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2025**



**18<sup>th</sup>** European Guide and Scout Conference  
Conférence Européenne du Guidisme et du Scoutisme

# Document **12**

## Triennial Report: 2023-2025

**May 2025**



WORLD ASSOCIATION  
OF GIRL GUIDES  
AND GIRL SCOUTS

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# INTRODUCTION FROM THE CHAIR OF THE REGION

This triennium has been marked by change and adaptation to the constantly evolving world around us. While still operating in an increasingly challenging global context with the global climate crisis, geopolitical crises reaching far into our region as well as rising prices and political shifts resulting in shrinking spaces for civil society, we figured out ways to navigate these challenges and found new approaches for working together effectively and collaboratively.



We started our triennium finding our footing, still feeling the effects of the global pandemic. We were able to bring people across the Region together again at in-person events, create space for meaningful interaction, collaboration and learning from each other with one highlight being Roverway 2024 in Norway. We have also been seeing MOs stabilise throughout the triennium and we were able to support their capacity building. On the more challenging side, we have been navigating an unstable fundraising scene in Europe while working on making our movement more sustainable which led to us adapting the way we approach and deliver events such as the regional conference this year. These and many other decisions this triennium weren't easy for me and my colleagues in the regional committee. This triennium gave us many opportunities to grow together and think outside the box. However, in all those moments of challenge the strongly collaborative mindset of this Region came through. It made me incredibly proud of being part of the Europe Region where MOs and regional team work together to overcome challenges and find solutions. The recent work around finding the best model of a Europe Contribution as well as co-creating the next triennial action plan are only two examples of many for that.

We are coming out of this triennium with a strengthened regional team of volunteers and staff. We successfully got people elected in youth and women's platforms in Europe. We secured funding for many activities one highlight being the recent environmental project and we were able to increase our transparency by introducing regular reporting about our work.

None of this would have been possible without all the regional volunteers and staff who have been tirelessly delivering towards WAGGGS' mission and vision while adapting the WAGGGS offer to our diverse region's needs. Me and my colleagues in the regional committee express our gratitude towards every one of them as well as to all our MOs who have been understanding through the challenges and supporting us in finding solutions.

This triennial report showcases achievements, teamwork and collaboration. It shows how our strong commitment to enable young people to experience WAGGGS and its international community in the regional space is futureproofing our movement. We hope that we handover a stable and thriving region to the incoming committee and wish them all the best for continuing the work and growing with the challenges!

*Paula Heher-Old*

# THE REGIONAL TEAM

## THE COMMITTEE



**Paula Neher-Old**  
Chair

Ring Deutscher Pfadfinder\*innenverbände  
e.V. (rdp)  
Germany  
Portfolio/s: Chair, Overall Europe Region  
Strategy & Crisis Support



**Olivia Solman**  
Vice-Chair

Scouterna  
Sweden  
Portfolio/s: MO relationships &  
Mental Health



**Antonia Pata**

Greek Guiding Association Member  
Organisation  
Greece  
Portfolio/s: Communications/External  
Relations & Quality Guiding and Girl  
Scouting (since 2025)



**Signe Gertz Jensen**

Pigespejdernes Fællesråd Danmark  
(PFD)  
Denmark  
Portfolio/s: External  
Relations/Communications & Roverway



**Evelyn Dick**

Treasurer  
GirlGuiding UK  
Scotland, United Kingdom  
Portfolio/s: Finance, Volunteer  
Management & Joint Work (since  
2025)



**Filomena Grasso (2022-2024)**

Federazione Italiana Dello Scautismo (FIS)  
Italy  
Portfolio/s: Joint Work & Quality Guiding  
and Girl Scouting



## THE STAFF



**Nicola Murray**  
Head of Europe Region  
Based in Belgium



**Laura Montosa Martin**  
Administration Officer  
Based in Belgium



**Aina Fontanella Morera**  
Membership and Network  
Manager  
Based in Spain



**Marijana Mitrovic**  
Fundraising Manager  
Based in Portugal



**Eirini Kappou**  
Programmes Manager  
Based in Greece



**Alhassan Soltan**  
Events Manager (October  
2024 - October 2025)  
Based in Switzerland

Until October 2024, Olivia Funnell led the Europe Region staff team as Head of Europe Region. We were also supported by Ayao Zogbessou, Account Assistant at the World Bureau; Arnau Cabruja Amat, Project Assistant for the Roverway project (March–October 2024); Mafalda Ramos, Project Assistant for the environmental project and the WAGGGS Forum for Young Women’s Leadership & Impact (April–October 2025); and Sarah Ledjou, who acted as Membership and Network Coordinator during Aina Fontanella Morera’s maternity leave (November 2024–March 2025)



