

WAGGGS DOCUMENT

3



Triennial Report: 2020-2022

20 June 2022

17th European Guide Conference
Rotterdam, The Netherlands
22-26 July 2022





TABLE OF CONTENTS

1. Introduction from the Chair of the Region
2. Regional Team 2020-2022
3. Progress on Regional Plan 2020-2022
4. Support to MOs in the Region
5. Regional Finances
6. Acknowledgements

Annex - Regional events 2020-2022





1. INTRODUCTION FROM THE CHAIR OF THE REGION

This triennium has been a whirlwind of experiences for all of us in the committee and throughout the movement. We have sought to deliver the triennial plan within the strikingly challenging context of the pandemic and in the wake of a global restructure. As a result, our ways of working have drastically changed and we adapted our annual business plans to reflect the constantly shifting needs of our region. Many key in-person events had to be cancelled, including the much anticipated European Jamboree and the WAGGGS camp. Although hugely frustrating for the region, these were reasonable decisions in the light of the restrictions or MOs' uncertainty around hosting such large events.

Despite these disappointments, the region has been a flurry of activity as all of us at WAGGGS and in our MOs have doubled our efforts to keep the guiding flame burning. I hope that the following report demonstrates how our activity has remained aligned to the triennial plan we set out to deliver.

I'd like to shine a spotlight here on our bid to improve transparency and increase MO engagement in the governance of the region through the EGM and the consultative meeting. Our more frequent IC gatherings also demonstrate how much we value our MOs' ambassadors to the region. The shift to online delivery of our work has enabled us to organise or contribute to more events than ever before but we recognise that the virtual format cannot replace the warmth and energy which infuse in-person gatherings. Therefore, what a wonderful way to end this difficult triennium with an all volunteers meeting and our regional conference face-to-face!

Thanks to the Guiding movement, I and my young colleagues in the regional committee have grown through this invaluable experience of leading the region. Undoubtedly, we have developed our hard skills, in particular, in crisis management! However, we have also learnt to practise equally important soft skills such as self-compassion and the ability to support and encourage oneself and others in times of isolation and acute stress. We have all been inspired by the versatility and the commitment of our colleagues and our MOs to ensure that children and young people have continued to have access to enriching and formative experiences throughout the region, whatever the hurdles they face.

Our WAGGGS Emergency Appeal, a strong collaboration between Europe, the World Bureau and MOs in close contact with Ukraine, has been the most recent symbol of our guiding spirit. It is precisely this spirit of solidarity, resilience and the passion to inspire the next generation that captures this triennium.

We hope that we handover a more solid and sustainable region to the incoming committee, although there is still work to be done. We now know that more flexible delivery methods enable us to support and connect MOs in innovative ways and benefit more young people. We wish the new committee the best of luck – it is a hugely rewarding experience!

Eline Marie Grøholt



2. REGIONAL TEAM THE COMMITTEE



Eline Marie Grøholt

Chair

Speidernes Fellesorganisasjon
/ Norway

Portfolio: World Board,
Strategy & Governance
overview, Joint Work



Lilit Chilingaryan

Vice-Chair

National Union of Girl Guides
and Girl Scouts of Armenia

Portfolio: Finance (2020),
Strategy & Governance
overview, Joint work,
communications (from
summer 2021)



Stephanie Darmanin

The Malta Girl Guides
Association

Portfolio: External Relations,
Regional Conference programme,
Volunteer meeting



Agnes Lopes

Pfadfinder und
Pfadfinderinnen Österreichs
/ Austria

Portfolio: Academy,
Youth event to the Regional
Conference, Joint work



Paula Neher

Ring deutscher Pfadfinder*
innenverbände (rdp) / Germany

Portfolio: MO Support/
Capacity Building (MOCa)
Communications (until
summer 2021), Youth Event
to the Regional Conference,
Crisis Support



Petra Stipanič Frlan

Združenje slovenskih katoliških
skavtinja in skavtov / Slovenia

Portfolio: Sustainability
working group, Joint work,
Refugees and Human Rights,
Volunteer management
Regional Conference planning



