



**24<sup>TH</sup>** Arab Regional Conference  
8-11 August 2025 · Algeria  
Les Scouts Muslmans d'Algerie

# TRIENNIAL REPORT 2023-2025



WORLD ASSOCIATION  
OF GIRL GUIDES  
AND GIRL SCOUTS

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# INTRODUCTION FROM THE CHAIR OF THE REGION



Here we meet again after three years of dedication, hard work, and success.

Yes, the past years were filled with many great challenges...  
And many great smiles!

We have successfully strengthened our relationships with our member organizations. We held regular general virtual meetings with all associations, as well as specific meetings to follow up on detailed matters and the particular needs of each association. In addition, we conducted field visits to various countries and took the opportunity of attending different events to meet decision-makers at the national and organizational levels.

Despite the political, security, and economic crises faced by many Arab countries, we managed to visit over 60% of our member organizations and meet with decision-makers from the associations facing the greatest challenges in various locations.

We were fortunate to meet not only with decision-makers, but also with a large number of active leaders and young women on national, regional, and global levels!

Young women held a significant share of our attention. We made sure to involve them in decision-making processes and provided opportunities for them to take on leadership roles. Training programs and workshops were organized to develop their leadership skills and boost their self-confidence.

With your participation and support, we established the largest Arab volunteer pool, bringing together around 60 volunteers from all member organizations. This team works like a beehive to meet the region's needs and to ensure we remain pioneers in all areas of guiding, leadership, and support. A shining example of our volunteers' success is that all regional conference logos were designed by the Arab Region!

In this way, we worked on strengthening our global participation, improving the image of the region, and advocating for our member organizations.

We witnessed significant growth on all levels most notably on the personal level.

These three years have been a rich journey of learning and growth. The challenges of regional leadership and working on the World Board taught me patience and resilience and deepened my belief in the power of teamwork and volunteerism. My many consultations with senior leaders taught me wisdom and composure, while my interactions with young leaders inspired me with new ideas and enhanced my ability to listen and guide. Every meeting and workshop was an opportunity to develop my skills and deepen my understanding of our member organizations' needs. I am deeply grateful for this experience that has helped shape my personality as a leader and a guide.

In conclusion, I extend my heartfelt thanks and appreciation to everyone who contributed to achieving these accomplishments—my fellow members of the Arab Committee and the Regional Director. Our commitment to continue working together and our belief in our mission have helped us realize these successes and dreams.

We wish the upcoming committee every success in continuing the journey for the good of our beloved Arab Region.

Leader Sarah Hammoud  
Chair of the Arab Region

# THE REGIONAL TEAM

## THE COMMITTEE



**Amani Al-Jabri**  
Member of the Arab Regional  
Committee  
General Directorate of Scouts  
and Guides – Sultanate of Oman



