

**Vienna
2025**



18th European Guide and Scout Conference
Conférence Européenne du Guidisme et du Scoutisme

Document **16**

Evaluation Report The 18th Europe Regional Conference

October 2025



WORLD ASSOCIATION
OF GIRL GUIDES
AND GIRL SCOUTS

INTRODUCTION

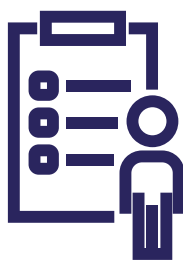
The **18th Europe Regional Conference** took place from **20 to 23 July 2025 in Vienna, Austria**, bringing together Member Organisations, youth leaders, and partners from across the region to exchange ideas, strengthen collaboration, and shape the future of Guiding and Scouting in Europe.

The conference adopted a unique format, combining **online** and **in-person** elements to ensure broad participation and reflect WAGGGS's commitment to inclusivity, flexibility, and partnership. In line with the World Board's decision, governance sessions were held online, while the non-governance elements—including the **Youth Leading Europe** event and joint activities with the European Scout Region (WOSM)—took place in person in Vienna. Joint sessions encouraged dialogue, learning, and a renewed sense of unity across the Movement.

This report provides an overview of the 18th WAGGGS Europe Regional Conference, highlighting key outcomes from both the online and in-person components. A separate joint report on the European Guide and Scout Conference has been published with WOSM.

Findings draw on two external evaluations capturing feedback from participants and Member Organisations. Although participation levels varied, the responses received offer valuable perspectives on the conference's impact. To ensure broad representation, the feedback period was extended to allow more MOs to share their views. In parallel, an internal report compiled operational insights from participants, staff, committee members, and partners to inform WAGGGS's future event planning.

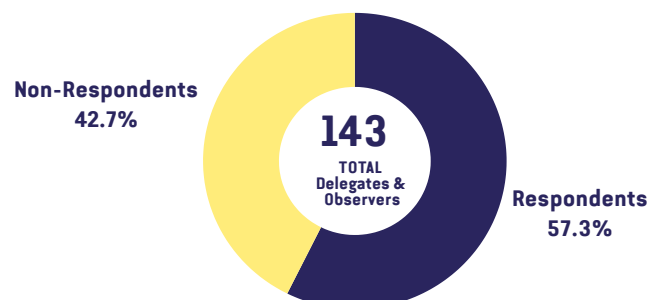
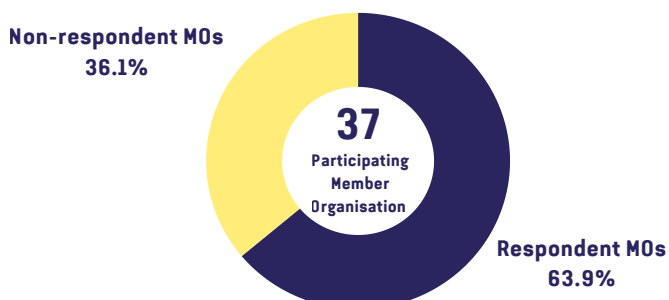
During the Conference, Member Organisations approved **Amended Proposed Motion 4 – Evaluation of the European Guide Conference**, mandating the Europe Region Committee to conduct a structured evaluation. This report responds to that mandate by presenting evaluation outcomes. Any elements outside this scope—such as financial data—will be included in a forthcoming report, **Evaluation of Regional Conferences and Future Recommendations**.



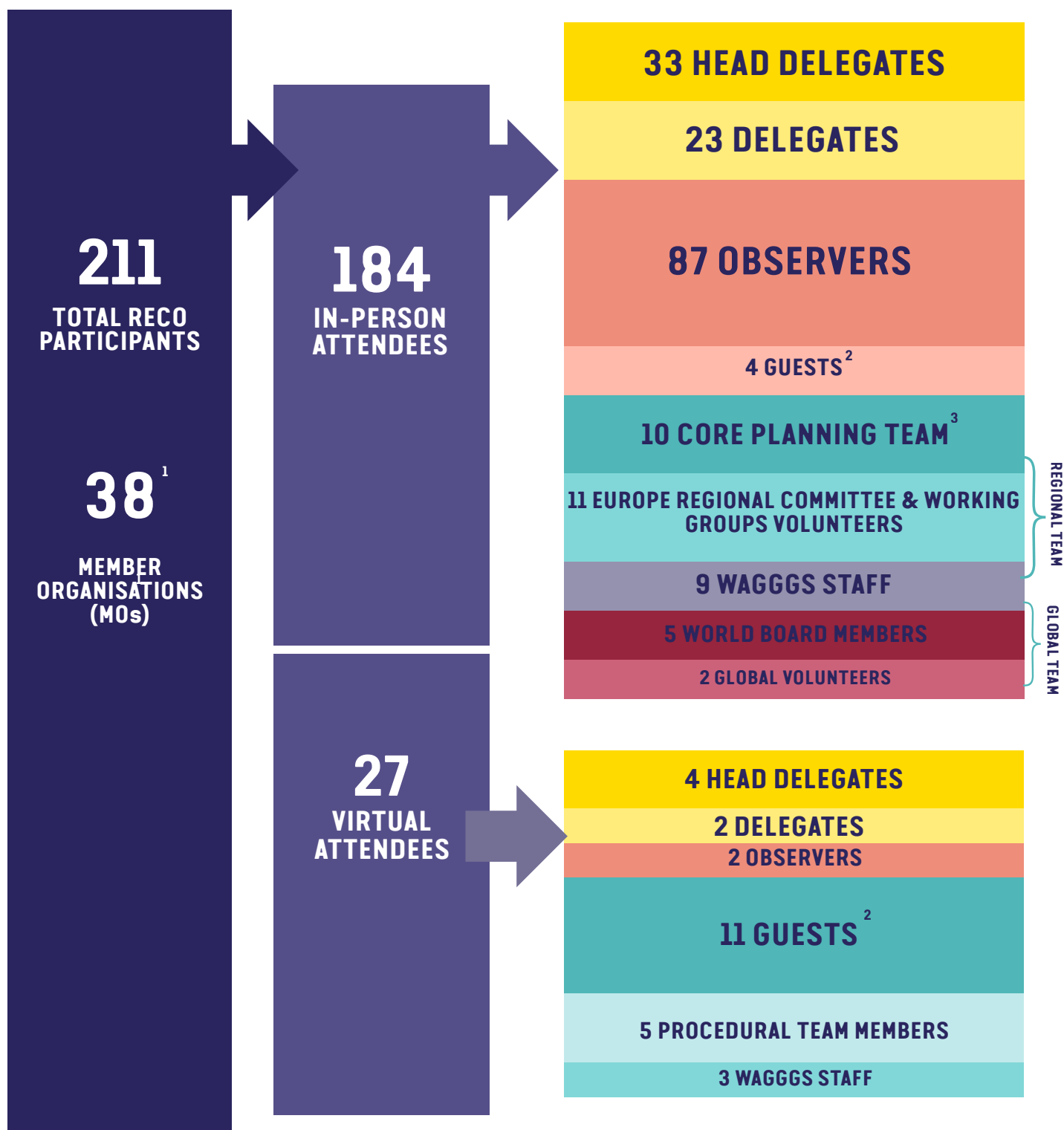
**Governance
Evaluation by All
Head Delegates**



