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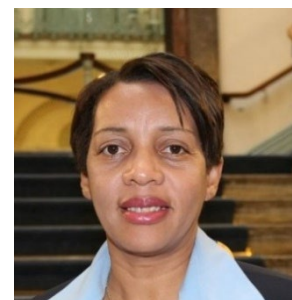
12TH AFRICA
REGIONAL CONFERENCE
16 - 20 JULY 2019
RWANDA
ENLIGHTEN THE FUTURE FOR HER

Africa Region Report 2016-2019
AFRICA REGION
Conference document no. 5

AFRICA REVIEW OF 2016-2019

Dear Members,

Since the last Africa Regional Conference of 2016 that was held in Nairobi, Kenya, we have strengthened our commitments to support our Member Organizations by increasing their membership, in their role as agents of change by participating in campaigns and advocacy on issues affecting girls, young women, women and in strengthening their leadership and resources. Indeed, one of the objectives of the conference is to measure the efforts of the region during the three years of work.



Three years have passed very quickly but we have been able to meet our objectives and to have better results and impact beginning from our strategic plan to our annual action plans. These include the increase in the number of members, the capacity building of our leaders and the mobilization of young people for the advocacy campaigns on issues affecting girls and young women.

With our successes, we must not ignore the major challenges facing our association, which directly or indirectly affect our region and also the Member Organizations.

While facing every problem, we were able to take up the challenges and tried to find solutions.

We take this opportunity to recognize the support of our partners that have allowed us to achieve our goals and gained better results.

This year beginning from the end of the Regional conference, we will turn to another horizon. Following the decisions made at the 36th World Conference in India in 2017, we will follow a new direction under a new strategy and new ways of working.

We encourage Member Organizations to continue the efforts made for the development of the Africa Region so that we can have a strong and vibrant region while protecting our values and principles as Girl Guides and Girl Scouts.

We already congratulate the members of the committee who will continue their journey and who will accompany the Member Organizations. We wish them every success in their work.

At this conference, let's celebrate together our successes!

Zoe Rasoaniaina
Chair, Africa Regional Committee

The report will focus on reporting on the progress of the implementation of the Africa Region business plan presented at the 11th Africa Regional Conference held in Kenya in 2016 and the implementation of WAGGGS activities in the Africa Region since the last Africa Regional conference and 36th World conference held in India in 2017.



The work of the Africa committee focused on the three strategic areas of the WAGGGS global strategic plan and the Africa business plan 2017-2019 presented at the last Africa Regional conference;

- More Opportunities for more girls
- Greater Global influence
- Strong and Vibrant Movement

1. More opportunities for more girls

This strategic area is connected with WAGGGS and Africa Region membership strategy with the ambition of reaching more girls in existing MOs and in new countries.

At the last World Conference in 2017, the Africa region celebrated reaching 1.3 million members and has a target of 2 million for 2020.

In order to achieve this target the Africa committee focused its effort on supporting existing members and working with the Rapid Response Team to support new MOs.

New MOs

Working with the Rapid Response Team (RRT), the Africa committee supported Ethiopia, Mozambique, Gabon and Comoros to continue to prepare to become members of WAGGGS by 2020. Designated members of the Committee and volunteers from the Africa region have been working closely with the staff and global volunteers from the RRT to provide capacity building

to these countries through visits, training, and exchange with existing MOs. Ethiopia, Gabon and Mozambique all organised World Thinking Day's celebrations. These countries have all received training in leadership and entrepreneurship delivered by WAGGGS team. We are hoping that at least two of the new countries will become members of WAGGGS at the 37th World conference. However, progress with Comoros has been slow due to challenges related with communication.

The Africa committee continued to support Niger which became an associate member of WAGGGS during the 36th World conference in India; Association des Guides du Niger become the 33 member of the Africa Region.

Since 2017, Niger has been supported to prepare for full membership through visits by Jocelyne Sandrine Delgado and Sabine Zigani and training of the national team in leadership development and WAGGGS initiatives such as Free Being me. We are hoping that Niger will become full member of WAGGGS at the 37th World Conference in 2020.

Existing MOs

Training of Chief Commissioners

Working with the global team, the Africa Committee supported the MOs to strengthen the leadership skills of the national boards and the quality of the Girl Guides and Girl Scouts experience for members.

