



14TH Africa Regional Conference
26-27 July 2025 · Ivory Coast
Fédération Ivoirienne de Scoutisme Féminin

TRIENNIAL REPORT 2023-2025



**WORLD ASSOCIATION
OF GIRL GUIDES
AND GIRL SCOUTS**

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INTRODUCTION FROM THE CHAIR OF THE REGION

When triennium started in August 2022, the current Regional Committee members, along with the Regional Manager agreed to commit ourselves to implementing the 2022-2025 Triennial Action Plan that was voted on and approved by the Member Organisations (MOs) at the 2022 Regional Conference.

At the outset, our first months in office mainly focused on the team induction and on learning to work together in a post-Covid context during which WAGGGS - as an umbrella organisation - and the 34 Member Organisations in the region were trying to recover from the impacts of the pandemic at local and global levels.



Our priority during the first year was to meet Member Organisations. Most meetings took place virtual, but we also had the opportunity to conduct in-person visits to Mozambique and Mauritius. Such meetings enabled us to better understand MOs' realities, to appreciate their successes, but also understand the challenges that they were facing and provide them with advice and guidance. The first year was also marked by our efforts to support our Member Organisations to attend and take active part in the 2023 World Conference in Cyprus. The regional gathering during the World Conference allowed us to connect with our Member Organisations and to listen to their feedback and expectations. The year 2023, was also marked by the launching of the recruitment of 24 regional volunteers who have been supporting the work on the region ever since. During this year, we also conducted webinars on membership recruitment and retention, Surf Smart and fund-development, along with organizing FOA and International Commissioners gatherings. We beautifully ended the year with an end-of-the-year gathering and the issuing of our Regional Newsletter INGOMA, which has been issued twice.

In 2024, the committee had its first and only Committee in-person meeting to strengthen teamwork, reflect on the priorities of the region and plan for the rest of the triennium. The meeting was also an opportunity to visit the Federation Ivoirienne du Scoutisme Féminin (FISF) which is the host MO of our 14th Africa Regional Conference. Other milestones that marked that year were the series of workshops on fund-development and proposal writing, webinars on various themes such as the WAGGGS Capacity Building Tool (CAT) and young women empowerment, as well as an International Commissioner's gathering. We also supported a couple of Member Organisations in governance-related matters and visited Congo Brazzaville and Malawi.

The year 2025 started with the in-person governance workshop which was hosted by the Association des Guides du Rwanda (AGR) in January. The event was an inter-generational governance event which gathered 22 organisations in the region to support MO leaders in strengthening their capacity to effectively run their organisations in order to deliver quality Girl Guiding and Girl Scouting to their members. From January to July, the regional team prepared the delivery of webinars on image and visibility, individual giving and the first webinar in our Youth-entrepreneurship project which will culminate in an in-person workshop on youth entrepreneurship in early September of this year. Along with delivering those workshops, the Regional Committee focused on the preparation and delivery of the Regional Conference, with the support of the Regional Manager and all regional volunteers.

As the Regional Committee ends its term, I would like to extend my warmest gratitude to all the 2022-2025 Committee Members, our Regional Manager, all the regional volunteers, and all the global volunteers and staff that have been working with us. Our gratitude also goes to all the Member Organisations that have put their trust in us to lead the region over the past three years. In the next triennium, I believe that with the work of dedicated staff and volunteers at national and regional levels, the Africa region will continue to build on its strengths and develop resilience and strategic actions to address the common challenges we are facing. Together, the region will be stronger!

