting and guiding life was located in the Michałowice commune. For the World Youth Days, scouts and guides built small towns: an accommodation zone, a programme zone and a medical zone with a field hospital.

**\*The White Service** - a scouting and guiding service providing order, information and medical assistance during the Pope's visits to Poland (from 1983).

This was not the first time that ZHP took it upon itself to carry out White Service - the organisation has been doing so for 33 years. Despite passing time, the White Service idea remains up to date.

The medical service worked non-stop from 25 July. Every guide and scout was ready to bring help to others for over 8 hours per day.



## PANDEMIC ACTIVITIES

After the outbreak of the COVID-19 pandemic, members of the Polish Scouting and Guiding Association knew they could not remain indifferent and rushed to help those in need. Fulfilling the words of the Scout and Guide Promise, in which they pledge to "give their willing help to other people", they got involved in helping in their local communities. ZHP members sewed more than 500,000 masks, 3D printed more than 15,000 face shields, spent countless hours shopping for senior citizens, tutored students and conducted online scout and guide meetings. In doing so, they proved that they can organise themselves for action and social service in challenging times and that they can always be relied upon.



**INTERNATIONAL**  
— COOPERATION —

## EUROPEAN AND WORLD CONFERENCES WOSM AND WAGGGS

The Polish Scouting and Guiding Association, as a member of international organisations WOSM and WAGGGS, participates in making decisions concerning the scouting and guiding movement in the European region and the world. Conferences are held every three years. In 2020 there were several world conferences planned: 37th WAGGGS World Conference in Uganda, 42nd WOSM World Conference in Egypt, and 29th ISGF World Conference in Spain. The European conferences will take place in 2022.

Delegates assembled at world conferences approve reports and develop plans for the next three-year terms. ZHP delegates participate in workshops and discussions, promote Poland and ZHP, and take part in dozens of talks and meetings in various interest groups. One of such groups is the Krakow Group, which brings together scouting and guiding organisations from the Visegrad Group countries and the Baltic countries states. The outcome of the conference activities is the development of the scouting and guiding movement in the world and in Poland.



**SCOUTS**  
Creating a Better World



**WORLD ASSOCIATION  
OF GIRL GUIDES  
AND GIRL SCOUTS**

The 2019 conference of the European-Mediterranean Region of International Catholic Conference of Scouting (ICCS) was organised in Krakow, Poland. The highlight of the meeting was the election of a new managing committee and the adoption of the ICCS-EM strategic plan for 2019-2025. 40 participants from 19 countries had the opportunity to present the work done by their organisations for the spiritual development of their members and to plan the work for the next years of activity. An additional attraction was the opportunity to visit a sanctuary connected with John Paul II and to listen to a lecture by the postulator of his canonisation process, as well as to participate in the Mass celebrated in the magnificent Wawel Cathedral.



## INTERCAMP

Every year, the Polish Scouting and Guiding Association participates in the international Intercamp, which is organised for 13-17 year old scouts and guides over the Whitsun weekend. These camps are very popular. The final qualification of a patrol to represent Poland is determined by the quality of its performance and the pre-registration task which they shall carry out.

In 2015 Intercamp was held for the first time in Poland, at the Nysa forts. The gathering was organised by the National Headquarters of the Polish Scouting and Guiding Association (ZHP), and hosted by the Opole ZHP Region. Nearly 2500 scouts and guides – young participants as well as members of the international staff (IST) from over 20 countries - came to Nysa. Under the motto “Such an honour”, for a few days they abandoned the realities of modern times to find themselves in the world of medieval knights and princesses, knightly tournaments and treasure hunts. The participants were offered numerous workshops and a city game, which made them familiar with the town of Nysa and the history of medieval Poland.

We believe that after a series of subsequent Intercamps - in Czechia, Belgium, the Netherlands and Great Britain, among others - Intercamp will return to Poland, perhaps already in 2024.

## CENTRAL EUROPEAN JAMBOREE

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The participants of the biannual Central European Jamboree (CEJ) are mainly scouts and guides from the Visegrad Group countries, i.e. Poland, Czechia, Slovakia and Hungary.

