



37th WAGGGS WORLD  
CONFERENCE  
UGANDA  
2020

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS  
**37th WORLD CONFERENCE**

**WORLD BOARD  
NOMINATIONS 2020-2026**

Information pack for Member Organisations—Part 1

DECEMBER 2019



WORLD ASSOCIATION  
OF GIRL GUIDES  
AND GIRL SCOUTS

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## INTRODUCTION FROM THE CHAIR OF THE WORLD BOARD

Dear Member Organisations,

Thank you for your ongoing dedication and contribution to the growth and impact of our worldwide Movement.



One of your most important and influential responsibilities as a Member Organisation is to propose and elect the members of the World Board. Collectively, these individuals lead the WAGGGS Global Team, set strategies, policies and direction for a more dynamic and relevant global organisation and strive to provide increasing support and value to Member Organisations. The World Board is committed to listening and continuous learning, to being innovative, open and inclusive and to sustaining a collaborative and inspiring environment for staff and volunteers.

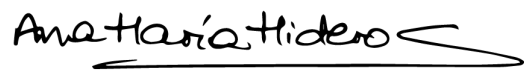
Within this booklet you will find information about current Board members to help you understand what it is like to volunteer on the World Board. In Part 2 of the information pack, which will be circulated to Member Organisations in a few weeks' time, there will be further details on the role and responsibilities of World Board members, the skills and experience we are looking for in our new World Board members (to complement those of the continuing World Board members) and the nominations form.

In the meantime, we invite you to begin thinking about those volunteers within your Member Organisation who may have with the vision, skills and dedication to serve our Movement at the global governance level who you may wish to nominate. We greatly value your active partnership and careful judgment in identifying the most talented, versatile and committed individuals to join the WAGGGS Global Team at the Board level. As a Movement that is strongly committed to promoting young women's participation in our governance and decision-making at all levels, I encourage you to consider young women under thirty when reviewing your possible nominees.

If you have any questions, please contact Grace-Anne Crichlow, Chair of the Nominations Committee ([Grace-Anne.Crichlow@waggggs.org](mailto:Grace-Anne.Crichlow@waggggs.org)) or Nicola Lawrence, Head of Governance ([governance@waggggs.org](mailto:governance@waggggs.org)) who will be happy to speak with you.

We very much appreciate your support in identifying and nominating well-qualified candidates for the World Board and look forward to meeting the talented and committed candidates at World Conference in Uganda in July 2020.

Yours in Guiding and Scouting,



ANA MARIA MIDEROS  
Chair, World Board  
World Association of Girl Guides and Girl Scouts

## ABOUT THE WORLD BOARD

As specified in Section 13 of the Constitution and Bye-Laws, there are seventeen members of the World Board consisting of twelve Elected Trustees and five Regional Chairs.

The twelve Elected Trustees are elected at World Conference by Full Member Organisations from a list of nominees submitted by the Member Organisations, and are appointed for a term of six years at the end of which they retire. The six-year term of office is staggered so that each triennium six out of the twelve World Board members elected by World Conference retire. At the World Conference in July 2020 therefore, six of the current twelve World Board members elected by World Conference will retire and six new World Board members will be elected.

The Regional Chairs constituting the chairs of the five Regional Committees are elected by their respective Regional Committee from amongst their number. They automatically become a Trustee of WAGGGS upon their election as Regional Chair. They serve a term of three years at the end of which they retire. Each Regional Chair may be appointed for a further term of three years but only if eligible and subsequently re-elected as a member of the Regional Committee and then if so re-elected by her respective Regional Committee.

So far as practicable, the Board should have a minimum of one young woman under the age of thirty at the time of election.

### WHY VOLUNTEER ON THE WAGGGS WORLD BOARD?

*You will contribute to the leadership of the world's largest movement dedicated to girls and young women*

In partnership with our Member Organisations, global staff and volunteers, the World Board challenges the status quo. We strive to ensure that WAGGGS is a dynamic and agile organisation, committed to continuous learning and innovation. We focus on strengthening the effectiveness of our governance and designing strategies that will better support thriving, united and growing Member Organisations.

