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The Bharat Scouts and Guides

Regional Triennial Action Plan 2026-2028

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CONTEXTUAL OVERVIEW

Over the next three years, the Asia Pacific Region will continue to have to address the ongoing impact of global challenges, including the enduring effects of the pandemic, climate change, economic pressures, unstable political contexts, and social and gender inequalities. These issues have profoundly affected young people, restricting their access to quality education, diverse experiences, new opportunities, and safe spaces, while also having a negative impact on their mental health.

These challenges have also created significant obstacles for organisations like ours, such as the need for ongoing adaptation to financial pressures and a reassessment of how we engage with and support our members and communities. This includes restoring lost opportunities and exploring innovative approaches to our work, collaborations, and partnerships.

While recent years have brought new possibilities, such as the shift to digital platforms that have expanded our reach and brought us closer together, they have also highlighted the importance of personal interactions, adaptability, and flexibility.

Despite these challenges, the Asia Pacific Region has demonstrated remarkable resilience and resourcefulness. Together, we have embraced opportunities to reimagine how we support and empower girls and young women, inspiring them to take initiative and lead in their communities. These efforts have created a strong base to build upon as we move ahead.

As we plan for the next three years, we aim to build a strong, inclusive, and thriving region. This will involve addressing emerging challenges, promoting sustainable growth, and creating meaningful opportunities for leadership and development. Thank you for your input and involvement in shaping this action plan that supports WAGGGS Global Strategy in our region and that will help us lead the Asia Pacific Region throughout the next triennium.

INTRODUCTION

The Regional Committee is responsible for developing the Regional Action Plan for each triennium. This includes drafting objectives and activities based on the needs expressed by Member Organisations and the regional context in which we operate. The Triennial Regional Action Plan must also take into account the resources available, including financial, to ensure it is realistic and achievable.

The regional objectives for 2026–2028, which set out our region’s contribution to WAGGGS’ Global Strategy 2024–2029, have been shaped through input from Member Organisations during months of consultation process. The feedback received has helped to refine the objectives and activities, ensuring they reflect the shared vision and priorities of the Movement. A short summary of this feedback is included in the annex to this document.

The Asia Pacific Committee proposes the following Action Plan for the 2026–2028 triennium. We believe this plan reflects both the collective priorities and the diversity of needs across the region, and that it provides a strong foundation for our shared work over the coming triennium.

BACKGROUND

In 2021, we adopted Compass 2032 as the long-term vision statement for the Girl Guide/Girl Scout Movement. It provides the direction of travel for every Member Organisation and the WAGGGS Global Team from 2021 to 2032. Compass 2032 has two parts: the first sentence is our vision for the world; the second sentence is our vision for the Movement. It describes the Movement we need to become so we can fully contribute to creating the world girls want.

OUR VISION IS AN EQUAL WORLD WHERE ALL GIRLS CAN THRIVE.

BY 2032 WE WILL BE A GIRL-LED MOVEMENT WHERE EVERY AND ANY GIRL FEELS CONFIDENT TO LEAD, AND EMPOWERED TO CREATE A BETTER WORLD TOGETHER.

The success of our strategy depends on a sustainable organisational foundation, and being in a strong position both financially and operationally.

To support this, WAGGGS has prioritised its efforts and committed to work according to the Purpose, Principles, and Priorities in the tables below and on the next page. This framework was developed to enable making decisions around all areas of the WAGGGS offer beyond those “business as usual” functions.

The priorities (3) are based on Member Organisation feedback regarding the support they most value from WAGGGS. The principles have been developed based on Member Organisation and World Board feedback. Jointly they support our common Purpose, leading the Movement towards Compass 2032. By testing our work against the Purpose, Priorities, and Principles, we challenge ourselves to prioritise, design, and take decisions that support sustainability, add the greatest value to Member Organisations, and leverage the power and possibilities of our global Movement.

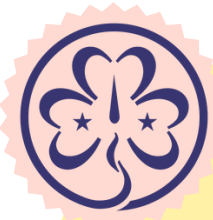
PURPOSE: EVERYTHING WE DO WILL LEAD THE MOVEMENT TOWARDS COMPASS 2032

Priorities: Our offer will prioritise the three areas MOs most want WAGGGS to focus on, in a sustainable manner:

<p>Identity and Unity of the Movement</p> <ul style="list-style-type: none"> • We will focus on: Building common understanding around Girl Guiding and Girl Scouting’s characteristics and principles • Facilitating collaborative decision-making and dynamic dialogue between MOs & WAGGGS that shapes the Movement's future • Representing the Movement by raising its profile and communicating its impact to external audiences • Developing and sharing research and learning around Movement trends • Sharing and celebrating the heritage, values and impact of Girl Guiding and Girl Scouting 	<p>Strengthening the Relevance and Educational Impact of Girl Guiding and Girl Scouting</p> <ul style="list-style-type: none"> • We will focus on: Bringing MOs together to work on our characteristics and principles • Developing thinking, resources, and activities at regional and global levels to innovate around non-formal education and leadership development across the Movement. • Offering capacity development that strengthens the quality of Girl Guiding and Girl Scouting. 	<p>Meaningful Global Connections for Girls and Young Women</p> <ul style="list-style-type: none"> • We will focus on: Facilitating global connections and experiences where girls and young women develop leadership and global citizenship • Coordinating opportunities for girls and volunteers across the Movement
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PRINCIPLES

As well as strongly aligning to one or more of the priorities, all areas of our offer must be designed and delivered according to the following principles:



FACILITATING COLLABORATION

We will prioritise the role of facilitator and network builder over direct delivery. We will make things happen by bringing MOs together, strengthening relationships, and promoting partnership between MOs. We will focus our resources where, as a global organisation, we can uniquely add value.

We will be girl and young women-led, prioritising meaningful youth participation in how we design, deliver and evaluate our work, and how we make decisions as an organisation.

GIRL AND YOUNG WOMEN-LED

We will be volunteer-driven, enabling us to add more value to MOs with our resources and benefit from the collective expertise and different perspectives of volunteers and staff by working in partnership. We will be clear about the respective roles and responsibilities for staff and volunteers in designing and delivering our offer.

VOLUNTEER-DRIVEN

WIDE-REACHING

We will design and prioritise initiatives that are accessible to, and benefit the maximum number of MOs.

REALISTIC

We will fully cost all proposed initiatives and activities, considering both financial and human resources. We will not undertake any initiatives or activities without full funding.

RESPONSIBLE IMPACT

We will assess the long-term impact and equity of our decisions and prioritise initiatives that strengthen the sustainability of MOs and the Movement. We will be mindful of how our work impacts the wider world; actively considering our environmental footprint and our commitment to being an inclusive and anti-racist organisation.

We will strengthen participation by making priorities and decision-making processes accessible and understandable to MOs, volunteers and girls and young women.

TRANSPARENT

To help us focus on how we will achieve WAGGGS's three strategic outcomes, each of the Global Strategy 2024-2029 outcomes has been broken down into Areas of Action; the broad areas for focus over the next six years to deliver against each outcome.

These areas of action are underpinned by Results we would expect to see, and the Key Activities we will deliver to achieve these.

SHAPING THE 2026-2028 REGIONAL ACTION PLANS

To ensure the Regional Action Plan for 2026–2028 is grounded in the realities, ambitions, and priorities of our Member Organisations, the Asia Pacific Regional Committee carried out a consultation process enabling Member Organisations to contribute their insights, experiences, and forward-looking priorities.

Key themes that emerged from the consultation included the importance of Finance and Fundraising, Membership Growth and Retention, and Image and Visibility, underscoring a significant need for improved financial stability, sustainable growth, and increased visibility. MOs also highlighted the importance of enhancing digital capabilities, as well as strengthening advocacy and youth participation.

This report presents the responses from the Member Organisations in the Asia Pacific Region to the MO Survey launched in September 2024. The survey invited MOs to complete a brief online questionnaire over a period of 6 weeks to help shape the 2026-2028 Triennial Regional Action Plans. It also provided the region with valuable insights into the current state of our Movement, enabling the identification of both the immediate and future needs of Member Organisations.

The survey served as an opportunity to assess the impact of the Regional Team's support to MOs and explore ways to strengthen collaboration, ensuring the sustainability of both individual Member Organisations and the wider Movement.