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CEJ 2016 was held from 4-14 August in Wrocław, Poland. It was the largest scouting event in which the Polish Scouting and Guiding Association was involved at the time. During CEJ 2016, Poland was visited by 1800 scouts and guides from 29 countries. The theme of the jamboree was "The Art of Scouting". The participants explored the different meanings of this motto and tried to become artists leaving the world a better place than they found it. Each day, the participants took part in a different part of the programme - artistic workshops, city games, service to the local community, excursions around Lower Silesia. Artistic events on the main stage of the rally - concerts, games, performances - were an additional highlight. CEJ is becoming increasingly popular also outside our region - the 2019 gathering was exceptional in terms of the huge number of representatives from Arab region countries, including Egypt, Algeria and Lebanon.



## JLS AND OTHER INTERNATIONAL EVENTS

improving leadership competences

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ZHP participates in and organises international seminars and conferences on its own. In November 2019, the Juliette Low Seminar (JLS) brought together 25 participants from 21 countries around the world in Puck, Poland.

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The Juliette Low Seminar is one of the most important training courses organised by WAGGGS. It aims to inspire young leaders and support them in developing the skills and attitudes to help them make a real difference in the world. For 2019, the Juliette Low Seminar has taken on a new format - it was held in 18 locations around the world and reached over 500 participants. Under the theme #LEADOUTLOUD, participants were encouraged and inspired to take brave actions and change the world for the better.

Participants from ZHP travelled for the JLS to Puck as well as to Tanzania, Australia, the UK, Ireland and Switzerland.

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# ADULTS

— IN ZHP —

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## LIDER+

Leader+ is a training curriculum designed for ZHP members who take on leadership roles in various teams in their communities. The aim of the programme is to improve the quality of leadership by developing participants' skills such as: effective communication, managing people, motivating and applying leadership techniques in practical situations involving team management.

The Leader+ training takes place in 3 modules:

- Managing people in practice,
- Motivating in action,
- Adult support system in practice.

Each module allows for the development of a different set of leadership competences. During the training scout and guide leaders can gain knowledge and skills necessary to lead others. They learn effective tools to delegate tasks, solve problems, give feedback, motivate others, communicate difficult decisions, manage conflicts, and support team members from the moment of their recruitment through to completion of the assignment.



## "COGITO" MASTER COURSE FOR GUIDE AND SCOUT LEADERS

The "Cogito" course inspires scouters and guiders to reach for excellence in life and grow as trainers. "Cogito" is an intellectual challenge. Participation in this course is a great opportunity to meet interesting people, experts and inspiring figures, as well as a chance to interact with other leaders. The "Cogito" courses encourage participants to explore the idea of the highest leader rank in relation to themselves and to take greater responsibility for the entire organisation. They also generate the need for personal development and independent thinking. They allow a cognitive process, based on values, reflection, intensive individual and team work. The courses have been conducted by the ZHP National Training Department since 2008.



## ZHP COMPETENCE MAP

The Competence Map is a tool which supports individual development of ZHP leaders in the field of specific competences, which are crucial in supporting educational process happening in units and packs.

The Competence Map is used for working with adults who perform their functions at group, district, regional and national level. It contains a range of competences, understood as knowledge, skills and experience, which are necessary in performing the role of those responsible for supporting the education process. The map is built on the principle that adults learn throughout their lives mainly from experience and practice but it is worth supporting this process with courses and trainings.

The map covers seven areas of competence:

- KNOWLEDGE OF ZHP
- SCOUTING AND GUIDING EDUCATIONAL SYSTEM
- LEADERS TRAINING
- LEADERSHIP SKILLS
- FINANCIAL AND PROPERTY MANAGEMENT
- EXTERNAL RELATIONS
- INTERNATIONAL COOPERATION

Each area of the Competence Map is divided into **3 SECTIONS**, reflecting the progressive level of knowledge, skills and experience in that specific area:

