



17TH Western Hemisphere Regional Conference
03-06 July 2025 · Mexico
Virtual

Election Booklet

**Members of the Western Hemisphere
Regional Committee, 2025-2028**

May 2025

CONTENTS

INTRODUCTION	PAGE
From the Nominations Committee	2
PART A: CANDIDATES STANDING FOR THE WESTERN HEMISPHERE REGIONAL COMMITTEE, 2025-2028	
• List of candidates standing for the Western Hemisphere Regional Committee 2025-2028	4
• Skills and Experience Matrix	5
• Biographical information of the candidates standing for the Western Hemisphere Regional Committee 2025-2028:	
○ Alison Alvarado Porras	8
○ Susan Birnie	16
○ Margaret Burke	23
○ Alé Delgado	30
○ Marina De Matthey Derosa	37
○ María José Gallardo Pérez	44
○ Shonetta Lowe	50
○ Tiffany Pierre	56
PART B: SUPPORTING INFORMATION	63

INTRODUCTION

On behalf of the Nominations Committee, I am delighted to present the candidates standing for election to the Western Hemisphere Regional Committee for the 2025-2028 triennium.

On the following pages you will find a profile for each candidate, including a personal statement and their vision for the region in the coming years. Candidates have also shared their skills and experiences, self-assessed their competency levels, and reflected on how the practice of their Leadership Mindsets can enhance their effectiveness as a Regional Committee member.

Each candidate has been endorsed by their Member Organisation (MO), and professional referees have provided references in support to their nominations. Additionally, all candidates participated in a conversation with members of the Nominations Committee, ensuring alignment with the criteria outlined in the person specification provided in the Terms of References for Regional Committees. Throughout this process, the Nominations Committee worked alongside the candidates to help them strengthen and refine their profiles, making sure their information came across clearly and met all the requirements.

As you read through the eight inspiring profiles, we invite you to consider who you feel brings the right combination of vision, skills and dedication to lead our Movement at the regional governance level for the next three years. As outlined in the Regional Committee Terms of Reference, while candidates bring individual strengths and knowledge, the Committee's true impact lies in its collective diversity of experience, with members complementing one another. With this in mind, we encourage you to reflect not only on each candidate individually but also on how they could work together as a team to serve the Region effectively.

We value greatly your active partnership and careful judgment in identifying the most talented, versatile and committed individuals to join the WAGGGS Global Team at the Regional Committee level. As a Movement that is strongly committed to inclusion, and, promoting young women's meaningful participation in our governance and decision-making at all levels, Member Organisations are reminded that, as far as is practicable, at least two of the elected Regional Committee members should be under the age of 30 at the time of her election.

It is very important that Regional Committee members do not hold significant posts in their Member Organisation during their term of office, both to ensure that there is no conflict of interest, and that they are able to devote the time required to their Regional Committee role. Any candidates currently holding a significant position in their Member Organisation, have therefore been asked to relinquish this role within three months if they are elected to the Regional Committee.

There will be opportunities to meet and hear from candidates both before and during the Regional Conference. Each candidate possesses unique talents and perspectives – many of which could not be fully captured in this booklet due to limited space. Do take the opportunity to talk and engage with them, ask questions, and gather the insights you need to make a confident and informed decision.

Thank you for your continued support as we work together to strengthen leadership and governance across the Western Hemisphere Region.

Yours in Guiding and Scouting,

Gabriela Bonilla Rubi
Nominations Committee Member
Western Hemisphere Region



PART A:

CANDIDATES STANDING FOR THE REGIONAL COMMITTEE 2025-2028

LIST OF CANDIDATES STANDING FOR THE REGIONAL COMMITTEE 2025-2028

Candidates for the Western Hemisphere Regional Committee 2025-2028 are listed in alphabetical order by surname.

ALISON ALVARADO PORRAS

Asociación de Guías y Scouts de Costa Rica

SUSAN BIRNIE

Girl Guides of Canada

MARGARET BURKE

Girl Guides Association of Barbados

ALÉ DELGADO

Girl Scouts of the USA

MARINA DE MATTEY DEROSA

Asociación Guías Argentinas

MARÍA JOSÉ GALLARDO PÉREZ

Asociación de Guías y Scouts de Chile

SHONETTA LOWE

Guyana Girl Guides Association

TIFFANY PIERRE

Girl Guides Association of Saint Vincent and the
Grenadines

SKILLS AND EXPERIENCE MATRIX

The Terms of Reference for Regional Committee members outline a range of essential and desirable skills. Candidates were asked to indicate their proficiency in each skill and explain their reasoning. The aim is to demonstrate why they believe they possess each skill and to highlight their strengths. Candidates were encouraged to use examples and list experiences from inside and outside of Girl Guiding/Girl Scouting (locally, nationally, and within WAGGGS) as well as professional experiences, including events and courses attended, if relevant.

Regional Committee members are not expected to have a high level of skill or experience in every area listed. The committee as a whole should encompass a diverse skillset, allowing members to complement one another. Therefore, it is acceptable for one member to be less proficient in one area while excelling in another, as the committee will benefit from a balanced mix of knowledge and skills.

Skill level criteria for rating:

- **Learner:** Very little knowledge or understanding and requires support to contribute to discussion in this area
- **Follower:** Some basic knowledge or understanding, so able to contribute occasionally, to discussions on this area.
- **Contributor:** Good knowledge and understanding of this area, so able to contribute fully on debates in this area.
- **Expert:** Extensive knowledge and/or expertise, so able to lead debates and discussions on this area confidently and competently.
- **Professionally qualified:** Up to date professionally or academic qualification in this area.

SKILLS AND EXPERIENCE MATRIX: ESSENTIAL SKILLS

Essential Skills	Alison Alvarado Porras	Susan Birnie	Margaret Burke	Alé Delgado	Marina De Matthey Derosa	María José Gallardo Pérez	Shonetta Lowe	Tiffany Pierre
An understanding of WAGGGS, the complex and diverse regional context, and the varied organisational structure of MOs.	Contributor	Expert	Expert	Follower	Expert	Expert	Follower	Follower
An understanding of - and ability to articulate - the WAGGGS leadership model, and the Girl Guide/Girl Scout method.	Contributor	Expert	Expert	Contributor	Contributor	Expert	Expert	Contributor
Good general knowledge of the challenges and opportunities facing girls and young woman across the region.	Expert	Contributor	Contributor	Follower	Contributor	Contributor	Contributor	Contributor
Ability to be flexible and open to new opportunities or ways of doing things.	Contributor	Expert	Expert	Professionally qualified	Expert	Contributor	Expert	Expert
Sound independent judgement and the ability to challenge constructively.	Contributor	Expert	Expert	Professionally qualified	Professionally qualified	Contributor	Professionally qualified	Expert
Ability to analyse and interpret information and think critically, creatively, and strategically.	Professionally qualified	Expert	Expert	Professionally qualified	Expert	Contributor	Professionally qualified	Expert
Ability to listen and learn from others, to see things from different perspectives, and appreciate diverse points of view.	Expert	Expert	Expert	Professionally qualified	Expert	Expert	Expert	Expert
A collaborative approach, able to work effectively as part of a diverse team of volunteers and staff while respecting different roles and reporting lines.	Expert	Contributor	Expert	Professionally qualified	Expert	Contributor	Expert	Expert
Cultural sensitivity and an ability to work in a multicultural context.	Contributor	Contributor	Expert	Expert	Expert	Professionally qualified	Expert	Expert
Experience in working with volunteer teams. Team leadership skills, and ability to delegate.	Expert	Expert	Expert	Expert	Expert	Expert	Professionally qualified	Expert

SKILLS AND EXPERIENCE MATRIX: DESIRABLE SKILLS

Desirable Skills	Alison Alvarado Porras	Susan Birnie	Margaret Burke	Alé Delgado	Marina De Matthey Derosa	María José Gallardo Pérez	Shonetta Lowe	Tiffany Pierre
Previous experience of volunteering for WAGGGS.	Contributor	Contributor	Follower	Contributor	Contributor	Expert	Learner	Contributor
Ability to think strategically and create strategic plans.	Professionally qualified	Contributor	Contributor	Professionally qualified	Expert	Contributor	Contributor	Contributor
Financial, management, budgets, and risk management.	Professionally qualified	Professionally qualified	Contributor	Expert	Professionally qualified	Learner	Learner	Contributor
Project and programme planning and management	Professionally qualified	Contributor	Contributor	Professionally qualified	Expert	Follower	Expert	Contributor
Governance and/or legal expertise.	Expert	Contributor	Contributor	Expert	Professionally qualified	Contributor	Expert	Follower
Fund development and partnerships.	Learner	Expert	Follower	Expert	Contributor	Learner	Follower	Follower
Diversity, equity, and inclusion.	Contributor	Contributor	Contributor	Expert	Professionally qualified	Contributor	Contributor	Contributor
Negotiation and conflict resolution.	Expert	Contributor	Contributor	Expert	Professionally qualified	Contributor	Learner	Contributor
Marketing and communications, including public relations and social media.	Contributor	Contributor	Expert	Professionally qualified	Professionally qualified	Contributor	Contributor	Contributor
Research and development, Monitoring and evaluation, including data collection and analysis	Professionally qualified	Expert	Contributor	Expert	Contributor	Contributor	Expert	Contributor
Influencing skills and advocacy	Professionally qualified	Contributor	Contributor	Professionally qualified	Contributor	Contributor	Expert	Contributor
External relations	Contributor	Contributor	Contributor	Expert	Expert	Expert	Learner	Contributor
Human resources management (staff and/or volunteers).	Contributor	Contributor	Contributor	Expert	Professionally qualified	Contributor	Learner	Contributor
Information technology tools, systems and applications.	Professionally qualified	Contributor	Expert	Expert	Contributor	Contributor	Learner	Expert
Innovation and creative thinking.	Expert	Contributor	Contributor	Professionally qualified	Expert	Expert	Contributor	Contributor

ALISON ALVARADO PORRAS

Asociación de Guías y Scouts de Costa Rica

Under 30



Nominated by:

Asociación de Guías y Scouts de Costa Rica

Languages spoken:

Spanish as mother tongue and English Intermediate

PERSONAL STATEMENT

Why would you like to become a member of the Regional Committee, and what are your hopes and vision for the region in the next triennium?

I am Alison, a young woman passionate about youth empowerment and social transformation in high-risk communities. I have led youth committees and acted as an international spokesperson in global forums, promoting citizen participation and the prevention of violence among young people. These experiences have given me clear perspectives on the challenges faced by young people in our region.

Over the next three years, I will align with WAGGGS' mission to enable girls and young women to develop their full potential as responsible citizens of the world. I aspire to a region where young people have access to quality education, decent employment and safe spaces that promote their well-being.

To achieve this vision, I propose to:

- strengthen education and training programmes: Implement initiatives that equip young people with skills that are relevant to today's labour market with a focus on technology and innovation;
- promote youth participation in decision-making: Establish mechanisms to involve young people in the formulation of public policies, ensuring that their voices are heard and taken into account;
- support WAGGGS Member Organisations: Develop capacities to establish and strengthen strategic partnerships, promoting collaboration with key actors and ensuring the sustainability of long-term projects.

I firmly believe that by implementing these strategies together, we can build a more inclusive and prosperous region. By empowering young people and encouraging their participation, we are helping to develop leaders who are committed to a more equitable and sustainable present and future. As Michelle Obama said, "There is no limit to what we can achieve as women", underlining the importance of female empowerment, determination and solidarity in promoting youth development and equal opportunities for all.

ESSENTIAL SKILLS

<p>An understanding of WAGGGS, the complex and diverse regional context, and the varied organisational structure of MOs.</p>	<p>Skill Level:</p>	<p>Contributor</p>
<p>I have been involved in WAGGGS as a coordinator for more than eight years, leading youth empowerment initiatives. Since 2018, I have implemented several programmes such as 8M and Girls Raise Their Voices, promoting girls' participation in decision-making. My work allowed me to develop leadership, project management and gender equality, working with diverse teams and understanding the impact of non-formal education in more inclusive societies.</p>		
<p>An understanding of - and ability to articulate - the WAGGGS leadership model, and the Girl Guide/Girl Scout method.</p>	<p>Skill Level:</p>	<p>Contributor</p>
<p>For more than ten years, I led social impact projects based on WAGGGS leadership model. I promoted youth participation and sustainable development, in particular the project We are the Change (2020-2022), where I coordinated environmental education workshops, recycling campaigns and awareness raising activities to strengthen environmental awareness and community participation.</p>		
<p>Good general knowledge of the challenges and opportunities facing girls and young woman across the region.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>In 2019, I represented Costa Rica as a panelist at the Inter-American Court of Human Rights on the 30th Anniversary of the Rights of Child and Youth. I presented the challenges and needs of Latin American youth, highlighting their participation in public policies. This experience strengthened my advocacy and public speaking skills in an international context, promoting the inclusion of youth voices in decision-making.</p>		
<p>Ability to be flexible and open to new opportunities or ways of doing things.</p>	<p>Skill Level:</p>	<p>Contributor</p>
<p>I have managed youth projects with NGOs, government networks and companies, focusing on human rights and empowerment. It is worth mentioning my leadership in Human Talent and Approach Control in the National Seminar of Youth Participation "Metamorphosis" of the Asociación de Guías y Scouts de Costa Rica. My experience in different organisations has allowed me to develop a great adaptation capacity to diverse teams, methodologies and objectives according to the context.</p>		
<p>Sound independent judgement and the ability to challenge constructively.</p>	<p>Skill Level:</p>	<p>Contributor</p>
<p>I coordinated national projects for youth participation and public policy advocacy, highlighting the Child and Youth Manifesto in Costa Rica (2021). I led the formulation of proposals and dialogue between youth and government actors for the safe and equitable use of technology. This experience strengthened my skills in policy advocacy, project management and facilitation of processes at national level.</p>		

ESSENTIAL SKILLS (CONTINUED)

