

EXTRAORDINARY GENERAL MEETING  
14 SEPTEMBER 2024

# DOC 3 WAGGGS GLOBAL UPDATE

JULY 2024



WORLD ASSOCIATION  
OF GIRL GUIDES  
AND GIRL SCOUTS

# INTRODUCTION



Dear friends,

Welcome to the mid-year Global Update for 2024!

A highpoint for me has been the census results which show that we are a Movement representing 10.8m members across the world. This growth represents a 21.5% increase from 2022 and the largest membership in our history!

Thank you for all your time, energy, and input to the Membership Fee review over the last six months. 94 Member Organisations took part in our consultations in March and April, and 56 Member Organisations responded to the online survey. We have been delighted with the level of engagement which reflects a desire and commitment across the whole Movement to ensure that together we have a sustainable membership fee model in place for many years to come.

Alongside these important discussions, WAGGGS has continued to deliver a diverse set of activities with Member Organisations, as well as girls and young women, over the last six months. These efforts support the Movement and align with the Global Strategy 2024-29 and the Action Plan and Budget 2024-26. The World Board and the Global Team are actively working on prioritising Outcome 3 of our Strategy, to ensure a more sustainable organisation.

In this Global Update, we highlight some of the key activities WAGGGS has delivered in the first six months of the year, followed by a high-level overview of our performance against our Key Areas of Action as outlined in the Action Plan and Budget 2024-26. As we are sharing this in July 2024, we are reporting back on areas of work to date and our plans for the coming years.

This will be followed by a brief update on the Motions agreed at the 38th World Conference. Finally, we provide some high-level financial narrative for 2023, as the audit is still ongoing. We will present our final audit results and 2024 reforecast figures at the EGM.

As previously announced, Anna Segall will be stepping down as Chief Executive of WAGGGS in August 2024. We want to express our sincere gratitude for her invaluable contributions during her tenure. As we search for a new Chief Executive, we are pleased to announce that Guy Holloway (Deputy Chief Executive) will serve as Acting Chief Executive.

If you have any questions, please send them to [askyourboard@waggs.org](mailto:askyourboard@waggs.org).

Yours in Guiding and Scouting,

Candela Gonzalez  
Chair of the World Board

# PROGRESS AGAINST WAGGGS KEY AREAS OF ACTION FROM THE ACTION PLAN AND BUDGET 2024-26

Following the adoption of the Global Strategy 2024-29 at the 38th World Conference, WAGGGS developed the [Action Plan and Budget 2024-26](#), taking account of consultations with Member Organisations, and the 3Ps – Purpose, Principles and Priorities - for WAGGGS work. WAGGGS used these to develop its Key Areas of Action under the [Global Strategy](#) Outcomes.

Outcome 1: A united and connected girl and young women-led Movement		
1	A strong and cohesive identity for the Girl Guide and Girl Scout Movement	Green
2	Unity, solidarity and active collaboration in the Movement	Green
3	Global connections for girls and young women build leadership and global citizenship	Green
4	Meaningful youth participation at regional and global levels	Orange

Outcome 2: Member Organisations are supported to be thriving, inclusive and deliver a high-quality Girl Guiding and Girl Scouting experience		
1	MO collaboration and networking for quality Girl Guiding and Girl Scouting	Green
2	Support MOs to provide high quality Girl Guiding and Girl Scouting	Green
3	WAGGGS initiatives model the characteristics of quality Girl Guiding and Girl Scouting	Orange

Outcome 3: A sustainable WAGGGS		
1	Financial Sustainability	Orange
2	Operational Efficiency	Green
3	Global Team Culture and Effectiveness	Orange

Key:

Green – on track/completed;

Orange – currently slightly behind schedule or impact;

Red – currently significantly behind schedule or impact.

# HIGHLIGHTS OF THE FIRST SIX MONTHS OF 2024

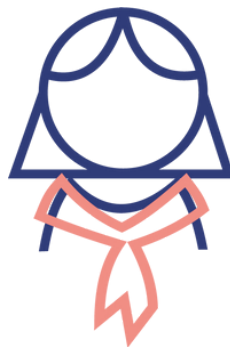
## TRAININGS AND EVENTS FOR MEMBER ORGANISATIONS AND REGIONS

In the first six months of 2024, WAGGGS supported over 10 capacity-building trainings and events with Member Organisations and Regional Committees. These covered fundraising (Arab and Africa), facilitation (Europe), governance (Western Hemisphere and Asia Pacific), educational programme (Asia Pacific), and the [Capacity Assessment Tool \(CAT\)](#) (Africa, Arab and Asia-Pacific). All WAGGGS training aim to bring together a wide cohort of members from the region to share, learn and develop their competency in a given subject area. WAGGGS trainings are managed and delivered by our dedicated Global Team supported by the Regional Committee and the host country.