### LEVEL 1 (BASIC)

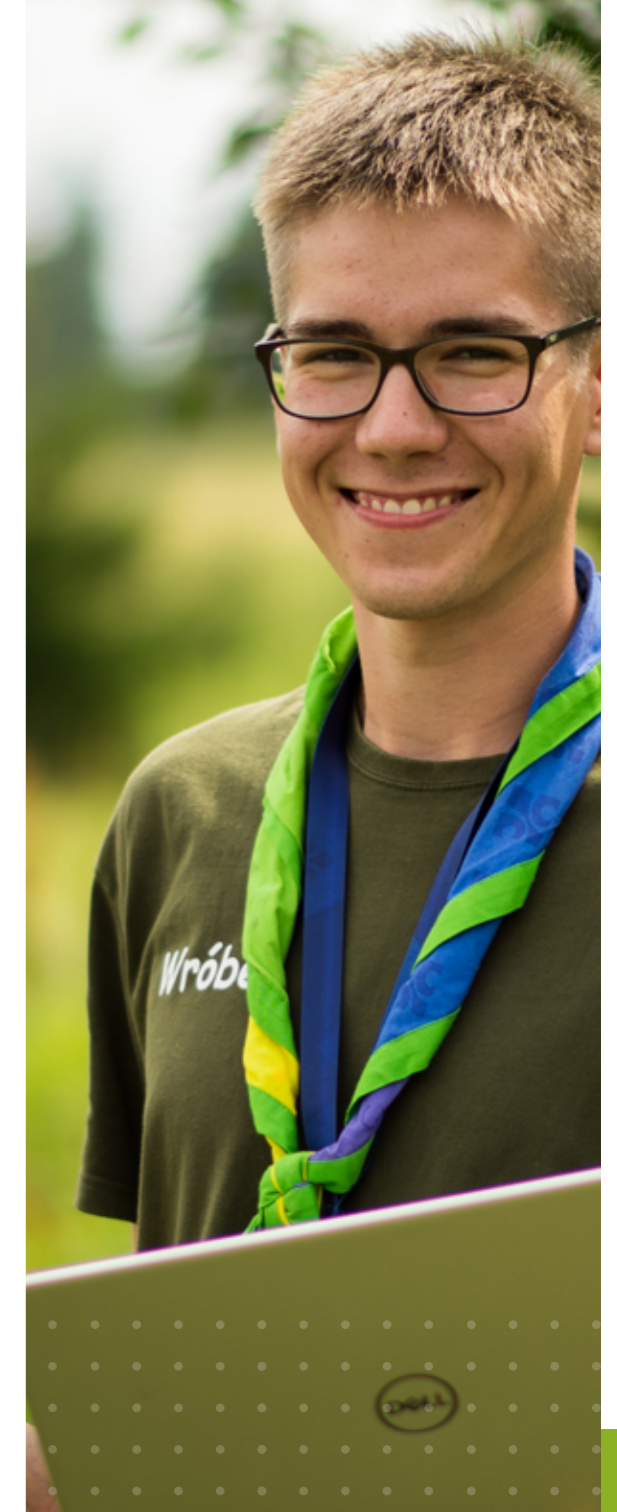
Stands for being familiar with the heritage and tools available to ZHP in a given competence area and the ability to use them.

### LEVEL 2 (ADVANCED)

Means having in-depth knowledge and skills as well as experience built on the practical application of the competences from a given area.

### LEVEL 3 (MASTER)

Means applying the competences at an expert level, influencing ZHP by creating original solutions and drawing on achievements outside scouting and guiding. It also means having adequate authority to lead an activity or act as an expert in any team of leaders that deals with the topics described in the competence area.



## LEADERS' CAMP

Leaders' Camp is organised every two years for ZHP leaders. It gives them a great opportunity to exchange experiences, meet people from different parts of Poland, and acquire new knowledge and skills. The goals of the meeting change depending on the current needs, but always include creating space for discussion on important topics and providing opportunities to build new relationships and create bonds between people. Leaders' Camp usually consists of three events: Unit Leaders Camp, Summer Training Action and "Scoutmasters" Reunion.

## THE METHOD MASTER!

The priority of ZHP Adult Support System is supporting the work of unit leaders. With this in mind, The Method Master! project has been created, which aims to provide substantive, organisational and financial assistance for unit leader courses throughout Poland.

