



**15<sup>TH</sup>** Asia Pacific Regional Conference  
19-23 August 2025 • India  
The Bharat Scouts and Guides

# TRIENNIAL REPORT 2023-2025

DOCUMENT 3



WORLD ASSOCIATION  
OF GIRL GUIDES  
AND GIRL SCOUTS

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# INTRODUCTION FROM THE CHAIR OF THE REGION

Dear Friends,

It is a pleasure and a privilege to write to you at the close of this extraordinary triennium—three years marked by intense work, deep learning, and inspiring moments that have shaped both our region and the people within it.

**Since 2022, the Asia Pacific Regional Committee has worked with determination and adaptability to implement the objectives set out in our triennial plan.**



We have navigated the ongoing effects of the pandemic and responded to a wider global transformation, which required us to reimagine our ways of working. As the world reopened, we adapted our annual action plans to reflect the evolving realities of our Member Organisations (MOs). In doing so, we maintained our commitment to relevance, responsiveness, and impact.

Throughout the triennium, we balanced virtual engagement with a return to in-person events. Online platforms allowed us to widen our reach and deliver more programmes than ever before, while reducing the limitations of distance and cost. At the same time, we rediscovered the irreplaceable warmth, energy, and connection that only face-to-face gatherings can bring—culminating in regional highlights such as the 2023 World Conference in Cyprus, the Intergenerational Leadership Workshop in Malaysia, the Growing and Learning Workshop in Nepal, the Governance Workshop in India and the 6th Pacific Strategy Meeting in Fiji.

We are proud to have strengthened engagement across the region, especially through consultative meetings and our virtual gatherings with Chief Commissioners and International Commissioners. These spaces ensured that MOs had a voice in the governance of the region, including meaningful participation in the Extraordinary General Meeting held in September 2024. Our work has aimed to build greater transparency, collaboration, and inclusivity.

# INTRODUCTION FROM THE CHAIR OF THE REGION

A major highlight was the launch of the Young Women in Governance Networks and the first Regional Young Women in Governance Workshop, where young women from 17 MOs built skills in advocacy, leadership, and global citizenship. These efforts reflect our belief in nurturing intergenerational leadership and providing opportunities for young women aged 18 to 30 to shape the future of our movement.

As we reflect on this triennium, we are inspired by the resilience and creativity of our Member Organisations, volunteers, and supporters. Together, we ensured that girls and young women across our region continued to access meaningful, transformative experiences—despite the challenges.

We hope this report demonstrates how our work remained aligned with our strategic objectives while embracing new methods of delivery and connection. We believe we are handing over a stronger, more sustainable region to the incoming committee, equipped with new tools, partnerships, and momentum to build on what we've achieved.

There is, of course, more work to be done—but we now know that innovation, flexibility, and collective commitment are key to our future success.

Thank you all for your close collaboration, your trust, and your belief in our shared mission. Now, more than ever, we know that... together, we are stronger.

Yours in Scouting and Guiding,



**Chempaka Emalin Pahamin**

Chair of Asia Pacific Regional Committee

World Association of Girl Guides and Girl Scout

# THE REGIONAL TEAM

## THE COMMITTEE



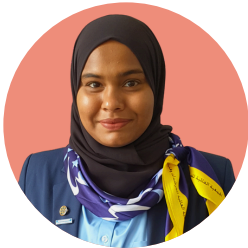
**CHEMPAKA EMALIN PAHAMIN**  
Chair of Asia Pacific  
Regional Committee  
Girl Guides Association Malaysia  
Portfolio/s: Strategy and Governance



**PRARTHANA LIYANAGE**  
Vice Chair of Asia Pacific  
Regional Committee  
Sri Lanka Girl Guides Association  
Portfolio/s: Finance, Fundraising and  
FAPW Liaison



**MAHNAZ FARIBA**  
Asia Pacific Regional  
Committee Member  
Bangladesh Girl Guides Association  
Portfolio/s: Member Organisations  
Relationship



**FIRASHA MOHAMED**  
Asia Pacific Regional  
Committee Member  
Maldives Girl Guides Association  
Portfolio/s: Capacity Building



**MAIYA TWAYANBASU**  
Asia Pacific Regional  
Committee Member  
Nepal Girl Scouts Association  
Portfolio/s: Volunteer Management



**CHRIS WONG**  
Asia Pacific Regional  
Committee Member  
Hong Kong Girl Guides Association  
Portfolio/s: Communications

## THE STAFF



**RUPA GAUTAM**  
Asia Pacific Regional Manager  
Based in Nepal



**VIANCA DANILA**  
Asia Pacific Events and  
Administration Coordinator  
Based in Philippines

## OUR REGIONAL VOLUNTEERS AND WORKING GROUPS/SUBCOMMITTEES

### COMMUNICATIONS SUBCOMMITTEE



Putri Winata, Singapore  
Santoshi Singh, India  
Mubashwira Eshika, Bangladesh  
Phoebe Wang, Hong Kong  
Bandita Khatiwada, Nepal



### DIGITAL CAPACITY SUBCOMMITTEE



Rayya Naseem, Maldives  
Tahmina Shiraj, Bangladesh  
Isha Ahmed, Maldives  
May Myat Moe, Myanmar  
Au Tsz Ching (Cathy), Hong Kong



