



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

Regional Triennial Action Plan 2026-2028

Document 4C

MAY 2025

CONTEXTUAL OVERVIEW

Over the next three years, the Africa 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 Africa 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 Africa 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 a 3 months 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 Africa Region 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.

Working towards Compass 2032 is a shared responsibility for the WAGGGS Global Team and all Girl Guide and Girl Scout organisations. By adopting this twelve-year vision for the Movement, we collectively committed to aligning our individual strategies to the Compass 2032 collective vision.

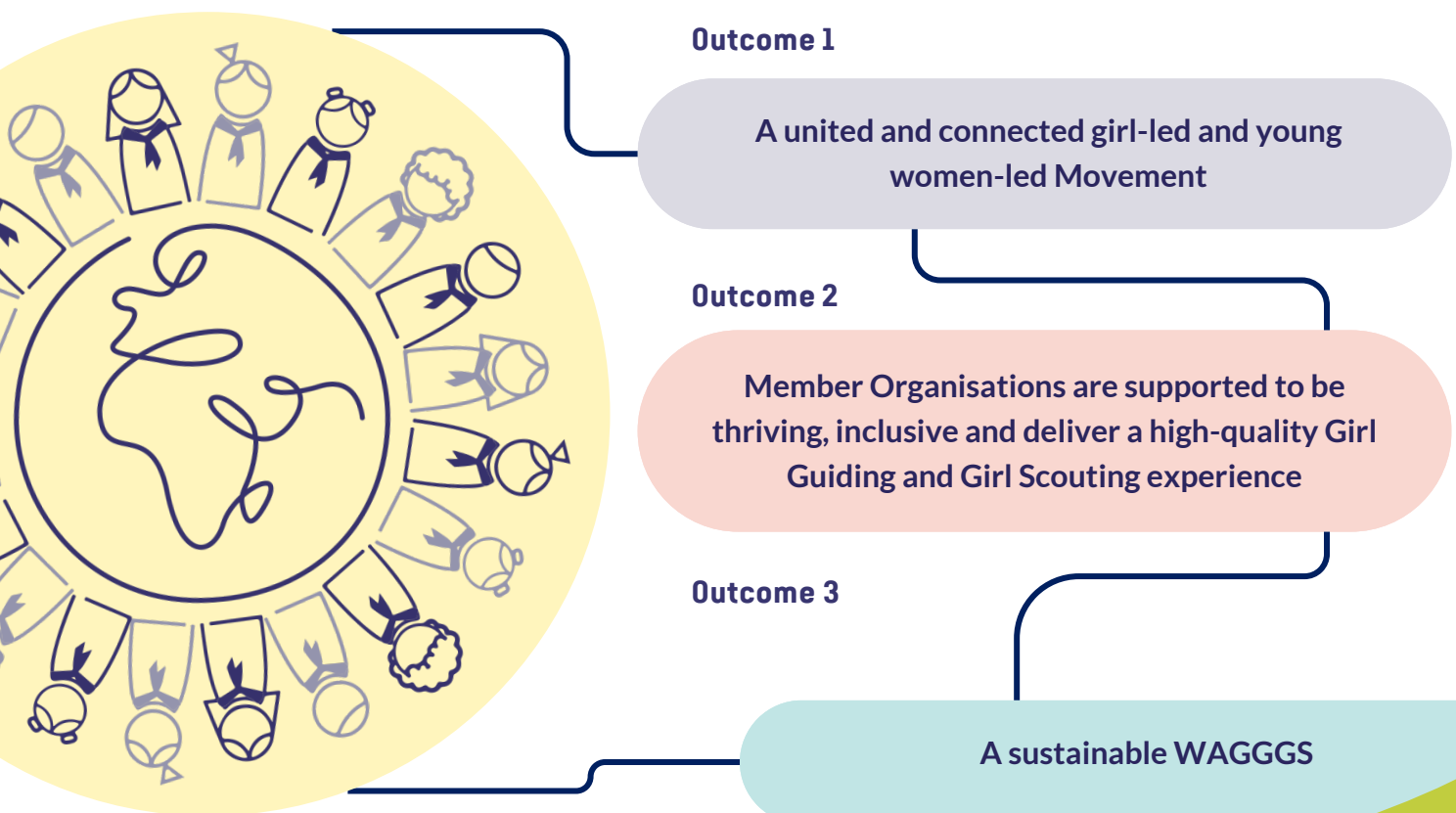
The WAGGGS 2024-2029 Global Strategy outlines how the Global Team will contribute to Compass 2032 over the next six years of the journey.