The first stage of organising the training is to create, under the guidance of mentors, a programme that meets the standards and needs of the community. Then the training courses are implemented, where priority is given to camping and being close to nature. Our mentors visit the courses to provide support and they often run sessions. The culmination of the project is the evaluation and participation of troop leaders in training for trainers. The weekend meetings are a chance to exchange experiences and above all an inspiration to improve the training. They also provide an opportunity to build a network of specialists supporting the most important group of ZHP leaders.





# SCOUT CENTRES

ZHP manages three scout centres located in the most picturesque parts of Poland. On top of this, ZHP regions manage facilities which are frequently visited by guides and scouts.



## „GŁODÓWKA”

In the heart of the Tatra Mountains, not far from Zakopane, sits the Mountain Hostel on Głodówka glade. This charming place offers one of the most breath-taking views in the entire Tatra region – from the terrace there is a view on the 77-km-long panorama of the mountains.

Głodówka is the departure point for mountain hikes. Over 100 accommodation places, excellent Polish food and remarkable atmosphere. A stay at Głodówka is always unforgettable.



## „PERKOZ”

Perkoz is located in the Masurian lake district, on a peninsula in the middle of the forest, by a very clean lake called Pluszne. The centre is situated far from noisy and busy city life. It offers a wonderful marina which is perfect for practicing water sports.



## THE CENTRE OF MARITIME EDUCATION

The Centre of Maritime Education (CWM) is located in the heart of Gdynia. The main areas of operations of CWM are sea tourist and training cruises, sea specialist trainings, diving and kayak sea events, and supporting scout and guide leaders in their activity connected with maritime education. CWM takes care of the famous sailing yacht Zawisza Czarna!



— MODERN —  
**COMMUNICATION**

## ZHP BRAND MODEL

The document presents the communication structure, goals and methods of internal and external communication of the Polish Scouting and Guiding Association. The brand model serves as a guideline for building an effective and lasting relationship with the society at every level of the organisation. It provides tools and advice on how to use PR objectives to promote the activity of ZHP packs and units in local communities.

By using the Internet, ZHP members take advantage of new technologies and data transmission channels to increase the outreach of their messages. Good management of internet channels supported by the use of traditional media helps others to learn about the largest educational organisation in Poland.

## MODERN COMMUNICATION

ZHP is present on Facebook, where we post latest information, report on events, and post pictures, interesting bits and pieces. You can also find us on YouTube, Twitter and Instagram.

## COMMUNICATION AND PROMOTION FORUM

Currently, communication and promotion teams operate at all levels of ZHP structure. They consist of both leaders who have gained knowledge and experience in public relations during their university studies and those who have honed their skills by carrying out voluntary tasks in the organisation. Working together and sharing their skills help to create a well-thought-out and consistent image of ZHP.

With time, a need emerged to create a place for inter-level and inter-environmental exchange of experience. This is how the idea of the Communication and Promotion Forum was born. The Forum is a nationwide meeting that creates a space for discussion and mutual inspiration.

The first Forum was held in 2017. To this day, every year the meeting gathers several dozen scout and guide leaders.

## "A REASON FOR PRIDE"

"A Reason for Pride" is an internal campaign to show the members of our organisation the importance of the unit leader's role. Its purpose is to build the prestige of unit leaders in ZHP as the most important group of adult volunteers on whom the fulfilling of the ZHP Mission depends. Systematic volunteer work and taking on great responsibility for young people as they grow up are the tasks faced by ZHP leaders on a daily basis. It is a great challenge for them to balance all their



duties and desires: accomplishment of own plans, self-development, continuous learning, expanding horizons, finding time for family, friends and the country. We must therefore greatly emphasise their role and the importance of the work they do for the younger generation of Poles.

## 1% CAMPAIGN

Every person paying personal income tax can donate 1% of their tax to a public benefit organisation of their choice, among which is the Polish Scouting and Guiding Association. Thanks to the donated funds, ZHP develops modern educational programmes, which aim at developing the character, knowledge and skills of young people. We finance the education of leaders who, through their voluntary work, continue to dynamically develop the scout and

guide movement. We support scouting and guiding specialties, including sailors, parachutists, aviators, equestrians, units specialising in emergency rescue, radio communication, ecology, art and many others, that introduce young people to the future careers and great adventure. We subsidise activities that help to preserve the scouting and guiding legacy and national heritage, including the activities of the Scouting and Guiding Museum.