Evelyn Dick

Treasurer (Co-opted
by the committee)
Girlguiding UK

Portfolio: Finance





OUR STAFF TEAM



Olivia Funnell,
Head of Region
Based in Belgium

Regional office & team management, implementation of the regional plan, Governance & Strategy Liaison Committee & WAGGS global



Emy Scheer,
Regional Administration Officer
Based in Belgium

Logistics, office support, data management, comms support



Eirini Kappou,
Programmes Manager
Based in Greece

Academy, European Jamboree/ Roverway, Regional Conference programme, tailor global programmes to Europe



Marijana Mitrovic,
Fundraising Manager
Based in Portugal

Strategy, proposals, stewardship



Vita Vaisnyte,
Relationship & Capacity Building Manager
Based in Belgium

Daily support for MOs, membership projects, capacity building Lead, crisis support

We are also supported by Martin Hunt, Assistant Finance Manager at the World Bureau.



OUR REGIONAL VOLUNTEERS

Capacity Building and MO support (MOCa)



Ingeborg Korme

(Lead Volunteer) Norway

Katherine Sutton

(Lead Volunteer until mid 2021) UK

Yvonne Browne Ireland

Koraline van Dijk Netherlands

Monika Dreik Poland

Agnija Jansone Latvia

Jennifer Long UK

Georgios Papadoulis Greece

Regula Steiner Switzerland

Zuzana Vaněčková Czech Republic

Tadeja Zajec (until 2021) Slovenia

Communications

Sue Clough

(Lead volunteer) UK

Sam Mason

(Lead volunteer) UK

Nanna Klingenberg Andersen

Denmark

Alexandros Kordas Greece

Verena Kunberger Germany

Hana Lobnik Slovenia

Marianna Rapsomatioti Greece

Rosalyn Old UK





Inês Gantes de Albergaria

(Lead Volunteer) Portugal

Eszter Tóth

(Lead Volunteer) Austria

Anna Bambrick UK

Anja Blume Germany

Mirta Cimmino Italy

Ursula Früh Switzerland

Margrethe Gronvold Friis Denmark

Selina Kaufmann Austria

Christine Ledoux France

Emma Withington UK

Estel·la Muñoz Mairal Spain

Ea Skelgaard Forchhammer Denmark

Iiris Elisabet Somervuori Finland

Magdalena Szwarczewska Poland

External Relations

Sarah Cahill

(Lead Volunteer) Ireland

Frances Cunningham

(Lead Volunteer) UK

Helene Gammelmark Pedersen

(Lead Volunteer) Denmark

Liv Arleth Denmark

Alice Barbiery Italy

Daði Björnsson Iceland

Vera Bosch Netherlands

Sarah O'Donovan Ireland

Victoria Henderson UK

Eleni Konstantinidou Greece

Jemma Lee Ireland

Rosalyn Old UK

Giulia Rigoni Italy

Venusia Vinciguerra Italy





3. REGIONAL ACTION PLAN 2019-2022

The Regional Action Plan 2020 -2022 was developed using the three global strategic themes 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. More Opportunities

The 2020 -2022 objectives were:

- Innovative approach to retention and recruitment of Members and volunteers
- Creating more opportunities for MOs to connect
- Provide quality Girl Guiding and Girl Scouting (GG/GS) and leadership experience
- Girl Guiding and Girl Scouting spirit

The success measures which were established to measure progress on these objectives were:

- Retain and support the growth of existing Members
- At least one Associate Member achieves Full Membership at the World Conference 2020

So how have we done?

Whilst some of our MOs have lost members due to the challenges of Covid, **our total membership across the region has grown from 1,000,768 members in 2020 to 1,132,390 in 2021** which signifies a 13.2% increase.

There were changes in our WAGGGS Europe members which were voted on via written resolution in 2020. The region gained a new member, **the Scout & Guide Association of Montenegro (SICG)** and the **Association of Ukrainian Girl Guides (AGU)**, **Georgian Girl Scouts Association (DIA)** achieved Full Membership status.