### LANGUAGE AND INCLUSION SUPPORT TEAM SUBCOMMITTEE



Tiara Lau, Hong Kong  
Amy Young, Taiwan  
Ritika Sharma, India

## OUR REGIONAL VOLUNTEERS AND WORKING GROUPS/SUBCOMMITTEES

### FAPW PROJECT GUIDELINES AND MANUAL REVIEW WORKING GROUP



Lynne Price, Australia  
Marybelle Marinas, Philippines  
Darshana Pawaskar, India

### FUND DEVELOPMENT SUBCOMMITTEE



Gulisthan Shathir, Maldives  
May Myat Moe, Myanmar



### MOTION 7 IMPLEMENTATION WORKING GROUP



Thammy Chong, Malaysia  
Sharmin Banu MS, India  
Nanduni Wikaramatunga, Sri Lanka  
Micky Lau, Hong Kong

# OUR REGIONAL VOLUNTEERS AND WORKING GROUPS/SUBCOMMITTEES

## VOLUNTEER MANAGEMENT SUBCOMMITTEE



Ukechha Rajak, Nepal



## YW IN GOVERNANCE SUBCOMMITTEE



Ayantika Kundu, India  
Joey Cham Lok Yee, Hong Kong  
Ruby Sands, New Zealand  
Shamini Ekanayake, Sri Lanka  
Francine Pradez, Philippines

## PACIFIC MOS SUPPORT SUBCOMMITTEE



Belinda Allen, Australia



## OUR REGIONAL VOLUNTEERS AND WORKING GROUPS/SUBCOMMITTEES

### FRIENDS OF ASIA PACIFIC WAGGGS FOUNDER AND WORKING GROUP



Dr. Dato' Juseon Byun, Founder- Korea (center)

**From left,**

Dorothy Mei Feng Chang, Member- Taiwan

Gulisthan Shathir, Member- Maldives

Lynne Price, Chair- Australia

Nighat Arshad, Member- Pakistan

Hannah Lee, Vice-Chair- Korea

Sammay Yuquico, Member- Philippines



# REGIONAL ACTION PLAN 2023-2025

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

## 1. THRIVING MEMBER ORGANISATIONS, THRIVING MOVEMENT

### OBJECTIVES

1. *Support MOs to reflect on their capacity and complete priority setting for their key support needs*
2. *Provide tailored capacity-building support for MOs, utilising their CAT assessment and regional survey, in collaboration with regional and global teams.*

### KEY RESULTS

#### Objective 1

- Ensure MOs nominate leadership team members to support CAT implementation in their organisations.
- Deliver a virtual session on the WAGGGS Capacity Assessment Tool (CAT).
- Support MOs in using CAT as a planning tool—promote awareness, strategic use, reflection, and alignment with Compass 32.
- Develop a tailored approach to help Pacific Island and Associate MOs complete CAT and set priorities with the Tailored Support Capacity Building Team.

#### Objective 2

- Host quarterly Fund Development network meetings to share best practices, work collaboratively on challenges and receive capacity building support from WAGGGS and external representatives utilizing WAGGGS Fund Raising Toolkit.
- Develop and deliver webinars to build MO capacity on key identified priorities in collaboration with CB team
- Respond to CAT priorities of MOs with 1-1 tailored support plans where needed and assist with connection between capacity building team and MOs
- Provide FAPW Reach Out Grants for selected MOs to work closely together and build capacity on a joint project

## 1. THRIVING MEMBER ORGANISATIONS, THRIVING MOVEMENT

### ACHIEVEMENTS

During the past triennium, the Asia Pacific Region focused on strengthening organisational capacity and driving sustainable growth through key initiatives.

In 2023, the region adopted CAT 2.0 and established the CAT Champions Network, which brought together 51 leaders from 17 MOs. These champions met four times to deepen their understanding of CAT, share best practices, and give feedback to improve the tool. The Asia Pacific Regional Committee facilitated in-person CAT assessments for 12 MOs, while Bangladesh, Brunei Darussalam, Cambodia, Maldives, Mongolia, Nepal, Singapore, and Taiwan received additional in-person support.

In 2024, the region hosted the 6th Pacific Strategy Meeting, which united five Pacific Island MOs – Cook Islands, Fiji, Kiribati, Solomon Islands and Tonga for a workshop on CAT, governance, programme quality, collaboration, and capacity building. Australia and India independently completed and submitted their CAT assessments. Overall, 15 MOs completed CAT, and received targeted support from the WAGGGS Capacity Building Team based on their priorities.

Under objective two, the region delivered tailored capacity-building through in-person visits, virtual sessions, regional events, and digital platforms. The team supported strategic planning workshops in India and Nepal and an Adult Leader Training Workshop in Taiwan and Unit Leader Training in Mongolia.

The Fund Development Network organised eight meetings, two webinars, and a five-week grant workshop series, helping 18 MOs build skills in donor engagement, sustainable financing and fundraising.

The Growing and Learning Workshop brought together 17 MOs to strengthen programme delivery. The Regional Governance Workshop, attended by 11 MOs, focused on improving identity, structure, and management. The region supported five MOs to finalise safeguarding policies and included three MOs in the global safeguarding programme.

The region also implemented two FAPW Reach Out projects, benefiting four MOs, and engaged at least 22 MOs in capacity-building activities such as Digital Capacity Building webinars.