A total of 20 out of 26 MOs (77%) responded to the survey. The following data presents responses to key questions related to the 2026-2028 Triennial Action Plan.

The feedback received has been instrumental in shaping both the strategic direction and specific activities proposed in this Plan. A summary of the responses gathered during the consultation is included in the annex to this document.

TRIENNIAL REGIONAL ACTION PLAN

The Asia Pacific Committee proposes the following Triennial Action Plan for 2026–2028, developed in close consultation with Member Organisations across the Region. This plan outlines the key priorities, objectives and activities that will guide our work over the next three years.

Outcome 1: A united and connected girl and young women-Led Movement			
Area of Action: 1.1 A strong and cohesive identity for the Girl Guide and Girl Scout Movement			
Result	Objectives	Success Statement: By 2028 we will have...	KPIs
The heritage, values and impact of Girl Guiding and Girl Scouting are shared and celebrated across the Movement	Celebrating Girl Guiding and Girl Scouting across the Movement by sharing the experiences, stories, and narratives of girls and young women.	Amplified the transformative impact of Girl Guiding and Girl Scouting in the Asia Pacific Region, empowering girls to find their voice, belong in their communities, and shape them for the better.	Achieve a cumulative 60% increase in total reach and impressions across all digital and offline channels over the triennium.
The profile, external recognition and visibility of Girl Guiding and Girl Scouting is improved	Enhancing the external recognition and visibility of Girl Guiding and Girl Scouting by ensuring consistent use of WAGGGS branding at Regional and MO level.	Established a consistent, strong, and visible identity for Girl Guiding and Girl Scouting across the Asia Pacific Region.	100% of the regional team—including committee members, volunteers, and staff—and all hosting MOs consistently apply WAGGGS branding to strengthen regional visibility and identity.
	Providing MOs with effective tailored support, resources and development opportunities.	MOs are confident in communicating their identity and impact to members, donors, and key stakeholders.	At least 10 MOs report increased confidence in communicating their identity and impact to members and donors.
Area of Action: 1.2 Unity, solidarity and active collaboration in the Movement			
Result	Objectives	Success Statement: By 2028 we will have...	KPIs
Networking opportunities and synergies between Member Organisations are strengthened	Providing networking opportunities for MOs to connect, learn and share experiences via a blended learning approach across the region fostering and strengthening synergies between MOs.	MOs feel strengthened by learning with and from each other.	At least 20 MOs engage with one or more other MOs through regional virtual or in-person networking and learning opportunities, with a minimum of 13 reporting strengthened connections and learning as a result.
Collaborative decision-making and active dialogue mechanisms between MOs and WAGGGS shape the Movement's future	Facilitating ongoing and meaningful engagement between AP MOs and the AP Regional Team for collaborative decision making.	Maintained ongoing dialogue with MOs to understand and respond to their needs, expectations, and challenges, supporting collaborative efforts to shape the future of the Movement.	80% of Asia Pacific MOs actively participate in at least two annual dialogues with the AP Regional Committee through various channels, and report feeling positively supported in their development.

Outcome 1: A united and connected girl and young women-Led Movement

Area of Action: 1.3 Global connections for girls and young women to build leadership and global citizenship

Result	Objectives	Success Statement: By 2028 we will have...	KPIs
The quality and impact of initiatives that facilitate global connections for girls and young women are assessed and strengthened	Facilitating high quality, impactful, and high reach leadership and global citizenship experiences for girls and Young Women, while enhancing their access to leadership opportunities and decision-making spaces.	More girls and young women have participated in high-quality and impactful international events that enhance their leadership journeys and global citizenship.	Girls and young women from at least 20 Member Organisations participate in high-quality and impactful virtual or international events that strengthen their leadership and global citizenship experiences.
	Facilitating knowledge sharing among MOs, enabling more girls and young women to develop their leadership competencies.	More MOs are collaborating to provide girls and young women with increased leadership opportunities and meaningful global connections.	At least 10 MOs collaborate to provide girls and young women with increased leadership opportunities and meaningful global connections.

Area of Action: 1.4 Meaningful youth participation at regional and global levels

Result	Objectives	Success Statement: By 2028 we will have...	KPIs
Stronger mechanisms amplify youth voices and participation in WAGGGS initiatives	Increasing Young Women's participation at global, and regional initiatives.	More MOs are actively promoting and facilitating regional and global opportunities for girls and young women.	Young women from at least 20 MOs participate in global and regional initiatives.
Increased access to leadership opportunities and decision-making spaces at regional and global levels for young women	Enhancing the capacity of MOs to offer more opportunities of Meaningful Youth Participation and create a culture that fosters Meaningful Youth Participation	Increased investment in building the capacity of girls and young women for current and future leadership and governance roles.	At least 10 MOs embed Meaningful Youth Participation in their structures, policies, and programmes, demonstrating increased investment in the leadership and governance roles of girls and young women.
	Providing a platform for young Women to enhance their skills, build their capacity, express their opinions, and share their experiences in governance		Young women from at least 15 MOs are actively engaged in the regional YWIG Network and feel supported to build the skills needed for future leadership and governance roles in the region.

Outcome 2: Member Organisations are supported to be thriving, inclusive and deliver a high-quality Girl Guiding and Girl Scouting experience

Area of action 2.1 MO collaboration and networking for quality Girl Guiding and Girl Scouting

Result	Objectives	Success Statement: By 2028 we will have	KPIs
Stronger mechanisms facilitate MO knowledge sharing on quality Girl Guiding and Girl Scouting	Facilitating MO knowledge sharing through a Community of Practice for quality Girl Guiding and Girl Scouting.	A peer-led learning and sharing environment is fostered, contributing to high-quality Girl Guiding and Girl Scouting programmes across the region.	At least 16 MOs actively participate in the Community of Practice focused on quality Girl Guiding and Girl Scouting.

Area of action 2.2 Support MOs to provide high quality Girl Guiding and Girl Scouting

Result	Objectives	Success Statement: By 2028 we will have	KPIs
MOs have access to effective tailored support, educational resources and high-quality learning and development opportunities	Providing MOs effective tailored support, resources and development opportunities in the areas of (a) Growing and Learning Framework (b) Governance (c) Finance and Fundraising (d) Membership recruitment and retention and (e) Safeguarding.	MOs are strengthened through quality programmes, transparent and inclusive governance structures, enhanced financial capabilities, and sustainable membership growth.	At least 20 MOs receive tailored capacity-building support in the areas of (a) Growing and Learning Framework, (b) Governance, (c) Finance and Fundraising, (d) Membership Recruitment and Retention, and (e) Safeguarding – and report that the support has contributed to their organisational development.

Area of action 2.3 WAGGGS initiatives model the characteristics of quality Girl Guiding and Girl Scouting

Result	Objectives	Success Statement: By 2028 we will have	KPIs
WAGGGS resources and projects adhere to the WAGGGS Growing and Learning Framework	Ensuring WAGGGS Global Programmes and initiatives as examples of best practise on the application of GAL.	Achieved greater synergy through more MOs delivering WAGGGS initiatives and programmes with focus on Digital and STEM-Based Learning, Environment and Climate Change and Mental Health and Well Being.	20 MOs delivering WAGGGS initiatives and programmes with focus on Digital and STEM-Based Learning, Environment and Climate Change and Mental Health and Well Being.

Outcome 3: A Sustainable WAGGGS - Asia Pacific Region

Area of action 3.1 Financial Sustainability

Result	Objectives	Success Statement: By 2028 we will have	KPIs
Financial management systems and processes are optimised	Managing, monitoring and reporting on regional finances effectively.	Provided transparent information on the regional budget and expenses, accompanied by annual reporting.	A annual financial summary report is produced, including breakdowns of key spending areas, funding allocations, and financial trends.
Increased fundraised income in line with WAGGGS purpose and priorities	Increasing regional funds through FAPW WAGGGS, annual fundraiser initiative and Global Giving Day.	Achieved growth in both restricted and unrestricted funding across the region, supporting regional programmes and initiatives.	£85,000.00 raised through FAPW membership contributions for restricted funding, £25,000 raised through the Juseon Byun Leadership Fund, and £15,000 raised through the regional annual fundraiser drive and Global Giving Day.