Our CAT workshops in the Africa, Arab and Asia Pacific Regions introduced Members to our new CAT tool and how to use it effectively. Delivered by our CAT volunteers, the sessions enabled over 100 participants to gain a better understanding of how to use the tool, how to get the most out of it and, having identified priority areas, how to request support from the WAGGGS Capacity Building Team.

## GROWING AND LEARNING

Following its launch at the 38th World Conference, WAGGGS piloted its updated framework for quality learning and development in Girl Guiding and Girl Scouting in March 2024 at a workshop for Asia Pacific Region Member Organisations in Nepal, and it will be available on Campfire shortly. From now until the end of 2025, we will be working with Member Organisations to roll out the new framework, develop supporting guidelines and tools, and consult on a new recognition system for national youth programmes and adult learning and development systems. From January 2026, we will officially adopt the new recognition system.



## CAMPFIRE - OUR 'DIGITAL HOME'

[Campfire](#) is increasingly living up to its name as our “digital home”! We currently have 2,081 community members from 141 Member Organisations, and over 10,000 visitors to the site every three months. It is being used as the resource hub for key WAGGGS events such as the EGM and Juliette Low Seminar, and is delivering key learning and development opportunities such as safeguarding and meaningful youth participation training.



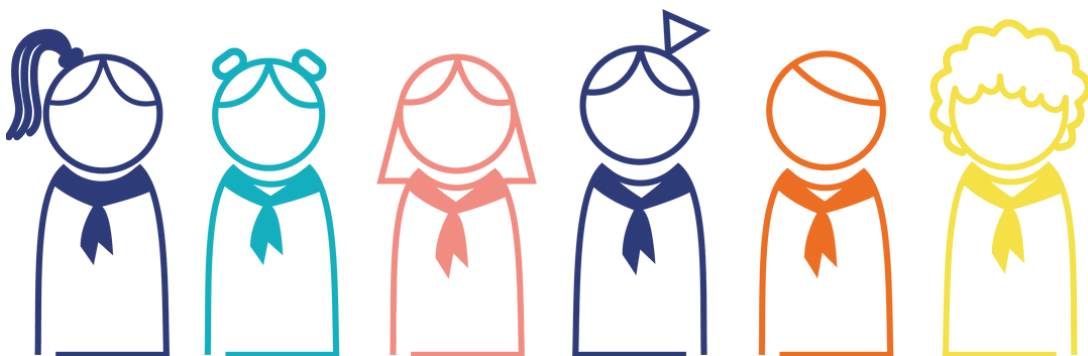
We continue to develop the site’s capabilities and make it easier to use. We are currently undertaking user experience research to ensure the platform’s structure and navigation is intuitive and user-friendly for everyone across the Movement. We strongly encourage all Member Organisations to make sure their key contacts have a Campfire account and check it regularly, as it is now the place to find all WAGGGS updates.

## HELEN STORROW SEMINAR 2024

Under the theme of ‘Leading Change Through Sustainable Outdoor Adventure’, Our Chalet hosted the 16th Helen Storrow Seminar in March 2024.



21 participants from 15 countries were supported by four volunteers to enhance their leadership skills, deepen understanding of environmental sustainability, and inspire community projects for positive change. Participants visited the Aletsch Glacier in Valais, learning about its dramatic shrinkage due to climate change, while also visiting the World Nature Forum and the United Nations (UN). Throughout the six-day programme, participants formed lasting friendships and exchanged ideas to address global challenges. Each designed a project to protect the environment in their community, reflecting their dedication to making a tangible impact.



## JULIETTE LOW SEMINAR 2024

This year the [Juliette Low Seminar](#) is a nine-month blended learning programme. Starting on 27 April 2024, this year's theme is 'Peace', and our impact statement is:



***Girls and young women are empowered to be empathetic global citizens and leaders who value different perspectives and celebrate diversity.***

Participants will go through virtual leadership development experiences working in international patrols, attend a face-to-face leadership, global competence and peacebuilding event at a WAGGGS World Centre, and complete a personal peacebuilding project. We have 151 participants from 70 Member Organisations, and a delivery team of 80 volunteers and staff, representing all four WAGGGS languages, all five Regions and three World Centres!

