

NEWSLETTER



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From July 2022 – 29 November 2023, 6 Regional Committee members have donated a total of 4,583.95 cumulative hours to WAGGGS, an equivalent value of \$137,313.26 USD (based on \$29.95/hour rate from <https://independentsector.org/> which GSUSA also uses to calculate value of national-level volunteer time)

2022
2023

Quarter 4 2022 to February 2023

Committee-Country-Contact (CCC) completed with 29 of 35 MOs (83%)

Calls completed: Argentina, Aruba, Barbados, Belize, Brazil, Canada, Chile, Colombia, Costa Rica, Dominica, Dominican Republic, El Salvador, Guatemala, Guyana, Haiti, Honduras, Jamaica, Mexico, Nicaragua, Panama, Paraguay, Peru, St. Kitts & Nevis, St. Lucia, Suriname, Trinidad & Tobago, USA, Venezuela

29 of 35 MOs (83%) submitted the Census Responses from:

Argentina, Bahamas, Barbados, Belize, Bolivia, Canada, Chile, Colombia, Costa Rica, Curaçao, Dominica, Ecuador, El Salvador, Grenada, Guatemala, Guyana, Haiti, Honduras, Jamaica, Mexico, Nicaragua, Panama, Paraguay, Peru, St. Kitts & Nevis, St. Lucia, Suriname, Trinidad & Tobago, USA

February 2023

Regional engagement with Global strategy consultation sessions. 4 of 6 Regional Committee members + Regional Manager actively facilitated/hosted strategy consultation sessions. 19 of 35 MOs (54%) attended consultations.

- Development of position descriptions for seven distinct regional volunteer teams. (Program, Pen Pals, Volunteer Management, Cultural Connections, Communications, Webinar Support)
- “Becoming a Regional Volunteer” informational webinar and launch of Regional volunteer recruitment process (50+ webinar registrants).

Launched three new weekly social media campaigns featuring unique content from/about the Region
#MOMonday
#WorldCentreWednesday
#ThrowbackThursday

March 2023

Held virtual IG Gathering with 21 of 35 MOs (60%)

Participating MOs: Argentina, Barbados, Canada, Chile, Curacao, Costa Rica, Dominica, Dominican Republic, El Salvador, Grenada, Guatemala, Jamaica, Nicaragua, Mexico, Nicaragua, Panama, St. Lucia, St. Kitts & Nevis, Suriname, USA, Trinidad & Tobago

April 2023

Placed 40+ volunteers across the seven Regional volunteer teams

May to June 2023

- Regional grant application, selection, and disbursement to WH MOs (Regional funds supported 10 MOs in attending World Conference)
- Coffee Hours workshop series on Motions in preparation for World Conference

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June 2023

- Regional Volunteer Activation Event held online (40+ volunteers attended)
- First annual WH Giving Day fundraising event (£2,562.50 raised; Western Hemisphere raised the highest amount of any Region)

July 2023

- 19 of 35 MOs (54%) attended World Conference; Regional Committee members delivered Regional Symposium to share key updates and gather MO feedback.
- Held Regional Motions discussions with MOs in attendance at World Conference
- Held individual MO meetings with those in attendance at World Conference
- Regional Manager and Regional Vice-Chair met with Caribbean MOs in attendance at World Conference
- Discussed reactivation of Caribbean Link

November 2023

MO visit to Asociación de Guías Scouts de Colombia
(Three-day event)



February to June 2023

Provided ongoing support to the Latin American Gathering
(Event held in June)

March to November 2023

Preparation of grant application for a total of £277,435 in regional projects
(Declination received in November)

September to November 2023

Held "All About Governance" 4-webinar series and Capacity Assessment Tool 2.0 webinars. 20 of 35 MOs (57%) participated.

November to December 2023

Individual MO calls with those not in attendance at World Conference
(in progress)



2023 FINANCES

| INCOME | |
|--|--------------------|
| WAGGGS allocation | |
| Unrestricted Fund | £ 20,030.00 |
| Giving Day 2023 Challenge | |
| Restricted donations for Western Hemisphere Region | £ 2,562.50 |
| Total Income | £ 22,592.50 |

| EXPENDITURE | |
|--|--------------------|
| 16th WH Regional Conference | |
| Programme Costs | £ 1,347.00 |
| Bank Fees | £ 45.00 |
| Sub Total | £ 1,392.00 |
| Committee Meeting in Costa Rica | |
| Regional Committee travel management fees | £ 25.00 |
| Sub Total | £ 25.00 |
| Latin America Gathering in Mexico | |
| 1 Regional Committee member Travel, A&S* | £ 468.90 |
| 1 Volunteer A&S* | £ 56.00 |
| Diplomas for ELLGGS planning team | £ 10.00 |
| Sub Total | £ 534.90 |
| 38th World Conference | |
| Regional Committee Vice Chair Travel, A&S* | £ 2,392.22 |
| 16 Diplomas for Regional Awards & 150 WH stickers | £ 7.51 |
| Grants for 8 WH MOs to attend World Conference (Antigua & Barbuda, Bahamas, Curaçao, Dominica, Jamaica, Panama, St. Vincent & the Grenadines, Venezuela) | £ 10,104.66 |
| Sub Total | £ 12,504.39 |
| Visit to Member Organization in Colombia | |
| 1 Regional Committee Member Travel, A&S* | £ 617.00 |
| Sub Total | £ 617.00 |
| Regional Volunteers Recognition | |
| 39 WAGGGS scarves | £ 1,053.00 |
| 19 WAGGGS scarves mailing expenses | £ 69.00 |
| Sub Total | £ 1,122.00 |
| Total Expenditure | £ 16,195.29 |