Through these actions, the region empowered MOs to plan strategically, lead effectively, and mobilise resources, laying a solid foundation for a strong, inclusive, and sustainable Girl Guiding and Girl Scouting movement in the Asia Pacific Region.

## 2. INTERNATIONAL CONNECTIONS AND GLOBAL COMMUNITY

### OBJECTIVES

1. Foster collaborations and connections for MOs with the AP Regional Team functioning as an ideas and resources hub.
2. Support equity and accessibility to address barriers that impact the equal participation of all MOs.
3. Create rewarding regional volunteer experiences.

### KEY RESULTS:

#### Objective 1

- Support MOs to host Regional sharing sessions on topics for their chosen audiences.
- Create a space on Campfire for MO sharing across the Region.
- Deliver an orientation session to introduce MOs to Campfire.
- Ensure Country Committee Contacts (CCC) engage with MOs to review progress and plan next steps, maintaining regular communication.
- Host Chief Commissioners and International Commissioners gatherings to strengthen relationships and collaboration with MOs.

#### Objective 2

- Connect MOs with shared languages to encourage collaboration.
- Form a sub committee to support in implementing Language Report recommendations (e.g. captions, interpreters, transcripts).
- Share monthly Regional updates on WAGGGS initiatives, tools, and opportunities; follow up to boost MO engagement.
- Identify and support MOs in building IT infrastructure and digital skills for stronger online participation.

#### Objective 3

- Share positive stories of past Regional volunteers on social media.
- Select and recruit Regional volunteers, provide them a platform for connection and conduct volunteer experience surveys and hold regular check-ins with volunteers and the Regional Committee.
- Deliver a webinar to guide MOs on the volunteer structure and application process.
- Encourage under-represented MOs to apply for diverse volunteer representation.
- Ensure safe spaces at Regional events with all volunteers and staff trained in WAGGGS Safeguarding Policy.
- Promote and recognise volunteers through AP Leadership Awards.
- Form a subcommittee to explore Motion 7 regarding rewarding volunteer experience and recommend actions to the AP Committee.

## 2. INTERNATIONAL CONNECTIONS AND GLOBAL COMMUNITY

### ACHIEVEMENTS

In our continued commitment to strengthening Girl Guiding and Girl Scouting in the Asia-Pacific Region, we implemented key initiatives to deepen MO engagement, enhance volunteer support, and create meaningful experiences for girls.

A virtual World Thinking Day event united 170 girls from 17 MOs in celebrating unity and shared purpose. A dedicated MO sharing page on Campfire and the WAGGGS website continues to highlight innovation and encourage regional learning.

We prioritised strong connections with MOs through annual one-on-one CCC–MO meetings. Regular virtual gatherings for Chief Commissioners and International Commissioners provided accessible spaces to engage, network, and align on priorities.

Through AP Connect, our bi-monthly update, we strengthened communication and celebrated the region's diversity. MOs appreciated it as a timely and inclusive communication tool.

To ensure girls' safety, 100% of Regional Volunteers completed WAGGGS Safeguarding Policy training. We also recognised MO-nominated volunteers through the Asia-Pacific Leadership Award for their valuable contributions.

Regional events such as the Intergenerational Leadership Roundtable, AP Youth Mobilization Summit 2023, Growing and Learning Workshop, Governance Workshop, and Pacific Gathering gave MOs vital opportunities to collaborate, share practices, and strengthen networks.

We embedded Campfire orientation in three regional events and kept the platform updated with the help of a dedicated volunteer.

To support the Regional Action Plan, we introduced a Sub-Committee Structure, following a motion from the last Regional Conference. We recognised and supported volunteers through initiatives like biannual Volunteer Connection Events and a successful social media series showcasing their work. Our Volunteer Experience Survey showed 80% satisfaction, and regular learning conversations between the Regional Committee and volunteers strengthened collaboration. We also launched the Volunteer Awards initiative to celebrate outstanding service.

The Language and Inclusion Support Working Group submitted its final report to the Regional Committee in line with Motion 18, and we have piloted interpretation support during a regional webinar to improve and address accessibility.

The Motion 7 Sub-Committee surveyed MOs and volunteers for suggestions on improving volunteer experiences. Based on their input, we submitted a Volunteer Support Recommendation Report, now under implementation, to create more meaningful and rewarding roles.

These collective efforts continue to foster international connection and unity, empowering a vibrant, inclusive Girl Guiding and Girl Scouting community across the Asia-Pacific Region.

### 3. QUALITY GIRL GUIDING AND GIRL SCOUTING

#### OBJECTIVES

*Enable MOs to sustain and grow their membership, through capacity development and role-modelling best-practices in nonformal education.*

#### KEY RESULTS:

- Deliver a webinar and resource support in collaboration with Core Mission Team to MOs regarding Program Quality and Development framework.
- Deliver tailored support to MOs in the development of comprehensive safeguarding/child protection policies together with CB team
- Initiate contact with Big 6 organisations and explore Regional partnerships.
- Strengthen relationship with APR WOSM in delivering support for AP SAGNOs.
- Provide FAPW 3L and 30% benefits grants to MOs for projects that address the needs and development of girls and young women.

#### ACHIEVEMENTS

To advance our goal of helping Member Organizations grow through strong non-formal education and capacity building, we implemented several key initiatives over the past year.