Ability to analyse and interpret information and think critically, creatively, and strategically.	Skill Level:	Professionally Qualified
<p>I graduated from the Universidad Católica (2024) as a programming technician for young entrepreneurs, acquiring skills in web design, digital strategies and electronic commerce. As part of my graduation project, I designed a digital venture, creating a web page, social networks and purchase interfaces. Applying user experience, digital marketing and programming, combining creativity and technology to develop innovative solutions in the digital field.</p>		
Ability to listen and learn from others, to see things from different perspectives, and appreciate diverse points of view.	Skill Level:	Expert
<p>As coordinator of the Human Rights Commission of the National Youth Assembly (2023-2024), I promoted youth participation in decision-making and rights advocacy. I facilitated dialogue between young people and leaders, creating spaces to address key issues and propose solutions. This experience strengthened my skills in mediation, participatory leadership and political and social advocacy.</p>		
A collaborative approach, able to work effectively as part of a diverse team of volunteers and staff while respecting different roles and reporting lines.	Skill Level:	Expert
<p>As Prosecutor of the Women in the Space Exploration Society (2021-2023), I mentored young people in personal development and leadership, fostering self-confidence and decision-making in STEM. I promoted an inclusive space that empowered young women to strengthen their skills, challenge boundaries and take an active role in the scientific and technological community.</p>		
Cultural sensitivity and an ability to work in a multicultural context.	Skill Level:	Contributor
<p>I represented Costa Rica in the World Youth Dialogue in Benin, Africa (2024), where I interacted with young people from different cultures and realities. I strengthened international links in support of global causes such as the Free Palestine Movement and Black Lives Matter. This experience broadened my understanding of human rights and social justice, and strengthened my skills in youth diplomacy and international activism.</p>		
Experience in working with volunteer teams. Team leadership skills, and ability to delegate.	Skill Level:	Expert
<p>As part of my work as president of a local youth organization since 2022, I coordinate community projects, delegating responsibilities to strengthened youth leadership. My role includes organising events, campaigns and strategic alliances to maximise impact. I also focus on conflict resolution, team motivation and volunteer training to promote a culture of collaboration and a strong social commitment among the young people in my community.</p>		

DESIRABLE SKILLS

Previous experience of volunteering for WAGGGS.	Skill Level:	Contributor
<p>My volunteering experience with WAGGGS includes developing and managing local and global community programmes, such as Thinking Day and the consultation for Motion 32 on youth rights. I led community service projects such as reforestation campaigns and support for vulnerable communities, working with organisations such as the Red Cross, Save the Children and UNFPA. These initiatives strengthened inter-agency alliances and promoted social engagement among young people.</p>		
Ability to think strategically and create strategic plans.	Skill Level:	Professionally Qualified
<p>In 2020, I obtained a certificate from the National University in Building Roads to Gender Equality Among Young Populations. I will develop a strategic plan to promote gender equality and design concrete actions in the community to promote equal opportunities. This training has provided me with tools to create inclusive initiatives and raise awareness among social actors about the importance of gender equality in the youth context.</p>		
Financial, management, budgets, and risk management.	Skill Level:	Professionally Qualified
<p>Since 2023, I have been Regional Budget Manager at Electrónica, a company specialising in the development of mission-critical infrastructure and intelligent management systems. I am responsible for the preparation and management of budgets for large-scale project, ensuring the correct allocation of resources and cost optimisation, contributing to the success of advanced technological projects that require precision and efficiency.</p>		
Project and programme planning and management	Skill Level:	Professionally Qualified
<p>I have managed community projects, camps and events with my Guide and Scout group and others in the sector, coordinating social impact activities that foster youth participation and community integration. My work has included planning and executing initiatives that strengthened leadership, teamwork and social engagement, addressing local needs and promoting education, volunteering and sustainability as pillars for community development.</p>		
Governance and/or legal expertise.	Skill Level:	Expert
<p>I am a member of the Ethics and Discipline Committee of the National Assembly for Young People, in charge of formulating the Public Policy on Young People and overseeing the General Youth Law in Costa Rica. In this role, I participate in the development of policies and strategies to improve the conditions and rights of young people, ensuring their participation in decision-making and ensuring compliance with legislation that guarantees their well-being and inclusion.</p>		

DESIRABLE SKILLS (CONTINUED)

Fund development and partnerships.	Skill Level:	Learner
<p>I received training in accounting and financial management for young leaders, focusing on fund management, budgeting and project sustainability. This training, driven by youth initiatives, provided me with key tools to efficiently plan and implement community projects, ensuring their viability and maximising their long-term impact.</p>		
Diversity, equity, and inclusion.	Skill Level:	Contributor
<p>I was the coordinator of the “Inclusivarte” project, which promoted inclusive education through the teaching of LESCO, Braille, Law 7600 and art to young people in the community. I designed and managed accessible activities that facilitated the learning of these tools, promoting integration and skills development among people with different abilities. The project strengthened equity and social inclusion by providing opportunities for young people to empower themselves in a participatory and accessible environment.</p>		
Negotiation and conflict resolution.	Skill Level:	Expert
<p>I was a national representative at the Regional Forum “Human Rights in the 21st Century: Challenges and Commitments” (2024), a space for dialogue and analysis on current human rights challenges. During my participation, I contributed with perspectives from Costa Rican youth, addressing key issues such as equity, citizen participation and the role of new generations in building more just and inclusive societies.</p>		
Marketing and communications, including public relations and social media	Skill Level:	Contributor
<p>I am responsible for social media and communications in my Guide and Scout group, as well as the public relations of the Young People Committee. In this role, I develop communication strategies to increase the visibility of our initiatives, promoting youth participation and disseminating community projects. I also manage content creation, coordinate information campaigns and build relationships with key stakeholders to increase the impact of our actions in the community.</p>		
Research and development, Monitoring and evaluation, including data collection and analysis	Skill Level:	Professionally Qualified
<p>I am a graduate of the Minds and Ideas in Action and leader of the Alajuelita Community Coalition, a nationwide organisation that promotes local coalitions for prevention of drug use. In this role, I work in the implementation of multi-sectoral strategies involving different community actors, promoting youth education, leadership and safe and healthy environments.</p>		
Influencing skills and advocacy	Skill Level:	Professionally Qualified
<p>I have the Huella+506 certification since 2021 and work at the National Assembly of Young People, focusing on political advocacy to improve public youth policies. I have skills in negotiating with decision-makers, developing advocacy campaigns, building strategic partnerships and leading intersectoral dialogues. I am committed to promoting rights, youth participation and social change through evidence-based advocacy strategies.</p>		

DESIRABLE SKILLS (CONTINUED)

External relations	Skill Level:	Contributor
<p>I represented my Guide and Scout group at the Central American Rover Moot 2023-2024, a regional gathering where I collaborated with young people from diverse cultures in activities focused on leadership, cooperation and community service. This experience has allowed me to strengthen my skills in teamwork, interculturalism and the promotion of friendship within the Guide and Scout Movement, and to contribute to the development of projects with social impact.</p>		

Human resources management (staff and/or volunteers)	Skill Level:	Contributor
<p>I was a member of the coordination team of the National Youth Participation Seminar of the Asociación de Guías y Scouts de Costa Rica, where I led the area of Human Talent and Control of Approaches. In this role, I was responsible of managing human resources, ensuring the proper implementation of inclusive approaches and ensuring that the activities and discussions were in line with the Movement's values, promoting active participation and youth empowerment.</p>		

Information technology tools, systems and applications	Skill Level:	Professionally Qualified
<p>I am an electro technical specialist, I graduated with honours from the Monseñor Sanabria Vocational College in 2021, and I am currently studying Industrial Engineering at the Central University. My technical and academic training has enabled me to develop skills in the field of engineering, applying principles of efficiency, process optimisation and resource management in different contexts.</p>		

Innovation and creative thinking	Skill Level:	Expert
<p>I was the creative director of the first Science, Innovation and Technology Fair for young people in the municipality (2023), responsible for the design and approach of the project. I coordinated the planning and implementation of the event, ensuring that the activities and exhibitions were relevant to young people's interests and encouraged their participation in science, technology and innovation. The fair provided a platform for young people to share ideas and projects, promoting the development of technical skills and creative thinking.</p>		

LEADERSHIP MODEL MINDSETS

In what ways will your practice of the leadership mindsets enhance your effectiveness as a Regional Committee Member?

As a youth leader with experience in decision-making and community development, I worked in national and international contexts, coordinating initiatives and promoting youth participation. By taking a role in the Regional Committee, my goal is to strengthen collaboration, strategic decision-making and implementation of initiatives that meet the needs of young people and the mission of WAGGGS.

I will promote an integrated approach in the Regional Committee through WAGGGS leadership mindsets. With a growth mindset, I will integrate different cultural perspectives and previous experiences, using innovative methods to address challenges and increase the impact of our actions. With a collaborative mindset, I will create spaces for inclusive dialogue and co-creation of solutions, ensuring that all voices are valued and fostering a cohesive and participatory team. With an empowerment mindset, I will foster leadership among other members, ensuring equitable decisions based on evidence and aligned with diversity and gender equity. Finally, with an impact mindset, I will implement evaluation and measurement strategies to ensure that every initiative has a tangible and sustainable effect on the community.

The application of these mindsets in the Regional Committee will result in a more effective management, with informed, inclusive and sustainable decisions. This strengthens team cohesion, improves the delivery of projects with a real impact in the community and strengthens the mission of WAGGGS in the Region.

My commitment to these mindsets will allow me to make an active contribution to the Committee, promoting leadership based on collaboration, innovation and positive impact on youth and childhood.

VOLUNTARY AND PROFESSIONAL APPOINTMENTS

Positions held within WAGGGS, a Member Organisation and professional, NGO or business appointments from 2015 to date.

Member Organisation	<ul style="list-style-type: none"> • Voluntary work with Guides and Scouts: Coordinating social impact projects, training young people in leadership and life skills, and strengthening youth participation in community initiatives (2014 to date). • Protagonist of the Guides and Scouts Association Programme (2008-2024). Active participant in the integral training programme, from childhood to young adult programme.
WAGGGS (at global or regional level)	
Other voluntary positions	<ul style="list-style-type: none"> • Coordinator of the Human Rights Commission of the Costa Rican Youth Assembly (2023-2024): organising awareness-raising campaigns on civil and political rights, reaching young people across the country. • Volunteer for Ideas on Action NGO (2020 to date): implementing mentoring systems that connect young people with STEM professionals, helping to increase their interest and participation. • Member of the Society of Women in Space Exploration (2020 to date): overseeing the society, developing projects with space industry professionals, that have attracted more than 200 participants, many of whom are young women interested in pursuing similar careers. • Leader of the Alajuelita Community Coalition (2018 to date): implementing educational programmes and prevention activities that have contributed to a significant reduction in drug use among local youth. • Collaborator in Climate Crisis Food Harvesting Campaigns (2020-2024): significantly contributing to the efficient collecting and distribution of food and basic supplies to communities affected by natural disasters such as hurricanes and tropical storms. • Liaison with Guides and Scouts groups on Women's Health Campaigns (2023-2024): Facilitating educational workshops on menstrual health, sexual and reproductive rights, reaching hundreds of young people in rural and urban areas. • Member of the National Youth Network of the Asociación Guías y Scouts de Costa Rica (2018-2024): developing skills in event organisation, promoting ethical and citizenship values among young people and the effective representation in decision-making spaces at national level.
Professional/ NGO/business appointments	<ul style="list-style-type: none"> • Regional Prevention Maintenance Budget Officer at Electrotécnica (2023 to date): Responsible for planning and budgeting the preventive maintenance of electrical equipment at various facilities at a regional level. • Electrical Generator Plant Technician at Electrónica (2021-2023): Installation, configuration and maintenance of electrical generators for industrial and commercial customers

ACADEMIC BACKGROUND

- Studying for a Bachelor's Degree in Industrial Engineering, 2023 - present
- Technician in Programming for Young Entrepreneurs, 2024
- Bachelor's Degree in Secondary Education and Medium Technician in Electrical Engineering, 2022

SUSAN BIRNIE

Girl Guides of Canada

Over 30



Nominated by:
Girl Guides of Canada

Languages spoken:
English as mother tongue and basic Spanish

PERSONAL STATEMENT

Why would you like to become a member of the Regional Committee, and what are your hopes and vision for the region in the next triennium?

The experiences I have had throughout my guiding “career” within my own member organization showed me the value of Girl Guides/Girl Scouts. I have held leadership positions at the local, provincial and national level. Those experiences prepared me for looking beyond my national boundaries. Serving on the Western Hemisphere Regional Committee this past triennium has been a pleasure. Working with capacity building teams and with member organizations has broadened my appreciation and awareness of the complexities of the wider Guiding and Scouting world. The experiences that I have had make me capable and eager to give back to Guiding and Scouting through WAGGGS.

My experiences have made me realize that issues are interconnected and multi-faceted. Governance, finance, membership and leadership all contribute to the characteristics of each MO. Given my broad range of experience, I feel that I can contribute in this complex world. I look forward to modelling intergenerational leadership, where we learn and grow together as a committee to serve the region.

My hopes and vision for the region in the next triennium are first to advance the mission and vision of WAGGGS. I believe that growing membership is the key to the health of each MO, as well as the vehicle to transport us towards our desire to serve as many girls and young women as possible. My vision includes attracting young women who have excellent skills to become leaders in their own MOs, and to be role models for other young women and girls. We must encourage and enable every girl to feel confident to lead in line with our girl-led philosophy. Our structures and programs must provide girls a voice, as well as the confidence to change their world through their own development and improving the lives of others.

ESSENTIAL SKILLS

<p>An understanding of WAGGGS, the complex and diverse regional context, and the varied organisational structure of MOs.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>My interactions with Member Organizations as a member of the Western Hemisphere Regional Committee over the last Triennium has increased my knowledge of Federations, SAGNOS, and the sub regional contexts. Having the opportunity to visit some MOs and to speak with Guiders across the region has refined my understanding of the diversity in organizational structure and approaches.</p>		
<p>An understanding of - and ability to articulate - the WAGGGS leadership model, and the Girl Guide/Girl Scout method.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>We use parts of the leadership model in each workshop and webinar we offer and encourage the participants to be aware of the keys in the leadership model as we work together. We used the Guide/Scout method most recently in our girl experience workshop series.</p>		
<p>Good general knowledge of the challenges and opportunities facing girls and young woman across the region.</p>	<p>Skill Level:</p>	<p>Contributor</p>
<p>Working with, and listening to, the leaders of our member organizations has led me to understand the challenges and opportunities they face. It is interesting to realize that many of the challenges are common among MOs, with sub regional or MO specific nuances (e.g. girls leaving the islands to pursue higher education).</p>		
<p>Ability to be flexible and open to new opportunities or ways of doing things.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>In my own MO, guiding with older girls who have many options for activities gave me a lot of practice in being flexible to meet their needs and to retain them in Girl Guides. This has extended to the rest of my life. Being flexible and open to opportunities, no matter the source, is essential to keep our movement vibrant and thriving.</p>		
<p>Sound independent judgement and the ability to challenge constructively.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>Most of my working career was spent in a university where critical appraisal was emphasized. Our working attitude was that constructive challenge is a positive because the final product is improved through the process.</p>		
<p>Ability to analyse and interpret information and think critically, creatively, and strategically.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>My work as a research associate for approximately 10 years honed my skills in analysing and interpreting data. Subsequent large financial projects in Guiding and in my professional life required me to examine critically the data in front of me, as well as to be creative in finding solutions to situations that were strategically important.</p>		

ESSENTIAL SKILLS (CONTINUED)

Ability to listen and learn from others, to see things from different perspectives, and appreciate diverse points of view.