For over 100 years we have been the only global movement geared entirely to every girl and any girl. In places local to them – safe from judgement, stereotyping

and violence – girls learn by doing, making friends and having fun. Our Movement supports and empowers girls to achieve their fullest potential. They develop skills and attitudes which empower them to change their community and their world. As a member of the World Board you can help provide this opportunity to many more girls. Your skills, knowledge and dedication to girls and young women can be put to good use on the World Board – for her world.

***You will strengthen your mind-sets of worldly leadership as you deliver visionary stewardship of our Movement.***

Leadership in WAGGGS will challenge you to explore complex issues and question your assumptions. You will need to explore different perspectives and be open to changing your own, practicing the WAGGGS Leadership Mindsets of leading yourself; leading relationships; leading in context; leading for innovation; leading for girls' empowerment and leading for impact. You will learn to recognise the similarities and differences of socially and culturally diverse situations and adapt your leadership to the context. You will strengthen your abilities to harness social capital from within and outside the Movement, and build shared leadership approaches.

Leadership in WAGGGS is not about titles, positions or status. It is about commitment to the core purpose and values of the Girl Guiding and Girl Scouting Movement for the benefit of the Movement. You will be challenged to reflect on your own leadership actions and how they impact the Movement. You will grow as a responsible citizen of the world, celebrating diversity and inspiring a global Movement to collectively reach its fullest potential.

***You will be part of a passionate global team***

The WAGGGS Global Team comprises the World Board (and its sub-committees and working groups as well as Regional Committees), all WAGGGS staff, and those dedicated volunteers working with WAGGGS to deliver global and regional projects. This team of people is passionate about doing the best they can to support a thriving and growing Movement. On the World Board you will have an integral role to play in the success of the WAGGGS Global Team. You will have the opportunity to learn from others, be exposed to new ideas and situations, and make new friends from around the world. Your commitment and contribution to the team matters to all the people the Movement reaches.

## CURRENT MEMBERS OF THE WORLD BOARD



The following Board members are due to retire from the World Board at the World Conference in 2020:

Name	Elected	Term Ends
Natasha Hendrick	2014	2020
Nadine Kaze	2014	2020
Connie Matsui	2014	2020
Ana Maria Mideros	2014	2020
Haifa Ourir	2014	2020
Chamathya Fernando	* September 2018	2020

*\*Note: Chamathya Fernando was appointed to the World Board in September 2018 to fill the vacancy created by the resignation of World Board member Anne Guyaz.*

The following Board members were elected at the 36<sup>th</sup> World Conference in 2017 and will retire in 2023:

Name	Elected	Term Ends
Katerina Agorogianni	2017	2023
Normala Baharudin	2017	2023
Tashia Batstone	2017	2023
Heidi Jokinen	2017	2023
Ntombizine Madyibi	2017	2023
Jayne Wachira	2017	2023

**Approved persons – for the triennium 2017-2020**

Jillian Van Turnhout  
Catherine Irwin

The following Board members were elected as Regional Chairs at the Regional Conferences in 2019 and will retire in 2022:

<b>Name</b>	<b>Region</b>	<b>Elected</b>	<b>Term Ends</b>
Larissa Byll Cataria	Regional Chair, Africa	2019	2022
Libya Ahmed Sbia	Regional Chair, Arab	2019	2022
Winnie She Tsui Sui Lan	Regional Chair, Asia Pacific	2019	2022
Eline Grøholt	Regional Chair, Europe	2019	2022
Cindy-Ann Alexander	Regional Chair, Western Hemisphere	2019	2022



## TESTIMONIALS FROM CURRENT WORLD BOARD MEMBERS

*I am inspired every day by the power and impact of our Movement and value the opportunity to govern, set direction and shape the future of WAGGGS with amazing women with whom you work, learn, and share aspirations.*

*I have widened my perspective, sharper my skills, challenged my thinking, and train myself to focus further and beyond. You meet incredible people and share extraordinary experiences around the Movement.*

*As a Board member you require personal commitment, discipline and dedicated time to fulfil your responsibilities.. All your efforts are worthwhile when you are fostering progress, making positive change and providing more opportunities to more girls and young women worldwide. Take on this fantastic leadership opportunity!*

**Ana Maria Mideros**

*Sometimes you have to say yes without knowing every single detail. If you have a passion for what you do, you will learn what you need on the journey.*

