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REGIONAL COMMITTEE, 2022-2025 ELECTION BOOKLET



**17th European
Guide Conference
Rotterdam, The Netherlands
22-27 July 2022**





CONTENTS

INTRODUCTION	3
From the Nominations Committee	
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PART A: CANDIDATES STANDING FOR THE REGIONAL COMMITTEE 2022-2025	4-61
• List of candidates standing for the Regional Committee 2022-2025	5
• Biographical information of the candidates standing for the Regional Committee 2022-2025	
Evelyn Dick	6
Filomena Grasso	14
Signe Gertz Jensen	22
Paula Neher	30
Antonia Pata	38
Rezida Rzayeva	46
Olivia Solman	54
<hr/>	
PART B: SUPPORTING INFORMATION	62-74
• Guidelines on campaigning	63
• Role and responsibilities of the Regional Committee*	64
• Regional Committee member person specification*	68
• Additional responsibilities for the role of Regional Chair*	70
• Additional skills and experience requirements for those elected as Regional Chair*	72
• Additional responsibilities for the role of Regional Vice-Chair*	73
• Additional skills and experience requirements for those elected as Regional Vice-Chair*	73
• Election of the Regional Chair and Vice-Chair	74

* from the Regional Committee Terms of Reference, approved by the World Board.



INTRODUCTION FROM THE NOMINATIONS COMMITTEE

On behalf of the Nominations Committee, I am delighted to present the candidates for the Europe Regional Committee 2022-2025.

Being able to recognise when and how we have practised leadership is key to being more conscious about who we are as leaders. For each of the ten WAGGGS leadership outcomes, candidates were invited to share an example of when they felt they achieved the outcome. To help Member Organisations get to know the candidates better these examples have been shared on the following pages, alongside each candidate's personal statement, skills and experience. As well as the recommendation from their Member Organisation (MO), all candidates named referees who provided professional references, and had a conversation with members of the Nominations Committee in order for us to better prepare this booklet.

As you peruse the profiles of the seven candidates, we invite you to think about who you feel may have the vision, skills and dedication to serve our Movement at the regional governance level for the next three years. We value greatly your active partnership and careful judgment in identifying the most talented, versatile and committed individuals to join the WAGGGS Global Team at the Regional Committee level. As a Movement that is strongly committed to inclusion, and, promoting young women's participation in our governance and decision-making at all levels, Member Organisations are reminded that, as far as is practicable, at least two of the elected Regional Committee members should be under the age of 30 at the time of her election.

It is very important that Regional Committee members do not hold significant posts in their Member Organisation during their term of office, both to ensure that there is no conflict of interest, and that they are able to devote the time required to their Regional Committee role. Any candidates currently holding a significant position in their Member Organisation, have therefore been asked to relinquish this role within six months if they are elected to the Regional Committee.

There will be opportunities before and during the Regional Conference for Member Organisations to hear from and meet candidates. These candidates are talented women, and each possess unique strengths, with even more skills which have not been listed here due to limited space. Do take the opportunity to talk and engage with them, so that you have the information you need to make the best choice for the Region and WAGGGS in these unparalleled times.

Yours in guiding and scouting,

Barbara Calvi
Nominations Committee Member
Europe Region



PART A: CANDIDATES STANDING FOR THE REGIONAL COMMITTEE 2022-2025



LIST OF CANDIDATES STANDING FOR THE REGIONAL COMMITTEE 2022-2025

Candidates for the Europe Regional Committee 2022-2025 are listed in alphabetical order by surname.

EVELYN DICK

Girlguiding UK

FILOMENA GRASSO

Federazione Italiana dello Scouting

SIGNE GERTZ JENSEN

Pigespejdernes Fællesråd Danmark

PAULA NEHER

Ring Deutscher Pfadfinder*innenverbände (rdp)

ANTONIA PATA

Greek Guiding Association

REZIDA RZAYEVA

Association of Scouts of Azerbaijan

OLIVIA SOLMAN

Scouterna - The Guides and Scouts of Sweden



EVELYN DICK

Member Organisation Girlguiding UK
Nominated by Girlguiding UK
Age Group 60-69
Languages Spoken English as mother tongue, basic French



Personal Statement

Why would you like to become a member of the Regional Committee, and what are your hopes and vision for the region in the next triennium?

I would like to become a member of the Regional Committee to build on the knowledge that I have gained since becoming Treasurer for Europe Region and from previous roles e.g., national / regional Volunteers, NLPD Planning Team and Facilitator at The Academy.

Europe is a vibrant Region full of diversity challenges and opportunities and I would like to be part of shaping this during the next triennium. Covid has impacted everyone and has brought differing challenges / opportunities to different MOs. I would be keen to strengthen the collective work of the Region and build relationships with all the Regional MOs to support the regional delivery of the WAGGGS Global Strategy 2022-2023.

My hopes for this would be that we come together and give all our members the opportunity to stretch themselves in a safe environment enabling and empowering girls and young women to speak out about what is important to them and to be a confident leader in the future.

Part of this would mean that the Region will have to be agile in its approach to events and capacity planning as what is right for one MO / area isn't the same across the Region.

We need to look at how we truly become sustainable, and this means working together to harness capacity, volunteers' time and providing value to our MOs through their voluntary contribution. I believe I have the skills and experience to support the development of the Region through these changes and to work together so that we are not only connected as a Region but also feel connected to the World.



Leaders of the Movement...

TREAT HERSELF KINDLY

In my role as Compliance Lead for Girlguiding Scotland, I respond to challenging situations involving volunteers, as they have gone against our policy or that of the charity regulator. I need to understand the facts, consider why they have arisen and approach them in a non-confrontational way. Personally, I reach out to other colleagues / guiding friends for support and guidance, particularly if something is bothering me and keep at the front of my mind that we are all human and can make mistakes. This ensures I am much more reflective and kinder to myself when thinking about outcomes.

CHALLENGE HERSELF TO UNDERSTAND AND TAKE INTO ACCOUNT DIFFERENT PERSPECTIVES

At work requests for a reference came to me if an employee had been involved in a disciplinary under the UK Regulators Framework. This meant that I had to read all the relevant information from all parties without any prejudice. I ensured that the reference provided was not only factual but was balanced from the point of view of both my employer and the individual involved. Some of these were more challenging than others particularly in cases of potential sexual harassment. This role helped me to develop skills to take a step back and consider and understand different perspectives.

LEARN FROM HER OWN FEELINGS AND EXPERIENCES

At work I was asked to lead a team while two organisation structural changes happened. From personal experience I was aware that communication was key, along with treating everyone as individual. I used a self-assessment tool on drivers and communication style and reflected on my results. This helped me think about the who, what and when. It helped me plan what I needed to communicate and consciously think about when it was appropriate to talk collectively or individually - so that individual needs of the team members were met, while still being able to talk as a team.

WORK WITH OTHERS TO CREATE SPACES WHERE EVERYONE CAN FULLY PARTICIPATE

Being part of the Europe Region planning team for the Regional NLDP in 2015 meant that we had to work together with our key focus being a successful outcome for all participants which include staff and volunteers. We had to think about their wellbeing not only from a timing point of view but also culturally. We helped each other out if sessions needed to be rewritten during the event by communicating clearly on outcomes and where we needed help. We communicated with the participants so that they too could ask for help in achieving their best outcome from the event.

CHALLENGE GENDER EXPECTATIONS

Through work I am a Google #IamRemarkable facilitator. I run sessions that challenge gender norms not only for women but also for any under-represented group. The workshop encourages participants to speak more about their accomplishments and that self-promotion matters. It's about being able to recognise, show and speak about our value. I encourage them to recognise their own limited belief can pose barriers and that unconscious biases held by others can also influence how they act. My workshops are being well received and I am getting positive feedback from participants.



EMPOWER ANY AND EVERY GIRL TO PRACTISE LEADERSHIP

As a Brownie (aged 7-10) Leader, allowing the girls to influence and make decisions was key for me. Every girl has potential, and we need to inspire and encourage them to use that. I ensured all girls in my group had input into what we did for the term and that they could see if we achieved it. I also encouraged them to take on leadership roles e.g., running a whole evening with support from the leaders. Sometimes it was about encouraging them to think practically about what we could change if something couldn't be done to making it happen.

SEEK THE INFORMATION SHE NEEDS TO UNDERSTAND THE FULL PICTURE

At work I have been responsible for risk and controls for employees that annually need to be reviewed for regulation purposes. This meant getting data from each business area, our own team, and HR. To make it easier I combined all the questions into one matrix and a simple form to collect the responses from each area along with supporting evidence. Upon receiving the returns, I weighted them based on the scores and then compiled a high-level summary for our senior executives confirming the overall position and areas for future improvement.

ADAPT HER BEHAVIOUR TO THE CONTEXT

In 2014 I facilitated at The Academy which was the first time I had trained outside of the UK and particularly with groups where English was not the 1st language. I had to think about my pace of delivery and that I didn't use any short forms or words that weren't easy to translate to ensure inclusion and accessibility for all. I had to continue to adapt and be flexible throughout the event as no two sessions were the same and if I had said something, recognise it, and explain further so that the participants understood.

INNOVATE TO CREATE POSITIVE IMPACT

At work I need to be able to take a problem statement and provide options for a solution. This is about listening to others and really understanding what can make their daily life easier. It is key to develop an agile approach where possible by coming up with a minimum viable solution and then continue to build on this with the customer. By doing this it creates a positive impact by encouraging the customer to think about other potential requirements and avoids unnecessary delays and costs.

MAKE CHOICES ROOTED IN HER VALUES

My personal values are in line with our promise in that I will always try to do my best and be there to support others and encourage them to challenge themselves. I believe in giving back to my community whether that is local or at all levels of guiding. I'm a positive ambassador of guiding and scouting and happy to represent it with a wide audience. I believe everyone has potential and sometimes we just need others to support and empower us to take on new challenges.



Skills and experience

Within in the many roles that I have held outside and within Girlguiding, including that of a trainer. I would count my key skills as follows:
(For context, membership levels are UK c. 400,000; Scotland (Region) c. 50,000; County c. avg 2900)

Organisational development and strategy: Led and managed various business restructures at work with a budget of c.£1.6m. Led variety of County weekends developing 'go forward' strategy for, and roles required, to Deliver.

Project / Change & Stakeholder management: At work I have led and managed numerous change projects ensuring relevant outcomes for all. This required two-way open communication from colleagues, up to Senior Executives ensuring all views were heard, challenged where required and that decisions were made in a timely manner.

Governance: As a trainer delivering sessions Regionally on what good governance is and what it means to be a charity trustee. At work I was responsible for ensuring that annual governance was in place with regards to our obligations for c.2600 employees who are regulated to ensure that they could continue in their role.

Financial & Risk Management: I have been a County Treasurer and a committee member on the Finance Committee both at Scotland and UK level within Girlguiding. I'm now also Treasurer for Europe Region. At work I have spent many years in the Risk Function managing risk and control environments across the bank and how best to move forwards.

Technology, Innovation & Transformation: Professionally I lead the innovation and technology change for our Legal Governance & Regulatory Affairs Function with an c.£1m Investment Budget. Within guiding I was Lead Volunteer for Membership Systems in Girlguiding UK moving membership administration over onto a centralised UK wide database, strategically thinking about what was next, and how to manage the risk both from a financial and membership perspective. I was also the WAGGGS member on the European Guides & Scouts ICT Roundtable.

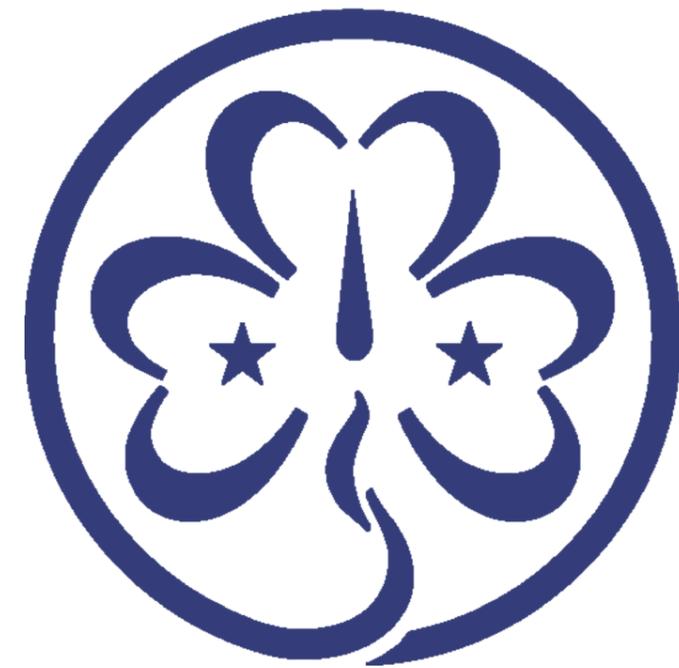
Learning & Development: I have been a trainer, mentor, and facilitator for over 12 years delivering a wide range of sessions e.g., Safeguarding, strategy, and finance. As UK lead for memberships systems, I ensured successful ongoing development was provided to regional leads, and as Scottish Trainer Coordinator ensured successful ongoing development for trainers within Scotland.



Data Analysis and Management Information: I have experience in data analysis and interpretation and can present it in different ways to different audiences both in work and within guiding.

HR Management: I have line managed teams up to 10 people and spent time with our HR Function as Pay & Reward lead and as an HR consultant. I have introduced new regulatory policies for employees and opined on Regulatory References and Conduct Rule Breaches in line with our Regulators policy.

Incident Management: At work I have been responsible for managing incidents and ensuring that the incident framework was in place and up to date. I have also managed c20 business continuity plans for departments and responsible for testing not only locally but putting in place necessary tests for Senior Executives.





Voluntary and professional appointments

Positions held within a Member Organisation, WAGGGS, and professional, NGO or business appointments from 2011 to date.