An induction for Chief Commissioners was organised in Rwanda in July 2017. It was also an opportunity for the Chief Commissioners to prepare for their effective participation in 36th World Conference that took place two months after the induction. The main theme of the event was **“MOs governance and Girls in the Lead” - Ready for 2020!**



Twenty-five Chief Commissioners participated in the induction. A WAGGGS planning team composed of World Board members, Africa Region Committee members and World Bureau staff facilitated the training. We noted the presence of the Chair of the World Board Nicola Grinstead and Ana Maria Mideros in the planning team.

Out of the 32 Member Organizations (MOs) in the region, 22 were represented namely Benin, Burundi, Democratic Republic of Congo, Ghana, Cote d'Ivoire, Kenya, Lesotho, Liberia, Madagascar Federation components - Mpanazava Eto Madagasikara and Fanilon'i

Madagasikara; Mauritius, Nigeria, Rwanda, Senegal, Sierra Leone, South Africa, South Sudan, Tanzania, Togo, Uganda, Zambia and Zimbabwe. Additionally present was a representative of Niger that was then working towards WAGGGS Associate membership, Comoros was also represented as a new country prospecting to be a member of WAGGGS.

135 YESS girls in the exchange programme who were attending a parallel training also joined in the Chief Commissioners selected sessions. Two youth coordinators represented Bangladesh and Nepal as new countries in the YESS girls exchange programme.

Fredskorpset (FK Norway) and Voluntary Services Overseas (VSO) were present as Africa Region Partners current and prospecting respectively. They made their contribution in specific sessions.

Visits to MOs

Visits were made to at least 22 MOs in 2017 and 2018. The aim of the visits was to support MOs to induct new Boards, review their strategic plans, identify their needs and share these with the respective teams in WAGGGS global to plan and support the MOs.

In 2017, Isabelle visited the Democratic Republic of Congo to support the team to implement their Free Being Me project and encourage the Association to expand Girl Guiding in new provinces. The MO has since recorded growth in members.

In 2017, Larissa visited two MOs (Association des Guides du Rwanda and Association des Guides du Burundi) respectively to start the preparation of the Regional conference and to witness the progress in term of Girl Guides impact in the various countries.



A visit was made by Jocelyn Sandrine to The Gambia in July 2018 to train the new national team and young women. The MO as a result of the visit has witnessed an increase of young women involved in the activities of the Association.

Some of the visits happened during the meeting of the Africa committee that took place respectively in Uganda in April 2017, Zambia in April 2018 and in Guinea in November 2018. Edith Abba –Njoku with Marie Paule; Uganda’s Committee contact and Relationship Manager respectively spent time with Uganda Girl Guides before the committee meeting. They supported the MO to assess its capacity and its needs. Consequently, the Association hosted Kusafiri in December 2018 where 135 young women were trained in leadership development and Girls experience facilitated by WAGGGS Innovation and Leadership Development Team supported by a selected team of global volunteers and other WAGGGS staff.



In April 2018, Edith Abba –Njoku with Marie Paule Rafenoarisoa; Committee contact and Relationship Manager respectively for Zambia spent time with the Association supporting the national board to review its capacity and needs. The outcome of the visit unveiled the growth of the association by a newly created region of Girl Guiding. Girl Guides Association of Zambia will consequently receive an award presented by Africa Committee at the 12th Africa Region conference for increased membership.

In November 2018 prior to Africa committee meeting that was held in Guinea, Jocelyn Sandrine Delgado with Marie Paule Rafenoarisoa Guinea’s Committee contact and Relationship Manager respectively supported the national board to understand the Capacity Assessment Tool (CAT) and used it to support the MO to assess its capacity and needs; to train the members of the Association on leadership and to update them about WAGGGS. Consequently Guinea is one of pilot MOs for CAT.

Madagascar and Uganda were visited during Kusafiri events. Madagascar hosted Kusafiri Art of change event in 2017. Uganda hosted the Kusafiri JLS facilitators training in December 2018. For more information on these events, see section on the Kusafiri.

Marie Paule visited Ivory Coast in January 2019 and conducted meetings with each component association and the Federation. The outcome was the improvement of the communication with each component association and also update of information about global programmes and Africa Region priorities.

Members of the Global Programmes Team have visited MOs who are implementing WAGGGS global projects. For more information, see **appendix 2**.