The three-year rolling action plans approved by the World Board complete the 12-6-3 Strategic Planning Cycle, by outlining the activities we will deliver at global and regional levels to support the achievement of our global goals and vision.

The current Global Strategy, as approved by the WAGGGS World Conference in 2023, outlines the following overarching goals and key outcomes:

GLOBAL STRATEGY 2024-2029 GOAL

By 2029 WAGGGS will be a sustainable, girl-led organisation, connecting an inclusive Movement where every and any girl can feel empowered, safe, and confident to change her world.



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.

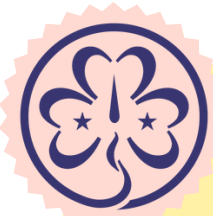
PURPOSE: EVERYTHING WE DO WILL LEAD THE MOVEMENT TOWARDS COMPASS 2032

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

Identity and Unity of the Movement	Strengthening the Relevance and Educational Impact of Girl Guiding and Girl Scouting	Meaningful Global Connections for Girls and Young Women
<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 	<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. 	<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

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 Africa 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 financial stability, enhancing opportunities for networking and collaboration. Many Member Organisations also highlighted the need for more in person events, and membership recruitment and retention.

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 Africa Regional 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
Girl Guiding and Girl Scouting characteristics and principles are articulated and promoted across the Movement	Create a communication toolkit for MOs to use, that reflects the Movement's identity and values.	a comprehensive communication toolkit for MOs that effectively embodies and promotes the Movement's identity, core values, and mission	65% MOs download the communications toolkit and find it useful
The heritage, values and impact of Girl Guiding and Girl Scouting are shared and celebrated across the Movement	Publish impact stories that highlight the impact of Girl Guiding and Girl Scouting in the Africa Region	emphasized the transformative role of Girl Guiding and Girl Scouting in the Africa Region, highlighting how our programmes empower girls and foster positive change in their lives and in communities across the continents	30 stories are shared from 70% of our MOs
The profile, external recognition and visibility of Girl Guiding and Girl Scouting is improved	Enhance regional visibility	Africa Girl Guiding and Girl Scouting are referred in the regional context	Increased number of social media posts and communication tools (newsletters, videos) shared across regional and global platform
	Strengthen MOs' capacity on image and visibility	achieved measurable progress in strengthening MOs' recognition at national level and the visibility of Girl Guiding and Girl Scouting has significantly increased	At least 65% of MOs in the region have an active social media page and a strategy on image and visibility
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	Ensure strengthened regional collaboration and networking by allocating budget for in-person events, and organising online events to foster connection, engagement, and empowerment among MOs	have created lifechanging and impactful opportunities and experiences for our members	At least 2 in-person regional events and 6 virtual webinars addressing key topics for MOs are delivered throughout the triennium
	Support and promote sub-regional partnerships among MOs	more MO partnerships in the region	At least 50% of all MOs in the region have partnership with another/ other MOs in the region
Collaborative decision-making and active dialogue mechanisms between MOs and WAGGGS shape the Movement's future	Continue MOs' consultation and one-to-one dialogue and connection with MOs to understand their needs, expectations and challenges	maintained ongoing one-to-one dialogue with MOs to understand their needs, expectations, and challenges, fostering strong relationships between MOs and WAGGGS.	The national leaders of 30 MOs in the region have met (in-person or virtually) with the Regional Team at least once a year throughout triennial

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

Area of Action: 1.3 Global connections for girls and young women 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	Promote and create opportunities for young women exchanges in the region (virtual and in-person)	have created lifechanging opportunities and experiences for young women	At least 6 events opportunities for young women to exchange (face to face or virtual) are delivered in the Triennium
Increased reach and accessibility of initiatives that facilitate meaningful global connections for girls and young women	Support International Commissioners with tools, skills and networking opportunity to facilitate international connections to their members	more young women and girls have experienced international events	At least 5 Young Women from 65% of MOs participate in a virtual or in person international event at a regional or global level