**Dr. Amal Al-Muslemani**  
Vice Chair of the Arab Regional  
Committee  
Qatar Scouts and Guides  
Association



**Sarah Hammoud**  
Chair of the Arab Regional  
Committee  
Lebanese Union of Girl Guides  
and Scouts



**Rihane Khaither**  
Member of the Arab Regional  
Committee  
Algerian Muslim Scouts



**Ghofrane Ben Hamed**  
Member of the Arab Regional  
Committee  
Tunisian Scouts



**Mona Amin**  
Member of the Arab Regional  
Committee  
Egyptian Girl Guides Association

## THE STAFF



**Asmaa Farrag**  
Regional Manager  
Egypt

# OUR REGIONAL VOLUNTEERS AND WORKING GROUPS/SUBCOMMITTEES

## LEADERSHIP AND TRAINING



Nawal Hamdani  
Tunisia



Ghalia Al-Maghribi  
Libya



Amal Ben Gharish  
Tunisia



Asmaa Al-Hamali  
Libya



Heba Mostafa  
Egypt



Miryam Saqqal  
Lebanon



Marwa Hashisho  
Lebanon



Maram Al-Fakharani  
Egypt



Lulwah Jawhar  
Kuwait



Siham Al-Suhail  
Kuwait

## YOUNG WOMEN



Elena Aya Al-Rahman  
Algeria



Kamila Takali  
Libya



Zeinab Rehani Noor  
Kuwait



Abdel Husseir  
Bahrain



Dania Abu Touk  
Jordan



Manar Al-Balushi  
oman



Atheer bint Darwish  
oman



Aisha Biskiri  
Libya



Rabab Sanousi  
Tunisia



Taym Faris  
Libya



Aya Shaaban  
Egypt



Hadeer Samir  
Egypt



Hadeer Magdy  
Egypt



Manar Ibrahim  
Kuwait



Dana Sarkhouh  
Kuwait



Alaa Fathi  
Egypt

## OUR REGIONAL VOLUNTEERS TECHNICAL SUPPORT



Dora El Sheikh Ali  
Lebanon



Mona Khalifa  
Egypt



Hend Alimy  
Egypt



Hussaina Al-Sananiya  
Oman



Maryam Hamad  
Lebanon

## GUIDES AND CURRICULUM EXPERIENCE



Yasmin Sayed  
Egypt



Fatima Al-Flikawi  
Kuwait



Thuraya Al-Hattalia  
Oman



Committee Advisor  
Nogat Bakhit  
Kuwait



Marwa Hamani  
Algeria



Muneera Anani  
Egypt



Ashwaq Al-Ruwaisi  
Tunisia



Sally Mostafa  
Egypt

## RESOURCE DEVELOPMENT AND FUNDING COMMITTEE



Neama Abdallah  
Libya



Maryam Issa  
Bahrain



Christine Nagib  
Egypt



Omnia El-Arky  
Egypt



Ghada Nabil  
Egypt



Shaimaa Salama  
Egypt



Halima Abdelmutalib  
Libya



Safaa Boukefous  
Algeria



Ingrid Total  
Lebanon

# OUR REGIONAL VOLUNTEERS

## COMMUNICATION AND MEDIA



Zohira Bouker  
Algeria



Youstina Malak  
Egypt



Manel Essaidani  
Tunisia



Amani Mahboubi  
Algeria



Tatania Gabriel  
Lebanon



Hana El-Banna  
Egypt



Nisreen Al-Barassi  
Libya



Islam Al-Faizi  
Tunisia



Amal Al-Khalifa  
Kuwait

## TRANSLATION



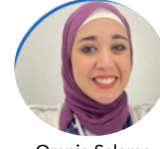
Salome Wadie  
Egypt



Yasmin Osama  
Egypt



Anfal Hamad  
Yemen



Omnia Salama  
Egypt



Buthaina Al-Kalbania  
Oman



Shahd Salami  
Lebanon



Heba Suleiman  
Algeria



Rahma Sayed  
Egypt



Salwa Al-Fazariya  
Oman



Zeinab Tuhami  
Tunisia



Caroline Emad  
Egypt



Nardin Koua  
Palestine



# REGIONAL ACTION PLAN 2023-2025

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

## 1. THRIVING MEMBER ORGANISATIONS, THRIVING MOVEMENT

### THE 2023 -2025 OBJECTIVES WERE:

- Clearly integrate the areas of the Compass 3032 at the regional level into regional plans and programmes, so that the Committee's work serves as a model for Member Organisations.
- In collaboration with the Capacity Building Team, support the Member Organisations that have already identified capacity-building priorities in implementing these priorities.
- In collaboration with the Capacity Building Team, promote the new capacity-building model after its launch at the World Conference.

### Key Results:

- 80% of Committee members and volunteers benefited from the training and understood how to use the Compass 2032.
- 80% of the Member Organisations completed the capacity building assessment.
- A sub-committee was formed, consisting of performance assessment tool consultants and volunteers, to assist associations in completing the assessment tool.

### how did we perform?

- The Arab Committee and the Regional volunteers were trained on Compass 2032
- An evaluation session was organized for the regional plan each year, and lessons learned were used to inform the following year's planning.
- Sessions were delivered on the importance of the Capacity Assessment Tool, and support was provided to MOs to complete it.
- We responded to all MOs that asked support in CAT.
- We planned our event based on the areas identified by the MOs based on the Capacity Building Tool. Online sessions were organised and then we fulfilled the needs via our trainings (FBM, FD...)