THE REGIONAL TEAM

THE COMMITTEE



Faniry Rakotoarivony
Regional Chair
Skotisma Zazavavy Malagasy
Overall Strategy and Fund-
development



Lucia Ndanga
Regional Vice-Chair
Zimbabwe Girl Guides Association
Core Mission and volunteer
management



Christina Ruhinda
Committee Member
Tanzania Girl Guides
Association
Capacity Building



Marie-Laure Agnan
Committee Member
Ivory Coast Girl Guides and Girl
Scouts Federation
Relationship Management with
French-speaking MOs



Joelle Fausta Monsi
Committee Member
Benin Girl Guide Association
Communications



Iyanuoluwa Sonde - Kokoh
Nigeria Girl Guides Association
Relationship Management with
English-speaking MOs

THE STAFF



Carine R. Uwizeyimana
Regional Manager
Based in Rwanda

OUR REGIONAL VOLUNTEERS AND WORKING GROUPS/SUBCOMMITTEES

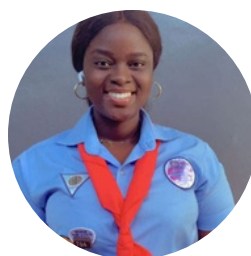
CORE MISSION



1. Scotia Akar (Ghana)
2. Mukuni Georgina Kapapa (Zambia)
3. Etozuo Chibuzo Nwabueze (Nigeria)
4. Sheila Mbaru (Kenya)
5. Chimwemwe White (Malawi)
6. Ephiphanie Umugwaneza (Rwanda)
7. Rachel Horace (Liberia)



COMMUNICATIONS



1. Jeanne Diouf (Sénégal)
2. Ny Fitia Fehizoro Ravoniarison (Madagascar)
3. Akoele Fortune Koudadje (Togo)
4. Therese Josephine Ndiaye (Sénégal)

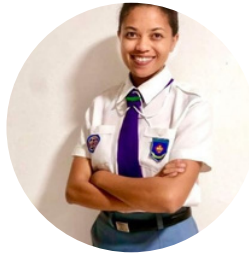
OUR REGIONAL VOLUNTEERS

FUND-DEVELOPMENT



1. Sarah Ledjiou (Ivory Coast)
2. Aurelie Ravoavison (Madagascar)
3. Kezyah Yusuf (Nigeria)
4. Aminata Jeanne Diop (Senegal)

LANGUAGE SERVICE TEAM



1. Anne Gaëlle Badgi (Senegal)
2. Daniella Fonseca (Senegal)
3. Grace Henintsoa (Madagascar)
4. Ravaka Randrianarimanana (Madagascar)



5. Faustine Irakoze (Rwanda)
6. Nadia Lorraine Niyonsaba (Rwanda)
7. Marie Ange Quansah (Ivory Coast)
8. Marielle Edorh (Togo)



REGIONAL ACTION PLAN 2023-2025

The Regional Action Plan 2023-2025 was developed using the four themes from the 2022-2023 Global Strategy to guide all our work within the region for the triennium. In this section, we highlight the most significant achievements of the region against each strategic theme.

1. THRIVING MEMBER ORGANISATIONS, THRIVING MOVEMENT

THE 2023 -2025 OBJECTIVES WERE:

- A strong and cohesive identity for the Girl Guide and Girl Scout Movement
- Unity, solidarity and active collaboration in the Movement
- Global connections for girls and young women build leadership and global citizenship
- Meaningful youth participation at regional and global levels

SO HOW HAVE WE DONE?

The different whatsapp group platforms have enabled continuous connections between the regional team and thus have strengthened the sense of belonging to the region and WAGGGS at large. In addition, best practice sharing during webinars and the in-person event during the governance event turned to be valuable in keeping the region united.

33 out of 34 MOs are represented on campfire and 14 MOs out of 34 have active members on campfire

- Created platforms to share essential information and updates at regional and global levels. Such platforms include whatsapp groups for chief commissioners , FOA coordinators and young leaders in the region.
- Regularly shared posts in the official facebook page of the Africa region and on its instagram account
- Initiated and promoted a campfire platform to encourage MOs in the region to connect and share best practices.
- Organized regional gatherings and in-person sessions to share best practices (end-of-end-year gatherings and during the January 2025 governance event in Kigali, Rwanda)
- Held country visits and virtual one-on-one meetings with member organizations to strengthen the sense of belonging to the region and support MOs

1. THRIVING MEMBER ORGANISATIONS, THRIVING MOVEMENT

THE 2023 -2025 REGIONAL OBJECTIVES WERE :

- To create opportunities for meaningful exchanges between MOs to share tips and best practices in sustainable membership growth plans
- To deliver a series of regional webinars that respond to good governance, membership, advocacy, visibility, succession planning

SO HOW HAVE WE DONE?