Skill Level:

Expert

To appreciate others' points of view, listening is the key to understanding. Bringing diverse points of view into a solution is the key to acceptance of that solution. When we were looking for solutions to a camp ownership dilemma in my home province, as provincial commissioner I held dozens of town hall Zoom meetings to listen to concerns of our members, and to their thoughts on possible solutions. That led to acceptance of the final plan.

A collaborative approach, able to work effectively as part of a diverse team of volunteers and staff while respecting different roles and reporting lines.

Skill Level:

Contributor

I truly believe that we each have an essential role to play in contributing to an idea. Early in my career I was part of a research team that reviewed each other's contributions to achieve the best product possible. On each team that I lead we respect each other's abilities and contributions while accepting constructive suggestions that result in the best outcome.

Cultural sensitivity and an ability to work in a multicultural context.

Skill Level:

Contributor

Working with Western Hemisphere Member Organizations this Triennium has sharpened my sense of the influence of multicultural context on every part of the Guiding and Scouting program and governance. In order to make meaningful contributions to those Member Organizations, working within the context of each MO is imperative.

Experience in working with volunteer teams. Team leadership skills, and ability to delegate.

Skill Level:

Expert

I have been a part of a volunteer team for my entire Guiding career. As Provincial Commissioner, I led the team of twelve women who made strategic decisions that affected 55,000 members. At the national level I chaired a committee that planned and executed an international camp. I co-chaired a national committee with both staff and volunteers who made operational decisions for Girl Guides of Canada. As a leader you must be able to delegate responsibilities in order for the team objectives to be met.

DESIRABLE SKILLS

Previous experience of volunteering for WAGGGS.	Skill Level:	Contributor
<p>I have been a member of the Capacity Building team for Fundraising and Finance since 2021. For the past Triennium I have been a member of the Western Hemisphere Regional Committee.</p>		
Ability to think strategically and create strategic plans.	Skill Level:	Contributor
<p>I led strategic planning exercises for my local Guiding area. I was on the strategic planning committee for Girl Guides of Canada. As Executive Director of a university, strategic thinking was a necessity as we were in a period of fast growth, and collaboration with other universities and government departments was essential to achieve a successful outcome.</p>		
Financial, management, budgets, and risk management.	Skill Level:	Professionally Qualified
<p>I hold an MBA in Finance, and taught Finance at the University level for 4 years. I also managed a budget of \$40 million CDN as Executive Director at my university. In Girl Guides I was the Treasurer at different levels. I also practiced how to make the most of what funds we had available. I currently serve on the Fundraising and Finance Capacity Building team.</p>		
Project and programme planning and management	Skill Level:	Contributor
<p>We planned and executed the 2016 international camp using a project planning methodology. As a research coordinator my work was all project based, where meeting the funder's outcomes and timelines were essential. We brought project planning to the Caribbean Champions for Change process.</p>		
Governance and/or legal expertise.	Skill Level:	Contributor
<p>I served on the Board of Governors at my university for three years. I was on the Board of Girl Guides of Canada for three years. Recently I assisted the Capacity Building Governance team to provide workshops for some of our MOs, where I found out that I know more about governance than I thought.</p>		
Fund development and partnerships.	Skill Level:	Expert
<p>I serve on the Capacity Building Fundraising and Finance team, and have taken part in a number of workshop series. However, I feel that my strength is in partnerships. I have spearheaded a number of financial partnerships to achieve a better outcome for the members of our organization.</p>		
Diversity, equity, and inclusion.	Skill Level:	Contributor
<p>I completed the four-part DEIA training through GGC. At our 2019 provincial camp, I was the lead for accommodation, finding solutions to all sorts of needs. I have learned that we have to meet people where they are, and embrace the diversity among us, as it makes us more interesting and complete.</p>		

DESIRABLE SKILLS (CONTINUED)

Negotiation and conflict resolution.	Skill Level:	Contributor
<p>In one leadership role all of the conflicts came to me. I had to make sure that the solution was best for the girls, and also for both sides to accept the solution. I mentored volunteers who reported to me so they could take on those situations in the future. At work I was part of the team when the university was negotiating union contracts.</p>		
Marketing and communications, including public relations and social media	Skill Level:	Contributor
<p>I had media relations training when we faced a difficult choice in our provincial council that was not popular, and had media interest. I have had practice speaking to the media and explaining Girl Guide's position during a time when we were making some decisions that were difficult for some to accept.</p>		
Research and development, Monitoring and evaluation, including data collection and analysis	Skill Level:	Expert
<p>I have extensive training through university courses, as well as practical experience through ten years as a research associate. I am very adept at taking a data set, organizing and analysing it, and presenting the results. I did this for our regional committee when we were using CAT results and survey results on priorities to form our regional action plans.</p>		
Influencing skills and advocacy	Skill Level:	Contributor
<p>I have significant experience in advocating for my position. When I take on a position that I believe to be the best for the situation at hand, I am able to explain it in such a way that listeners understand why I believe it to be the right position, even if they do not initially agree. I take time to understand their position so that I can couch my response in terms that address their issues.</p>		
External relations	Skill Level:	Contributor
<p>I am able to state a position clearly and succinctly when working with external stakeholders. At work I employed backroom diplomacy when interacting with our government on funding agreements. Obviously, we wanted to get as much funding as we could but I also needed the government to believe that they were getting value in return.</p>		
Human resources management (staff and/or volunteers)	Skill Level:	Contributor
<p>As Executive Director at my university I directed a department with more than 200 full time employees, and had a number of managers reporting to me. Matching the person to the right role was a skill I developed in Girl Guides as we were putting volunteers into leadership positions.</p>		

DESIRABLE SKILLS (CONTINUED)

Information technology tools, systems and applications	Skill Level:	Contributor
I am by no means an expert in technology tools. I am a quick learner, and have the ability to appropriately use the tools that are important to my role. Knowing where to get the correct information is a necessary skill in this domain.		
Innovation and creative thinking	Skill Level:	Contributor
I keep an open mind to all possibilities. I try to look at a problem from all sides so that all possible solutions can be seen. Most often the optimal solution comes from creatively combining the best components of multiple solutions to form a new entity. That way we build on our variety of experiences and knowledge to build the best solution to an issue.		

LEADERSHIP MODEL MINDSETS

In what ways will your practice of the leadership mindsets enhance your effectiveness as a Regional Committee Member?

The Leadership Model outlines a number of ways that we must practice in order to act in the best interest of the region. I practice shared leadership, where we each contribute according to our skills and abilities, and collectively work in an environment that moves towards the best possible outcome. This leads to a collaborative mindset, where we listen and learn from one another. The objective is to make decisions by consensus, as we share the same vision for Girl Guides/Girl Scouts.

In our diverse region my use of the worldly mindset is imperative in order to understand the subregional and local context of our Member Organizations. Only then can I benefit the region by knowing how best to serve each MO in a way that best suits their needs.

Over the past triennium I have had many experiences with Member Organizations throughout the region. When I reflect on those experiences and their impact on the region and on myself, it gives me a more solid foundation for the work ahead. Continuing to reflect and grow through that reflection will be vital in the next triennium.

This past triennium I used my creative and critical thinking mindset to analyse data, such as the CAT responses and responses to the recent survey on MO priorities to assist our committee in determining our action plan. I will continue to do this moving forward so that our actions as a committee are in response to the needs of the region.

Lastly, I will use my responsible action mindset to mobilize the energy of the committee members to determine what needs to be changed, and to create an action plan that we will carry out to effect necessary change.

VOLUNTARY AND PROFESSIONAL APPOINTMENTS

Positions held within WAGGGS, a Member Organisation and professional, NGO or business appointments from 2015 to date.

Member Organisation	<ul style="list-style-type: none"> • Reviewer, awards, 2023-present • National Director of Provincial Operations, 2019-2022 • Ontario Provincial Commissioner, 2016-2019 • National Deputy Chief Commissioner, 2013-2016
WAGGGS (at global or regional level)	<ul style="list-style-type: none"> • Member, Western Hemisphere Regional Committee, 2022-present • Member, WAGGGS Fundraising and Finance Capacity Building Team 2021-present
Other voluntary positions	<ul style="list-style-type: none"> • McMaster University scholarship applicant reviewer, 2022-present • McMaster University Retirees Association, Past President, 2024-present • McMaster University Retirees Association: Vice President, 2020-2022; President 2022-2024 • Hamilton Philharmonic Youth Orchestra Board of Directors: Treasurer 2017-2020, President 2020-2022
Professional/ NGO/business appointments	<ul style="list-style-type: none"> • Executive Director, Education Services, McMaster University: 2006-2017

ACADEMIC BACKGROUND

- Master's of Business Administration, since 1984
- Master's in Urban and Regional Planning, 1977
- Honours Bachelor's Degree in Social Science, 1975

MARGARET BURKE

Girl Guides Association of Barbados

Over 30

Nominated by:

Girl Guides Association of Barbados

Languages spoken:

English as mother tongue and basic Spanish



PERSONAL STATEMENT

Why would you like to become a member of the Regional Committee, and what are your hopes and vision for the region in the next triennium?

Being on the Regional Committee offers a unique opportunity for giving significant contribution to the mission of WAGGGS.

Guiding has played a major role in who I am as a person, and I have always looked for areas to serve where my skills and knowledge would be beneficial.

There are many challenges faced by girls and young women; harassment and violence, climate change, safe use of the internet and even how they view themselves. They should be empowered to advocate and make meaningful change in their communities, and I would like to encourage their empowerment and development.

The current Regional Committee has implemented relevant initiatives to serve the varying needs of Member Organizations in our region, and I am willing to support and strengthen the work being done. I will bring my passion for Guiding, positive attitude and creative thinking to make a positive difference regionally.

Over the next triennium I hope that Guiding would become even more accessible and exciting to our girls. I envisage an improvement in the girl experience, including more regional connection whether physical or virtual.

Our girls and young women need more life-changing opportunities to advocate on relevant issues. I would like more girls using their voices, being empowered and confident to change the lives of others and the world.

I would like to see a boost in the visibility of Guiding and an increase in membership of the regional Member Organizations. The work done or ongoing on relevant issues should be celebrated and acknowledged at the national and regional levels to promote the nature and value of Guiding today. I would like to continue to see our regional young women supported in leadership practice through programmes and the Girl Guide/Girl Scout method. Consequently, I hope to advance the vision of WAGGGS, whereby the Movement would be girl-led.

ESSENTIAL SKILLS

<p>An understanding of WAGGGS, the complex and diverse regional context, and the varied organisational structure of MOs.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>I was a member of Guiding from a young age and I have always been interested in WAGGGS and learning on GLOW, Mobilize and now on Campfire. I am knowledgeable about the Mission, Vision and Goals of WAGGGS. In my role as International Commissioner, I have a deeper understanding of the Movement as an operation, its reach and importance to a wide variety of women and girls from different backgrounds and cultures.</p>		
<p>An understanding of - and ability to articulate - the WAGGGS leadership model, and the Girl Guide/Girl Scout method.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>I learned about the WAGGGS Leadership model as participant of the Helen Storrow Pop Up Seminar 2018 and the mindsets at the Champions for Change Seminar 2019. I use the non-formal education method and apply it as a facilitator of local trainings as well as workshops in different roles outside of Guiding. Recently, I worked with the local JLS Alumni 2022 to present the WAGGGS Leadership model along with UK GOLD to the Girl Guides.</p>		
<p>Good general knowledge of the challenges and opportunities facing girls and young woman across the region.</p>	<p>Skill Level:</p>	<p>Contributor</p>
<p>I participated in initiatives such as Free Being Me, Surf Smart, Voices Against Violence, Girl-Led Advocacy and Girl-Led Action on Climate Change (GLACC) as these are current issues within the region. As a Caribbean Champion for Change, I have had the opportunity to interact with members from across the Caribbean and through GLACC, members from the Caribbean and Latin America through which I have learnt of the regional challenges and opportunities.</p>		
<p>Ability to be flexible and open to new opportunities or ways of doing things.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>My profession and Guiding (especially post COVID-19), have reinforced the necessity to be flexible and able to adapt. During the pandemic, my unit meetings continued as normal in a virtual setting and in 2021, I completed a course in K-12 Blended Learning and Online Strategies to better engage my students and girls in a new forum.</p>		
<p>Sound independent judgement and the ability to challenge constructively.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>I am not an impulsive person by nature, and it is a common practice to take some time to contemplate before making any decisions. As a professional in the field of education, I utilize sound judgement especially in matters affecting action, choice or decision. Often, I use data, content and pedagogical knowledge, an understanding of the student and their goals and, when necessary, discussions with colleagues to identify and action strategies to address gaps in learning. This process is repeated in non-academic situations at school and in my personal life.</p>		

ESSENTIAL SKILLS (CONTINUED)

Ability to analyse and interpret information and think critically, creatively, and strategically.	Skill Level:	Expert
<p>I have had experience analysing and interpreting information. I successfully read for a Bachelor of Science (Chemistry), a Diploma of Education with Double Distinction, followed by a Master of Education in Science Education. This is all put to good use as I am a teacher by profession, and we receive data on the areas of weakness and strength of each individual student and the school. That data is then used to inform differentiated instruction for each child's needs.</p>		
Ability to listen and learn from others, to see things from different perspectives, and appreciate diverse points of view.	Skill Level:	Expert
<p>From my membership of a variety of committees, personally, professionally and within guiding, a diverse team is integral to success. No matter the age of a person, there is always something to learn as everyone has different experiences. This resonates through the interactions with girls and young women of the Association and also the Student Council, Prefect Body and my students. Listening to their perspectives and opinions individually and collectively produces, solutions that can be both imaginative and innovative.</p>		
A collaborative approach, able to work effectively as part of a diverse team of volunteers and staff while respecting different roles and reporting lines.	Skill Level:	Expert
<p>I am a member of the GGAB Executive Committee and Administrative Committee. I have worked on a number of Guiding related committees such as the Parades and Ceremonies Committee and Brownie Section Committee and have worked with many persons to plan section events, fun days, World Thinking Day activities and church services. Professionally and personally, I am able to work with a wide cross section of people as well, from the Church Ushers' Guild to the School's Student Council.</p>		
Cultural sensitivity and an ability to work in a multicultural context.	Skill Level:	Expert
<p>I was given an opportunity to function in cross-cultural settings from an early age as a Global Young Leader Alumni (2008). I formed part of the Caribbean Free Trade Association (CARIFTA) 2024 Welcome and Volunteer Teams which afforded me the experience of working with a variety of persons from across the Caribbean and Latin America. Within an organization with its international nature such as WAGGGS, it is highly important to understand and respect each member's uniqueness and cultural background.</p>		
Experience in working with volunteer teams. Team leadership skills, and ability to delegate.	Skill Level:	Expert
<p>As a leader on many committees, I am a product of others that believed in me, and I am passionate about developing leaders. My professional roles as Prefect Committee Head, Student Council Faculty Advisor and House Leader as well as my interaction with the young women in the Association enabled me to facilitate this development and with succession planning.</p>		