MEMBER ORGANISATION

- National - Girlguiding UK
- Trainer & Mentor, 2003 to present
 - Specialist lead Volunteer for Programme (Digital), 2017-2018
 - Chair, Unit Accounts Pack Task & Finish Group, 2013-2015
 - Chair, Membership Systems Committee, 2012-2013
 - Member, Membership Support Committee, 2010-2013
 - Lead Volunteer for Membership Systems, 2009-2013
 - Chair, Membership Systems Steering Group, 2011-2012
 - Member, Banking Solutions Task and Finish Group, 2011
- Regional - Girlguiding Scotland
- Regional Compliance Lead, 2021 to present
 - Trainer Coordinator responsible for 40+ trainers, 2017-2019
 - Treasurer, Friends of Netherurd Committee, 2015-2018
 - Chair, Information Technology Working Group Committee, 2010-2013
 - Member, Business Management & Finance Sub-Committee, 2010-2013

- County - Girlguiding West Lothian
- County Leadership Qualification Coordinator, 2017 to present
 - Charity Trustee and County Guiding Development Advisor, 2020 to present
 - County Systems Coordinator, 2017 to present
 - County Training Adviser, 2011-2012
 - Guiding Development Adviser, 2011-2014
 - District Commissioner, 2009-2015

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

- Europe Region Treasurer, 2020 to present
- Member, WAGGGS Global Volunteer Engagement Team, 2021 to present
- Planning team member and facilitator at WAGGGS & WOSM Europe - ICT Roundtable event, 2012-2017
- Volunteer in Training Resource Pool - WAGGGS Europe, 2013-2016
- Facilitator at WAGGGS & WOSM Europe Academy, 2014 -2016
- Content Manager for WAGGGS Europe for Academy, 2015
- Planning Team Member for WAGGGS Europe NLDP, 2015
- Volunteer in Fundraising with WAGGGS Europe Region, 2010-2013

OTHER VOLUNTARY POSITIONS

- Mentor, MCR Pathways.org, 2021 to present
- Facilitator, #IamRemarkable by Google, 2020 to present
- Ambassador, STEM.org, 2018 to present
- Charity Trustee & Scout Group Treasurer for local Scout Group, 2004 to present

PROFESSIONAL/ NGO/BUSINESS APPOINTMENTS

- NatWest Group plc
- Change Innovation & Technology Lead, Legal Governance & Regulatory Affairs, NatWest Group Plc, 2020 to present
 - Registrations Manager - Legal Governance & Regulatory Affairs, 2017-2020
 - Change / Project Manager - Specialist Projects, HR Policy & Proposition, 2015-2017
 - Manager - Chief Operating Office, Risk Infrastructure, 2012-2015



Participation in events

Participation in relevant events from 2015 to date.

MEMBER ORGANISATION ORGANISED EVENTS

- Lead / Deputy Lead Volunteer Roles
- Girlguiding Scotland, Trainers Conference, 2017 - 2019
 - Girlguiding UK Programme Launch, 2018
 - Girlguiding UK Tutors Conference, 2016
- Attendee
- Girlguiding UK Workshop on GUK International Strategy & WAGGGS, 2020
 - Girlguiding Scotland, Guiding Development Weekend, 2018
 - Girlguiding UK National Lead Volunteers Day, 2017
 - Girlguiding Scotland, Trainers Conference, 2015 - 2017
- Trainer Role (Regional / UK)
- Girlguiding Midlands Commissioners Conference 2021
 - Girlguiding North East England Trainers Conference 2017, 2021
 - Girlguiding North East England Commissioners Conference, 2020
 - Girlguiding Cymru Commissioners Conference 2020
 - Girlguiding Scotland, Commissioners Conference 2018
 - Girlguiding North West England, Tutors Weekend, 2018
 - Girlguiding Scotland, Commissioners Events, 2017
 - Girlguiding UK National Trainers conferences, 2015, 2017
 - Girlguiding Scotland, Tutors Conference 2016
 - Girlguiding LaSER, Trainers Conference, 2015
 - Girlguiding LaSER & Anglia, Turn Up the Volume Conference, 2015

- WAGGGS Europe Region Consultative Meeting, 2021
- WAGGGS Europe Virtual EGM, 2020
- WAGGGS & WOSM ICT Roundtable, 2012 - 2015
- WAGGGS Global, NLDP Facilitators Training, 2015
- WAGGGS Europe Region NLDP 2015
- WAGGGS Europe Region, The Academy, 2014-2016

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS ORGANISED EVENTS

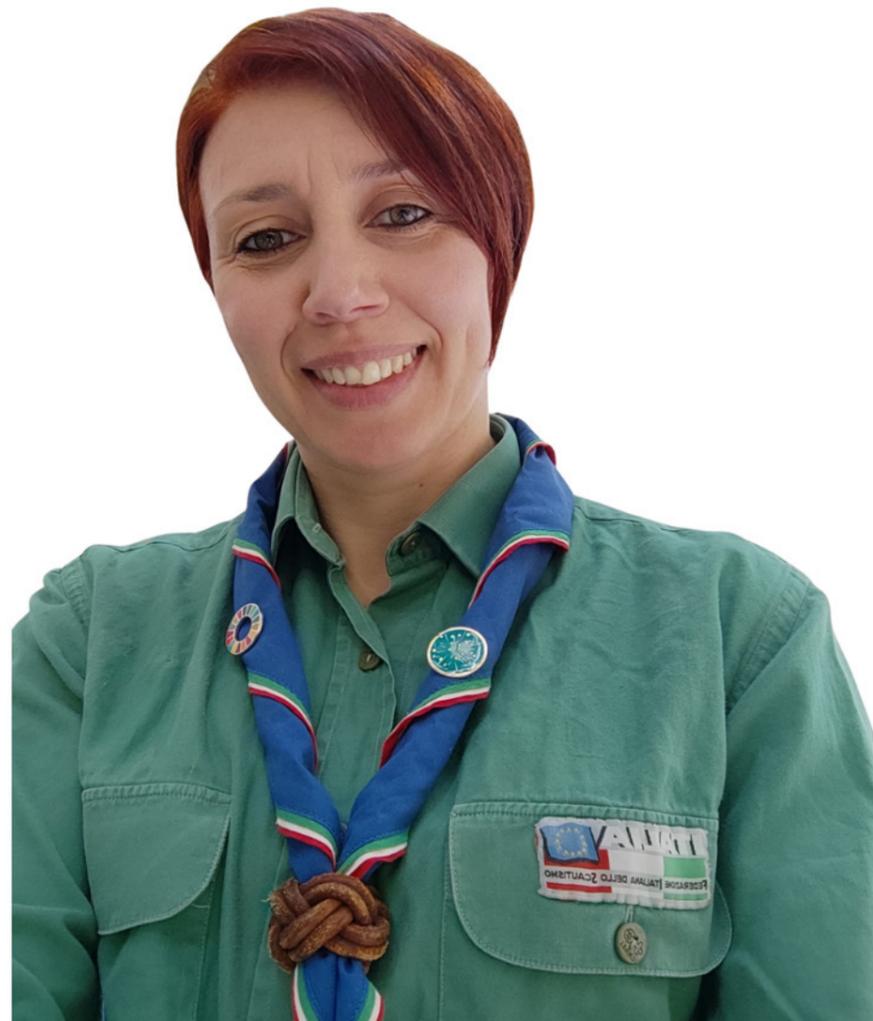
OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS REPRESENTING YOUR MO OR WAGGGS

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS OUTSIDE OF THE MOVEMENT



FILOMENA GRASSO

Member Organisation Federazione Italiana dello Scautismo
Nominated by Federazione Italiana dello Scautismo
Age Group 40-49
Languages Spoken Italian as mother tongue, fluent English, fluent/intermediate French and fluent/intermediate Spanish



Personal Statement

Why would you like to become a member of the Regional Committee, and what are your hopes and vision for the region in the next triennium?

At the age of 12, I attended my first guide and scout meeting. I was a shy little girl who didn't know much about what guides and scouts did. I put myself on the line that day and have continued to do so. I could not imagine that being a guide/scout would have a positive impact on my whole life. With the guides and scouts I learned to take on new challenges, to become aware of my strengths and weaknesses, to understand my desires and fears, to listen to myself, to recognize my limits and overcome some of them. I learned to share my journey with others, to listen, to welcome the feelings and experiences of others, to accept criticism and treasure it, to fulfil some dreams with others. In the guiding and scouting environment I found the right place to cultivate my empathy and sense of justice and fairness, to speak out and to do it with strength, and to commit myself to transforming my values into actions.

Here I am, many years and experiences later, from the wonder of the educational action with the young people of my city to the infinite opportunities of my Federation and WAGGGS, to get involved again.

My candidacy comes from the awareness of the treasure that was given to me by becoming a guide/scout and from the desire to ensure that many other young people can receive this treasure, with commitment, enthusiasm and humility. It arises from the awareness of the profuse commitment, achievements and great results achieved to date by the WAGGGS Europe Region.

My hope is that the Region will be able to listen more to MOs and create new opportunities for them, but above all that it can trigger an avalanche effect of positivity on the life of ever more young people.

Let's get involved!



Leaders of the Movement...

TREAT HERSELF KINDLY

I achieve the outcome when:

- I find the time to be alone, to focus on work or to do ...nothing at all!
- I spend some time with my children to play their favourite games, sing, draw, etc., alone with them or with my husband, without thinking about anything else.
- I chat with my husband in the evening, while the children are asleep, to organize everyday life, talk nonsense and dream of the future.
- I go to work by bicycle, even if it's a bit far. Sometimes I struggle, but my body becomes more agile and my mind more peaceful.

CHALLENGE HERSELF TO UNDERSTAND AND TAKE INTO ACCOUNT DIFFERENT PERSPECTIVES

I achieve/ed the outcome when:

- At work, I speak with younger and older colleagues, janitors, the head teacher. All of them have a personal approach to pupils. Talking with them gives me food for thought in complex situations and in the planning of activities.
- I thought I would never quit my job at university. A friend told me many times about the opportunity to teach. I started reflecting on that and finally she convinced me. I tried it, I loved it and now I'm a tenured and happy teacher.

LEARN FROM HER OWN FEELINGS AND EXPERIENCES

I achieve the outcome when:

- I reflect on priorities and organize work and volunteer activities to feel comfortable with and maintain deadlines and commitments.
- I write down a list of pros and cons while making decisions.
- In challenging and tiring situations, I stop to rest, and then start over with more energy.
- When I'm angry, I don't do what I would do impulsively, but I take the time to evaluate the situation with a clear mind.

WORK WITH OTHERS TO CREATE SPACES WHERE EVERYONE CAN FULLY PARTICIPATE

I achieve/ed the outcome when:

- As an IC, I constantly shared expectations and choices with the International Team, President and Chief executive and regularly asked for their opinion and thoughts.
- As a head of delegation at Conferences, I have always planned several preparatory meetings to share opinions and ideas after having sent the useful documents to all members of the FIS delegation.
- During my lessons at school, I give ample space to speak to the pupils, especially when they want to propose alternative and innovative solutions in solving maths and reality problems.

CHALLENGE GENDER EXPECTATIONS

I achieve/ed the outcome when:

- I try to be an example with my life choices, demonstrating that it is possible to cope with work, family, volunteering, etc.
- I speak openly when I experience or see someone experiencing gender barriers and I seek and propose solutions to overcome them.
- I promote the International Day of Women and Girls in Science (11 February) at school.
- I read Good Night Stories for Rebel Girls to my sons before bed.



EMPOWER ANY AND EVERY GIRL TO PRACTISE LEADERSHIP

I achieve/ed the outcome when:

- I planned and contributed to the publication documents related to the WAGGGS Leadership model translated into Italian.
- I contributed to the writing of the new leadership session of the training path of my Association and promoted it.
- I try to apply the Leadership model approach in every sphere of my life.
- I encourage my students, adapting them to a non-scout environment, to use some of the mindsets.
- I stimulate students to stand up for what they believe in and take action to transform them into concrete actions.

SEEK THE INFORMATION SHE NEEDS TO UNDERSTAND THE FULL PICTURE

I achieve/ed the outcome:

- Before deciding to accept the challenge and run for the European Committee, I listened to the opinions of various guides and scouts, and people outside the guide and scout context.
- When writing a project or carrying it out in my field of research, I tried to consider as many different perspectives as I could and collected as much information as possible.
- While approaching the resolution of different kinds of issues related to daily life, work and scouts, I seek information through all the channels I can (talking to experts, surfing the net, etc.).

ADAPT HER BEHAVIOUR TO THE CONTEXT

I achieve/ed the outcome when:

- In every country where I have lived, I have adapted my habits to the daily and cultural ones of the place.
- In every school where I have taught, I have adapted my approach to students according to the cultural and social context.
- I experimented with different guiding and scouting roles, each time adapting my personal attitudes.
- I reshaped and integrated my life when I became a mother.

INNOVATE TO CREATE POSITIVE IMPACT

I achieve/ed the outcome when:

- I propose approaches, ideas and things I have learned in different work environments in the guide and scout context and vice versa.
- I try to stimulate young people, at school and at scouts, to reflect, think and present their innovative ideas on a variety of topics or problems.
- I co-created educational formats on agriculture and nutrition with a non-formal approach.

MAKE CHOICES ROOTED IN HER VALUES

I achieve/ed the outcome when:

- I promote guiding and scouting in different contexts (work, friends, etc.)
- I speak about the positive effects of guiding and scouting in my life.
- I accepted the challenge of various scout roles at various levels to support the movement with my commitment and enthusiasm.
- I live the values of Guiding and Scouting in my daily life, practicing respect, fairness, listening, sharing, planning, actions and much more.



Skills and experience

My adult life in guiding and scouting began with my experience as a Cub leader in my city, Naples, for approximately 8 years. From then on, I had the opportunity to take on several roles in my city (Cub leader, Group leader, President, etc.), Region (Cub Regional coordinator) and at National level both for my Association (Board member, IC, etc.) and Federation (IC, Board member, etc.), reinforcing my approach to non-formal education methodology.