**Non Governance &
Logistics Evaluation by
In person Delegates and
Observers**



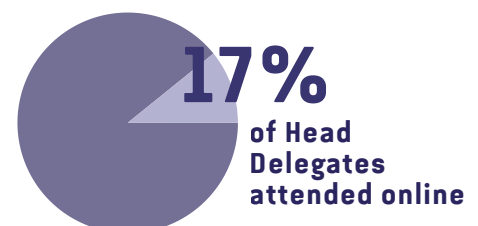
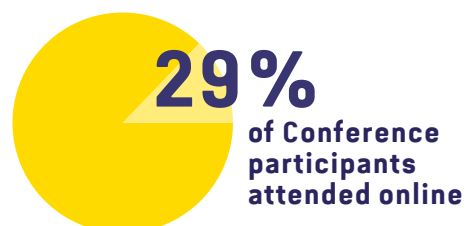
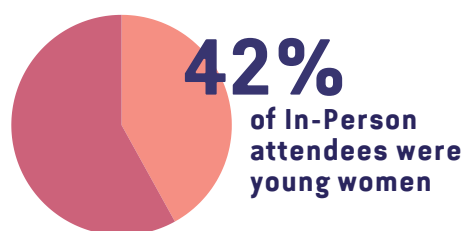
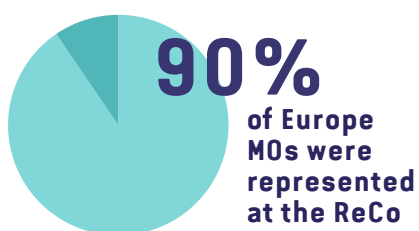
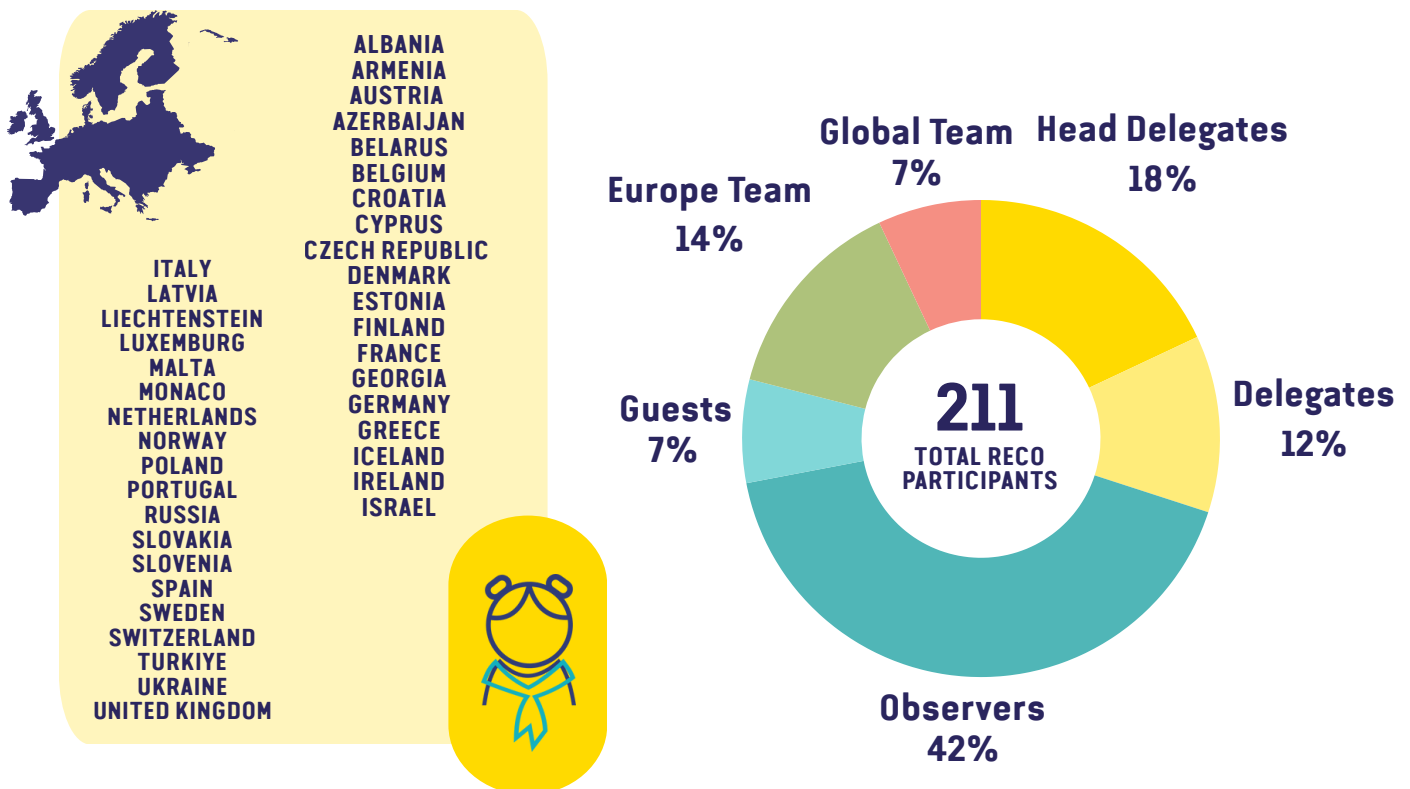
CONFERENCE IN NUMBERS