Supporting MOs to strengthen the quality of the Girl Guides and Girl Scout experience

Working with the Global Programmes Team (GPT), some MOs were supported to implement WAGGGS projects and initiatives that have enabled them to provide quality Girl Guiding and growth of their membership (see appendix 2).

The Yess programme has been a flagship programme in the Africa region for the last 5 years and has achieved enormous gains for our Member Organisations. Countries that have participated in the programme since its inception to date are Uganda, Kenya, Tanzania, Rwanda, Burundi, South Africa, Zambia, Zimbabwe, Malawi, Madagascar, Nigeria, Senegal, Nepal and Bangladesh.



The Youth Exchange South to South (YESS) Girls Movement is WAGGGS' international exchange programme, funded by the Norwegian Agency for Exchange Cooperation (NOREC), a Norwegian Government Agency. Dubbed the 'journey of a lifetime', a flagship programme in the Africa region for the last 5 years to date has given 166 Girl Guides and Girl Scouts the opportunity to live and work in another country for six months. Key highlights of the YESS are:

- Membership recruitment; from 2016 to 2019 over 121,000 new girl guides have been recruited from mainly unreached, under-reached and hard-to-reach areas
- The YES! Girls Can Campaign has yielded to 20 campaigns on issues that affect girls demonstrating the positive impact they can have on the lives of others.
- Under the Green Tech Generation Campaign on the environment, over 40,000 trees have to date been planted and communities sensitized on alternative energy sources.
- Under the Good Turn Community Projects in honour of the Guide Promise, the participants have undertaken over 20 sustainable community support projects in their host countries.
- Engaging Friends of Guiding, 200 prominent men and women have been reached out to who in turn have spoken out and taken action on issues that affect girls.
- Delivering the Red Pride Menstrual Hygiene Management Education initiative, girls and young women are educated about menstrual hygiene and inspired to take action so that periods do not limit the life chances of others.

Membership growth

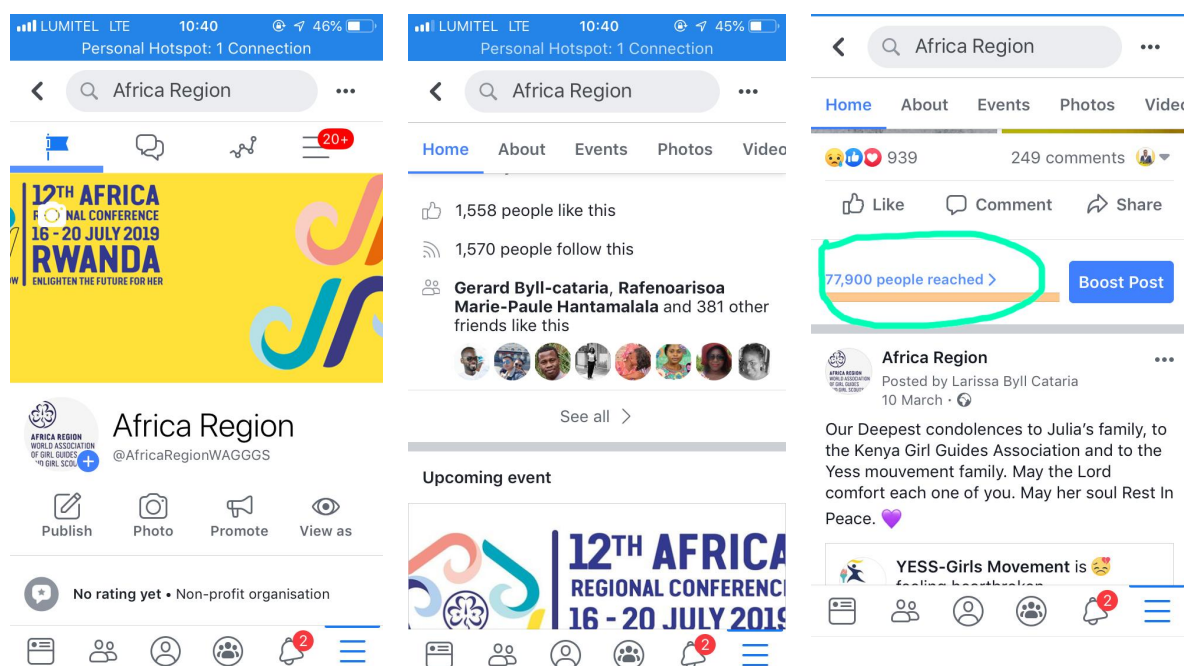
At the 36th World conference, the Africa Region celebrated its goal of reaching more than 1 million members! MOs were recognised for their effort in continuously increasing their membership.