# OUR REGIONAL VOLUNTEERS AND WORKING GROUPS

## QUALITY GUIDING AND GIRL SCOUTING



Anat Friedman, Israel  
Anja Blume, Germany  
Anne Risør Bachmann Skovsgaard, Denmark  
Elias Segalini, Italy  
Emma Withington, UK  
Ingeborg Korme (LV), Norway  
Koraline van Dijk, The Netherlands  
Monika Dreik, Poland (until 2023)  
Regula Steiner (LV), Switzerland  
Ronja Kok, Austria  
Sofia Elwe, Sweden  
Yvonne Browne, Ireland

## COMMUNICATIONS



Angela Dell'omo, Italy (until 2023)  
Amy McAuley, Ireland  
Carol-Anne O'Reilly, Ireland (until 2023)  
Emma Elgaard Larsen (LV), Denmark  
Johanna "Jojo" Veit (LV), Germany  
Lukas Öreberg, Sweden  
Marianna Rapsomatioti, Greece  
Sally-Anne Betteridge, UK  
Tove Ekroth, Sweden (2024)  
Urša Šega, Slovenia (until 2023)

## OUR REGIONAL VOLUNTEERS AND WORKING GROUPS

### MENTAL HEALTH



Charitini Petrodaskalaki, Greece  
Dominika Duszyńska, Poland  
Nanna Andersen, Denmark  
Rio Cederlund (LV), Sweden  
Rosie Jones, UK  
Urska Mali Kovačič (LV), Slovenia

### EXTERNAL RELATIONS



Agata Cybulska, Poland  
Julia Sieber, Germany  
Liv Arleth (LV), Denmark  
Maëlle Chapuis-Mirol, France  
Mirella Dina Biagi, Italy  
Pavlos Tsiakoumis (LV), Greece  
Sofie-Amalie Dissing Sorth, Denmark  
Victoria Henderson, UK



## OUR REGIONAL VOLUNTEERS AND WORKING GROUPS

### CRISIS SUPPORT



Andrea Davide Porretta (LV), Italy  
Aniela Radecka, Poland  
Charlotte Makanga (LV), UK  
Hanne Tange, Denmark  
Malin Zackrisson, Sweden  
Petra Stipanič Frlan, Slovenia

### JOINT WORK



Rezida Rzayeva, Azerbaijan  
Vittoria Brandi (LV), Italy

# OUR REGIONAL VOLUNTEERS AND WORKING GROUPS

## BUILDING BLOCKS TOWARD YOUTH CLIMATE ACTION IN EUROPE



Antonia Pata, Greece  
Eirini Kappou (staff), Greece  
Giada Sannino, Italy  
Joel Kruse, Sweden  
Justyna Piwowar, Poland  
Karen Simpson, UK  
Lexie Massie, UK  
Mafalda Ramos (staff), Portugal  
Silvia Zampato, Italy  
Mariana Rapsomatioti, Greece

## THE ACADEMY 2023 & 2024



Photographs taken by Sara Ejsmont, Pascal Grüger & Till Sanders

Andrea Davide Porretta, Italy  
Anna Bambrick (staff), UK  
Claire Louise Maddison (2023 Content Manager), UK  
Eirini Kappou (staff), Greece  
Eleni Konstantinidou, Greece  
Emma Withington, UK  
Erin Wicking, Australia  
Ghadie Elhelaly (staff) – Egypt  
Johanna “Jojo” Veit Germany  
Katerina Papanastasiou, Greece  
Louisa Ryan (2024 Content Manager), UK  
Nanna Klingenberg, Denmark  
Prerana Shakya (staff), Nepal  
Rio Otara (staff), UK  
Robyn Gibbs (staff), Australia  
Ronja Kok, Austria  
Sofie-Amalie Dissing Sorth, Denmark



## OUR REGIONAL VOLUNTEERS AND WORKING GROUPS

### IC FORUM PLANNING TEAM



Photo taken at the IC Forum in Malta with the WOSM planning team

Alhassan Soltan (staff), Switzerland  
Hana Lobnik, Slovenia  
Julia Sieber, Germany  
Olivia Solman, Sweden

