

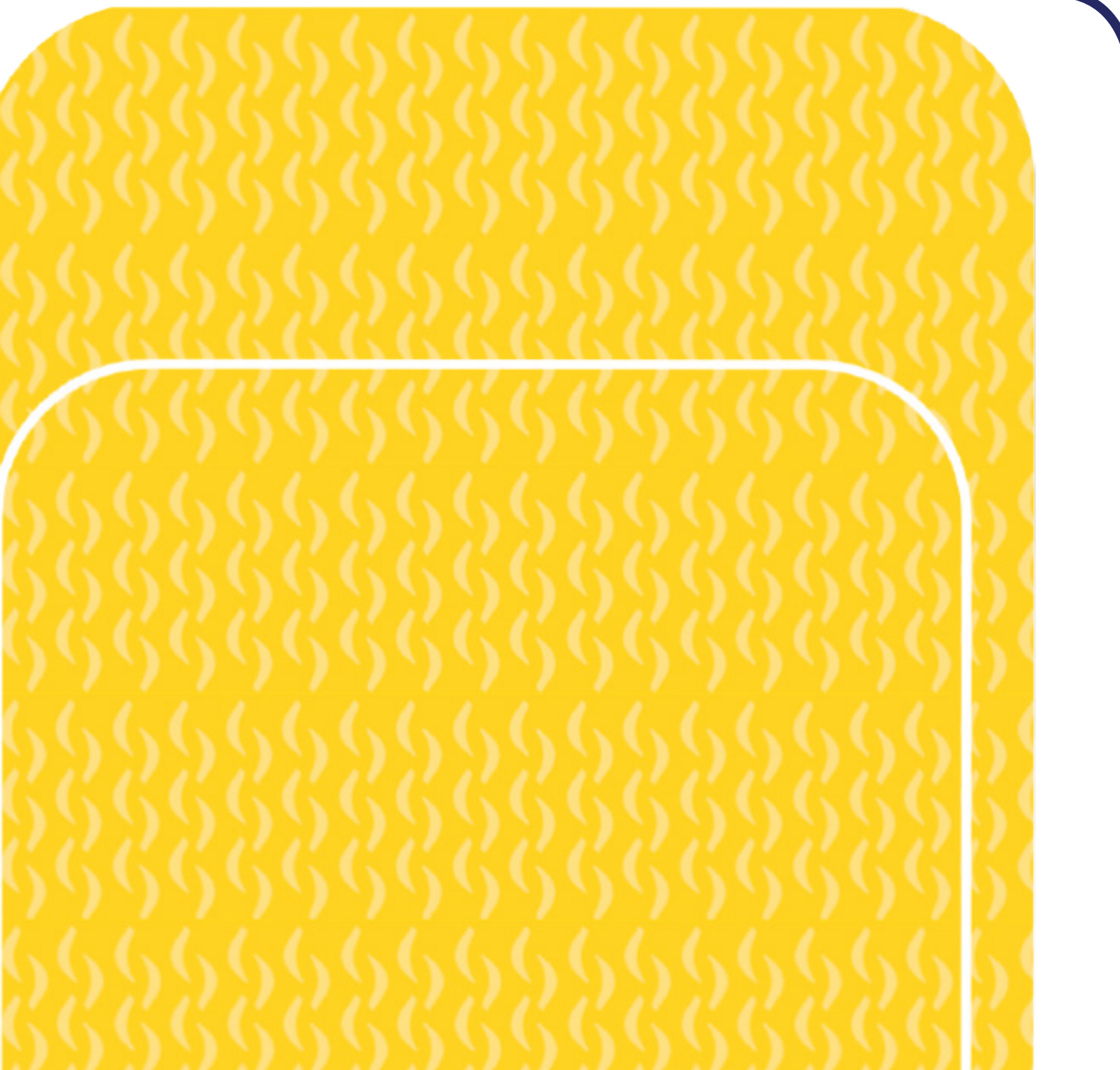


**WORLD ASSOCIATION  
OF GIRL GUIDES  
AND GIRL SCOUTS**

**2018-2020**

# **TRIENNIAL REPORT**

**WORLD CONFERENCE DOCUMENT #6A**



# COVID-19 PANDEMIC:

## WAGGGS RESPONSE TO COVID-19

COVID-19, and its global impact, became the all-encompassing focal point for 2020. For the girl, the pandemic created huge social, emotional, health and financial anxiety, and even now, we are still only beginning to understand its true scale.

Girls, volunteers and leaders from around the Movement responded quickly. They came together to support communities, create essential equipment for frontline workers, deliver food and care packages for the elderly and the vulnerable, all the while remaining a collective beacon of light.

The pandemic also drove Girl Guiding and Girl Scouting worldwide to pause in-person activities in its near entirety and, where possible, move to an online offering. It has put immense strain on our Members; as a Movement, we were not sufficiently web-ready, many Members do not have the financial and organisational resources needed to weather this period, and the financial uncertainty caused by the economic slowdown has in turn affected workforce and income sources.

Like many of our Members, WAGGGS too as an Organisation has been deeply impacted by the pandemic. We took the decision in March 2020 to close all of our World Centres and, in April, we closed both the World Bureau in London and the Brussels office. Where available, we placed nearly half of our eligible staff into government-supported job protection programmes.

We adapted our staff and organisational model to ensure that we could continue to meet the immediate needs of our Members during this time, focusing our efforts on these key areas:

- Above all, helping our Members to navigate the pandemic through day-to-day support and regular communication about key developments and the actions that girls globally are taking to respond to the crisis
- Uphold our role as keeper of the flame, keeping the sisterhood connected internationally and ensuring that the spirit of Girl Guiding and Girl Scouting is held high
- Amplifying the voices of our members on the issues that affect them and provide a platform for girls to speak out as agents of change
- Connecting and sharing learnings, best practices and activities across the Movement so that all members had access to the ideas and resources to continue to deliver for girls
- Securing our financial future by building on the foundations set through the redesign and by adapting our fundraising efforts.



## GLOBAL ENGAGEMENT REPORT

To fully understand the impact of the COVID-19 pandemic on our Movement, WAGGGS undertook a two-month engagement campaign with Member Organisations across the world. With response from 115 Members, the campaign paints a vivid picture of our Movement. 95% of Members suspended all in-person activity. Just 45% of our Movement is “coping” with the impact of COVID-19, but 12% are assessed as being in a critical state, with the greatest pressure coming from financial uncertainty, loss of income and anticipated reduction in membership. The data collected from this campaign will inform WAGGGS’ workplans, helping us to refine our offer and change our short to medium term plans to better respond to Member needs.

# IMPACT ON THE STRATEGY

## VOLUNTEERS

At the centre of the pandemic, we were able to demonstrate the immense value in strengthened collaboration between staff and volunteers. Regional Committees worked alongside staff to gather and analyse information from the Engagement Report. Our Capacity Build Special Support team took the lead in offering consultancy support to members, providing advice on fundraising, leading in a crisis and navigating the effects of COVID-19 on their membership. Experts within the Capacity Build volunteer network have worked on a range of resources to bring together tips and strategy for MOs when navigating a global crisis and looking ahead to the 'New Normal' and will support in delivering these through a series of regional COVID-19 response webinars.

## ACTIVITIES AND PROGRAMMES

We have heard from girls worldwide about the impact of our leadership programming and events, like the global Juliette Low Seminar, on their response to COVID-19 in their communities. Girls and volunteers around the world have joined the WAGGGS Positivity Patrol, bringing the WAGGGS leadership mindsets to their daily lives and participating in worldwide challenges that give every girl the opportunity to feel empowered, learn and develop.

Whilst all our global programme topics remained incredibly relevant for girls during the pandemic, some such as gender-based violence and internet safety have become even more topical. WAGGGS has worked closely with our strategic partners to seek ways to adapt our programme delivery and timelines in response to the crisis. We have innovated to deliver Stop the Violence training for the first time through e-learning and increased our support to MOs on gender-based violence (GBV) through webinars and clinics.