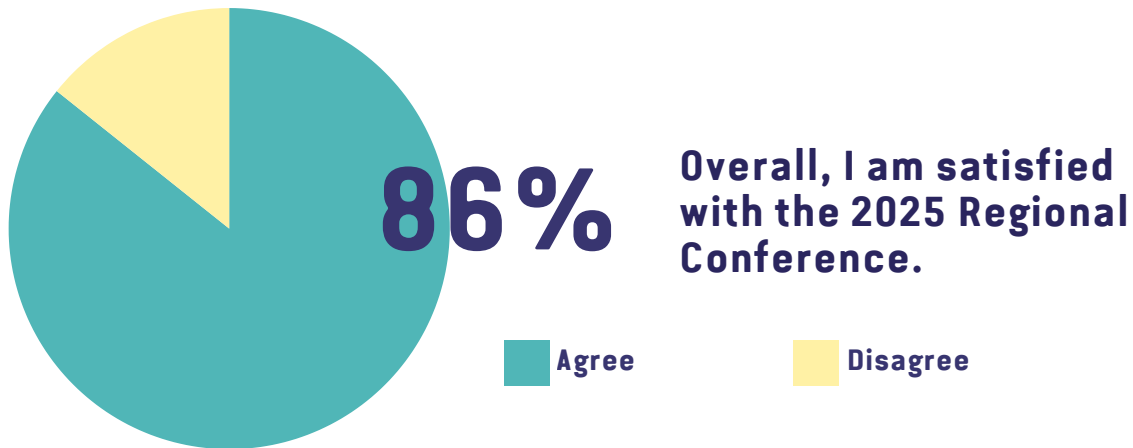
1. One Member Organisation completed the registration after the official deadline and therefore could not be registered as a voting MO for the Conference. However, they were welcomed and invited to participate as guests.
2. Guests include Honorary Associates, WAGGGS World Centres, The Olave Baden-Powell Society (OB-PS) Board, and The International Catholic Conference of Guiding in Europe (ICCG-Europe).
3. The Core Planning Team consists of the budgeted WAGGGS volunteers and staff.

A total of 211 participants took part in the Conference, with 184 attending in person and 27 joining virtually, representing 38 MOs.

Overall, the participants included 37 Head Delegates, 25 Delegates, 89 Observers, 15 Guests, 30 members of WAGGGS Europe, and 15 members from wider WAGGGS Global

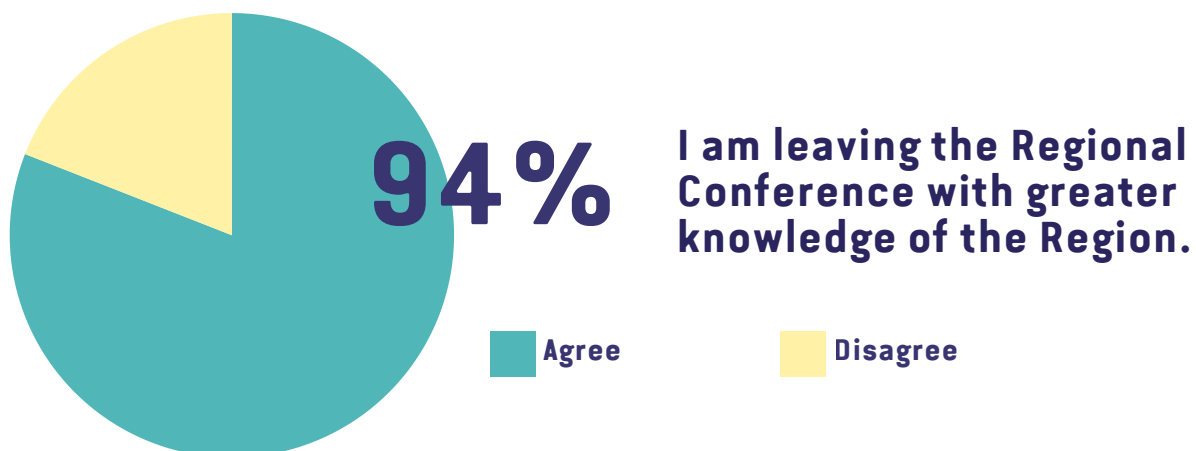
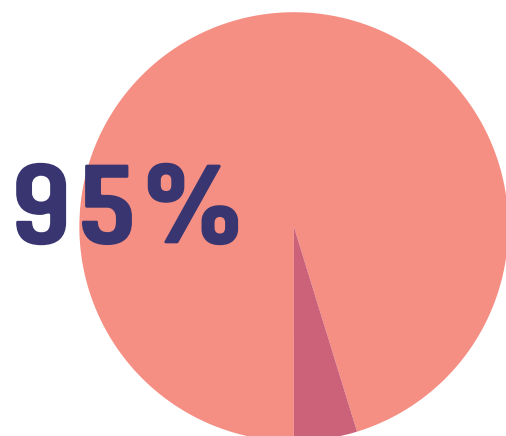


ACHIEVEMENT OF OBJECTIVES



I felt connected to the wider Movement of Girl Guiding and Girl Scouting.

Agree Disagree



**86%**

of respondents felt that the 2025 Regional Conference met the objective of providing opportunities for training, as well as sharing concerns, experiences, and human resources.

71%

of respondents felt that the 2025 Regional Conference met the objective of promoting and expanding Girl Guiding/Girl Scouting in the Region, as well as developing plans to support National Organisations.

100%

of respondents said that their Member Organisation had opportunities to provide feedback on the Regional Triennial Action Plan.

20**40****60****80****100**

MOST VALUED ASPECTS OF THE 2025 REGIONAL CONFERENCE

For the analysis, we clustered the unprompted responses of the participants. The responses highlighted a wide range of aspects they valued most at the Conference.

NETWORKING & CONNECTIONS

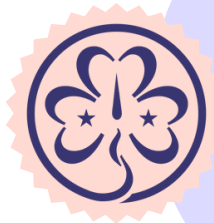
The chance to meet other MOs in person and discuss various topics, discuss motions, exchange ideas, and inspire each other



LEARNING & DEVELOPMENT

Participating in workshops and sessions to gain knowledge, share best practices, and develop skills relevant to their roles.

