



Document 5B

**Regional Triennial Action Plan
2026 - 2028**

February 2025

INTRODUCTION

Over the next three years, the Europe Region will continue to have to address the ongoing impact of global challenges, including the enduring effects of the pandemic, climate change, economic pressures, unstable political contexts, and social and gender inequalities. These issues have profoundly affected young people, restricting their access to quality education, diverse experiences, new opportunities, and safe spaces, while also having a negative impact on their mental health.

These challenges have also created significant obstacles for organisations like ours, such as the need for ongoing adaptation to financial pressures and a reassessment of how we engage with and support our members and communities. This includes restoring lost opportunities and exploring innovative approaches to our work, collaborations, and partnerships.

While recent years have brought new possibilities, such as the shift to digital platforms that have expanded our reach and brought us closer together, they have also highlighted the importance of personal interactions, adaptability, and flexibility.

Despite these challenges, the Europe Region has demonstrated remarkable resilience and resourcefulness. Together, we have embraced opportunities to reimagine how we support and empower girls and young women, inspiring them to take initiative and lead in their communities. These efforts have created a strong base to build upon as we move ahead.

As we plan for the next three years, we aim to build a strong, inclusive, and thriving region. This will involve addressing emerging challenges, promoting sustainable growth, and creating meaningful opportunities for leadership and development. Your input and involvement will be key in shaping an action plan that supports WAGGGS Global Strategy in our region and that will help us lead the Europe Region throughout the next triennium.

BACKGROUND

The Regional Committee is responsible for the development of the Regional Action Plan for the next triennium and will draft objectives and activities based on MO expressed needs and the context we will be operating in. The Triennial Regional Action Plan will also need to be aligned with the resources available, including financial, to ensure the plan can be delivered.

The regional objectives for 2026-2028 will set out our region's contribution to WAGGGS' Global Strategy 2024-2029. These objectives will drive the Triennial Regional Action Plan, which will be presented to the Regional Conference in 2025. This consultation process on the draft version of the Triennial Regional Action Plan is quite important as it will help us to refine the objectives and activities for the next years to come, embracing the vision of the Movement.

OUR COLLECTIVE VISION FOR THE MOVEMENT

In 2021, we adopted Compass 2032 as the long-term vision statement for the Girl Guide/Girl Scout Movement. It provides the direction of travel for every Member Organisation and the WAGGGS Global Team from 2021 to 2032. Compass 2032 has two parts: the first sentence is our vision for the world; the second sentence is our vision for the Movement. It describes the Movement we need to become so we can fully contribute to creating the world girls want:

OUR VISION IS AN EQUAL WORLD WHERE ALL GIRLS CAN THRIVE.

BY 2032 WE WILL BE A GIRL-LED MOVEMENT WHERE EVERY AND ANY GIRL FEELS CONFIDENT TO LEAD, AND EMPOWERED TO CREATE A BETTER WORLD TOGETHER.

Working towards Compass 2032 is a shared responsibility for the WAGGGS Global Team and all Girl Guide and Girl Scout organisations. By adopting this twelve-year vision for the Movement, we collectively committed to aligning our individual strategies to the Compass 2032 collective vision.

The WAGGGS 2024-2029 Global Strategy outlines how the Global Team will contribute to Compass 2032 over the next six years of the journey.

The three-year rolling action plans approved by the World Board complete the 12-6-3 Strategic Planning Cycle, by outlining the activities we will deliver at global and regional levels to support the achievement of our global goals and vision. Therefore, the Europe Region Triennial Action Plan for 2026–2028 must be closely aligned with the Global Strategy for 2024–2029.

The current Global Strategy, as approved by the WAGGGS World Conference in 2023, outlines the following overarching goals and key outcomes:

GLOBAL STRATEGY 2024-2029 GOAL

By 2029 WAGGGS will be a sustainable, girl-led organisation, connecting an inclusive Movement where every and any girl can feel empowered, safe, and confident to change her world.

Outcome 1

A united and connected girl-led and young women-led Movement

Outcome 2

Member Organisations are supported to be thriving, inclusive and deliver a high-quality Girl Guiding and Girl Scouting experience

Outcome 3

A sustainable WAGGGS

The success of our strategy depends on a sustainable organisational foundation, and being in a strong position both financially and operationally.

To support this, WAGGGS has prioritised its efforts and committed to work according to the Purpose, Principles, and Priorities in the tables below and on the next page. This framework was developed to enable making decisions around all areas of the WAGGGS offer beyond those “business as usual” functions.

The priorities (3) are based on Member Organisation feedback regarding the support they most value from WAGGGS. The principles have been developed based on Member Organisation and World Board feedback. Jointly, they support our common Purpose of leading the Movement towards Compass 20232. By testing our work against the Purpose, Priorities, and Principles, we challenge ourselves to prioritise, design, and take decisions that support sustainability, add the greatest value to Member Organisations, and leverage the power and possibilities of our global Movement.