Seventeen MOs from the Asia-Pacific Region joined the Growing and Learning Workshop, which focused on building capacity to deliver high-quality Girl Guiding and Girl Scouting through non-formal education. Many MOs actively participated in the GAL formation journey, with 60% now in the second phase of developing their GAL Frameworks. We responded to support requests from Brunei, Mongolia, Cambodia, Pacific MOs, and Bangladesh, and continue to support Taiwan, India, and Nepal.

In collaboration with the Capacity Building team, we provided tailored support to help MOs develop safeguarding and child protection policies. Five MOs are finalising their policies, and three more have recently started the process.

We continued collaborating with WOSM, through joint efforts in Nepal and India, to strengthen ties between the two global youth Movements. In partnership with the WOSM and other largest youth organisations, we co-hosted the Asia-Pacific Youth Mobilisation Summit 2023, which brought together 150 participants from 22 countries, including 57 from the Asia-Pacific Region, WAGGGS. The event provided a platform for networking, sharing best practices, and driving progress on the Sustainable Development Goals (SDGs).

Our targeted follow-up led to an 80% response rate to the WAGGGS Census, supporting evidence-based planning.

We promoted the FAPW 3L and 30% Benefits Grants through a webinar and one-on-one support. 15 grants were awarded to 11 MOs namely Bangladesh, Hong Kong, Japan, Korea, Malaysia, Nepal, New Zealand, Pakistan, Singapore, Sri Lanka, and Taiwan. All funded projects were successfully completed and reported.

These initiatives reflect our continued commitment to delivering quality experiences and building a vibrant, safe, and inclusive Girl Guiding and Girl Scouting movement across the Asia-Pacific Region.

## 4. LEADERSHIP AND VOICE

### OBJECTIVES

1. *Increase understanding and opportunities for intergenerational leadership in the Asia Pacific Region.*
2. *Amplify the voices of girls, young women in our MOs in the AP Region to a global audience*

### KEY RESULTS:

#### Objective 1

- Deliver a webinar on the Non-Formal Education Hub.
- Engage MOs in the Girl-Experience Community of Practice to adapt and share tools and best practices.
- Form a network of young women in or aspiring to governance roles.
- Develop and deliver a capacity-building programme for young women in governance to support Regional events.
- Collaborate with the Core Mission Team to help MOs embed the leadership model and implement outcomes at all levels.

#### Objective 2

- Implement the Regional communications strategy to share stories from MOs, girls and young women.
- Support Young Women to lead via the Juseon Byun Leadership Fund by providing grants for them to lead projects in their MOs.

### ACHIEVEMENTS

In our continued commitment to intergenerational leadership and amplifying the voices of girls and young women in the Asia-Pacific Region, we began the triennium with a vibrant pre-Regional Conference event dedicated to young women. Funded by the Juseon Byun Leadership (JBL) Fund, young women fully planned and led the event, with participation from all MOs attending the Regional Conference. This milestone affirmed our belief in youth-led leadership and meaningful participation at every level.

The Young Women in Governance Programme of the triennium marked another major step forward, aligning with World Conference Motion 32 to boost youth participation in governance. The initiative supported young women already in governance and those aspiring to these roles, equipping them with essential skills and knowledge. Young women led the year-long mentorship programme, which concluded with an in-person regional gathering in the Maldives, also supported by JBL fund. This event strengthened collaboration and built momentum for continued engagement. The Region now plans to establish a Young Women in Governance Alumni Network to maintain ongoing mentorship and connection.

We used storytelling to elevate young women's voices, featuring six stories from six MOs as part of our communications strategy. These stories showcased the passion, leadership, and resilience of girls and young women across the region.

The Juseon Byun Leadership Fund also enabled young women to lead impactful projects within their MOs. We introduced the opportunity through a promotional webinar and guided applicants throughout the process. One grant was awarded to a young woman from Malaysia, and project outcomes were successfully implemented and reported. To keep the fund relevant and accessible, we reviewed the JBL fund Guidelines which is made available to MOs via email.

These collective efforts highlight our commitment to creating spaces where young women can lead, influence, and drive meaningful change—within their communities and beyond.

# ENGAGEMENT WITH MEMBER ORGANISATIONS

Our top priority has been to provide effective and timely support to our Member Organisations. Through constant and close engagement, we have been able to evaluate and adapt our offerings to respond to the changing needs of the region.

We have provided direct support through in-person visits to 19 out of 26 Member Organisations: Girl Guides Australia, Bangladesh Girl Guides Association, Girl Guides Association of Brunei Darussalam, Girl Guides Association of Cambodia, Fiji Girl Guides Association, Hong Kong Girl Guides Association, Bharat Scouts and Guides, Girl Scouts of Japan, Girl Scouts of Korea, Girl Guides Association Malaysia, Maldives Girl Guides Association, the Scout Association of Mongolia, Nepal Scouts, Girl Guiding New Zealand, Girl Scouts of the Philippines, Girl Guides Singapore, Sri Lanka Girl Guides Association, Girl Scouts of Taiwan and Girl Guides (Girl Scouts) Association of Thailand. These MO country visits, including presence at MO host events have strengthened collaboration and relationships.

In addition, we held regular meetings with all our MOs through our Chief Commissioners virtual calls, International Commissioners virtual calls and the regular MO with Country Committee Contact meetings which has enabled us to keep abreast of their needs, offer continuous support, and assist MOs in their strategic priorities.