**Eline Grøholt**

*Having joined the World Board mid-term back in 2016 I know how exciting yet intimidating the situation can be for a newcomer. Nevertheless, I know from my own experience that the World Board is a wonderful team of colleagues who are there to encourage and support each other in so many ways. I felt comfortable asking all the questions and clarifications I needed and the other World Board members were keen to explain, over and over again. The fact that I had already been active at the National level in my own MO; had experience from volunteering at WAGGGS Regional Level; and had been involved at the global level had given me a lot of tools to work with on the World Board. I felt my past experience was great preparation for the World Board work. I am therefore confident that if you have such experience too, you will find no difficulties to fit in the World Board working environment.*

**Heidi Jokinen**

*Serving on the WAGGGS World Board is a terrific way to contribute to the movement that you are passionate about and to grow. The role has given me an opportunity to contribute in my areas of skill and to volunteer with great teams. This is a great opportunity to make a difference and to advance the movement at global level. I encourage you to apply and look forward to serving with you on the World Board.*

**Jayne Wachira**

*Many years ago a mentor shared with me that I will get out of my Girl Guiding volunteering only what I am prepared to put into it. These words have held true for my time on the Board.*

*My World Board role has required commitment and effort, but the personal reward has been incredibly enriching. I have learnt to juggle my life to accommodate global team meetings and fulfil Board responsibilities, and have travelled to places I've never been before and made new friends from all over the world. I have had to be self-driven and motivated to spend time learning new skills and working on World Board projects. This has developed my skills in strategy and planning, policy frameworks, business design, organisational structures, communication, monitoring and evaluation etc., all of which will contribute to future professional and volunteer endeavours. I have been challenged to listen and understand different perspectives, and so have grown to understand more deeply what it means to govern a global organisation and the responsibilities that come with that.*

*Most importantly, I believe that the effort I'm dedicating to my World Board role will make a difference to the lives of the millions of girls who join Girl Guides and Girl Scouts seeking fun, friendship and the opportunity to belong to an international sisterhood.*

*Offering your time and skills to be a World Board member requires personal commitment. But I have no doubt it will be one of the most amazing journeys of your life time!*

**Natasha Hendrick**

*I have had the immense privilege of serving the Girl Guide and Girl Scout movement these past few years as a Board Member, and have been lucky to meet girls and young women from all over the World, to advance the strategic priorities of our MOs and to get to work with a group of amazing women leaders.*

*But this amazing experience might never have happened because when my MO approached me to run for the World Board I was not sure. I remember hesitating and thinking that the task is overwhelming. It took some words of encouragement from some friends and some women who came before me to encourage me to do it. I will forever be grateful to them.*

*Today let me be that person to you (you can be secretly grateful later). I tell you: you can do it, you have what it takes and your perspective and skills are needed. Come join the WAGGGS World Board!*

*Joining the World Board has been exactly what I hoped and also more than I expected: I have learned new skills, learned to stretch my mind, to work in different ways and contexts, to challenge myself more every day, and on top of this got to enjoy the company of people who represent the diversity and richness that WAGGGS has.*

**Haifa Ourir**



## DESCRIPTION OF THE NOMINATION PROCESS

At the 37<sup>th</sup> World Conference in July 2020 Full Member Organisations will elect six new members of the World Board from a list of nominees submitted by Member Organisations. Part 2 of the nominations pack, including details of the role and responsibilities of World Board members, the skills and experience we are looking for in our new World Board members and the nominations form will be circulated to all Member Organisations in December 2019.

In the meantime we encourage all Member Organisations to begin thinking now about any of their members who they may wish to nominate. All Member Organisations may submit the name of one nominee only. This nominee may be from within their own Member Organisation or from any other Member Organisation (with the consent of that Member Organisation). Member Organisations are free to consult with each other. Where a Member Organisation is a federation of two or more Associations, it is required to consult with its Component Associations before submitting a nomination. Nominations will only be accepted from Member Organisations, and not direct from Component Associations.

The Nominations Committee may also suggest names of possible candidates to Member Organisations for their consideration. The Member Organisation makes the final decision about whether it wishes to nominate the suggested individual.

Nominations will close at **23.59pm on 26<sup>th</sup> January 2020** and nomination forms received after this time will not be considered.

### PROCEDURE FOLLOWING NOMINATION

Once the deadline for nominations has passed, the Head of Governance will pass on details of all the nominations received to the Nominations Committee who may then consult with the nominating Member Organisation directly, should they have any queries.