<p>Purpose: Everything we do will lead the Movement towards Compass 2032</p>		
<p>Priorities: Our offer will prioritise the three areas MOs most want WAGGGS to focus on, in a sustainable manner:</p>		
<p style="text-align: center;">Identity and Unity of the Movement</p> <p>We will focus on:</p> <ul style="list-style-type: none"> • Building common understanding around Girl Guiding and Girl Scouting’s characteristics and principles • Facilitating collaborative decision-making and dynamic dialogue between MOs & WAGGGS that shapes the Movement’s future • Representing the Movement by raising its profile and communicating its impact to external audiences • Developing and sharing research and learning around Movement trends • Sharing and celebrating the heritage, values and impact of Girl Guiding and Girl Scouting 	<p style="text-align: center;">Strengthening the Relevance and Educational Impact of Girl Guiding and Girl Scouting</p> <p>We will focus on:</p> <ul style="list-style-type: none"> • Bringing MOs together to work on our characteristics and principles • Developing thinking, resources, and activities at regional and global levels to innovate around non-formal education and leadership development across the Movement. • Offering capacity development that strengthens the quality of Girl Guiding and Girl Scouting. 	<p style="text-align: center;">Meaningful Global Connections for Girls and Young Women</p> <p>We will focus on:</p> <ul style="list-style-type: none"> • Facilitating global connections and experiences where girls and young women develop leadership and global citizenship • Coordinating opportunities for girls and volunteers across the Movement

Principles: As well as strongly aligning to one or more of these priorities, all areas of our offer must be designed and delivered according to the following principles:

FACILITATING COLLABORATION: We will prioritise the role of facilitator and network builder over direct delivery. We will make things happen by bringing MOs together, strengthening relationships, and promoting partnership between MOs. We will focus our resources where, as a global organisation, we can uniquely add value.

GIRL AND YOUNG WOMEN-LED: We will be girl and young women-led, prioritising meaningful youth participation in how we design, deliver and evaluate our work, and how we make decisions as an organisation.

VOLUNTEER-DRIVEN: We will be volunteer-driven, enabling us to add more value to MOs with our resources and benefit from the collective expertise and different perspectives of volunteers and staff by working in partnership. We will be clear about the respective roles and responsibilities for staff and volunteers in designing and delivering our offer.

REALISTIC: We will fully cost all proposed initiatives and activities, considering both financial and human resources. We will not undertake any initiatives or activities without full funding.

WIDE-REACHING: We will design and prioritise initiatives that are accessible to, and benefit the maximum number of, MOs.

RESPONSIBLE IMPACT: We will assess the long-term impact and equity of our decisions and prioritise initiatives that strengthen the sustainability of MOs and the Movement. We will be mindful of how our work impacts the wider world; actively considering our environmental footprint and our commitment to being an inclusive and anti-racist organisation.

TRANSPARENT: We will strengthen participation by making priorities and decision-making processes accessible and understandable to MOs, volunteers and girls and young women.

To help us focus on how we will achieve WAGGGS's three strategic outcomes, each of the Global Strategy 2024-2029 outcomes has been broken down into Areas of Action; the broad areas for focus over the next six years to deliver against each outcome.

These areas of action are underpinned by Results we would expect to see, and the Key Activities we will deliver to achieve these.

OUTCOMES FRAMEWORK 2024-2026

Outcome 1: A united and connected girl and young women-Led Movement	
A strong and cohesive identity for the Girl Guide and Girl Scout Movement	
Result 1.1	Girl Guiding and Girl Scouting characteristics and principles are articulated and promoted across the Movement
Result 1.2	The heritage, values and impact of Girl Guiding and Girl Scouting are shared and celebrated across the Movement
Result 1.3	The profile, external recognition and visibility of Girl Guiding and Girl Scouting is improve
Unity, solidarity and active collaboration in the Movement	
Result 1.4	Networking opportunities and synergies between Member Organisations are strengthened
Result 1.5	Collaborative decision-making and active dialogue mechanisms between MOs and WAGGGS shape the Movement's future
Global connections for girls and young women build leadership and global citizenship	
Result 1.6	The quality and impact of initiatives that facilitate global connections for girls and young women are assessed and strengthened
Result 1.7	Increased reach and accessibility of initiatives that facilitate meaningful global connections for girls and young women
Meaningful youth participation at regional and global levels	
Result 1.8	Stronger mechanisms amplify youth voices and participation in WAGGGS initiatives
Result 1.9	Increased access to leadership opportunities and decision-making spaces at regional and global levels for young women

Outcome 2: Member Organisations are supported to be thriving, inclusive and deliver a high-quality GG and GS experience

MO collaboration and networking for quality Girl Guiding and Girl Scouting

Result 2.1	Stronger mechanisms facilitate MO knowledge sharing on quality Girl Guiding and Girl Scouting
Result 2.2	Co-creation and collaboration spaces support MOs to make Girl Guiding and Girl Scouting more relevant to every and any girl