- Whilst some of our MOs have lost members due to the challenges of the post-Pandemic, the region has experienced notable growth throughout the triennium. Our total membership across the region has grown to 3,596,632.
- Thanks to teamwork and collaboration among the regional team members, the regional volunteers and WAGGGS global volunteers and staff, the regional team could deliver on the committed webinars.

- Delivered a series of webinars on membership growth and retention in 2023.
- Regularly monitored MO membership growth through annual censuses from 2023 to 2025.
- Delivered a one-day in-person roundtable event in Rwanda to share best practices and discuss strategies and issues around membership growth and retention, with support from MaRS team.
- Supported a number of MOs requests for membership fee repayment plans and held individual meetings with specific MOs that were struggling with membership fee payment at some point.
- Organised a governance capacity building workshop in Rwanda from January 2025. This included a session on succession planning
- Organised a best practice sharing session on image and visibility during the governance workshop in Rwanda
- Started the preparation of a webinar on image and visibility with the support of WAGGGS Capacity Building team. The webinar will be delivered a week after the Regional Conference
- Delivered CAT sessions to help MOs identify their strengths and growth areas so as to get the needed support

1. THRIVING MEMBER ORGANISATIONS, THRIVING MOVEMENT

THE 2023 -2025 REGIONAL OBJECTIVE WAS:

- Identify realistic sources of funding to support all activities.

SO HOW HAVE WE DONE?

- From August 2022 to July 2025, GBP 4,000 have been collected from new and upgrading FOA members. Regional fund helped provide grants to Member Organisations participants to attend the January 2025 Governance event. The regional fund currently stands at GBP 14,761 (May 2025)
- 60 % of MOs in the region have taken part in capacity building and best practice sharing on fund-development and proposal writing. Nevertheless, more individual follow-up work needs to be done to support MOs successfully apply for funds by reviewing their individual proposals

ACTIONS TAKEN:

FOA mobilisation

- In collaboration with the Chair of the Friends of Africa group and the support of Africa region volunteers for fund-development, we initiated the setting up of the National country coordinators whose role is to mobilise existing FOA members and recruit new members. Since 2022, gatherings of FOA have taken place, new friends have been recruited and an amount of GBP 4,000 have been collected through the FOA network

MO capacity building in resource mobilisation and fund-development:

- In 2023, a workshop on resource mobilisation and fund-development was delivered with the support of WAGGGS capacity building team of volunteers.
- In 2024, a series of workshops on funding applications proposal writing was conducted with the support of the WAGGGS capacity building team. 24 MOs took part in the workshop and 12 among them managed to complete funding proposals.
- A WhatsApp group on fund-development was created and the regional team continues to share funding opportunities in the group when they arise

2. INTERNATIONAL CONNECTIONS AND GLOBAL COMMUNITY

THE 2023 -2025 OBJECTIVES WERE:

- Reinforce regional and interregional networks to foster international connections (online and face to face)
- Enhance the global community spirit through exchanges and mutual programmes
- Support the delivery of the Juliette Low Seminar (JLS), Helen Storrow (HSS) and YESS Exchange
- Apply hybrid learning and ways of interacting to strengthen international connections

SO HOW HAVE WE DONE?

- We have increased regional efforts to connect young women to global opportunities such as JLS, HSS, CSW, and COP through our communication platforms.
- The Africa Region has seen a notable rise in the participation of young women in regional and global events, including Kusafiri.