Area of action 3.2 Operational Efficiency

Result	Objectives	Success Statement: By 2028 we will have	KPIs
Robust management systems and processes (e.g. data management, MEL, communications) are in place	Regular monitoring on progress of triennium plan to ensure transparency and efficiency	Produced a annual report that effectively highlights the value, impact, and outcomes of regional work.	An annual report is produced, demonstrating the value, impact, and outcomes of regional work.
Volunteer operational model implemented consistently and adds value across WAGGGS	Strengthening regional volunteer operational models by establishing teams with defined roles and tasks aligned with the delivery of the Regional Action Plan.	Ensured the regional volunteer subcommittee included a diverse representation of volunteers with varied skill sets from across MOs, created meaningful and visible roles for AP regional volunteers, modeled best practices in volunteer management, and supported the wellbeing of our volunteers throughout the region.	100% of regional volunteer roles are filled, with volunteers demonstrating clear awareness of their responsibilities, actively fulfilling them, and reporting positive impacts on their personal, professional, and Girl Guiding/Girl Scouting lives.

Area of action 3.3 Global Team Culture and Effectiveness

Result	Objectives	Success Statement: By 2028 we will have	KPIs
Effective Global Team leadership and team management	Providing support and platform for the Regional Committee to enhance their leadership and team management skills, ensuring efficient execution of deliverables.	Empowered the regional committee by providing the necessary support, resources, and opportunities to enhance their leadership and team management skills.	100% of the regional committee members report feeling supported and empowered to enhance their leadership and team management skills, enabling them to perform effectively in their roles.

ACTIVITY PLANNER 2026-2028

Below is an overview of planned activities for 2026, 2027 and 2028 which will provide an outline for the 2026-2028 Regional Committee to develop the annual regional action plans.

Note:

- £0.00 – Indicates that the cost is not covered by the region or that there is no cost.

2026					
	Area of Action	Activity	Description	Estimated Cost (Region)	Deliver by
Outcome 1: A united and connected girl and young women-Led Movement	1.1	AP Communications Plan	Implement the Asia Pacific Regional Communications Plan, with the support of the Asia Pacific Regional Volunteer Communications Sub-Committee, focusing on amplifying the voices and experiences of girls and young women through: (1) Facilitating MO- and girl-led social media takeovers, (2) Amplifying stories from World Centres, global leadership events, and programmes, (3) Establishing a dedicated communications team for key events, supported by hosting MOs, (4) Highlighting opportunities, historical milestones, and impactful narratives, and (5) Featuring WAGGGS opportunities and updates.	£0.00	Regional Communications Sub Committee
	1.1	AP 55 Years History Book	Update the 40 Years of Asia Pacific Region History book and publish the 55 Years of Asia Pacific Region History book in celebration of 100 years of WAGGGS, ensuring the heritage of the movement is preserved, archived, and communicated to keep it alive.	£1,500.00	AP volunteer/s onboarded for the purpose
	1.1	Virtual Course on Girl Guiding and Girl Scouting	Launch a virtual foundational course on WAGGGS and Girl Guiding/Girl Scouting, hosted on Campfire, to equip members with a strong foundation and deepen their understanding of WAGGGS as both an organisation and a movement.	£0.00	Region+ Capacity Building Team
	1.1	Virtual Capacity Building Training on WAGGGS Branding	Organise virtual training for MOs and the regional team on WAGGGS branding, in collaboration with the WAGGGS Capacity Building Team.	£0.00	Region+ Capacity Building Team
	1.1	1:1 Support on Image, Visibility and Branding	Provide tailored one-on-one support to MOs on image, visibility, and branding, in collaboration with the WAGGGS Capacity Building Team.	£1,000.00	Region+ Capacity Building Team
	1.2	Reach Out Grants	Allocate three Reach Out grants to MOs, covering youth exchange, leader exchange, and MO capacity building.	£12,000.00	Regional Committee Lead for FAPW Liaison
	1.2	Campfire for Collaboration	Promote and utilise Campfire as the primary platform for learning and knowledge sharing.	£0.00	Regional Communications Sub Committee
	1.2	Virtual Chief Commissioners (CCs) and International Commissioners (ICs) Calls	Organise annual virtual calls for Chief Commissioners (CCs) and International Commissioners (ICs) to provide a consistent platform for connection and collaboration.	£0.00	Regional Committee Member Organisations Relationship Lead
	1.2	MOs-led Sub Group	Facilitate the creation of flexible, MO-led thematic and sub-regional forums, calls, and/or workshops.	£1,000.00	Regional Committee Member Organisations Relationship Lead
	1.2	MOs Sharing and Collaboration	Include opportunities for MOs to share best practices in all regional virtual and in-person learning activities, integrating peer learning wherever possible.	£0.00	Regional Committee Member Organisations Relationship Lead
	1.2	Virtual Chief Commissioners (CCs) and International Commissioners (ICs) Calls	Organise annual virtual calls for Chief Commissioners (CCs) and International Commissioners (ICs) to provide a consistent platform for leadership engagement.	£0.00	Regional Committee Member Organisations Relationship Lead

2026

Outcome	Area of Action	Activity	Description	Estimated Cost (Region)	Deliver by
Outcome 1: A united and connected girl and young women-Led Movement	1.2	International Commissioners (ICs) Induction	Organise an annual induction for newly elected or appointed International Commissioners (ICs) in the region.	£0.00	Regional Committee Member Organisations Relationship Lead
	1.2	Collaborative Decision Making with MOs	Facilitate participation and collaborative discussions and decision-making at the Asia Pacific Regional Conference, World Conference, and during the census and consultations on key issues (e.g., Global Strategy and Plan, Regional Plan, Membership Fee), to help shape movement-wide strategies.	£0.00	Country Committee Contact
	1.2	MOs Focused Communications	Provide MOs with access to WAGGGS-related information at both regional and global levels via email, MOs' preferred informal channels, and the monthly AP Connection newsletter.	£0.00	Country Committee Contact and Regional Committee Communications Lead
	1.2	Annual MOs and Committee Call	Conduct an annual structured virtual dialogue with MOs to assess needs and provide strategic updates.	£0.00	Country Committee Contact and Regional Committee MOs Relationship Lead
	1.2	MOs Visit	Carry out targeted in-person visits to MOs to offer tailored support, strengthen relationships, and address specific needs.	£2,000.00	Country Committee Contact and Regional Committee MOs Relationship Lead
	1.2	APR Gathering at the World Conference	Organise the Asia Pacific Regional Gathering at the World Conference to support collaborative decision-making that drives the region's future.	£1,500.00	Asia Pacific Committee
	1.3	Virtual Global Days Celebration	Host virtual celebrations for key global events—namely World Thinking Day, International Day of the Girl, and International Friendship Day—to foster engagement and awareness.	£500.00	Asia Pacific Committee and Events Sub Committee
	1.3	Joint AP and MO-World Centre-led in person and virtual events	Coordinate joint Asia Pacific Region and MO-World Centre-led in-person and virtual events (e.g., camps, workshops) celebrating 100 years of WAGGGS throughout the triennium, to strengthen connections among girls and young women while building leadership and global citizenship.	£1,000.00	Regional Committee Lead on Learning and Leading/ Capacity Building
	1.3	MOs Learning	Facilitate collaboration and learning opportunities for MOs to enable more girls and young women to develop leadership competencies through shared experiences at virtual and in-person events.	£0.00	Regional Committee Lead on Learning and Leading/ Capacity Building
	1.4	Young Women Participation	Engage MOs in conversations to increase girl participation in governance events (e.g., Regional and World Conferences) and global leadership programmes such as the Juliette Low Seminar and the Helen Storrow Seminar.	£0.00	Country Committee Contact and Regional Committee MOs Relationship Lead
	1.4	World Centre Opportunities	Promote and expand access to World Centre learning and leadership opportunities for girls and young women.	£0.00	Country Committee Contact and Regional Committee MOs Relationship Lead
	1.4	Volunteering Opportunities for YW	Encourage and support young women to become global and regional volunteers.	£0.00	Country Committee Contact and Regional Committee MOs Relationship Lead
	1.4	Advocacy Champions	Support the participation of young women in becoming global advocacy champions.	£0.00	Country Committee Contact and Regional Committee MOs Relationship Lead
	1.4	Guide to Starting Your Meaningful Youth Participation (MYP) Journey	Develop a "Guide to Starting Your Meaningful Youth Participation (MYP) Journey" in collaboration with the Young Women in Governance Network, based on Motion 32 research and the Meaningful Youth Participation Framework, to help MOs apply MYP principles within their structures and programmes.	£0.00	Committee Lead on Meaningful Youth Participation + Meaningful Youth Participation Sub Committee + Global Team
	1.4	1:1 Support on Meaningful Youth Participation	Provide tailored support to MOs in the area of Meaningful Youth Participation.	£1,000.00	Committee Lead on Meaningful Youth Participation + Meaningful Youth Participation Sub Committee + Global Team
	1.4	YW in Governance Alumni Group	Facilitate and support the Young Women in Governance Alumni Group, fostering ongoing engagement and leadership development.	£0.00	Committee Lead on Meaningful Youth Participation + Meaningful Youth Participation Sub Committee + Global Team
	1.4	YW in Governance Network	Establish a new Young Women in Governance Network—comprising young women interested in governance and those already involved—offering structured capacity-building to enhance leadership skills and governance readiness.	£1,500.00	Committee Lead on Meaningful Youth Participation + Meaningful Youth Participation Sub Committee + Global Team
	1.4	JBL Grant for YW	Support girls and young women in implementing their own leadership and governance-related projects through the Juseon Byun Leadership Project Grant.	£3,500.00	Committee Lead on Meanful Youth Participation/ FAPW Liaison + Meaningful Youth Participation Sub Committee +
1.4	Project 3L Grant	Support MOs and young women in lifelong learning through the Project 3L grant.	£12,000.00	Committee Lead on Meanful Youth Participation/ FAPW Liaison + Meaningful Youth Participation Sub Committee +	