* Accommodation & Subsistence

Please note that there may be small variations in final amounts due to fluctuating exchange rates. The final fiscal year 2023 financial report will be available in 2024.

As of this report date (15 December 2023), the Western Hemisphere Regional Committee has planned to use the remaining 2023 WAGGGS allocation (£3,834.41) for regional action plan activities between January and April 2024, which will be paid before December 31st, as these funds will not rollover to 2024. Thanks to your donations, the Western Hemisphere was able to raise an additional £2,562.50 from Giving Day 2023 that will also be used by 31 December 2023 for activities in the first quarter of 2024.

Consider making a donation to the
Western Hemisphere Region!
 Your generosity helps to support
1.8 million girls & young women in 35 countries.
 Support us today [here](#).



2024 REGIONAL ACTION PLAN

| OBJECTIVE | KEY RESULTS | Indicator | Annual Target | |
|--|--|---|---|--|
| Develop MOs Organisational and Identity Capacity at every level through targeted Capacity Building Support. | Provide MO orientation sessions to the new CAT and assist them to complete it, focusing on MOs at suspension risk. | At least 75% of MOs (26 MOs total) participate in one of the orientation sessions. 50% of MOs (17 MOs) complete and submit the CAT. | 26 MOs (orientation) & 17 MOs (completion & submission) | |
| | Design and deliver an engagement strategy that includes CAT 2.0 essentials to assess MOs against minimum membership criteria and provide support accordingly to avoid suspension. | At least 75% of MOs at suspension risk have completed a 2-year action plan along with their WHRC contact, CB Portfolio holder, and Regional Manager, after completing CAT essentials sections to achieve the minimum required by the current Membership Policy. | 75% of MOs at suspension risk after knowing CAT results | |
| | Embed opportunities for MOs to explore the six Compass Conversations and the practice of the WAGGGS leadership model within MOs and the Region within existing Regional programmes, initiatives, and events. | All Regional webinars will refer to which of the Compass Conversations are supported (and how). | 100% of Regional webinars | |
| | Provide leadership and support to the CB project, Caribbean Champions for Change, to improve girl-led programming in the sub-region, embedding the WAGGGS educational method and leadership model. | Q1: Project team inducted and training starts. Q2: MO champions confirmed, needs analysis in process. Q3: MO champions trained, needs analysis completed. | 12 MOs fully participating in program review and renewal to date | |
| Facilitate MO development by providing regional spaces, events and activities for sharing realities, best practices and networking. | Provide leadership and support to the Latin American Gathering, focusing on issues relevant to the sub-region. | The Regional Committee will offer consistent support to the Executive Board of the Latin American Gathering in preparation for the event in November 2024, providing key information from WAGGGS global. This includes on-site support during the event. | ongoing | |
| | Provide ongoing support to subregional activity Caribbean Link (if reformed by Caribbean MOs). | Regional Committee members (2) responsible for the Caribbean MOs will connect with Caribbean Link leadership to investigate how the WHRC can assist them to become a vital sub-region conduit for networking. | ongoing | |
| | A forum is offered so that the MOs can present their good practices in image and visibility, training, girl experience, among other topics. | | | |
| | Regular meetings with International Commissioners are conducted to ensure collaboration on international experiences, connect on best practice and engagement in WAGGGS opportunities. | The members of the Regional Committee meet with a total of 75% of all the MOs (26 MOs in total) individually at least once a year and an annual meeting of International Commissioners is held with the participation of at least 65% of the MOs | 26 MOs | |
| Create and work along with strong Regional Volunteer teams that have significant roles and specific tasks aligned with delivering the Regional Action Plan 2022-2025. | Empower and support ICs with tools to support delivery of WAGGGS opportunities. | Review and make necessary edits to IC toolkit | 1 review/update | |
| | Perform a data dig of current members of the Region registered in Campfire (in order to assess location: MO and subregion). Recruit new volunteers to join Global Pool from diverse MOs and/or subregions, as indicated by gaps evident in the data dig, in order to have. | Increase Regional volunteers in the global pool according to targets set by data dig | to be determined | |
| | Continue to offer a consistent and positive volunteer experience to WH volunteers through the use of the volunteer management toolkit. | 85% of Regional volunteers provide positive feedback of their experience (feedback collected within 1 month of the end of the volunteer role) | ongoing | |
| | Create trainings and/or sharing spaces for all Regional volunteers. | Organize annual Regional Volunteers Gathering | Virtual meeting to be held during third quarter | |
| Center Regional narratives and realities. | Provide MOs with information on the value and impact of the work done by regional volunteers, as well as on the skills needed to perform the different identified roles for the delivery of the Regional Action Plan. | Utilize both Regional social media and newsletters as a channel for providing MOs information on Regional volunteer team objectives, outcomes, successes, etc. | 2 newsletters per year (June & December) | |
| | Continue to action the Regional Comms strategy (implemented in 2020) to facilitate and foster connections between MOs and with the Region. | By the end of 2024, increase engagement and/or followers on Regional social media (Facebook and Instagram) by a minimum of 15%. | exact # to be determined in January | |
| | Foster the practice of the WAGGGS leadership model within MOs and the Region, specifically by using the leadership model as an evaluation tool or reflective tool. | All Regional webinars will refer to how the Leadership Model is supported. | 100% of Regional webinars | |
| | Provide opportunities for new individuals across the Region to learn what is required to formally join governance bodies at the Regional or Global levels. In addition, promote other non-governance leadership development opportunities. | Governance: By the end of 2024, have a minimum of 6 total candidates for Regional Committee 2025-2028. Non-governance: Regularly disseminate WAGGGS leadership development opportunities to MOs via Campfire, email, and other channels. | NON-governance ongoing | |
| Provide programme offerings that are responsive to our Region's needs. | Leverage learnings from Regional volunteer project teams so that future Regional events for girls and/or young women are outcomes-driven, girl-led, and are directly informed by both the Regional action plan & the insights of Regional volunteers. | Within 1 month of the conclusion of work, Regional volunteer project teams will create a post-event report with key recommendations. | 100% of Regional volunteer teams will receive this post-event survey | |
| | Support the promotion and delivery of global opportunities, initiatives, and programmes by encouraging MOs to participate and engage with the offer (i.e. Census, EGM Consultations process, Global Programmes, World Centres opportunities). | All global opportunities, initiatives and programmes are displayed on the WH regional calendar and shared with MOs in a timely manner. | 75% of WH MOs (26 MOs in total) participate in a global offering or opportunity with the year | |
| | WH Conference team call process starts following the corresponding TORs. | The call process follows the established schedule with a minimum of deviation. | Launch the call in quarter 3 | |
| | The Young Women's Pre-Event team call process starts following the corresponding TORs. | The call process follows the established schedule with a minimum of deviation. | Launch the call in quarter 3 | |
| Prepare the 17th WH Regional Conference and pre-conference Young Women event for 2025. | WH Conference format, theme and goals are shared with WH MOs aligned to Governance and Events Team strategy. | Document with format, dates, goals, team role descriptions, etc. is ready to share with MOs in quarter 4 (possibly October 2024). | Share document in quarter 4 | |