Africa Region’s membership by the end of 2018 was 1.577333; a significant increase that calls for a celebration as we recognise the MOs who have increased their members by more than 15 %. It is worth noting that between 2017 and 2019 censuses, Africa Region has grown by 19.8%, adding over 260,000 new members in that period, the most growing region in WAGGGS! Countries like Kenya, Malawi and the Democratic Republic of Congo have seen a growth of more than 2000% in the last 5 years. Five MOs in the Africa Region are now among the largest MOs in WAGGGS; namely Kenya, Malawi, Uganda, Nigeria and Tanzania.

2. Greater Global influence

Increasing visibility through social media

During the last triennial, we have been able through a strategy that we put in place to strengthen the visibility and evidence of the impact of Girl Guiding and Girl Scouting in Africa through Member Organisations’ work. We mainly used the WAGGGS website, the WAGGGS Facebook page as well as the Africa Region Facebook page.



MOs are doing amazing work in their countries and through sharing of their success stories, we have been able to build content online and promote their work and the impact of Girl Guiding in girls and young women’s lives.

At the induction for Chief Commissioners which was held in Rwanda in July 2017, we were able to develop girls and young women’ skills; we delivered a full session on the use of social media as a tool for advocacy and to campaign on the impact of their work. All MOs showed interest in that session and the result has been the remarkable increase of the MOs presence online notably on Facebook, proudly sharing content.

In conclusion, through our Communication strategy which has been implemented with the support of MOs, we have been able to:

- (1) Use digital media to educate internal audiences on WAGGGS' Vision, Mission and Values
- (2) Share success stories and testimonials, such as advocacy work, success stories, events, countries' visits, conferences, World Thinking Day, Body Confidence Research, World conference and other initiatives.
- (3) Provide support to MOs on how to use the WAGGGS' brand identity and apply it consistently at national level.

Key results

1. MOs are more visible through their activities
2. WAGGGS Africa Region's profile has risen
3. WAGGGS brand used by most MOs
4. Facebook page and Twitter account created and regularly updated. More than 1,500 people following us now, and through our posts, we have been able to reach more than 70,000 people.



We congratulate MOs who regularly share their activities on social media: Burundi, Cote d'Ivoire, Chad, Ghana, Kenya, Madagascar, Malawi, Nigeria, Rwanda, Tanzania, Zimbabwe and many others.

Building the capacity of MOs in advocacy

Training in advocacy was delivered by the team in charge of the Stop the Violence programme to 5 MOs in Africa; Ivory Coast, South Africa, Ghana Nigeria and Uganda

South Africa

Stop the Violence campaign advocacy training took place in South Africa in July 2018.

24 participants attended the training at the Girl Guides South Africa Training Centre including the Deputy Chief Commissioner and Board members. The majority of participants were young leaders from across South Africa.



The training was designed to introduce participants to the concept of advocacy and support the development of advocacy campaigns. During the training campaigns were built on topics including date rape and domestic violence.

UNICEF's Chief Executive Officer of the South African Commission for Gender Equality and an Expert from the Centre for Study of Violence and Reconciliation joined the training. WAGGGS is also working to secure partnerships for the South Africa at the national level to support their implementation of the campaign.

Cote d'Ivoire

Stop the Violence campaign training took place in January 2019. The emphasis was on -Voices against Violence curriculum and advocacy. 40 participants from the three components associations of the Federations including the leadership team attended the training. The majority of participants were young women who had travelled to Abidjan from across the country to receive this training. Participants were introduced to the Voices against Violence curriculum and were taught how to deliver it to girls in their units. Advocacy campaigns were built on domestic



violence, street harassment, rape, Female Genital Mutilation and forced marriage. The MO is now working on their strategic plan for the implementation of their campaign and roll out of the Voices against Violence curriculum. UNICEF and Coalition Ivoirienne pour la Cour Penale Internationale joined the training.