DESIRABLE SKILLS

Previous experience of volunteering for WAGGGS.	Skill Level:	Follower
<p></p>		
Ability to think strategically and create strategic plans.	Skill Level:	Contributor
<p>On an annual and termly basis, professionally, we meet to plan strategically for the terms to reach goals for that school year. As International Commissioner, I have contributed to updating the local strategic plan for recruitment and member growth with UK GOLD. On a smaller scale, this skill is encouraged in my units and with my students to reach any goals that they have.</p>		
Financial, management, budgets, and risk management.	Skill Level:	Contributor
<p>As a Unit Leader and GLACC ambassador, I plan and organize the financial activities for the unit such as for weekly activities including sleepovers (camp) and for the GLACC project as well.</p>		
Project and programme planning and management	Skill Level:	Contributor
<p>Being a member of the Champions for Change team, I assisted with developing action plans that promote girl-led and girl-safe spaces as well as planning the local GLACC project.</p>		
Governance and/or legal expertise.	Skill Level:	Contributor
<p>As International Commissioner, I serve on the Executive and Administrative committees which are the main governing bodies of GGAB. As a committee member, we assist in decision- making and ensure things are done in the interest of girls and young women. I also have managed different national teams outside of Guiding including two years of managing the church's football team. In addition, in my role as Information Technology Coordinator, I served on the management committee of the school.</p>		
Fund development and partnerships.	Skill Level:	Follower
<p>I assisted with the planning of events and activities for general fundraising and also planned events on international days to support international travel.</p>		

DESIRABLE SKILLS (CONTINUED)

Diversity, equity, and inclusion.	Skill Level:	Contributor
<p>As a teacher by profession, ensuring that all students feel encouraged, safe, and supported and can appreciate each other's differences is one of the many incidental daily tasks. This extends to unit meetings and making sure that girls who are at an economic disadvantage can participate fully in the activities. I embrace the opportunity and encourage girls in the wider Association to be aware of themselves and others by encouraging inter-regional interactions to appreciate the diversity of this Movement. I also presented at the Western Hemisphere Visibility and Comms Forum to promote innovative inclusion after the pandemic experience.</p>		
Negotiation and conflict resolution.	Skill Level:	Contributor
<p>Professionally, I functioned as Team Leader for the School Positive Behaviour Management Programme, which included training at a local level and implementing the programme to ensure use of behavioural charts, parental involvement, use of positive language to promote behaviour modification, increased student voice and safe school environments.</p>		
Marketing and communications, including public relations and social media	Skill Level:	Expert
<p>Concerning communications, public relations and social media I am very capable. I can relate digitally in any media tool and am very much computer literate. I have represented my Association on local television and in print. I also created and managed the social media content for GGAB for several years (including the COVID-19 pandemic period) growing the presence on Facebook and Instagram. As a result of the content during the pandemic, I was awarded the Western Hemisphere Regional Keeper of the Flame in 2022.</p>		
Research and development, Monitoring and evaluation, including data collection and analysis	Skill Level:	Contributor
<p>Due to the nature of my Bachelor's degree in science and my Master's degree in education, I would have conducted scientific research, collected data and evaluated it in written and oral forms. Within Guiding, we use data from girls and young women to inform the strategic plan and census.</p>		
Influencing skills and advocacy	Skill Level:	Contributor
<p>I have received and delivered WAGGGS advocacy training e.g. Girl-led Advocacy and Girl-Led Action on Climate Change. I am passionate about advocacy and community action programmes on issues that affect the girls and have actively engaged on matters of violence against girls and young women, including the 16 Days of Activism, body confidence, climate change and safe use of the internet.</p>		
External relations	Skill Level:	Contributor
<p>I was involved in the partnership with the local Boy Scouts Association for the #QuaranTeamUp. This involved providing a variety of "new", innovative and fun activities catered to Girl Guides and Boy Scouts aged 4 and up during the COVID-19 period. It included use of WAGGGS initiatives such as Surf Smart, Free Being Me and Girl Powered Nutrition as well as activities with the National Task Force on Health and Wellness.</p>		

DESIRABLE SKILLS (CONTINUED)

Human resources management (staff and/or volunteers)	Skill Level:	Contributor
In many of the roles I fill such as Blossom guider, commissioner, teacher and the head of different committees, I work with many groups of people to meet different goals. This requires managing the members based on their strengths and weaknesses.		
Information technology tools, systems and applications	Skill Level:	Expert
I was the Information Technology Coordinator at my former school and at my present school I assist the Information Technology Coordinator with his tasks such as operating and maintaining hardware such as laptops, projectors and other devices and assisting staff with any technological issues.		
Innovation and creative thinking	Skill Level:	Contributor
I assisted with stimulating innovation within Member Organisations as a one of the Champions for Change by reviewing current programmes. In the role of International Commissioner, members were engaged for international days in relevant, modern and fun activities such as virtual sessions and “Sip and Paints”. As Social Media Content Manager, I created all the branded content for the GGAB to engage members through interactive highlights and challenges.		

LEADERSHIP MODEL MINDSETS

In what ways will your practice of the leadership mindsets enhance your effectiveness as a Regional Committee Member?

Use of all the mindsets would be important when managing the responsibilities of being on the Regional Committee.

Self -development and introspection are necessary when on any team, as each person must be able to pull their weight. So, reflecting on my actions and words both in Guiding and professionally, makes me more aware of myself. This requires me to draw meaning from the past, as well as getting feedback from others to change for the better. Taking care of my physical and mental health through journaling, practising the flute or piano and exercising are necessary for my self-regulation to centre and allow me to refocus, so that I can fulfil my role to the best of my ability.

Being able to work with a team and collaborate is also required. Different perspectives and experiences are brought together on the Regional Committee. This requires the ability to listen to and learn from others to understand and consider their viewpoints. So, before any decisions are made, the opinions and ideas of others would have to be considered. On any committee, I pay attention to all the members to ensure that no one is excluded and can be heard. This includes being observant to support other members to ensure the goals are met, being respectful of others’ cultures and needs and being able to communicate and adjust. That the team would extend beyond the committee, to the relationships with MOs, where their needs, concerns and alternative views have to be considered before making decisions.

Problems will arise and challenges will surface and plans will have to be adjusted. However, staying positive and utilizing the creative and critical thinking mindsets would allow for learning, improvement and creative solutions. By seeking new ideas and being open to innovation, the committee would be able to strengthen the Movement in our region and contribute to WAGGGS as a global organization.

VOLUNTARY AND PROFESSIONAL APPOINTMENTS

Positions held within WAGGGS, a Member Organisation and professional, NGO or business appointments from 2015 to date.

Member Organisation	<ul style="list-style-type: none"> • 93rd Barbados Blossom Guider, 2018-present • International Commissioner, 2023-present • Executive Committee Member, 2023-present • Administrative Committee Member, 2023-present • GLACC Ambassador, 2024-present • Co-Lead GGAB National Team for UK GOLD, 2024-present • Champion for Change, 2019 and 2023-present • Social Media Content Manager, 2018-2023 • Assistant Commissioner for Ceremonies, 2018-2023 • GGAB Detachment Commander for National Parade, 2022 • Assistant District Commissioner (Administrative Committee), 2017-2022 • Guide Shop volunteer, 2014-2022 • Flag Officer, 2018-2021 • Training Committee Member, 2019 • 93rd Barbados Brownie Guider, 2018-2019 • Brownie Committee Member, 2017-2019 • Free Being Me Team Member, 2017-2019 • 31st Barbados Blossom and Brownie Guider, 2014-2017
WAGGGS (at global or regional level)	<ul style="list-style-type: none"> • Presenter at the Western Hemisphere Regional Conference Comms and Visibility Forum on Innovative Inclusion, 2022
Other voluntary positions	<ul style="list-style-type: none"> • Barbados Federation of Island Triathletes Volunteer, 2021-present • Chief Usher of the St. David's Church Ushers Guild, 2020-2022 • Breast Cancer Society Volunteer, 2014-2015
Professional/ NGO/business appointments	<ul style="list-style-type: none"> • Prefect Committee Head, 2022-present • Student Council Faculty Advisor, 2022-present • Graduation Committee Member, 2022-present • House Leader, 2020-present • Trained Graduate Teacher, 2014-present • Fundraising Committee Member, 2021-2023 • School Positive Behaviour Management Programme Team Leader, 2015- 2018 • Information Technology Coordinator, 2015- 2018

ACADEMIC BACKGROUND

- Master of Education, Science & Technology Education, 2018
- Diploma of Education (Double Distinction in Theory and Practice), 2015
- Bachelor of Science, Chemistry, 2013

ALÉ DELGADO

Girl Scouts of the USA

Over 30



Nominated by:

Girl Scouts of the USA

Languages spoken:

Spanish as mother tongue, fluent English and fluent French

PERSONAL STATEMENT

Why would you like to become a member of the Regional Committee, and what are your hopes and vision for the region in the next triennium?

Over the course of my 24 years with Girl Scouts, I have gained invaluable experiences that have shaped my personal and professional journey. Through this remarkable organization, I've built lifelong relationships, created lasting memories, and transformed a personal hobby into my career. Girl Scouts has profoundly influenced who I am today, and I am deeply committed to its mission of building strong and impactful leaders who make the world a better place.

I am passionate about supporting the mission on a global scale, ensuring that more young women and girls have the opportunity to experience its transformative power. It would be an honor and a privilege to contribute as a regional-level committee member, particularly given my ongoing curiosity and desire to broaden my understanding of the world through the diverse cultures, traditions, and customs of other countries. This role would allow me to merge my professional skills with my passions, all while expanding my perspective.

My vision for the region is to not only expand our capacity but also deepen our collective knowledge. I would prioritize gathering best practices from across Member Organizations, driving from their successes to fuel creative and strategic thinking through cooperative learning, and formulating strategic adjustments. These adjustments would enhance our foundational strengths to generate greater momentum for the region's growth.

As a photographer and videographer with a background in marketing and communications, I hope to bring a fresh, creative approach to the table. I aim to inspire innovative thinking, face challenges with courage, and develop a more cohesive sisterhood across all MO's.

ESSENTIAL SKILLS

<p>An understanding of WAGGGS, the complex and diverse regional context, and the varied organisational structure of MOs.</p>	<p>Skill Level:</p>	<p>Follower</p>
<p>I continue to connect and collaborate with Girl Scouts and Girl Guides from various countries through national and regional opportunities. I have gained an understanding of the rich and complex diversity that exists within each of these countries and their Member Organizations (MO's). I continue to learn about the different ways in which other MO's operate.</p>		
<p>An understanding of - and ability to articulate - the WAGGGS leadership model, and the Girl Guide/Girl Scout method.</p>	<p>Skill Level:</p>	<p>Contributor</p>
<p>Attending the Latin American Gathering, I partook in trainings that provided an overview of the WAGGGS leadership model and I supported with additional workshops. With 24 years as a member, I am proficient with the Girl Scout method. I trained adult leaders, and staff for several years.</p>		
<p>Good general knowledge of the challenges and opportunities facing girls and young woman across the region.</p>	<p>Skill Level:</p>	<p>Follower</p>
<p>As an Outreach leader and trainer for nearly a decade, I learned about the needs and challenges within my MO. Through my connections with other MOs, I have learned about their challenges and opportunities. I am committed to learning more about it throughout my involvement and connections as I build relationships.</p>		
<p>Ability to be flexible and open to new opportunities or ways of doing things.</p>	<p>Skill Level:</p>	<p>Professionally Qualified</p>
<p>As a professional videographer, I am required to be flexible and adaptable if I want to stay creative and innovative. As a storyteller, my goal is to represent the stories as best as possible, drive audience attention and create visual impacts. The best way to do this is to stay open to new concepts and perspectives. I enjoy exploring ideas with collaborators, combining them with my own and attempting different viewpoints.</p>		
<p>Sound independent judgement and the ability to challenge constructively.</p>	<p>Skill Level:</p>	<p>Professionally Qualified</p>
<p>As a videographer, I independently manage production decisions to align with client requests. I manage creative direction from filming to editing. I balance deadlines, budgets, and project limitations, I constructively challenge clients to revise their ideas and collaborate with them offering alternative solutions. Together, we adjust plans, ensuring both their vision and project constraints are met, all while maintaining clear communication and respect for the goals.</p>		
<p>Ability to analyse and interpret information and think critically, creatively, and strategically.</p>	<p>Skill Level:</p>	<p>Professionally Qualified</p>
<p>As an Outreach Program Leader of six years, I learned to analyze group information and assess the needs and challenges presented. I learned to adapt quickly to the needs of the groups to better serve them. This ability continued as a trainer where I developed tailored trainings and videography where I work strategically on video projects to attain targeted goals.</p>		

ESSENTIAL SKILLS (CONTINUED)