Support MOs to provide high quality Girl Guiding and Girl Scouting

Result 2.3	MOs have access to effective tailored support, educational resources and high-quality learning and development opportunities
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WAGGGS initiatives model the characteristics of quality Girl Guiding and Girl Scouting

Result 2.4	WAGGGS resources and projects adhere to the WAGGGS Growing and Learning Framework
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Outcome 3: A sustainable WAGGGS

Financial Sustainability

Result 3.1	Financial management systems and processes are optimised
Result 3.2	World Centres are commercially sustainable
Result 3.3	Increased fundraised income in line with WAGGGS purpose and priorities

Operational Efficiency

Result 3.4	Robust management systems and processes (e.g. data management, MEL, communications) are in place
Result 3.5	Volunteer operational model implemented consistently and adds value across WAGGGS

Global Team Culture and Effectiveness

Result 3.6	Enhanced collaboration processes and practices across WAGGGS Global Team
Result 3.7	Effective Global Team leadership and team management
Result 3.8	Robust HR management supports staff and volunteers to thrive and excel (e.g. recruitment, induction, L&D, performance management)
Result 3.9	The Global Team experience is aligned with WAGGGS values and code of conduct

SHAPING THE 2026-2028 REGIONAL ACTION PLANS

The recent WAGGGS MO Survey serves as a first starting point for input into the next Europe Region Triennial Action Plan (TAP). The following analysis shows the results and some suggestions of how these could translate into our new TAP.

RESULTS OF THE MO SURVEY

This report presents the responses from Member Organisations in the Europe Region to the MO survey launched in September 2024. The survey invited MOs to complete a brief online questionnaire over a period of six weeks to help shape the 2026-2028 Regional Triennial Action Plans. It also provided the region with valuable insights into the current state of our Movement, enabling the identification of both the immediate and future needs of Member Organisations.

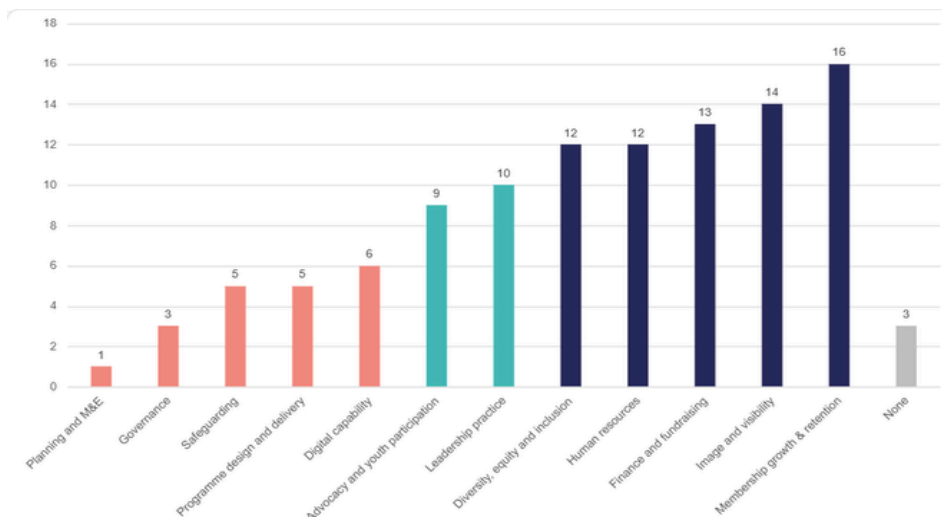
The survey served as an opportunity to assess the impact of the Regional Team's support to MOs and explore ways to strengthen collaboration, ensuring the sustainability of both individual Member Organisations and the wider Movement.

28 out of 42 Member Organisations (67%) responded to the survey. For MOs with a federative structure, where Component Associations responded individually, their responses were consolidated to reflect the overall perspective of the Member Organisation as a whole.

The below data shares the response to the main questions related to the Triennial Action Plan 2026-2028.

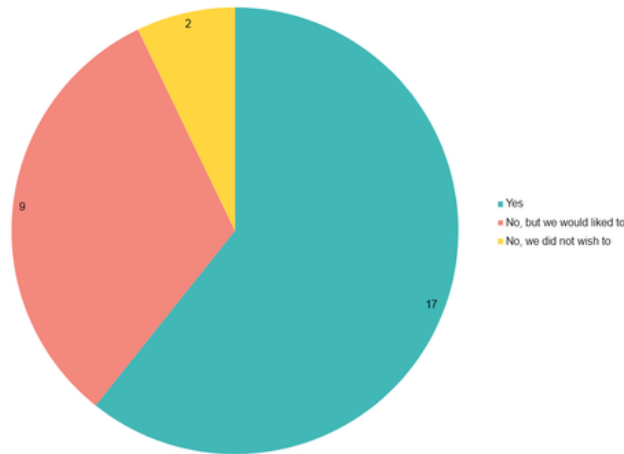
1. Member Organisations' needs

Member Organisations were asked to indicate the areas where they currently have some needs. Improving membership growth and retention, image and visibility, and finance and fundraising received the highest responses, highlighting a strong need for sustainable growth and increased visibility and awareness. Member Organisations also emphasised the need to enhance human resources and diversity, equity, and inclusion practices and foster well-structured. Leadership practice and advocacy and youth participation are also shown to be areas of need, where areas such as digital capability, programme design and delivery, safeguarding, and governance received fewer responses, indicating that these are either lower priorities or are already well-established in many organisations. The low priority assigned to planning and monitoring & evaluation suggests confidence in these areas or limited resources dedicated to them. Overall, the survey points the region to focus on growth, visibility, financial resilience, and inclusive practices