### WAGGGS REGIONAL CONFERENCE TEAM



Alexandros Kordas, Greece  
Alhassan Soltan (staff), Switzerland  
Amy McAuley, Ireland  
Anne Risør Bachmann Skovsgaard, Denmark  
Antonia Pata, Greece  
Carla Schinzel, Germany  
Charitini Petrodaskalaki, Greece  
Charlotte Makanga, UK  
Ebba Källström, Sweden  
Eirini Kappou (staff), Greece  
Erin Kelly, UK  
Evelyn Dick, UK  
Lily Raper, UK  
Paula Neher-Old, Germany  
Yauheniya Makhviayenia, Belarus  
A team of interpreters will also be recruited.

# OUR REGIONAL VOLUNTEERS AND WORKING GROUPS

## ROVERWAY 2024



Aikaterini Maria Astraka, Greece  
Aina Fontanella Morera (staff), Spain  
Aleksandra Polesek, Poland  
Alexandros Kordas, Greece  
Amirah Mohammad Arshad, Malaysia  
Andii Verhoeven (staff), UK  
Anja Blume, Germany  
Anna Bambrick (staff), UK  
Anne Roos Ververs, The Netherlands  
Antonia Pata, Greece  
Arnau Cabruja Amat (staff), Spain  
Atlee Erin John Peffers, UK  
Carla Villalobos Trejo, Mexico  
Christina Spanou, Greece  
Ednalyn Trendall, UK  
Eirini Kappou (staff), Greece  
Emanuela Mattucci, Italy  
Emma Withington (LV), UK  
Emmy Que, The Netherlands  
Evelyn Dick, UK  
Fliss Callanan, UK  
Gašper Pogačnik, Slovenia  
Georgia Mantle, UK  
Gitta Van Goethem, Belgium  
Hanne Tange, Denmark

Ilka Essig, Germany  
Inga Kurtanidze, Georgia  
Janez Kovač, Slovenia  
Jasper van Arnhem, Belgium  
Jessica Byrne, Ireland  
Joanna Zubel, Poland  
Johanna "Jojo" Veit, Germany  
Jutta Mosbach, Germany  
Katherine Nielsen, UK  
Katerina Gerardi, Greece  
Kira Hampson, UK  
Koraline Van Dijk, The Netherlands  
Laura Marmolejo Requiz, Mexico  
Laura Martufi, Italy  
Laura Montosa Martin (staff), Belgium  
Lena Radmer, Germany  
Lindsay Fergus, UK  
Marijke Van Camp, Belgium  
Marjolein De Feyter, Belgium  
Nefeli Themeli (staff), Greece  
Nika Pregelj, Slovenia  
Olivia Solman, Sweden  
Outi "OT" Sieriniemi (LV), Finland  
Panagiotis Panagopoulos, Greece  
Paula Neher-Old, Germany

Petra Stipanič Fran (LV), Slovenia  
Regina Schottroff, Germany  
Rita Kihembo (staff), Uganda  
Ruby Edna Frances Sands, New Zealand  
Signe Gertz Jensen, Denmark  
Stephanie Darmanin, Malta  
Therese Jelwan (staff), Lebanon  
Tjaša Prezelj, Slovenia  
Tove Ekroth, Sweden  
Uliana Podhaietska, Ukraine  
Veronika Maršič, Slovenia  
Yelyzaveta Martsyn, Ukraine



# REGIONAL ACTION PLAN 2023-2025

The Regional Action Plan 2023-2025 was developed using the four themes from the 2022-2023 Global Strategy to guide all our work within the region for the triennium. In this section, we highlight the most significant achievements of the region against each strategic theme.

## 1. THRIVING MEMBER ORGANISATIONS, THRIVING MOVEMENT

### THE 2023 -2025 OBJECTIVES WERE:

- We will deliver a relevant capacity-building offer for the region via regional & global collaborative work
- We will work in partnership with MOs to co-create the value of the Europe region

### KEY RESULTS

#### Objective 1

- Delivered multiple online and face-to-face events for training & exchange of good practices for MOs in direct response to their needs, in particular around volunteer recruitment and retention, mental health and leadership/Young Women in Governance
- Evidence that MOs have benefited from the offer and report greater operational sustainability, through surveys and other consultations.

#### Objective 2

- MOs will recognise the value of WAGGGS Europe and are confident to articulate it within their MO.