Most voted to revoke the membership of the Association of Girl Guides of Lithuania (LSS) due to lack of evident activity and communication. **This leaves the region with 41 MOs at the end of this triennium.**

The region has delivered a range of engaging activity in order to meet these objectives and which underpins these success measures:

Despite the inability for MOs to meet face-to-face due to the Covid restrictions, we have organised **two all MO meetings online in the triennium** where MOs could express their views with the WAGGGS committee and each other.

We've provided a wide-ranging **series of webinars & roundtables** detailed in the annex, and larger events such as the **Academy and IC forums** online to provide the connection and exchange of best practice which is at the heart of our regional value.

We courageously invested in two new platforms: **gathertown & topia**, to run these large-scale events which is testament to our creative innovation and resourcefulness in the midst of the pandemic. As we close the triennium, the Europe region's site on **Campfire** is beginning to gain traction as a valuable tool for MO to MO connections.

We have promoted **leadership opportunities** for our regional volunteers in their management of working groups, delivery of sessions and contribution to external events. The organisation of the first **pre-conference Youth event** will provide a meaningful governance experience for those young members wishing to exercise leadership now and in the future.



2. Diverse and vibrant region

The 2020 -2022 objectives were:

- Strong organisational capacity of the region
- Greater visibility and identity
- Secured funding

The success measures which were established to measure progress on these objectives were:

- New volunteer working groups in place by January 2020
- Committee and staff team report positive balance of work
- Achieve fundraising income targets
- Secure at least one significant new donor / institutional funding stream

So how have we done?

We successfully recruited and set up our volunteer working groups to start working in 2020 to deliver key aspects of the regional plan. We could not bring them together in the first two years of the triennium but in 2022 we organised a face-to-face meeting in Germany. This was to thank all our regional volunteers for their hard work, to exchange expertise and to prepare for the handover and recruitment of new working groups for the next triennium.

Staff changes were also made to reflect the needs of the region. However, it has been difficult to achieve a positive work/life balance for the committee and staff mainly due to the consequences of the pandemic. We hope that this will improve with the coming triennium and greater certainty surrounding the management of significant global events.

The committee commissioned an **EVC Task & Finish report** in response to a motion adopted at the EGM 2020 to ensure the region's sustainability for the future. We have acted on some of the recommendations,

including the reduction of overheads and diversification of funding streams as detailed below and this work will be continued by the incoming committee.

Thanks to the recruitment of our Fundraising Manager we have received **100,000 EUR in funding from EU operational grants in 2020-2021** to help with the delivery of the regional plan and are hopeful of receiving a further 125,000 EUR in 2022. No specific programme -based grant funding was possible due to the cancellation of face-to-face events in the light of the pandemic.

We have submitted applications to new EU programme specific grants in close collaboration with the World Bureau on which we await the results by the end of 2022. We will build on the second tier of our fundraising strategy which targets private institutions in the coming triennium.

The tools and platforms which we have had available to improve our visibility and identity have been considerably reduced due to the pandemic as has been the case across the NGO sector.

However, **our External Relations working group has continued to promote the region's work** through and at online events as detailed further on.

Our Communications working group has curated and refreshed our online presence with new initiatives such as Fact Friday and Instagram stories and as a result, has achieved a **growth in followers across all platforms**. Thanks to their creative skills our regional publications and resources have a distinct visual identity and WAGGS has a new global logo for Campfire.

The team has worked in collaboration with the other working groups to promote the Europe region's and our MOs' work and to provide training at the Academy and online workshops.



3. Greater influence

The 2020 -2022 objectives were:

- Gendered Leadership
- Increased involvement
- Active citizenship
- Sustainable Development goals (SDGs)
- Environment
- Advocacy on girls' and young women's issues
- Recognition of non-formal education and youth work

The success measures which were established to measure progress on these objectives were:

- Achieve one paperless event in the region
- Gender and Diversity Mainstreaming Toolkit embedded within the Committee's ways of work

So how have we done?

Clearly, one of the positive outcomes of the pandemic has been **our seismic shift to online, paperless events across the region**, including governance, programmes and capacity building work.