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	Support MOs to train their members on youth-led advocacy	more girls and young women taking part in youth-led advocacy initiatives and projects	At least one webinar on youth-led advocacy is delivered in the triennium
Increased access to leadership opportunities and decision-making spaces at regional and global levels for young women	Promote and share leadership opportunities using different communication channels (social media platforms, emails, webinars)	more young women will have access to leadership opportunities and decision-making spaces at regional and global level	Increase number of young women taking part in WAGGGS leadership opportunities by 20%

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	Establish a mentorship system to share best practices on quality Girl Guiding and Girl Scouting among MOs	successfully established a mentorship system that facilitates the sharing of best practices on quality Girl Guiding and Girl Scouting, empowering MOs to learn from each other and enhance their programmes	45% of our MOs are part of mentorship system- either as a mentor or mentee.
Co-creation and collaboration spaces support MOs to make Girl Guiding and Girl Scouting more relevant to every and any girl	Create platforms for MOs to collaborate and exchange on educational programmes (campfire, webinars, in -person...)	MOs are delivering programmes that are relevant to girls on national level and sub-region	At least one webinar or in person event, if resources allow, for MOs to collaborate and exchange on educational programme.

Area of action 2.2 MO collaboration and networking for 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	MOs to engage in Growing and Learning (GAL)	MOs across Africa Region delivering high quality programmes	30% MOs have taken part and updated their programmes
	Strengthen MOs governance structures and processes enabling sustainable organisational development	implemented robust governance structures and processes in MOs that demonstrate increased accountability, and effective decision-making, and enhance organisational sustainability	Delivered Governance 2.0 workshop event in which 65% of MOs participate
	Support MOs to retain and grow their membership	Trained MOs to successfully retain and expand their membership, enabling more girls and young women to access impactful GG/GS experience.	Deliver a series of Membership Growth webinars- The region grows by at least 15%

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	Promote WAGGGS Global Programmes and initiatives	increased number of MOs delivering WAGGGS initiatives and programmes	MOs delivering WAGGGS Programmes have increased 20%

Outcome 3: A sustainable WAGGGS Africa Region

Area of Action 3.1 Financial Sustainability

Result	Objectives	Success Statement: By 2028 we will have...	KPIs
Increased fundraised income in line with WAGGGS purpose and priorities	Strengthen networking among the Friends of Africa to expand regional funds through strong collaboration	increased unrestricted funding in the region	Raised 6,000 GBP
	Explore other sources of fund-development for the region	explored other sources of fund-development for the region and established a partnership	1 successful partnership established
	Mentor MOs to increase their funding on national level	made significant progress in supporting MOs to enhance their national-level funding.	At least 5 MOs from those who received mentorship support, have new local partners

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 this plan, ensure transparency and efficiency	Successfully established a robust monitoring system that ensures transparency and efficiency, enabling regular progress tracking and effective implementation of the plan.	Annual report to MOs on progress of this regional action plan is provided.
Volunteer operational model implemented consistently and adds value across WAGGGS	Ensure meaningful experience to all regional volunteers	offered more rewarding volunteer experiences	80% of regional volunteers rate volunteer experience as good

Area of Action 3.3 Global Team Culture and Effectiveness

Result	Objectives	Success Statement: By 2028 we will have	KPIs
The Global Team experience is aligned with WAGGGS values and code of conduct	Work and be driven by WAGGGS values and the code of conduct	Regional Team that strongly demonstrates WAGGGS values	NA
Robust HR management supports staff and volunteers to thrive and excel (e.g. recruitment, induction, L&D, performance management)	Create a strong work relationship between regional staff and volunteers.	have a well skilled and committed regional team	80% of volunteers and staff feel supported to deliver regional plan through learning conversations and development opportunities, where needed.

ACTIVITY PLANNER 2026-2028

Below is the 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.