I spent years in the WAGGGS environment, since I applied for the first time to become a member of the Europe Region volunteers pool in the triennium 2010-2013. Coming from a SAGNO, I grew up in a coeducated context. Although I am a firm believer in the importance of the balance among genders in the work, family and volunteer context, I could strongly appreciate the added value of work among women.

Two trienniums in the Europe Region volunteers pool, six years as the WAGGGS IC for my Association and Federation, with all the related experiences in terms of programmes, meetings and Regional and World Conferences, have given me an extensive understanding of WAGGGS and the diverse regional and MO contexts. I always felt my values and behaviours were consistent with WAGGGS' core values, but I am fascinated by the WAGGGS leadership model and committed myself to it by being a member of the WAGGGS leadership co-creation Team.

I belong to an open association, CNGEI, but I have always recognized the importance of the development of the spiritual dimension in all its facets. One of what I consider my greatest achievements is having contributed to the work on spirituality within the Italian Scout Federation. With different approaches, we achieved successful actions.

Thanks to scouts, my studies, EU exchange programmes and work, I have had several experiences of various durations abroad, living and working in multi-cultural contexts. Being invited, as a sign of respect and gratitude, to participate in prayer in the mosque by the Imam of the University of Méknes (Morocco), where I spent six months working, is still today one of the experiences I am most proud of.

With regards to my skills and experiences I have to mention the opportunities that came from being a scientist. Apart from scientific knowledge in the field of genetics and plant metabolomics, the several years spent working at the University gave me the chance to collect and analyse data, write and manage projects, get in touch with



researchers from around the world, participate in meetings and conferences, and access and use technology with scientific and communication purposes. When I decided to settle down by working in middle school as a math and science teacher, I felt I had the chance to multiply my love for STEM through my students.

Guiding, scouting and job experiences have improved flexible and open-minded approach, allowing me to face challenges, think critically, creatively and strategically, and have a collaborative approach.

I am grateful for having been given so many opportunities and I am grateful to myself for taking them.

Let's see what awaits me next!





Voluntary and professional appointments

Positions held within a Member Organisation, WAGGGS, and professional, NGO or business appointments from 2011 to date.

MEMBER ORGANISATION

- Member of FIS' National Board, 2022 to present
- WAGGGS IC for CNGEI and FIS, 2016-2021
- Ad interim WOSM IC for CNGEI, 2021
- Member of CNGEI's National Board, 2013-2015
- President of the CNGEI Naples District, 2010-2013

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

- Member of the WAGGGS Leadership offer co-creation Team, 2018-2019
- Member of the Training and Events Resource Pool of the Region, 2014-2017
- Member of the Mentors and Countries Europe Region WAGGGS Working Group, 2011-2013

OTHER VOLUNTARY POSITIONS

PROFESSIONAL/ NGO/BUSINESS APPOINTMENTS

- Math & Science teacher, 2017 to present
- Fellowship at the Division of Plant Genetics and Biotechnology, University of Naples "Federico II", 2020
- Fellowship at the CNR – National Research Council in Portici (NA), 2015-2016
- PhD in Biotechnology applied to Plant Productions at the Division of Plant Genetics and Biotechnology, University of Naples "Federico II", 2012-2015.
- Project consultant, Division of Agri-Food Industries, University of Naples "Federico II", 2009-2013



Participation in events

Participation in relevant events from 2015 to date.

MEMBER ORGANISATION ORGANISED EVENTS

- Annual general assemblies as delegate, since 2010 to present
- Programmed annual events (participant, expert)
- Training events as external expert, 2020-2021
- National Jamboree (expert), 2018

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS ORGANISED EVENTS

- World Conference, 2021, 2017 (Head of delegation, HD)
- European Guide and Scout Conference, 2019, 2016 (HD)
- IC Forum in Paris, 2017

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS REPRESENTING YOUR MO OR WAGGGS

- WOSM World Conference, 2021 (Observer)
- World Scout Jamboree (IST)

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS OUTSIDE OF THE MOVEMENT

- Scientific conferences: Plant genetics and metabolomics, Entomology, Olive oil production and Chemistry (2000 - 2016).



SIGNE GERTZ JENSEN

Member Organisation Pigespejdernes Fællesråd Danmark
Nominated by Pigespejdernes Fællesråd Danmark
Age Group 20-29
Languages Spoken Danish as mother tongue, fluent English, intermediate German and basic Spanish



Personal Statement

Why would you like to become a member of the Regional Committee, and what are your hopes and vision for the region in the next triennium?

In 2020 I delivered a 100 Girls Project as part of my Juliette Low Seminar experience. The aim of the project was to inspire more young women to go for leading positions in governance. I spent over a year listening to young women's concerns, understanding the obstacles they meet and empowering them to take on greater leadership responsibilities i.e. in leading positions. Going through this process was inspiring. It became clear to me that we can do so much more when we have the confidence to believe in ourselves. It also made me reflect on what my dreams are and how I can contribute to enabling girls and young women of WAGGGS to become responsible citizens of the world who believe in themselves and their capabilities to become changemakers. I believe my strengths and skills are best put to use as part of The Europe Regional Committee.

I grew up in a co-educational association and have seen how an association can flourish through the cooperation between WAGGGS and WOSM. Therefore, I believe that it is fundamental for the Europe Region to ensure meaningful partnerships that can strengthen our work both on the regional level and in our MOs. These partnerships can be found within our own movement, with other NGOs or with intergovernmental entities such as The European Union or The United Nations. Through my network as a UN Youth Delegate, I want to strengthen such partnerships.

WAGGGS is an organization for young women and girls, and I believe it is a great strength to show that we have members of our regional committee under the age of 30. This is not only a good signal to the world outside guiding and scouting, it also shows that we believe in our own values and empower young girls to become the leaders of tomorrow.



Leaders of the Movement...

TREAT HERSELF KINDLY

I have always pushed myself to do better and be better, to impress not only those close to me, but also myself. Growing up, however, you realise that it is not sustainable to always go that extra mile. You must treat yourself as you would treat your best friend. Therefore, I commit to taking care of my mental health, do confidence boosting, and make sure I am surrounded by good people.

CHALLENGE HERSELF TO UNDERSTAND AND TAKE INTO ACCOUNT DIFFERENT PERSPECTIVES

At this very moment there are 7.870.767.986 individuals living on earth. Every single being has their own story to be told, their own needs and their own superpower to be let out. I have had the privilege of meeting many different people, and they have all made an impact on me and for better or worse, they have contributed to making me who I am today. Therefore, I believe every single person I meet has something to teach me, and that's the mindset I meet them with.

LEARN FROM HER OWN FEELINGS AND EXPERIENCES

Through my own experiences, I have learned how important mental health is, specifically in the digital age. We must make mental health a priority in the European Region WAGGGS, something I have already implemented in my association as part of a working group of young people. This group proposed a motion that our association should work towards incorporating mental health in our programme. As a result, I became a lead volunteer on the project ABC for Mental Health.

WORK WITH OTHERS TO CREATE SPACES WHERE EVERYONE CAN FULLY PARTICIPATE

As a Juliette Low Seminar participant, I got to work together with people from all over the world, all of whom had different strengths, learning paths and working methods. However, I did not see this as a challenge, but more so as an advantage. It pushed me to think differently, to experience other points of view and to adapt my actions in agreement with the specific group of people.

CHALLENGE GENDER EXPECTATIONS

I find the diversity from being a member of a co-educational association to be an asset. The mindset of diversity, inclusion and equality is important to me and I will bring it with me into the regional committee. To me WAGGGS is a non-biased safe space where our gender does not limit us and Europe Region WAGGGS is a network strong enough to support any and all who stand up for equality.



EMPOWER ANY AND EVERY GIRL TO PRACTISE LEADERSHIP

After participating in the Juliette Low Seminar, I delivered a 100 Girls Project based on Sustainable Development Goal 5, and I had no doubt what I wanted to achieve with my project. In Denmark not enough young women go for leading positions in governance. I wanted to deliver a national workshop to explore the reasons and the available options to change that. The result became a network where young female Scouts and Guides can empower and support each other.

SEEK THE INFORMATION SHE NEEDS TO UNDERSTAND THE FULL PICTURE

As a Law student, I have realised that you will never understand the full picture. No matter how much time you spend, another puzzle piece will show up. Therefore, I have learned to trust my own curiosity to find what information I need to make a well-founded decision. I always make myself available to new inputs and I am always actively seeking out information. However, I also know when to make a decision in order to ensure good governance.

ADAPT HER BEHAVIOUR TO THE CONTEXT

There is a stereotype that women own a lot of shoes. One of few stereotypes I fit into, but why is it that women have so many shoes? To me every single pair represents a different facet of my life. They match a position I have found myself in. All my shoes are a size 7 and they are all made for walking. Fundamentally, they are the same, but they have different appearances. No matter the situation, the group of people and the environment, I will adjust but I will still be me, moving forward.

INNOVATE TO CREATE POSITIVE IMPACT

I have recently become a lead volunteer for the Danish Guide and Scouts Association's International Network. This is a new position created to support, encourage, and lead the direction of our association's international agenda. My objective as a lead volunteer is to meet the urgent need of a new strategy and the implementation of such. To succeed with this process I keep a focus on consultation, communication and creating a space, where volunteering is a journey of new experiences and open opportunities.

MAKE CHOICES ROOTED IN HER VALUES

My family and friends have called me stubborn and headstrong, all said with a smile, and I know why. I always make it clear what my principles and values are and act according to these. This is why I chose to become a Youth Delegate on Equality and Sexual and Reproductive Health and Rights. Being an advocate for women's rights in the United Nations allows me to speak on behalf of young women and show the world that girls and young women must be included in order to make a real change.



Skills and experience

I have a bachelor's degree in Law and I am currently studying for a master's degree in Law focusing on international law and human rights law. Through this I am used to working with intricate foreign legislation.

I have worked as a Deputy International Commissioner for three years. In that time I have taken part in creating a new international strategy for The Danish Guide and Scout Association. This included creating a new volunteer network, and restructuring our working process in general when it comes to international guiding and scouting. Being part of this process and taking the lead on The Danish Guide and Scout Association's new volunteer network, has taught me to be innovative when compiling and delivering a strategy. Furthermore, as a Deputy International Commissioner, I've been a member of The Joint Committee of Girl Guides in Denmark's National Board. This work has included core operating with different associations working towards bringing awareness towards WAGGGS' work, programmes and toolkits.

Recently, I have become an OB-PS Young Supporter. As a young supporter I believe I can be an advocate of the great work WAGGGS does, and inspire others to become fellow supporters. In December 2021, I was invited to speak at a fundraising event for OB-PS Denmark in which I advocated for the great opportunities and learnings that the Juliette Low Seminar gives its participants.

As a UN Youth Delegate for Equality and Sexual and Reproductive Health and Rights, I am used to working with advocacy, enforcing influence, and ensuring diplomatic relations. I am quite used to speaking in public and do so very willingly, especially when it comes to women's rights.

In 2018, I led a group of volunteers in The Danish Guide and Scout Association. The aim of the project was to create an activity pack on mental health and deliver workshops educating leaders so they could implement these activities in their local unit. From this I learned what it takes to go from idea over fundraising to seeing the actual end result. This experience gave me the necessary knowledge on how mental health can be implemented in the work we do as Guides and Scouts.



I find it inspiring and useful to stay closely connected to our young Guides and Scouts. Therefore, I compose and execute leadership training for Guides and Scouts aged 12 to 24 every single year. Giving them experience and leader qualifications reminds me of why WAGGGS is so important to all of its members.





Voluntary and professional appointments

Positions held within a Member Organisation, WAGGGS, and professional, NGO or business appointments from 2011 to date.

MEMBER ORGANISATION

- Lead Volunteer for The Danish Guide and Scout Association's International Network, 2021 to present
- Deputy International Commissioner, 2019-2021
- Member of the Joint Committee of Girl Guides in Denmark, 2019-2021
- Treasurer of "spejderhuset" a foundation to support scouting and guiding in the municipality of Vejle, 2018 - 2021.
- Lead Volunteer on ABC for Mental Health, 2018-2020
- Treasurer of local unit with 150 members, 2018-2020

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

OTHER VOLUNTARY POSITIONS

- UN Youth Delegate for Women's Sexual and Reproductive Rights, 2022 - 2024
- Facilitator at Leadership Seminars at Guiding and Scouting Centre Forlev, 2015-2022
- Project lead on leadership seminar on young women in governance, 2019-2020

PROFESSIONAL/ NGO/BUSINESS APPOINTMENTS

- Student representative at the legal professional council of the University of Southern Denmark, 2020 - 2021.



Participation in events

Participation in relevant events from 2015 to date.

MEMBER ORGANISATION ORGANISED EVENTS

- Volunteer at The Danish Guide and Scout Association's General Assembly, 2021
- Head Delegate at The Danish Guide and Scout Association's General Assembly, 2015, 2017, 2018
- Radio Host on Jamboree Denmark, 2017

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS ORGANISED EVENTS

- Observer at WAGGGS World Conference, 2021
- Head Delegate at General Meeting, 2020
- Observer at EGM, 2020
- Youth Delegate at The European Guide and Scout Conference, 2019
- Participant at Juliette Low Seminar, Polish Hub, 2019

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS REPRESENTING YOUR MO OR WAGGGS

- Speaker at WAGGGS International Women's Day event, 2022
- Delegate at The Nordic Guide and Scout Conference, 2021
- Member of the Procedural Team at The Nordic Guide and Scout Conference, 2021
- Speaker at Olave Baden-Powell Society (OB-PS) Supporters Event in Denmark, 2021

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS OUTSIDE OF THE MOVEMENT

- Participant at Telders Moot Court (competition on international law), 2021
- Youth Delegate at The 66th Commission on the Status of Women, 2022
- Youth Delegate at The World Health Assembly, 2022
- Youth Delegate at The 50th Session of the Human Rights Council, 2022



PAULA NEHER



Member Organisation Ring Deutscher Pfadfinder*innenverbände (rdp)
Nominated by Ring Deutscher Pfadfinder*innenverbände (rdp)
Age Group 20-29
Languages Spoken German as mother tongue, fluent English, intermediate French and basic Spanish



Personal Statement

Why would you like to become a member of the Regional Committee, and what are your hopes and vision for the region in the next triennium?

