



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

# Document 8 EVALUATION REPORT

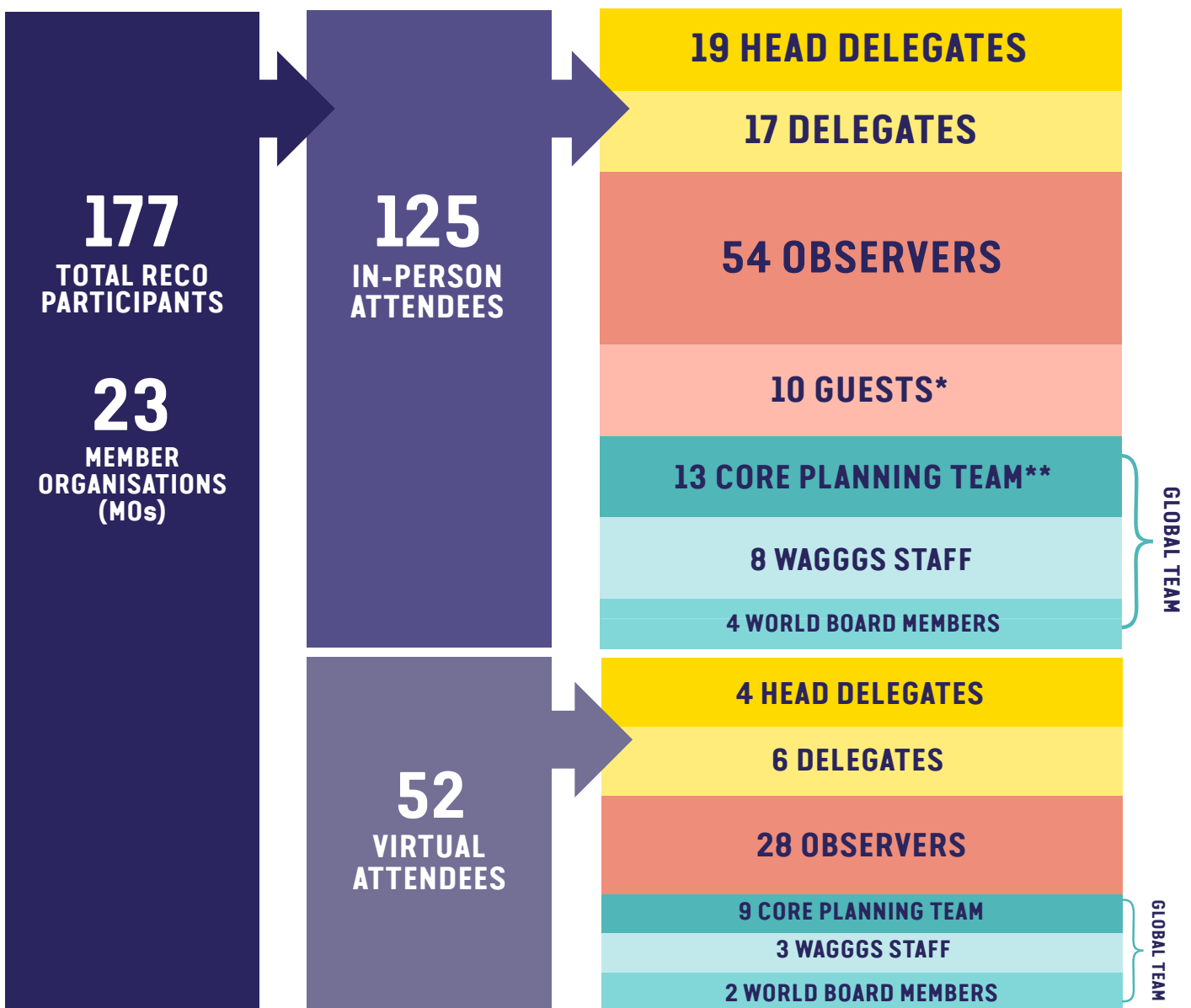
OCTOBER 2025

# OVERVIEW

Welcome to the **Conference Report** for the **15th Asia Pacific Regional Conference**, our first-ever hybrid Regional Conference (ReCo), where participants joined both in person in India and virtually from across the Region.

The Conference was held from **19 to 23 August 2025**, alongside the parallel event, the **9th Friends of Asia Pacific WAGGGS Regional Gathering**, which took place from **19 to 21 August 2025** at The Leela Ambience Convention Hotel, New Delhi, India.

After the Conference, all Head Delegates were invited to complete an evaluation survey. The following report provides a summary of the Regional Conference with feedback received through the evaluation.