Ghana

Stop the Violence campaign focusing on Voices against Violence curriculum and advocacy training took place in Ghana in June 2019. 43 participants from across the country including the Chief Commissioner and members of the leadership team attended the training. The majority of the participants were young women. The aim was to train leaders on how to deliver the Voices against Violence curriculum and help the young women design advocacy campaigns they can implement nationally. The young leaders have returned to their units and are now delivering the curriculum to their units. The MO is collaborating with the young women to design a national girl led advocacy campaign. This was the first time the MO received training on the Stop the Violence campaign.



Ghana also hosted Stop the Violence Facilitators Workshop in June 2019.

The WAGGGS Stop the Violence team invited a group of Stop the Violence facilitators to join them at a workshop in Ghana to redesign the ACTIVATE training. 20 participants from 16 countries including Ghana, Kenya, Nigeria, Madagascar, Rwanda and Tanzania attended the workshop and took the lead in developing content and a new structure for the STV ACTIVATE training that will equip facilitators with the knowledge and tools to deliver the training and enable future participants to to Learn, Speak Out and Connect as they join the global movement of girls taking action to Stop the Violence.

Nigeria

Stop the Violence campaign training focusing on advocacy took place in Nigeria in June 2019.

The Nigerian Girl Guides Association has been delivering the Voices against Violence curriculum for the last few years and has been successfully able to reach a number of children and communities. To scale up their action beyond education to advocacy they received training on advocacy and how to build a national advocacy campaign. The training focused on the campaign they launched in 2018 to stop child sexual abuse in Nigeria.



30 participants from across the country developed campaigns to tackle the issue of child sexual abuse in Nigeria. The MO is now working with the girls to implement a national campaign.

Uganda

The Uganda Girl Guides Association is implementing Stop the Violence - Girls as Drivers of Change; an Initiative of WAGGGS in partnership with Save the Children.



The Uganda Girl Guides Association was selected to be part of the Girls as Drivers of Change project that has been developed by WAGGGS in partnership with Save the Children. The project aims to train Girl Guides and members of Save the Children's Girl Clubs on the Voices against Violence curriculum. These girls will then attend a Solutions Lab to explore how to address the violence they are facing in their communities. They will be mentored by leading women from various industries and will then be able to apply for funding to implement their proposed solution in their communities.

Supporting young women to attend United Nations Commission on the Status of Women (CSW) international conference

Between 2017 and 2019, WAGGGS sent nine young women from the Africa Region to the United Nations Commission on the Status of Women (CSW).¹



2019

Lucia Ruvarashe Ndanga (Zimbabwe), Florence Sibomana (Rwanda), Roseline Mayinga (Congo), Helga Mutasingwa (Tanzania) – coming back as a delegate coordinator

2018

Lucy Agyeman (Ghana), Tebogo Tsoane (South Africa), Helga Mutasingwa Tanzania (Tanzania), Praise Adeyemo (Nigeria) (Nigeria)² and 6 remote delegates

2017

Flavia Lukwago (Uganda), Zoelisoa Rakotomanana (Madagascar) and 4 remote delegates

In preparation for CSW, delegates complete three months of training through a series of webinars on advocacy, policy relating to the priority theme of CSW, communications and WAGGGS programmes. Prior to CSW, delegates were required to meet with their national government representatives who were attending CSW to discuss policy concerns and recommendations. Delegates also connected with civil society organisations in their countries to discuss priorities, network and build relationships with potential partners.

While at CSW, delegates have an amazing opportunity to:

- Influence the CSW Outcome document. As a result of the lobbying efforts from the WAGGGS delegates, we have seen introduction of the language on non-formal

¹ There were 4 delegates in 2018, however unfortunately the delegate from Nigeria had her visa refused twice.

² See above

education, recognition of harassment in public spaces, girl's agency and some of our other priorities. WAGGGS' delegates have been praised for their lobbying skills and knowledge of policy by senior representatives of governments. The lobbying and negotiating skills they learn at CSW are a huge asset they go on to use after CSW.