## REPRESENTING GIRL GUIDING AND GIRL SCOUTING AT CSW

WAGGGS supported seven [Global Advocacy Champions](#) to take part in the Commission on the Status of Women (CSW) at the UN in New York in March 2024. CSW is the main global intergovernmental body exclusively dedicated to the promotion of gender equality and the empowerment of women and girls. Each year at CSW a ministerial segment is convened to reaffirm and strengthen political commitment to the realisation of gender equality and the empowerment of women and girls as well as their human rights, and to ensure high-level engagement. Every year our Global Advocacy Champions engage around the theme set for CSW, with their own [Call to Action](#). This year's CSW theme was:

***Accelerating the achievement of gender equality and the empowerment of all women and girls by addressing poverty and strengthening institutions and financing with a gender perspective.***

Our advocacy champions had the opportunity to meet with their country decision makers and engage on a global platform with senior officials about their Call to Action. In addition, Chifundo Ngwale, our Malawian representative, had the opportunity to present WAGGGS's oral statement to the UN General Assembly, highlighting key issues for girls not only in Malawi but across the world based on insights from the global Girl Guide and Girl Scout Movement.



## BUILDING WAGGGS STEM AMBITION

We have been developing a Science, Technology, Engineering and Mathematics (STEM) offer for the Movement across the last year, following a highly successful STEM consultation, where 109 Member Organisations and over 8,000 girls and young women at unit level gave their input. The insights of this consultation have meant that in 2024 WAGGGS was able to launch a brand new STEM project across the WAGGGS World Centres. The World Centre teams are running tailored Discover STEM sessions including a taster session, half day programme and Explorer Challenge to visiting Girl Guides and Girl Scouts and World Centre community partners.

## GLOBAL ACTION AT PAX LODGE

From May 30 to June 2, 2024, [Pax Lodge](#) hosted the Jambrownee, an international event tailored for WAGGGS members aged 8 to 10. This event, bringing together troops from the UK and India, aimed to introduce participants to conservation, biodiversity, and community action. The programme, led by Pax Lodge's leadership volunteers from eight countries, supported participants in achieving their UN Biodiversity Challenge Badge. This is part of a [badge series](#) co-developed by the UN, WAGGGS, and other civil society organizations to educate and motivate young people to become active agents of change in their communities.

## NUESTRA CABAÑA REOPENED!

On 9 February 2024, [Nuestra Cabaña](#) reopened! The World Centre's reopening was attended by Guías de Mexico, representatives from the District of Cuernavaca, the National Youth Committee, the Friends of Nuestra Cabaña, the World Board Chair and members of the World Board, and our dedicated staff and volunteers. The reopening is a milestone and the result of significant work from our team in Mexico and the global World Centre team. Since its opening, Nuestra Cabaña has started to welcome Girl Guides and Girl Scouts and to deliver a range of programmes.

## SANGAM'S FESTIVAL OF COLOURS

Sangam hosted 31 participants from [ガールスカウト日本連盟](#) (Girl Scouts of Japan) and USA Girl Scouts Overseas for the Indian cultural festival of Holi. Over their seven-day programme, participants immersed themselves in traditional customs, dance, fashion, and food, experiencing the true essence of the Indian Festival of Colours – Holi. The event was dedicated to celebrating Indian culture, fostering meaningful connections with local communities in Pune, and enjoying the vibrant festivities.

## OB-PS 40:40 CHALLENGE

The [Olave Baden-Powell Society \(OB-PS\)](#), proudly celebrating its 40th anniversary in 2024, now boasts over 1,800 members spanning more than 60 countries.



In celebration of this significant milestone, the OB-PS launched a series of 40th anniversary activities, highlighted by the ambitious OB-PS 40:40 Challenge. This initiative aims to recruit 40 new members in each membership category and encourage 40 existing supporters to progress to higher recognition levels. The OB-PS 40:40 Challenge is not only meeting its targets but exceeding them in several categories. We extend our heartfelt gratitude to all supporters of the Olave Baden-Powell Society for their unwavering and impactful contributions. Their dedication continues to empower girls and young women worldwide, ensuring the sustained success and growth of WAGGGS.

## GIVING DAY

In June, WAGGGS ran its fourth Giving Day bringing together both existing and new donors in a united effort to celebrate and support WAGGGS. We raised the highest amount ever (over £200,000) and engaged the highest number of donors to date, highlighting the global impact of our organisation, and fostering a sense of community and shared purpose among its supporters. This remarkable achievement underscores the dedication and generosity of the WAGGGS community, ensuring continued support for our mission to empower girls and young women worldwide.