We also met with MO representatives in key spaces including the 38th World Conference in 2023, the Pacific Island Gathering in 2024, Intergenerational Leadership Roundtable 2023 in Malaysia, Growing and Learning Workshop 2024 in Nepal, Regional Governance Workshop 2024 in India and the Young Women in Governance Workshop 2024 in Maldives.

We are appreciative of the MOs - Bangladesh Girl Guides Association, Girl Guides Association Malaysia and Nepal Scouts, and Friends of Asia Pacific Region, Korea Chapter for extending their invaluable support by hosting the Regional Committee meetings, which are vital in shaping the future and direction of regional work. These meetings have been fundamental for in-depth, important discussions to effectively support our MOs and gain valuable insights into their initiatives and impact.

The Region has proactively extended support to 13 MOs in completing CAT 2.0, enabling them to use it as an internal planning tool to set priorities and drive their continued growth and development.

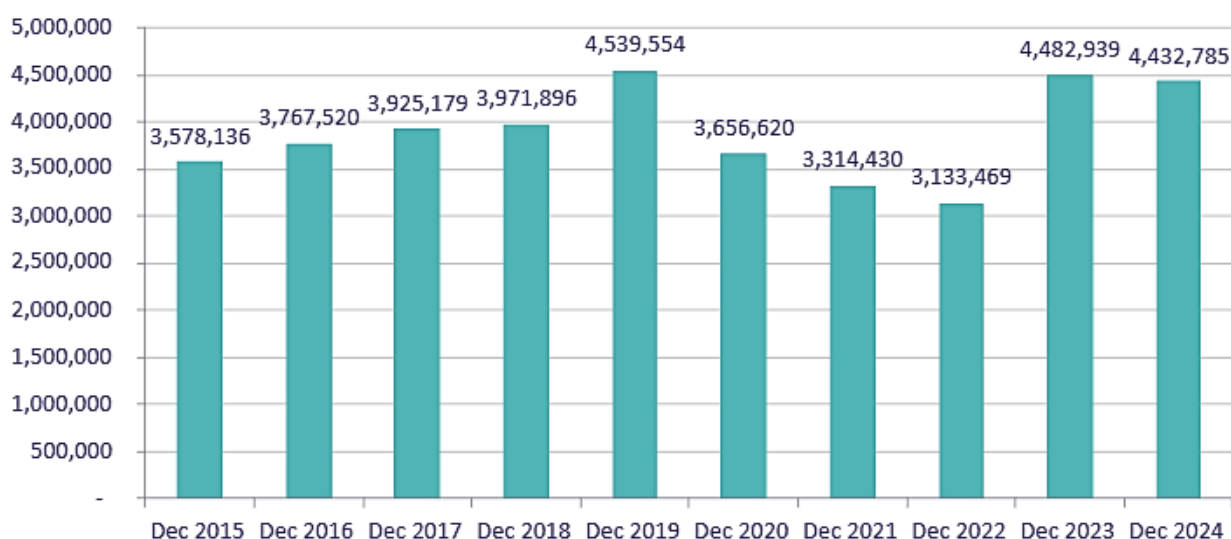
We have simultaneously worked closely with MOs to navigate through challenges and continue strengthening their national associations.



# MEMBERSHIP OF THE REGION

With 26 Member Organisations, the Asia Pacific Region's reported membership in December 2022 totalled 3,133,469. In 2023, this number rose significantly to 4,482,939, before a slight dip to 4,432,785 in 2024 (data collected at 31 December 2024). Despite this fluctuation, the region remains the largest within WAGGGS with 40% contribution to the membership and continues to demonstrate strong recovery and resilience in the post-COVID era. This growth is largely attributed to the reopening of schools and strategic efforts by MOs to revitalise and re-engage members through targeted campaigns and revised outreach strategies. Notably, four MOs now report over 100,000 members each. India remains the largest MO in WAGGGS, while the Philippines follow as third. In 2025, eight MOs recorded membership increases, and twelve have returned to or surpassed their pre-COVID membership levels.

### Asia Pacific Region Membership 2016 - 2024



To sustain and further this progress, we will reinforce the work on six key areas:

1. Increase direct assistance to MOs facing membership declines or stagnation to help close existing gaps.
2. Prioritise relationship-building with MOs to better understand their needs and provide more responsive and effective support.
3. Support MOs in improving membership data collection methods to ensure accurate, consistent, and timely reporting.
4. Focus on boosting volunteer management practices to improve member retention and sustain long-term growth.
5. Invest in programmes that keep youth engaged through adolescence and support their progression into leadership roles.
6. Encourage partnerships among MOs to share best practices, foster mutual learning, and address common challenges collaboratively.