WORLD CONFERENCE DATA ANALYSIS

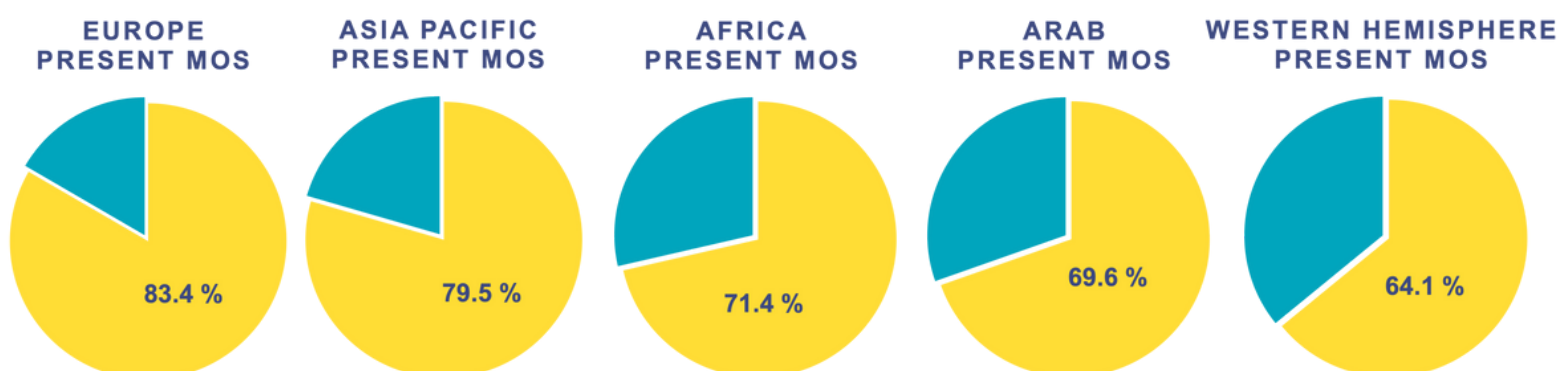
In November 2023, Chair Stefanie Argus conducted an analysis of World Conference attendance data and sent the following message to World Board colleagues.