We heard from girls through a U-Report poll on internet safety, which has helped inform updates to the Surf Smart programme. Online challenges related to body confidence and girls' nutrition have provided local leaders and our MOs with suitable material to maintain engagement with girls during lockdown. The 45 Youth Exchange South to South (YESS) girls have remained in their host countries and been tireless in making noise, inspiring and motivating so many through digital communications. In May 2020, they published their COVID-19 Survival Strategies book, translated for all MOs.

## WORLD CENTRES

On 18 April 2020, the five World Centres joined forces to hold the first ever WAGGGS Global Online Campfire, providing a quality virtual international experience to connect and build solidarity within the Movement at a difficult time. 6,500 people from 102 countries registered for the event. Almost 3,000 people attended the campfire in real time, and over 20,000 have participated by joining the recorded YouTube event since April. World Centres also launched the self-led International Travel Adventures Activity Pack for members to learn about our World Centres, and develop a range of practical skills, such as travel planning, and soft skills such as resilience building. By completing the pack, members will also have a better idea of the international opportunities available at the World Centres and how to access them.



COVID-19 will have wide and ongoing effects on our organisational model and our activities, with implications for our 2020-2023 strategy and beyond. We are continuing to assess the different scenarios, adapt to look ahead to the 'new normal' and reflect this in our planning process.

# WHO WE ARE

## THERE ARE OVER A BILLION GIRLS IN THE WORLD.

Girl Guiding and Girl Scouting is the place they need, to be the best they can be.

For over 100 years, we've 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, make friends and have fun.

Free to make what they want of all that the Movement offers, girls can reach for their full potential. They become happy and adventurous individuals, with the skills and attitude that are changing their community and their world.

Girl Guiding and Girl Scouting creates connected generations of capable, fair and daring girls.

## WAGGGS KEEPS THE MOVEMENT UNITED, THRIVING AND GROWING.



# UNITED, THRIVING AND GROWING

## MESSAGE FROM THE CHIEF EXECUTIVE AND CHAIR OF THE WORLD BOARD

The latest Triennial Report comes at a pivotal time for WAGGGS. At the last World Conference, we introduced a new value proposition, one that demonstrates our commitment to providing MOs with the tools and connections they need, to keep the movement thriving, united and growing.

We developed an ambitious 2018-2020 strategy, which we intend to extend to 2023 as a Stretch Strategy. We saw the need to move away from our traditional three-year planning cycle and make us all more accountable for the long-term, sustainable future of our organisation. As part of the Vibrant Regions work, we agreed to a new WAGGGS 12 – 6 – 3 planning process and introduced a 12-year vision “Compass 2032” for the Movement, with a six-year strategic cycle for WAGGGS.

One of the key results of the Vibrant Regions work was to recognise our collective responsibility as a Movement – MOs, volunteers and staff – to deliver the vision for the Movement, whilst the six-year strategy places greater clarity on WAGGGS’ contribution towards this overall vision.

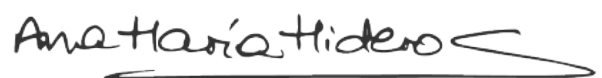
Throughout the Triennium, we have valued the strong engagement and collaboration with our MOs, through more consistent, open and transparent communication. We committed to a redesign and reshaping of the WAGGGS organisation, which gives us the ability to scale up and down according to our income, puts the methodology of Girl Guiding and Girl Scouting at the heart of everything we do and

places greater emphasis on engagement of volunteers across the entire network.

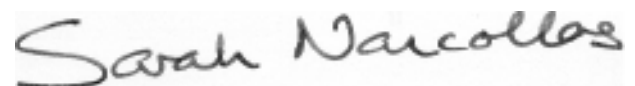
As a result of investment in our financial systems, we are now in a more sustainable position with a transparent view on funds associated with specific programmes and on unrestricted funds that can be allocated by the World Board and our reserves. The new staff and volunteers structure, coupled with our investment in IT infrastructure, has helped us become more agile as an organisation and able to adjust, just as we have needed to this year in the face of the coronavirus outbreak.

In this report, you will find detail on progress against each of the strategic themes identified during the 2018-2020 planning cycle, together with a selection of inspiring stories, which bring that strategy – and our successes – to life.

Happy reading!



**Ana María Mideros**  
Chair, World Board



**Sarah Nancollas**  
Chief Executive

# 2018-2020 STRATEGY

## WAGGGS' MISSION

*To enable girls and young women to develop their fullest potential as responsible citizens of the world.*

## WAGGGS' VALUE PROPOSITION

**We give our Members tools, connections and the global voice they need to keep their organisation THRIVING, UNITED and GROWING.**

**OUR 2018-2020 STRATEGIC PLAN CONSISTS OF THREE STRATEGIC THEMES THAT DESCRIBE OUR WORK:**

### MORE OPPORTUNITIES FOR MORE GIRLS

- Increased and diversified membership
- Strengthened quality of Girl Guide and Girl Scout experience

### GREATER GLOBAL INFLUENCE

- Influenced issues that affect girls and young women
- Improved image and visibility of Girl Guiding and Girl Scouting

### STRONG AND VIBRANT MOVEMENT

- Increased funding
- Built leadership capacity at every level

# THREE STRATEGIC THEMES



## MORE OPPORTUNITIES FOR MORE GIRLS

By 2020, we aim to have 12 million active members in 154 countries benefitting from a high quality Girl Guiding or Girl Scouting experience.

In order to achieve this, we will go to more countries; support Member Organisations to engage more girls and young women; and provide more international experiences for our members. We will demonstrate more effectively how becoming a Girl Guide or Girl Scout can help address girls' and young women's developmental and societal needs in both single-sex and co-educational environments.

## GREATER GLOBAL INFLUENCE

By 2020, the Girl Guide and Girl Scout Movement will be a leading global voice for positive change on issues important to girls and young women.

In order to achieve this, we will raise our public profile – demonstrating to all the value of being a Girl Guide or Girl Scout and our relevance to critical issues highlighted in the media. Informed by a strong evidence base, we will use our experience and knowledge to advocate at a global level on issues relevant to girls and young women everywhere.

## A STRONG AND VIBRANT MOVEMENT

By 2020, the Girl Guide and Girl Scout Movement will increase its sustainability by strengthening income, leadership and organisational capacity at the national, regional and global levels.

In order to achieve this, we will diversify our income, as well as increase the quality and number of leaders and volunteers. We will also strengthen our organisational capacity and improve our ways of working.

# PROGRESS ON OUR STRATEGIC AIMS:

## RETAIN AND SUPPORT THE GROWTH OF EXISTING MEMBER ORGANISATIONS

We will support Member Organisations (MOs) to attract more – and more diverse – girls, young women and volunteers to join and remain active members of our Movement.

During 2018-2020, we **focused on retaining and supporting the growth** of existing MOs by:

- Recruiting more than 125,000 new Girl Guide members in nine MOs through the Youth Exchange South to South (YESS) Programme, from unreached, under-reached and hard-to-reach communities
- Creating resources for MOs to support and advise on alternative and online recruitment methods in response to COVID-19
- Developing a [Gender and Diversity Mainstreaming Toolkit](#) with MOs in the Europe region to promote inclusion
- Supporting MOs in Mexico, the Netherlands, Nigeria, the United Kingdom and across the Arab Region to engage harder to reach communities through our [Diversity and Inclusion partnership](#) with the UPS Foundation
- Visiting MOs across all five WAGGGS Regions to provide support, training and capacity building
- Establishing a new phase of our UPS partnership to help grow volunteer and girl membership, particularly in harder to reach communities and to increase MO understanding and capability for equity, empowerment and engagement. This pilots in India, Nigeria, South Africa, Mexico and Rwanda, with additional grant-based funding for other MOs.