### SO HOW HAVE WE DONE?

- Held governance events for Young Women online and in person before the 2023 World Conference and 2025 Regional Conference; a third in-person event is planned for September to deepen impact.
- Responded to 100% of MO training and capacity-building requests, including support in adopting and using the CAT 2.0.
- Organised targeted online events on mental health, sustainability, succession planning, and educational methods, with an average of 22 participants per session. 83.6% of participants rated the sessions as very good and useful.
- Raised awareness of mental health research highlighting the positive impact of Scouting and Guiding on mental health through external forums and webinars for MOs.
- Provided ongoing support for International Commissioners through an updated IC Induction Guide and biannual regional network webinars with updates from the region.
- Co-organised the IC Forum with Malta Girl Guides and WOSM Europe, offering tailored capacity-building opportunities for both new and experienced ICs.
- Delivered The Academy annually with WOSM Europe, offering 20+ capacity-building sessions led by volunteers.
- Enhanced tracking of MO interactions to better tailor regional capacity-building efforts.
- Engaged nearly 85% of MOs in consultations and surveys to ensure that the Triennial Action Plan reflects their priorities and feedback.

## 2. INTERNATIONAL CONNECTIONS AND GLOBAL COMMUNITY

### THE 2023 -2025 OBJECTIVES WERE:

- The Europe region will become a strong hub for MOs
- We will improve our volunteer management within the region
- We will ensure that volunteers and MOs' members can experience WAGGGS programmes and community

### KEY RESULTS

#### Objective 3

- Provide various opportunities for MOs to feel connected and share experiences and best practice through Campfire and other innovative online and face-to-face events within the region.
- Fostered partnerships between MOs within the region.

#### Objective 4

- Implement a process that follows the entire volunteer journey with a focus on the wellbeing of WAGGGS regional volunteers.
- Recruit a sustainable pool of WAGGGS regional volunteers that feel valued and motivated.

#### Objective 5

- Provided MOs and girl members across Europe with opportunities to participate in enriching international experiences closer to home.
- Support MOs to be informed about opportunities and connected to WAGGGS and within the global movement.

### SO HOW HAVE WE DONE?

- Strengthened MO engagement through consistent support from Committee Country Contact (CCC), with more than 170 individual meetings with MOs, addressing local needs and building relationships.
- Updated the Europe Campfire page, sharing opportunities, resources, and funding calls with MOs and volunteers. Over 80% of MOs have at least two representatives on the platform, and only two MOs are currently not represented.
- Connected MOs with relevant WAGGGS teams and provided both online and in-person support on topics such as the Leadership Model, safeguarding, and governance, based on their specific requests.
- Created more than 25 spaces for exchange and peer learning, including IC webinars, roundtable events, and MO-led contributions to regional conversations.
- Facilitated access to WAGGGS programmes and global community experiences, such as The Academy and Roverway, supporting both programme development and the sharing of educational methods.
- Identified, trained, and supported a regional volunteer pool of 46 individuals, organised into six thematic working groups with designated Lead Volunteers. This process aligned with WAGGGS' global approach to the volunteer journey, with a focus on wellbeing and meaningful engagement.
- Held three All Volunteers' Meetings (two in person) and regular Lead Volunteer meetings focusing on team-building, capacity-building, wellbeing, and alignment on regional priorities.
- Despite some challenges with volunteer turnover due to workload, teams continued to deliver effectively, with many contributions at The Academy, EWL events, and other external fora.
- Promoted external opportunities, such as the Overture Network Meeting and the Guide and Scout Centre Managers' Conference, helping MOs and their members connect with wider networks.
- Strengthened joint work with WOSM Europe through collaborative events and platforms, including Roverway, The Academy, and the implementation of the Azimuth platform to foster inter-MO connection and cooperation.

### 3. QUALITY GIRL GUIDING AND GIRL SCOUTING

#### THE 2023 -2025 OBJECTIVES WERE:

- We will promote a programme offer that is relevant to Europe MOs' needs, in collaboration with global departments
- We will give priority to environmental sustainability and programmes

#### KEY RESULTS

##### Objective 5

- Organised key events that are a platform for innovative delivery of a range of programmes.
- Secured programme specific external funds for the region to help us tailor programmes in partnership with WAGGGS global and MOs to meet regional needs.

##### Objective 6

- Supported the implementation of at least one climate change programme within the region in collaboration with WAGGGS global.