## 2. INTERNATIONAL CONNECTIONS AND GLOBAL COMMUNITY

The 2023 -2025 objectives were:

- Strengthen relationships between member organisations in the Arab Region.
- Strengthen relationships between member organisations and community-based organisations with the aim of building partnerships.
- Ensure that the volunteers working in the Arab Region Committees have rewarding, accessible, impactful, and sustainable experiences.
- Equip volunteers with the necessary skills to enable the appropriate deployment of team members for the implementation of the regional action plan.
- Encourage the active participation of Arab Region member organisations in the World Conference.
- Enhance the visual identity and visibility of the Arab Region.

Key Results:

- 75% of MOs participated in the Arab Girl Guides Camp.
- 30% of MOs that attended the Fund development training began implementing the training content.
- 70% of MOs now have a clear understanding of the roles and responsibilities of the different volunteer sub-committees.
- 80% of the volunteers who worked with the committee were recognized and honored.
- 70% of the volunteers participated in various regional activities.
- 60% of the MOs contributed to delivering the regional sessions by inviting each others

how did we perform?

- We organised annual meetings with MOs to discuss priority topics for each organisation including EGM, WOCO and CAT
- We held the the Arab Girl Guides Camp (ages 15–17) in collaboration with the Oman Scouts and Guides Association.
- We conducted an in-person training session on fundraising, project writing, and partnership building.
- We implemented the Arab Girl Guides Camp (ages 18–21) in collaboration with the Young Women’s Committee and the Jordanian Association for Scouts and Guides.
- We provided MOs and volunteers with roles description for sub-committee roles, including the required skills to enable the appropriate deployment of team members for implementing the regional action plan.
- We identified, recruited and trained volunteers with to support the region, helping them understand their roles and make effective contributions.
- Volunteers were engaged in various regional activities to encourage and recognise their efforts.
- A plan was developed to honor volunteers at the regional level through social media, certificates, and quarterly badges.
- We organised quarterly volunteers gathering
- We held a regional gathering during the World Conference to provide space for Member Organisations to connect and engage.
- The Arab Regional Committee met in Cyprus in 2023 and in Kuwait in 2024.
- Activities and events conducted by Member Organisations were promoted through the Arab Region’s social media platforms.
- World Centre activities and events were also promoted.
- We offered support with data submission and report preparation of the census.
- We developed a communications plan that includes regional spaces on Campfire platform.
- The Media Team created a design library, along with providing professional accounts to expand audience reach.
- We shared all regional activities, outstanding national activities by MOs, and all available opportunities.
- The Arab Girl Guides Day was celebrated annually.

### 3. QUALITY GIRL GUIDING AND GIRL SCOUTING

#### THE 2023 -2025 OBJECTIVES WERE:

- *Support Member Organisations in the region to become a safe environment for girls.*
- *Implement global initiatives and programmes at the regional level.*
- *Provide high-quality regional programmes that meet the needs of Member Organisations.*

#### Key Results:

- 80% of MOs participated in activities related to WAGGGS safeguarding policy.
- 100% of our MOs attended and benefited from the Free being me and Surf Smart training.
- All events are currently evaluated and monitored.
- 30% of MOs benefited from grants for new initiatives from WAGGGS
- 70% of participants in various activities reported satisfaction with the programmes offered.
- 70% of Member Organisations participated in the in-person leadership training in Qatar.

#### how did we perform?

- The regional YW committee held, In celebration of Arab Girl Guides Day, dialogue sessions where girls from MOs presented to other girls and discussed topics relevant to them.
- Online introductory sessions were conducted for MOs to introduce the WAGGGS programs and initiatives.
- We assigned the quality task to two volunteers from the regional training subcommittee to create the evaluation forms for all events
- We evaluate our regional programmes and activities continuously.
- We operated in accordance with safeguarding standards by having listening ears, training volunteers on the adequate material and followed the guidelines
- In cooperation with the WAGGGS Global Programmes team, a facilitator training for the "FREE BEING ME & Surf Smart " programmes was conducted, hosted by the Kuwait Girl Guides Association.
- An in-person leadership training was held, hosted by the Qatar Scouts and Guides Association.
- we are currently in the planning phase for the facilitators training between the Arab region and the Asia-Pacific region AA Event in 2026

## 4. LEADERSHIP AND VOICE

### THE 2023 -2025 OBJECTIVES WERE:

- *Work with Member Organisations to create more space for girls to practice leadership at all levels.*
- *Increase youth participation and representation of young women in governance and decision-making at the Arab regional level.*

### Key Results:

- 60% of young women felt inspired and benefited from dialogue sessions that featured success stories of young women, encouraging them to practice leadership at all levels and empowering them.
- Young women constitute 20% of all regional volunteer sub-committees.