- Regularly shared information, updates and international opportunities in the different platforms dedicated to gathering the MOs Chief Commissioners in the region.
- Managed the social media platforms to share different activities conducted by the MOs to inspire one another.
- Organised gatherings for International Commissioners to induct them about their roles, provide networking opportunities and train them about the use of the WAGGGS Campfire platform. Such international gatherings were also occasions to share the various opportunities that WAGGGS members can benefit from.
- Promoted WAGGGS events and opportunities such as HSS, JLS, world centre events and volunteer opportunities.
- Facilitated connection and best practice sharing during the webinars, the end-of-the-year gatherings the in-person governance event,
- Issued two Africa Region newsletters over the triennium. The INGOMA newsletters have enabled to showcase the work what has been achieved in different MOs so as to learn from one another's best practices
- Organised a best practice sharing session on sub-regional partnerships and MO networking during the governance event in Kigali
- Encouraged active youth participation in regional and international programmes.
- Shared and promoted Kusafiri events widely on our social media platforms.

3. QUALITY GIRL GUIDING AND GIRL SCOUTING

THE 2023 -2025 REGIONAL OBJECTIVES WERE

- *Create opportunities for girls and young women to experience life-changing programmes*
- *Adapt educational programmes and trainings to respond to community needs.*

SO HOW HAVE WE DONE?

- A series of impactful webinars and events have been organised between 2023 - 2025 focusing on mental health, internet safety, gender equality, and career development and youth-led entrepreneurship projects
- We conducted a needs assessment among MOs and young people which led to the development of a youth-led entrepreneurship project tailored to their realities.
- The entrepreneurship initiative is equipping young people and MOs with the skills to launch income-generating projects aligned with the SDGs, fostering long-term sustainability.
- The Growing and Learning Project has been introduced and embedded into the 2025-2028 Triennial Action Plan, showing our commitment to aligning programming with evolving community needs.

Webinars and Empowerment Events for young women

- December 2023: Held a webinar on mental well-being and the art of positivity with 130 participants. The session focused on managing stress and adopting best practices. Guests included World Board Chair Candela Gonzalez
- March 2023: Delivered a Surf Smart webinar under the theme Digital Innovation – DigitALL for Gender Equality, educating participants on internet safety for girls and young women.
- April 2024: Hosted Inspire Her, Include Her webinar focused on gender equality and inclusion
- October 2024: Conducted a career development and mapping webinar with young women Sandrine Bwiza, from Rwanda and Praise Adeyemo from Nigeria as guest speakers, themed 'She Thrives'.

Youth-Led Entrepreneurship Project

- Based on a regional analysis of youth and MO needs, a Youth-Led Entrepreneurship Project is being delivered to empower youth to lead projects linked to the Sustainable Development Goals (SDGs) and support MOs in developing income-generating activities for financial sustainability.
- The first pre-event webinar will take place on June 21, open to all MO young women across the region.
- The project will include an in-person workshop in early September at Kusafiri World Centre in Ghana.

Integration of New Educational Programmes

- The Growing and Learning Project was formally introduced to MOs and has been included in the 2025-2028 Triennial Action Plan, ensuring that our programme development continues to meet the changing needs of girls, young women, and their communities.

4. LEADERSHIP AND VOICE

THE 2023 -2025 REGIONAL OBJECTIVES WERE

- *Create more opportunities for girls and young women to strengthen their capacity-building skills in advocacy*
- *Streamline governance policies and maintain good and effective governance structures to support Associations.*

SO HOW HAVE WE DONE?

- A key governance workshop was held in January 2025 to enhance MOs' leadership and governance capacity, with strong emphasis on youth participation.
- The governance event sparked renewed efforts across 22 MOs to review or develop safeguarding and child protection policies as part of their post-workshop action plans.
- Young women across the region have engaged in advocacy through programmes like Her World Her Voice and the Global Advocacy Champions initiative.
- Africa region has been represented in different advocacy events at global levels such as UN Climate Change Conference (COP) and Commission Status Women (CSW).