#### SO HOW HAVE WE DONE?

- Delivered a targeted capacity-building offer through both regional and global collaboration, including a blend of webinars and in-person training opportunities (e.g. The Academy), aligned with MO needs in areas such as volunteer recruitment and retention, programme implementation, mental health, sustainability, and use of the CAT 2.0.
- Used MO data analysis to design a relevant programme of regional capacity-building webinars, promoting best practices and peer learning.
- Delivered a Programme Commissioners webinar that explored and shared resources from WAGGGS and MOs and discussed how to implement WAGGGS' programmes in national contexts and to embed WAGGGS Leadership Model into national practice.
- We have promoted WAGGGS global programmes tailored to European MO needs in collaboration with global teams, using key events such as The Academy and Roverway.
- Delivered a tailored Surf Smart programme, including fully funded training and ongoing support, to five MOs.
- Organised regional webinars on Stop the Violence programme, in collaboration with UN Women, engaging both MO and external social workers.
- Secured funding for 10 MOs to deliver Free Being Me programme, extending reach and impact across the region.
- Delivered a regional webinar on sustainability, encouraging peer learning and the exchange of best practices among MOs.
- Secured additional external funding to adapt and implement the WAGGGS Climate Change programme specifically for the Europe Region.
- Recruited and trained a dedicated team of 7 volunteers from 5 MOs to embed the Climate Change programme, ensuring relevance, youth engagement, and strong MO participation.
- Delivered a fully funded four-day training at Our Chalet, bringing together 36 participants from 18 MOs. The event was designed and implemented in line with the Greener Events Toolkit, embedding sustainable event practices.

## 4. LEADERSHIP AND VOICE

### THE 2023 -2025 OBJECTIVES WERE:

- We will channel young people's voice to be heard on the European fora
- We will facilitate leadership development

### KEY RESULTS

#### Objective 8

- Contributed to European discussion on a range of topics affecting young people.
- Established and strengthened meaningful relations with external partners on a small range of key topics where the Europe region has a clear position and expertise and where it is relevant to our work.

#### Objective 9

- Mainstreamed the leadership model in the region and support MOs to implement WAGGGS leadership development framework.
- A balance of women under and over 30 involved in regional and MO work to ensure a sustainable region.

### SO HOW HAVE WE DONE?

- Ensured strong representation in European youth policy spaces, including the EU Youth Dialogue (EUYD) and the European Youth Forum (YFJ), with over 60 contributions by the External Relations Working Group.
- Taken active leadership and advocated for gender equality and mental health in multiple spaces including the European Women's Lobby (EWL).
- WAGGGS representatives actively participated in more than 25 external events, contributing to high-level panels, policy shaping, workshop facilitation, and advocacy interventions—amplifying our voice as a leader in youth-led change.
- Provided leadership and visibility opportunities for young women through external representation, including supporting Vicki Henderson's election to the EWL Board and Liv Arleth's appointment to the YFJ Consultative Body on Membership Applications (CBMA).
- Successfully highlighted the use of secret ballots in the YFJ COMEM, strengthening democratic engagement and safeguarding for all participants.
- Co-created a joint statement with WOSM Europe calling for action ahead of the EU Elections, reinforcing our shared commitment to youth engagement and representation.
- Collaborated with MOs on regional social media takeovers during key events such as the World Conference and Juliette Low Seminar, amplifying visibility and youth voices.
- While comprehensive data on implementation across all MOs is not available, the WAGGGS Leadership Model and Brave Space principles have been embedded in all regional events and leadership development initiatives.
- Delivered WAGGGS Leadership Model training to all regional volunteers and supported at least four MOs with tailored follow-up calls.
- Maintained balanced age representation in regional volunteer roles (43% under 30, 57% over 30).
- Organised four dedicated events for young women aged 18–30 and one major event for youth aged 16–22, offering spaces for connection, empowerment, and skills development.