*“We are reaching more youth online during the lockdown....and once things normalise, we will organise a physical camp so we can take them through training and our usual recruitment procedure.”*

**SYMPHOROSA HANGI, CHIEF COMMISSIONER OF TANZANIA GIRL GUIDES ASSOCIATION (YESS PROGRAMME PARTICIPATING MO)**



# MORE OPPORTUNITIES FOR MORE GIRLS

## MORE OPPORTUNITIES FOR MEMBERS OF THE MOVEMENT TO CONNECT

We will build global connections with emphasis on fun, friendship and the promotion of cross-cultural experiences to support the growth of Girl Guiding and Girl Scouting.

During 2018-2020, we connected members of our global Movement through:

- **Our World Centres.** Tens of thousands of Girl Guides and Girl Scouts from around the world stayed at one of our [five World Centres](#), either as part of their unit, as individual travellers or participants in one of our flagship leadership events
- **International Online Campfire.** World Centres brought more than 20,000 Girl Guides, Girl Scouts, volunteers and leaders together at the #ShareTheLight international campfire, to foster connectivity during the COVID-19 pandemic
- **World Thinking Day.** Girl Guides and Girl Scouts in more than 110 Member Organisations get involved in World Thinking Day every year, and the [2020 Activity pack](#) was available in 16 languages
- The **Juliette Low Seminar.** In 2019, more than 700 volunteers and girls came together in 18 global hubs for a new look Juliette Low Seminar, with each participant committing to a 100-Girl Project in the next 12 months
- The 2019 **Helen Storrow Seminar.** Over [400 participants came together across the five WAGGGS regions](#), including 36 participants from 28 countries, at the main event in Our Chalet. There were also eight pop-up seminars (Australia, Libya, Madagascar, Malaysia, Sangam, Taiwan, Trinidad and Tobago, USA)
- Regional events such as the 2018 Latin American Gathering in Guatemala, Roverway 2018 in the Netherlands, the 2018 Conference for Leaders of Girls in the Philippines, the 2019 Arab Region Camp in Egypt, the 2019 Leadership Training for African MOs in Kenya, the first International Commissioners webinar in 2020 and 2020 Heads of Youth committees held in the Arab Region
- The Youth Exchange South to South (YESS) Programme which has continued to support young women from 13 Member Organisations across Africa and Asia Pacific regions, and placed 45 young women in 2020.



*“Accessibility to a WAGGGS international experience [such as Helen Storrow] is fantastic for our girls because we’re so far from anywhere else so travel is much more expensive and difficult. We love the concept of pop-ups/linking to others and want to really explore this further.”*

**KAREN AND EMILY, AUSTRALIA, HELEN STORROW SEMINAR, POP-UP FACILITATORS**

# PROGRESS ON OUR STRATEGIC AIMS:

## WORK WITH COUNTRIES WITHOUT A MEMBER ORGANISATION

We will make it quicker and easier for new groups – including national associations – to join our Movement by finding flexible, innovative and sustainable paths to membership.

During 2018-2020, we **developed new paths to membership**, including:

- Introducing a more agile model for the Rapid Response team to work with MOs, including greater collaboration with Regional Committees. The new model has already been implemented with Afghanistan, Algeria, Croatia, Ethiopia and Gabon.
- Exploring flexible and sustainable paths to membership for potential MOs in Afghanistan, Algeria, Bulgaria, Comoros, Croatia, Ethiopia, Gabon, Montenegro, Mozambique and Tajikistan
- Continuing to support the developing of Girl Guiding and Girl Scouting in Afghanistan, Algeria, Croatia, Ethiopia and Gabo
- The Associassao Guias De Mocambique (the National Organisation in Mozambique) membership application has been approved by the World Board and submitted to the World Conference for ratification to be recognised as an Associate Member of WAGGGS.
- Savez Izviđača Crne Gore (the National Organisation in Montenegro) membership application has been approved by the World Board and submitted to the World Conference for ratification to be recognised as a Full Member of WAGGGS.



# MORE OPPORTUNITIES FOR MORE GIRLS

## ENRICH THE LIVES OF GIRLS AND YOUNG WOMEN THROUGH THE GIRL GUIDING OR GIRL SCOUTING EXPERIENCE

We will ensure the Movement and Member Organisations remain united, thriving and growing by understanding and responding to the needs and aspirations of girls and young women, and demonstrating the value of becoming a Girl Guide or Girl Scout based on our approach to non-formal education.

During 2018-2020, we have **enriched girl experience** through non-formal education:

- As a supporting partner of the [World Non-Formal Education Forum](#), calling for [collective commitment](#) to advancing youth development through delivering quality non-formal education and learning programmes
- By continuing and expanding our external partner programme curricula with Action on Body Confidence, Free Being Me, Girl Powered Nutrition, Menstrual Hygiene Management and Surf Smart all attracting high levels of interest among leaders and Member Organisations
- Through the workshop “Prepared to Learn, Prepared to Lead: Caribbean Champions for Change” which focused on Leadership Development and the Girl Experience to help Member Organisations reinvigorate Guiding in the Caribbean
- In the face of COVID-19 pandemic, adapting to delivering programme and activities online, co-created with young women and built using WAGGGS non-formal education methodology.



“I had the best experience. I got to learn how the girls felt about [their periods], hearing and actually sharing their stories; hearing about how myths and taboos have affected the girls was the saddest and quite emotional part. However getting to see a shift of change and understanding was more overwhelming”.

**GEORGINA, ROSIE’S WORLD PARTICIPANT, ZAMBIA**

# STRATEGY IN ACTION:

## WE ARE ENRICHING THE LIVES OF GIRLS AND YOUNG WOMEN

For 2019, we introduced a brand new format for the Juliette Low leadership seminar (JLS).

Whilst we have previously held one global leadership seminar in one location, this year we brought together 600 young people in 18 different hub locations, amplifying participation tenfold.

Each location offered the one-week programme in up to two of the WAGGGS official languages: Arabic, English, French or Spanish.

“ I’ve never seen so much diversity in one place before. I’ve met so many inspiring people from all over the world. I was learning as much as I was enjoying myself. It was an honour to be a part of JLS 2019. From learning new skills to overcoming fear, I believe I’ve become a better version of myself. ”

“Attending the JLS shows you that there are so many amazing young women across the world who are fighting the same fight, to achieve gender equality and get the same opportunities. It reminds you that there is a lot of willpower too.

If we work together, we will be able to create that better world for everyone in it. I didn’t have so much hope before. Now I can bring hope to others.”

The bold delivery model will extend the global reach of the JLS to 50,000 girls, as each participant launches their 100 Girls Project. In the next 12 months, we will see these projects take flight, ranging from programmes to end gender-based violence, to projects targeting climate action, girls’ nutrition, inclusion and equality.



### JLS PARTICIPANTS

#### AFRICA REGION

**143** from 23 MOs

#### ASIA PACIFIC REGION

**142** from 19 MOs

#### ARAB REGION

**44** from 6 MOs

#### EUROPE REGION

**142** from 33 MOs

#### WESTERN HEMISPHERE REGION

**120** from 26 MOs

# MORE OPPORTUNITIES FOR MORE GIRLS

Nearly half of the projects will integrate the WAGGGS leadership model into programmes at a national level to build confidence, resilience and leadership practice.

“I will run a series of workshops to learn about the leadership mindsets and WAGGGS. I will invite female leaders holding corporate jobs and female members of Parliament to help us figure out why we don't have equal number of men and women in leadership positions

My project will build towards a final national seminar to improve the situation of female representation in all three of our national Scout associations.”

One of the game-changers for this year's JLS was bringing on board so many volunteers, under the new WAGGGS volunteer empowerment model. 119 volunteers delivered the programme, with an average of six young leaders at each hub.