In looking at World Conference attendance by MOs per Region from 2011 - 2023, the data shares an important story. If we consider only face-to-face, in-person World Conferences and exclude the 2021 online World Conference, the Western Hemisphere Region had the lowest percentage of Member Organizations in attendance for each of these World Conference years: 2011, 2014, 2017, 2023. (MO attendance was considered to be having 1 voting delegate present.) An average of only 64.1% of Western Hemisphere Member Organizations were in attendance across the four in-person World Conferences over the last 12 years. The next most under-represented Region was Arab Region, with an average of 69.6% of Arab MOs in attendance. In contrast, Europe Region had the highest percentage of Member Organizations in attendance: an average of 83.4% of Europe MOs.

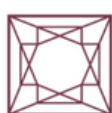
Why does this matter? The numbers show that Western Hemisphere Region has been under-represented in democratic WAGGGS spaces for over the past decade. Arab Region and then Africa Region are also under-represented in comparison to the higher percentage of MO attendance for both Asia Pacific Region and Europe Region. Nearly 20 full percent points separate the average Europe Region MO attendance from the WH Region MO attendance.

Additionally, there has not been a World Conference held in the Western Hemisphere since 1996 - nearly 30 full years. In-person, face-to-face Regional Conferences are extremely important for this reason.

We need to examine this concerning trend as part of our work on diversity, equity, and inclusion.



REGIONAL RECOGNITIONS



We believe that volunteers are the hearts and hands of Girl Guiding/Girl Scouting. The Western Hemisphere was proud to launch the Regional Recognitions program in 2022. Please join us in celebrating the 2023 awardees (first recognized in July of this year) for their commitment, service, and exceptional contributions.



Impact Award

Description: To recognize an individual/team who has centered youth under 18 and/or young women ages 18-30

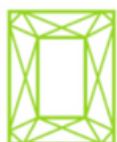
Awardee: Blossom Section Committee, Girl Guide Association of Barbados (Juilet Fenty, Tricia McConney, Nadia Grant, Kim Hunte, Erica Holder, Enid Mason, Jenifer King)



Keeper of the Flame

Description: To recognize an individual/team who has demonstrated exceptional Girl Guiding/Girl Scouting spirit and enthusiasm, or shown service to the community.

Awardee: Guías Scouts de San Andrés Islas
Asociación de Guías Scouts de Colombia



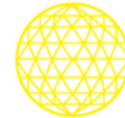
Commissioners Award

Description: To recognize outstanding Commissioners on the district/state/national level.

Awardee: Nadia Skeete, Girl Guide Association of Barbados



REGIONAL RECOGNITIONS



Growth Award

Description: To recognize MOs with 10% membership growth in 1 year

Awardees: Argentina, Canada, Chile, Curaçao, Guatemala, Mexico, Nicaragua, Paraguay, Perú



Sapphire Award

Description: To recognize the work of changemakers addressing the root causes of issues

Awardee: National Youth Participation Team, Asociación de Guías y Scouts de Chile



Western Hemisphere Excellence Award

Description: To recognize outstanding contributions to the entire Region.

Awardee: Executive Board of the Latin American Gathering (Estrella Gutiérrez, Melanie Morales, Lizy Barsallo, Ilya Cardoza, Mariana Cubero)





FEATURE: NUESTRA CABAÑA

Question: Share a few "little known" facts about Nuestra Cabaña

Answer: We have a garden near the pool with bushes trimmed to form the word "Guías" ("Guides" in Spanish). At lunch time we have a tradition where 3 people at the table have a specific role to play. For example, someone serves the food on the plates, another person cleans the plate before taking them to the kitchen, and someone else pours the drinks. Also, each of our bedrooms is named after a flower.

Question: What are the top 3 reasons that girl members will love visiting Nuestra Cabaña?

Answer: First, Nuestra Cabaña is the only World Center in the Western Hemisphere, where Spanish is spoken as a first language and English as a second language. Second, Nuestra Cabaña is the largest WAGGGS World Center we have: We can accommodate many Girl Guides and Girl Scouts. Last and most importantly, Nuestra Cabaña connects you with Mexican culture and colorful, joyful traditions.

Question: What are the top 3 reasons that adults will love visiting Nuestra Cabaña?

Answer: We have a full program of activities that include leadership, fun, teamwork, adventure, and bonding between sister Girl Guides and Girl Scouts. Nuestra Cabaña has the best facilities and food, which will make your stay even more enjoyable. Lastly, coming to our World Center connects you with the rich culture of this country.

Question: Where can we find a list of 2024 program event dates and prices? Where can I make a booking or reservation?

Answer: You can find the calendar of events on our social networks (on Instagram in the featured story titled, "Calendar 2024-2025") or on our website here. You can book via email at nuestracabana@waggs.org.

Question: If someone has questions about a possible trip to Nuestra Cabaña, who should they contact?

Answer: Email any questions to nuestracabana@waggs.org our Guest Services manager will contact you as soon as possible!

Question: If someone wants to volunteer at Nuestra Cabaña, how can they apply?