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

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	Toolkit production & distribution	Design a communication toolkit	£200	Region + Capacity Building Consultants
	1	CB webinars	Deliver Image and visibility webinars	£0	Region + Capacity Building Consultants
	2	Building Relationships	1:1 meetings with MOs virtually	£200	Region
	3	Young women event	2 Young Women event virtually and networking session for YW	£0	Region + MYP Consultants
	2	Produce newsletter & Social media content	Publish Ingoma inhouse newsletter & engagement on social media	£100	Region
Outcome 2: Member Organisations are supported to be thriving, inclusive and deliver a high-quality Girl Guiding and Girl Scouting experience	2	CB event	Support MOs participation in GAL Forum	£3000	Region + GAL Consultants
	2	Region	MO visits (2)	£7000	Region
	2	Regional event	Deliver Governance 2.0 workshop	£8000	Region + Capacity Consultants
	2	CB Webinar	CAT 2.0 Webinar	£0,00	Region + CAT Consultants
	2	Region	International Commissioners Gathering	£200	Region+ WCS+ GPT
Outcome 3: A sustainable WAGGGS Africa Region	1	FD initiative	Friends of Africa Gathering online	£0,00	Region
	2	Regional event	Regional Volunteers Gathering online	£0,00	Region
	1	FD initiative	WAGGGS Giving DAY	£0,00	Region + Philanthropy & Individual Giving
	2	Regional	Regional Committee Meeting face to face	£10000	Region
	x	WAGGGS	Support Delivery of WoCo and Participation of MOs at WoCo	£5000	MaRS & Gov

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	Video and newsletter	Publish impact stories via video and newsletter	£300	Region
	1	CB webinar	Social media engagement webinar	£0,00	Region + Capacity Building Consultants
	2	Region	Networking Session	£0,00	Region
	3	YW event	Young Women event face to face	£5000	Region + MYP Consultants
	1	Produce newsletter & Social media content	Publish Ingoma inhouse newsletter & engagement on social media	£100	Region
	2	Building Relationships	1:1 meetings with MOs virtually	£0,00	Region
	4	CB webinar	Deliver webinar on Youth-Led Advocacy	£0,00	Region + GPT
Outcome 2: Member Organisations are supported to be thriving, inclusive and deliver a high-quality Girl Guiding and Girl Scouting experience	1	Regional initiative	Establish a mentorship system for MOs to share best practices on quality Girl Guiding and Quality Girl Scouting	£0,00	Region
		CB webinar	Deliver a webinar on GAL	£0,00	Region + GAL Consultants
	2	Region event	Membership Growth & Fund development Events	£6000	Region + Capacity Consultants
	2	Region	MO visits (2)	£5000	Region
	3	Region	International Commissioners Gathering	£0,00	Region+ WCS+ GPT
Outcome 3: A sustainable WAGGGS Africa Region	1	FD initiative	Friends of Africa Gathering online	£0,00	Region
	1	FD initiative	WAGGGS Giving Day	£0,00	Region + Philanthropy & Individual Giving
	2	Regional event	Committee & Regional Volunteer face to face gathering	£16000	Region

2028

Outcome	Area of Action	Activity	Description	Estimated Cost (Region)	Deliver by
Outcome 1: A united and connected girl and young women-Led Movement	4	CB webinar	Deliver 2nd webinar on Youth-led Advocacy	£0,00	Region + GPT
	2	Building Relationships	1:1 meetings with MOs virtually	£0,00	Region
	3	Regional event	3 Online Young Women event	£0,00	Region + MYP Consultants
	1	Produce newsletter & Social media content	Publish Ingoma inhouse newsletter & engagement on social media	£100	Region
Outcome 2: Member Organisations are supported to be thriving, inclusive and deliver a high-quality Girl Guiding and Girl Scouting experience	1	CB Webinar	Deliver a webinar on co-creation of educational programme	£0,00	Region + Capacity Consultants
	2	FD initiative	Deliver a Fundraising webinar	£0,00	Region + Capacity Consultants
	2	Regional Event	Deliver a face to face event on GAL	£10000	Region + GAL Consultants
	2	Region Initiatives	MO visits (2)	£7000	Region
	3	Region Initiatives	International Commissioners gathering	£0,00	Region+ WCS+ GPT
Outcome 3: A sustainable WAGGGS Africa Region	1	FD initiative	Friends of Africa Gathering face to face event	£6000	Region
	1	FD initiative	WAGGGS Giving Day	£0,00	Region
	2	Regional Initiative	Regional Volunteer Gathering	£0,00	Region
	2	Region	Committee Meeting Face to face & visit host MO	£10000	Region
	x	Global	Regional Conference	TBC	MaRS & Governance

FINANCES

The tables below show the forecast income and expenditure in the Africa Region for the 2026-2028 period.

Income

The regional income for 2026-2028 is projected to align with 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 expansion or reduction of activities.