Testament to the quality and strength of these volunteers, twice as many participants strongly agree they identify themselves as a leader outside Girl Guiding and Girl Scouting by the end of JLS.

**9 in 10** PARTICIPANTS STRONGLY AGREED THAT THE JLS WAS **EXCITING**

**4 in 5** PARTICIPANTS ARE CONFIDENT THEY COULD EXPLAIN THE **WAGGGS LEADERSHIP MODEL** TO OTHERS AS A RESULT OF THE JLS.

**7 in 10** PARTICIPANTS FELT THAT THE CONTENT OF THE JLS WAS **RELEVANT** IN THEIR DAILY LIVES



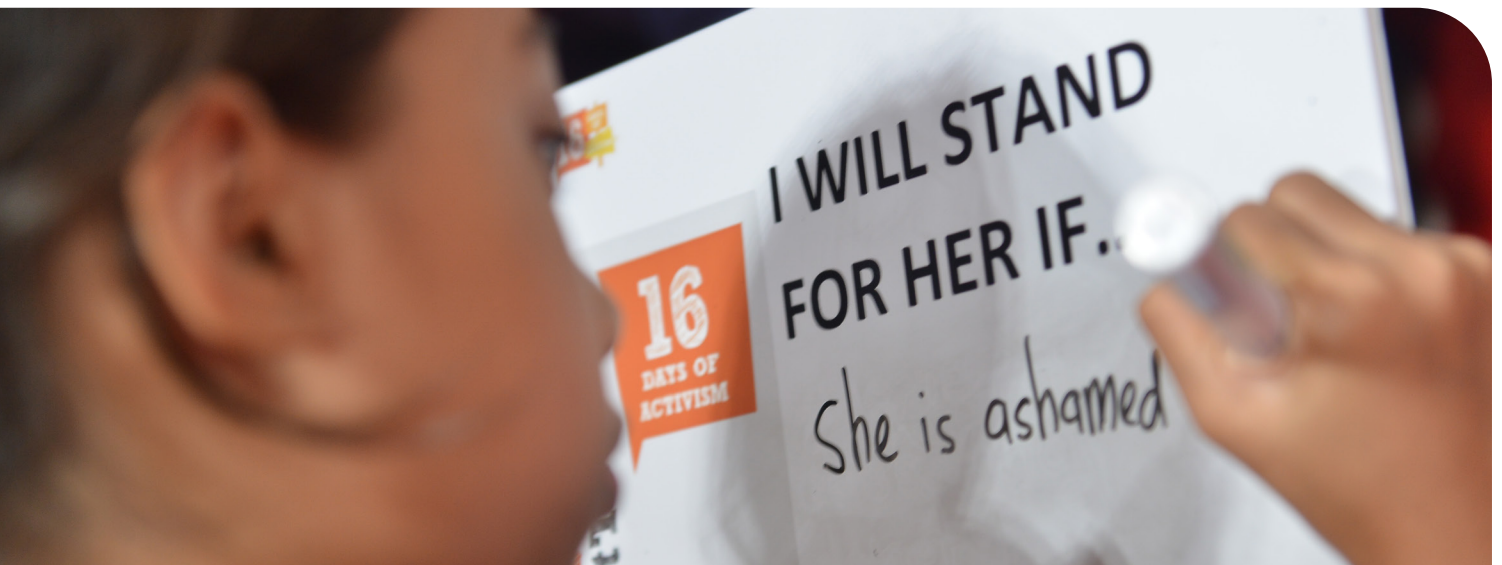
# PROGRESS ON OUR STRATEGIC AIMS:

## STRENGTHEN OUR GLOBAL INFLUENCE

We will use our strength as an international Movement to show leadership on global issues – including the UN Sustainable Development Goals – that are most relevant to girls and young women.

During 2018-2020, we **strengthened our influence on global issues** through:

- The launch of our Advocacy Champion programme, taking delegates to key global forums such as the Commission on the Status of Women, and the UN General Assembly
- Support and training for Member Organisations' advocacy work, including the Girl Guides of Malaysia campaign to end child marriage, the Girl Guides of Nigeria campaign to reduce child sexual abuse and a variety of advocacy projects for Member Organisations including Argentina, Ghana, the Philippines, South Africa and Tanzania.
- Externally-partnered programmes, including a joint delegation of girls from the Free Being Me and Girl Powered Nutrition programmes representing [10 Member Organisations](#) at the UN 'Women Deliver' conference in Canada in 2019.
- The launch of our girl-led advocacy strategy in 2020, which places advocacy at the core of WAGGGS' mission
- An external Position Paper, taking a lead in the conversation around gender-based violence in the face of COVID-19, direct support for MOs through advocacy webinars, resources, drop-in clinics and a youth-led panel.



.....  
Our 2020 external Position Paper takes a lead in the conversation around gender-based violence in the face of COVID-19  
.....

# GREATER GLOBAL INFLUENCE

## WE WILL INCREASE OUR VISIBILITY

We will build the Movement's public profile and facilitate opportunities for WAGGGS to highlight its unique contribution and value to society.

During 2018-2020, we increased visibility by:

- Supporting Member Organisations to generate wider media exposure, including supporting Kenya Girl Guides at the launch of the WAGGGS / WOSM / UN Environment launch of the 'Tide Turners' plastic pollution Challenge Badge
- Expanding our social media presence to more than 100,000 followers through increased member-led and girl-led content
- Continuing to build the profile of the Movement through the voices and action of girls and young women on topics such as adolescent nutrition and menstrual hygiene management, through local radio, national publications, global webinars and social media. In 2020, WAGGGS helped #MHDDay2020 reach 1.1 BILLION people around the world by social media alone.



*"Since returning from YWAF, I have been asked to be the youth representative on our local government's nutrition council. I have spoken on local radio stations about iron-deficiency anaemia and what needs to be done to help adolescent girls."*

**VALENTINE, GIRL GUIDE AND WAGGGS DELEGATE AT WOMEN DELIVER, TANZANIA**

# STRATEGY IN ACTION:

## WE ARE A LEADING GLOBAL VOICE FOR POSITIVE CHANGE ON ISSUES IMPORTANT TO GIRLS AND YOUNG WOMEN

.....  
“I believe child marriage must end because every child should be entitled to education and they should have freedom to do things that only a child can do.”  
.....



In 2018, Girl Guides in Malaysia were at the forefront of a national campaign to ban child marriage. Through the campaign #NoBrideUnder18, girls lobbied the government to close legal loopholes which enable older men to marry young girls, advocating for the legal age for marriage to be raised to 18 years across the country.

Lobbying for changes to the law was just one side of the coin. On the other side, the girls were determined to see a nationwide mindset change. Underpinned by WAGGGS Voices Against Violence training, these young leaders built a #NoBrideUnder18 curriculum, using non formal education to educate girls and young women all over the country about their rights and how to protect themselves.

.....  
“Education is the key to changing mindsets and breaking the circle of marrying off young daughters”  
.....



# GREATER GLOBAL INFLUENCE

More than 200 girls attended the first Stop the Violence workshop, which brought this issue to their attention. Outraged, the Guides took their campaign to the Malaysian Parliament to present an extensive petition to leading politicians and Government Ministers, which has resulted in a change in the law in more than half the states in Malaysia.

“Being involved in the campaign makes me understand that no change or impact is too small.

Every girl matters and no one should be left behind.”

In the more than two years since Girl Guides launched the campaign, #NoBrideUnder18 has received support and recognitions from across Malaysia. As a result of this attention, the Girl Guides initiated a partnership with UNICEF Malaysia to amplify the voices of young people in ending violence and young leaders have been invited to speak at high level ASEAN Summits.

The girls vow to continue their campaign until child marriage is outlawed nationwide.