2026

Outcome	Area of Action	Activity	Description	Estimated Cost (Region)	Deliver by
Outcome 2: Member Organisations are supported to be thriving, inclusive and deliver a high-quality Girl Guiding and Girl Scouting experience	2.1	Growing and Learning Community of Practice	Facilitate the establishment and operation of a Community of Practice for MOs to share knowledge, foster peer-led learning, and enhance the quality of Girl Guiding and Girl Scouting programs across the region, aligned with the Global Growing and Learning Forum and supported by one-on-one assistance from WAGGGS in the area of GAL.	£0.00	Committee Lead on Capacity Building
	2.2	Capacity Assessment Tool	Support MOs in completing and revisiting the Capacity Assessment Tool, leading to the identification of priorities for their development.	£1,000.00	Country Committee Contact and Regional Committee MOs Relationship Lead
	2.2	GAL Forum	Facilitate the participation of MOs in the Growing and Learning (GAL) Forum.	£0.00	Country Committee Contact and Regional Committee MOs Relationship Lead
	2.2	1:1 Support in Area of GAL	Provide one-on-one support to MOs in the area of GAL through the Global GAL Volunteer Structure	£1,000.00	Committee Lead on Capacity Building
	2.2	1:1 Support in Area of Governance	Assist MOs in reviewing their constitution by helping them assess, update, and align their governance structures with best practices.	£1,000.00	Committee Lead on Capacity Building
	2.2	In person Capacity Building Training on Fund Development	Organise in-person training on Fund Development, followed by tailored one-on-one support to MOs in finance and fundraising, including strategic financial guidance, coaching on sustainable funding models, and assistance in developing resource mobilisation plans.	£0.00	Committee Lead on Capacity Building
	2.2	1:1 Support in Area of Membership Growth	Provide one-on-one support to MOs in membership growth and retention.	£1,000.00	Committee Lead on Capacity Building
		1:1 Support in Area of Membership Growth	Develop a toolkit to promote intergenerational inclusion and support membership growth in Member Organisations. As populations age and demographics shift, the toolkit will explore ways to involve older members more actively in programme delivery, mentoring, and capacity building. It will feature inspiring case studies, practical templates, and best practices to help build a vibrant, intergenerational Movement.	£0.00	Committee Lead on Capacity Building
	2.2	1:1 Support in Area of Safeguarding	Provide individual support to MOs to formulate their safeguarding policy.	£1,000.00	Committee Lead on Capacity Building
	2.2	Mainstreaming Safeguarding Practice	Integrate safeguarding orientation and training into all areas of regional work to foster a culture of safety and awareness.	£0.00	Committee Lead on Capacity Building
	2.3	Global Programme	Promote global initiatives and programmes opportunities, especially in area of Digital and STEM-Based Learning, Environment and Climate Change and Mental Health and Well Being, with MOs with the aim to increase their participation and engagement in the programmes.	£0.00	Country Committee Contact and Regional Committee MOs Relationship Lead
2.3	WAGGGS Global Village	Support MOs in delivering WAGGGS Global Village initiatives at their events, amplifying the reach of WAGGGS initiatives at all levels of the organisation.	£0.00	Regional Committee + Global Team	

2026

Outcome	Area of Action	Activity	Description	Estimated Cost (Region)	Deliver by
Outcome 3: A sustainable WAGGGS Asia Pacific region	3.1	Regional Finance Management	Build the capacity of the Asia Pacific Regional Committee in financial management.	£0.00	Capacity Building Team
	3.1	FAPW General Assembly	Support the delivery of the FAPW Assembly.	£4,000.00	Committee Lead for FAPW Liaison
	3.1	FAPW Chapter Fundraising	Assist the FAPW Working Group in implementing FAPW Chapter programs and initiatives for fundraising.	£1,000.00	Committee Lead for FAPW Liaison
	3.1	FAPW Reporting	Provide bi-annual financial and programmatic reports to FAPW for the newsletter and reporting purposes, aimed at increasing membership contributions.	£0.00	Committee Lead for FAPW Liaison
	3.1	WAGGGS Global Giving Day	Promote WAGGGS Giving Day at the regional level.	£0.00	Asia Pacific Committee
	3.1	Regional Annual Fundraiser	Plan and deliver the annual AP Region fundraising initiative.	£1,000.00	Committee Lead on Finance and Fundraising
	3.2	Regional Report	Produce an annual report on the action plan	£0.00	Committee Chair
	3.2	Regional Monitoring, Evaluation and Learning	Build the capacity of the Asia Pacific Regional Committee in Monitoring, Evaluation, and Learning.	£0.00	Capacity Building team
	3.2	Regional Plan Monitoring and Reporting	Establish regular reporting and monitoring mechanisms to track and document progress on the regional action plan.	£0.00	Committee Chair
	3.2	Asia Pacific Regional Volunteer Sub Committee	Form the Asia Pacific Regional Volunteer Sub-Committee for the triennium 2026-28.	£0.00	Committee Lead on Volunteer Management
	3.2	Volunteer Survey	Conduct an annual survey on volunteer experience in collaboration with the global Volunteer Engagement Team.	£0.00	Committee Lead on Volunteer Management
	3.2	Virtual Volunteer Gathering	Organise an annual virtual sharing and social event for volunteers.	£0.00	Committee Lead on Volunteer Management
	3.2	WAGGGS Volunteers Pool	Promote volunteer pool information at both global and regional levels to make it accessible to MOs.	£0.00	Committee Lead on Volunteer Management
	3.2	Volunteers' Capacity Building	Increase volunteer capacity and motivation through regular inductions and capacity-building opportunities via global learning programs within WAGGGS (e.g., World Centre and global program initiatives).	£1,000.00	Committee Lead on Volunteer Management
	3.2	Volunteers' Learning Conversations	Ensure annual learning conversations for the Asia Pacific Regional Volunteer Sub-Committee with their staff/volunteers/committee leads.	£0.00	Committee Lead on Volunteer Management
	3.2	AP Awards	Recognise volunteers and staff at MOs and the regional level through Leadership Awards, AP Appreciation Awards, and Volunteer Engagement Awards.	£1,000.00	Committee Lead on Volunteer Management
	3.3	Regional Committee Induction	Deliver the Asia Pacific Regional Committee onboarding induction.	£0.00	Committee Lead on Volunteer Management
	3.3	In Person Regional Committee Meeting	Organise the annual Asia Pacific Regional Committee meeting.	£9,516.00	Committee Chair
	3.3	Regional Committee Capacity Building	Build the capacity of the Asia Pacific Regional Committee in areas identified as needing development.	£0.00	Committee Chair
	3.3	Regional Committee Learning Conversation	Ensure annual learning conversations for the Asia Pacific Regional Committee.	£0.00	Committee Chair