Guiding and Scouting is just as relevant today as it was more than a 100 years ago. It has a lasting impact on its members by empowering them, giving them opportunities to grow and connect, and helping them through difficult times.

In the past two years we had to adapt the way we do things to continue bringing great experiences to young people all over Europe. As a Regional Committee member I could see how important WAGGGS and its member organisations are in bringing young people together and providing them with a safe and nourishing space in this time. It was truly inspiring to hear stories from MOs all over Europe finding new and innovative ways. This power and passion in our movement also kept the spark in me alive and inspired my eagerness to take a leading role in this Region for another triennium.

I also feel like my work here isn't done, yet. The pandemic showed me that there are ways to improve and change WAGGGS Europe **so that the WAGGGS Europe Region thrives in the new normal with a strong identity, knowing where its worth is.**

For that we need to:

1. create more room for innovation and adapt WAGGGS content better to our MOs' needs
2. work more content and less governance heavy
3. adapt our ways of working to the new reality
4. build better knowledge management and clearer processes within the Region's governance system
5. and use our Scouting and Guiding values and diverse experiences as a basis for our Regional identity.

If re-elected to the Europe Region Committee I will put my passion, experiences and skills into achieving this. I want to make sure that we continue to be more transparent and work inclusively so that we can thrive together as a Region.



Leaders of the Movement...

TREAT HERSELF KINDLY

It took me a while to learn that taking a break sometimes isn't a bad thing but rather enables you to achieve greater things afterwards. During my time as IC for BdP I put my heart and soul into the position to the point that I was very exhausted. So I asked my board for a six months break from my position. It showed me that if you're transparent and honest about your struggles, people will support you and understand. After the break I felt new energy and I decided to run for the Europe Committee a few months later.

CHALLENGE HERSELF TO UNDERSTAND AND TAKE INTO ACCOUNT DIFFERENT PERSPECTIVES

In WAGGGS I have worked with many different international volunteers and staff. When leading an international team I always make sure to understand the cultural communication context someone comes from to avoid misunderstandings. I also make sure to listen to where someone is coming from, to fully understand why they want something in a specific way or why they don't want to do something. It has taught me to be a more understanding and inclusive leader and I regularly stop myself to reflect on my own (cultural) biases to better understand other people's perspectives.

LEARN FROM HER OWN FEELINGS AND EXPERIENCES

One of the biggest learning curves has been figuring out what I want to do professionally. I very enthusiastically started a law degree and really gave it a chance, but after two years I had to admit to myself that it was not at all what I expected or wanted to do. I switched to a degree in politics and economics and ended up in non-profit management and, to my own surprise, research. I am very happy with where I am at today. This process really taught me that not achieving what you envisioned does not equal failure.

WORK WITH OTHERS TO CREATE SPACES WHERE EVERYONE CAN FULLY PARTICIPATE

The question at the forefront of any inclusive space is "what is my privilege and how can people without this privilege fully participate as well?". This is a question I always ask myself when planning events and projects. Sometimes it can be something as simple as accommodating food allergies that makes participation easier for others or using inclusive language, but sometimes it can also mean making sure there is translation, regular breaks to accommodate health needs or even offering childcare. I worked a lot on this topic when I was a student assistant for the equality commissioner at my uni.

CHALLENGE GENDER EXPECTATIONS

For me, it's the little everyday ways to challenge gender expectations, starting with correcting people when they use gendered, non-inclusive language (it's a big thing in German!), priding myself in doing a lot of smaller repair jobs in my flat myself which are often seen as "men's jobs" and ending with leading a queer book club to challenge heteronormativity in novels and find the greatest novels with queer love. My favourite anecdote: When I lit a fire myself when working as a tourist guide, much to the surprise of an elderly man who was very impressed. Scouting and Guiding skills break stereotypes!



EMPOWER ANY AND EVERY GIRL TO PRACTISE LEADERSHIP

My proudest moment in this was when we were able to bring three young delegates to the WoCo 2017. I was involved in creating the first ever young delegates programme in the rdp, which involved not only training them to be confident in their abilities to represent us and show their leadership skills, but also pushing for more spaces for young women in WAGGGS governance. On the Europe Committee I also made a point of empowering young volunteers and giving them a space to grow and speak up instead of always taking leading roles in webinars and other projects myself.

SEEK THE INFORMATION SHE NEEDS TO UNDERSTAND THE FULL PICTURE

Understanding WAGGGS financial reports took me a while when I started as an IC, despite some basic financial training that I had at uni. I spent hours looking up how financial reporting works, what to look for in a report and then adapting that to reading our financial reports until I fully understood them. And if I still didn't understand something I was not afraid to ask questions until I did. This is my general attitude towards things I don't understand, first research yourself and then ask many sometimes also uncomfortable questions, because there are no stupid questions!

ADAPT HER BEHAVIOUR TO THE CONTEXT

Throughout this triennium on the Committee we were faced with a lot of changes. Changes in staff and in the overall context we were operating in. Both the staff changes as well as the pandemic required a lot of adaptability and working with uncertainty. For me it meant after the first 9 months on the Committee redefining 1) what I wanted the regional MO support structure to look like and what would work in the context of the pandemic (we created online roundtables, webinars and IC networking events) and 2) redefining my role as a Committee member when having more staff support.

INNOVATE TO CREATE POSITIVE IMPACT

When we did the first round of Free Being Me in my MO we realised that our volunteers struggled to work with toolkits because they had never done that before. So we had to figure out ways to adapt it to their reality because we really believed in the positive impact the project could have. Thus we created short training sessions for different levels of leadership training courses and made commented versions of some Free Being Me sessions. In the end we exceeded our numbers and members said they really saw an impact of the programme on their groups.

MAKE CHOICES ROOTED IN HER VALUES

My core values come from the experiences I have had in life and one big part of that has been my Guiding and Scouting journey. What has always been important to me is honesty and transparency. What I learned through personal experiences are compassion, inclusivity and critical thinking. And what Guiding and Scouting taught me are helpfulness and environmental sustainability. These values guide my decision making in volunteer roles, in my professional life and in everyday life. For me having a strong set of values - like we do in Guiding and Scouting - is like a compass that leads your way.



Skills and experience

WAGGGS Knowledge

- Good understanding of WAGGGS mission, vision and goals as well as complex structure of the organisation through being a WAGGGS Europe Committee member, IC
- Good understanding of different types of MOs in WAGGGS e.g. leading the MO Support and Capacity Building (MOCa) portfolio

Girls and Young women's empowerment & gender equality

- Knowledge about girls' and young women's & feminist issues through working for equality commissioner at uni, being part of diversity working group at uni, attending CSW
- First-hand experience with empowering young people by e.g. creating young delegates programme in my MO, offering training sessions

Strategic planning, Financial knowledge

- Developed extensive project plans, budgets, set short- & long-term goals and developed visions for the future and development of different teams and projects as e.g. Europe Committee member, project manager for a youth academy on sustainability
- Basic accounting (non-profit focus) as part of degree

(Team) leadership, international context, diversity & inclusion

- Skills in working and leading in international context, intercultural communication and conflict resolution through working in and leading international teams within WAGGGS e.g. lead volunteer of the Europe External Relations team, committee sponsor for Comms and MO Support/Capacity building teams
- Ability to communicate strategically, well-organised and transparently through volunteering roles making sure that the right people are included and reached, e.g. introduced Committee meeting reports, introduced Instagram stories in WAGGGS Europe Comms

Governance and Legal knowledge

- Been involved in governance of rdp, BdP & WAGGGS as Europe Committee member and IC
- Knowledge about framework UK charities operate in and challenges they face by writing bachelor thesis about non-profit organisations in the UK
- Legal knowledge through two years of law school and elements of German non-profit law in my master's degree



Comms and technology

- Experience with different communications and design tools and overseeing social media Strategy as committee sponsor for Comms portfolio
- Tech savvy attitude – enjoy teaching myself about new digital tools and programmes to achieve proficiency in using them

Advocacy & EU structures

- Learned to identify stakeholders and bring your/WAGGGS' message across as external relations volunteer representing WAGGGS in different European youth and women's rights platforms e.g. EWL, YFJ and at CSW60
- Received and delivered WAGGGS advocacy training
- Strong diplomatic and negotiating skills developed as an IC
- Good understanding of the EU and its ways of working through studying politics and economics in bachelor's degree

HR Management

- Worked closely with and was involved in training staff in WAGGGS both as Europe Committee Member and as lead volunteer
- Developed skills and understanding of methods, processes and relevant developments in HR management and volunteer management as part of master's course

Research & Evaluation

- Experience with data-driven project management, monitoring and evaluation through university degree and carrying out detailed evaluations in volunteer project management
- Skills in using different research methods/tools and collecting data as well as analysing it by working for four different professors and in two different research projects



Voluntary and professional appointments

Positions held within a Member Organisation, WAGGGS, and professional, NGO or business appointments from 2011 to date.

MEMBER ORGANISATION

- Member of international team for BdP national jamborees, 2013, 2017, 2022
- Co-Chair for the BdP general assembly 2020 (online) and 2021 (in person) (purely facilitating role)
- International Commissioner (WAGGGS, BdP) and with this position member of the BdP's leadership team, Summer 2016 – Summer 2019
- RDP federation IC WAGGGS, March 2018 – March 2019
- Member of the BdP International team's core group on national level, 2013 -2019
- Co-Leader of the international team, 2016 – 2017
- Lead volunteer for Free Being Me in BdP (co-ordinating the programme development and delivery team), 2014 – 2016
- Guest facilitator at woodbadge training, 2014
- Member of troop/unit council, 2009 – 2012

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

- Member of the Europe Region Committee, summer 2019 – summer 2022
- Young women panel member for WAGGGS Chief Executive search, 2020
- Lead Volunteer WAGGGS Europe External Relations, 2017 – 2019
- Facilitator at Roverway, 2018
- Member of WAGGGS Europe External Relations & Communications resource pool, 2014 - 2016
- CSW 60 delegate, November 2015 - March 2016
- Pax Lodge Resident Volunteer, August 2012 – February 2013

OTHER VOLUNTARY POSITIONS

- Member of the Commission for the promotion of young researchers (Osnabrück University of Applied Sciences), November 2021 to present
- Member of the Diversity working group (student working group at Osnabrück University of Applied Sciences), March 2021 to present
- Project Manager of Sustainability summer academy for students called JGW-NAka responsible for overall leadership of the project and finances, 2012-2014
- Member of Young Greens in my hometown, active membership 2009 – 2012

PROFESSIONAL/ NGO/BUSINESS APPOINTMENTS

- Research Assistant in research project on consumer resilience in the subscription economy (called VerSE at Osnabrück University of Applied Sciences), March 2022 to present
- Student of Management in Nonprofit-Organisations (M.A.), September 2020 to present
- Student Research assistant for Prof. Dr. Kathrin Loer (research project on sustainable consumer behaviour at Osnabrück University of Applied Sciences), August 2021 - February 2022
- Student assistant for Prof. Dr. Antonia Graf (Professor for Global Environmental Governance and Equality Officer in the department of social and educational sciences of the WWU Münster), March 2017 – July 2019
- Internships at:
 - o German ministry for family, seniors, youth and women (department of prevention of violence against women), 2019
 - o the German women's lobby, 2018
 - o Pfadfinderinnenschaft St. Georg (German Catholic Girl Guides), 2018
- Student assistant in a research project on women in leadership positions of NPOs at the WWU Münster, 2016-2017
- Facilitator at the event "Jugend und Politik im Dialog (JuPiD)" (youth and politics in a dialogue, part of structured dialogue) for the German Youth Council, 2014
- Student assistant for Prof. Dr. Christian Waldhoff (Professor for constitutional and financial law at Humboldt-Universität Berlin), 2013 – 2015
- Animator for kids and tourist guide for a German travel agency, summers 2011 – 2013



Participation in events

Participation in relevant events from 2015 to date.

MEMBER ORGANISATION ORGANISED EVENTS

- Yearly National general assembly BdP, 2015 – 2021 (co-chair in 2020 (online) & 2021) & national assembly VCP 2020
- ScoutRock Schall&Rauch, a BdP music festival, 2019
- Federation council (twice a year), 2016 – 2019 and federation commissioners, international team and conference preparation meetings rdp (multiple events a year), 2015 – 2019
- Board and commissioners' meetings of BdP (4 – 6 times a year), 2016 – 2019
- Yearly German Speaking Thinking Day postcard project, 2015 – 2019
- Regional Leadership Trainings, 2015 – 2019
- Yearly International training seminar, 2014 – 2019
- BdP National Jamboree, 2017
- Woodbadge training course (certified in the WAGGGS leadership training scheme), 2015

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS ORGANISED EVENTS

- Regional webinars (Fund Development, Recruitment & Retention, Motion 32, Visibility), IC webinars as Europe Committee member & planning team & facilitator, 2020 & 2021
- Pax Lodge birthday campfire as facilitator (online), 2021
- The Guide and Scout Academy as moderator, 2020
- WAGGGS World Conference:
 - o as head delegate rdp, 2017
 - o as Committee member, 2020
 - o as Committee member, 2021
- Europe Consultative Meeting as Committee Member, 2021
- Europe EGM as Committee Member, 2020
- IC meeting as Europe Committee Member, 2020
- Europe Regional Conference as Observer, 2016, 2019
- IC Forum, 2016, 2019, 2022
- Roverway and Dream the Way event, 2018
- WAGGGS Europe regional volunteers meetings, 2015, 2017
- WAGGGS/WOSM Europe Network Meeting, 2017
- IC meeting, 2017

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS REPRESENTING YOUR MO OR WAGGGS

- German Speaking Conference BdP/rdp representative, 2015, 2017, 2018, 2019, 2020
- European Women's Lobby (EWL) workshop on young women's engagement, 2019
- European Women's Lobby (EWL) General assembly, 2019
- EYE/YO!Fest as a representative for WAGGGS, 2015, 2018 lead for WAGGGS team
- CSW60 as a WAGGGS World delegate, 2016
- Council of Members (COMEM) of the European Youth Forum (YFJ) as a WAGGGS Europe representative, 2015 – 2016
- Ending Violence against Women event by Gender 5+ as a representative of WAGGGS Europe, 2015

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS OUTSIDE OF THE MOVEMENT

- Feminist summer university in Berlin, 2018



ANTONIA PATA

Member Organisation Greek Guiding Association
Nominated by Greek Guiding Association
Age Group 20-29
Languages Spoken Greek as mother tongue, fluent English and basic French



Personal Statement

Why would you like to become a member of the Regional Committee, and what are your hopes and vision for the region in the next triennium?