Experiencing the spirit of Guiding and Scouting, building a sense of community, shared purpose, and solidarity across Member Organisations



MOVEMENT UNITY



COLLABORATION & JOINT WORK

Meeting MOs from WOSM to discuss shared projects, and agree on the future of Joint Work

LOCAL AND CULTURAL EXPERIENCE

Exploring Vienna and enjoying social and cultural activities as part of the conference.



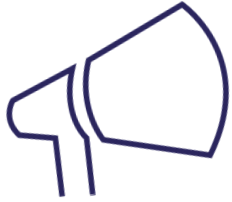


What I loved most was the sense of unity across so many differences , how people from so many countries, cultures, and roles came together with shared purpose and deep commitment. There was something powerful in the informal moments: hallway conversations, laughter during energisers, and spontaneous connections.

The Youth Event speeches were the highlight of the Conference for me! Meaningful, to the point, fully inspirational. Also very inspirational touch was the leadership journeys shared!

For me it was a great experience. It was important to see how democracy in Guiding works. It was cool to see and meet other scouts from other places.

PRE-CONFERENCE ENGAGEMENT



Most respondents welcomed the pre-conference sessions and documents, which received overall high ratings:

96% respondents found the pre-conference sessions valuable in preparing for the Regional Conference.

96% of respondents said that they received documents well in advance to prepare our delegation for the Regional Conference.

96% of respondents said that the documents shared prior to the Regional Conference were clear and understandable.

20

40

60

80

100

What went well

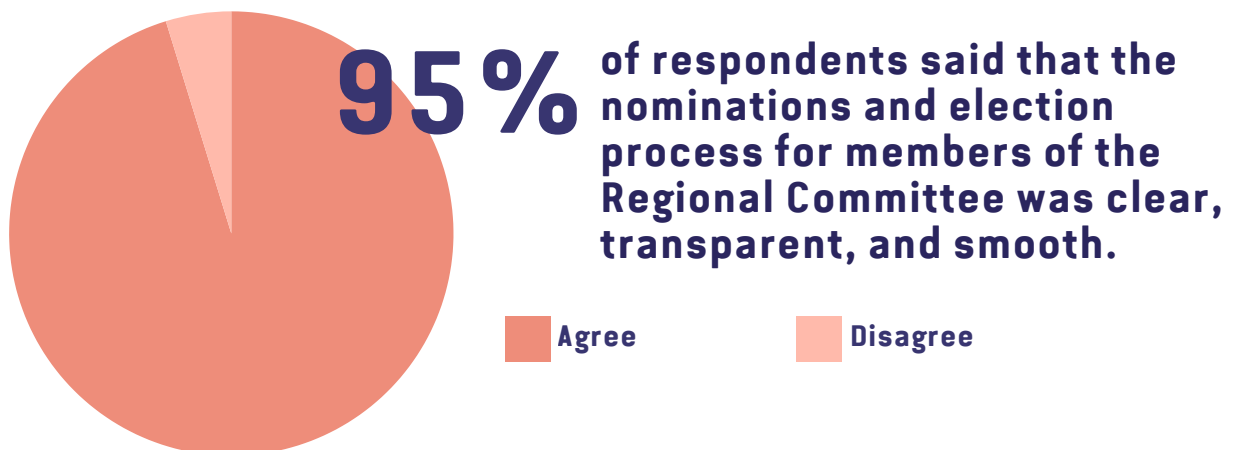
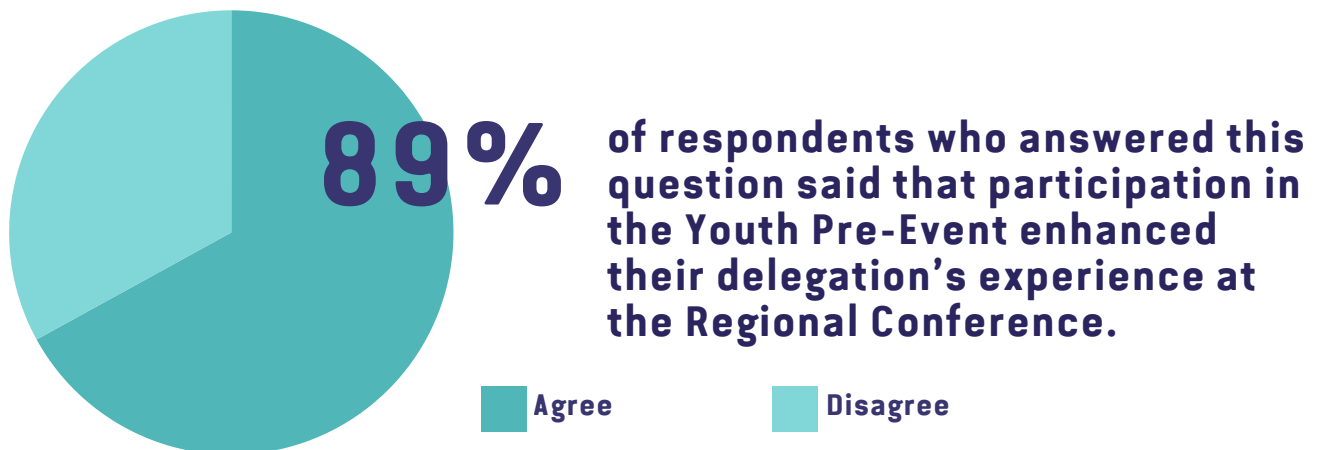
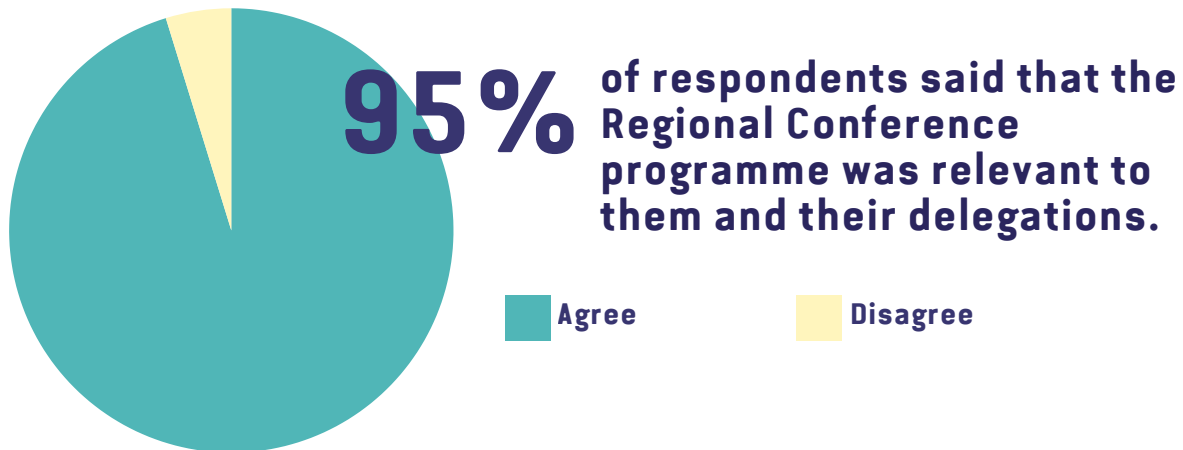
- The Triennial Action Plan (TAP) consultations were well communicated, transparent, and participatory.
- “Meet the Candidates” sessions offered an early opportunity for delegates to familiarise themselves with leadership options and engage in dialogue before formal decision-making.
- Pre-conference guidance helped delegates understand the rules of procedure, conference structure, and the roles of procedural teams.
- The Orientation sessions were good to familiarise delegations on practical governance processes such as voting.