2027

	Area of Action	Activity	Description	Estimated Cost (Region)	Deliver by
Outcome 1: A united and connected girl and young women-Led Movement	1.1	AP Communications Plan	Implement the Asia Pacific Regional Communications Plan, with the support of the Asia Pacific Regional Volunteer Communications Sub-Committee, focusing on amplifying the voices and experiences of girls and young women through: (1) Facilitating MO- and girl-led social media takeovers, (2) Amplifying stories from World Centres, global leadership events, and programmes, (3) Establishing a dedicated communications team for key events, supported by hosting MOs, (4) Highlighting opportunities, historical milestones, and impactful narratives, and (5) Featuring WAGGGS opportunities and updates.	£0.00	Regional Communications Sub Committee
	1.1	Inperson Capacity Building Training on Image and Visibility	Deliver a triennial in-person regional workshop on Image and Visibility in collaboration with the WAGGGS Capacity Building Team.	£5,000.00	Region+ Capacity Building Team
	1.1	1:1 Support on Image, Visibility and Branding	Provide tailored one-on-one support to MOs on image, visibility, and branding, in collaboration with the WAGGGS Capacity Building Team.	£1,000.00	Region+ Capacity Building Team
	1.2	Reach Out Grants	Allocate three Reach Out grants to MOs, covering youth exchange, leader exchange, and MO capacity building.	£12,000.00	Committee Lead for FAPW Liaison from Committee
	1.2	Campfire for Collaboration	Promote and utilise Campfire as the learning and knowledge-sharing platform.	£0.00	Region+ Capacity Building Team
	1.2	Virtual Chief Commissioners (CCs) and International Commissioners (ICs) Calls	Organise annual virtual Chief Commissioners (CCs) and International Commissioners (ICs) calls as a consistent platform for CCs and ICs to connect and collaborate.	£0.00	Regional Committee Member Organisations Relationship Lead
	1.2	MOs-led Sub Group	Facilitate the creation of flexible MO-led thematic and sub-regional forums, calls, and workshops.	£2,000.00	Regional Committee Member Organisations Relationship Lead
	1.2	MOs Sharing and Collaboration	Provide opportunities for MOs to share best practices in all regional virtual and in-person learning activities, integrating peer learning where possible.	£0.00	Regional Committee Member Organisations Relationship Lead
	1.2	Virtual Chief Commissioners (CCs) and International Commissioners (ICs) Calls	Organise annual virtual Chief Commissioners and International Commissioners calls as a consistent platform for leadership engagement.	£0.00	Regional Committee Member Organisations Relationship Lead
	1.2	International Commissioners (ICs) Induction	Organise annual International Commissioners (ICs) induction for newly elected or appointed ICs of the region.	£0.00	Regional Committee Member Organisations Relationship Lead
	1.2	Collaborative Decision Making with MOs	Facilitate participation, collaborative discussions, and decision-making at the Asia Pacific Regional Conference, World Conference, census, and consultations regarding key issues (Global Strategy and Plan, Regional Plan, Membership Fee, etc.) to shape movement-wide strategies.	£0.00	Country Committee Contact
	1.2	MOs Focused Communications	Provide MOs with access to WAGGGS-related information at both regional and global levels via email, MOs' preferred informal channels, and the monthly newsletter AP Connection.	£0.00	Country Committee Contact and Regional Committee Communications Lead

2027

Outcome	Area of Action	Activity	Description	Estimated Cost (Region)	Deliver by
Outcome 1: A united and connected girl and young women-Led Movement	1.2	Annual MOs and Committee Call	Conduct an annual structured virtual dialogue with MOs to assess needs and provide strategic updates.	£0.00	Country Committee Contact and Regional Committee MOs Relationship Lead
	1.2	MOs Visit	Conduct targeted in-person visits to MOs to provide tailored support, strengthen relationships, and address specific needs.	£2,000.00	Country Committee Contact and Regional Committee MOs Relationship Lead
	1.3	Virtual Global Days Celebration	Organise virtual celebrations for key global events such as World Thinking Day, International Day of the Girl, and International Friendship Day, fostering engagement and awareness.	£500.00	Regional Committee + Events' Specific Sub Committee
	1.3	Joint AP and MO-World Centre-led in person and virtual events	Jointly organize AP Region and MO-World Centre-led in-person and virtual events (camps, workshops, etc.) celebrating 100 years of WAGGGS across the triennium, to increase connections for girls and young women, building leadership and global citizenship.	£2,000.00	Regional Committee Lead on Learning and Leading/ Capacity Building
	1.3	MOs Learning	Facilitate collaboration and learning opportunities for MOs to enable more girls and young women to develop their leadership competencies through sharing opportunities at virtual and in-person events.	£0.00	Regional Committee Lead on Learning and Leading/ Capacity Building
	1.4	Young Women Participation	Facilitate conversations with MOs to increase the participation of girls in governance events (Regional and World Conference) and global leadership programs, such as the Juliette Low Seminar and Helen Storrow Seminar.	£0.00	Country Committee Contact and Regional Committee MOs Relationship Lead
	1.4	World Centre Opportunities	Promote and expand access to World Centre learning and leadership opportunities for girls and young women.	£0.00	Country Committee Contact and Regional Committee MOs Relationship Lead
	1.4	Volunteering Opportunities for YW	Promote and encourage young women to become global and regional volunteers.	£0.00	Country Committee Contact and Regional Committee MOs Relationship Lead
	1.4	Advocacy Champions	Facilitate the participation of young women in becoming global advocacy champions.	£0.00	Country Committee Contact and Regional Committee MOs Relationship Lead
	1.4	Inperson Intergenerational Event	Conduct regional in-person training on Intergenerational Leadership, bringing together Young Women in Governance Network members and MO leadership to develop mentorship programs within MOs, enabling young women to shadow leaders and practice governance at the MO level.	£7,500.00	Committee Lead on Meaningful Youth Participation + Meaningful Youth Participation Sub Committee + Global Team
	1.4	1:1 Support on Meaningful Youth Participation	Provide tailored support to MOs in the area of Meaningful Youth Participation.	£1,000.00	Committee Lead on Meaningful Youth Participation + Meaningful Youth Participation Sub Committee + Global Team
	1.4	YW in Governance Alumni Group	Facilitate and support the Young Women in Governance Alumni Group, fostering continuous engagement and leadership development.	£0.00	Committee Lead on Meaningful Youth Participation + Meaningful Youth Participation Sub Committee + Global Team
	1.4	YW in Governance Network	Establish a new Young Women in Governance Network for young women interested in governance and those already in governance, ensuring structured capacity-building support to enhance leadership skills and governance readiness.	£0.00	Committee Lead on Meaningful Youth Participation + Meaningful Youth Participation Sub Committee + Global Team
	1.4	JBL Grant for YW	Support girls and young women in running their own leadership and governance-related projects through the Juseon Byun Leadership Project Grant for young women.	£3,500.00	Committee Lead on Meaningful Youth Participation/ FAPW Liaison + Meaningful Youth Participation Sub Committee
	1.4	Project 3L Grant	Support MOs and young women in lifelong learning through the Project 3L grant.	£12,000.00	Committee Lead on Meaningful Youth Participation/ FAPW Liaison + Meaningful Youth Participation Sub Committee