ACTIONS TAKEN:

MO induction, visits and virtual visits:

- Held country visits, induction of MO leaders and one-on-one meetings to strengthen leadership and provide tailored support

MO tailored support:

- Held meetings with specific MO leaders to support them navigate specific challenges

Governance Workshop

- Delivered in-person in January 2025, the regional governance workshop strengthened MOs' governance and leadership capacities.

The workshop covered key areas:

- WAGGGS Leadership Mindsets
- Strategic Planning
- Constitutions and Elections
- Managing Volunteers and Staff
- Conflict Resolution
- Youth Participation
- Succession planning

Safeguarding and Child Protection

- A dedicated session on safeguarding and child protection was held.
- Several MOs like Uganda began reviewing or developing safeguarding policies post-event.

Ongoing Advocacy Engagement

- Supporting Africa-region youth participation in global advocacy spaces such as CSW, and COP

4. LEADERSHIP AND VOICE

THE 2023 -2025 REGIONAL OBJECTIVE WAS

- *Streamline governance policies and maintain good and effective governance structures to support Associations.*

SO HOW HAVE WE DONE?

- We ensured youth-led initiatives and best practices are highlighted via newsletters and social media.
- With improved intergenerational collaboration and focused support, MOs are now better positioned to maintain more accountable and inclusive governance structures.

ACTIONS TAKEN:

Promoting Youth Leadership and Voice

- Gave space and opportunities to young women to take the lead in organising regional events, under the guidance of the Vice Chair, a young woman herself.
- Shared best practices on “Image and Visibility” during the governance workshop.
- Started preparation of a webinar on Image and Visibility is scheduled in early to further support MOs in enhancing their public image and amplifying members’ voices.

Regional Communication and Visibility

- Africa Region issued 2 editions of the INGOMA regional newsletter, which highlighted committee work and increased visibility of MOs across WAGGGS and externally.
- Youth-led initiatives have been consistently featured on social media and newsletters through the work of the Communications Lead, Fausta Monsi.

ENGAGEMENT WITH MEMBER ORGANISATIONS

Our top priority has been to support our Member Organisations (MOs) as effectively as possible. Through regular engagement, we have been able to assess and adapt our offer to meet the rapidly changing needs in the region.

In recent years, we have worked closely with Kenya Girl Guides Association, Ghana Girl Guides Association and Malawi Girl guides Association to support them navigate governance-related matters. We have also provided direct support through visits to Mozambique, Mauritius, Congo Brazzaville, The Ivory Coast Federation and Malawi, strengthening collaboration and engagement on the ground.

We have held regular meetings with our Member Organisations to stay informed of their needs and provide ongoing support. Additionally, we met with Member Organisation representatives Ghana Girl Guides Association and the Federation of Girl Guides Association at the January 2025 governance event in Kigali, offering an opportunity for deeper discussions on their respective concerns.

The regional team has also supported Mozambique in their journey towards membership, ensuring they have the necessary resources and guidance to progress. At the same time, we have worked closely with the Membership Development team to facilitate conversations with Cameroun and Eswatini.



2023-2025 KEY IMPACT AREAS

2023-2025



MEMBERSHIP ENGAGEMENT



34

Number of MOs

3,596,632

Number of individual members (2025 census)

68

Number of 1:1 meetings with MOs

25

Number of events delivered (online and in-person)

75

Number of participants per event (average)

CAPACITY BUILDING

14

Number of CB related sessions, including e.g. those delivered during visits or non-specific CB events

6

Number of CAT sessions delivered

5

Number of MOs visits



EVENTS AND ACTIVITIES

£ 14,761

\$ income from external funding - eg Giving day, friends groups, etc

£13,314

Numbers of grants provided to MOs to attend WAGGS events / run projects at a national level

FUNDING



25

YOUNG WOMEN



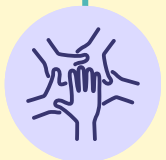
8

Numbers of YW events delivered over the triennium

6,329

Number of hours committed by regional committee and regional volunteers to regional work over the triennium

REGIONAL TEAM



3,731 (FB)

815 (INSTAGRAM)

VISIBILITY



Followers on Social Media (Facebook & Instagram)

REGIONAL FINANCES

FINANCIAL SUMMARY 2023-2025

This section provides an overview of the income and expenditure of the WAGGGS Africa Region across the 2023-2025 triennium.