Forecasted income by year	2026	2027	2028	Total
WAGGGS Regional Allocation	£28,045	£28,045	£28,045	£84,135
WAGGGS Contribution towards Regional Conference	--	--	Unknown	--
Income from regional events and activities	£4,000	£4,000	£4,000	£12,000
Other fundraising initiatives (e.g WAGGGS Giving Day, Friends of Africa...)	£3,000	£3,000	£3,000	£9,000
Total Income	£35,045	£35,045	£35,045	£105,135

Expenditure

The table below shows the forecast income and expenditure in the Africa Region for the 2026-2028 period.

The expenditure outlined on pages 19 to 21 has been grouped into two main areas:

- **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 initiative's 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 with the management and training of regional volunteers, or the development of regional fundraising resources.

Expenditure by year	2026	2027	2028	Total
Programme delivery	£18,700	£16,400	£16,100	£51,200
Governance and operations	£16,345	£18,645	£18,945	£53,935
Total Expenditure	£35,045	£35,045	£35,045	£105,135
Total Income	£35,045	£35,045	£35,045	£105,135
Net Surplus/(Deficit)	--	--	--	--

Overall Position

Total income for the triennium is forecast to be £105,135 with total expenditure of £105,135. 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

As highlighted at the start of this process, the Africa Regional Committee has developed this initial draft of the Triennial Regional Action Plan to serve as a framework for discussion and consultation with all Member Organisations. Our aim is to foster collaboration and shared decision-making throughout this journey.

We acknowledge that this plan is ambitious, but we remain committed to adjusting activities as needed based on available resources and the operating context. In recent years, we have demonstrated our ability to innovate and adapt—through webinars, large-scale virtual programmes and events. With your engagement and the dedication you have consistently shown, we are confident we can achieve our shared goals.

The core priorities outlined in this draft align with the WAGGGS Global Strategy and focus on the key areas where we believe the region requires further support. Together, with your input, we will refine and finalise a plan that enables us to reach our objectives.

By 2028, we envision an Africa Region that is stronger, more united, and thriving—ready to lead the last remaining steps toward Compass 2032.



Annex

About the Consultation

The first draft of the 2026-2028 Africa Regional Triennial Action Plan was shared with Member Organisations on 7th February, together with an invitation to send written feedback via an online form or by writing to Africa.reco@wagggg.org by 3rd 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 21st March. 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.

- 73 MO representatives registered to attend a workshop
- 23 MOs were represented during the online session

General Feedback

Member Organisations provided valuable feedback on the 2026-2028 Regional Triennial Action Plan and were positive about its direction and focus. They highlighted financial stability, networking and collaboration as key priority areas and emphasised the need to strengthen membership recruitment and retention. Member Organisations also suggested suggested reporting channel from MO to Region and more in-person regional event. The input received has helped shape the plan's development. Below is a summary of the feedback received:

Key Outcomes Identified

1. Top Areas of Need

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

- Membership growth and retention
- Image and visibility
- Safeguarding
- Finance and fundraising
- Programme design and delivery
- Leadership practice
- Advocacy and youth participation

2. MO-to-MO Collaboration (2022-2025)

- 52% of MOs collaborated with others.
- 44% are interested but haven't yet collaborated.
- Only 6 MOs felt WAGGGS actively facilitated collaboration – more support needed here.

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

Most requested areas for focus included:

- Building partnerships (internally and externally)
- Motivating volunteers
- Regional engagement and networking
- Shared learning and collaboration
- Empowering young women in decision-making

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

Frequently mentioned themes included:

- Finance and fundraising
- Membership growth
- Advocacy and youth participation
- Governance
- Leadership practices
- Programme design and delivery

5. Valued WAGGGS Programmes

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

- Free Being Me
- Surf Smart
- Girl-Led Action on Climate Change
- Voices Against Violence

6. Main Challenges

Top challenges facing MOs include:

- Financial constraints (28.6%)
- Governance and leadership (22.9%)
- Youth participation (17.1%)
- Volunteer engagement (14.3%)
- Limited resources/training for youth

7. Opportunities to Leverage

- 43.5% of MOs emphasises building networks, partnerships, and collaboration.
- 34.8% 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:

- Financial sustainability initiatives
- Leadership and governance training
- Volunteer engagement strategies
- Meaningful youth participation
- Increased support for collaboration and regional connection
- Membership growth strategies
- Partnerships development