# PROGRESS ON OUR STRATEGIC AIMS:

## STRENGTHEN LEADERSHIP IN THE MOVEMENT

We will ensure the strength of the Movement by building leadership capacity globally and within Member Organisations.

During 2018-2020, we **strengthened leadership** in the Movement through:

- The co-creation of the new Leadership Outcomes Framework in collaboration with Member Organisations from Chile, Finland, Hong Kong, Italy, Rwanda, Sri Lanka and the USA – and many others
- The introduction of the Leadership Model in four WAGGGS languages for all Regions and its implementation at events including the 2019 Academy and Conference on the Leaders of Girls
- The largest ever Juliette Low Seminar Leadership programme based on WAGGGS leadership methodologies, with the goal of reaching more than 500,000 girls worldwide.



# STRONG AND VIBRANT MOVEMENT

## STRENGTHEN THE MOVEMENT'S ORGANISATIONAL CAPACITY

We will ensure the resilience of the Movement at national, regional and global levels by strengthening volunteering and leadership, and improving responsiveness to the needs of our Member Organisations.



During 2018-2020, we **strengthened organisational capacity** through:

- The launch of the Capacity Building Framework. The model has fundamentally shaped the organisational design of WAGGGS, with leadership, the Girl Guide and Girl Scout Experience and girl-led advocacy explicitly stated as the core of our mission
- Expert Capacity Build volunteers. We have established specialised teams for each area of the Framework.
- The Capacity Assessment Tool for MOs. More than 70 Member Organisations completed the capacity assessment tools, which will help WAGGGS set the priorities for supporting and collaborating with Member Organisations. Following analysis by CAT Mentors, the tool has now helped Regional Committees to inform their regional plans.
- Recruitment and training of new regional CAT mentors and continued support for MOs in assessing and reassessing their organisational capacity
- The creation of two new expert volunteer teams, following a gaps need analysis, to complement the work of WAGGGS Global Capacity Building Team.
  1. Targeted Membership Support works with Associate Member Organisations such as Mauritania and Myanmar to become Full Members. They have also provided support to MOs at risk of ceasing activities.
  2. Through a consultancy approach, the Special Support Team offered tailored support and advice to MOs facing challenging situations due to the impact of COVID-19.

# PROGRESS ON OUR STRATEGIC AIMS:

## SECURE FUNDING

We will ensure the financial strength of the Movement by working with Member Organisations to diversify and supplement our membership fee income.

During 2018-2020, we secured our sustainable future through:

- Increasing unrestricted income to record levels from within the Movement through the generosity of Member Organisations, individual supporters, the Olave Baden-Powell Society, and the World Foundation
- Continuing to work with long established partners like Dove, NOREC (formerly FK Norway), Symantec and the UPS Foundation
- Establishing new programmes and projects through partnerships with Avon, the Global Postcode Trust, Nutrition International and the Swedish Postcode Lottery
- Supporting Member Organisations to access funding directly, for example the Girl Guides of Malaysia received \$100,000 from UNICEF to run Stop the Violence in schools
- Launching a dedicated fundraising drive for COVID-19 response through the WAGGGS Solidarity Appeal, raising more than £130,000 in donations from Member Organisations, individual supporters, the Olave Baden-Powell Society, and the World Foundation.



# STRONG AND VIBRANT MOVEMENT

## IMPROVE THE WAGGGS GLOBAL TEAM'S WAYS OF WORKING

We will become a modern, transparent and responsive organisation, fully accountable to our Member Organisations by embedding the value proposition in all our work.

During 2018-2020, we **improved our ways of working** by:

- Redesigning the organisation to strengthen sustainability
- Clarifying and communicating the operational and strategic roles and responsibilities of the Global Team
- Introducing a volunteer pool system for more than 600 operational volunteers to participate in opportunities, learn new skills and connect together
- Increasing our pool of specialised volunteers to help service our Members – supporting potential MOs, as Capacity Assessment Tool mentors and as capacity building experts, facilitators and trainers
- Effectively integrating and collaborating with World Centres to develop their 2021-2024 strategy.

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**Our international volunteer base is expanding every day. Alongside our senior volunteer team dedicated to each part of our strategy, we have also developed a 600-strong international operational volunteer network.**

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# STRATEGY IN ACTION:

## WE ARE STRENGTHENING VOLUNTEERING AND LEADERSHIP, AND IMPROVING RESPONSIVENESS TO THE NEEDS OF OUR MEMBER ORGANISATION

In 2018, after extensive consultation and design, we delivered the Capacity Building Framework, setting a common platform to implement the value proposition and better serve and support MOs worldwide.

The framework is founded upon the 12 organisational elements and five cross-sectoral elements which define the organisational areas needed to thrive and grow.

**70** MEMBER ORGANISATIONS HAVE COMPLETED THE **SELF-ASSESSMENT**

**40** VOLUNTEERS HAVE ALREADY SIGNED UP TO BE PART OF THE **GLOBAL CAPACITY BUILDING TEAM**

We've since launched the Capacity Assessment Tool (CAT) to help associations, and WAGGGS, understand and evaluate their organisational capacity via a self-assessment process. We are using the results to identify individual needs and areas of development, and finding recognised areas of best practice. With over 70 Member Organisations taking the non-compulsory assessment up until the beginning of 2020, we've already gathered significant insights.



“The strength of our organisation lies in the strength of our volunteers, partnered with a professional skilled and dedicated staff. To provide tailored support to our diverse Member Organisations all around the world, we rely on our skilled volunteer pool who have on the ground experience in all elements of the Capacity Assessment Tool”



Alongside the CAT, we've pulled together and trained a team of Capacity Building Volunteers from across the network, and growing. Each Capacity Building volunteer leads on one element of the 10-point framework and they are using the results of the CAT to inform regional initiatives and to develop tailored services, materials and resources that support MOs self-development.



# STRONG AND VIBRANT MOVEMENT

“The Capacity Building Global Team have already built their teams of dedicated volunteer leads and created volunteer-led resources.

The success of the Capacity Assessment Tool will continue as more Members complete the self-assessment and as regions begin to review the needs that they can prioritise regionally, or that they refer to the Capacity Building Global Team.”



Our international volunteer base is expanding every day. Now, alongside our senior volunteer team dedicated to each part of our strategy, we have also developed a 600-strong international operational volunteer network.

This pool of volunteers has offered their time to support specific WAGGGS projects over the coming three years, anything from training initiatives, programme delivery, event support, translation and interpreting.

The new WAGGGS Volunteer system pools these volunteers from all over the world into a single space. Volunteers can connect directly with others like them and apply to participate in a wider range of opportunities, learning new skills, exploring their individual talents and practising leadership at a global scale.

Our transparent and inclusive process ensures more women from all backgrounds can enjoy more international volunteering.

“I’m very excited to be part of the team [WAGGGS Volunteer network]. I am passionate about girls and young women. I look forward to learning new skills, making friends and creating a positive impact.”

# ACKNOWLEDGEMENTS

The World Association would like to thank our supporters, donors and partners who enable us to provide so many meaningful and positive opportunities for girls and young women. The World Association could not have done this without the generous support of our friends around the world.

## • • • • • **THANK YOU TO** • • • • •

**Her Royal Highness Princess Benedikte of Denmark**

**Her Majesty Queen Azizah of Malaysia**

### **Princess Benedikte Awardees:**

Barbara J. Bonifas  
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### **WAGGGS Leadership Circle Supporters**

Amee Chande  
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Elaine and Jim Paterson  
Joan Webb  
Wendy Smibert

### **WAGGGS Innovators' Circle Supporters**

Betsy and John LaMacchia  
Connie L. Matsui  
Dianne M. White

### **WAGGGS Visionary Circle Supporters:**

Vibeke Riemer and Lars Kolind

### **Our many supporters including:**

Barrett Family Foundation  
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International Scout and Guide Fellowship  
Oak Foundation  
Olave Baden-Powell Society  
The Schroder Foundation  
UK Trefoil Guild  
World Foundation for Girl Guides and Girl Scouts Inc.