- Speak at events, some of them sharing platform with very high level officials. Just to mention a few – at the high level opening plenary of the CSW Youth Dialogue Lucia from Zimbabwe shared platform with Deputy Secretary-General of the United Nations, Amina Mohammed and the UN Women Executive Director, Phumzile Mlambo-Ngcuka. She delivered a very powerful speech that then was numerously quoted on social media with Lucia's picture.
- Work with their government representatives, attending evening debriefings, receptions and events organised by their governments.
- Help organise WAGGGS side and parallel events. E.g. in 2019 WAGGGS organised two events on Street harassment and Action on Body Confidence, both were extremely popular. They were co-hosted with partners, such as the UN Secretary General's Envoy on Youth and Dove and included speakers from UN Women, UNICEF, South Africa Gender Commission, research institutes.

A short snapshot of few delegates' post-CSW journey

I. Tebogo Tsoane - South Africa

Tebogo attended the 62nd Commission on the Status of Women in 2018. On her return, she was appointed to the Board of her MO. WAGGGS advocacy team then selected South Africa as an MO to receive training on girl led advocacy to support their implementation of a national campaign on ending violence against women. Tebogo was at this training and has since been supporting her MO to build a team of Stop the Violence champions (girls leading the campaign). Tebogo was also selected as a member of the Plan International Young Influencers group following WAGGGS' nomination.

II. Lucy Agyeman - Ghana

Lucy attended the 62nd Commission on the Status of Women in 2018 and received advocacy training from the WAGGGS team. Since her return to Ghana, the Chief Commissioner has provided a platform for Lucy to contribute towards strengthening the capacity of the MO to do advocacy and together with national board members supporting the young leaders interested in the Stop the Violence campaign to engage more directly. Lucy also supported her MO on the event by UN Youth Ghana on Youth for SDGs. She was on the planning team for organising the Ghana homecoming event.

III. Helga Mutasingwa - Tanzania

Helga attended CSW in 2018 and since then has been championing the WAGGGS nutrition work in Tanzania.

IV. Zoelisoa Rakotomanana – Madagascar

Zoelisoa attended CSW in 2017 and in 2019 led the organisation of the new Model CSW initiative (Your local CSW) in Madagascar. 40 participants in Madagascar had a chance to participate in simulation of CSW equipping young women with skills.

Supporting MOs to take part in issues that affect Girls and young women

MOs are supported to implement projects on SDGs. WAGGGS has collaborated with thegoals.org organisation to develop a project called; **SDGs and Unlock Leadership for Change**

This project allows WAGGGS and <http://www.thegoals.org/> to empower 12,000 young people to learn, reflect and take action on the 2030 Agenda through our crowd-learning platform.

WAGGGS has put together a WAGGGS SDGs Ambassador Programme aimed at young leaders around the globe. The Programme is an exciting journey, which starts by becoming an Activist, training young people and other leaders on the SDGs and finally becoming a WAGGGS SDG Ambassador. Our Ambassadors will have the chance to attend SDG-related events and appear on the upcoming wall of fame on our crowd-learning platform.



In February 2019 at the Helen Storrow Seminar in Our Chalet World Centre, we kicked-off the Ambassador Programme (with an outstanding interest from the participants!), talked about sustainability and spent some quality time the 40+ volunteers and participants from 29 different countries. A dedicated SDGs training event followed at Our Chalet from 1to 6 May, with participants from Africa from Madagascar and Nigeria. Another SDG training event is open for applications for Malmö, Sweden between the 8th and the 14th of October 2019. WAGGGS is looking with The Goals.Org at how we could offer an off-line version of the material in 2020, pending additional funding.

Networking with other international Organisations

WOSM Africa Scouts

Alice Waweru on behalf of Africa Committee attended the 17th WOSM Africa Scout conference that was held in Harare, Zimbabwe from 6 to 10 September 2018.



Africa Region's participation in the conference aimed at strengthening our cooperation partnership with WOSM and WAGGGS in core areas agreed on:

- Promoting the value of non-formal education,
- Membership growth;
- Respectful of each other's members,
- Promoting SDGs and working together in developing tools,
- Safeguarding; supporting MOs and NSOs to protect young people
- MOs and NSOs to protect young people

International Catholic Conference of Guiding (ICCG)

The Africa committee was represented in Senegal in 2016 by Isabelle Ahou Konan and Jocelyne Sandrine Delgado for the celebration of the fiftieth anniversary of ICCG. In 2017, Isabelle was in Burkina Faso at a training of officials of the ICCG on the theme of "The Guide discovers the nature' "to help protect nature.