### how did we perform?

- We held dialogue sessions featuring success stories of young women to encourage them to practice leadership at all levels and empower them.
- Organize the Arab Young Women's Event and launch the Arab Region Challenge.
- All volunteer sub-committees include young women under the age of thirty.
- A Young Women committee for was formed in the Arab region.
- We regularly shared volunteer opportunities available at the WAGGGS and the Arab regional sub-committees through social media channels.
- We offered several opportunities to share knowledge with YW and involve them in planning and facilitating roles
- We empowered the YW subcommittee to create their own growth curriculum with coordination with the YW Committee at WAGGGS.
- The number of Facebook followers increased by 188.5% compared to the previous triennium.
- The number of Instagram followers grew by 269.12% compared to the previous triennium.

# ENGAGEMENT WITH MEMBER ORGANISATIONS

Since the beginning of our triennium, our top priority has been to support our member associations in the best possible way. Through regular communication, we have been able to evaluate and adapt our offerings to meet the rapidly changing needs of the region.

We have worked closely with Yemen and Sudan & Mauritania to ensure they could continue delivering Girl Guiding and Girl Scouting activities despite challenges in their national context. We met with decision-makers from their organizations during various in-person activities, with the goal of overcoming difficulties and finding solutions. Indeed, we were able to provide them with assistance and support to participate in most activities. The Mauritania Scouts and Guides Association was also able to secure external support to implement a national activity.

Despite the war in Palestine, we maintained contact with the association, trying to create opportunities for Palestinian Girl Guides to grow and not be interrupted by the war. We are fortunate to have a young Palestinian leader join our conference to lead the executive team.

We also provided direct support through visits to more than 60% of member organizations and numerous activities and trainings, which enhanced cooperation and interaction and identified hidden capabilities within our region, which we seek to showcase to the world.

We have held regular meetings with our Member Organisations to stay informed of their needs and provide ongoing support. Additionally, we met with Member Organisation representatives at world conference event in Cyprus as well as in the Arab camp in Jordan and in other events offering an opportunity for deeper discussions and to learn about their work.

To enhance the region's presence on social media, we implemented a strategic media plan aimed at diversifying content, boosting engagement, and maintaining consistent visibility across platforms. The plan highlights regional and MOs activities, while expanding the reach of opportunities to as many leaders and Girl Guides as possible throughout the Arab world.

We have worked closely with the Membership Development team to facilitate conversations with Morocco whom is working towards becoming members of WAGGGS.

Three years may seem long but in reality we wish we could visit and meet all the member associations and strengthen relationships even more!



# 2023-2025 KEY IMPACT AREAS

## 2023-2025



### MEMBERSHIP ENGAGEMENT



16

Number of MOs

151,459

Number of Members

45

Number of 1:1 meetings with MOs

20

Number of events delivered

Average number of participants (regional activities)

72

### CAPACITY BUILDING

23

Number of CB related sessions

9

Number of CAT sessions delivered,



### EVENTS & ACTIVITIES

### FUNDING



£14,086

\$ income from Arab Contribution

£9,000

Numbers of grants provided to MOs to attend Regional Events

### YOUNG WOMEN



12

Numbers of YW events delivered over the triennium

68

Number of volunteers (regional working groups)

13,842

Number of hours committed by regional committee and regional volunteers all over the 3 years

### REGIONAL TEAM



188,5 %

Followers in Social Media compared to last triennium

36,746

Instagram Visibility & Reach (Total views in Q2 2025)

73,256

Facebook Visibility & Reach (Total views in Q2 2025)

### EXTERNAL RELATIONS & VISIBILITY



# REGIONAL FINANCES

## FINANCIAL SUMMARY 2023-2025

This section provides an overview of the income and expenditure of the WAGGGS Arab Region across the 2023-2025 triennium. The financial figures for 2023 come from the audited accounts and can be viewed in more detail in the respective financial reports of that year. The 2024 and 2025 figures are financial forecasts. The 2024 final audited accounts will be shared with Member Organisations later in 2025, as soon as the audit is complete. Similarly, the 2025 final audited accounts will be shared with Member Organisations during 2026.