Feedback suggestions

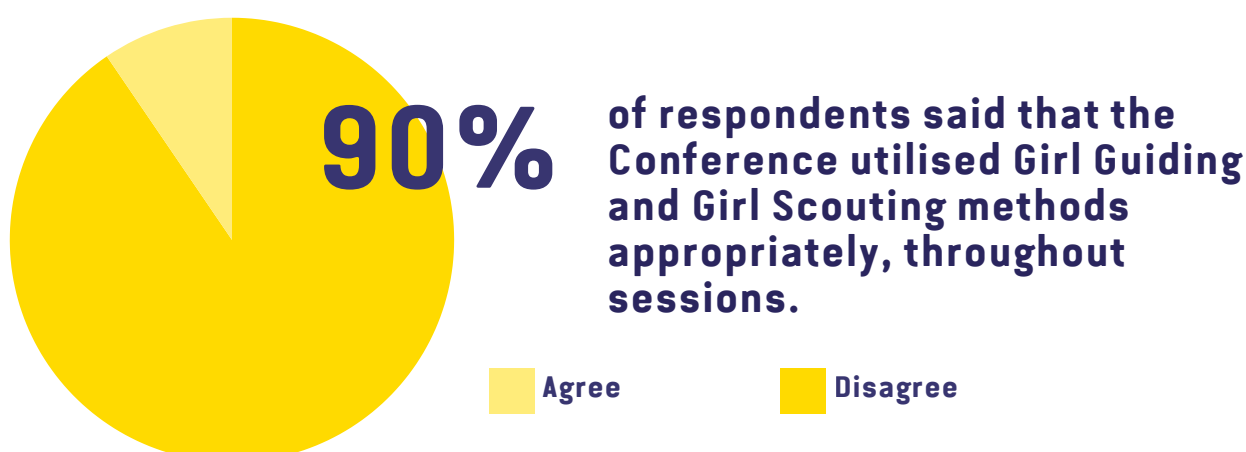
- Centralise all Conference documents, briefings, and communications in a single accessible platform.
- Provide clearer and earlier communication on deadlines for motions, amendments, and other procedural submissions.
- Improve clarity on the content, objectives, and expected outcomes of pre-engagement sessions (e.g., TAP discussions, “Meet the Candidates”) to ensure effective participation.
- Include guidance for youth delegates and less-experienced participants on how to engage meaningfully in pre-conference discussions
- Highlight the relationship between pre-conference engagement and in-conference participation to reinforce the importance of preparation.