<p>Ability to listen and learn from others, to see things from different perspectives, and appreciate diverse points of view.</p>	<p>Skill Level:</p>	<p>Professionally Qualified</p>
<p>Growing up with multiple languages and cultures, opportunity to travel globally, I learned to respect others, and to build a diverse mindset. In marketing and communications, I collaborate and learn from creative professionals who excel in various storytelling methods. I invite nonrelated perspectives for feedback to diversify the viewpoints, sharing new ideas and approaches. The different viewpoints allow me to create well-thought-out innovative outcomes.</p>		
<p>A collaborative approach, able to work effectively as part of a diverse team of volunteers and staff while respecting different roles and reporting lines.</p>	<p>Skill Level:</p>	<p>Professionally Qualified</p>
<p>Throughout my career, from serving as Lieutenant Governor to Outreach Leader, trainer, and now as a producer, I have consistently worked alongside volunteers, peers, and supervisors. I understand that each team member brings unique value and plays a crucial role, which allows me to respect the chain of command and appreciate the team dynamics. By learning and valuing their experiences, I contribute to a cohesive and effective team.</p>		
<p>Cultural sensitivity and an ability to work in a multicultural context.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>With a strong Mexican heritage, American environment and French immersion school, I was exposed to many cultures and how to respect differences. My opportunities to travel has further deepened my cultural sensitivity. As an Outreach program leader, I worked with girls from multicultural communities, sometimes managing groups speaking as many as eight different languages. These experiences have strengthened my ability to navigate and respect diverse cultures with understanding, compassion, and flexibility.</p>		
<p>Experience in working with volunteer teams. Team leadership skills, and ability to delegate.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>All my life I have served as a leader in volunteer teams, from leading my council's Global Arms of Advocacy team, my church's Youth Group, Key Club International, captain of my swim team, co leading the GSUSA delegation in the Latin American Gathering, assisting in cross border dog rescuing work and many more. I have worked closely with volunteer teams honing my skills in collaboration, leadership and delegation. My 24 years in Girl Scouts built the foundation and further developed my ability to lead, support and delegate effectively within volunteer-driven groups across all subjects.</p>		

DESIRABLE SKILLS

Previous experience of volunteering for WAGGGS.	Skill Level:	Contributor
<p>I have participated co leading the GSUSA delegation in the Western Hemisphere Latin American Gathering in 2023 and 2024. Additionally, I have joined the Image and Visibility team and co-hosted a webinar on photo basics, composition and editing, utilizing my work experience to impact other Member Organizations.</p>		
Ability to think strategically and create strategic plans.	Skill Level:	Professionally Qualified
<p>During my years with Outreach, I directed my council's strategic plan to increase girl retention by shifting the program model. My creativity and knowledge of the council allowed me to craft this plan, collaborating with teams to develop training, programs, and recruit volunteers. Currently, I lead the University of San Diego in its digital storage solutions creating a strategic plan to better manage the work systems and productivity of all marketing teams at the institution and its outside partnerships.</p>		
Financial, management, budgets, and risk management.	Skill Level:	Expert
<p>Throughout my career in production, I have managed various project budgets, assessed risk management for products and people, and ensure proper investments on equipment. I oversee equipment maintenance, verify insurance for both gear and students, and negotiate contracts to safeguard the institution's financial interests. In Outreach, I trained leaders, volunteers and staff on programming, group management and risk management when working with girls, developing key practices to ensure safety.</p>		
Project and programme planning and management	Skill Level:	Professionally Qualified
<p>I have strong project and program planning and management experience. I oversee the logistics, schedules, budget, equipment, story concepts and planning, coordinating all resources, and on set production and directing, and all editing of material. My experience also extends to program planning through Outreach, where I edited, updated, and created over 300 programs to better meet the needs of the girls we served. Each week I led 5-10 programs serving 3,000-4,000 girls a year. Eventually, I trained others to do that same.</p>		
Governance and/or legal expertise.	Skill Level:	Expert
<p>As Lieutenant Governor of Key Club International (non profit organization focusing on community service and leadership), I led the Southern Division of California. I served on an operational board to service the region. I was directly in charge of 13 high schools, which then grew to 18 during my term. I sat on a board with 36 other students to lead the tristate district of nearly 46,000 members, the largest district internationally. Serving under the Member Relations committee, I held responsibilities regarding membership growth, recognition and support.</p>		

DESIRABLE SKILLS (CONTINUED)

Fund development and partnerships.	Skill Level:	Expert
<p>Throughout my marketing career with Girl Scouts and USD, I have worked with fund development/ advancement, creating assets that highlight community strengths and demonstrate how funding directly supports the mission. At Girl Scouts, I developed community partnerships with school districts, healthcare institutions, and local nonprofits. This skill carried over into my work with cross-border cat and dog rescues, where I assisted in developing partnerships to facilitate animal rescue. At USD, I work on highlighting donor support to showcase the impacts of their contributions.</p>		
Diversity, equity, and inclusion.	Skill Level:	Expert
<p>My culturally diverse background has enabled me to effectively serve in Outreach, assisting families across multicultural, often lower-income communities with limited Girl Scout awareness. I have worked to provide translated documents/ projects both at Girl Scouts and the University of San Diego. I have contributed to USD's effort of becoming a Hispanic Serving Institution.</p>		
Negotiation and conflict resolution.	Skill Level:	Expert
<p>I manage production licensing, subscription and equipment deals which includes negotiation of contracts. I've navigated diverse situations throughout my career by prioritizing clear communication and empathy. My approach focuses on seeking to understand all perspectives, creating a space for those involved to speak and be respected, and providing opportunities to resolve conflicts effectively.</p>		
Marketing and communications, including public relations and social media	Skill Level:	Professionally Qualified
<p>My career in marketing and communications involves creating photo and video content for digital communications, public relations, social media, and various campus marketing departments. The content I have produced has been featured in high-profile platforms, including the Paris Olympic Games, billboards, magazines, news channels, company websites, and social media channels.</p>		
Research and development, Monitoring and evaluation, including data collection and analysis	Skill Level:	Expert
<p>In Outreach, we regularly collected data to strengthen Girl Scout presence in underserved communities. This data helped us identify target areas, assess language capabilities, and select programs that aligned with school districts' curricula. Currently, at USD I track market trends, evaluate new software, hardware, and equipment, and stay updated on technological advancements. I also assist with platform analytics to ensure the implementation of best practices.</p>		

DESIRABLE SKILLS (CONTINUED)

Influencing skills and advocacy	Skill Level:	Professionally Qualified
<p>As production specialist in marketing and communications, I apply my influential skills to align with clients and drive project success. Through strategic communication, I offer innovative insights and challenge ideas to inspire collaboration. In Outreach, working with immigrant families allowed me to bridge cultural and language barriers, building trust and enhancing my ability to advocate for girls to join Girl Scouts, encouraging their participation through empathy and understanding.</p>		
External relations	Skill Level:	Expert
<p>In my current role at the university, I manage various external affairs, including public relations support, coordinating with third-party production contractors, and working with vendors for asset licensing. While with Girl Scouts, as an Outreach leader and a program specialist, I organized events that brought together multiple community partners to deliver more comprehensive and impactful programming. My experience also extended to my work with dog rescuing cross country operations between Mexico and the United States.</p>		
Human resources management (staff and/or volunteers)	Skill Level:	Expert
<p>At council, I served as a trainer, overseeing the College Volunteer Program, new leader training serving several hundred volunteers and onboarding new staff.</p>		
Information technology tools, systems and applications	Skill Level:	Expert
<p>As a self-taught professional photographer, videographer, editor and drone pilot (in progress), I work with a variety of technology that require a deep understanding of system applications and information technology. I have researched and learned the use of hardware and software, from cameras and storage network solutions to computer specifications, memory card speeds, and supporting software and vendor services. Often, I evaluate and resolve issues on my own due to the many variables involved.</p>		
Innovation and creative thinking	Skill Level:	Professionally Qualified
<p>I am driven by creative thinking, drawing, art, photography and videography. This interest has allowed me to be innovative and to proactively solve problems, remain open to global perspectives, and continuously generate new ideas. It is a skill I now apply daily in my career, driving both creativity and practical solutions.</p>		

LEADERSHIP MODEL MINDSETS

In what ways will your practice of the leadership mindsets enhance your effectiveness as a Regional Committee Member?

Growing up in Girl Scouts, I have developed a leadership mindset that I continue to practice through personal growth and hands-on experiences. These principles guide my approach to challenges and guide my daily behavior.

Reflective: As a strong leader, I stay grounded in my beliefs while remaining open to growth. I apply lessons from my past to develop myself further as a leader who is always prepared to serve others.

Collaborative: As a videographer I align my creative efforts with the mission and values of those I support. Collaboration is central in my work, as I strive to deliver solutions that are both innovative and respectful of the project's success.

Creative and critical thinking: In the creative industry, I push myself to think outside the box and seek diverse perspectives to ensure my work stands out and effectively tells the stories I showcase.
Responsible action: I take pride in the leadership skills I've learned, acting with responsibility to give back, develop others, and make a meaningful impact. I lead with purpose, driving innovative change.

Gender equality: My Outreach experience, particularly with immigrant families, has deepened my commitment to supporting girls to have and create environments where they feel strong and empowered. I was once given that opportunity, now I am committed to ensuring others have it too.

Worldly: My cultural background and passion for art fuel my interest in diverse customs, traditions, and languages. I strive to create collaborative opportunities that inspire innovation and respect for different values.

As a Regional Committee member, I will bring my skills and experiences to the table, learning from others and embracing a global perspective. Through this approach I hope to contribute to a stronger, more connected region focused on sisterhood and collective leadership development.

VOLUNTARY AND PROFESSIONAL APPOINTMENTS

Positions held within WAGGGS, a Member Organisation and professional, NGO or business appointments from 2015 to date.

Member Organisation	<ul style="list-style-type: none"> • Lifetime member, 1995-present • Marketing Specialist, 2020-present • GSUSA Latin American Delegation Co Leader, 2023 • Product Program Assistant 2018-2020 • Outreach Program Leader 2013-2018
WAGGGS (at global or regional level)	<ul style="list-style-type: none"> • Image and Visibility team member, 2025
Other voluntary positions	<ul style="list-style-type: none"> • United States Coast Guard Auxiliary Volunteer, 2020-2022 • Dog Rescuer, 2016-2021
Professional/ NGO/business appointments	<ul style="list-style-type: none"> • Chick-Fil-A Back of House support, 2024 • Adobe Affiliate Trainer, 2023 • Digital Media Production Specialist, 2022 • MAD Photography, 2018

ACADEMIC BACKGROUND

- Associate of Arts with an Emphasis in Language Arts, 2018

MARINA DE MATTEY DEROSA

Asociación Guías Argentinas

Over 30



Nominated by:

Asociación Guías Argentinas

Languages spoken:

Spanish as mother tongue and fluent English

PERSONAL STATEMENT

Why would you like to become a member of the Regional Committee, and what are your hopes and vision for the region in the next triennium?

I am running for the Regional Committee because I believe in our role in empowering girls and young women and I am motivated by the possibility to work actively towards this end. With 28 years of experience in Girl Guiding as a beneficiary of the programme as a girl and young woman, and as a volunteer at all levels of the Asociación Guías Argentinas (AGA), I have witnessed the transformative impact it can have in the lives of girls and young women.

In the next triennium, the Region will deepen in the promotion of WAGGGS' mission and vision, fostering the growth and development of Member Organisations. I believe that my experience will help me to play a proactive role. I would like to work closely with MOs to address the challenges they face, such as financial constraints, membership growth and retention, adapting to WAGGGS' organisational models and those required by the national audit/comptroller bodies, current and/or potential strategic allies and sponsors, among many other development areas. My goal is to ensure that we work for equal opportunities for every girl and young woman in the region. To this end, the Committee must continue to provide spaces for cultural connections and international opportunities, and promote effective, representative and accessible governance for all. We need to ensure that all available resources reach the MOs and encourage cooperation and exchange between organisations. In addition, given the global and regional financial situation, it is essential to guarantee the sustainability of the region, through the responsible management of funds through the preparation, monitoring and auditing of the budget, areas in which I will be able to use my private sector management experience.

ESSENTIAL SKILLS

<p>An understanding of WAGGGS, the complex and diverse regional context, and the varied organisational structure of MOs.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>As International Commissioner of the Asociación Guías Argentinas (AGA), I represent the organisation worldwide and strengthen alliances with other MOs and WAGGGS. I promote participation in international proposals and decision-making spaces. I also coordinate with the National Board to implement international programmes. I have taken part in International Commissioners meetings, Regional Conference 2022 online, World Conference 2023 in Cyprus and the Extraordinary General Meeting 2024 online</p>		
<p>An understanding of - and ability to articulate - the WAGGGS leadership model, and the Girl Guide/Girl Scout method.</p>	<p>Skill Level:</p>	<p>Contributor</p>
<p>I participated in the presentation of the model in my MO as soon as it was launched. In addition, I have also taken and passed the Campfire course and I use the model and the methodology in my daily work in Guiding.</p>		
<p>Good general knowledge of the challenges and opportunities facing girls and young woman across the region.</p>	<p>Skill Level:</p>	<p>Contributor</p>
<p>I share information with MOs in the Region, participate in virtual meetings and keep up to date with reports shared by WAGGGS. I also keep myself informed about the political and socio-economic situation of the countries in the region outside the Guiding context.</p>		
<p>Ability to be flexible and open to new opportunities or ways of doing things.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>Throughout my career, I have faced complex situations such as hyperinflation, political crises and the pandemic, so I have developed the flexibility and resilience to adapt to change and find creative solutions to reverse each problem. In my role in Guiding, I have worked to keep the Movement active during total isolation, connecting people and managing activities in fragile contexts. These experiences have taught me to adapt quickly and explore new ways of working, and seize opportunities in difficult times.</p>		
<p>Sound independent judgement and the ability to challenge constructively.</p>	<p>Skill Level:</p>	<p>Professionally qualified</p>
<p>I participate in Board meetings and assemblies made up of men and women from different activities, age groups, professions, political and cultural backgrounds, forcing me to think critically and propose acceptable alternatives to this diversity.</p>		
<p>Ability to analyse and interpret information and think critically, creatively, and strategically.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>As part of my professional role and tasks in Guiding, I draft, manage and check written texts and communications (institutional circulars, minutes of meetings, press releases, on-line publications, etc.). I give priority to the truthfulness, clarity and substantiation of the texts.</p>		

ESSENTIAL SKILLS (CONTINUED)

Ability to listen and learn from others, to see things from different perspectives, and appreciate diverse points of view.

Skill Level:

Expert

I have developed my activity as a Guide at all levels, first as a beneficiary and then as a volunteer, holding positions at all levels of the Asociación Guías Argentinas, which has trained me to understand situations in their diversity and from different angles.

A collaborative approach, able to work effectively as part of a diverse team of volunteers and staff while respecting different roles and reporting lines.

Skill Level:

Expert

I have been part of dozens of teams (e.g. branch and group leadership, National Council, Zone/District Council, National Camp 2024 management team, district programme team), often as a leader. Each work experience of collaborative work is an opportunity to learn from others and nurture through different approaches. I am comfortable with authority and hierarchy. I believe I can give and follow directions according to a plan and lead a group by providing open and respectful guidelines.