Answer: You can send us an email with your resume and the position that want to apply for, or you can fill out the form that is on our featured stories on Instagram.



REGIONAL VOLUNTEER SPOTLIGHTS

Elaine



USA

Age range: 31-40



Current location (city/country): Albany, New York, USA

How long have you been in Girl Guiding/Girl Scouting? 30 years

What is your current role in your Member Organization? I have been in Girl Scouts/Guides for 30 years. I am currently a GSUSA National Volunteer Partner and troop/unit leader.

In which regional volunteer team do you participate? Pen Pal Team

What is the purpose of this team? We will soon be launching a pilot program for youth members across the Western Hemisphere Region to find pen pals!

Share 1 (or more) example(s) of the work you have done as a regional volunteer on this team: As part of this team, I have helped come up with requirements and surveys for members who might be interested in the Pen Pal program.

Current location (city/country): Penonomé, Panamá

How long have you been in Girl Guiding/Girl Scouting? 13 years

What is your current role in your Member Organization? I've been active in Girl Guiding for 13 years, 11 of which were spent training in the different branches of the movement. Two years ago I returned to guiding training. In my organization, I have worked as a leader for intermediate and senior Guides.

In which regional volunteer team do you participate? Program

What is the purpose of this team? To create spaces for exchange to support programme development in the Western Hemisphere Region. We are currently developing initiatives for girls, young women and adult volunteers on the topics of STEM, life skills, and global programmes. We hope to share those resources across the Region through workshops and webinars.

Share 1 (or more) example(s) of the work you have done as a regional volunteer on this team: In particular, I am working on the young women's resource team. It has been very enriching to share in this space; each one of us brings knowledge and experience that contribute to the team's ideas.

Natalia



Panama

Age range: 41-50

REGIONAL VOLUNTEER SPOTLIGHTS

Maite



Dominican Republic
Age range: 21-30



Current location (city/country): I'm Dominican and live in the capital city of Santo Domingo

How long have you been in Girl Guiding/Girl Scouting? I've been a Girl Scout since 2005; I've been part of the Movement for 18 years.

What is your current role in your Member Organization? I currently serve as the Vice-Secretary of the National Board and as the International Commissioner.

In which regional volunteer team do you participate? I have the honor to be part of the Regional team for Volunteer Management and Activation. Our goal is to organize enjoyable virtual events so that all Regional volunteers can connect with one another.

Share 1 (or more) example(s) of the work you have done as a regional volunteer on this team: One of the most important events that the team developed was the 2023 Volunteer Activation, in which we welcomed Regional volunteers who will serve the Hemisphere this triennium. During this event, my role was to direct the volunteer planning team and support logistics at the same time. Guiding is a vital axis in my life and I am happy to serve my country and the Hemisphere. Thankful for this opportunity to Agradecida de esta oportunidad que espero todas las guías puedan experimentar.

Current location (city/country): Mexico City, Mexico

How long have you been in Girl Guiding/Girl Scouting? I began in Guiding in 1974 in the Guides branch, so I have 49 years in the Movement.

What is your current role in your Member Organization? I help in my district as secretary. I am also a trainer of trainers. Right now we are working to transition to a new program.

In which regional volunteer team do you participate? Communications

What is the purpose of this team? . To keep the region united and updated through social media on WAGGGS and MO activities, opportunities for girls and leaders, training, news, etc.

Share 1 (or more) example(s) of the work you have done as a regional volunteer on this team: I have worked occasionally creating and posting. But my main work had been to edit videos, especially those related to the WH TableTalk.

Diana



Mexico
Age range: 61-70

REGIONAL VOLUNTEER SPOTLIGHTS

Laura



Puerto Rico
Age range: 21-30



Current location (city/country): Boston, Massachusetts, USA

How long have you been in Girl Guiding/Girl Scouting? 21 years

What is your current role in your Member Organization? Director on the Board of Directors of the World Foundation for Girl Guides and Girl Scouts.

In which regional volunteer team do you participate? Cultural Connections

What is the purpose of this team? The purpose of this team is to establish a regional team of girl advisors to ensure that our regional activities are girl-led.

Share 1 (or more) example(s) of the work you have done as a regional volunteer on this team: To achieve our goal the Cultural Connections group has met with member organizations in the region that currently have a girl council. This opportunity has been very enriching! I have had the privilege of meeting with the Girl Scouts of the USA and their girl council and the Girl Guides of Canada.

Current location (city/country): Caracas, Venezuela

How long have you been in Girl Guiding/Girl Scouting? 25 years

What is your current role in your Member Organization? My husband and I have led a group of Girl Guides and Girl Scouts for 12 years. I have been a Girl Guide in all units. I currently support the Senior Guides but 3 months ago I also dedicated myself to the Haditas as a Brown Owl. I am also part of the Advisory Committee on the national level.

In which regional volunteer team do you participate? Webinar Support

What is the purpose of this team? To support the speakers and/or participants of the webinars by providing technical assistance.