“You will never do anything in the world without courage. It is the greatest quality of the mind next to honour.” – Aristotle

The pandemic has inevitably challenged our values, has affected our physical and mental health, has increased the socio-economic and gender inequalities. War in many countries render peacebuilding efforts indispensable. Guiding/Scouting have an undeniably transformative effect on young people’s lives.

The immediate response is quite transparent: focus on mental health of volunteer and staff. An all- hands-on-deck approach is required to create tools and provide support to all young people, and I hope that our work will reach every Guide and Scout in Europe. I will work towards fostering partnerships, creating opportunities to connect and bring international experiences close to home, while working with MOs to improve networking, recruiting, training, and funding to make this a tangible reality.

Young people around the world are very concerned about the future of the planet. Climate change is more evident than ever, and this is where our Movement responds with action for change and the use of more sustainable working methods. This has already started in many MOs, but there is room for greater impact.

The Committee ensures WAGGGS’ Global Strategy is implemented and that MOs receive tailored support addressing their needs. MOs work hard on shaping the Strategic Plan for the next triennium. Their voices are heard, valued and guide our work and it is what inspires me to work harder!

Europe Region is a confluence of sounds, taste, style, languages, architecture, history, nations, and cultures. Understanding not only the similarities, but also the differences, is the way to move forward. Let us work together towards building strong, influential and proactive communities. Let us become the change makers and role models for young people all around Europe.



Leaders of the Movement...

TREAT HERSELF KINDLY

As a teacher, I want my students to understand their feelings and how to deal with an overwhelming emotion. Learning about it from a young age, how to accept and work on each feeling, prepares emotionally stable adults who know how to treat themselves and others kindly. I like to use different techniques to tend my mind, body and soul. Mindful colouring, keeping a journal, practicing yoga, calling a friend are a few of such practices.

CHALLENGE HERSELF TO UNDERSTAND AND TAKE INTO ACCOUNT DIFFERENT PERSPECTIVES

Planning educational programs, events and activities at a national level means that a lot of contributing factors must be taken in consideration. I worked with an outstanding team at the Brownies Branch in 2018-2019 and as all voices were heard, I employed empathy, active listening, consideration to hear what the other volunteers had to say. Dialogue is the base for a culture of democracy, but can bring about tensions. At the end of the day, together we reached a wonderful consensus together and planned both fun and educational activities for the children.

LEARN FROM HER OWN FEELINGS AND EXPERIENCES

In 2015, I attended the Juliette Low Seminar in India. It was one of the most rewarding and life-changing events I had ever participated. I specifically remember that one day we had to reflect on our fears, write them down, then share with everyone. When my turn came, I burst into tears and I chose not to share mine. As I reflected later that day, I realized how important my feelings were and to learn to listen to them. I was not the same Guide since that day.

WORK WITH OTHERS TO CREATE SPACES WHERE EVERYONE CAN FULLY PARTICIPATE

In 2016-2017, refugees were arriving in Greece. Children from refugee families were staying at a camp called 'Diavata' in dreadful conditions. We mustered courage and put out a great smile, and together with a team of local volunteers we visited the camp every weekend for several months and spent time with the children. For myself, this was a learning experience that allowed me to adapt Guiding activities for children that have a different cultural and religious backgrounds. More children gathered each time, they forgot the horrors of war for a moment, and focus on just being kids.

CHALLENGE GENDER EXPECTATIONS

Coming from a WAGGGS Only-Admitting Boys organization, I can see the usefulness of WAGGGS programs and toolkits to engage boys to become part of tackling gender stereotypes. Every year, as member of the International Team of the Greek Guiding Association, we promote the 16 Days of Activism and strongly encourage all troops to participate. We are here to evoke conversation, to ask profound questions; how can we push gender boundaries? How can we achieve equality for the sexes? We want to make boys part of the solution by raising awareness and educating them in a safe space alongside girls.



EMPOWER ANY AND EVERY GIRL TO PRACTISE LEADERSHIP

When I was chosen to become a part of the Young Women's Speakers Pool, I was thrilled with this opportunity. I had the chance to discuss this at a Leaders Training session at a national level, which was met with great admiration. However, the same year, when I explained to my Brownies unit what this was, we did a little role play. They stood on a patio in front of a box and a stick as a mic, and pretended to be at the UN and they said things to do to help the environment and the planet. Little voices, make big noises.

SEEK THE INFORMATION SHE NEEDS TO UNDERSTAND THE FULL PICTURE

My dissertation revolved around Human Rights Education in Greek schools. I composed a case study where I was granted access to experimental schools in order to test my theory. I used the method of triangulation and I collected and analysed quantitative data, I conducted interviews with focus groups and with my observations, I got the full picture of my findings so as to enhance the credibility of the study. I got an excellent mark and my work was published at an academic magazine. What I learnt, is that many different angles can help us get the full picture.

ADAPT HER BEHAVIOUR TO THE CONTEXT

I live and work in one of the most diverse cities in the world, London. I am lucky enough to teach a class that consists of children who come from various different cultural, religious, socio-economic backgrounds. We celebrate events from Diwali to Christmas, and Eid to Hannukah. Each time I treat the celebration with the respect it deserves and my students enjoy learning about events/celebrations in different cultures.

INNOVATE TO CREATE POSITIVE IMPACT

Since we have well entered the digital era, and especially after COVID, more and more people have familiarized themselves with different online tools and thus, have access to more information than ever before. During the pandemic, I created an e-learning platform for language learning and sustainability. Now nearly two years later, I have my own start-up and an online digital platform with teaching resources and ideas that combine language learning and sustainable living.

MAKE CHOICES ROOTED IN HER VALUES

To believe in one's self is the base of all choices in life. At least, this is what I found out when I decided to leave my comfort zone in Greece, and chase my dreams in the UK. It was a personal and sometimes lonely journey. I would have not done this step if it weren't for all my experiences in Guiding (camps, friendships, training etc). The values I grew up with, underpin every step I take. Guiding is truly the best way to equip young people with a great leadership skillset and code of values.



Skills and experience

Understanding of WAGGGS; regional context; education methodology; values

My journey in Guiding started at the age of 6. Having held different positions and having received extensive training I have developed a solid understanding of the working and the structures of WAGGGS. JLS, Academy and World Conference are events that helped me gain exposure and understanding of working at a complex and diverse context. I will collaborate with volunteers effectively, respectfully and transparently to enhance the communication channels.

Diversity and inclusion; challenges young people face; opportunities; change and innovation

Coming from an MO that has incorporated teams and programs for young people with disabilities (1950), has admitted boys (1984), and has worked very closely with refugees (2017), I will bring in invaluable insight, share good practices and support MOs by promoting the Guiding experience and developing resources and action plans for positive change. Coming from a country that has been suffering from rising incidents of femicides, domestic violence and being a sexual assault victim myself, I understand the challenges that girls and young women face to my core. I am eager to listen to different perspectives, build dialogue, and better address these challenges by finding innovative ways to tackle them. Leadership and governance opportunities for young people and especially the ones under 30, is a priority on which I am looking forward to working.

Project management; strategic planning; sustainability

My ability to plan, monitor, evaluate, report, replan again, can be evidenced through my teaching career. I intend to use my experience as a teacher and set SMART project objectives so as to better develop, design and deliver Regional Action Plans and activities implementing the WAGGGS Global Strategy. Moreover, I discovered more about agile business planning when I launched my start-up company, which I can use in talks with external partners when discussing new collaborations. Leading a more sustainable life is at the centre of my work ethic and life mantra.

Marketing and communications; public relations; IT tools

Digital literacy has become an integral part of our lives. I quickly familiarize myself with online teaching platforms, SEO, and joined virtually the EGM and the WoCo37 using ICT tools. Currently, I am part of the social media team of the International Team of my association. These skills and knowledge will allow me to reach out to more volunteers and support MOs to develop their fullest potential towards the Compass 2032 vision.



As a person, I am an active listener with democratic values. As an education professional, I am a highly motivated individual who always strives for the best and takes well-informed decisions. As a Guide, I am a team player who knows how to effectively collaborate with others but also how to work alone. If elected to serve on the Europe Regional Committee, I will employ every skill and recall every experience so as to help create an equal world where all girls can thrive.





Voluntary and professional appointments

Positions held within a Member Organisation, WAGGGS, and professional, NGO or business appointments from 2011 to date.

MEMBER ORGANISATION

- Member of the International Team (social media, program development, translation), 2015 to present
- Assistant Local Commissioner volunteer recruitment and retention), 2017 to present
- Brownies Guiding Partner, program development, 2018-2019
- 'A world in a suitcase' Olave Award program, Facilitator, 2016-2017
- Camp Leader, 2014-2017
- Brownie Leader, 2012-2017

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

- Young Women Speakers Pool, 2016-2018

OTHER VOLUNTARY POSITIONS

- School Drama Club, 2022 to present
- Volleyball Coach assistant, after school team for disadvantaged families, 2019 to present
- Human Rights Watch Volunteer, Thessaloniki, 2017
- ESN Volunteer Induction Co-Ordinator, Thessaloniki, 2015-2017
- Red Cross Volunteer, 2016-2017
- Theater production Volunteer, 2015
- AIESEC Volunteer, Thessaloniki, 2014-2015

PROFESSIONAL/ NGO/BUSINESS APPOINTMENTS

- Start-up owner, 2021 to present
- Digital e-learning platform creator, 2021 to present
- PSHE Lead, 2019 to present
- Primary School Teacher, UK, 2018 to present
- Teacher of English, Greece 2015-2017
- Freelance Social media content producer, 2018 to present
- Freelance Copywriter, editor, 2017 to present
- Freelance Translator, 2017 to present
- Bachelor's Degree in English Language and Literature, 2017
- Front Desk assistant manager, summer 2015-2017
- Child care internship, 2015



Participation in events

Participation in relevant events from 2015 to date.

MEMBER ORGANISATION ORGANISED EVENTS

- Compass 2032 consulting group, 2021
- Leader Conference, 2020
- Regional meetings, 2012-2017
- National Leadership Training, 2012-2016
- All-branch meeting, 2016
- Multiple camps and trips

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS ORGANISED EVENTS

- Juliette Low Seminar, Sangam, India 2015

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS REPRESENTING YOUR MO OR WAGGGS

- World Conference as Delegate, online 2021
- EGM as Observer, online 2020
- Academy, Porto 2015

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS OUTSIDE OF THE MOVEMENT

- UNICEF Greece National Volunteer Organization Call, 2020
- SimUnesco Best Delegate Award, 2015



REZIDA RZAYEVA

Member Organisation Association of Scouts of Azerbaijan
Nominated by Association of Scouts of Azerbaijan
Age Group 20-29
Languages Spoken Azerbaijani as mother tongue, fluent Turkish, fluent English, intermediate Russian and elementary German



Personal Statement

Why would you like to become a member of the Regional Committee, and what are your hopes and vision for the region in the next triennium?

“Girls with dreams become women with vision” - after participating in the Juliette Low Seminar 2019 I have launched a follow up social project “100 Girls of Azerbaijan” in a sustainable way and it was my dream as a girl to establish a community where I can be a voice of girls who have same background with me: growing up in a rural area with fewer opportunities to grow, get well educated. I set a goal to reach at least 100 girls in Azerbaijan in order to change, to make a positive contribution. With the help of this social project I reached my goal with zero budget by reaching out more than thousands!

Now it is time to take it to the next level by becoming a part of the Europe Region as a Committee Member and also to become a part of the World Association of Girl Guides and Girl Scouts!

The people I work with in the organization, describe me as project minded. Someone good at problem solving.

I would like to make a positive contribution in the Region by launching more new girls led projects & programs and finding donors for these projects to be funded. By this contribution I would like to establish a partnership between MOs, encourage young girls to become a community leader by creating opportunities for them and have a chance to be heard by World leaders.



Leaders of the Movement...

TREAT HERSELF KINDLY

I am a trainer and one of the topics that I facilitate is Nonviolence Communication. This really matters when communicating to people: If you want to be treated well, you have to start from you. How do we approach people? How do we communicate with them? Is it as how we want to be treated? I try to emphasize more empathy forward people and situation. This approach makes me stay calm during stressful times and make right decisions by approaching to the situation from different side. With this concept I usually come up with solutions to the problematic issues.

CHALLENGE HERSELF TO UNDERSTAND AND TAKE INTO ACCOUNT DIFFERENT PERSPECTIVES

While implementing the 100 Girl of Azerbaijan, I did community mentorship for 20 girls aged 18-25. In our first event we had to choose a topic. In order to involve all participants and collect their needs, I asked each one's opinion. As their ideas were different, I wrote them down as a group mission and they could join the group which was most suitable to them. Each group then did presentations in order to convince an audience to vote for their topic. As a result we all saw what we needed and all participants' perspectives were taken into consideration.