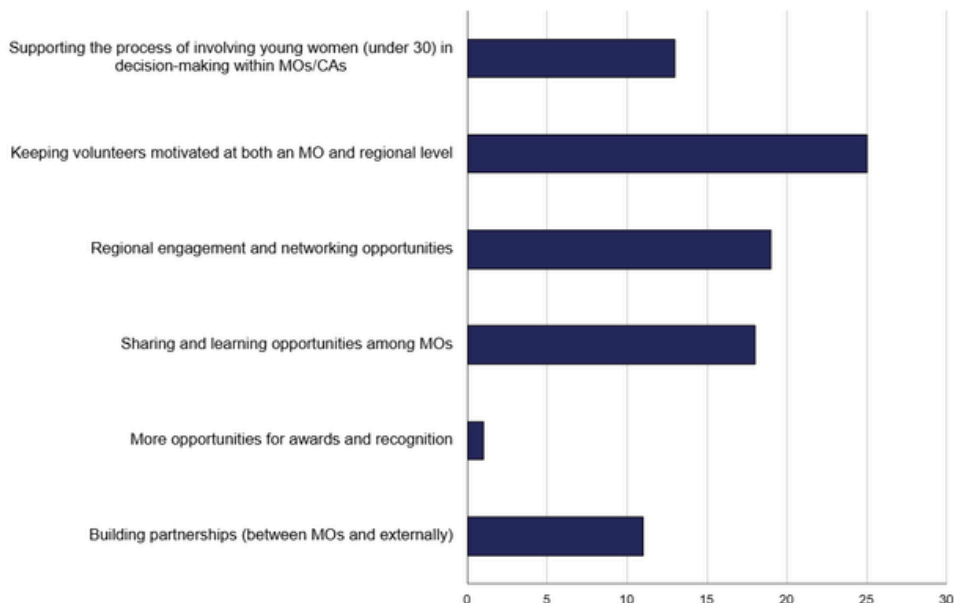
2. MO to MO collaboration during the 2022-2025 triennium

The analysis of collaboration among Member Organisations during the 2022–2025 triennium reveals that the majority (17) have actively collaborated with another MO, while a significant number (9) expressed interest in doing so but have not yet established partnerships. Only 2 MOs indicated no desire to collaborate. However, the role of WAGGGS in facilitating these collaborations appears limited, as 14 MOs reported that WAGGGS did not play a role in establishing their partnerships, while only 2 acknowledged its involvement. This highlights a need for the WAGGGS Europe Regional team to take a more active role in supporting and fostering collaborations to meet the growing interest among MOs.

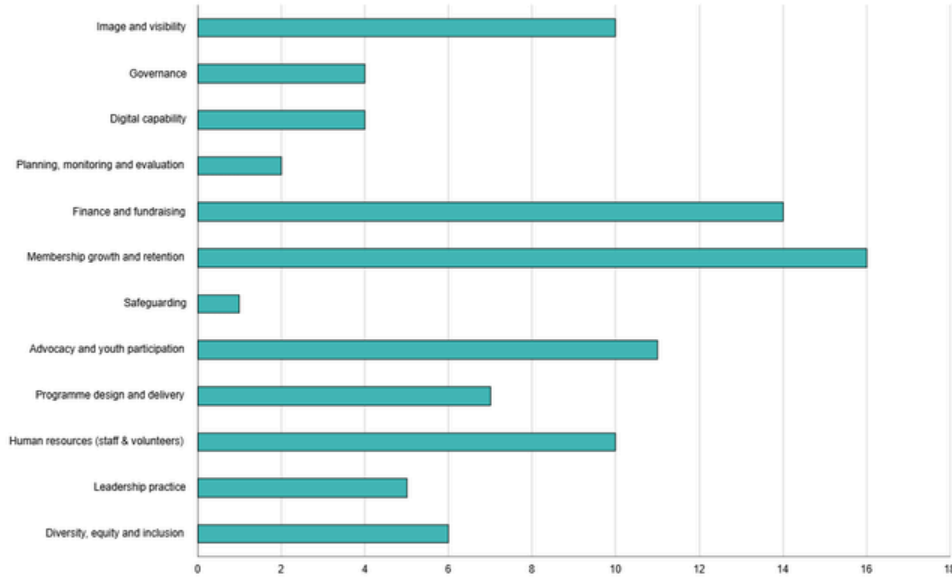


3. Top three activities/initiatives MOs would like the region to prioritise over the next three years (2026 –2029) to achieve Global Strategy Outcome 1: A United Girl and Young Women-led Movement