Share 1 (or more) example(s) of the work you have done as a regional volunteer on this team: I was recently at the Governance Seminars. I screen shared, passed out handouts, created the breakout rooms, and was attentive to give the participants access (and to make sure they muted the microphone if it was not their turn). I was at the service of both the participants and speakers during the webinar, to support them as needed.

Zuly



Venezuela
Age range: 41-50

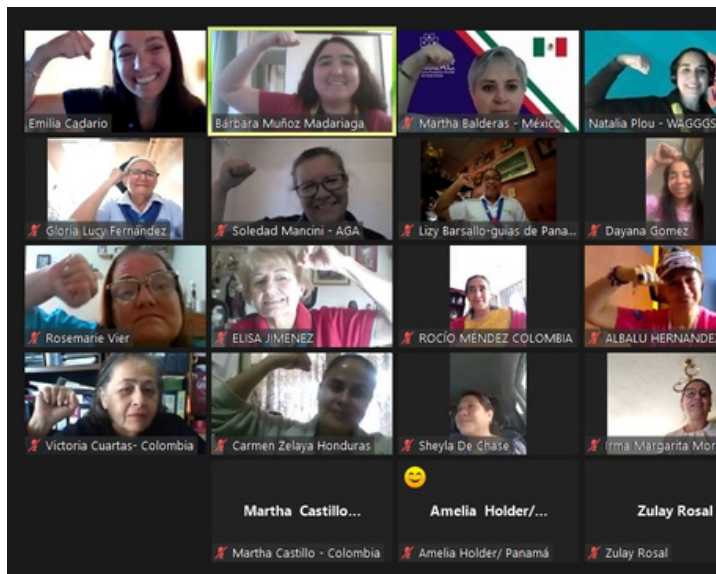
MEMBER ORGANIZATION RELATIONSHIPS PORTFOLIO UPDATE

2023 was a great year for Member Organizations and we were very happy to accompany many Member Organizations at the World Conference in Cyprus. The Region was represented by a total of 19 out of 35 MOs (54%) and the Regional team took the opportunity to meet face-to-face during the event.

During these meetings, we discussed MOs' financial realities, challenges, event plans, and completion of the new Capacity Assessment Tool.

Following World Conference, the Committee offered virtual meetings with all MOs that were not present in person in Cyprus. We have been able to meet with 85% of Western Hemisphere MOs.

Lastly, in October 2023, the Region was represented at the 3rd Adults in Guiding and Scouting Conference in Córdoba, Argentina.



CAPACITY BUILDING PORTFOLIO UPDATE



Governance Webinars

We presented 4 governance webinars between September 23 and November 4. Thank you to Cindy-Ann Alexander and Gabriela Derosa who created and presented the content. 40 individuals from 20 different MOs registered and attended the workshops. Represented MOs included Antigua & Barbuda, Argentina, Bahamas, Barbados, Bolivia, Chile, Colombia, Curaçao, Dominica, Grenada, Guatemala, Guyana, Mexico, Panama, Peru, St. Kitts & Nevis, St. Lucia, Suriname, Trinidad & Tobago, and Venezuela.

If you are reviewing your constitution or other governance documents and need assistance, connect with Susan.Birnie@WAGGGS.org.

Image and Visibility

Watch for a webinar presented by the Capacity Building Image and Visibility team in late January. If you are not sure how to get started on a plan to define your image or increase your visibility, then this is a great workshop for you to attend. As soon as we have the details we will let you know. We are also in discussions with the team to present a more advanced workshop Image and Visibility series later in the year.

Capacity Assessment Tool (CAT)

WAGGGS has rolled out the new CAT, which is less demanding than the previous CAT and has been re-organized for better clarity. This is a terrific opportunity to reflect on your MO's strengths and areas for improvement, to better understand your organizational capacity, and to prioritize where you should focus your attention. The WAGGGS Capacity Building team looks at the data to see what content areas should be the focus in the near future.

The Regional team presented two CAT orientation webinars on November 18. We will repeat the webinars later in the new year if there is demand. There are also excellent [resources on Campfire](#). If you need assistance filling out the CAT, please e-mail Susan.Birnie@WAGGGS.org. (If I cannot help, I will connect you with the appropriate resource!)

VOLUNTEER MANAGEMENT PORTFOLIO UPDATE

Did you know that we have more than 40 active Regional volunteers across the Western Hemisphere? Following the Regional volunteer activation event held in June 2023, we are in the process of organizing the 2nd Regional Volunteers Gathering for next year.