## ORGANISATIONAL MANAGEMENT

### THE 2023 -2025 OBJECTIVES WERE:

Ensuring greater stability and sustainability for the region and its Belgian entity focusing on the following areas:

- Governance
- Financial Management
- Communication
- Staff

### SO HOW HAVE WE DONE?

- The Regional Committee was inducted and trained, and held regular biannual meetings—one in person and one online each year—as well as monthly Committee calls. The Chair, Vice Chair, and Head of Region met regularly online and in two in-person meetings.
- Strengthened Regional Team collaboration and communication through regular sessions between staff and Committee, and dedicated Committee team-building sessions.
- Delivered the Annual Plan and Budget aligned with global strategic priorities through consultation with regional and global teams.
- Coordination with WOSM Europe was maintained through annual joint committee meetings in-person and regular coordination calls, a designated Committee sponsor and the Joint Working Group.
- Used MO data analysis, surveys, and consultation feedback to guide strategic decisions and ensure effective allocation of resources.
- Recruited and trained a dedicated Planning Team for the 2025 Regional Conference, creating structured spaces for MO feedback that helped shape the Triennial Action Plan.
- The European Contribution Working Group led multiple consultation processes with MOs and developed a revised contribution model to be presented at the Regional Conference.
- Supported MOs in providing feedback about the Membership Fee Review and attending the Extraordinary General Meeting.
- Introduced quarterly reports to keep MOs regularly informed about regional work and progress.
- Despite improvements in data use, the Region did not have a comprehensive monitoring and evaluation (M&E) system in place, and therefore could not fully report against KPIs set out in the Triennial Plan.
- Secured external funding to recruit two interns to support the region in delivering the Triennial Action Plan.
- While ongoing efforts were made to support staff and volunteers in managing high workloads and complex schedules, workloads remain a challenge for both staff and key volunteers within the Europe Region team.
- Offered individual training and development opportunities to staff members of the Europe Region team throughout the triennium.

In addition to the approval of the Regional Triennial and Financial Report (2019-2022) and the Regional Action Plan (2023-2025), the Motions approved at the 2022 Regional Conference were:

## CRISIS SUPPORT NETWORK

### THE MOTION CALLED TO:

- Develop a crisis management process for Europe Region
- Create and coordinate a Crisis Support Network
- Search for resources to support MOs and Volunteers
- Build stronger relations with European bodies and global organisations (if applicable)

### SO HOW HAVE WE DONE?

- Set up a working group with volunteers from across the Europe Region on crisis support management
- researched and collected approaches to crisis management and potential supporting resources outside of our organisation
- Surveyed MOs on their crisis management experience, systems and approaches
- Developed recommendations for next steps of crisis management and the potential of a crisis support network within the region which will be presented by the working group towards the end of the triennium
- Strengthened our crisis management approach in collaboration with other levels of the WAGGGS global team
- Surveyed MOs on their crisis management experience

## FACILITATING INTERNATIONAL EXCHANGE IN GUIDING AND SCOUTING

### THE MOTION CALLED TO:

- Work with WOSM Europe towards joint responsibility for the operation Azimuth
- Further develop Azimuth
- Clearly distribute the responsibilities amongst WAGGGS and WOSM Europe

### SO HOW HAVE WE DONE?

- Took Azimuth on as a joint project of WAGGGS and WOSM Europe with a joint working group and clearly distributed responsibilities
- Invested significant financial and human resource into the further development of the platform
- Promoted Azimuth across Europe Regional channels

## INFORMATION AND TRANSPARENCY ON OUR CABAÑA

### THE MOTION CALLED TO:

- Request more detailed information and transparency from the World Board on the decision-making process, the status, and future of the World Centre “Our Cabaña”

### SO HOW HAVE WE DONE?

- Asked the World Board for regular updates to MOs on the process around the future of Our Cabaña (known as Nuestra Cabaña today) which was provided on a regular basis to MOs until the decision to re-open the world center was made.



## 2023-2025 KEY IMPACT AREAS

**WE'VE ENGAGED  
ALMOST 5,000  
PARTICIPANTS  
IN EVENTS**



Photo taken by Kristian Strøm-Webres

### MEMBERSHIP ENGAGEMENT



**1,104,030**

Number of Members

**42**

Number of MOs

**178**

Number of 1:1  
meetings with MOs

**39**

Number of events  
delivered

**465**

Number of online  
participants

**4,275**

Number of in-person  
participants

### CAPACITY BUILDING

**89**

Number of CB  
related sessions

**9**

Number of CAT  
sessions delivered

### FUNDING



### EVENTS AND ACTIVITIES

**OVER**

**€475,000**

Income from  
external funding

**€ 25,374**

Grants provided to MOs  
to attend WAGGGS  
events

### YOUNG WOMEN



**20**

Regional volunteers  
under 30 (out of 46  
volunteers)

**4**

Events specifically designed  
for Young Women ages 18-30

**60,556**

Hours committed by Regional  
Committee, Regional Volunteers  
and Staff

### REGIONAL TEAM



**27**

Number of meetings with External  
Key Stakeholders

**+60**

Number of times our external team  
spoke on behalf of the region at  
forums

### EXTERNAL RELATIONS & VISIBILITY



# ENGAGEMENT WITH MEMBER ORGANISATIONS

Our top priority has been to support our Member Organisations (MOs) as effectively as possible. Through regular engagement, we have assessed and adapted our offer to respond to the region's evolving needs, while also providing targeted support to MOs navigating challenges within their national contexts.