The Committee has endeavoured to implement the **recommendations of the Gender and Diversity Mainstreaming Toolkit** and as a consequence, events are planned with relevant risks and adaptations which take into account individuals' differences and needs.

At the time of writing, the region is looking forward to its **first Youth Event before the Europe Regional Conference 2022** to promote young people within the governance space. This is in response to Proposed Motion 6² from the 16th Europe Regional Conference and Proposed Motion 13 from the 37th World Conference.

The SDGs are a core part of all that we do and, in particular, form the basis of our main events such as the annual Academy.

Our Sustainability working group has produced Environmental Sustainability Guidelines for MOs that will be shared at the European Conference and a paper describing what sustainability means to us in the Europe Region.

Our Refugees & Human Rights joint working group with WOSM ran a fascinating online event on World Refugee Day to raise awareness of the challenges faced by refugees and of what our MOs are doing to support these vulnerable groups. The working group also supported the French Federation in the organisation of an **Ideathlon** to explore the youth perspective on how to improve support for refugees.

Our External Relations working group has been key to our regional advocacy work. One of the highlights of their portfolio was the **webinar on the impact of COVID-19 on girls and young women** where MOs and external speakers from the European Women's Lobby and the European Commission were invited to share their actions.

The working group also hosted a **webinar on Women in Politics** and one to update MOs on all the region's current external partnerships. Their engagement with European partners and our comms work to amplify this and our movement's work has raised awareness of the power of non-formal education and youth work. This has been validated, in particular, by our grants from the EU Commission.

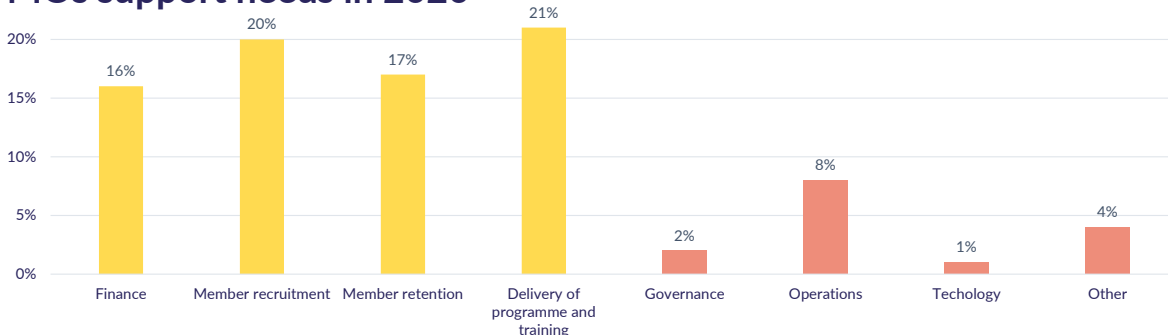
² as amended by Proposed Amendments A_EGC_04 and A_EGC_05