Volunteer Management & Activation Team



Interpretation and Translation Team



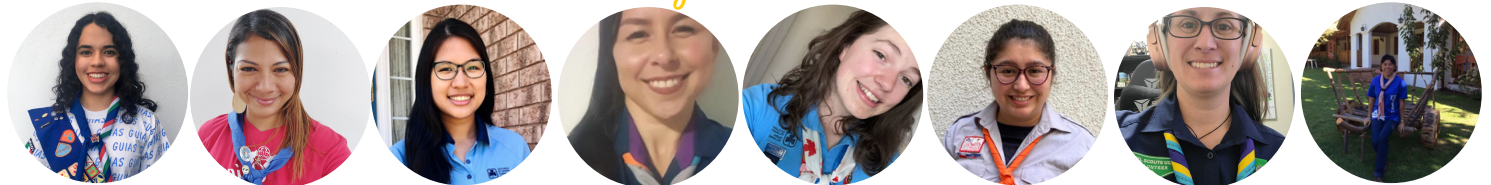
Communications Team



Cultural Connections Team



Programme Team



Penpal Team

Webinar Support Team





CORE MISSION PORTFOLIO UPDATE

We have two Regional volunteer teams associated with the Core Mission portfolio: The Program Team and the Pen Pal Team. The Program Team is looking for activities and resources to promote STEM, empower young women, and learn about WAGGGS global programmes. Read more about this from Natalia, a team member from Panamá. The Pen Pal team is creating a very exciting proposition to connect units and groups across the Region. Read more about this from Elaine, team member from USA.



Growing & Learning Framework

- The first version of the new WAGGGS “Growing and Learning” Framework was presented and approved at the 37th World Conference. The forthcoming framework will translate Girl Guiding and Girl Scouting principles into a core set of growth goals for all Member Organizations.
- This framework will replace current policies on educational programs and adult training. It will also define expectations of how members may grow as a result of Girl Guiding and Girl Scouting.
- The framework will enable MOs to support youth and adult members to develop towards eight growth outcomes. This document will also embed our WAGGGS educational methods and mainstream our leadership model.
- This work has involved a shared process with Member Organizations, volunteers, and staff. We appreciate the participation of the following Western Hemisphere MOs in the consultation process: Barbados, Chile, Costa Rica, Curaçao, Guatemala, México, Nicaragua, Perú, Venezuela. Thank you!

Latin American Gathering

There's now a definite date! The event will be November 4-9, 2024, at Campo Escuela Nacional Iztarú, Cartago, Costa Rica.

The Latinamerican Gathering is an entirely volunteer-led, 100% Spanish-language event for adult members, with support from the hosting MO. This initiative was born in Central America, where it will be returning next year.

Attendees will participate in discussions on topics of interest for girls and young women, in addition to receiving updates from our Region. There will also be space to share tools, tips, and tricks to help strengthen the Movement in Latinamerican MOs. All this, guided by the WAGGGS Educational Method.

This is an excellent opportunity for Latinamerican MOs. If you are interested, please check the information at the below social media platforms and contact the board of the 2024 event at mesa.ellggs@gmail.com.



GLOBAL PROGRAMS HIGHLIGHT

FREE BEING ME

EXPERT FACILITATORS TRAINING



Between December 4-8, ten volunteers across the Region participated in an intensive 5-day in-person training in Nuestra Cabaña World Centre in Mexico, focused on facilitating the renewed Free Being Me and Action on Body Confidence programs. The aim of this training was to establish Regional expert facilitators in the Free Being Me and Action on Body Confidence programs. The volunteers are from: Argentina, Chile, Costa Rica, Mexico, Panama, Barbados, Canada, Grenada, Guyana, Trinidad & Tobago, and the USA.



COMMUNICATIONS PORTFOLIO UPDATE



Throughout the year, the Communications Team has featured 28 out of 35 Member Organizations on the social media campaign #MOMonday.

Other social media campaigns such as the WH Table Talk and the Girl Guiding News Corner have showcased current and important affairs of the Region. These campaigns will continue in 2024.

The team aims to increase interaction with the following populace of the Region through more social media interactive posts. We encourage you all to look out for and engage with our fun and new social media campaigns coming in 2024! We are excited to build engagement on Regional social media but we can't do it alone, your help is needed too! Like, share, and comment on our posts and consider inviting a friend to "follow" us. We also welcome your feedback and suggestions for what you want to see showcased on the Regional pages!

The chart below shows the current distribution of our general audience on Facebook based on age and gender. Approximately 86% of our Facebook audience are women and approximately 14% are men. Approximately 24% of our Facebook audience is ages 25-34; the next largest age group, ages 35-44, comprises approximately 19% of our audience.



Between May 2023 and August 2023, we've reached 120,000 people on the regional social media channels. Between August 2023 to November 2023, the @wagggswwho Instagram account saw a 3.8% increase in followers!



FEATURED NEWS *from* MEMBER ORGANIZATIONS



Chile: Representing the Movement at the Pan American Games

The Association of Guides and Scouts of Chile participated in the 2023 Pan American Games, held in October 2023 - November 2023 in Santiago, Chile. Pioneer Emilia Maraboli proudly carried the torch and honored the strength of girls and women in sports. 12 Pioneers from the Atacama Zone escorted Emilia. More than 3,500 total Guides and Scouts volunteered at the Games!