In recent years, we have worked closely with Ukraine and Armenia to continue strengthening their capacity to deliver Girl Guiding and Girl Scouting activities. We have also provided direct support through country visits to Belgium, Ireland, Poland, and Türkiye, strengthening collaboration and engagement on the ground.

We have held regular meetings with our Member Organisations to stay informed of their needs and provide ongoing support. Additionally, we met with Member Organisation representatives at MO-self-organised cross-regional networks, as well as World Conference, and IC Forum, offering an opportunity for deeper discussions and learning about their work.

Where possible, we have also tried to take a more collective approach to support, identifying shared needs across multiple MOs and responding through broader initiatives rather than only one-to-one engagement. This has enabled us to use our resources more efficiently while also encouraging peer support and learning among MOs facing similar challenges.

The regional team is also supporting Albania in their journey towards full membership, ensuring they have the necessary resources and guidance to progress. At the same time, we have worked closely with the Membership Development team to facilitate conversations with Bulgaria and Faroe Islands, both of whom have expressed interest in becoming members of WAGGGS.



# REGIONAL FINANCES

## FINANCIAL SUMMARY 2023-2025

This section provides an overview of the income and expenditure of the WAGGGS Europe Region across the 2023-2025 triennium. The financial figures for 2023 come from the audited accounts already sent to Member Organisations in November 2024 and can be viewed in more detail in the respective financial reports of that year. The 2024 and 2025 figures are financial forecasts. The 2024 final audited accounts will be shared with Member Organisations later in 2025, as soon as the audit is complete. Similarly, the 2025 final audited accounts will be shared with Member Organisations during 2026.

## INCOME AND EXPENDITURE

Total income to the Region across the triennium is forecast to be EUR 1,446,879 with total expenditure across the triennium forecast to be EUR 1,411,440. This means an overall surplus for the triennium of EUR 35,439. The reduction in the Europe Contribution for the triennium has meant that the Europe Region Committee kept a strong focus on expenditure which has led to the small surplus overall. We believe the Europe Contribution review will provide a transparent, equitable and sustainable level of income going into the next triennium as detailed in the Financial Framework that supports the Triennial Action Plan 2026- 2028 (Conference document 5D).

INCOME	2023 Audited	2024 Un-Audited	2025 Budget	TOTAL [2023-2025] Forecasted
REGIONAL CONTRIBUTION	182,686	187,831	190,345	560,862
WAGGGS ALLOCATION	91,731	72,890	72,980	237,601
EXTERNAL GRANTS	169,542	145,000	161,600	476,142
EVENTS	66,888	26,089	75,000	167,977
OTHERS	3,788	509	-	4,297
<b>TOTAL INCOME</b>	<b>514,635</b>	<b>432,319</b>	<b>499,925</b>	<b>1,446,879</b>

EXPENDITURE	2023 Audited	2024 Un-Audited	2025 Budget	TOTAL [2023-2025] Forecasted
REGIONAL CONFERENCE	1,563	6,115	39,000	46,678
GOVERNANCE - COMMITTEE AND VOLUNTEERS MEETINGS	48,897	36,736	36,000	121,633
GOVERNANCE - AUDIT, LEGAL, AND PROFESSIONAL FEES	7,152	13,712	5,100	25,964
EVENTS	63,008	121,180	98,000	282,188
VISIT TO MOS	-	1,004	5,000	6,004
NETWORK AND PARTNERSHIPS	1,808	1,314	8,500	11,622
SALARIES	306,255	248,437	273,525	828,217
ADMINISTRATION [INCLUDES OFFICE COSTS, MEMBERSHIP FESS]	43,356	27,892	16,659	87,907
COMMUNICATIONS - MATERIALS TO RAISE VISIBILITY	10	722	2,000	2,732
OTHER EXPENSES	(1,505)	-	-	(1,505)
<b>TOTAL EXPENDITURE</b>	<b>470,544</b>	<b>457,112</b>	<b>483,784</b>	<b>1,411,440</b>

## RESERVES

The reserve position shows the opening and closing balance in each year of the triennium. 2023 are as per the audited accounts and 2024 and 2025 are shown as a forecast.