The Nominations Committee will also contact nominees directly to discuss their application to ensure all information is captured and presented in a consistent manner. For example, all nominees will be asked to attend a telephone interview conducted in English and at WAGGGS' expense, which will last approximately an hour. The interview will ensure that the nominee is eligible to stand, will not hold any significant posts in her Member Organisation if elected, and will ensure we have collected the best examples of her skills and experience ready for the Election Booklet.

On the nominations form, nominees will be asked to provide details of two potential referees – one from a Girl Guiding/Girl Scouting context and one from a personal/professional context. During the nominations process the Chair of the Nominations Committee will contact these referees in order to gain further insight on the nominee's skills, experience and attributes from someone within and outside the Movement who knows the nominee well.

Should the Nominations Committee have significant concerns about the nominee's ability to serve as a World Board member, the Chair of the Nominations Committee will contact the Member Organisation and discuss these concerns. The Member Organisation may then decide to withdraw the candidate or continue with the nomination process. This part of the process is completely confidential.

In the case of a Member Organisation composed of two or more Component Associations, the Nominations Committee will only communicate with the Member Organisation nominating the candidate on the understanding the Member Organisation will have cleared the nomination with the Component Association concerned before submitting a nomination.

The Nominations Committee will make every effort to ensure that at least one woman under the age of 30 is included in the nominations, and may take further action if, at the time of closure of nominations, there are insufficient candidates in this category.

## **RESPONSIBILITIES OF MEMBER ORGANISATIONS AND NOMINEES**

Member Organisations and Nominees are responsible for ensuring that the information given on the nominations form is correct to their knowledge and that they keep WAGGGS up to date with their contact details should these change after submitting their nominations form. Furthermore, Nominees have a responsibility to actively participate in the nominations process, and respond to requests for information and all communications from the Nominations Committee in a timely manner. Failure to comply with these requirements may result in the Nominations Committee withdrawing the Nominee from the nominations process. Before this step is taken, an official warning will be given to the Nominee, with a copy sent to their Member Organisation.

## **CONFIRMATION OF CANDIDACY**

A nominee becomes an official World Board candidate once they have been through the nominations process outlined above, and the Chair of the Nominations Committee has written to the nominee and Member Organisation to confirm that they are able to progress in the process as a candidate.

The names and particulars of those who have been confirmed as candidates will be circulated to Full Member Organisations in sufficient time before the World Conference. This allows time for the nominations to be considered by Full Member Organisations and for their delegates to the World Conference to be briefed.

## **SUPPORT FOR NOMINEES/CANDIDATES**

Throughout the nominations process leading up to the elections at World Conference, members of the Nominations Committee will be available and willing to provide support to nominees/candidates, including answering any questions about the process and/or the role of World Board member, and supporting the compilation of the candidate's profile in the election booklet.

Nominees will also be given the opportunity to speak with one or more of the current World Board members in order to gain further insight into the role of a World Board member.

In the lead up to the Conference candidates will be briefed on what is expected of them at the World Conference including opportunities to engage with Member Organisations before and during the Conference, and any presentations or speeches which may be required. At World Conference, a member of the current World Board will be designated to support the candidates.

## PROPOSED TIMELINE (SUBJECT TO CHANGE)

26 <sup>th</sup> January 2020	Nominations close at 23.59pm (UTC)
Early February 2020	Nominees participate in a telephone interview with members of the Nominations Committee.
Throughout February 2020	The Nominations Committee will seek and check references for nominees from their referees. Confirmation of candidate list Preparation of Election Booklet
13 <sup>th</sup> March 2020	Election Booklet released to Member Organisations
End of May 2020	Briefing call for candidates
13 <sup>th</sup> – 17 <sup>th</sup> July 2020	World Conference There will be opportunities for candidates to engage with and present themselves to Member Organisations in the conference programme before elections take place. Details will be given in the briefing call at the end of May 2020.

### QUESTIONS

If you have any questions, please contact Grace-Anne Crichlow, Chair of the Nominations Committee ([Grace-Anne.Crichlow@waggggs.org](mailto:Grace-Anne.Crichlow@waggggs.org)) or Nicola Lawrence, Head of Governance ([governance@waggggs.org](mailto:governance@waggggs.org)) who will be happy to speak with you.