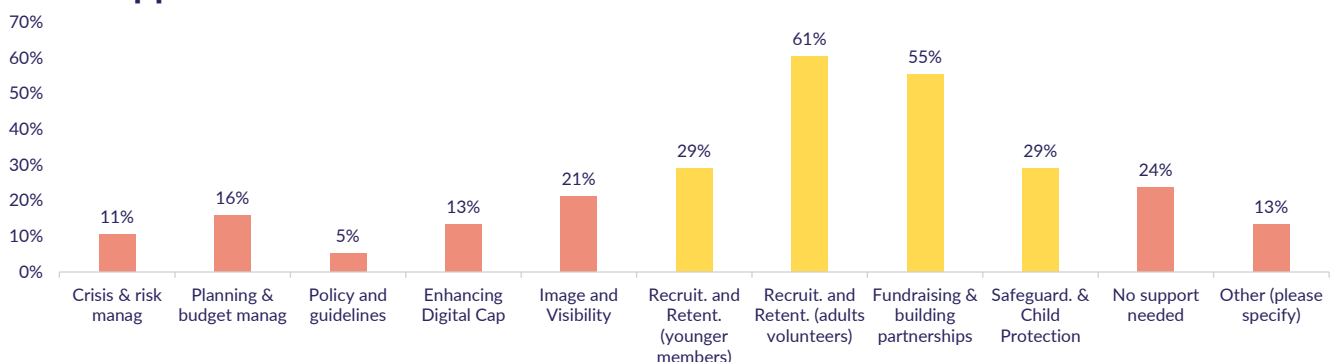
4. ENGAGEMENT WITH MEMBER ORGANISATIONS

Our top priority has been to support our MOs in the most effective way possible with the resources available. Through a series of four Engagement campaigns across the triennium, we have been able to assess how best to adapt our offer to the swiftly changing needs of the membership. In 2020 and 2021 MOs expressed the following as their main areas of need:

MOs support needs in 2020



MOs support needs in 2021



We have responded by focusing on delivering online support on the most pressing topics and by incorporating needs into the Triennial Action Plan 2023-2025.

Our Capacity Building (MOCa) working group has been key to delivering much of this service. In total, the group **delivered eight Capacity Building webinars and roundtables** to facilitate exchange amongst member organisations with a satisfaction rate of 84%. The team ran or have planned sessions in 2022 on fund development / fundraising, recruitment and retention, visibility, adaptation of programmes online among others.

They also produced the resource:

“After COVID-19: Top tips for returning to Girl Guiding and Girl Scouting”.

Our new **IC Induction Guide** and series of IC events, including the IC Forum, has provided support for those in such a pivotal role within the region. In addition, the committee proposed discounts on the European Contribution in 2021 and 2022 in response to the financial hardship reported across the region.

Sadly, the regional committee members were unable to travel to meet MOs in country visits this triennium due to the pandemic. However, in their role as Committee Country Contacts, committee members have kept in touch with their MOs via zoom meetings and attended online General Assemblies and events, supported by the members of the staff team.



5. REGIONAL FINANCES

Financial summary 2020-2022

This section provides an overview of the income and expenditure of the WAGGS Europe Region across the 2020-2022 triennium. The financial figures for 2020 come from the audited accounts already presented at the Consultative Meeting in November 2021 and can be viewed in more detail in the respective financial reports of that year.

The 2021 and 2022 figures are financial forecasts. The 2021 final audited accounts will be shared with Member Organisations later in 2022, as soon as the audit is complete. Similarly, the 2022 final audited accounts will be shared with Member Organisations during 2023.

Income and expenditure

Total income to the Region across the triennium is forecast to be EUR 1,070,346 with total expenditure across the triennium forecast to be EUR 1,093,564. This means an overall deficit for the triennium of EUR 23,218.

Covid has had a significant impact on the triennium which is evidenced by each year's own financial statements. We believe there is potential for renewed appetite for events and growth across the next triennium and the budget set out in the Triennial Action Plan 2023- 2025 (Conference document no. 4c Part B) builds on this assumption.

INCOME	2020	2021 (forecast)	2022 (forecast)	TOTAL 2020-2022
European Contribution	274,352	232,106	273,746	780,204
WAGGS General Funds	74,724	38,000	38,000	150,724
External Grants	30,111	50,000	50,000	130,111
The Academy	4,300	3,830	-	8,130
Other	877	300	-	1,177
Total Income	384,364	324,236	361,746	1,070,346



EXPENDITURE	2020	2021 (forecast)	2022 (forecast)	TOTAL 2020-2022
Regional Conference	725	386	30,000	31,111
Governance - Committee & Volunteers Meetings	6,056	6,501	23,500	36,057
Governance - Audit, Legal & Professional Fees	10,806	12,502	15,000	38,308
WAGGGS Events	(200)	2,050	22,000	23,850
The Academy	4,511	3,937	8,000	16,448
Network & Partnerships	6,952	196	26,500	33,648
Salaries	250,085	270,565	260,000	780,650
Administration (includes office costs, Membership Fees)	64,439	12,118	62,000	138,557
Communications - materials to raise visibility	174	760	2,000	2,934
Other Expenses	(7,999)	-	-	(7,999)
Total Expenditure	335,549	309,015	449,000	1,093,564





Reserves

The reserve position shows the opening and closing balance in each year of the triennium. 2020 are as per the audited accounts and 2021 and 2022 are shown as a forecast.