Cultural sensitivity and an ability to work in a multicultural context.

Skill Level:

Expert

In all aspects of my life, I share my daily activities in a multicultural, multi-age and diverse context. I have had the opportunity to share meetings and activities with Guides from all over the world, enriching myself with their knowledge and customs. I am flexible and have the necessary sensitivity to connect with different ways of seeing the world. I understand and respect the differences, even when I disagree.

Experience in working with volunteer teams. Team leadership skills, and ability to delegate.

Skill Level:

Expert

I participate in various volunteer groups (National Board, Zone/District Board, working groups in assemblies and conferences, etc.), sometimes as a leader. I use the patrol system without exception, which involves the exercise of all the above skills.

DESIRABLE SKILLS

Previous experience of volunteering for WAGGGS.	Skill Level:	Contributor
I have not been a registered volunteer (regional/global) but I have worked in collaboration with WAGGGS volunteers and staff.		
Ability to think strategically and create strategic plans.	Skill Level:	Expert
Since 2016, I have been involved in the development of zonal and national action plans in the Asociación Guías Argentinas (AGA) and participated in the development of the national strategic plan in 2024.		
Financial, management, budgets, and risk management.	Skill Level:	Professionally qualified
Managing two companies in the Argentine context (hyperinflation, political crisis, business sustainability in pandemic, etc.) requires the constant exercise of these skills. As part of my work, I prepare, manage and follow up budgets, analyse financial reports for decision-making, supervise internal control, assess project viability, identify and evaluate financial risks, negotiate contracts.		
Project and programme planning and management	Skill Level:	Expert
At work, I plan the development of my businesses as a long-term project. For the last three years, I have been working with the Project Coordinator and the National Program Manager of Asociación Guías Argentinas. From the Mar del Plata Stock Exchange Foundation I have collaborated with the Municipality of General Pueyrredón in the development of the Awareness Course for “Angel Investors”, the meeting programme of “Mar del Plata Entrepreneur” and the “Intecmar Event for Entrepreneurs”.		
Governance and/or legal expertise.	Skill Level:	Professionally qualified
Experience as Head of the Mar del Plata Guide Zone (responsible for the monitoring and evaluation of Guiding in the area and representative of the Association) and work in the National Board. Participation in Regional and World Conference, Extraordinary General Meeting. Experience in working with statutes in the MO, in the Mar del Plata Stock Exchange and its Foundation, including coordination of meeting and drafting of minutes, preparation of documents for submission to government control bodies and financial institutions.		
Fund development and partnerships.	Skill Level:	Contributor
I work on fundraising for the Asociación Guías Argentinas by developing applications for different calls of proposals (e.g. FBM, GLACC, Aflatoun International, Adveniat). I maintain contact with stakeholders and I am interested in establishing partnerships and joint projects.		

DESIRABLE SKILLS (CONTINUED)

Diversity, equity, and inclusion.	Skill Level:	Professionally qualified
<p>Experience in the field of disability as a mental health and occupational aide, participation in congresses and trainings, adding training in inclusion to my MO (gender equality, physical diversity, sexual diversity).</p>		
Negotiation and conflict resolution.	Skill Level:	Professionally qualified
<p>In my companies, I negotiate an average of 45 commercial contracts, regulations and protocols per year, not including agreements with service providers, in addition to managing human resources and mediating conflicts between different stakeholders. I also have experience as a Head of Zone (district) and community coordinator in my Guiding group.</p>		
Marketing and communications, including public relations and social media	Skill Level:	Professionally qualified
<p>I maintain contact with other organisations and governmental bodies, and participate in events representing the Mar del Plata Stock Exchange Foundation (I have been the liaison with the Sheraton Hotels, the local University, the Secretariat of Production, the Union of Commerce, Industry and Production, the Association of Information and Communication Technologies of Mar del Plata, etc.) I also created the Facebook page and Instagram of Mar del Plata Guide Zone and currently manage the social networks of Feria Comunitaria SRL and the Mar del Plata Stock Exchange Foundation.</p>		
Research and development, Monitoring and evaluation, including data collection and analysis	Skill Level:	Contributor
<p>As Head of the Mar del Plata Guide Zone, I have supervised the work of the Guide communities, providing spaces for reflection and evaluation of processes and results. My experience extends to reviewing the programme of Asociación Guías Argentinas and coordinating activities with volunteers. I have also assisted in the extraction and processing of data for analysis in consultations related to the constitution and bylaws. As AGA's International Commissioner, I keep a record of our volunteers' participation in global spaces.</p>		
Influencing skills and advocacy	Skill Level:	Contributor
<p>I have participated in events such as the Young Women's World Forum in 2010 and the Central American Gathering of Girl Guide and Girl Scout Leaders), where I received my first training in advocacy. I was also part of the team of facilitators that replicated the Activate Event (Voices Against Violence Programme) in my city, introducing the concept of advocacy at the local level.</p>		

DESIRABLE SKILLS (CONTINUED)

External relations	Skill Level:	Expert
<p>At the Mar del Plata Stock Exchange Foundation, I coordinated partnerships with public and private entities, such as the Secretariat for Local Development, Investment and Public-Private Integration of the General Council of Pueyrredón, the Intecmar Network (a network of institutions that support entrepreneurs), the Business Incubator of the National University of Mar del Plata and the CAECE University of Mar del Plata.</p>		
Human resources management (staff and/or volunteers)	Skill Level:	Professionally qualified
<p>I manage 15 employees in both companies, as well as coordinating outsourced professionals and service providers. As a member of the Mar del Plata Stock Exchange Foundation, I have also led staff initiatives. Finally, I have extensive experience in managing volunteer teams as a Zone Manager (district) and Community Guide Coordinator (group).</p>		
Information technology tools, systems and applications	Skill Level:	Contributor
<p>Extensive knowledge of Office and Google tools, online collaboration work. I am used to virtual training and the daily use of computer tools. I am able to adapt myself to the use of applications more related to the different groups I work with.</p>		
Innovation and creative thinking	Skill Level:	Expert
<p>The complex reality of Argentina is a great driving force in the constant search for options and scenarios rich in adaptability and flexibility. I look for alternative solutions to everyday situations or problems that are more complex.</p>		

LEADERSHIP MODEL MINDSETS

In what ways will your practice of the leadership mindsets enhance your effectiveness as a Regional Committee Member?

I use the WAGGGS Leadership Model in all aspects of my life; practising the mindsets enhances my effectiveness as I self-evaluate to understand my feelings, learn from my experiences and recognise my mistakes. I know that I will be able to deal effectively with complex situations, always trying to find innovative solutions that fit the context. I will focus on building a close-knit/united team, enriching myself with the different perspectives and skills of my colleagues, putting the collective interest first. I will always keep in mind the importance of making our Movement inclusive and accessible to all girls, putting them first before evaluating and making strategic decisions. I am prepared to lead in context, understanding that WAGGGS and each MO not only operate in different cultural, social, demographic and economic environments, but also each has a particular legal/administrative structure, with legal obligations and responsibilities specific to the country in which they are based.

In short, my practice of leadership mindsets enables me to be an effective, innovative and committed leader to the mission and vision of WAGGGS.

VOLUNTARY AND PROFESSIONAL APPOINTMENTS

Positions held within WAGGGS, a Member Organisation and professional, NGO or business appointments from 2015 to date.

Member Organisation	<ul style="list-style-type: none"> • Guide Leader, 2016-present • International Commissioner, 2021-present • Guide Community Coordinator, 2023-present • Head of Society Relations Guiding Zone (District/Area) Mar del Plata, 2016-2017 • Head of Guiding Zone (District/Area) Mar del Plata, 2017-2021
WAGGGS (at global or regional level)	
Other voluntary positions	<ul style="list-style-type: none"> • Olave Baden-Powell Society Latin American Team, fundamental financial support of WAGGGS, 2021-present
Professional/ NGO/ business appointments	<ul style="list-style-type: none"> • Proxy Partner Feria Comunitaria SRL (Real estate services for commercial purposes), 2016-present • Director of Organización Brujas S.A. (Agricultural-livestock production and leasing), 2016-present • Member of the Administrative Council of Mar del Plata Stock Exchange Foundation, 2020-present • Shareholder in Mar del Plata Stock Exchange, 2021-present • Assistant at Centre for the Rehabilitation of People with Mental Disabilities, 2010-2017 • Mental health and occupational aide (private patients), 2019-2023

ACADEMIC BACKGROUND

- Degree in Mental Health and Occupational Aide, 2019
- Stock market investor, 2019
- Specialized Secondary degree in Economics and Organizational Management, 2009

MARÍA JOSÉ GALLARDO PÉREZ

Guías y Scouts de Chile

Over 30

Nominated by:

Guías y Scouts de Chile

Languages spoken:

Spanish as mother tongue and basic English



PERSONAL STATEMENT

Why would you like to become a member of the Regional Committee, and what are your hopes and vision for the region in the next triennium?

I believe that I can contribute to the Committee today. Volunteering in the Region allowed me to get to know our diverse and complex reality (the number of members in the MOs of the Region, the communication challenges in some countries, the retention of young women, the financial and human difficulties generated by COVID-19). I felt very useful in this context, participating in partnerships with other organisations (Costa Rica, Nicaragua, Ecuador, Colombia), on issues such as advocacy, return to face-to-face activities and governance.

My motivation is to see a bigger and stronger region, where MOs are empowered and help each other. I believe that I can be a link to share good experiences, understanding that this could be a great way to collaborate and learn.

In such a diverse Region, the programme unites us because it is a common language and we have a great human and technological capital (events, global programmes, experiences from other MOs, etc.). We must continue to develop this together so that each organisation can participate and attract its young people. Participation will motivate our girls and invite them to stay in the Movement.

Working in governance today is a challenge and I feel attracted to occupy this space to enhance all the positive things that our region has and continue growing. Guides are directly involved in change, in everything we do, transforming ourselves. In this regard, I believe that the best experience I have had in management and decision-making has been as International Commissioner over the past three years.

Another motivation is to fulfil the mandate of the Conference, to serve as a volunteer and to contribute with all that I am, in order to respond to the needs of the region.

ESSENTIAL SKILLS

<p>An understanding of WAGGGS, the complex and diverse regional context, and the varied organisational structure of MOs.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>I have experience of induction and workshops with the Volunteer Pool and Core Mission Team, in which I learnt a lot about our organisational structure, as well as two trainings on CAT, one of them at the 38th World Conference (forum workshop) and the other with the Core Mission Team (led by Fliss Callanan)</p>		
<p>An understanding of - and ability to articulate - the WAGGGS leadership model, and the Girl Guide/Girl Scout method.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>During the pandemic, I collaborated with the Core Mission team in leadership workshops worldwide, which allowed me to experience the leadership model in every moment and to present it to others, preparing materials for each session (7 in total) and participating with a multicultural team. This work has meant to test in context everything demonstrated in theory.</p>		
<p>Good general knowledge of the challenges and opportunities facing girls and young woman across the region.</p>	<p>Skill Level:</p>	<p>Contributor</p>
<p>I work with young people (professionally and in my MO) understanding their way of being and their psychology, but I have to work more in their contexts (Latin America, The Caribbean and North America) because these are completely different spaces.</p>		
<p>Ability to be flexible and open to new opportunities or ways of doing things.</p>	<p>Skill Level:</p>	<p>Contributor</p>
<p>My volunteering in Sangam, allowed me to collaborate with the teachers of a school in the city of Pune, India. We worked with the few resources we had, apart from participating in the celebration of the Girl's Day at the World Center. From this space, I was able to understand how the Movement is experienced around the world, developing the Free to be Me programme and carrying out its activities with the girls from the community of Pune.</p>		
<p>Sound independent judgement and the ability to challenge constructively.</p>	<p>Skill Level:</p>	<p>Contributor</p>
<p>Working in different teams in my MO allowed me to be critical of my environment and the actions we carry out, as well as advocating for the changes that are needed in the current times. For example, in my role as International Commissioner, together with the team, we requested that the National Board, through the MOs, fund the attendance of at least one person at the conferences.</p>		
<p>Ability to analyse and interpret information and think critically, creatively, and strategically.</p>	<p>Skill Level:</p>	<p>Contributor</p>
<p>In my professional work, I have had to evaluate the school learning outcomes. This has given me the opportunity to work with data, project improvements, and creation of concrete actions for these improvements, using and putting into practice information technologies and pedagogical innovations.</p>		
<p>Ability to listen and learn from others, to see things from different perspectives, and appreciate diverse points of view.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>Among the skills I have acquired in my profession, I have a diploma in integral accompaniment that has given me the tools of listening and accompaniment that I use in my daily life and in my profession.</p>		

ESSENTIAL SKILLS (CONTINUED)

<p>A collaborative approach, able to work effectively as part of a diverse team of volunteers and staff while respecting different roles and reporting lines.</p>	<p>Skill Level:</p>	<p>Contributor</p>
<p>During the pandemic, WAGGGS offered a space called “Positivity Patrol”. By being part of this space, I was able to live the experience of working and supporting in leadership workshops with the Core Mission team. By leading the International Commission, I was able to support other MOs and in turn lead the international spaces for girls and young women. I also participated in the creation of a game called “Re-Act!” which combines the Leadership Model and the SDGs.</p>		
<p>Cultural sensitivity and an ability to work in a multicultural context.</p>	<p>Skill Level:</p>	<p>Professionally Qualified</p>
<p>As a teacher, I have had the opportunity to teach in a school in India, in rural areas of the region and in the city where I live. I have had the opportunity to teach classes for adults, boys, girls and young people.</p>		
<p>Experience in working with volunteer teams. Team leadership skills, and ability to delegate.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>I have volunteered at regional level:</p> <ul style="list-style-type: none"> • “Leaders for a Better World” and SDGs event, 2022 • “Webinar Support” and “Pen Pal Pilot Project, 2023-2024 • Commissioner of the girls’ branch (aged 7-11), 2010 to 2015, in addition to leading trainings for adults • Leader of the International Commission in Chile, working with, leading or being part of teams, 2021- to date 		

DESIRABLE SKILLS

<p>Previous experience of volunteering for WAGGGS.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>I went to Sangam for three months to attend the community programme. I am part of the regional volunteer team and I have worked in the Core Mission with the Leadership Practice Team, in addition to volunteering several times in national events in my country.</p>		
<p>Ability to think strategically and create strategic plans.</p>	<p>Skill Level:</p>	<p>Contributor</p>
<p>I have collaborated in the strategic plan of my MO and in the development of its policies. In addition, and as part of my professional training, I carry out the annual planning to provide quality pedagogy to the girls and young women that I teach and support on a daily basis.</p>		
<p>Financial, management, budgets, and risk management.</p>	<p>Skill Level:</p>	<p>Learner</p>
<p>I have done group-level budgeting and programme activities in my MO, as well as fundraising actions during the pandemic (at district level). This is certainly one of the areas in which I want to use my skills to help the region.</p>		