# UPDATE ON WORLD CONFERENCE MOTIONS

Motion	
1, 2, 3, 4, 5, 6	<p>Motion 1 - Amendable Rules of Procedure for Conferences            Motion 2 - Adoption of the Triennial Report 2021- 2023            Motion 3 - Approval of the Membership Fee Proposal for 2024-2026            Motion 4 - Approval of the WAGGGS Strategy 2024-2029            Motion 5 (Proposed) - Admission of Savez izviđača Hrvatske (SIH), the National Scout and Guide Association of Croatia, as a Full Member            Motion 6 (as amended) - More transparent decisions through expanded conference records</p> <p><b>Complete.</b></p>
7	<p>Motion 7 (as amended) - Research on the length of the term of office of Elected Trustees on the World Board</p> <p><b>This will form part of the governance review, proposed to start in late 2024, with report and recommendations to be brought to the 39th World Conference in 2026. This will include consultation with Member Organisations in 2025.</b></p>
8	<p>Motion 8 (as amended) - Diversity and representation on all Committees and Working Groups of the World Board</p> <p><b>This Motion was taken into consideration when recruiting for the four Committees of the World Board in early 2024. Following this recruitment round, the World Board is evaluating the process and how to encourage a wider selection of candidates to put their name forward for governance roles.</b></p>
9	<p>Motion 9 (as amended) - World Centres Evaluation</p> <p><b>A working group of the World Board and staff has been set up. The group have begun collecting historical data and have been reaching out to those Member Organisations who supported this Motion. This is planned to be completed and shared with Member Organisations by the end of 2024.</b></p>

Motion	
10	<p>Motion 10 (as amended) - Kusafiri World Centre permanently stationed in Ghana</p> <p><b>WAGGGS has hired a consultant to work alongside staff, the Regional Committee, and Ghana Girl Guides. A team from Ghana Girl Guides has visited Sangam to understand how it operates. Kusafiri has hosted the Free Being Me and Action on Body Confidence facilitators' training for the Africa Region and will be hosting the Juliette Low Seminar in September. All of this will feed into the wider World Centres evaluation.</b></p>
11	<p>Motion 11 (as amended) - A global 'World Guide Jamboree' event to be held every four years</p> <p><b>As noted at the 38th World Conference, this will be explored in 2025 and will only be undertaken if organisational resources allow.</b></p>
12	<p>Motion 12 - Prioritise work on WAGGGS Strategy Outcome 3 'A sustainable WAGGGS' and call an EGM in 2024 to consider (and where appropriate approve) the output of the same.</p> <p><b>The EGM will be held online on Saturday 14 September. At the EGM, the World Board will present how it is prioritising work on WAGGGS's Strategy Outcome 3. This will include the review of the membership fee model which MOs have been contributing to since 2022.</b></p> <p><b>The World Board are bringing ten Proposed Motions for the membership to consider. There are a number of Proposed Amendments to the Proposed Motions, submitted by Member Organisations.</b></p>
13	<p>Motion 13 - Concrete Action on Climate Change</p> <p><b>WAGGGS currently delivers a programme of work on Climate Change (Girl-Led Action on Climate Change programme (GLACC)), and also works closely with partners, including the United Nations Environment Program (UNEP) on other programmes like Plastic Tide Turners, to engage Girl Guides and Girl Scouts, and their communities on climate change and environmental sustainability. All our programmatic resources will be made available to the wider Movement through Campfire to expand their uptake and use.</b></p> <p><b>WAGGGS recruited a new Communications Manager in June, who will work with the Senior Management Team to articulate our message on this topic (among others) over the coming months. WAGGGS will work with relevant stakeholders to better articulate our message in this area.</b></p>

Motion	
14	<p>Motion 14 - Budget Guidelines for a Sustainable Economy</p> <p><b>WAGGGS has a set of budget guidelines that it uses to inform its work. Management will work with the Audit, Finance and Risk (AFR) Committee to review and, if necessary, improve upon current guidelines and practice later this year. AFR will reach out to Members to understand their approach to budget setting as appropriate.</b></p>
15	<p>Motion 15 - Strengthen WAGGGS' position on girls' rights</p> <p><b>WAGGGS recruited a new Communications Manager in June 2024, who will work with the Senior Management Team to articulate our message on this topic (among others) over the coming months. WAGGGS will work with relevant stakeholders to better articulate our message in this area.</b></p>

# FINANCES

Based upon the external audit process, which is nearing completion, WAGGGS anticipates making a surplus in 2023. This should allow WAGGGS to increase its reserves, in line with Outcome 3 of the Global Strategy for a Sustainable WAGGGS.

WAGGGS is on track against the 2024 budget with the mid-year reforecast currently underway.

WAGGGS will provide further information on the final audit figures for 2023 and the reforecast for 2024 in the Global Update presentation during the EGM.



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