The Girl Guides Association of Saint Vincent and the Grenadines

2024 CAMP HAIROUNA

An International Camp with the Ultimate Vincentian Girl Guiding Vibe

THIS EVENT WILL BE HELD ON
27 MARCH - 3 APRIL 2024

PROSPECT MANGROVE PARK

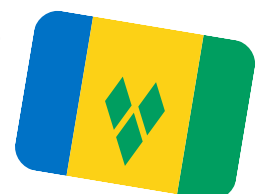
- Explore the Grenadine Islands ✓
- Waterfall Scavenger Hunts ✓
- Climb La Soufrière ✓
- Earn Badges ✓

JOIN US

IG: @svggirlguides | 784-593-2770 | Saint Vincent and the Grenadines

St. Vincent and the Grenadines: International Camp

The Girl Guides Association of Saint Vincent and the Grenadines will celebrate 110 years of Girl Guiding in 2024 and is hosting an international camp to commemorate this milestone. Camp Hairouna will take place from March 27, 2024 - April 3, 2024. The Member Organization invites Girl Guides and Girl Scouts from the Caribbean and from around the globe to experience activities such as sailing the Grenadine islands, kite surfing, climbing the La Soufrière volcano, completing waterfall scavenger hunts, campfires, and much more! Preliminary registration for international campers is open now through December 27, 2023. To learn more, email Chief Commissioner Laura Browne at lauracbrowne@yahoo.com,



FEATURED NEWS *from*

MEMBER ORGANIZATIONS

Visit to Colombia

Committee member Paty Marroquín visited the Asociación de Guías Scouts de Colombia from November 11 - 13, 2023. 6 national committee members and 11 volunteers from the Member Organization attended the meeting; 6 attendees were young women.



During the country visit, Paty facilitated workshops on the following topics: Compass 2023, WAGGGS Strategic Plan 2024-2029, SWOT (Strengths, Weaknesses, Opportunities, and Threats) analysis, WAGGGS Leadership Model, and both Strategic and Operational Planning.



In partnership, attendees identified the most relevant issues and established three main objectives: 1. To increase both girl membership and adult volunteer membership, 2. To improve internal and external communication, and 3. To increase visibility on social media. The Regional Committee will provide the appropriate follow-up support to assist the Member Organization in achieving their objectives.



During the event, a ceremony was held to celebrate the Member Organization's 87th anniversary. Many additional volunteers and girl members from the MO attended the celebration.



CELEBRATING US *at*

PAX LODGE



My name is Lorena and I am from Costa Rica. The Celebrating Us: Connected Communities event was held in English and Spanish at Pax Lodge from November 5-12. I had the opportunity to participate as an interpreter for the event, along with Pi Lemus and Laura Marmolejo, who also belong to our Region.

For Laura and me, it was our first time interpreting in the booth, so it was a new and challenging experience. We had the opportunity to meet many WAGGGS volunteers and staff in-person with whom we had interacted virtually, as well as reconnect with other people we had met before.

For me, it is very important to be able to help break down language barriers so that more Spanish speakers participate in global events, where they can communicate and learn without limitations, getting the most out of the activity. I hope that this event marks the beginning of new opportunities for young women in our region to participate.

My name is Analía Romano. I am 52 years old and I am from Argentina. I have been involved in Guiding since I was 16 years old. For personal reasons, I have not had continuity in the movement but 20 years ago, I resumed volunteering with the Asociación Guías Argentinas. I am currently a volunteer in charge of the branch Guías en caravana and I am a Trainer.

I had the opportunity to participate in the event Celebrándonos at Pax Lodge, a bilingual Spanish/English event where 25 young people from different countries participated in the Juliette Low Seminar, and carried out their 100 Girls Projects.

I was honored to participate in the WAGGGS global team of facilitators, which means being prepared to facilitate different sessions in different global or regional events.

During the event we did activities related to leadership, safeguarding, and constructive dialogue. I led these sessions as well as the opening and closing ceremonies of the event. It was a challenging and enriching experience, as I am the only global facilitator who only speaks Spanish.

Participating in this fully bilingual event was both an exciting and challenging experience. Interacting with the participants was a challenge since we had to converse through simultaneous interpretation, both for the sessions and for the feedback with the participants. I loved working in a team with people from New Zealand, Australia, Ghana, Nigeria, and Scotland (both in the preparation and delivering of the event itself.)

Being able to visit a World Centre and participate in an event where young women acquire new leadership skills (and can replicate them in their MOs) was my favorite part of my experience: I have been able to contribute to the growth of young leaders.

With the incorporation of non-English speaking facilitators, we seek to achieve more inclusive teams.

It was a great experience and renewed my desire to continue volunteering in this beautiful Movement..



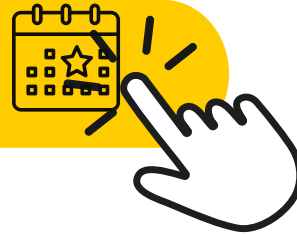
GET CONNECTED

We have many activities planned for next year!

On our Regional Campfire page, you can find an interactive calendar.

You can also add events to your own preferred calendar by clicking on each event.

[Click here to see the calendar!](#)



The Western Hemisphere Regional Committee extends gratitude to the entire region for making 2023 an amazingly productive year.

We wish you all a happy new year and look forward to working with you all in 2024!



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