# 2023-2025 KEY IMPACT AREAS

# WE'VE GROWN TO 4.4 MILLION MEMBERS



## REGIONAL REVIEW



**26**

MEMBER ORGANISATIONS

**4.4 MILLION**

NUMBER OF MEMBERS

**41.46%**

INCREASE IN MEMBERSHIP COMPARED TO 2022

## EVENTS



**75**

EVENTS DELIVERED & SUPPORTED

**35**

PARTICIPANTS PER EVENT IN AVERAGE

**18 MOs**

PARTICIPATION PER EVENT IN AVERAGE

## MEMBERSHIP ENGAGEMENT



**261**

MEETINGS WITH 26 MOS

**25**

MOS WERE MET PHYSICALLY AT DIFFERENT OCCASIONS

**39**

MOS VISIT TO 19 MOS

## FUNDRAISING



**91,976**

GBP RAISED VIA FAPW MEMBERSHIP LEVEL

**3,853**

GBP RAISED FROM WAGGGS GLOBAL GIVING DAY

**50,145.13**

GBP ALLOCATED FOR MOS' PROJECT FUNDED BY FAPW AND THE JBL FUND

**17**

PROJECTS HAVE BEEN ALLOCATED GRANTS FROM FAPW AND THE JBL FUND

**18,456**

GBP RAISED FOR JBL FUND (INCLUDE PROJECTION FOR 2025)

**13,026**

GBP RAISED FROM REGIONAL FUND-RAISING ACTIVITIES



**13**

MOS BENEFITTED FROM PROJECT GRANT FUNDED BY FAPW AND THE JBL FUND

# 2023-2025 KEY IMPACT AREAS

# WE'VE GROWN TO 4.4 MILLION MEMBERS



## CAPACITY BUILDING AND CAT



**12**  
CAT SESSIONS DELIVERED

**14**  
MOS COMPLETED CAT

**32**  
CAPACITY BUILDING SESSIONS DELIVERED IN PERSON & ONLINE

**6**  
IN PERSON REGIONAL CAPACITY BUILDING EVENTS

**22**  
MOS PARTICIPATED IN AT LEAST 1 IN PERSON REGIONAL CAPACITY BUILDING EVENTS

**43,686**  
GBP CONTRIBUTED TOWARDS IN PERSON REGIONAL CAPACITY BUILDING EVENTS

**GIRLS & YOUNG WOMEN**



**25**  
SESSIONS DELIVERED FOR YOUNG WOMEN

**240**  
YOUNG WOMEN REACHED

**1**  
VIRTUAL SESSION FOR GIRLS



**170**  
GIRLS FROM 17 MOS REACHED

## COMMUNICATIONS

**288,547**  
REACHES ON FACEBOOK

**39,330**  
CONTENT INTERACTIONS ON FACEBOOK

**55,304**  
REACHES ON INSTAGRAM



## VOLUNTEERS ENGAGEMENT

**35**  
VOLUNTEERS CONTRIBUTED TO DELIVER REGIONAL PLAN ACROSS THE TRIENNIAL

**5**  
EVENTS TARGETED TO ENHANCE VOLUNTEER CONNECTION & DEVELOPMENT

**13**  
MOS REPRESENTED IN THE VOLUNTEER SUB COMMITTEE

**14**  
VOLUNTEER SUB COMMITTEE

# REGIONAL FINANCES

## FINANCIAL SUMMARY 2023-2025

This section provides an overview of the income and expenditure of the WAGGGS Asia Pacific Region across the 2023-2025 triennium. The financial figures for 2023 come from the audited accounts. The 2024 final audited accounts will be shared with Member Organisations later in 2025, as soon as the audit is complete. Similarly, the 2025 final audited accounts will be shared with Member Organisations during 2026.

## INCOME AND EXPENDITURE

Total income to the Region across the triennium is forecast to be £188,778, with total expenditure forecast at £223,186. This results in a difference of £34,408 for the triennium. The spending is within the plan as the budget was prepared taking into account the historical reserves from the FAPW and the Juseon Byun Leadership Fund. The Giving Day contribution to the Asia Pacific Region has had a significant impact over the triennium, as reflected in each year's financial statements.

INCOME	2023	2024	2025	TOTAL [2023-2025]
WAGGGS ALLOCATION	£14,872.00	£22,866.00	£23,438.00	£61,176.00
FRIENDS OF ASIA PACIFIC WAGGGS	£33,259.00	£22,216.00	£34,208.00	£89,683.00
JUSEON BYUN LEADERSHIP FUND	£9,151.00	£2,705.00	£6,600.00	£18,456.00
WAGGGS GLOBAL GIVING DAY	£523.00	£3,330.00	Unknown	£3,853.00
ASIA PACIFIC REGION SUPPORT FUND	£7,635.00	£391.00	£5,000.00	£13,026.00
MEMBERSHIP FEE SUPPORT FROM GIRL SCOUTS OF JAPAN	£2,584.00	£0.00	£0.00	£2,584.00
<b>TOTAL INCOME</b>	<b>£68,024.00</b>	<b>£51,508.00</b>	<b>£69,246.00</b>	<b>£188,778.00</b>

EXPENDITURE	2023	2024	2025	TOTAL [2023-2025]
ADMINISTRATION COST	£776.00	£1,014.00	£1,500.00	£3,290.00
CAPACITY BUILDING INITIATIVES AND EVENTS	£5,672.00	£20,515.00	£29,625.00	£55,811.00
MOS VISIT	£6,757.00	£5,821.00	£8,026.00	£20,604.00
FAPW AND JBL FUNDED PROJECTS	£21,745.00	£15,800.00	£43,300.00	£80,845.00
FAPW FUNDRAISING INITIATIVES	£6,503.00	£1,543.00	£12,125.00	£20,171.00
AP COMMITTEE MEETING	£680.00	£10,376.00	£12,125.00	£23,181.00
PRINTING, PRODUCTION AND COMMUNICATIONS	£1,368.00	£342.00	£2,866.00	£4,575.00
REGIONAL CONFERENCE	£0.00	£0.00	£12,125.00	£12,125.00
MEMBERSHIP FEE SUPPORT TO MOS	£0.00	£0.00	£2,584.00	£2,584.00
<b>TOTAL EXPENDITURE</b>	<b>£43,500.00</b>	<b>£55,410.00</b>	<b>£124,276.00</b>	<b>£223,186.00</b>