In 2018, Isabelle attended ICCG World Conference that was held in Rwanda in July 2018

South-South partnership

Africa committee took stock of South –South partnership groupings:

1. Benin, Ghana, Nigeria and Togo
2. Gambia, Burkina Faso, Cote d'Ivoire, Guinea, Liberia, Senegal and Sierra Leone,
3. Botswana, Lesotho, Namibia, Swaziland and South Africa
4. Malawi, Mozambique, Zambia and Zimbabwe

5. Kenya, Tanzania, South Sudan and Uganda
6. Burundi, Democratic Republic of Congo and Rwanda
7. Comoros, Madagascar and Mauritius
8. Chad and Niger
9. Gabon, Cameroon, Congo Brazzaville and Central African Republic

The South –South groupings are encouraged to collaborate whilst sharing best practices among youth and adult leaders.

In 2018 Liberia held training for adult members from Cote d’Ivoire, Guinea and Liberia the host after a meeting for the Executive that took place in the previous year in 2017.

In 2018 in Conakry, Guinea hosted a youth camp while and 2019 a youth forum took place in Ouagadougou in Burkina Faso. Côte d’Ivoire and Guinea in 2016 and 2019 respectively facilitated their members to experience international sisterhood and self-confidence.

3. Strong and Vibrant Movement

Supporting MOs to strengthen leadership

A workshop for volunteers’ facilitators was delivered in Nairobi, Kenya in June 2019 with the collaboration of the Innovation and Leadership Development Team. 38 participants from 25 MOs participated in the workshop. The aim of the workshop was to build a team of facilitators who understand the WAGGGS leadership model and can support MOs to strengthen leadership development and the Girls experience. These facilitators are part of the WAGGGS global pool of volunteers.



In 2018, Innovation and Leadership Development Team conducted a workshop in Hong Kong to co-design the leadership offer and Rwanda Girl Guide Association is among the co-design MOs.

Supporting MOs and the Africa Region to be financially sustainable

A generous donation was given by Elaine Patterson to support some MOs in Africa to reinforce their resource mobilisation capacity. The **Leadership and Sustainable** programme started in 2017 with a Resource Mobilisation Strategy development boot-camp where six MOs ; Malawi, Madagascar, Rwanda, Uganda ,Zambia and Zimbabwe were trained and supported to develop their 2017-2019 triennial resource mobilisation implementation plans. The MOs received seed

funds to start social enterprises to raise unrestricted funding. We also supported the MOs to start Girl Guiding units at their National offices as a strategy to further involve young women at national level. National boards were trained to start the process of succession planning as an important element of their sustainability strategy.

In September 2018 Fund Development Team leaders and Chief Commissioners of Malawi, Rwanda, Zambia and Zimbabwe Girl Guides Associations met in Lilongwe for a three-day meeting to take stock of the progress and impact of the 2017-2018 Leadership and Sustainable programme in their MOs. They shared learnings, models and best practices and developed joint plans for the future, especially on how to sustain their fund development efforts beyond the pursuit of external funding. They will be sharing their learning with other MOs during the 12th Africa Regional conference.

Friends of Africa

Working with the global team; the new form for the friends of Africa was developed, the new pins, and other materials aligned with WAGGGS new brand. New Friends of Africa joined and the bulk were mainly recruited by our very able and dedicated Nigeria coordinator; Olayinka Olaniyan.

Kusafiri World Centre



Since its launch 8 years ago, the Kusafiri World Centre hosted Arts4Change Kusafiri in Madagascar from 11 to 17 April 2017 in partnership with the SKOTISMA ZAZAVAVY MALAGASY (SZM). Kusafiri World Centre also hosted Kusafiri in Uganda from 5 to 11 December 2018 in partnership with the Uganda Girl Guides Association.

Arts4Change was attended by 69 participants from 13 countries representing all 4 WAGGGS Regions. The programme was packed full of exciting, memorable Arts sessions. Participants went out and explored Madagascar and the local community and for one day a Community Action Projects was undertaken with three partners of the Malagasy Associations.

The event in Uganda had two programmes. 79 participants from 38 countries representing five WAGGGS Regions participated in the leadership programme-training participants in the WAGGGS leadership mindsets and forming into teams to lead the Juliette Low seminars to be held in 20 locations across the world in 2019. 52 participants from 11 countries representing four WAGGGS Regions participated in the cultural programme immersing participants in the culture of Uganda and sharing their own culture with each other.