DESIRABLE SKILLS (CONTINUED)

Project and programme planning and management	Skill Level:	Follower
<p>I bring proven expertise in curating strategic frameworks, ensuring effective planning, I have contributed to the planning and management of the work of the national commission in Chile. Specifically in the planning of a project called Sangam Bracelets, which mobilized girls across the country to make bracelets to learn about the World Centre and the culture of that country by delivering 7.5 kilometers of bracelets made by girls and young women.</p>		
Governance and/or legal expertise.	Skill Level:	Contributor
<p>My work in this area can be seen firstly in my role as International Commissioner and in all the actions involved, as well as in my participation in my MO's National Assembly as District Delegate and in my participation in WAGGGS conferences (two regional conferences and the last world conference). In the first instance, I was part of my MO's delegation. At the virtual conference in 2022 as alternate delegate and at the last world conference as head delegate.</p>		
Fund development and partnerships.	Skill Level:	Learner
<p>I have been involved in the development of a fundraising campaign at district level.</p>		
Diversity, equity, and inclusion.	Skill Level:	Contributor
<p>In my role as International Commissioner, I support my MO's Gender Team, promoting the work of the international programmes in this area. We also organise the 16 Days of Activism and some International Women's Day activities.</p>		
Negotiation and conflict resolution.	Skill Level:	Contributor
<p>I have been part of my MO's Education Commission, which had several functions, including approving the content for adult education, supervising trainings and creating educational materials.</p>		
Marketing and communications, including public relations and social media	Skill Level:	Contributor
<p>I have supported the development of materials and the publications of the International Commission, sharing opportunities, highlighting achievements and promoting the programmes in video ("International Wednesdays"), working on their production and making contacts. Creation and implementation of webinars to promote international participation.</p>		
Research and development, Monitoring and evaluation, including data collection and analysis	Skill Level:	Contributor
<p>In my work as a teacher, I work with surveys, tabulating and analysing data to improve results.</p>		
Influencing skills and advocacy	Skill Level:	Contributor
<p>I consider myself a promoter of the WTD in my country, which is not only my merit because together with other men and women we have been promoting the celebration for more than 10 years. In recent years, in my role as National Commissioner, together with the Gender and Liaison Team, we have established partnerships with UN Women in Chile and with SERNAMEG.</p>		

DESIRABLE SKILLS (CONTINUED)

External relations	Skill Level:	Expert
I have been the International Commissioner in my MO for the last four years.		
Human resources management (staff and/or volunteers)	Skill Level:	Contributor
I lead two commissions, the “Golondrinas” Branch (girls aged 7-11) and the International Commission. Another example is the accompaniment of adults and, how it contributes to the development of girls and young women, in addition to the learning of adults. In my professional role as a course tutor, I have had to interact with the families of girls and young women.		
Information technology tools, systems and applications	Skill Level:	Contributor
I have approved the Google Workspace Level 1 Course, basic management of social networks, communication programmes such as Zoom and Meet. Daily use of Microsoft platforms.		
Innovation and creative thinking	Skill Level:	Expert
I have led programme experiences at national events (National Jamboree, girls, boys and young people aged 11-16, national events for girls and boys aged 7-11) planning and implementation of programmes. I have also created online events for the Western Hemisphere (our team won the 2022 Impact Award for the region), in addition to working in a video that invited to experience girl's leadership, where I participated in the creation of the script.		

LEADERSHIP MODEL MINDSETS

In what ways will your practice of the leadership mindsets enhance your effectiveness as a Regional Committee Member?

When we work on our projects, deep down we are looking for a way to transcend, to leave our mark, to be the transforming engine that invites us to stand up, to live each moment with all its nuances (good and bad). Leadership invites us to open paths for others and ourselves.

I think that leadership will be an essential element to interact with the other members of the committee, to know new colleagues, to understand their motivations, to know their realities, to unite common criteria to work and form a team. In addition, to see how we can grow together and fulfil everything proposed in the triennial plan and in the motions approved at the conference. Linked to this, innovation and critical thinking will be the key to developing our work. We will need to motivate volunteers to contribute to their teams and together support the leadership of those projects. As we move forward, we must think about responsible action leadership, impact girls and young women, engage and motivate our young women and continue to train ourselves to promote our diverse hemisphere, using all the goodness of those who want to contribute.

From the first minute of our work, the path we will take will be the key and leadership will be essential to know the reality of the region.

Putting girls at the centre is essential to follow the compass through the triennium and for this; we must always work to empower girls in everything that we do. In addition, I believe that the journey we are on will be an experience of constant reflection and permanent evaluation.

VOLUNTARY AND PROFESSIONAL APPOINTMENTS

Positions held within WAGGGS, a Member Organisation and professional, NGO or business appointments from 2015 to date.

Member Organisation	<ul style="list-style-type: none"> • Leader – “Caminantes” Branch (girls aged 17-20), 2020 – to date • International Commissioner (Guides-WAGGGS), 2021-to date • District Coordinator “Golondrinas” Branch (girls aged 7-11), 2006- 2009 • Trainer Initial, Middle and Advanced Courses, 2005-to date. • Director of Training Courses, 2007-to date. • Group Leader, 2008-2010 • National Commissioner “Golondrinas” Branch (girls aged 7-11), 2010-2014 • Leader “Golondrinas” Branch (girls aged 7-11), March 2001-December 2019. • District Delegate to the National Assembly, 2018-2021
WAGGGS (at global or regional level)	<ul style="list-style-type: none"> • Global Volunteer • Regional Volunteer, 2021-to date • Core Mission Team Member (leadership area), 2022-2024 • Delegate at the World Conference in Cyprus, 2023 • Training services between MOs, 2022, 2023, 2024
Other voluntary positions	<ul style="list-style-type: none"> • Mission Team at the Compañía de María School, 2023-to date • Service in a nursing home in the commune of El Bosque, Santiago de Chile. “Casa de Reposo Armonía”, 2004-2006, 2016- 2017
Professional/ NGO/ business appointments	<ul style="list-style-type: none"> • Classroom Teacher, 2006-to date • Joint Committee (secretary) Compañía de María School, 2021-2023

ACADEMIC BACKGROUND

- Diploma in Comprehensive Support, 2023
- Diploma in Asian Studies, 2010
- Bachelor of Education in History and Social Sciences, 2006

SHONETTA LOWE

Guyana Girl Guides Association

Under 30

Nominated by:

Guyana Girl Guides Association

Languages spoken:

English as mother tongue and basic Spanish



PERSONAL STATEMENT

Why would you like to become a member of the Regional Committee, and what are your hopes and vision for the region in the next triennium?

Guiding has been a transformative part of my life, shaping my values, confidence and leadership. From my early days as a Guide, I have been committed to the movement, aspiring to contribute not only nationally but also globally. The skills and opportunities I have gained have empowered me, and I am passionate about ensuring that all girls and young women have access to the same support, mentorship, and safe spaces for personal growth. I believe that every young woman deserves the chance to develop her voice, think critically, and take her place in society. By serving on this committee, I hope to advocate for these opportunities regionally, ensuring that resources and programs are strengthened to support the next generation. I am committed to mobilizing resources, expanding leadership training, and fostering partnerships that will empower girls to make informed decisions about their futures. My vision aligns with WAGGGS' Compass 2032—building an equal world where young women thrive. Over the next triennium, I aim to enhance mentorship initiatives, create more leadership opportunities, and ensure that all girls, regardless of background, can access the tools they need to succeed. Through my involvement, I hope to contribute meaningfully to the movement's growth and impact. I am eager to bring my passion, experience, and dedication to this role, working alongside like-minded leaders to drive positive change. With my commitment, I hope to help create a future where every young woman is empowered to reach her full potential.

ESSENTIAL SKILLS

An understanding of WAGGGS, the complex and diverse regional context, and the varied organisational structure of MOs.	Skill Level:	Follower
While I have a general sense and understanding of WAGGGS I require assistance in becoming more familiar with the organisational structure of other MO's and how they may differ from my member organisation.		
An understanding of - and ability to articulate - the WAGGGS leadership model, and the Girl Guide/Girl Scout method.	Skill Level:	Expert
I have received training from the JLS programme in Switzerland in 2019 and executed local projects and workshops with guiding units and other NGOs in Guyana.		
Good general knowledge of the challenges and opportunities facing girls and young woman across the region.	Skill Level:	Contributor
I have volunteered and engaged with youth within the region and further attended 14th WAGGGS Western Hemisphere Regional Conference in 2016, Caribbean Congress on Adolescent and Youth 2019, Caribbean Congress on Adolescents and Youth 2021, PAHO Youth Exchange Programme 2023, Speaker at Pre-CSW68 Virtual Youth Forum 2024.		
Ability to be flexible and open to new opportunities or ways of doing things.	Skill Level:	Expert
I thrive under this type of environment since I believe there are always new ways and opportunities to improve and optimise what exists. My experience in monitoring and evaluation has shown how critical this is for constant growth and improvement of programmes.		
Sound independent judgement and the ability to challenge constructively.	Skill Level:	Professionally qualified
As a current researcher in the process of writing my first publication, I have developed some of these crucial skills that have been essential for scientific research.		
Ability to analyse and interpret information and think critically, creatively, and strategically.	Skill Level:	Professionally qualified
I have cultivated these skills as a requirement from both my studies and my professional life.		
Ability to listen and learn from others, to see things from different perspectives, and appreciate diverse points of view.	Skill Level:	Expert
As an avid facilitator it is key to as far as possible, accurately capture and understand the perspectives of participants in the room to ensure those perspectives are ultimately reflected in the finished product or document stemming from those interactions.		

ESSENTIAL SKILLS (CONTINUED)

A collaborative approach, able to work effectively as part of a diverse team of volunteers and staff while respecting different roles and reporting lines.

Skill Level:

Expert

My studies have and current work comprise primarily of persons from different countries and cultures. Through these experiences I have been able to understand, appreciate and learn about different cultures.

Cultural sensitivity and an ability to work in a multicultural context.

Skill Level:

Expert

My studies have and current work comprise primarily of persons from different countries and cultures. Through these experiences I have been able to understand, appreciate and learn about different cultures.

Experience in working with volunteer teams. Team leadership skills, and ability to delegate.

Skill Level:

Professionally qualified

I currently and in the past have served with several NGOs and groups where those skills have been improved over the years.

DESIRABLE SKILLS

Previous experience of volunteering for WAGGGS.	Skill Level:	Learner
Little experience in this area.		
Ability to think strategically and create strategic plans.	Skill Level:	Contributor
I have contributed meaningfully to three strategic plans, therefore I have a general sense of what is required and how it should be achieved.		
Financial, management, budgets, and risk management.	Skill Level:	Learner
Little experience in this area.		
Project and programme planning and management	Skill Level:	Expert
Serving as the ESG Programmes lead for my current job I have been trained in programmes management.		
Governance and/or legal expertise.	Skill Level:	Expert
As part of my profession I have gained significant insight into governance, management and some aspects of legal expertise.		
Fund development and partnerships.	Skill Level:	Follower
Little experience in this area.		
Diversity, equity, and inclusion.	Skill Level:	Contributor
Very familiar with this since it is a critical aspect of my profession.		
Negotiation and conflict resolution.	Skill Level:	Learner
Very aware but have not had the opportunity to utilize the skill frequently.		
Marketing and communications, including public relations and social media	Skill Level:	Contributor
I currently assist with the running of two social media pages primarily, Instagram and facebook.		
Research and development, Monitoring and evaluation, including data collection and analysis	Skill Level:	Expert
Versed in the area of research as a current junior researcher.		

DESIRABLE SKILLS (CONTINUED)

Influencing skills and advocacy	Skill Level:	Expert
I am a volunteer with the youth advocacy movement and have benefited from many trainings on advocacy, creation of advocacy toolkits and advocates successfully for initiatives such as the re-integration of teen mothers into the schooling system in Guyana.		
External relations	Skill Level:	Learner
Limited experience in this area.		
Human resources management (staff and/or volunteers)	Skill Level:	Learner
Limited experience in this area.		
Information technology tools, systems and applications	Skill Level:	Learner
Limited experience in this area.		
Innovation and creative thinking	Skill Level:	Contributor
I have had practice, and exposure to different challenges that have allowed me to innovate and create.		

LEADERSHIP MODEL MINDSETS

In what ways will your practice of the leadership mindsets enhance your effectiveness as a Regional Committee Member?

The WAGGGS leadership mindsets offer a comprehensive, six-pronged framework—Reflective, Collaborative, Creative & Critical Thinking, Responsible Action, Gender Equality, and a Worldly Mindset—that strengthens leadership within the Regional Committee. Embracing these mindsets enables a deeper understanding of the diverse cultural, organizational, and programmatic realities of Member Organizations (MOs), allowing for more tailored and inclusive approaches. This ensures that all girls and young women, regardless of background, can access opportunities equitably.

These mindsets also promote collaboration and the exchange of experiences among committee members, turning shared insights into meaningful actions with long-term regional impact. Being reflective and open-minded supports challenging stereotypes and driving progressive change. Creative and critical thinking fosters innovative solutions for program enhancement, while responsible action ensures that strategies are sustainable. A commitment to gender equality and a worldly mindset aligns global perspectives with local needs, ensuring initiatives remain adaptable and relevant.

Drawing on my experience in Guiding, NGOs, and my professional work, I will contribute a well-rounded perspective to the committee. I will also prioritize mental and physical well-being, understanding that resilient, impactful leadership starts with self-care. These leadership mindsets provide a foundation for visionary, inclusive, and transformative leadership. With them, I aim to foster collaboration, lead with purpose, and champion initiatives that positively impact young women and girls across the region—ensuring WAGGGS continues to be a catalyst for global change.

VOLUNTARY AND PROFESSIONAL APPOINTMENTS

Positions held within WAGGGS, a Member Organisation and professional, NGO or business appointments from 2015 to date.