The top priorities for MOs over the next three years (2026-2029) to achieve Global Strategy Outcome 1 focus on empowering young women in decision-making, keeping volunteers motivated, and enhancing regional engagement. Key areas include: involving young women in leadership roles, maintaining volunteer engagement at both the MO and regional levels, creating networking opportunities for collaboration, fostering shared learning among MOs, and building partnerships internally and externally. These priorities emphasise both internal capacity-building and external networking to strengthen the organisation’s impact.

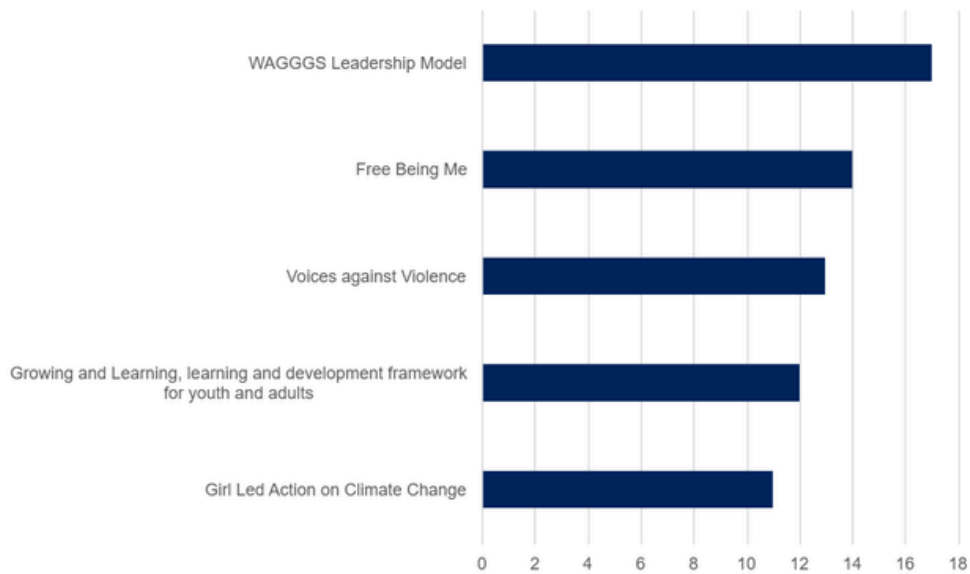


4. Top three areas MOs would like the region to prioritise over the next three years (2026-2028), to achieve Global Strategy Outcome 2: MOs are supported to be thriving, inclusive, and deliver a high-quality Girl Guiding/Girl Scouting experience



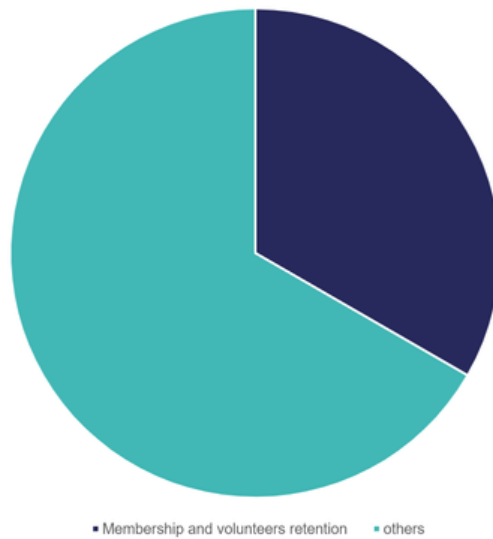
5. WAGGGS programmes and initiatives

MOs were asked if there were any current WAGGGS programmes or initiatives they found particularly valuable and would like the Region to include as part of the TAP. The selected top 5 WAGGGS programmes are shown in the below chart. 17 out of 28 MOs mentioned the WAGGGS Leadership Model. Free Being Me was mentioned by 14 MOs, while Voices Against Violence and Growing and Learning (learning and development framework for youth and adults) were mentioned by 13 and 12 MOs respectively. Girl Lead Action on Climate Change was selected by 11 MOs.