LEARN FROM HER OWN FEELINGS AND EXPERIENCES

As a lifelong learning experience I joined to the 2 stages Coaching for Youth Work Erasmus + training that was held in Georgia (2019) and Malta (2020). During the training I learned about myself, being aware of my own feelings & needs, the importance of asking from and communicating with other people. Also during the process, by using learning by doing methods, I coached others and was coached and it helped me to face with my inner side.

WORK WITH OTHERS TO CREATE SPACES WHERE EVERYONE CAN FULLY PARTICIPATE

During the Wonderland 2021 National camp in Azerbaijan, I had a chance to facilitate the SDGs and Gender Equality theme workshop. Most of participants were experienced scouts, while some of them were newcomers. During the process it felt newcomer scouts tend to participate passively. For engaging all of them in an activity, I adapted group works to their needs. While separating them into groups, I tried to keep balance (3 more experienced, 2 newcomers) and gave tasks about sharing experiences and acting together. As a result of this approach all participants were fully engaged during the workshop.

CHALLENGE GENDER EXPECTATIONS

In March, 2022 there was the National Assembly of our MO and before this there is a nomination process. Unfortunately, most people consider being in Auditors Committee as a man responsibility. For many years, on behalf of encouraging women in our Association to apply for this role, I started to explain how important it is for girls being in a decision making process and that it is not only for men. As a result of all these tries, for the first time in our Association, a woman became an elected member of the Auditors Committee!



EMPOWER ANY AND EVERY GIRL TO PRACTISE LEADERSHIP

During the Chanakkale hiking 2018, in Turkey, I was a head delegate of girls joining the event from the Scouts of Azerbaijan. In order to practice leadership while being in the camp, I divided them into groups with certain shifting responsibilities: organizing meals, holding flags, camp area security, preparing programs. As a result, in the event our delegation was well-represented and every girl felt empowered.

SEEK THE INFORMATION SHE NEEDS TO UNDERSTAND THE FULL PICTURE

When I participated in the European Solidarity Corps project in Ankara, Turkey, one of my responsibilities was to plan and organize a long-term language class for local youngsters. Because I have never done this activity before, did with researches, asked my previous teacher for planning and with my team mate did a survey among people where we lived in order to collect their needs and understand what kind of classes might interest them.

ADAPT HER BEHAVIOUR TO THE CONTEXT

During the Leadership Training Course for young leaders in February, 2022, I was appointed to facilitate the Safe From Harm program. Because it was their first training on this topic, I used non-formal education methods and combined it with basics of violence forms. Usage of it made the process smoother and participants were satisfied with knowledge they gained.

INNOVATE TO CREATE POSITIVE IMPACT

Being a part of the Scouts of Azerbaijan for SDGs (Sustainable Development Goals) Programme, with our Chief Commissioner, we developed a social awareness campaign through social media. At the same time we held an event with different mixtures of topics applying SDGs. As a part of the Programme each of us selected a topic and facilitated a workshop for scouts during the camp. As a result, our members became more informed & willing about the Global Goals to take an action.

MAKE CHOICES ROOTED IN HER VALUES

My personal values are by inspiring, strengthening & empowering others being inspired, strengthened & empowered. These values are mainly referred to girls' empowerment, but at the same time I do not wish to deny support to Equality and Human Rights. I gained this vision during my participation in the Juliette Low Seminar 2019 in Our Chalet, Switzerland. I was empowered by Girl Guides and Girl Scouts there, and after coming back to my home country, I launched the 100 Girls of Azerbaijan social project aimed empowering other girls.

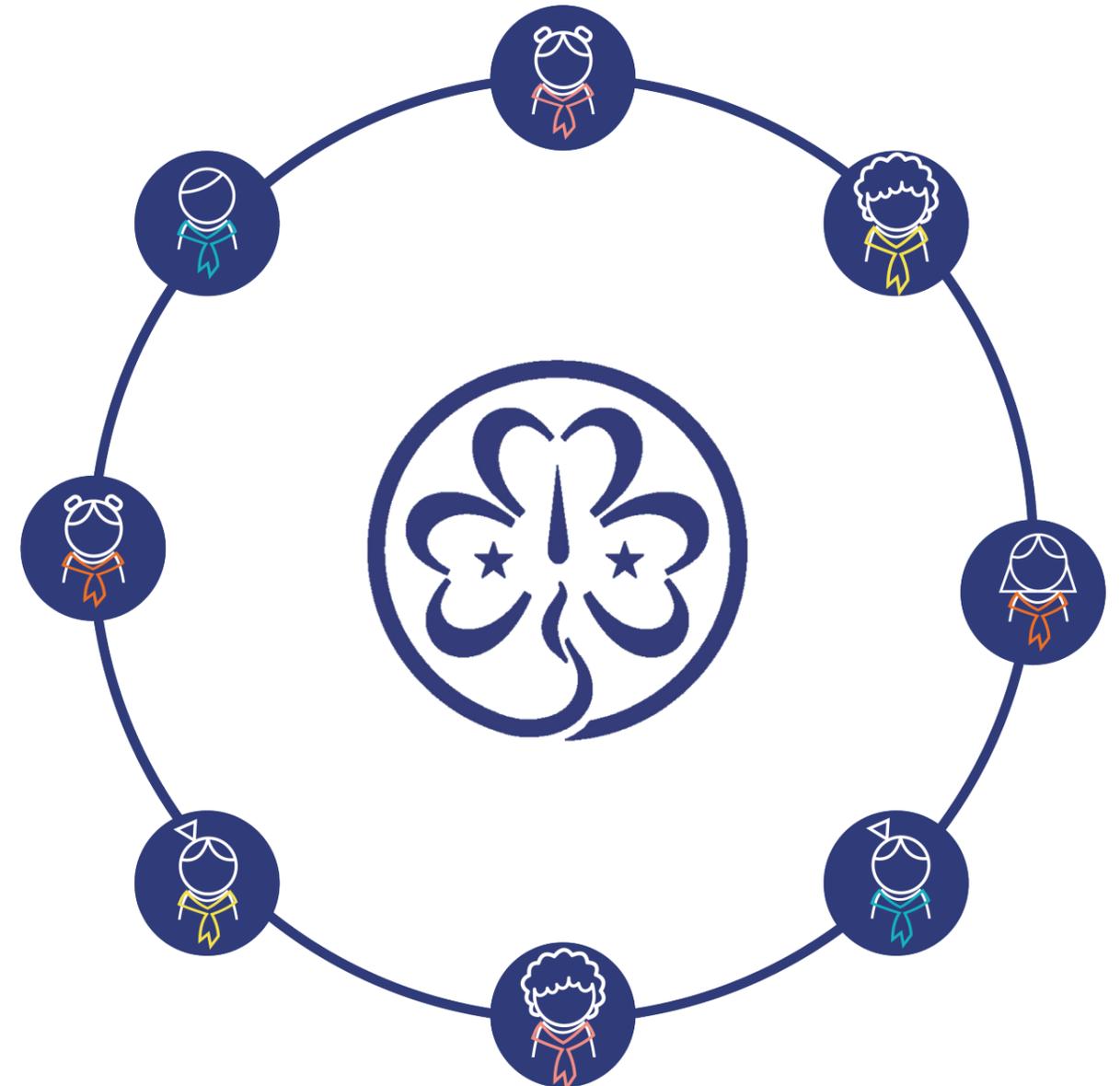


Skills and experience

Since the time I became a scout, I tried to be active in my community. I took part in all local leadership trainings held by the MO and actively participated in the organizing process as well.

Some of my experience include:

- Local sessional camps, where I had a chance to organize a training/workshops in the Sustainable Development Goals theme, especially the SDGs, Gender Equality;
- I wrote the Azerbaijan Youth Foundation grant winning social projects for Scouts living in regions and reached more than 200 Scouts aged 11-22 and wrote a research book in English and Azerbaijani languages for them.
- I am a MOCI (Mobile Open Culture and Innovation) Caucasus Network trainer; representing Azerbaijan in the UNICEF program called SDG4Youth; Also I was selected as a member of the EU4YOUTH Alumni Network last year. This fall I am going to participate in the Community Engagement Exchange Program as a Fellow that announced by the IREX and my host organization is the Gateway Girl Scouts in Jacksonville, FL, USA.
- With 4 years of project writing & management skills I launched the “100 Girls of Azerbaijan” social project that aims to promote Human Rights, Gender Equality, Girls Empowerment & Opportunities in Azerbaijan and it was awarded by the French & German Embassies as one of the top 5 most successful Gender Equality projects in Azerbaijan during the “First French German Gender Prize Azerbaijan” in 2021. The project also was Nominated as a Local Solution for Azerbaijan and funded by the Global Youth Mobilization. Recently, the project won the “With and For Girls Primera Estrella” grant. In an organization context, I am a project lead of the Her Immediate Support project that aims to empower women after the pandemic and the project was funded by the Global Youth Mobilization. Also I am a project manager of the National Youth Program of the Scouts of Azerbaijan project was funded by the Messenger of Peace.





Voluntary and professional appointments

Positions held within a Member Organisation, WAGGGS, and professional, NGO or business appointments from 2011 to date.

MEMBER ORGANISATION

- Leader Assistant in the Absheron troop (rover scouts aged 18-22), January, 2018 – November, 2019
- International Commissioner, December, 2020 to present
- Project lead for the Her Immediate Support, for Scouts of Azerbaijan, Global Youth Mobilization program

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

- MOCI (Mobile Open Culture and Innovation) Caucasus Network trainer, 2021-2022
- Project manager for the the Messenger of peace activity in the Scouts of Azerbaijan (2021-2022)
- European Jamboree 2020+ 1, 2021 – Jamboree Planning Team, Communication Department
- European Solidarity Corps short-term volunteering includes working in village library and organizing English lessons for local youngsters aged 14-22. Host organization: Seven Climate Culture Arts Education Science and Solidarity Association; Ankara, Turkey May-June 2021 Islamic Solidarity Games – Contingent team coordinator 2017

OTHER VOLUNTARY POSITIONS

PROFESSIONAL/ NGO/ BUSINESS APPOINTMENTS

- Freelancer copywriter – June, 2020 – January, 2021
- Founder of the “100 Girls of Azerbaijan” platform – since February, 2021

Participation in events

Participation in relevant events from 2015 to date.



MEMBER ORGANISATION ORGANISED EVENTS

- National Hikings on January 20th and February 26th – these are anniversary dates for tragedies that happened in Azerbaijan in 1990, Martyrs' Day, and in 1992, Khojali Genocide and we organize hiking and memorial events annually - 20th January, 2018, 2019; 26th February, 2018, 2019
- Chanakkale hiking – Azerbaijan girls contingent leader; Chanakkale, Turkey, April, 2018
- Leadership Training Course participant, Bolu, Turkey, August, 2018
- Pearl Camp National Camp in Masalli, Azerbaijan 2018 – Kitchen manager
- Wonderland Azerbaijan National camp July, 2018 – trained scouts aged 11-18 SDGs and Life on Land and organized Climate Action workshop (upcycling) by inviting Eco Baku as a partner
- National Kayaking camp in Mingachevir, Azerbaijan, September, 2017 – assisting a leader in 11-13 age group scouts.

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS ORGANISED EVENTS

- WAGGGS World Conference, 2021
- WAGGGS EGM, 2020
- Juliette Low Seminar 2019, Our Chalet, Switzerland
- Free Being Me – September, 2018

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS REPRESENTING YOUR MO OR WAGGGS

- SDG4Youth program UNICEF – November, 2021 – 2023
- 42st World Scout Conference 2021, Online – Observer
- Global Youth Mobilization Summit – March, 2021
- 4th Eurasian Scout Jamboree Belarus, July, 2018 – IST – supported Safe from Harm team from Azerbaijan
- 41st World Scout Conference 2017, Baku, Azerbaijan – volunteer in the Venue Department.

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS OUTSIDE OF THE MOVEMENT

- EU4YOUTH Alumni Network Member – October, 2021 – June, 2022
- Community Engagement Exchange Program Fellow 2021 IREX in the Gateway Girl Scouts, FL, USA – September-December, 2022
- Youth Festival in Kazan, Tatarstan, RF – November, 2021
- Coaching for Youth Work Erasmus + training in Malta – February, 2020
- Coaching for Youth Work Erasmus + project in Malta – February, 2020
- Coaching for Youth Work Erasmus + training in Georgia – October, 2019
- Coaching for Youth Work Erasmus + project in Georgia – October, 2019
- “Fight like a girl” anti-discrimination camp in Kyrgyzstan – April, 2019
- Bashkent University Summer School – Ankara, Turkey 2017



OLIVIA SOLMAN



Member Organisation Scouterna – The Guides and Scouts of Sweden
Nominated by Scouterna – The Guides and Scouts of Sweden
Age Group 20-29
Languages Spoken Swedish as mother tongue, fluent English, and intermediate German



Personal Statement

Why would you like to become a member of the Regional Committee, and what are your hopes and vision for the region in the next triennium?

Joy and growth are part of the uniqueness of WAGGGS. We give and have given young people joy and chances of growing for over 100 years. I want to be part of making sure that we and our MOs can continue to do this for another 100 years. Joy and growth are my vision and my hopes for the region and for the committee, I want to see the region grow in numbers and I want to be part of a joyful regional committee.

I want to see a region where being a regional volunteer is rewarding and accessible and where MOs thrive with the support of the Regional Committee. I see that stability that lays the ground for resilient organisations is a vital part of ensuring a region of joy and growth. I believe communication is a key thing needed to achieve stability. The Regional Committee has an important role to play in listening to our MOs and being a link between the World Board and our MOs.

Having been part of the Swedish delegation to the World Conference in 2021 and then getting to input in the development of WAGGGS Global Strategy and the Europe Region triennial plan, my passion for the development of WAGGGS grew even stronger. I want to be part of creating a movement that moves with the guidance of Compass2032 and where all MOs feel and experience the strong link between their work and the strategy of WAGGGS on a world level.