The financial figures for 2023 come from the audited accounts. The 2024 and 2025 figures are financial forecasts. The 2024 final audited accounts will be shared with Member Organisations later in 2025, as soon as the audit is complete. Similarly, the 2025 final audited accounts will be shared with Member Organisations during 2026.

INCOME AND EXPENDITURE

Total income to the Region across the triennium is forecast to be GBP 101,761.81 with total expenditure across the triennium forecast to be GBP 82,970.35. This means an overall balance for the triennium of GBP 18,791.46. As communicated previously, any unused funds from WAGGGS allocation goes back in the general WAGGGS fund. Any unused restricted income is added to the regional reserves and can be used by the region in the following years.

INCOME	2023	2024	2025	TOTAL [2023-2025]
WAGGGS ALLOCATION	£18,876	£28,045	£28,045	£74,966
REGIONAL FUND (FOA)	---	---	£8,000	£8,000
ARLENE BARLOW FUND	---	---	£8,000	£8,000
OTHER INCOME (WAGGGS GIVING DAY)	£597	£1,198	£2,000	£3,795
EVENTS	---	---	£7,000	£7,000
TOTAL INCOME	£19,473	£29,243	£53,045	£101,761

EXPENDITURE	2023	2024	2025	TOTAL [2023-2025]
REGIONAL CONFERENCE	---	---	£19,619	£19,619
GOVERNANCE & PROGRAMME DELIVERY & GRANTS	£4,710	£18,899	£30,974	£54,583
VOLUNTEERS EXPENSES (INCLUDES INTERNET)	£168	£225	£168	£562
VISIT TO MOS	---	£5,341	---	£5,341
ADMINISTRATION [INCLUDES BANK FEES & DOCUMENTS TRANSLATION)	£31	£549	£1,984	£2,564
OTHER EXPENSES (INCLUDES GIFTS TO HOST MOS)	---	---	£300	£300
TOTAL EXPENDITURE	£4,910	£25,015	£53,045	£82,970

Note:

1. The changes in WAGGGS' regional allocations reflect the World Board's commitment to long-term organisational sustainability. In 2023, the Africa Region received £18,876 to support the delivery of the regional action plan; no governance allocation was granted. In 2024 and 2025, the governance component was reinstated and merged with the programme allocation to form a single regional allocation. This adjustment included a 10% reduction compared to historical values.
2. Due to unforeseen circumstances, several events planned for late 2023 were postponed to 2024. Although some related costs were incurred in December 2023, the expenditure has been accounted for in the 2024 budget. This means the 2023 budget appears lower than expected. The actual underspend for 2023 had to be returned to WAGGGS' unrestricted funds.
3. 2025 expenditures are based on budgeted numbers, they might be slight changes to match actuals

RESERVES

The reserve position shows the opening and closing balance in each year of the triennium. 2023 are as per the audited accounts and 2024 and 2025 are shown as a forecast.

RESERVES	OPENING BALANCE 2023	2024 MOVEMENT	2025 MOVEMENT	TOTAL
AMOUNT	£13,656	£500	£604	£14,761
TOTAL	£14,761			

While the Regional Team continues to look for funding opportunities to support Regional Plan. It is currently anticipated that the reserves will reduce to around GBP 4,000 by the end of 2025.