**The many volunteers serving on committees, task groups, training pools and many more groups.**

# THANK YOU TO OUR SUPPORTERS

## Our many partners including:

Avon Foundation for Women

Council of Europe, European Youth Foundation

European Commission - Education, Audiovisual and Culture Executive Agency (EACEA), Erasmus+ Programme

Girl Scouts of Japan (Olympiad badge)

International Women's Day

KAICIID

Magic: The Gathering

NOREC (formerly F K Norway)

Norton LifeLock (formerly Symantec)

Nutrition International (formerly MicroNutrient Initiative)

NVIDIA

Players of People's Postcode Lottery; funds awarded through Global Postcode Trust

Save the Children

Silicon Valley Community Foundation

Swedish Postcode Foundation

The Allan & Nesta Ferguson Charitable Settlement

The Girl Guides of Canada – Guides du Canada – (Canadian World Friendship Fund)

The Goals.org

The UPS Foundation

UN Educational, Scientific and Cultural Organisation (UNESCO)

UN Environment Programme (UNEP)

UN Food and Agriculture Organisation (FAO)

UN Women

UNICEF

Unilever (Dove & Lifebuoy brands)

University of West England

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## World Board Members:

**Ana Maria Mideros** (Chair)

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**Heidi Jokinen**

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(Chair, Africa Region  
retired July 2019)

**Larissa Byll Cataria**  
(Chair, Africa Region  
elected July 2019)

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(Chair, Arab Region,  
retired September 2019)

**Libya Ahmed Sbia**  
(Chair, Arab Region,  
elected September 2019)

**Marybelle Mariñas**  
(Chair, Asia Pacific Region,  
retired August 2019)

**Sui Lan Winnie She Tsui**  
(Chair, Asia Pacific Region,  
elected August 2019,  
resigned April 2020)

**Bronwyn Hughes**  
(Chair, Asia Pacific Region,  
elected April 2020)

**Marjolein Sluijters**  
(Chair, Europe Region)  
retired August 2019

**Eline Grøholt**  
(Chair, Europe Region)  
elected August 2019

**Joanne Carter Rosenberg**  
(Chair, Western Hemisphere  
Region) retired July 2019

**Cindy-Ann Alexander**  
(Chair, Western Hemisphere  
Region, elected July 2019)

## Approved Persons:

Jillian van Turnhout

Catherine Irwin

# APPENDIX

## UPDATE ON PROGRESS OF 36TH WORLD CONFERENCE MOTIONS

This document provides summary of the status of [approved World Conference motions](#).

The motions are grouped in the following categories:

1. Updates on motions where work is ongoing
2. Motions relating to the delivery of the 36th and 37th World Conferences
3. Motions relating to WAGGGS' Constitution and Bye-Laws and legal entities
4. Motions relating to Member Organisations' status

### 1. UPDATE ON MOTIONS WHERE WORK IS ONGOING

Motion number	Text of motion and <b>update</b>
<b>15.2</b> <b>(35th WoCo)</b>	<p>The World Conference of Guides and Girl Scouts, strongly rec-ommends and requests that, without financial implication on the part of WAGGGS, all networks working to develop the spiritual dimension be considered as special contact points by WAGGGS.</p> <p>Special attention be given to facilitating opportunities for ex-change and contribution on other matters of shared interest re-lating to spirituality</p> <p>These networks and groups provide their support to WAGGGS when working on educational issues related to spiritual devel-opment; and to organising associations in order to collaboratively develop the content and organization of spiritual times during international events.</p> <p><b>The World Board established a Spirituality Working Group, whose objectives are; to begin a reflection on the WAGGGS position on Spirituality and develop a position statement and to exchange ideas and best practices that will inform the development of supportive tools, resources. A call for nominations to join the working group was sent out and applications have been received. Due to the Covid-19 the working group will commence its meetings as soon as is practically possible.</b></p> <p><b>A volunteer group was established to help develop specific learning about Ramadan and how Muslims and countries/communities includ-ing Muslims around the world celebrate Ramadan, and how this links into the Girl Guide/Girl Scout experience.</b></p> <p><b>In March 2019, WAGGGS attended the Network for Dialogue Workshop and European Academy of Religion Conference, which brought together local faith and dialogue actors from a range of European countries to empower interreligious and intercultural action for refugee and migrant inclusion.</b></p> <p><b>Plans had been made to hold an inter-denominational workshop and to make room available for inter-denominational prayers at the 37th World Conference.</b></p>

Motion number	Text of motion and <b>update</b>
17	<p>The conference recommends the development of tools to support MOs to help them to develop and/or improve their educational programmes based on the Girl Guide and Girls Scout educational methods and taking into account the different age groups.</p> <p><b>WAGGGS has developed several resources to support Member Organisations, including <u>Leading for Her World</u> (a summary of the WAGGGS' leadership model), <u>Speak Out for Her World</u> (an advocacy toolkit) and <u>Be the Change 2030</u> (a guide for learning and taking action on the Sustainable Development Goals).</b></p> <p><b>As part of the Lead the Way project, Europe Region has supported the development of 'my path my pace', a global tool to apply the Girl Guides and Girls scout educational method in the Rovers and Rangers age group.</b></p> <p><b>WAGGGS has established a "Girl Experience" volunteer team. This team will focus on updating and developing resources such as Guiding in a Box and Prepared to Learn, Prepared to Lead.</b></p>
18	<p>The conference recommends that a Girl Guide/Girl Scout Experience Forum be organised in the new triennium.</p> <p><b>Persatuan Pandu Puteri Malaysia (Girl Guides Malaysia) and WAGGGS was planning a Leadership Forum event in 2020. Due to COVID-19 this has been provisionally cancelled, once we will have a better overview of the context we will re-start the conversation with GGAM.</b></p> <p><b>Sessions using the Forum methodology were delivered at planned for the Regional Conferences. However, the topics were broader than Girl Guide/ Girl Scout Experience.</b></p>
19	<p>That Arabic is considered as the fourth official language of the World Association of Girl Guides and Girl Scouts, alongside English, French and Spanish.</p> <p><b>Arabic becoming an official language was in part a recognition of existing practice – key documents were already being translated in to Arabic. This is continuing. For the first time, the Arab Regional Conference website and registration was all available in Arabic. The website has been updated to enable Member Organisations and girls to find the information they are looking for more efficiently and quickly. The website is now available in Arabic.</b></p>

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Motion number	Text of motion and <b>update</b>
21	<p data-bbox="416 439 1490 551">That WAGGGS supports MOs to take action in supporting human rights and addressing inequality and inequity in response to the current migrant and refugee situation.</p> <p data-bbox="416 589 1497 701"><b>To coincide with World Refugee Day 2018, WAGGGS released a new <a href="#">policy paper</a> to coincide with World Refugee Day. At the same time, WAGGGS shared stories of <a href="#">Member Organisations</a> working on the issue.</b></p> <p data-bbox="416 739 1490 851"><b>In the Europe Region, WAGGGS and WOSM created a <a href="#">Board Game</a> highlighting refugee issues. There were topics focused on refugee issues at both Roverway and the Academy.</b></p> <p data-bbox="416 889 1453 1081"><b>WAGGGS is facilitating connections between Member Organisations working on refugee issues, for example in Greece and Tunisia and supported MOs in applying for funding. The UPS Foundation supported Diversity and Inclusion project in the Netherlands and UK focused on engaging refugee communities in Girl Guiding and Girl Scouting.</b></p> <p data-bbox="416 1120 1493 1272"><b>In March 2019, WAGGGS attended the Network for Dialogue Work-shop and European Academy of Religion Conference. This brought together local faith and dialogue actors from a range of European countries to empower interreligious and intercultural action for refugee and migrant inclusion.</b></p> <p data-bbox="416 1310 1453 1579"><b>In June 2019, the #StepWithRefugees WAGGGS Campaign on World Refugee Day resulted in 5,679km of steps taken by Girl Guides and Girl Scouts registering their km in solidarity with Refugees (the target was 1,000km)! WAGGGS has invited MOs to participate in activities of the KAICIID Network for Dialogue, as a result Greek Girl Guiding attended their meeting in Athens (Oct 2019) and Malta Girl Guides participated in their training on intercultural dialogue (Nov 2019).</b></p> <p data-bbox="416 1617 1450 1807"><b>In 2020, as a member of the Network for Dialogue, WAGGGS signed a pledge for action on bringing new insights from grassroots on the challenges refugees and migrants face in their daily life. World Think-ing Day 2020 focused on Diversity &amp; Inclusion, and incorporated mi-gration and refugees.</b></p>

**Motion number****Text of motion and update****22**

That Kusafiri, the fifth WAGGGS World Centre continues to run activities that are in line with WAGGGS vision and mission; that a programme of events is supported by the allocation of dedicated budget and that scholarships to attend continue to be provided.