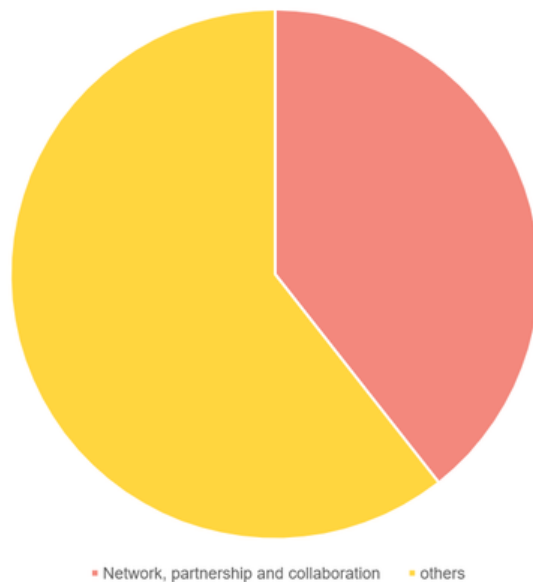
6. The main challenges faced by MOs in the region

When asked about the main challenges Member Organisations are currently facing in the region, MOs mentioned a diverse range of concerns and challenges. However, a significant portion, 16 out of 48 comments spoke directly to the struggles of retaining and motivating members and volunteers. We see these challenges growing over the past years, particularly following the impacts of COVID19, and align with a broader Europe-wide trend affecting many volunteer-driven organisations. Addressing these issues should be a central focus in the development of the Triennial Action Plan.



7. Perceived opportunities in the region

Similarly, when asked about the opportunities in the Region that Member Organisations most use and would like to see leveraged, 13 out of 33 comments highlighted the importance of networks, partnerships, and collaboration. The responses referred to inter-MO relationships such as networking opportunities for individuals responsible for specific areas within MOs, connections with other NGOs and WOSM, and WAGGGS Europe's external partnerships, including the EU. A recurring theme in these comments is the value placed on fostering stronger connections through more in-person meetings, which allow members to meet, learn from one another, and build mutual understanding.



8. Suggestions of initiatives or projects to be included in the Triennial Action Plan

MOs voiced their concerns regarding thematic initiatives and highlighted a strong desire to continue focusing on Climate Change, Advocacy, and Mental Health and potentially even enhance our initiatives towards these themes.

MENTAL HEALTH ADVOCACY CLIMATE

Key Themes

The survey highlights the following recurrent themes, listed in no particular order:

MOs highlighted needs for more support in the following areas:

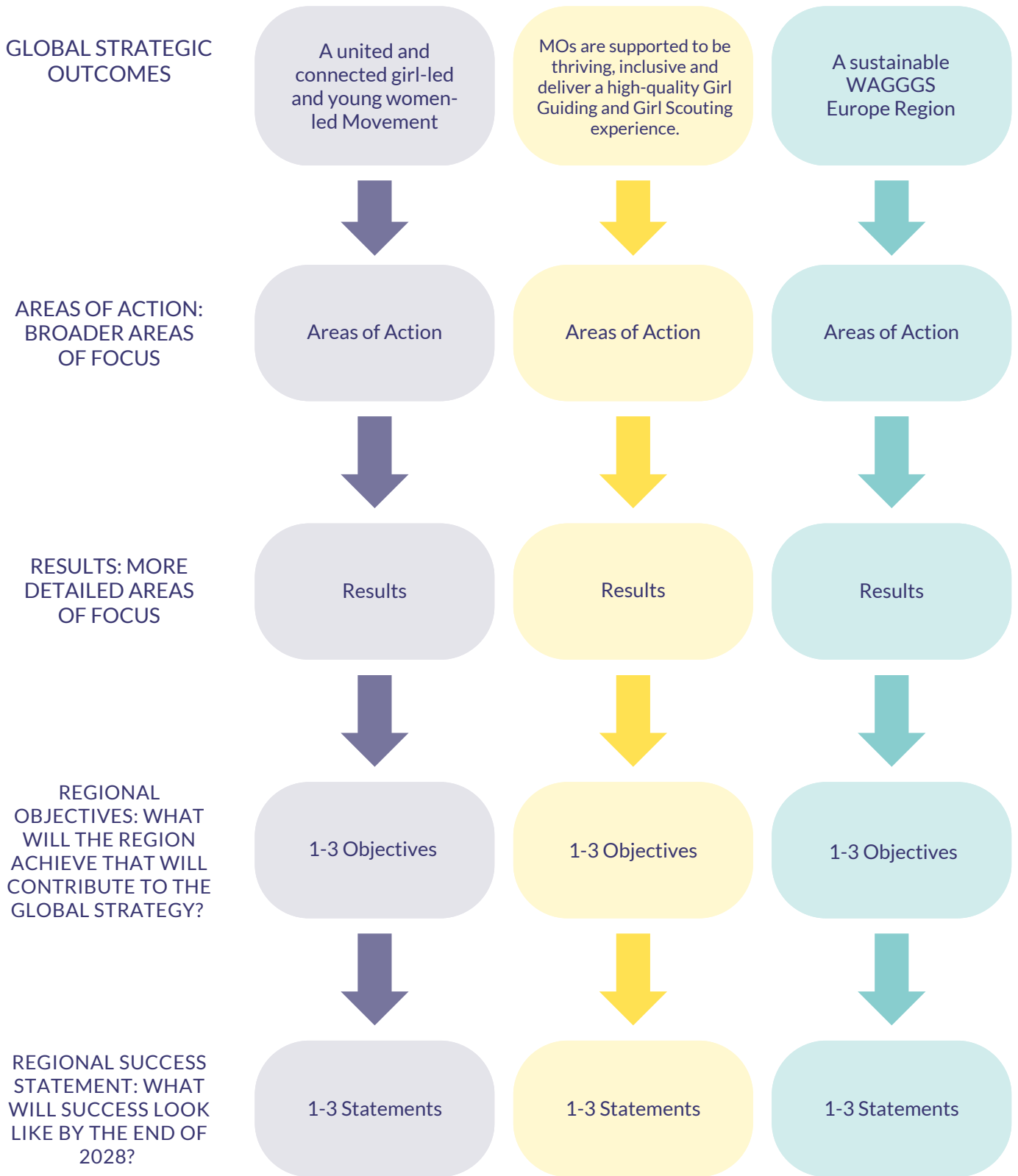
- Ensuring membership retention (youth members and volunteers)
- Keeping volunteers motivated, improving the volunteering experience, and increasing retention
- Empowering youth and fostering leadership development as a strategy to attract new members
- Integrating the WAGGGS leadership model framework as a key deliverable for MOs
- Developing new funding opportunities