2027

Outcome	Area of Action	Activity	Description	Estimated Cost (Region)	Deliver by
Outcome 2: Member Organisations are supported to be thriving, inclusive and deliver a high-quality Girl Guiding and Girl Scouting experience	2.1	Growing and Learning Community of Practice	Facilitate the operation of a Community of Practice for MOs to share knowledge, foster peer-led learning, and enhance the quality of Girl Guiding and Girl Scouting programs across the region, aligned with the Global Growing and Learning Forum and supported by one-on-one assistance from WAGGGS in the area of GAL.	£0.00	Committee Lead on Capacity Building
	2.2	Capacity Assessment Tool	Support MOs in completing and revisiting the Capacity Assessment Tool, leading to the identification of priorities for their development.	£2,000.00	Country Committee Contact and Regional Committee MOs Relationship Lead
	2.2	1:1 Support in Area of GAL	Provide one-on-one support to MOs in the area of GAL through the Global GAL Volunteer Structure	£1,000.00	Committee Lead on Capacity Building
	2.2	1:1 Support in Area of Governance	Assist MOs in reviewing their constitution by helping them assess, update, and align their governance structures with best practices.	£1,000.00	Committee Lead on Capacity Building
	2.2	In person Capacity Building Training on Fund Development	Organise in-person training on Fund Development, followed by tailored one-on-one support to MOs in finance and fundraising, including strategic financial guidance, coaching on sustainable funding models, and assistance in developing resource mobilisation plans.	£5,000.00	Committee Lead on Capacity Building
	2.2	Global Membership Growth Roundtable	Lead a global in-person roundtable on membership growth, open to all WAGGGS MOs, to drive membership expansion through peer exchange, expert insights, and best practice sharing.	£8,000.00	Committee Lead on Capacity Building
	2.2	1:1 Support in Area of Membership Growth	Provide one-on-one support to MOs in membership growth and retention.	£1,000.00	Committee Lead on Capacity Building
	2.2	1:1 Support in Area of Safeguarding	Provide individual support to MOs to formulate their safeguarding policy.	£1,000.00	Committee Lead on Capacity Building
	2.2	Mainstreaming Safeguarding Practice	Integrate safeguarding orientation and training into all areas of regional work to foster a culture of safety and awareness.	£0.00	Committee Lead on Capacity Building
	2.3	Global Programme	Promote global initiatives and programmes opportunities, especially in area of Digital and STEM-Based Learning, Environment and Climate Change and Mental Health and Well Being, with MOs with the aim to increase their participation and engagement in the programmes.	£0.00	Country Committee Contact and Regional Committee MOs Relationship Lead
	2.3	WAGGGS Global Village	Support MOs in delivering WAGGGS Global Village initiatives at their events, amplifying the reach of WAGGGS initiatives at all levels of the organisation.	£0.00	Regional Committee + Global Team

2027

Outcome	Area of Action	Activity	Description	Estimated Cost (Region)	Deliver by
Outcome 3: A sustainable WAGGGS Asia Pacific region	3.1	FAPW Chapter Fundraising	Assist the FAPW Working Group in implementing FAPW Chapter programs and initiatives for fundraising.	£1,000.00	Committee Lead for FAPW Liaison
	3.1	FAPW Reporting	Provide bi-annual financial and programmatic reports to FAPW for the newsletter and reporting purposes, aimed at increasing membership contributions.	£0.00	Committee Lead for FAPW Liaison
	3.1	WAGGGS Global Giving Day	Promote WAGGGS Giving Day at the regional level.	£0.00	Asia Pacific Committee
	3.1	Regional Annual Fundraiser	Plan and deliver the annual AP Region fundraising initiative.	£500.00	Committee Lead on Finance and Fundraising
	3.2	Regional Report	Produce an annual report on the action plan	£0.00	Committee Chair
	3.2	Regional Plan Monitoring and Reporting	Establish regular reporting and monitoring mechanisms to track and document progress on the regional action plan.	£0.00	Committee Chair
	3.2	Volunteer Survey	Conduct an annual survey on volunteer experience in collaboration with the global Volunteer Engagement Team.	£0.00	Committee Lead on Volunteer Management
	3.2	Virtual Volunteer Gathering	Organise an annual virtual sharing and social event for volunteers.	£0.00	Committee Lead on Volunteer Management
	3.2	WAGGGS Volunteers Pool	Promote volunteer pool information at both global and regional levels to make it accessible to MOs.	£0.00	Committee Lead on Volunteer Management
	3.2	Volunteers' Capacity Building	Increase volunteer capacity and motivation through regular inductions and capacity-building opportunities via global learning programs within WAGGGS (e.g., World Centre and global program initiatives).	£300.00	Committee Lead on Volunteer Management
	3.2	Volunteers' Learning Conversations	Ensure annual learning conversations for the Asia Pacific Regional Volunteer Sub-Committee with their staff/volunteers/committee leads.	£0.00	Committee Lead on Volunteer Management
	3.2	AP Awards	Recognise volunteers and staff at MOs and the regional level through Leadership Awards, AP Appreciation Awards, and Volunteer Engagement Awards.	£500.00	Committee Lead on Volunteer Management
	3.3	In Person Regional Committee Meeting	Organise the annual Asia Pacific Regional Committee meeting.	£9,685.00	Committee Chair
	3.3	Regional Committee Capacity Building	Build the capacity of the Asia Pacific Regional Committee in areas identified as needing development.	£0.00	Committee Chair
	3.3	Regional Committee Learning Conversation	Ensure annual learning conversations for the Asia Pacific Regional Committee.	£0.00	Committee Chair

2028

	Area of Action	Activity	Description	Estimated Cost (Region)	Deliver by
Outcome 1: A united and connected girl and young women-Led Movement	1.1	AP Communications Plan	Implement the Asia Pacific Regional Communications Plan, with the support of the Asia Pacific Regional Volunteer Communications Sub-Committee, focusing on amplifying the voices and experiences of girls and young women through: (1) Facilitating MO- and girl-led social media takeovers, (2) Amplifying stories from World Centres, global leadership events, and programmes, (3) Establishing a dedicated communications team for key events, supported by hosting MOs, (4) Highlighting opportunities, historical milestones, and impactful narratives, and (5) Featuring WAGGGS opportunities and updates.	£0.00	Regional Communications Sub Committee
	1.1	1:1 Support on Image, Visibility and Branding	Provide tailored one-on-one support to MOs on image, visibility, and branding, in collaboration with the WAGGGS Capacity Building Team.	£1,000.00	Region+ Capacity Building Team
	1.2	Reach Out Grants	Allocate three Reach Out grants to MOs, covering youth exchange, leader exchange, and MO capacity building.	£12,000.00	Committee Lead for FAPW Liaison from Committee
	1.2	Campfire for Collaboration	Promote and utilise Campfire as the learning and knowledge-sharing platform.	£0.00	Region+ Capacity Building Team
	1.2	Virtual Chief Commissioners (CCs) and International Commissioners (ICs) Calls	Organise annual virtual Chief Commissioners (CCs) and International Commissioners (ICs) calls as a consistent platform for CCs and ICs to connect and collaborate.	£0.00	Regional Committee Member Organisations Relationship Lead
	1.2	MOs-led Sub Group	Facilitate the creation of flexible MO-led thematic and sub-regional forums, calls, and workshops.	£0.00	Regional Committee Member Organisations Relationship Lead
	1.2	MOs Sharing and Collaboration	Provide opportunities for MOs to share best practices in all regional virtual and in-person learning activities, integrating peer learning where possible.	£0.00	Regional Committee Member Organisations Relationship Lead
	1.2	Virtual Chief Commissioners (CCs) and International Commissioners (ICs) Calls	Organise annual virtual calls for Chief Commissioners (CCs) and International Commissioners (ICs) to provide a consistent platform for leadership engagement.	£0.00	Regional Committee Member Organisations Relationship Lead
	1.2	International Commissioners (ICs) Induction	Organise annual International Commissioners (ICs) induction for newly elected or appointed ICs of the region.	£0.00	Regional Committee Member Organisations Relationship Lead
	1.2	Collaborative Decision Making with MOs	Facilitate participation, collaborative discussions, and decision-making at the Asia Pacific Regional Conference, World Conference, census, and consultations regarding key issues (Global Strategy and Plan, Regional Plan, Membership Fee, etc.) to shape movement-wide strategies.	£0.00	Country Committee Contact
	1.2	MOs Focused Communications	Provide MOs with access to WAGGGS-related information at both regional and global levels via email, MOs' preferred informal channels, and the monthly newsletter AP Connection.	£0.00	Country Committee Contact and Regional Committee Communications Lead
1.2	Annual MOs and Committee Call	Conduct an annual structured virtual dialogue with MOs to assess needs and provide strategic updates.	£0.00	Country Committee Contact and Regional Committee MOs Relationship Lead	