**In December 2018 a Kusafiri event with two programmes- Cultural and Leadership was held in Uganda:**

- **A leadership programme to train 79 facilitators who went on to run the Juliette Low Seminar (JLS) events around the globe in November 2019.**
- **A cultural programme with 52 participants.**

**In 2018, Friends of Kusafiri WAGGGS was launched and today Kusafiri has 70 Friends.**

**In 2019 one of the 2019 Juliette Low Seminar hubs was held as a Kusafiri event in Tanzania with 32 Participants (22 from Africa Region), 6 facilitators and 8 members of service Team from Tanzania and Kenya, in partnership with Kenya Girl Guides and The Tanzania Girl Guides Association. This hub was able to accept a significant amount of young women from the Africa region whose visa applications had been rejected elsewhere.**

**In 2020 the Kusafiri event planned for Ghana has been postponed due to COVID-19.**

**The impact of Kusafiri to MOs that hosted it so far are visibility and awareness of Girl Guides and Girl Scouts activities and projects in the country, fundraising, recruitment of new members, open doors to more donors and mostly experience of hosting an international event and bring the world to Africa.**

*"Kusafiri offers a wide range of opportunities and creates a long-term legacy in its host countries. It also encourages MOs to innovate and be creative."*

**Association des Guides du Rwanda**

**Kusafiri continues to thrive alongside other WAGGGS World Centres, has been integrated in all WCs strategies from. During COVID-19- Kusafiri with other WCs hosted #ShareTheLight online campfire and brought together more than 6,000 Girl Guides and Girl Scouts live (and 21,000 in total) from worldwide.**

**Towards the end of 2020, a strategy for Kusafiri will published as part of the wider World Centre strategy.**

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Motion number	Text of motion and <b>update</b>
<b>23</b> <b>(as amended by 27)</b>	<p>Following the WAGGGS restructure in 2016, and in accordance with its value proposition, and taking into consideration that WAGGGS is a member driven Association, it is recommended that an evaluation of the impact of the restructure at the global, regional and MO levels is undertaken and the results shared with MOs prior to the 2020 WAGGGS World Conference within a rea-sonable time frame that will enable MOs to review and propose motions to the World Conference if they so desire.</p> <p><b>Having listened to feedback from many Member Organisations, WAGGGS reintroduced a regional staffing structure in the third quarter of 2018 with either 2 or 3 members of staff in each region.</b></p> <p><b>During the preparation of the 2019 budget it was clear to the World Board that WAGGGS needed to adopt a lower unrestricted cost operating model in order to deliver balanced income and expenditure. As part of the organizational redesign and following the work of the Vibrant Region working group, regional committees became the main point of contact for MOs backed up by a staff regional coordinator or relationship manager (Europe).</b></p> <p><b>This structure has been in place for less than nine months during which COVID-19 has happened, and so it is too soon to carry out an evaluation. This has been put on the agenda for the World Board to be completed before World Conference in 2021.</b></p>
<b>24</b>	<p>In accordance with WAGGGS mission and vision which under-line the value and potential of girls to change the world it is rec-ommended that WAGGGS:</p> <ol style="list-style-type: none"><li>1. Supports more MOs at all levels (global, regional and national) in delivering quality programmes and</li><li>2. Prioritises planning on WAGGGS programmes which aim to support and strengthen the leadership of girls and young women</li><li>3. Supports more MOs in allocating staff at the regional level who will focus on following MO progress, including understanding the cultural country context and girl guide and girl scout behaviours.</li></ol> <p><b>1. As discussed in the update on motion 17 above, there are several projects ongoing to support delivery of quality programmes. In addition, as a result of the launch of the capacity assessment tool in 2018, WAGGGS has a better understanding of the needs of its Member Organisations.</b></p> <p><b>2. Over the course of 2018 and 2019, WAGGGS focused much of its work on leadership, not least in making leadership the theme of World Thinking Day 2019. The leadership model was tested in all four official languages, including at the Helen Storrow Seminar, the Conference for</b></p>

**Motion number****Text of motion and update**

24  
(cont.)

the Leaders of Girls, in Burundi, Sudan and training events for the Latin American Gathering.

The Juliette Low Seminar facilitators training in Uganda piloted aspects of the leadership model, and there was at least one strand focusing directly on leadership at the Academy 2018.

The first leadership co-creation workshop took place in Hong Kong in late 2018 – seven Member Organisations (from Rwanda, Hong Kong, Sri Lanka, Italy, Finland, Chile, USA) participated.

The Juliette Low Seminar, based on WAGGGS leadership model, took place in 18 hubs simultaneously delivered by over 100 trained volunteers to 500 participants who will use the model to deliver the 100 girls project for a total reach of 50,000 girls.

[Leading for Her World](#) (a summary of the WAGGGS' leadership model), provides an overview on this work. In the first quarter of 2019, a successful workshop on leadership was held for Caribbean Member Organisations.

A group of 30 volunteers with expertise in the core mission areas, including leadership development is established and ready to continue working with MOs to build capacity to deliver high quality programme and strengthen the leadership of girls and young women.

WAGGGS global programmes continued to integrate leadership training and development. For example the UPS programme delivery in Mexico and Nigeria involved online leadership training through the i-Lead module. The 2019 training events in Our Chalet and Malmo (Sweden) for the Goals.org focused on leadership for sustainability, training MO representatives to learn more online about the Sustainable Development Goals and how to take action locally. Since 2019, the YESS programme has incorporated training in the new leadership mindsets for the 45 young women participants prepared each year for their six month placement through the programme

3. Regional committees, regional staff and the analysis of the CAT by region all support this motion.

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Motion number	Text of motion and <b>update</b>
25	<p>That work with the implementation of Agenda 2030 and Security Council Resolution 2250 on Youth Peace and Security is integrated in the 2018-20 Strategic Plan and budget under Greater Global Influence noting that: the Girl Guide and Girl Scout Movement will be a leading global voice of young women as key players in sustaining peace.</p> <p><b>The 2021 World Thinking Day theme will be peacebuilding with preparation for the activity pack already begun in May 2020. For World Thinking Day 2021, we want as many people as possible to be part of the creation process, from a 5-year-old Girl Guide to a Chief Commissioner. An open call has gone out on the WAGGGS website inviting activity ideas until mid-June 2020.</b></p> <p><b>On the Sustainable Development Goals more widely, there have been several initiatives, including Unlock Leadership for Change, in partnership with <a href="http://www.thegoals.org">www.thegoals.org</a> and <a href="#">Be the Change 2030</a> (a guide for learning and taking action on the Sustainable Development Goals). There has also been significant advocacy work relating to goal 2 (zero hunger) and goal 5 (gender equality), for example at the 62nd UN Commission on the Status of Women.</b></p>
28	<p>The 36th World Conference asks the World Board to explore different methods of communicating with MOs and implement these within the triennium. These methods shall make information available on key decisions, major achievements and upcoming priorities of the World Board and the reasons behind those to MOs on a regular basis between World Conferences.</p> <p><b>The World Board shared an update within three weeks of its first face to face meeting of 2018. There was a second face-to-face meeting in September 2018 and two virtual meetings, in April and July 2018. Monthly editions of WAGGGS Voice provided Member Organisations with updates on key programmes and events.</b></p> <p><b>There are sessions at all five Regional Conferences in 2019 for WAGGGS to provide updates to all Member Organisations.</b></p> <p><b>Social media interactions at global and regional level have increased significantly and WAGGGS has produced fortnightly MO updates during the COVID-19 crisis.</b></p>