ACKNOWLEDGEMENTS

The Committee would like to thank all our regional volunteers, our regional staff team, colleagues at the World Bureau, all our Member Organisations, and the Friends of the Africa region (FOA), without whom none of our work would be possible. You all work tirelessly to make our regional work come to life and we are extremely grateful.



ANNEX 1

REGIONAL EVENTS

2023

- Surf Smart webinar under the theme Digital Innovation – DigitALL for Gender Equality
- Country visit to Mozambique
- July 2023: in-person regional gathering during WoCo 2023
- International commissioner gathering
- October 2023: Webinar on fund-development
- December 2023: country visit to Mauritius
- December 2023: FOA gathering
- December 2023: regional end-of-the-year gathering
- Issuing of Africa region newsletter “INGOMA” # 1

2024

- January 2024: Country visit to Ivory Coast and regional committee meeting
- February to May 2024: Series of workshops on proposal writing
- Webinar on CAT
- International commissioners’s gathering
- April 2024: Inspire Her, Include Her webinar focused on gender equality and inclusion
- Country visit to Congo Brazzaville
- October 2024: career development and mapping webinar, themed She Thrives.
- December 2024: country visit to Malawi
- CAT in Rwanda
- December 2024: End-of-the-year regional gathering
- Issuing of Africa Region newsletter “INGOMA” # 2

2025

- January 22: in-person roundtable discussion on membership growth and strategies
- January 22-26: in-person governance workshop hosted by AGR in Kigali
- MO visit of AGR headquarters
- FOA online gathering
- Webinar on image and visibility (August 2025)
- June 21: 1st webinar on youth-led entrepreneurship project
- July 26-27: regional conference hosted by FISF (online)
- July to August 2025: pre-event webinars on youth entrepreneurship
- September 2025: in person workshop on youth-led entrepreneurship project, Kusafiri, Ghana.



AFRICA REGION INVITES YOU :

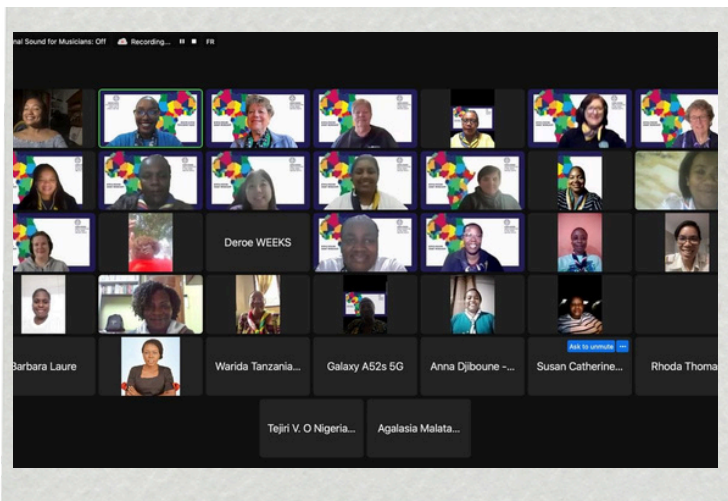
21 DECEMBER
SATURDAY
14H00 GMT ON ZOOM

AFRICA REGION
WORLD ASSOCIATION
OF GIRL GUIDES
AND GIRL SCOUTS



END OF YEAR GATHERING
COME AND CELEBRATE THE HIGHLIGHTS OF 2024

A promotional graphic for an event. It features a dark blue background with white and yellow text. The main text reads 'AFRICA REGION INVITES YOU : 21 DECEMBER SATURDAY 14H00 GMT ON ZOOM'. Below this is a photograph of a group of women in blue and yellow uniforms dancing or celebrating. At the bottom, it says 'END OF YEAR GATHERING' and 'COME AND CELEBRATE THE HIGHLIGHTS OF 2024'. On the right side, there is a small logo for the Africa Region World Association of Girl Guides and Girl Scouts.





14TH AFRICA REGIONAL CONFERENCE

STRONGER TOGETHER