PROGRAMME

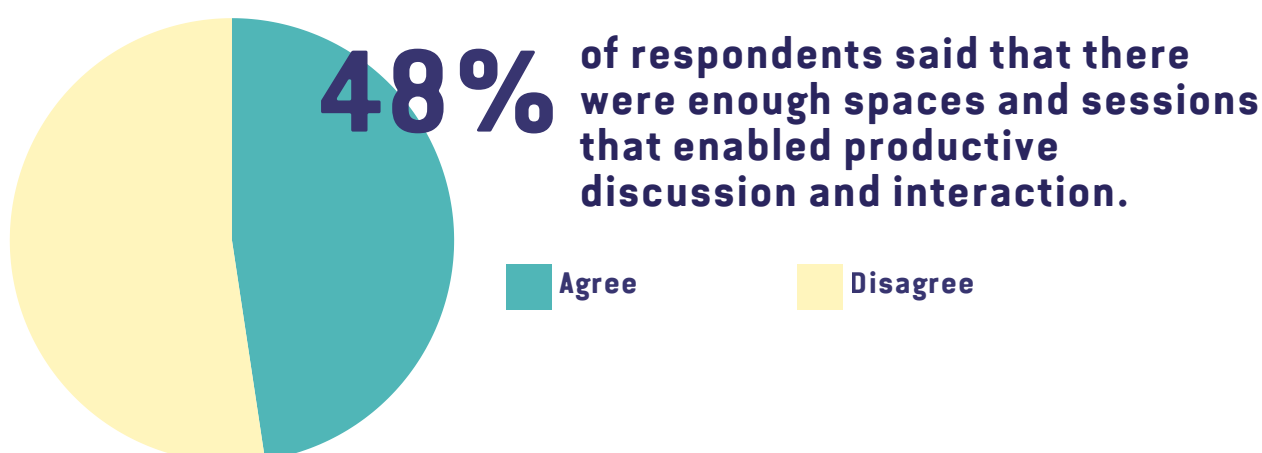
What Worked Well



What Worked Well



What to improve



What went well

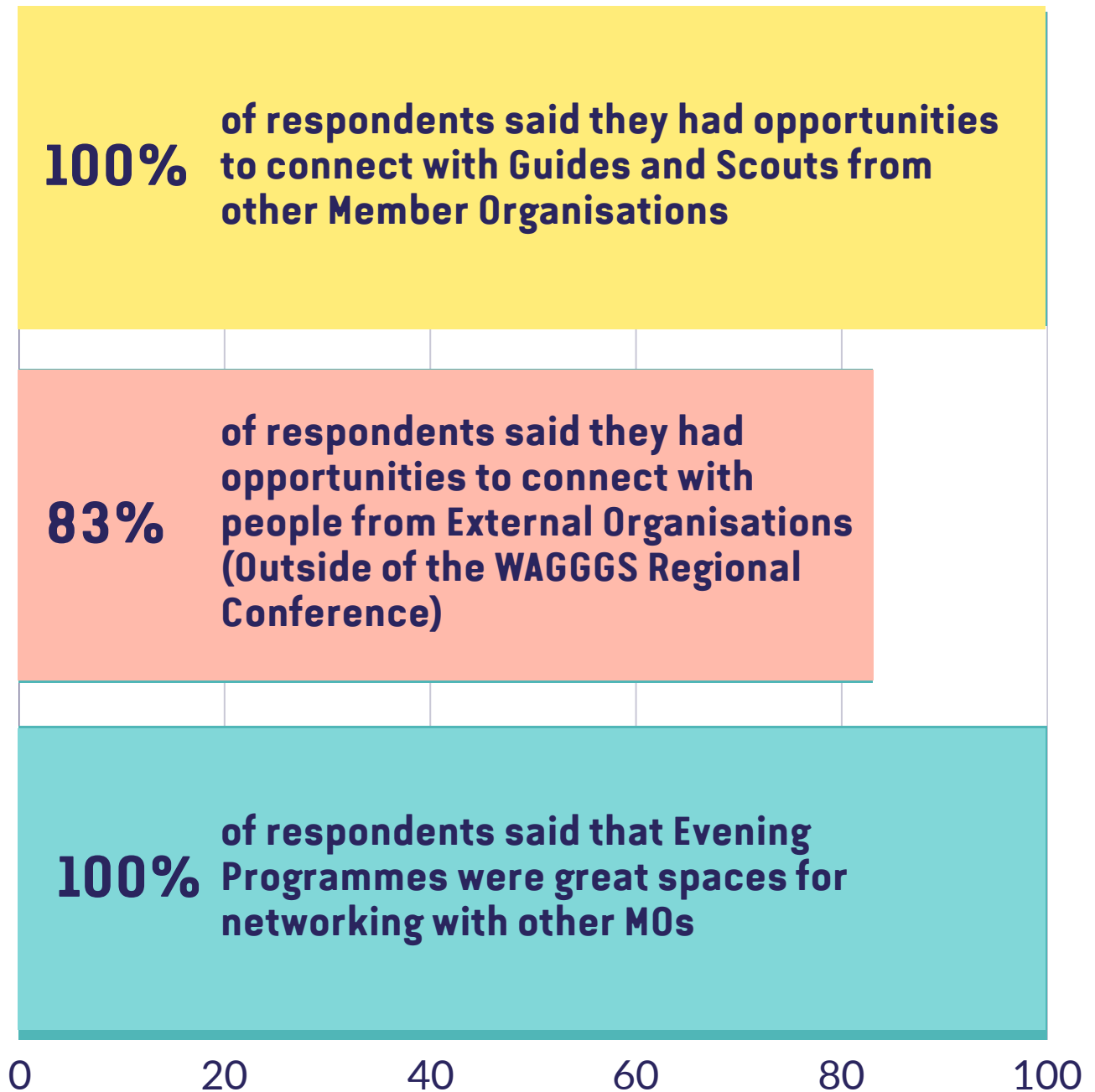
Participants highlighted several strengths in the programme, including the balance between formal learning and informal engagement. MO-led workshops and best practice exchanges were particularly valued, and the Youth Leading Europe Event presentations and leadership journeys sessions were consistently praised for their inspirational and participatory nature, demonstrating meaningful integration of young members' perspectives.

However, most participants felt there were insufficient opportunities for discussion and interaction. Providing more dedicated spaces and sessions for dialogue could enhance both learning and networking, helping participants gain practical insights and build stronger connections within and across Member Organisations.

Feedback suggestions

- Add an extra time or schedule longer breaks to allow sufficient time for discussions and informal networking between sessions.
- Include more youth-led or co-created sessions throughout the programme, ensuring young members have meaningful roles in discussions and decision-making.
- Allocate dedicated time for governance-focused sessions, distinct from learning and networking activities, to prevent rushed discussions and allow deeper engagement.
- Invite external speakers or experts to sessions to broaden perspectives, and provide fresh insights.
- Establish structured informal areas, such as breakout corners or “networking hubs,” to encourage spontaneous exchanges and deepen cross-organisational connections.