My strengths lie not in tying knots and lighting fires and my tent has not been out for 5 years, but I am really good at raising my voice for girls, developing well-functioning teams and keeping volunteers motivated. Now I hope to get to use these skills on the Europe Region Committee.



Leaders of the Movement...

TREAT HERSELF KINDLY

After realising that I had my calendar fully booked every week doing things for and with others but making very little time for myself I decided to find an activity for my health and make sure to book time for it every week. Not only did I discover the joy of aqua fitness, but I also learnt to make time for myself and to respect this time.

CHALLENGE HERSELF TO UNDERSTAND AND TAKE INTO ACCOUNT DIFFERENT PERSPECTIVES

My first international guiding trip was on a leadership exchange for female leaders in Burundi. This trip challenged me to take in the perspectives and experiences of women from a background very different to mine, understanding that our values and way of living were rooted in very different contexts but trying to understand each other and find common ground through guiding. This opened my mind to the diversity of WAGGGS and its MOs, and taught me how meaningful it is to get to experience the different perspectives with in our movement.

LEARN FROM HER OWN FEELINGS AND EXPERIENCES

I try to make time for reflection in my guiding experiences. One example of where I have done this was during my JLS experience in 2015 where I kept a journal to have a space for reflection and to be able to go back to what I learnt about myself during this time. It is still very valuable to read this journal and see what I learnt then and how it is still part of me. A key learning from this experience is the value of really taking time to listen to and process what others are sharing.

WORK WITH OTHERS TO CREATE SPACES WHERE EVERYONE CAN FULLY PARTICIPATE

For me one way of enabling participation in spaces is by creating structure. This might sound dry but I do think it creates comfort, allows people to take part in new spaces and is a way of ensuring that everyone can take part with similar conditions at least. Having a clear structure for a meeting means that both the hinders to participating in the meeting is lowered and makes it easier to speak up as you know for example that the meeting won't take the whole night and that it will be possible to speak under agenda item 5a.

CHALLENGE GENDER EXPECTATIONS

I struggled with this question, I think in part because I have no one clear example of doing this. To me challenging gender expectations is a process that takes place everyday, in big and small acts and which requires constant reflection. I learnt about gender norms through the guides, and I believe that a way of challenging gender expectations is providing space for young people to learn about them and to reflect on them.



EMPOWER ANY AND EVERY GIRL TO PRACTISE LEADERSHIP

A very clear act of empowering girls to practise leadership has been to reaching to girls to say this is a role that is open and I think it would suit you based on your qualities. Feeling valued really inspires to leadership and I believe that making girls feel valued is a way of empowering them to practice leadership.

SEEK THE INFORMATION SHE NEEDS TO UNDERSTAND THE FULL PICTURE

In discussing one of the suggested motions for the World Conference in 2021 I first had very strong feelings against it. After listening to the opinions of those in my delegation, discussing it with others and trying to understand the reasoning behind it I changed my mind. I came to the realisation that sometimes information needs to come from different sources and be given time to sink in. I think this is important to remember when working in a diverse group to make sure that everyone has the possibility of getting the full picture.

ADAPT HER BEHAVIOUR TO THE CONTEXT

We all come with different sets of experiences and needs. I know that it is easy for me to take over in a situation as I very easily feel comfortable in many circumstances. I am trying to make a habit of asking how people want the communication to go and what to do to make them feel comfortable. I think having this mindset of understanding that the context needs to be adapted to all those in it and not just those in majority or those who easily takes over is valuable when in a leading position.

INNOVATE TO CREATE POSITIVE IMPACT

This is something that I feel like I want to practise more. I think a first step in practising innovation more for me is to take more risks, to put myself in new situations where I will meet new people and ideas and be challenged. I think that through doing this innovation for impact will become more natural to me.

MAKE CHOICES ROOTED IN HER VALUES

For me it is mainly about being able to make a choice rooted in my values, to create the space for myself to reflect on them and to let them guide me in my choices. For me that means taking a step back, pausing, communicating that I need time to think and to then come back to make the choice, to make sure I do not rush in to making a decision. I am not afraid to make decisions but I need to know that I have given myself a chance to root it in my values.



Skills and experience

The base of many of my skills and experiences is my triennium on the Europe Region External Relations team as a volunteer and as lead volunteer. Through this I got experience in working with the youth representation in the European Youth Forum and advocacy in platforms where WAGGGS is present. I got greater insight in working with other European youth organisations such as WOSM. My understanding of the EU and the Council of Europe also grew, especially of the Advisory Council on Youth. Through this work my skills on advocacy and external relations were developed. I also learnt more about using social media for advocacy. My time as lead volunteer of the external relations team gave me skills in volunteer management and I learned more about the value of structure and organization to make volunteering easy and accessible.

The value of structure is also something that I have learnt in the various projects I have managed, such as Upplev17, a week-long trip to Germany for scouts aged 12-15. In this project I got to practise the balance of planning in advance and being able to adapt to the context on the spot. One important aspect in strategic planning for me is to take into consideration resources, to make sure that plans are feasible with the resources available, to make sure that the scale of our activities are adapted to our operating context. Prioritising scarce resources is challenging when there are many good ways of using them. I love to give the green light to good ideas, but I also feel comfortable being the one who says no to something that seems great but requires a lot of resources.

Having spent time abroad in different parts of the world has made me more open-minded and able to take in the perspectives of others. In guiding and scouting I have learnt the value of reflection and being conscious of my values. This is something I explored further in doing a course on value-based leadership where I got to discuss leadership with young people from different backgrounds. I try to continuously reconnect to my values and to stick to them when I make decisions, this is something I have tried practicing in all my volunteering.

Although reflection before making up my mind is important to me, I am not afraid of making decisions. I am used to guiding a group in decision-making and in many of my previous volunteering engagements I have been the one who brought the group to reaching a decision.



Scouting and challenging myself through living abroad has strengthened my belief in myself and my capacities, I know that I can trust myself to handle different situations that might arise as I have a toolkit of skills and previous experiences to draw on. I have also realised the value of not being alone, to build a network of people sharing skills and knowledge to support each other.





Voluntary and professional appointments

Positions held within a Member Organisation, WAGGGS, and professional, NGO or business appointments from 2011 to date.

MEMBER ORGANISATION

- Deputy International Commissioner, 2017-2019
- Leader of Upplev17 (Trip abroad for 12-15 year olds), 2017
- Deputy Chair of region board, 2014-2015
- Member of region board, 2012-2014

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

- Lead Volunteer External Relations Europe Region, 2019-2020
- Member of External Relations team Europe Region, 2017-2020
- Course facilitator Unlock Leadership 4 Change, 2019

OTHER VOLUNTARY POSITIONS

- Member of nominations committee of the Academic Society of Lund, 2018-2020

PROFESSIONAL/ NGO/BUSINESS APPOINTMENTS

- Schuman trainee European parliament, October 2021- February 2022



Participation in events

Participation in relevant events from 2015 to date.

MEMBER ORGANISATION ORGANISED EVENTS

- Demokratijamboree (MO General Assembly), 2016, 2018

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS ORGANISED EVENTS

- Europe Region Consultative virtual meeting, 2021
- World strategy consultation virtual meeting, 2021
- World Conference, 2017, 2021
- Unlock Leadership for Change as a facilitator, 2019
- Europe Region volunteers meeting, 2017
- European Guide and Scout Conference, 2016
- Juliette Low Seminar as a participant, 2015

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS REPRESENTING YOUR MO OR WAGGGS

- EuropeanYouthForum General Assembly (GA) 2018, Council of Members (COMEM) 2019 as WAGGGS Europe Region External Relations representative
- EYE/Yo!Fest as part of WAGGGS Europe Region group, 2018
- Nordic guide and scout conference as delegation leader, 2018

OTHER RELEVANT NATIONAL, REGIONAL OR GLOBAL EVENTS OUTSIDE OF THE MOVEMENT



PART B: SUPPORTING INFORMATION



GUIDELINES ON CAMPAIGNING



The following guidelines aim to provide candidates and Member Organisations with clear parameters within which they can work to support a candidate's nomination. It is an expectation that all parties will follow the guidelines to ensure a fair and ethical process in the lead up to the election.

Be aware that different cultures view campaigning in different ways. Candidates may provide opportunities for Member Organisations to get to know them, face to face at conferences and events, with a web page, digital flyer, short videos, blog, or using social media. Taglines to email messages are also an option. Promotion of a candidature shall at all times be conducted with dignity and moderation. Following the values and principles of Girl Guiding and Girl Scouting, we discourage aggressive and/or negative campaigning including activity or behaviour that seeks to criticise or undermine a fellow candidate.

Candidates may provide additional information to Member Organisations at the Regional Conference in the form of an electronic flyer (one page), bookmark or item of similar nature.

If candidates have the opportunity to attend another event prior to the Regional Conference, they should be aware that while this is a great opportunity for Member Organisations to get to know them and see them in action, the event purpose should be the focus, rather than their candidacy. Candidates are encouraged to practise their Leadership Mindsets, letting their personality, participation, commitment and effectiveness at the event speak for them, rather than campaigning actively.

Candidates may not provide gifts, either at conference or at other events. This ensures that no one is either advantaged or disadvantaged by a financial position and minimises the risk or perception of gifts being seen as an inducement to act in a certain way or creating a sense of obligation. This definition of gifts includes gifts in kind such as the exchange/promise of services or favours.

These guidelines will be circulated to all candidates and all Member Organisations and will be available on the WAGGGS website.



ROLE AND RESPONSIBILITIES OF THE REGIONAL COMMITTEE

Purpose

Regional Committees are responsible for developing and implementing Regional Action Plans that support the enactment of global themes, strategies, and policies as approved by the World Board, and strengthen Member Organisations according to their needs, as identified through the Capacity Building Assessment process. The Regional Committees are responsible for implementing decisions made at the Regional Conferences and providing input based on their regional perspective to the World Board to inform its decision-making.

Deliverables

The major deliverables for Regional Committees are:

1. To lead strategy, planning and reporting in the region – developing and implementing sound and effective action plans per the WAGGGS planning cycle in partnership with volunteers and staff at the global, regional and national levels. The regional reporting will outline how the region has contributed to the Global Team strategy and Compass 2032.
2. To provide leadership and development opportunities – using tools and resources to support development of leadership skills among staff and volunteers of Member Organisations in the region, using the WAGGGS leadership mindsets in the work of the Regional Committee and promoting use of the leadership mindsets by Member Organisations.
3. To promote change, innovation and the Girl Guide/Girl Scout experience – actively demonstrating the value and importance of positive change; stimulating and sustaining innovation within Member Organisations; and developing plans that promote girl-led, girl-safe spaces.
4. To promote image, visibility and impact – Regional Committees and Member Organisations develop resources and implement action plans that increase International Experience (IE) opportunities and create IE connections
5. To lead Member Organisations in their contribution to Compass 2032 - engaging and connecting Member Organisations; enabling them to maximise opportunities to connect and support one another and to learn and develop through shared endeavours and experiences.
6. To support Associate Members within its region to obtain Full Membership and to provide the World Board with all relevant information.
7. Take appropriate action if a Member Organisation is failing to meet WAGGGS criteria. If necessary, the Regional Committee may recommend the suspension or termination of a Member Organisation's membership of WAGGGS to the World Board.



Membership

As specified in the WAGGGS Constitution and Bye-Laws, each Regional Committee consists of six members, including, so far as practicable, at least two young women under the age of thirty at the time of election. Members of the Regional Committee are elected by Full Member Organisations attending the Regional Conference. The members of the Regional Committee are elected to serve for a term of three years. They are then eligible to stand for re-election for a further term of three years if they wish to and if endorsed by their Member Organisation. The maximum length of service is two terms (six years).

Each Regional Committee shall elect from its members a Regional Chair and a Vice-Chair with relevant experience and expertise. The Regional Chair automatically becomes a Trustee of WAGGGS, sitting on the World Board. Please refer to the section on “Additional skills, experience and qualities required for the roles of Regional Chair and Vice-Chair” for further details.

Portfolios

To support the implementation of the regional action plan, members of the Committee will hold different portfolios. Suggested portfolios include strategic leadership (led by the Regional Chair), Core Mission^[1]; Member Organisation relationships and capacity building; volunteer management; finance; and enhancing communication within Member Organisations. Committee members may be the lead for more than one portfolio. Regional Committees may propose to the World Board, region-specific variations to the portfolio areas but should ensure the core elements are covered by their committee members.

The Regional Committee may also appoint time-limited task groups to assist in the delivery of its work. Such groups are advisory in nature only and have no delegated authority to take decisions on behalf of the committee. When selecting members of task groups, the Regional Committee will ensure that the diversity of the Member Organisations in the region is fully reflected.



^[1] The Core Mission function of WAGGGS exists to support quality Girl Guiding and Girl Scouting including best practices around our non-formal educational method, values and leadership model and the WAGGGS Volunteer Engagement Framework.



Ways of working

The Regional Committee will meet at least once a month. Meetings are generally expected to be via conference call or VoIP (e.g. Zoom, Microsoft Teams, Skype) but there may also, on occasion, be a physical meeting of the Committee (subject to budgetary and other parameters).

Supporting papers for meetings will normally be made available on-line, with appropriate access restrictions to maintain confidentiality. Every effort will be made to allow Committee members sufficient time to review supporting material before any meeting or decision.

Work between meetings is undertaken through the use of email, VoIP and phone calls; Committee members are expected to follow up on business in a timely manner.

The Regional Committee's action plan shall be reviewed and updated on a regular basis and in line with the timelines agreed to by the World Board.

Regional Teams (Regional Committee members and regional staff) work in collaboration towards the delivery of the regional action plan. This includes the active participation of regional staff members in Regional Committee meetings and calls, and during the Chair's meetings. The Head of Membership and Regional Support also forms part of the regional team attending occasional meetings and meeting regularly with the Regional Chair.

The Regional Committee is accountable to the World Board and will advise, make recommendations to, and seek input from the World Board as appropriate. The Regional Committee provides, at a minimum, a written report to the World Board four times a year. The Regional Committee will also engage with other World Board Committees and Working Groups.