Motion number	Text of motion and <b>update</b>
30	<p>The 36th The World Conference calls on WAGGGS to:</p> <ul style="list-style-type: none"> <li>• encourage Member Organisations to establish a generic email address for the role of International Commissioners in order to ensure continuity and to respect the confidentiality of personal information,</li> <li>• compile a list of the email addresses of all International Commissioners of the 146 current Member Organisations,</li> <li>• update this list at least once a year, and, ensure that this list is accessible to each International Commissioner directly.</li> </ul> <p><b>145 of 150 MOs provided at least one email address. Of 191 CAs / MOs / Federations, 179 (94%) have provided at least one contact.</b></p>
31	<p>The World Conference calls on the World Board of WAGGGS to:</p> <ul style="list-style-type: none"> <li>• recognise the needs of Member Organisations of the different regions to prepare fully for World Conferences;</li> <li>• encourage that, before each World Conference, there should be period of exchanges between the Member Organisation of each region, in the most appropriate format, so that the Member Organisations can discuss the various issues between themselves.</li> </ul> <p><b>Work had already begun on the programme for World Conference in 2020, building on input from Regional Conferences. Webinars in all WAGGGS languages were held to introduce the proposed governance changes and consultation had taken place on the 2032 Com-pass and 2021 – 23 stretched strategy. The postponement of World Conference has delayed further MO preparation but this will be picked up once there is a new date and agreed programme.</b></p>
32	<p>The World Conference tasks the World Board to conduct an investigation looking into the reasons why more young women are not standing for governance positions in consultation with Member Organisations and their young women, and; to develop a concrete set of actions that will significantly increase the number of young women standing for governance positions. The outputs of the investigation will be presented at the Regional Conferences in order to give the opportunity to the MOs to participate actively in the discussion and take forward the key recommendations to the 37th World Conference.</p> <p><b>This project was led by a young women’s research team. Thanks to the generous support of the World Foundation, the team – comprising Girl Guides and Girl Scouts from all five regions – met at Pax Lodge to identify the key research questions and Our Cabana to compile their findings.</b></p>

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Motion number	Text of motion and <b>update</b>
32 (cont.)	<p>The team was joined by two partner organisations, the <u>Young Women's Trust</u> and the <u>International Centre for Interreligious and Intercultural Dialogue (KAICIID)</u>. The research questions were based on the following objectives:</p> <ul style="list-style-type: none"><li>● To know the current status of young women in decision making roles</li><li>● To understand why it is important to have young women in decision making roles</li><li>● To understand the barriers and opportunities on young women in decision making roles</li><li>● To identify best practices to engage young women in decision making roles</li><li>● To present a motion to World Conference 2020.</li></ul> <p>The team presented at all regional conferences and a number of regional Motions were passed. A constitutional motion has been proposed by the team for World Conference and has been included in the World Board governance proposals. Further non constitutional motions will be included once the new timetable for World Conference is announced and the final report from the team will be presented at World Conference.</p> <p>To help signal its commitment to strengthening the role of young women in WAGGGS' governance, in 2018 the World Board – in line with the appropriate constitutional provisions – appointed a young woman under 30 to fill a vacancy on the World Board.</p>
33	<p>The World Conference recommends WAGGGS to continue the ongoing work to develop the cooperation between WAGGGS and WOSM through advocacy on global issues affecting Guiding and Scouting.</p> <p>The Europe Region Committee launched a joint research project with WOSM on the effectiveness of their joint collaboration in the region. Now that the research is concluded, WAGGGS and WOSM in Europe have developed a new Memorandum of Understanding.</p> <p>The WAGGGS / WOSM consultative committee met in September 2018 and August 2019. One area of agreement was to develop joint advocacy on the value of non-formal education. As part of this commitment, WAGGGS and WOSM – along with several other partners supported the World Non-Formal Education Forum in December 2019 in Rio de Janeiro, Brazil.</p>

**Motion number****Text of motion and [update](#)****34**

The World Conference confirms that WAGGGS, expert in the development and empowerment of girls worldwide, recognises the importance and the advantages of a girls-only environment and undertakes to protect this important characteristic of Girl Guiding/Girl Scouting.

**A special interest group of the largest girl-only Member Organisations launched in early 2019. The group meets regularly to discuss common challenges and opportunities, as well as to learn from each other's experiences.**

**In 2020, WAGGGS started a research project across the Movement to help us better understand the value and relevance of Girl Guiding and Girl Scouting. There will be sessions on this topic at the World Conference and the aim is to publish the research.**

## 2. MOTIONS RELATING TO THE DELIVERY OF THE 36TH AND 37TH WORLD CONFERENCES

The following motions related directly to the 36th World Conference. No further action is required:

Motion number	Topic
1.1	Appointment of tellers
1.2	Appointment of procedural team
2.1	Approval of rules of procedure for extraordinary general meeting
3.1	Approval of rules of procedure for 36th World Conference
3.4	Approval of amended rules of procedure for 36th World Conference
9	2015-2017 report adopted
10	2018-2020 strategy approved
11	35th WoCo <a href="#">record of decisions</a> accepted

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The following motions related to the 37th World Conference:

Motion number	Topic	Update
15	37th World Conference fee discount model accepted	No further action required.
16	Uganda Girl Guides Association to host the 37th World Conference	Ongoing: WAGGGS and UGGA continue to work on preparations for the World Conference

## 3. MOTIONS RELATING TO WAGGGS' CONSTITUTION AND BYE-LAWS AND LEGAL ENTITIES

The following motion related to the dissolution of the old WAGGGS charity:

Motion number	Topic	Update
2.2	Removal of former charity (Charity Number 306125) from the UK Charity Commission Register of Charities	No further action required: Charity Number 206125 was <a href="#">removed from the register</a> on 11 November 2017

The following motion related to revisions of the WAGGGS constitution:

Motion number	Topic	Update
3.2 3.3 4.1-4.5 5 6 7.1-7.3 8	Adjustments to the WAGGGS CIO constitution and bye-laws	No further action required: the UK Charity Commission was notified of changes to the constitution and bye-laws on 12th October 2017, and these were <a href="#">reflected on the register in November 2017</a> .

## 4. MOTIONS RELATING TO MEMBER ORGANISATIONS' STATUS

The following motions relate to existing Member Organisations:

Motion number	Topic	Update
12	Change of name to Letzebuerger Guiden a Scouten (Luxembourg MO)	No further action required.
13.3	Het Arubaanse Padvindsters Gilde changed from Associate to Full Member	No further action required
13.6	The Scouts of Syria changed from Associate to Full Member	No further action required

The following motions relate to new Member Organisations:

Motion number	Topic	Update
13.1	Girl Scouts of Albania accepted as Associate Member	No further action required.
13.2	Mouvement des Guides & Eclaireuses du Niger accepted as Associate Member	No further action required
13.4	The Association of Scouts of Azerbaijan accepted as Full Member	No further action required
13.5	The Palestinian Scout Association accepted as Full Member	No further action required

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