NETWORKING



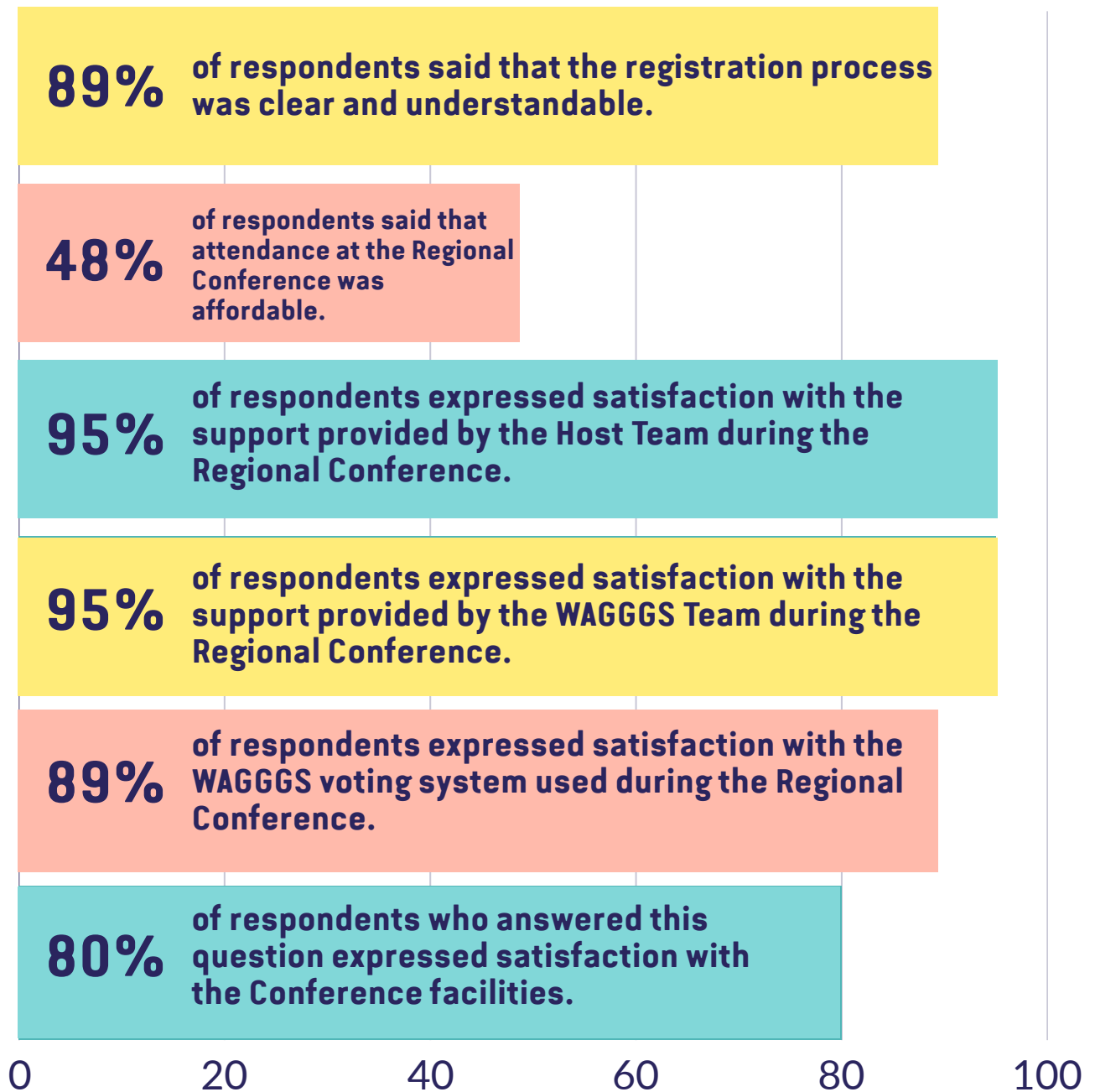
What worked well

- Participants highlighted networking as one of the most valuable aspects of the conference.
- Face-to-face interactions enabled meaningful conversations, relationship-building, and a strong sense of community that could not be replicated in online formats. Informal moments, such as breakout sessions, conversations during shared meals, breaks, and social evenings, were well appreciated.
- The Joint nature of the conference provided opportunities to collaborate with WOSM participants, share best practices, and engage in different sessions.
- Many participants noted the energising atmosphere, describing a sense of unity, sisterhood, and shared purpose across cultural and national differences.
- Structured networking sessions, such as WAGGGS & MO 1:1 informal meetings and MO-led workshops, were also praised for facilitating professional connections and the exchange of ideas.

Feedback suggestions

- Additional open or breakout areas could facilitate informal exchanges and collaboration.
- Intentional networking opportunities could enhance connections beyond informal moments.
- Improve the networking experience for online participants.
- Keep Joint Spaces for both WAGGGS and WOSM MOs in the Europe region, regardless of the future of the Regional Conference.

LOGISTICS



What worked well

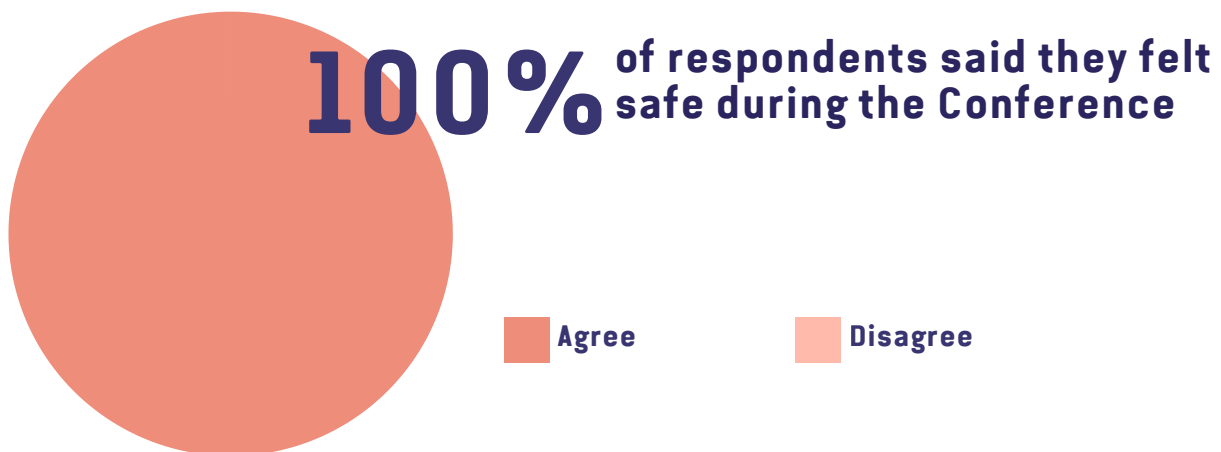
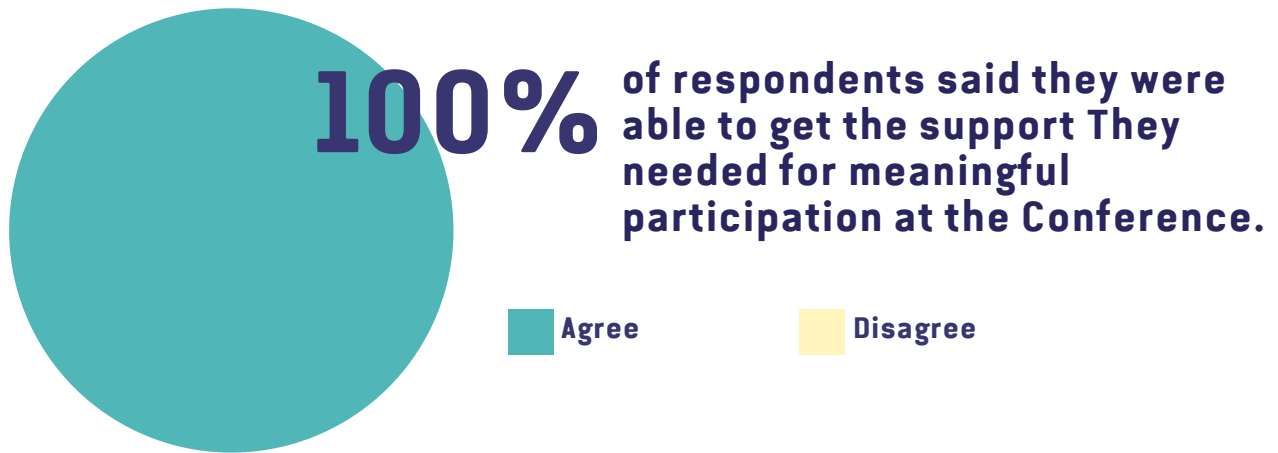
- Transport arrangements were generally effective. The usage of public transport cards supported movement between the evening programme locations and conference venue.
- Accommodation and meeting facilities were centrally located within a short distance from one another, which allowed participants to reach sessions without major logistical barriers.
- The hybrid format allowed remote engagement where necessary, offering flexibility for participants unable to attend in person.
- Practical support, signage, and on-site assistance were available when needed, and helpdesk mechanisms were in place to manage operational issues.
- Although some technical issues occurred on the first day, the Attendee Hub functioned smoothly for the remainder of the conference.
- The interpretation app worked smoothly and allowed both in-person and online participants to engage with language barriers.