RESERVES (IN EUROS)	EUROPEAN VOLUNTARY CONTRIBUTION (RESTRICTED)*	WAGGGS GENERAL FUNDS (UNRESTRICTED)**	GRANT INCOME (RESTRICTED)***	TOTAL
OPENING BALANCE 2023	217,860	-	-	217,860
ACCOUNTING ENTRY DUE TO CHANGE OVER IN SYSTEMS	106	-	-	106
SURPLUS/DEFICIT 2023	35,259	2,307	6,525	44,091
CLOSING BALANCE 2023 OPENING BALANCE 2024	253,119	2,307	6,525	261,951
FORECASTED SURPLUS/DEFICIT 2024	(22,468)	(2,307)	(18)	(24,793)
CLOSING BALANCE 2024 OPENING BALANCE 2025	230,651	-	6,507	237,158
FORECASTED SURPLUS/DEFICIT 2025	16,141	-	(6,507)	9,634
<b>CLOSING BALANCE 2025</b>	<b>246,792</b>	<b>-</b>	<b>-</b>	<b>246,792</b>

While it was expected that during this Triennium that the reserves would fall to around EUR 85K, given the expected potential reduction in the EC income the Committee focussed on keeping expenditure tight and reducing costs where it was felt appropriate. The proposed Triennial Action Plan for 2026-2028 shows the triennium financial figures and reserves position and while we will continue to look for funding opportunities to support the plan of the Region it is currently anticipated that the reserves will be reduced to around EUR 122K,

# ACKNOWLEDGEMENTS

The committee would like to thank all our regional volunteers, our regional staff team, colleagues at the World Bureau, all our Member Organisations, and our external partners, without whom none of our work would be possible. You all work tirelessly to make our regional work come to life and we are extremely grateful.

## OUR EXTERNAL PARTNERS

Council of Europe

European Education & Culture Executive Agency (EACEA)

European Women's Lobby (EWL)

European Youth Forum (YFJ)

European Youth Foundation (EYF)

GENE - Global Education Network Europe

Olave Baden-Powell Society (OB-PS)

World Organisation of the Scout Movement (WOSM)



# ANNEX 1

## REGIONAL EVENTS

### 2023

- IC Webinar
- All Volunteers Meeting
- 2<sup>nd</sup> Head of Contingents Meeting – Roverway
- YW Pre-event
- Pre-event World Conference – Europe Region
- 2<sup>nd</sup> Pre-event WoCo – Europe Region
- Regional Gathering World Conference
- 2<sup>nd</sup> IC Webinar
- The Academy

### 2024

- CAT Webinar
- IC Networking Webinar
- Mental Wellbeing benefits of Guiding & Scouting Webinar
- Your Voice Your Vote Webinar
- Roverway Facilitators Training
- All Volunteers Meeting
- Membership Fee Webinar Europe
- Global programmes and educational methods Webinar
- Roverway
- Sustainability Webinar
- 2<sup>nd</sup> IC Networking Webinar
- The Academy
- IC Forum
- CAT roundtable

### 2025

- Drop-in sessions with the Europe Committee
- Joint Campfire with WOSM
- TAP Consultation 1 Webinar
- IC Networking Webinar
- TAP Consultation 2 Webinar
- EC Co-Creation group session
- EC Café Session
- Building blocks toward youth climate action in Europe

#### *To be delivered*

- Programme Commissioners' event
- All Volunteers Meeting
- Youth Leading Europe
- 18<sup>th</sup> European Guide Conferences
- 18<sup>th</sup> European Guide and Scout Conferences
- WAGGGS Forum for Young Women's Leadership & Impact
- 2<sup>nd</sup> IC Networking webinar
- The Academy



## FURTHER DETAILS

Further details on the activities and initiatives delivered throughout the triennium are available on the [Europe Region page on Campfire](#), where you can access the newsletters and reports shared over this period.





**Vienna  
2025**



**18<sup>th</sup>** European Guide and Scout Conference  
Conférence Européenne du Guidisme et du Scoutisme



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