Notes:

1. The changes in WAGGGS' regional allocations reflect the World Board's commitment to long-term organisational sustainability. In 2023, the Asia Pacific region received £14,872 to support the delivery of the regional action plan; no governance allocation was granted. In 2024, the governance component was reinstated and merged with the programme allocation to form a single regional allocation. This adjustment included a 10% reduction compared to historical values, resulting in a total allocation of £22,8666 in 2024, and £23,438.00 in 2025.
2. Income and expenditure of 2025 are forecast. The actuals will be reported to MOs during Regional Symposium at next World Conference.
3. Membership fee support from Japan was used this year by supporting Myanmar Girl Guides Association to pay their membership fee for the year 2023 and 2024.

## RESERVES

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

RESERVES (IN EUROS)	AP REGIONAL SUPPORT FUND	FRIENDS OF ASIA PACIFIC WAGGGS	JUSEON BYUN LEADERSHIP FUND	MEMBERSHIP FEE SUPPORT FROM GIRL SCOUTS OF JAPAN	TOTAL
OPENING BALANCE 2023	£0.00	£197,881.00	£75,550.00	£2,584.00	£275,966.00
SURPLUS/DEFICIT 2023	£7635.48	£2,788.00	£7,437.00	£0.00	£17,860.00
CLOSING BALANCE 2023/ OPENING BALANCE 2024	£7635.48	£200,669.00	£82,938.00	£2,584.00	£293,826.00
SURPLUS/DEFICIT 2024	£391.00	£-6,335.00	£-4,554.00	£-2,584.00	£-13,082.00
CLOSING BALANCE 2024/ OPENING BALANCE 2025	£8,026.00	£194,334.00	£78,384.00	£0.00	£280,744.00
FORECASTED SURPLUS/DEFICIT 2025	£-3,026.00	£-40,592.00	£-9,400.00	£0.00	£-53,018.00
FORECASTED CLOSING BALANCE 2025/ OPENING BALANCE 2026	£5,000.48	£153,742.00	£68,984.00	£0.00	£227,727.00

WAGGGS Allocation and Giving Day income are not reported regionally. Any unspent funds are returned to WAGGGS reserves at the end of each year and reported at the World Conference as part of the budget report.

We have now fully utilized the Japan Fund and officially closed it. We will no longer report under this fund. Our sincere thanks to the Girl Scouts of Japan, whose generous support enabled many Member Organisations in the region to pay their membership fees since 2019.

Although we do not have a formal reserve policy for restricted funds, we ensure responsible and transparent use of all financial resources. We currently hold sufficient reserves in both the FAPW and JBL funds to sustain regional activities for the next triennium, even if future fundraising efforts face challenges.

In parallel, we are strengthening our additional funding through regional fundraising initiatives led by the Committee, ensuring greater flexibility and financial sustainability moving forward.

# ACKNOWLEDGEMENTS

Our achievements over the 2022–2025 triennium would not have been possible without the collective commitment, dedication, and support of a vast network of individuals and organisations who brought our regional work to life. We extend our deepest appreciation to all who contributed to the mission of empowering girls and young women in the Asia Pacific Region.

To our incredible regional volunteers, thank you for your unwavering commitment, passion, and energy. Your efforts, often behind the scenes, have been the driving force in delivering our work across borders, time zones, and languages. Working alongside such talented and diverse teams has been an honour.

We express our heartfelt thanks to our Regional Manager, Rupa, who has supported us with wisdom, dedication, and patience. Her partnership has been vital to the committee's work. A special thank you also goes to Vianca, our Regional Events and Administration Coordinator, whose careful coordination and steadfast support ensured the smooth delivery of our events and gatherings across the triennium.

We also thank Natalia Plou, Head of Membership and Regional Support, and our colleagues at the World Bureau, including the wider WAGGGS Global Volunteer Team, whose ongoing guidance and collaboration have been instrumental.

A special note of gratitude goes to the Friends of Asia Pacific WAGGGS (FAPW), whose continued fundraising efforts significantly expanded our reach and impact. We especially acknowledge FAPW Founder Dato Dr Juseon Byun, and the FAPW Working Group: Lynne Price (Chair), Hannah Hyangah Lee (Vice-Chair), Nighat Arshad, Sammay Yuquico, Dorothy Mei-Feng Chang, Gulisthan Shathir, Ching Ching Wee-Ong (Chair 2017–2023), and Hiroko Doi (2017–2023). Your commitment to resourcing the Region is deeply valued.

To our Chief Commissioners and International Commissioners, your leadership and engagement through annual meetings and regional consultations have kept us closely connected with Member Organisations and strengthened governance and delivering a Quality Girl Guiding and Girl Scouting Experience throughout the Region. Thank you for being exemplary change makers in making a difference and collaborating for meaningful impact across the Region.