2028

Outcome	Area of Action	Activity	Description	Estimated Cost (Region)	Deliver by
Outcome 1: A united and connected girl and young women-Led Movement	1.2	MOs Visit	Conduct targeted in-person visits to MOs to provide tailored support, strengthen relationships, and address specific needs.	£2,000.00	Country Committee Contact and Regional Committee MOs Relationship Lead
	1.2	16th APR Conference	Organise the 16th Asia Pacific Regional Conference for collaborative decision-making that drives the future of the region.	Unknown	Asia Pacific Committee + Conference Sub Committee
	1.3	Virtual Global Days Celebration	Organise virtual celebrations for key global events such as World Thinking Day, International Day of the Girl, and International Friendship Day, fostering engagement and awareness.	£500.00	Regional Committee + Events' Specific Sub Committee
	1.3	Joint AP and MO-World Centre-led in person and virtual events	Jointly organize AP Region and MO-World Centre-led in-person and virtual events (camps, workshops, etc.) celebrating 100 years of WAGGGS across the triennium, to increase connections for girls and young women, building leadership and global citizenship.	£1,000.00	Regional Committee Lead on Learning and Leading/ Capacity Building
	1.3	MOs Learning	Facilitate collaboration and learning opportunities for MOs to enable more girls and young women to develop their leadership competencies through sharing opportunities at virtual and in-person events.	£0.00	Regional Committee Lead on Learning and Leading/ Capacity Building
	1.4	Young Women Participation	Facilitate conversations with MOs to increase the participation of girls in governance events (Regional and World Conference) and global leadership programs, such as the Juliette Low Seminar and Helen Storrow Seminar.	£0.00	Country Committee Contact and Regional Committee MOs Relationship Lead
	1.4	World Centre Opportunities	Promote and expand access to World Centre learning and leadership opportunities for girls and young women.	£0.00	Country Committee Contact and Regional Committee MOs Relationship Lead
	1.4	Volunteering Opportunities for YW	Promote and encourage young women to become global and regional volunteers.	£0.00	Country Committee Contact and Regional Committee MOs Relationship Lead
	1.4	Advocacy Champions	Facilitate the participation of young women in becoming global advocacy champions.	£0.00	Country Committee Contact and Regional Committee MOs Relationship Lead
	1.4	1:1 Support on Meaningful Youth Participation	Provide tailored support to MOs in the area of Meaningful Youth Participation.	£1,000.00	Committee Lead on Meaningful Youth Participation + Meaningful Youth Participation Sub Committee + Global Team
	1.4	YW in Governance Alumni Group	Facilitate and support the Young Women in Governance Alumni Group, fostering continuous engagement and leadership development.	£0.00	Committee Lead on Meaningful Youth Participation + Meaningful Youth Participation Sub Committee + Global Team
	1.4	YW in Governance Network	Establish a new Young Women in Governance Network for young women interested in governance and those already in governance, ensuring structured capacity-building support to enhance leadership skills and governance readiness.	£0.00	Committee Lead on Meaningful Youth Participation + Meaningful Youth Participation Sub Committee + Global Team
	1.4	Pre Conference YW in Governance Workshop	Organize the Pre-Regional Conference Young Women in Governance event.	£7,500.00	Committee Lead on Meaningful Youth Participation + Meaningful Youth Participation Sub Committee + Global Team
	1.4	JBL Grant for YW	Support girls and young women in running their own leadership and governance-related projects through the Juseon Byun Leadership Project Grant for young women.	£3,000.00	Committee Lead on Meaningful Youth Participation/FAPW Liaison + Meaningful Youth Participation Sub Committee
	1.4	Project 3L Grant	Support MOs and young women in lifelong learning through the Project 3L grant.	£12,000.00	Committee Lead on Meaningful Youth Participation/FAPW Liaison + Meaningful Youth Participation Sub Committee

2028

Outcome	Area of Action	Activity	Description	Estimated Cost (Region)	Deliver by
Outcome 2: Member Organisations are supported to be thriving, inclusive and deliver a high-quality Girl Guiding and Girl Scouting experience	2.1	Growing and Learning Community of Practice	Facilitate the establishment and operation of a Community of Practice for MOs to share knowledge, foster peer-led learning, and enhance the quality of Girl Guiding and Girl Scouting programs across the region, aligned with the Global Growing and Learning Forum and supported by one-on-one assistance from WAGGGS in the area of GAL.	£0.00	Committee Lead on Capacity Building
	2.2	Capacity Assessment Tool	Support MOs in completing and revisiting the Capacity Assessment Tool, leading to the identification of priorities for their development.	£1,000.00	Country Committee Contact and Regional Committee MOs Relationship Lead
	2.2	1:1 Support in Area of GAL	Provide one-on-one support to MOs in the area of GAL through the Global GAL Volunteer Structure	£1,000.00	Committee Lead on Capacity Building
	2.2	1:1 Support in Area of Governance	Assist MOs in reviewing their constitution by helping them assess, update, and align their governance structures with best practices.	£1,000.00	Committee Lead on Capacity Building
	2.2	1:1 Support in Area of Membership Growth	Provide one-on-one support to MOs in membership growth and retention.	£1,000.00	Committee Lead on Capacity Building
	2.2	1:1 Support in Area of Safeguarding	Provide individual support to MOs to formulate their safeguarding policy.	£1,000.00	Committee Lead on Capacity Building
	2.2	Mainstreaming Safeguarding Practice	Integrate safeguarding orientation and training into all areas of regional work to foster a culture of safety and awareness.	£0.00	Committee Lead on Capacity Building
	2.3	Global Programme	Promote global initiatives and programmes opportunities, especially in area of Digital and STEM-Based Learning, Environment and Climate Change and Mental Health and Well Being, with MOs with the aim to increase their participation and engagement in the programmes.	£0.00	Country Committee Contact and Regional Committee MOs Relationship Lead
	2.3	WAGGGS Global Village	Support MOs in delivering WAGGGS Global Village initiatives at their events, amplifying the reach of WAGGGS initiatives at all levels of the organisation.	£0.00	Regional Committee + Global Team

2028

Outcome	Area of Action	Activity	Description	Estimated Cost (Region)	Deliver by
Outcome 3: A sustainable WAGGGS Asia Pacific region	3.1	Regional Financial Report	Produce the triennium financial report	£0.00	Capacity Building Team
	3.1	FAPW Gathering	Support the delivery of the FAPW Gathering.	£4,000.00	Committee Lead for FAPW
	3.1	FAPW Chapter Fundraising	Assist the FAPW Working Group in implementing FAPW Chapter programs and initiatives for fundraising.	£1,000.00	Committee Lead for FAPW Liaison
	3.1	FAPW Reporting	Provide bi-annual financial and programmatic reports to FAPW for the newsletter and reporting purposes, aimed at increasing membership contributions.	£0.00	Committee Lead for FAPW Liaison
	3.1	WAGGGS Global Giving Day	Promote WAGGGS Giving Day at the regional level.	£0.00	Asia Pacific Committee
	3.1	Regional Annual Fundraiser	Plan and deliver the annual AP Region fundraising initiative.	£1,000.00	Committee Lead on Finance and Fundraising
	3.2	Regional Plan Monitoring and Reporting	Establish regular reporting and monitoring mechanisms to track and document progress on the regional action plan.	£0.00	Committee Chair
	3.2	Regional Report	Produce the triennium report on the action plan	£0.00	Committee Chair
	3.2	Volunteer Survey	Conduct an annual survey on volunteer experience in collaboration with the global Volunteer Engagement Team.	£0.00	Committee Lead on Volunteer Management
	3.2	Virtual Volunteer Gathering	Organise an annual virtual sharing and social event for volunteers.	£0.00	Committee Lead on Volunteer Management
	3.2	WAGGGS Volunteers Pool	Promote volunteer pool information at both global and regional levels to make it accessible to MOs.	£0.00	Committee Lead on Volunteer Management
	3.2	Volunteers' Capacity Building	Increase volunteer capacity and motivation through regular inductions and capacity-building opportunities via global learning programs within WAGGGS (e.g., World Centre and global program initiatives).	£500.00	Committee Lead on Volunteer Management
	3.2	Volunteers' Learning Conversations	Ensure annual learning conversations for the Asia Pacific Regional Volunteer Sub-Committee with their staff/volunteers/committee leads.	£0.00	Committee Lead on Volunteer Management
	3.2	AP Awards	Recognise volunteers and staff at MOs and the regional level through Leadership Awards, AP Appreciation Awards, and Volunteer Engagement Awards.	£500.00	Committee Lead on Volunteer Management
	3.3	Regional Committee Induction	Deliver the Asia Pacific Regional Committee onboarding induction, along with the annual meeting for the year.	£0.00	Committee Lead on Volunteer Management
	3.3	In Person Regional Committee Meeting	Organise the annual Asia Pacific Regional Committee meeting.	£10,000.00	Committee Chair
	3.3	Regional Committee Capacity Building	Build the capacity of the Asia Pacific Regional Committee in areas identified as needing development.	£0.00	Committee Chair
	3.3	Regional Committee Learning Conversation	Ensure annual learning conversations for the Asia Pacific Regional Committee.	£0.00	Committee Chair

FINANCES

The tables below show the forecasted income and expenditure for the Asia Pacific Region for the 2026-2028 period.