MOs said they experience value in the following areas:

- Supporting the inclusion of young women in decision-making processes
- Providing more opportunities, spaces, and resources for collaborations between Member Organisations
- Building partnerships and connections both within and outside the Movement
- Participation in joint events

These themes reflect a strong focus on volunteer engagement, youth empowerment, collaboration, and sustainable growth.

OVERARCHING REGIONAL PLAN 2026-2028



TRIENNIAL REGIONAL ACTION PLAN

The Europe Regional Committee proposes the following objectives for MOs' consideration. These are based on conversations with MOs over the past year and the latest WAGGGS campaign survey in 2024.

The presented objectives are general and will be expanded to contain the five characteristics of a SMART objective: Specific, Measurable, Achievable, Relevant and on Time.

Outcome 1: A united and connected girl and young women-Led Movement			
Area of Action	Result	Objectives	Success Statement: By 2028 we will have...
A strong and cohesive identity for the Girl Guide and Girl Scout Movement	Girl Guiding and Girl Scouting characteristics and principles are articulated and promoted across the Movement	We will work holistically across events, offers, programme implementation, and communications to build a strong and visible identity for WAGGGS Europe	Co-created and amplified a strong and visible identity for WAGGGS Europe.
			A greater understanding of how to articulate and promote our characteristics and principles across MOs
	The heritage, values and impact of Girl Guiding and Girl Scouting are shared and celebrated across the Movement	Support MOs in addressing the questions on diversity, equity, and inclusion within the Europe region	Provided our MOs with resources enabling them to address subjects of diversity, equity and inclusion
	The profile, external recognition and visibility of Girl Guiding and Girl Scouting is improved	We will streamline our efforts in external representation, ensuring we are utilising our impact toward the WAGGGS Vision	Established WAGGGS Europe as a key influencer and leader in youth advocacy
Built a thorough external representation framework focused on direct impact and building network			

Outcome 1: A united and connected girl and young women-Led Movement

Area of Action	Result	Objectives	Success Statement: By 2028 we will have...
Unity, solidarity and active collaboration in the Movement	Networking opportunities and synergies between Member Organisations are strengthened	We will support the development of MO-to-MO long term partnerships, short term project cooperation and networking opportunities to enhance synergies.	Offered all MOs an opportunity to take part in a network or partnership to learn from others and share their best practice
Global connections for girls and young women build leadership and global citizenship	The quality and impact of initiatives that facilitate global connections for girls and young women are assessed and strengthened	We will work towards strengthening connections with the other WAGGGS regions to learn, develop and flourish.	Enabled strong, lasting connections between the Europe Region and other WAGGGS Regions to allow exchange and collaboration.
Meaningful youth participation at regional and global levels	Stronger mechanisms amplify youth voices and participation in WAGGGS initiatives	We will ensure participation and impact of young members at WAGGGS governance, training and networking events.	Delivered a WAGGGS Europe offer to promote collaboration, culture exchange and youth-led initiatives amongst our MOs

Outcome 2: Member Organisations are supported to be thriving, inclusive and deliver a high-quality Girl Guiding and Girl Scouting experience