Member Organisation	<ul style="list-style-type: none"> • Young Leader, 2017- present • District Commissioner, 2022
WAGGGS (at global or regional level)	
Other voluntary positions	<ul style="list-style-type: none"> • Guyana Youth Environment Network, Lead Facilitator and Capacity building representative, 2021 – present • Guyana Youth Environment Network, 2019 - present • Youth Advocacy Movement, Comprehensive Sexual Education Trainer, 2020 – present • Youth Advocacy Movement, Secretary, 2017 - 2019 • Georgetown Stabroek Leos Club, Secretary, 2016 - 2018
Professional/ NGO/business appointments	<ul style="list-style-type: none"> • Stantec/ E&A Consultants, Environmental and Social Governance Consultant, 2023 – present • Agricultural Air, Environmental Officer, 2022 • Stantec/ E&A Consultants, Environmental Officer, 2021 • IDPADAG, Youth Engagement Officer, 2017-2020

ACADEMIC BACKGROUND

- MSc Water and Sustainable Development: Environmental Governance and Management, 2023
- BSc Environmental Studies, 2021

TIFFANY PIERRE

Girl Guides Association of Saint Vincent and the Grenadines

Under 30



Nominated by:

Girl Guides Association of Saint Vincent and the Grenadines

Languages spoken:

English as mother tongue and basic Spanish

PERSONAL STATEMENT

Why would you like to become a member of the Regional Committee, and what are your hopes and vision for the region in the next triennium?

My desire to join the Regional Committee of the Western Hemisphere of WAGGGS is rooted in a deep commitment to empowering young women and strengthening the Girl Guiding and Girl Scouting movement across our region. I am eager to contribute to the committee's mission by leveraging my experience in advocacy, policy engagement, and regional development to foster inclusivity, leadership, and sustainable growth within our member organizations.

As a passionate advocate for youth development and gender equality, I believe the next triennium presents an opportunity to deepen our regional collaboration, ensuring that WAGGGS remains a driving force for positive change. My vision for the Western Hemisphere is one where all young women, regardless of socioeconomic background, have equal access to leadership opportunities, skill-building programs, and platforms to influence decision-making at national and international levels. I am committed to enhancing resource mobilization, strengthening partnerships, and advancing initiatives that promote climate resilience, digital literacy, and social inclusion within our movement.

Through my role, I hope to support WAGGGS in amplifying the voices of young women and advocating for policies that address the unique challenges of our diverse region. By fostering stronger cross-border connections and sharing best practices, I aspire to help build a more resilient and dynamic Girl Guiding and Girl Scouting community—one that prepares future generations of leaders to drive meaningful impact in their societies.

Joining the Regional Committee would be a privilege, and I am ready to serve with dedication, collaboration, and a forward-thinking approach to advancing the mission of WAGGGS in the Western Hemisphere.

ESSENTIAL SKILLS

<p>An understanding of WAGGGS, the complex and diverse regional context, and the varied organisational structure of MOs.</p>	<p>Skill Level:</p>	<p>Follower</p>
<p>As a Unit Guider and member of the Junior Council in the Girl Guides Association of St. Vincent and the Grenadines, I've worked within a national Member Organisation (MO) structure. Representing my association at national and regional events has helped me understand the diversity and organizational models across the Caribbean, and how they relate to WAGGGS globally.</p>		
<p>An understanding of - and ability to articulate - the WAGGGS leadership model, and the Girl Guide/Girl Scout method.</p>	<p>Skill Level:</p>	<p>Contributor</p>
<p>In my role as Chair of a university students' international affairs committee, I applied WAGGGS leadership mindsets such as leading with heart and working in partnership. These were reflected in youth-led policy forums, where I mentored other young women and facilitated inclusive participation.</p>		
<p>Good general knowledge of the challenges and opportunities facing girls and young woman across the region.</p>	<p>Skill Level:</p>	<p>Contributor</p>
<p>As a CARICOM Youth Ambassador and OECS Youth Advisor, I've worked on initiatives addressing gender-based violence, access to leadership, and digital education. I've spoken on regional platforms and worked with governments and NGOs to elevate these issues.</p>		
<p>Ability to be flexible and open to new opportunities or ways of doing things.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>During the COVID-19 pandemic, I transitioned community outreach programs into virtual platforms. For example, I helped design an online skills development workshop for young women in rural communities. It allowed us to reach participants who would not usually engage.</p>		
<p>Sound independent judgement and the ability to challenge constructively.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>As President of the Vincentian Students' Association, I balanced multiple stakeholder interests, including student voices, academic administration, and regional representatives. I was responsible for making final decisions on funding disputes and student welfare issues.</p>		
<p>Ability to analyse and interpret information and think critically, creatively, and strategically.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>While serving as Treasurer for a youth organisation, I developed a budget plan that restructured spending and introduced income-generating activities. This strategic shift allowed the group to remain active without external funding during an economic downturn.</p>		

ESSENTIAL SKILLS (CONTINUED)

<p>Ability to listen and learn from others, to see things from different perspectives, and appreciate diverse points of view.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>As a Girl Guide leader and university student in a multicultural environment, I have facilitated dialogues with youth from across the Caribbean and Latin America. I value understanding others' lived experiences to foster inclusive solutions.</p>		
<p>A collaborative approach, able to work effectively as part of a diverse team of volunteers and staff while respecting different roles and reporting lines.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>As Chair of the International Affairs Committee, I led a team of students from over 10 countries to host regional youth forums. We created a safe, collaborative environment by clarifying roles and using multilingual communication.</p>		
<p>Cultural sensitivity and an ability to work in a multicultural context.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>Participating in international leadership training in Barbados and the UK, I learned to lead with empathy and adapt communication styles across cultures. I always consider language, traditions, and values when working with diverse teams.</p>		
<p>Experience in working with volunteer teams. Team leadership skills, and ability to delegate.</p>	<p>Skill Level:</p>	<p>Expert</p>
<p>In my role as Guide Unit Chair and youth organisation leader, I have led teams of 10–20 volunteers. I delegate tasks based on individual strengths and mentor younger leaders to grow in confidence and responsibility.</p>		

DESIRABLE SKILLS

Previous experience of volunteering for WAGGGS.	Skill Level:	Contributor
I've been a Girl Guide for 15+ years and currently serve as a Unit Guider and Junior Council Member. I've participated in WAGGGS-affiliated international camps and leadership events,		
Ability to think strategically and create strategic plans.	Skill Level:	Contributor
At university, I contributed to the students' association's 3-year development plan. I helped align our goals with broader educational equity strategies across campuses, ensuring continuity beyond my term.		
Financial, management, budgets, and risk management.	Skill Level:	Contributor
As Treasurer for several youth-led organisations, I've managed project budgets of up to USD \$5,000, introducing financial tracking systems and preparing reports for auditors.		
Project and programme planning and management	Skill Level:	Contributor
I designed and implemented a social media advocacy project for youth policy engagement across St. Vincent. This included planning timelines, managing volunteers, and assessing the campaign's reach.		
Governance and/or legal expertise.	Skill Level:	Follower
I have been exposed to governance frameworks through the CARICOM Youth Ambassador programme and my work with school boards, but I am keen to deepen this knowledge through formal training.		
Fund development and partnerships.	Skill Level:	Follower
I've supported fundraising through bake sales, community sponsorships, and donation drives, especially during Girl Guide Week. I'm currently learning how to build long-term partnerships with local businesses.		
Diversity, equity, and inclusion.	Skill Level:	Contributor
I've assisted in campaigns at my university that provided safe spaces for students and addressed menstrual health equity for girls in low-income settings.		
Negotiation and conflict resolution.	Skill Level:	Contributor
As Guild Secretary, I mediated between students and faculty during academic grievances. I applied active listening, neutrality, and solution-focused approaches to reach mutual understanding.		

DESIRABLE SKILLS (CONTINUED)

Marketing and communications, including public relations and social media	Skill Level:	Contributor
I managed social media content for the Girl Guides Association's youth events and my student body. This included event promotions and live updates.		
Research and development, Monitoring and evaluation, including data collection and analysis	Skill Level:	Contributor
I conducted surveys and reports on youth civic engagement as part of my role on a government advisory committee. The data was presented to decision-makers to shape youth development strategies.		
Influencing skills and advocacy	Skill Level:	Contributor
As CARICOM Youth Ambassador and a member of the OECS Youth Advisory Network, I've presented to ministers and education and digital access. I consistently push for youth-led policy reform. national leaders on the needs of girls in education and digital access. I consistently push for youth-led policy reform.		
External relations	Skill Level:	Contributor
I've represented my country at regional events and liaised with ambassadors, government ministers, and international NGOs. These roles have strengthened my diplomatic and cross-sector engagement skills.		
Human resources management (staff and/or volunteers)	Skill Level:	Contributor
As a Guide leader and dance coordinator, I have recruited, trained, and supported volunteers and junior leaders. I build trust and offer regular feedback for improvement.		
Information technology tools, systems and applications	Skill Level:	Expert
I use IT tools daily for communication, file sharing, and data analysis. I am proficient in Microsoft Office, Google Suite, Canva, and project management platforms.		
Innovation and creative thinking	Skill Level:	Contributor
When our annual Girl Guide fundraiser was cancelled, we introduced a virtual event that raised funds while promoting youth creativity. The success inspired a hybrid fundraising model for the future.		

LEADERSHIP MODEL MINDSETS

In what ways will your practice of the leadership mindsets enhance your effectiveness as a Regional Committee Member?

Practicing the WAGGGS Leadership Model will enable me to serve the Regional Committee with authenticity, inclusivity, and a solutions-oriented mindset. By embracing leading with heart, I will prioritize empathy, active listening, and a member-centered approach to decision-making, ensuring that the diverse voices of our region are heard and valued.

Applying thinking creatively will enhance my ability to develop innovative strategies that strengthen organizational capacity, improve resource mobilization, and expand opportunities for young women. Whether navigating challenges in governance, sustainability, or program development, I will bring a forward-thinking perspective that encourages adaptability and resilience.

Through working in partnership, I will foster strong collaborations among National Associations, external stakeholders, and regional bodies. By building trust, promoting shared learning, and encouraging inclusive dialogue, I will contribute to a more connected and supportive WAGGGS network across the Western Hemisphere.

Practicing being aware will help me stay attuned to the socio-political, economic, and environmental factors affecting our Movement. By maintaining a global and regional outlook, I will ensure that WAGGGS remains proactive in addressing emerging challenges and opportunities, particularly in areas such as gender equality, climate action, and digital empowerment.

Finally, driving change will be at the heart of my leadership. I will champion initiatives that empower young women to be agents of change in their communities, advocate for policy improvements, and strengthen the sustainability of Girl Guiding and Girl Scouting in the region.

By consistently embodying these leadership mindsets, I will contribute to a dynamic, inclusive, and future-ready Regional Committee—one that advances the mission and impact of WAGGGS across the Western Hemisphere.

VOLUNTARY AND PROFESSIONAL APPOINTMENTS

Positions held within WAGGGS, a Member Organisation and professional, NGO or business appointments from 2015 to date.

<p>Member Organisation</p>	<ul style="list-style-type: none"> • Guider of the No.3 Kingstown Girl Guides Company • A member of Junior Council for the Girl Guides Association of St. Vincent and the Grenadines, 2018 - present • Assistant Secretary of the Junior Council for the Girl Guides Association of St. Vincent and the Grenadines, 2019-2021 • Chairperson of the No.23 Ranger Guides Unit, 2019-2020 • Deputy Chairperson of the No.23 Ranger Guides Unit, 2018- 2019 • Patrol Leader of Daffodils Patrol in the No.1 Kingstown Girl Guides Company, 2016-2017
<p>WAGGGS (at global or regional level)</p>	
<p>Other voluntary positions</p>	<ul style="list-style-type: none"> • Member of the OECS Youth Advisory Network, 2023 - present • Treasurer of The Faith Covenant Ministries Youth Group, 2025 – present • Member of the Regional Integration and Foreign Policy Sector of the Prime Ministerial Youth Advisory Committee, November 2024 - present • President of the Vincentian Students Association, 2023 - 2024 • Secretary on the Guild of Students Council, 2023-2024 • Treasurer of the St. Vincent Students Association, 2022 - 2023 • International Affairs Committee Chairperson on the Guild of Students Council, 2022 - 2023 • Treasurer of the SVG Teachers' Credit Union Youth Group, 2020 -2021 • Secretary for the CARICOM Youth Ambassadors, 2020 – 2021 • Member of the new cohorts of CARICOM Youth Ambassadors, 2020 and 2021 • Mentor at the Caribbean Youth Leadership Retreat, Barbados, 2019 • Assistant Sunday School teacher, 2017-2018
<p>Professional/ NGO/business appointments</p>	<ul style="list-style-type: none"> • Set Intern at the Ministry of Foreign Affairs. Foreign Trade and Consumer Affairs March 2024 - present • Set Intern at the St. Joseph Convent Kingstown Secondary School, October 2024 - February 2025 • Masters of International Trade Policy Candidate, 2024- present • Facilitator, Dance Coordinator, and Assistant Karate Instructor at the • K.I.N.D Behaviour Modification Summer Program, July to August annually • Relief Teacher at Belmont Government Primary School, 2023-2024 • Relief Teacher at Kingstown Anglican Primary School, 2023- 2024 • Set Intern at the Calliaqua Anglican School, 2022-2023

ACADEMIC BACKGROUND

- Bachelor of Science in International Relations, 2024

PART B:

SUPPORTING INFORMATION

On this page you will find link to various supporting documents relevant to the Regional Committee.

Regional Committee Nominations Pack

This pack was originally shared during the call for nominations for the Regional Committee. It contains useful information about:

- The Role and responsibilities of the Regional Committee
- The Regional Committee member person specification
- Additional responsibilities for the roles of Regional Chair and Vice-Chair
- Additional skills and experience requirements for those elected as Regional Chair and Regional Vice-Chair

[NOMINATIONS
PACK](#)



Campaigning Guidelines

WAGGGS has developed a set of Campaigning Guidelines. These are intended to provide candidates and Member Organisations with clear parameters within which they can work to support a candidate's nomination.

[CAMPAIGNING
GUIDELINES](#)



Election of the Chair and Vice-Chair

We would like to share with Member Organisations the details of the process for electing the Regional Chair and Vice-Chair this triennium, even though the responsibility of electing the Chair and Vice-Chair lies with the Regional Committee rather than Member Organisations.

[ELECTION OF THE CHAIR
AND VICE-CHAIR](#)



Rules of Procedure

The Rules of Procedure, adopted by Member Organisations at the 38th World Conference, to be used at the 17th Western Hemisphere Regional Conference, can be found on Campfire.

[RULES OF
PROCEDURE](#)





17TH Western Hemisphere Regional Conference
03-06 July 2025 • Mexico
Virtual