Reserves (in Euros)	European Voluntary Contribution (Restricted)*	WAGGGS General Funds (Unrestricted)	Grant Income (Restricted)**	Total
Opening Balance 2020	75,969	75,673	11,888	163,531
Surplus / Deficit 2020	60,703	-	(11,888)	48,815
Closing Balance 2020	136,673	75,673	-	212,346
Opening Balance 2021	136,673	75,673	-	212,346
Transfer of Historic Balance	75,673	(75,673)	-	-
Forecasted Surplus / Deficit 2021	15,221	-	-	15,221
Forecasted Closing Balance 2021	227,567	-	-	227,567
Forecasted Opening Balance 2022	227,567	-	-	227,567
Forecasted Surplus / Deficit 2022	(23,218)	-	-	(23,218)
Forecasted Closing Balance 2022	204,349	-	-	204,349

[*European Voluntary Contribution is shown as a Restricted Fund as WAGGGS World are unable to utilise these funds; **Grant Income is also shown as a Restricted Fund as these grants have been obtained by Europe Region so again WAGGGS World are unable to utilise these funds; *** WAGGGS General Funds is unrestricted as these are funds that WAGGGS World allocated to Europe Region after approval from World Board]

While it was expected that during this Triennium that the reserves would fall to around EUR 85K, this has not been possible due to the pandemic. The proposed Triennial Action Plan for 2023-2025 shows the Triennium Budget 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 85K.

6. 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:

European Education & Culture Executive Agency (EACEA)

European Women's Lobby

European Youth Forum

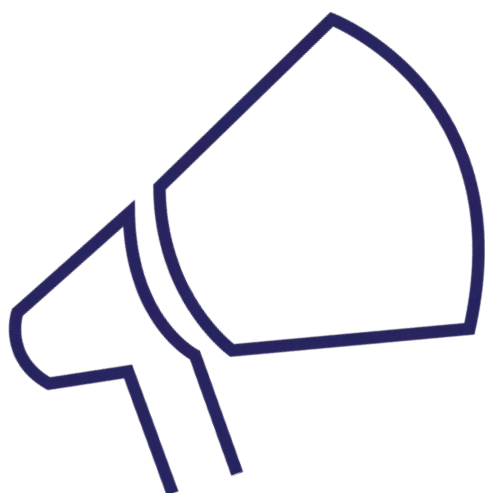
Council of Europe

European Action Week for Girls,

EU Youth Dialogue

World Organisation of the Scout Movement (WOSM)

Co-funded by the
Erasmus+ Programme
of the European Union





Annex 1

REGIONAL EVENTS 2020-22

Online, unless otherwise stated

WAGGGS

2020

All regional volunteers meeting

Regional Volunteers training

Trainings of CAT mentors

External Relations panel discussion on impact of Covid 19 on girls & young women

Fund Development webinar

2021

2 IC webinars

Recruitment and retention webinar

Roundtable on educational programmes

External Relations webinar on partnerships

Webinar on Young Women in Governance (Motion 32) in collaboration with WAGGGS global

IC induction pack launched

Visibility webinar

Sustainability concept paper launched and presented

2022

CAT Webinar

2 IC webinars (2nd one planned)

Youth Event online and in-person

Webinar "How to shape WAGGGS Programmes to your context"

Webinar "How to bring (WAGGGS) governance decisions into your MO" (planned)

Refugee Ideathon support with SGDF (in-person)

Roundtable on fundraising (planned)

GOVERNANCE — JOINT

EGM

2 Committee meetings (1 in-person)

1 Chairs Team meeting (in person)

MO Consultative meeting

2 Committee Meetings (1 in person)

EVC Task & Finish report and presentation

Regional Conference

All regional volunteers strategy consultation

1 Committee meeting (in-person) and 1 planned

The Academy

CEO Meeting

European Jamboree planning team meeting (in-person)

The Academy

World Refugee Day

Azimuth launch

The Academy (planned)

IC Forum

Joint Regional Conference (in-person)