Area of Action	Result	Objectives	Success Statement: By 2028 we will have
MO collaboration and networking for quality Girl Guiding and Girl Scouting	Stronger mechanisms facilitate MO knowledge sharing on quality Girl Guiding and Girl Scouting	We build on existing initiatives for MOs to access more opportunities, programmes and communications	Enabled a transparent and equitable collaboration with WOSM Europe
			Created spaces for direct communication between MOs
			Actively engaged with cross-MO networks and amplified those synergies
	Co-creation and collaboration spaces support MOs to make Girl Guiding and Girl Scouting more relevant to every and any girl	We will build capacity in our MOs to facilitate spaces to experience the international guiding and girl scouting community	MOs successfully lead WAGGGS Europe Events with the support of the Region.
MOs feel confident in including WAGGGS elements when facilitating national and international spaces.			
Support MOs to provide high quality Girl Guiding and Girl Scouting	MOs have access to effective tailored support, educational resources and high-quality learning and development opportunities	We will support our MOs with critical organisational needs such as volunteer journey, sustainable finance and membership growth and retention	Enabled opportunities to engage with strategic level volunteers of MOs allowing our support to reach beyond IC-level and result in a deeper MO impact
WAGGGS initiatives model the characteristics of quality Girl Guiding and Girl Scouting	WAGGGS resources and projects adhere to the WAGGGS Growing and Learning Framework	We will implement the WAGGGS leadership model in all WAGGGS Europe activities and events.	The WAGGGS Leadership model and other relevant WAGGGS frameworks will be known across the region and MOs will have received support to implement them

Outcome 3: A sustainable WAGGGS Europe Region			
Area of Action	Result	Objectives	Success Statement: By 2028 we will have
Financial Sustainability	Increased fundraised income in line with WAGGGS purpose and priorities	We will implement an equitable European Contribution model.	An equitable EC model that all MOs contribute to supports the work of the region.
		We will have a fundraising plan to support the areas of work of the Region.	A fundraising plan that addresses the short- and long-term needs of the Region.
Operational Efficiency	Robust management systems and processes (e.g. data management, Monitoring Evaluation Learning, communications) are in place	We will continue to work closely with the World Bureau to improve our regional monitoring and reporting.	A public cost and impact report will showcase the value of the Region.
			Our MOs see and understand the quality and value of the work of the Region
	Volunteer operational model implemented consistently and adds value across WAGGGS	We will ensure that volunteers of the WAGGGS Europe Region feel safe, included and able to flourish through their role.	More diverse volunteer roles, with a focus on flexibility, inclusivity, personal development and community.

Outcome 3: A sustainable WAGGGS Europe Region			
Area of Action	Result	Objectives	Success Statement: By 2028 we will have
Global Team Culture and Effectiveness	Enhanced collaboration processes and practices across WAGGGS Global Team	We will work towards strengthening collaboration together with WAGGGS global team towards achieving Compass 2032	Expressed needs to and experienced support from the Global team in delivering the Triennial Action Plan 2026 - 2029
			Adapted global initiatives to the regional context for our members
	Effective Global Team leadership and team management	We will continue to explore innovative ways to ensure transparency in decision-making	Improved our MOs understanding of the Regions decision making and operations
			Identified obstacles in the operational management of the region and addressed them.
	Robust HR management supports staff and volunteers to thrive and excel (e.g. recruitment, induction, L&D, performance management)	We continuously build a strong bond between volunteers and staff in delivering the Regional Action Plan with the focus on wellbeing, mental health, purpose and community.	A regional team that supports each other, collaborates and feels appreciated
			Provided all volunteers and staff with opportunities for personal development
	The Global Team experience is aligned with WAGGGS values and code of conduct	We work by the code of conduct and WAGGGS values	Members of the regional team adhere to the code of conduct and demonstrate the WAGGGS values
			All members of the regional team feel respected and safe and contribute to creating a brave space for all

Questions to consider ahead of the online consultation session.

In preparation for the online consultation session, we encourage you to reflect on these questions and bring your insights to the session. Your input is vital to shaping a plan that meets the needs of our Region and empowers us to move forward together.

As we shape the Triennial Action Plan 2026-2028, which regional support, capacity-building services, or activities do you see as most impactful in advancing our shared vision and strategic goals?

Considering our vision and strategic priorities, are there any current activities you believe the Region should discontinue to better focus on our priorities?

What new initiatives or activities do you think the Region should introduce to work towards our 3 strategic outcomes?

How diversified should our plan be to reflect different MO priorities?

How could our regional partnership with the European Scout Region evolve to better support WAGGGS's vision and strategic outcomes?

Conclusion

As highlighted at the start of this process, the Europe Regional Committee has developed this initial draft of the Triennial Regional Action Plan to serve as a framework for discussion and consultation with all Member Organisations. Our aim is to foster collaboration and shared decision-making throughout this journey.

We acknowledge that this plan is ambitious, but we remain committed to adjusting activities as needed based on available resources and the operating context. In recent years, we have demonstrated our ability to innovate and adapt—through educational webinars, virtual meetings, large-scale programs and events, and the sharing of regional curricula and programming. With your engagement and the dedication you have consistently shown, we are confident we can achieve our shared goals.

The core priorities outlined in this draft align with the WAGGGS Global Strategy and focus on the key areas where we believe the region requires further support. Together, with your input, we will refine and finalise a plan that enables us to reach our objectives.

By 2028, we envision a Europe Region that is stronger, more united, and thriving—ready to lead the last remaining steps toward Compass 2032.



Questions?

If you have any questions, please contact the Europe Regional team who will be happy to speak with you at europa.reco@waggggs.org.