Feedback suggestions

- Work with the Host MO to reduce the event fees, according to the needs of the regions and the reality of the host country.
- Use a larger plenary hall with sufficient space, tables, and ventilation.
- Ensure stable WiFi
- Simplify registration and communication by using a single central platform
- Offer a better system for real-time updates on room allocations and schedules
- Clearly outline and share the practical impacts of any cost-cutting measures, such as changes to meals, conference length, or other services
- Schedule time slots that accommodate spiritual or religious observance.
- Provide more breakout areas for informal interaction.
- Evaluate the different types of expenses and invest in what has the most value to the delegations first

SAFEGUARDING

What Worked Well



What worked well

Respondents showed strong agreement that they were able to get the support needed for meaningful participation, felt safe during the conference, and believed that the safeguarding mechanisms were sufficient to prevent or minimise abuse or discrimination.

Feedback suggestions

There were no significant suggestions for improvement, so WAGGGS will go on working to ensure a safe space for everyone through continuous improvement of safeguarding mechanisms for support and reporting.



REFLECTIONS FOR FUTURE REGIONAL CONFERENCES

The Value of In-Person Events

In-person gatherings remain vital for fostering collaboration, peer learning, and meaningful connections among Member Organisations. They create a unique environment for networking, shared experiences, and building a stronger sense of community across the region.



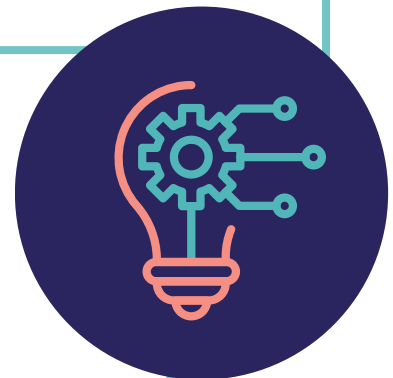
Improving the Joint Conference Approach

Joint conferences between WAGGGS and WOSM offer valuable opportunities for shared learning and unity across the two Movements. Strengthening coordination, shared planning, and joint work will ensure future collaborations are even more impactful and efficient.



Enhancing Learning Beyond Governance

Future conferences should further separate governance from learning spaces to maximise engagement and impact. Dedicated learning sessions, informal exchanges, and external expertise can enrich participants' experience and inspire action at the national level.



CONFERENCE TEAM

A huge thanks to all of the volunteers, staff and Planning Team members who made the 18th Europe Regional Conference a success!

Programme Team (Including Youth Leading Europe Event)

Charitini Petrodaskalaki
Eugenia Mahveenina (Listening Ears)
Lily Raper

Interpretation Team

Jo Tillotson
Héloïse Collignon
Lucy Knight
Nina Tahir

Global Volunteers

Corinna Hauri (Nominations Committee)
Pascale Vandersmissen

World Board Members

Candela Gonzalez
Chempaka Emalin Pahamin
Jess Bond
Medhavi Chamathya G M Fernando
Monika Dreik

Procedural Team



Anne Risør Bachmann Skovsgaard
Procedural Team Coordinator
Denmark



Ebba Källström
Procedural Member
Sweden



Erin Kelly
Procedural Member
United Kingdom



Agnes Lopes
Procedural Member
Austria



Alexandros Kordas
Teller
Greece



Clara Schinzel
Teller
Germany

Communications Team

Amy McAuley

2022-2025 Regional Committee

Paula Neher-Old (Chair)
Olivia Solman (Vice-Chair)
Antonia Pata
Evelyn Dick
Signe Jensen



Charlotte Makanga
Conference Chair
United Kingdom



Evelyn Dick
Committee Lead, Europe
Conference

WAGGS Staff

Aina Fontanella Morera
Alhassan Soltan
Catherine Harris
Eirini Kappou
Georgina Anstee
Julieta Cassanello
Laura Montosa Martin
Natalia Plou
Nicola Lawrence
Nicola Murray
Sally Elkes
Simon Kershaw
Sophie Rymer

Working Group Lead Volunteers

Andrea Davide Porretta
Emma Elgaard Larsen
Ingeborg Korme
Johanna 'Jojo' Veit
Liv Arleth
Pavlos Tsiakoumis
Regula Steiner
Rio Cederlund
Rosie Jones
Vittoria Brandi
Urska Mali Kovačič



#Meet in the Middle

HOST MO TEAM

An enormous thank you to all the Volunteers and Staff from our host MO, the Wiener Pfadfinder und Pfadfinderinnen “WPP” (Vienna Scouts and Guides), for making this Conference a reality!



PFADFINDER*INNEN
WIEN

ADDITIONAL INFORMATION

All conference documents can be found on the conference website www.europeanconference.weconnect.eu.com and will be published on Campfire.



**Vienna
2025**



18th European Guide and Scout Conference
Conférence Européenne du Guidisme et du Scoutisme



WORLD ASSOCIATION
OF GIRL GUIDES
AND GIRL SCOUTS