In November 2019 Kusafiri will host a JLS Hub in Tanzania in partnership with Tanzania Girl Guides Association and Kenya Girl Guides Association. We are looking forward to building towards another event in 2020.

A Kusafiri strategy has been developed by the Project Manager with contribution from the Africa Committee to ensure the centre meets the needs of the MOs in Africa and the model is sustainable.

Supporting MOs to undertake their organisational needs and receive appropriate support from WAGGGS

During the last triennium WAGGGS assessed the way we work with Member Organisations. The extensive consultation and review of all documents, processes and systems in use led to the development of a Capacity Building Framework (CBF) that set a common platform for WAGGGS to better serve and support MOs worldwide.

As part of the CBF WAGGGS developed a Capacity Assessment Tool (CAT) aimed at enabling associations to identify their individual needs and areas of development, as well as recognise areas of best practice. This is achieved by associations understanding and evaluating their own organisational capacity and measuring it against WAGGGS organizational capacity model and defined standards of membership. The tool was also designed to assist WAGGGS' Global Team to identify the type of organisational development support that is required by its Members and to inform the development of new and improved tailored services and products.

During 2018 WAGGGS piloted the CAT in 26 associations, of which four (4) belong to the Africa Region. These were Ghana Girl Guides Association, Nationale des Guides de Guinée, Kenya Girl Guides Association and Skotisma Zazavavy Eto Madagasikara.

The tool and its self-assessment process were well received. As a result of the pilot WAGGGS clarified terminology, eliminating ambiguity and jargon, and designed supporting documents and materials. To facilitate and support the process of completing the CAT, WAGGGS recruited and trained teams of regional CAT Mentors in Western Hemisphere, Africa and Asia Pacific and is currently doing the same in the Arab and Europe Regions.

At the beginning of 2019 WAGGGS recruited a team of global volunteers to lead on the provision of tailored services to MOs. Each volunteer was assigned a capacity building element and was trusted to resource the provision of tailored services through a team of volunteers with expertise in the area of the element, and materials and resources to support MOs self-development and regional initiatives. The Capacity Building Volunteers team counts with a Global Capacity Building lead, 10 Capacity Building elements leads, the Global CAT Mentor's lead and a Volunteer's Mentor lead who looks after the welfare and personal development of all Capacity Building volunteers. Rose Kioko from Africa Region is the lead for Resources Mobilisation. Sandy Thomas from United States of America is the Capacity Building Volunteer Lead. In March 2019, WAGGGS launched the CAT in all five regions and in all WAGGGS official languages.



As per June 2019, CAT Mentors have reported that the tool has been welcomed by Member organisations and that over one third of all MOs would have gone through the tool by the beginning of the Regional Conferences.

Preliminary results are showing MOs are finding the tool easy to use and the facilitated self-reflection process enriching. They are also finding it helpful for when, for example, approaching fundraising partners because it shows a thorough grasp and understanding of the most important elements of how the organisation functions at all levels, apart from showing transparency and a willingness to share information.

A report of all key findings will be shared before the end of the year with all of WAGGGS members.

Conclusion:

The WAGGGS Africa Region would like to express appreciation to all Committee members, Member Organisations, supporters, volunteers and staff for their contribution and support to our work during the last triennium.

Facing different issues and many changes in the World Association which we do not always understand and which at times causes frustration and slows down our work, we were all committed to achieving more and believe in WAGGGS Mission and Vision.

All the success and triennium achievement could not have been possible without you. We acknowledge your fruitful cooperation and collaboration.

We would like to thank all the MOs and volunteers for their continuous dedication and commitment to the growth of Girl Guiding and Girl Scouting in Africa.

We would like to acknowledge the WAGGGS global team for the support they render to MOs in Africa. Lives of girls and young women have changed through the implementation of the projects delivered by WAGGGS global.

The Region would also like to thank in particular the Friends of Africa, The World Foundation, FK Norway (NOREC) and all the donors and funders for their support. Your donation allowed the region to develop more potential and to achieve more and better results.

We hope for a brighter future for the Africa Region: **Unite, thrive and Grow** and we hope that all that we are going to undertake will contribute to 'enlighten the future for her'

A financial report for 2016-2018 is attached at this report as appendix 1.