Income

The regional income for 2026-2028 is projected to align with the 2025 figures, with a small inflationary increase to reflect current financial trends.

The WAGGGS allocation will depend on the success of fundraising and income generation efforts in the coming years, and will be approved annually by the World Board at its December meeting. To ensure flexibility, the Regional Triennial Action Plan includes contingencies to accommodate potential expansions or reductions in activities.

Forecasted income by year	2026	2027	2028	Total
WAGGGS Regional Allocation	£25,116.00	£25,869.00	£26,516.00	£77,501.00
WAGGGS Contribution towards Regional Conference	--	--	Unknown	--
Friends of Asia Pacific WAGGGS (FAPW)	£30,000.00	£25,000.00	£30,000.00	£85,000.00
Juseon Byun Leadership Fund	£9,000.00	£7,000.00	£9,000.00	£25,000.00
Other fundraising initiatives (e.g WAGGGS Giving Day, Regional Fundraiser)	£5,000.00	£5,000.00	£5,000.00	£15,000.00
Total Income	£69,116.00	£62,869.00	£70,516.00	£202,501.00

Expenditure

The table below shows the forecasted income and expenditure for the Asia Pacific Region for the 2026-2028 period.

The expenditure outlined on the following page has been grouped into two main categories:

- **Programme Delivery** – Includes activities under Outcomes 1 and 2, except those related to WAGGGS (global and regional) governance initiatives and activities.
- **Governance and Operations** – Covers all governance-related initiatives and activities, such as in-person Regional Committee meetings, Regional Committee induction, Regional Conference, Pre-Regional Conference activities, grants to Member Organisations to support participation at World and Regional Conferences, and visits to Member Organisations working towards full membership. It also includes operational costs, such as those related to the management and training of regional volunteers and the development of regional fundraising resources.

Expenditure by year	2026	2027	2028	Total
Programme delivery	£43,500.00	£67,500.00	£45,000.00	£156,000.00
Governance and operations	£17,516.00	£11,985.00	£17,000.00	£46,501.00
Total Expenditure	£61,016.00	£79,485.00	£62,000.00	£202,501.00
Total Income	£69,116.00	£62,116.00	£70,516.00	£202,501.00
Net Surplus/(Deficit)	£8,100.00	-£16,616.00	£8,516.00	£0,000.00

Notes:

- Regional staff salaries and fees are covered by WAGGGS Membership and Regional Support Team's budget.
- Any unused funds will be reallocated to programme delivery activities.
- The annual income and expenditure may not always align, as income from the FAPW and JBL Fund varies depending on the fundraising activities planned for each year. However, the total income generated over the triennium should be sufficient to cover the overall expenses for the same period. In the meantime, while fundraising is ongoing, Region plan to use reserves from the FAPW and JBL Fund to support planned activities.
- Funds from our regional reserves will be used to cover the projected deficit for 2026.

Overall Position

Total income for the triennium is forecast to be £202,501.00 with total expenditure of same amount. The Regional Committee considers this a prudent approach that acknowledges and responds to the current situation in the Region and among our Member Organisations. Expenditure allocations will be reviewed annually and adjusted as needed to reflect new circumstances.

Conclusion

The Asia Pacific Regional Committee has developed this Triennial Regional Action Plan not only as a collaborative effort, but also to encourage active participation from both the next Regional Committee and the Member Organisations of the the Region. Our shared commitment will be essential to achieving the objectives and goals set for the future of our Region.

The priorities outlined in this plan are aligned with the WAGGGS Global Strategy and focus on key areas where support is most needed in our Region. We recognise that this plan is ambitious, but we are committed to adapting activities as needed, in line with available resources and the context in which we operate. In recent years, we have demonstrated our ability to innovate and respond to change.

We are confident that, with your continued engagement and collaboration, the xx region will be stronger, more united, and thriving by 2028—well positioned to achieve our shared goals and lead the final steps toward Compass 2032.



Annex

About the Consultation

The first draft of the 2026-2028 Asia Pacific Regional Triennial Action Plan was shared with Member Organisations on 20 February, together with an invitation to send written feedback via an online form or by writing to ap.reco@waggggs.org by 19 March. The regional team hosted an online workshop to provide additional details, offer a space for Member Organisations to give feedback, and answer questions

A second draft was shared on 10 April. This stage was an opportunity to review the full draft of the 2026-2028 Regional Triennial Action Plan, including the regional funds allocation and key performance indicators, and to give feedback either in writing or via a call. This version also included the proposed activities based on the first stage of the consultation process, organised by year, with priority given to activities that directly address the Region's needs.

- **21 MOs** representatives registered to attend the workshop.
- **20 MOs** were represented during the online session.
- **One MO** provided feedback via the online form.
- **One MO** submitted additional written feedback.

General Feedback

Member Organisations provided valuable feedback on the 2026-2028 Regional Triennial Action Plan and were positive about its direction and focus. MOs emphasised the need for a strong and cohesive identity for the Girl Guide and Girl Scout Movement, and called for meaningful youth participation at all levels – participation that goes beyond tokenism. They also highlighted the importance of strengthening MO development through self-assessment and capacity building.

Key Outcomes Identified

1. Top Areas of Need

Member Organisations identified the following as priority areas where they currently need support:

- Finance and fundraising
- Membership growth and retention
- Image and visibility
- Membership Growth
- Advocacy and youth participation
- Digital Capacity
- Safeguarding
- Governance
- Human Resources

2. MO-to-MO Collaboration (2022–2025)

- 11 MOs have actively collaborated with others.
- 6 MOs are interested in collaboration but have not yet formed partnerships.
- 55% of MOs engaged in collaboration with other MOs reported WAGGGS involvement, valuing and suggesting a need for more facilitation by the Regional Team.

3. Priorities for Achieving Global Strategy Outcome 1: A United Girl and Young Woman-Led Movement.

Most requested areas for focus included:

- Supporting the process of involving young women (under 30) in decision-making within MOs/CAs
- Keeping volunteers motivated at both an MO and regional level
- Building partnerships (between MOs and externally)
- Sharing and learning across MOs

4. Priorities for Achieving Global Strategy Outcome 2: Thriving, Inclusive MOs Delivering Quality Experiences.

Frequently mentioned themes included:

- Finance and fundraising
- Membership growth and retention
- Image and Visibility
- Digital Capability

5. Valued WAGGGS Programmes

MOs highlighted several key WAGGGS initiatives they want to see continued:

- Growing and Learning Framework
- STEM
- Free Being Me
- Girl-Led Action on Climate Change
- WAGGGS Leadership Model

6. Main Challenges

Top challenges facing MOs include:

- Financial constraints
- Membership Retention
- Visibility
- Human Resources

7. Opportunities to Leverage

- 50% of MOs that responded emphasised building networks, partnerships, and collaboration.
- 45% of MOs that responded highlighted the importance of tailored support in capacity building.
- There was a strong call for more in-person engagement to build understanding and relationships.

8. Suggested Initiatives for the Triennium

MOs proposed:

- Mental health and wellbeing
- STEM
- Networking and exchange among MOs
- Training Framework for Leaders
- Outdoor activities and camp



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