We also thank our external partners, who collaborated with us on programmes and initiatives that extended our impact and supported the development of girls and young women in new and exciting ways.

To every Member Organisation in the Asia Pacific Region, we are truly grateful for your resilience, energy, and trust. Your commitment to the Guiding mission continues to inspire us. Thank you for your partnership throughout this triennium and for enabling us to lead with purpose and hope.

Finally, to all our members across the AP Region, Regional Volunteers, Global Team members, FAPW and all our supporters; your creativity and enthusiasm have helped amplify our voice and reach. Together, we have demonstrated the power of unity, inclusion, and innovation.

Thank you for continuing this journey with us. Together, we are stronger.



# ANNEX 1

## REGIONAL EVENTS AND KEY ACTIVITIES

### 2023

- 8th Friends of Asia Pacific WAGGGS Regional Gathering, Thailand 2022
- 54th Meeting of the Asia Pacific Regional Committee, Malaysia 2022
- Digital Capacity Building Webinar
- Asia Pacific Region Intergenerational Leadership Workshop and Asia Pacific Region Youth Mobilisation Summit, Malaysia
- Asia - Pacific Youth Mobilization Summit
- World Scout Jamboree, Saemangeum, Korea
- Olave Baden-Powell Society Gathering, Malaysia
- 55th Meeting of the Asia Pacific Regional Committee, Nepal
- Friends of Asia Pacific WAGGGS 7th General Assembly, "Imagine the Possibilities", Siem Reap, Cambodia and Preparatory Visit
- Young Women in Governance Network Sessions
- Fund Development Network Initiatives
- Virtual Volunteers Events
- Chief Commissioners and International Commissioners Call
- Pre World Conference Sessions
- Regional Symposium at 38th World Conference
- Meeting with WOSM
- CAT Champions Meeting
- Regional Auction

### 2024

- Consultancy Training of the Asia Pacific Regional Committee, Bangladesh
- Asia Pacific Region Growing & Learning Workshop in Nepal
- Visits to Hong Kong Girl Guides Association
- WAGGGS Global Programme Visit to Bangladesh
- The Bharat Scouts and Guides Empowering Young Women in Governance Workshop & Asia Pacific Region Governance Workshop
- Asia Pacific Region Young Women in Governance Workshop, Maldives
- 56th Meeting of the Asia Pacific Regional Committee + Friends of Asia Pacific WAGGGS Korea General Assembly & 25<sup>th</sup> Anniversary Celebration
- Visit to Girl Guiding New Zealand
- Asia Pacific Region Pacific Gathering, Fiji
- Fund Development Network Initiatives
- Virtual Volunteers Events
- Chief Commissioners and International Commissioners Call
- CAT Champions Meetings

### 2025

- World Thinking Day 2025 Virtual Event for Girls
- 15<sup>th</sup> Asia Pacific Regional Conference Preparatory Meeting
- Grant Development Workshop
- Fund Development Network Initiatives
- AP Projects Grant Webinar
- Virtual Volunteers Events
- Consultation Workshop on Regional Action Plan
- AP Region Pin Design Competition

Further details on the activities and initiatives delivered throughout the triennium are available on the [Asia Pacific Region page on Campfire](#), where you can access the newsletters and reports shared over this period.

# ANNEX 1

## MEMBER ORGANISATION EVENTS SUPPORTED AND REPRESENTED BY THE REGIONAL COMMITTEE

### 2023

- Annual General Meeting of the Sri Lanka Girl Guides Association 2022
- International Cultural Jamboree, Karnataka, India 2022
- 18th National Jamboree of the Bharat Scouts and Guides, Rajasthan , India
- The Bharat Scouts and Guides National Strategic Planning Workshop
- Collaboration and Exchange Program between Girl Guides Singapore and Girl Guides Association Malaysia
- Nepal Scouts CAT 2.0 Workshop
- Reach Out Project between Girl Guides Association Malaysia and Bharat Scouts and Guides, New Delhi , India
- The Girl Scouts of the Philippines 83rd Anniversary Year Celebration
- Share, Learn and Grow International Event, Brunei Darussalam
- Youths for Inclusion starts with You and I @ Singapore

### 2024

- Girl Scouts of Taiwan National Girl Scouts Jamboree "Girl Scouts Hand in Hand, Wonderful World in Our Hands, Yunlin .
- 1<sup>st</sup> Nepal Scouts Conference and Nepal Scouts Election
- Girl Scouts of Mongolia 7<sup>th</sup> National Jamboree
- Girl Scouts of Taiwan Training of Trainers
- Sri Lanka Girl Guides Association Ceylona International Camp
- Maldives Girl Guides Association collaboration with Girl Guides Singapore, Girl Adventure Camp

### 2025

- Girl Guides Singapore and Malaysia World Thinking Day Celebrations
- The Bharat Scouts and Guides National Programme and Training Committee Meeting, & Guides Conference
- Nepal Scouts National Strategic Planning Review Workshop
- GirlGuiding New Zealand 102<sup>nd</sup> Annual General Meeting, virtual
- Girl Guides Western Australia Annual General Meeting and Volunteer Awards
- Diamond Jubilee Jamboree of Bharat Scouts and Guides
- Youth-Led Action on Climate Change SEWOCON





**15TH ASIA PACIFIC REGIONAL CONFERENCE**

**STRONGER TOGETHER**