EVERY YEAR A SPECIAL CAMPAIGN TAKES PLACE TO PROMOTE DONATING 1% TO ZHP.



## EDITORIAL ACTIVITIES

The Polish Scouting and Guiding Association issues magazines addressing a variety of topics and targeting a wide range of members.



### "CZUWAJ" (Be Prepared)

This is a magazine intended for scouting and guiding leaders, published since 1990. It addresses current ZHP and social issues.

### "Z PERSPEKTYWY" (From the Perspective)

The magazine is addressed to unit leaders and assistant unit leaders. It contains advice, ideas and inspiration for everyday work with troops and packs. "From the Perspective" is published quarterly. It was released between 2015 and 2017 and was relaunched in July 2019.

### "NA TROPIE" (On the Trail)

An online rover and ranger magazine, a portal created mainly for the oldest age group of youth members and leaders. It features texts on scouting and guiding as well as social and cultural issues.

### ZUCHOWE WIEŚCI (Cub Scout and Brownie News)

Quarterly magazine for leaders serving in Cub Scout and Brownie units and those interested in the work methodology of this age group. It contains materials and resource information useful for working with the youngest members of the organisation.

## ZHP360

ZHP360 is a unique educational project implemented by ZHP since 2011. It fulfils the postulate of learning by doing in its purest form. ZHP360 is a scouting and guiding internet television and internal communication channel, giving the organisation's members the opportunity not only to actively participate in top-level projects, but also to be a part of something amazing. The ZHP360 team is made up of volunteers who believe that scouting and guiding can truly change the world.

### — GOOD EVENING, ZHP!

In an organisation as large as ours, with over 100,000 members, including 12,000 adults, there is a great need for many tools to facilitate communication with its members. Ongoing mailings, social media channels, conferences and assemblies are good communication tools, but do not allow for spontaneous exchange of thoughts, comments and discussion of current

matters. "Good evening, ZHP!" is an innovative project that once a month enables a live debate with all interested ZHP leaders. In "Good evening, ZHP!" people raise topics important to the association. Members can use Facebook to talk about the problems and challenges facing ZHP. The programme is regularly broadcast on YouTube and can be easily accessed by everyone - it is the best way to communicate with our leaders, and to provide an opportunity to debate or ask questions to experts to whom you do not have access on a daily basis.

Viewers also have a unique opportunity to engage in discussion with each other! To join in, you just need to log in and add your comments under the broadcast window on YouTube.

This project is the next step to continuously upgrade and develop the organisation in a direction that is in line with the expectations of its members.



## — "SCOUTING AND GUIDING ESSENTIALS"

"Scouting and Guiding Essentials" is a new programme created within ZHP360. It is addressed to scouts and guides and venture scouts and venture guides. It is divided in two parts. In the first part, scouts and guides can learn how to prepare simple yet nutritious camp meals. The second part is a "Scout's/Guide's Handbook", which provides young people with useful information such as how to pack a backpack and what a first aid kit should contain.



## OUR PARTNERS:



OWING TO OUR MEMBERSHIP IN WOSM AND WAGGGS, WE ALSO COOPERATE WITH:



DO YOU HAVE QUESTIONS ABOUT ZHP?

LET US ANSWER THEM!

CONTACT US

WZA@ZHP.PL



## REGIONS

Białystok ZHP Region

Lower Silesia ZHP Region

Gdańsk ZHP Region

Kielce ZHP Region

Kraków ZHP Region

Kuyavia-Pomerania ZHP Region

Lublin ZHP Region

Łódź ZHP Region

Mazovia ZHP Region

Opole ZHP Region

Podkarpacie ZHP Region

Capital City ZHP Region

Silesia ZHP Region

Warmia-Masuria ZHP Region

Wielkopolska ZHP Region

West Pomerania ZHP Region

Ziemia Lubuska ZHP Region



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