## INCOME AND EXPENDITURE

Total income to the Region across the triennium is forecast to be £72,990 with total expenditure across the triennium forecast to be £38,391 .

INCOME	2023	2024	2025	TOTAL [2023-2025]
WAGGGS ALLOCATION	£12,000	£20,022	£20,523	£52,545
ARAB REGIONAL CONTRIBUTION	£3,985	£8,102	£8,358	£20,445
<b>TOTAL INCOME</b>	<b>£15,985</b>	<b>£28,124</b>	<b>£28,881</b>	<b>£72,990</b>

EXPENDITURE	2023	2024	2025	TOTAL [2023-2025]
REGIONAL CONFERENCE	£0.00	£0.00	£6,000	£6,000
GOVERNANCE - COMMITTEE AND VOLUNTEERS MEETINGS	£1,931	£3,164	£3,750	£8,845
PROGRAMMES	£6,346	£10,446	£6,250	£23,042
ADMINISTRATION [INCLUDES FINANCE COSTS]	£240	£114	£150	£504
<b>TOTAL EXPENDITURE</b>	<b>£8,517</b>	<b>£13,724</b>	<b>£16,150</b>	<b>£38,391</b>

## ARAB REGION CONTRIBUTION

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

ARAB REGION CONTRIBUTION (RESTRICTED)*	RESERVES (IN GBP)
OPENING BALANCE 2023	68,952
SURPLUS/DEFICIT 2023	3,252
CLOSING BALANCE 2023/ OPENING BALANCE 2024	72,204
SURPLUS/DEFICIT 2024	6,212
CLOSING BALANCE 2024/ OPENING BALANCE 2025	78,416
FORECASTED SURPLUS/DEFICIT 2025	-2980
<b>BALANCE</b>	<b>75,436</b>

## ACKNOWLEDGEMENTS

The committee would like to thank all our regional volunteers, our regional staff team, colleagues at the World Bureau, all our Member Organisations, and our external partners, without whom none of our work would be possible. You all work tirelessly to make our regional work come to life and we are extremely grateful.

Thank you to all the organizations that hosted Arab activities and invited other organizations to participate in their activities. All of this enriches the committee's work and opens up more opportunities for our guides.

Thank you to every volunteer who invested her time and energy in serving the region. You are the reason for our success today.

Thank you to everyone who participated in our activities. Without your trust, we wouldn't have been able to accomplish our plan and more.

Thank you to our families and parents, whose unwavering support, patience, and encouragement make it possible for us to give so much of ourselves to this movement. Your love and understanding are the foundation behind every success.

You all work tirelessly to make our Arab Girl Guides successful, and we are grateful for your contributions!



# ANNEX 1

## MAIN REGIONAL EVENTS

2023

- Arab Camp for Girl Guides, Salalah – Sultanate of Oman
- Online Campfire Training
- Arab YW event (Online)
- Online fund Development and Partnerships Training
- Committee and Member Organisations Meeting during the World Conference – Cyprus
- Surf Smart Training
- Arab Girl Guide Day Celebration
- YW Regional challenge.

2024

- Online advocacy campaign for vulnerable MOs
- Fund Development and Partnerships Training in Tunisia
- International Commissioners Meeting in Jordan
- Arab Camp for Girl Guides, Dabbin – Jordan
- First Girl Guides Meeting – Libya
- Regional Facilitators Training – Kuwait
- Arab Regional Committee Meeting – Kuwait
- Arab Girl Guide Day Celebration & Challenge.

2025

- Regional Leadership Workshop – Qatar, February
- Regional Committee Visit to Algeria to prepare for regional conference.
- Capacity assesment tool workshop to Bahrain MO.
- YW forum pre Reco
- Regional Conference in Algeria





**24TH ARAB REGIONAL CONFERENCE**

**STRONGER TOGETHER**