The Regional Committee reports to Member Organisations at least once every triennium on its performance against the WAGGGS Global Strategy and presents the Regional Action Plan for the triennium.

Code of Conduct

Members of the Committee are expected to comply with the WAGGGS organisational values and WAGGGS policies including, but not exclusively, the Code of Conduct, Conflict of Interest Policy and Procedure, Safeguarding Policy, Data Protection Policy, Volunteer Management and the Confidentiality Statement.



EUROPE REGIONAL COMMITTEE

The current Europe Regional Committee has two face-to-face meetings (subject to COVID-19 restrictions) per year, in addition to monthly calls lasting approximately 2 hours. In addition, the Regional Chair and Regional Vice-Chair have regular meetings once per month and when needed, again for approximately 1-2 hours. The number of hours that each member of the Committee delivers to the region varies according to the portfolio and/or the stage in which the activities are delivered. While the Region maintains two official languages, English is the working language of the Europe Regional Committee.

The Europe Region cooperates with the WOSM Europe Committee, and aims for at least two joint meetings per year, usually at the time of the regular face-to-face committee meetings. In addition, the Regional Chair and Regional Vice Chair participate in Coordination Group calls with counterparts in WOSM approximately four times per year.

All members of the Europe Region Committee automatically become members of the AISBL legal entity, and the Board of Directors is composed of (among others) some members of the Europe Regional Committee. With the AISBL roles, it is useful for members of the Europe Regional Committee to have skills such as legal expertise (Belgian and/or UK law), HR, finance and economics and other skills. This is to be able to support the regional staff on AISBL questions and to ensure the region fulfils its legal requirements.

Experience of youth work within or knowledge of structure and function of most EU structures like the Youth Forum, Council of Europe and European Commission and funding programs is also an important asset.





REGIONAL COMMITTEE MEMBER PERSON SPECIFICATION

It is anticipated that each Regional Committee member will bring a valuable collection of knowledge, talent and expertise to maximise the benefit of WAGGGS' tools, resources and connections for Member Organisations. To advance the progress, unity and growth within and across regions, it is highly desirable for Regional Committee members to collectively have skills and knowledge directly relevant to the stated deliverables.

To apply this collective capacity to full advantage, Regional Committee members should make every effort to be accessible, flexible and responsive, particularly during periods of peak demand and production, such as preparation and execution of regional events, launch of new programmes and/or partnerships, or preparation for Regional and World Conferences. Given the significant impact of regional leadership, it is very important that the Regional Committee remain well-rounded, well-informed, highly motivated and actively focused on delivering opportunities for Member Organisations within established timeframes and budgets.

Essential for all Regional Committee members:

The following skills, experience and personal qualities are required amongst all members of the Regional Committee:

- A member of a WAGGGS Member Organisation.
- An understanding of WAGGGS; the complex and diverse regional context in the WAGGGS setting; and the varied organisational structure of Member Organisations.
- An understanding of, and ability to articulate, the WAGGGS leadership model and non-formal education methodology.
- Values and behaviours consistent with WAGGGS' core values.
- Good general knowledge of the challenges and opportunities facing girls and young women across the region.
- Sound understanding of financial management, budgets and risk management.
- Ability to be flexible and open to new opportunities or ways of working.
- Sound independent judgement and the ability to challenge constructively.
- Ability to analyse and interpret information and think critically, creatively and strategically.
- Ability to listen and learn from others, to see things from different perspectives and appreciate diverse points of view.
- A collaborative approach, able to work effectively as part of a diverse team of volunteers and staff, while respecting differing roles and reporting lines.
- Cultural sensitivity and an ability to work in a multi-cultural context.
- Ability to readily access and use technology as a means of communication and collaboration including email, WhatsApp, Dropbox, conference calling platforms (Zoom).
- A willingness to devote time and effort in preparing for and attending Regional Committee meetings, as well as delivering on the portfolio areas and other work between meetings.



Desirable (needed collectively within the Regional Committee)

Knowledge, skills or experience in one or more of the following areas is desirable:

- Strategic planning
- Project management
- Governance and/or legal expertise (especially Belgian and/or UK law)
- Fund development
- Diversity, equity and inclusion
- Conflict resolution
- Marketing and communications, including public relations and social media
- Research and Development
- Monitoring and evaluation, including data collection and analysis
- External relations
- Influencing skills and advocacy
- Human Resources Management (staff and/or volunteers)
- Information technology tools, systems and applications
- EU and Council of Europe structures and funding lines
- Young representatives' work within the European Youth NGOs and the Youth Forum

Whilst every effort is made through the nominations process to ensure that amongst Regional Committee members there is a cross-section of the desired skills, ultimately once elected the incoming Regional Committee should do a skills audit/review. If there is a gap, it is the responsibility of the Regional Committee members to seek additional resources to meet the committee's needs. Regional Committee members are also strongly encouraged to recruit, develop and maintain strong teams of skilled volunteers at the regional level to supplement the expertise and capacity available to support Member Organisations – as well as to build a diverse and inclusive pipeline of future regional leaders.

A Regional Committee member cannot serve as a President, Chief Commissioner, Board member, International Commissioner, or be an employee of her National Organisation. If a Regional Committee member holds a less significant governance, operational or implementation position within WAGGGS or her National Organisation she should consider whether this would put her in a situation where her different roles could come into conflict or could be perceived to be in conflict. If so, after being elected this should be declared in the declaration of interests form and in any specific discussions where it might have or be perceived to have an impact.



REGIONAL CHAIR

ADDITIONAL RESPONSIBILITIES FOR THE ROLE OF REGIONAL CHAIR

Each Regional Chair bears primary responsibility for the direction, action planning, financial stability and accountability of the region to the World Board and to the Member Organisations in the region. She provides leadership in the region, playing a strategic role in representing the Mission and goals of WAGGGS within the Region. The Regional Chair leads and manages the Regional Committee in fulfilling its responsibilities as stated in the Regional Committee Terms of Reference. The Regional Chair is responsible for ensuring that the WAGGGS organisational values are central to how she and her Regional Committee work, and that the WAGGGS leadership model mindsets are employed in the work of the region.

By virtue of her elected position as Regional Chair, the Regional Chair also serves as a World Board Trustee and reports directly to the Chair of the World Board. As a World Board Trustee, she must meet the criteria for World Board Trustees, including the language requirement, and comply with the Code of Conduct and related governance policies. The Regional Chair's World Board responsibilities require considerable time and attention over and above those of Regional Chair. Therefore, each Regional Chair is advised to carefully evaluate and balance her extensive duties to WAGGGS with her professional and personal commitments and wisely delegate when appropriate.

When the Regional Chair is unable to attend a World Board meeting, the Regional Vice-Chair or another member of the Regional Committee shall be invited to attend in her place.



The Chair of the Regional Committee will:

1. Provide leadership for the Regional Committee, ensuring the committee members work as a team in order to fulfil the responsibilities of the Regional Committee as per the Terms of Reference, maintain the integrity of Regional Committee processes, including the efficiency and effectiveness of meetings, Regional Committee Member development and adherence to WAGGGS' values, and policies.
2. Maintain an overview of the Region in relation to contemporary society, taking a considered view of broad issues both within and outside of WAGGGS.
3. Concern herself with the future development of Girl Guiding/Girl Scouting in the light of these issues.
4. Explore external relationships and funding.
5. Ensure the Regional Committee Members have a good individual and collective understanding of their role and responsibilities, and that the Regional Committee has the resources to fulfil its role as outlined in the Regional Committee Terms of Reference.
6. Report to the Chair of the World Board in regard to the responsibilities of the Regional Committee.
7. Be responsible to the World Board as a member of the World Board and its attendant responsibilities.
8. Represent WAGGGS to the MO's and their members, the public and the media within the region.
9. Work closely with regional staff in support of the Regional Committee mandate.
10. Ensure that the collective resources required to fulfil the mandate of the Regional Committee are in place through working groups and other structures as needed.
11. Conduct Regional Committee meetings based on the Fundamental Principles and Guidelines for Committees.
12. In conjunction with the Vice Chair and other members of the Regional Committee, track progress of the Regional Action Plan and ensure follow-up to deliver on commitments.
13. Monitor financial planning and financial reports.
14. Chair Regional Committee meetings and other regional meetings including:
 - a. planning the regular cycle of meetings;
 - b. setting the agenda, guiding and balancing Regional Committee effort with respect to regional priorities and issues concerns;
 - c. approving draft minutes of meetings for Regional Committee approval;
 - d. communicating Regional Committee meeting outcomes to MO's and Chair of the World Board, and WAGGGS Head of Membership and Regional Support;
 - e. ensure that decisions taken at meetings are implemented.
15. Review materials prepared to support Regional Committee decision-making between meetings by resolution (e-vote) and approve for distribution.
16. Authorise action to be taken between meetings of the full Regional Committee within prescribed limits where appropriate.
17. Delegate certain or all of her duties and responsibilities to the Vice-Chair to act on her behalf during her absence or unavailability.



ADDITIONAL SKILLS AND EXPERIENCE REQUIREMENTS FOR THOSE ELECTED AS REGIONAL CHAIR

In addition to the requirements listed above for Regional Committee members, the Regional Chair should also have skills, knowledge or experience in the following areas:

- Operational planning and execution of action plans
- Consensus building and organisational development
- Critical and strategic thinking
- Risk identification and management
- Change management
- Financial oversight
- Previous experience of acting as a Chair/Board member/Trustee of an organisation, within or outside WAGGGS, at a national, regional or international level.
- The ability to facilitate partnerships and collaboration, and the ability to delegate
- Strong leadership skills and experience, including effective chairing of meetings
- Confident and effective communication skills with a range of audiences
- Strong volunteer management experience, including a solid understanding of how to lead and motivate volunteers.

The Regional Chair should have a high level of integrity and professionalism, as well as enthusiasm, energy and time to commit to this role and a strong drive for success.

The ability to use English is required for anyone elected from amongst the Regional Committee members who undertakes the role of Regional Chair. The Regional Chair requires the ability to use English as a working language, to read and understand prepared documents and to fully participate in discussions on complex topics to meet the requirement for World Board members. This is because an important part of the World Board's role involves governance and ensuring compliance with UK Charity Law, and other relevant legislation or regulations.



REGIONAL VICE-CHAIR ADDITIONAL RESPONSIBILITIES FOR THE ROLE OF REGIONAL VICE-CHAIR

The Regional Vice-Chair acts for the Regional Chair when she is not available and undertakes tasks and assignments at the request of the Regional Chair. In addition, the Regional Vice-Chair plays a lead role in fostering cohesiveness and coordination within the Regional Committee and pastoral care. She also plays a leading role in identifying, recruiting, developing and retaining key regional volunteers in conjunction with colleagues on the Regional Committee and Membership and Regional Support staff as well as the leaders of Member Organisations.

The Vice-Chair of the Regional Committee will:

1. Maintain a current knowledge of the work of the Regional Committee, status of work, issues and priorities, and support the Region Chair in coordinating the work of the Region Committee as required.
2. Oversee the talent management for the Regional Committee.
3. Identify, recruit, develop and retain key Regional volunteers in conjunction with colleagues on the Regional Committee and relevant staff as well as the leaders of Member Organisations.
4. Monitor on a regular basis the progress of the Regional Action Plan and report updates to the Regional Chair.
5. Assist in the representation of WAGGGS to Member Organisations and their members, the public and the media within the Region, as requested by the Chair.
6. Support the work of the Capacity Building Framework within the region.

ADDITIONAL SKILLS AND EXPERIENCE REQUIREMENTS FOR THOSE ELECTED AS REGIONAL VICE-CHAIR

In addition to the requirements listed above for Regional Committee members, the Regional Vice-Chair should also have skills, knowledge or experience in the following areas:

- Operational planning and execution of action plans
- Consensus building and organisational development
- Critical and strategic thinking
- Change management
- Strong leadership skills and experience
- Strong volunteer management experience, including a solid understanding of how to lead and motivate volunteers.
- Confident and effective communication skills with a range of audiences

As the Vice-Chair may be required to deputise for the Regional Chair at World Board meetings, the ability to use English as a working language is also highly desirable for the Regional Vice-Chair.

ELECTION OF THE REGIONAL CHAIR AND VICE-CHAIR



Although the election of the Regional Chair and Vice-Chair is the responsibility of the Regional Committee rather than Member Organisations, we would like to share with Member Organisations details of the process that will be followed this triennium.

Candidates nominated to the Regional Committee will not be asked to indicate before the election whether they would like to be considered for the role of Regional Chair or Vice-Chair. Instead, after election, a self-nomination form will be circulated for Regional Committee members to indicate if they are interested in standing as Regional Chair and/or Vice-Chair. At this time all members of the Regional Committee will again be reminded of the role description and person specification for the roles of Regional Chair and Vice-Chair.

Before and during the Regional Conference there will be opportunities for candidates to get to know each other.

A member of the World Board, or of the Nominations Committee, will coordinate the election. This will take place during a special meeting of the new Regional Committee during the Regional Conference. At the beginning of the meeting, the World Board/ Nominations Committee member will announce the names of those who have expressed an interest in standing as Regional Chair and Vice-Chair. This information is confidential within the Regional Committee and under no circumstances will be shared outside of the Regional Committee.

Voting will be by secret ballot. A simple majority of votes (i.e. four out of the six Regional Committee members) is required to be elected. Voting will take place first for the position of Regional Chair, followed by the vote for the Vice-Chair. Even if there is only one candidate for a position a vote will still be held and a simple majority is still required. If a simple majority is not reached the process will be run again. If a decision still cannot be reached the World Board/Nominations Committee member will discuss with the Regional Committee members how to reach a conclusion.

The election of the new Regional Chair and Vice-Chair is ratified by the World Board. The announcement of the new Regional Chair and Vice-Chair will then be made to Member Organisations in the Region, ideally before the end of the Regional Conference.