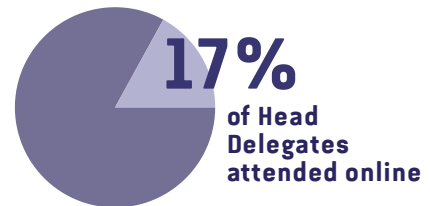
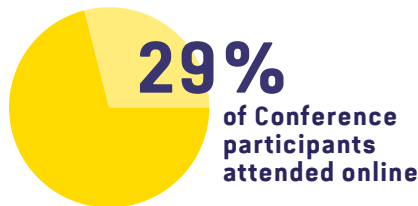
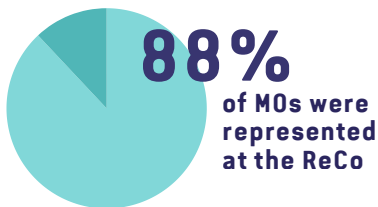
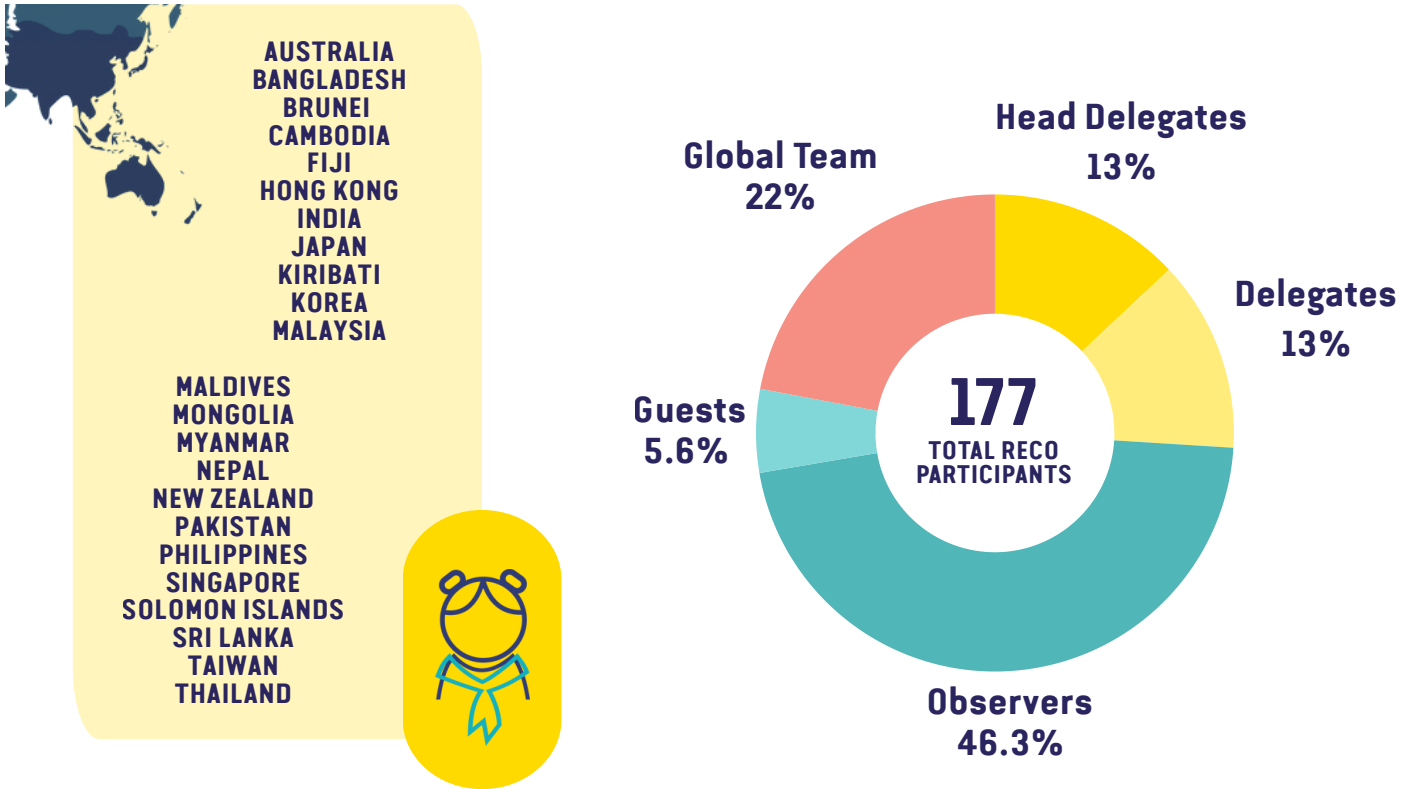


\*Guests include Honorary Associates, Awardees, Supporters, and other invited guests.

\*\*The Core Planning Team consists of the Asia Pacific Regional Committee and budgeted WAGGGS volunteers and staff.

**A total of 177 Conference participants took part in the event, with 125 attending in person and 52 joining virtually, representing 23 MOs.**

Overall, the participants included 23 Head Delegates, 23 Delegates, 82 Observers, 10 Guests, and 39 members of the Global Team.



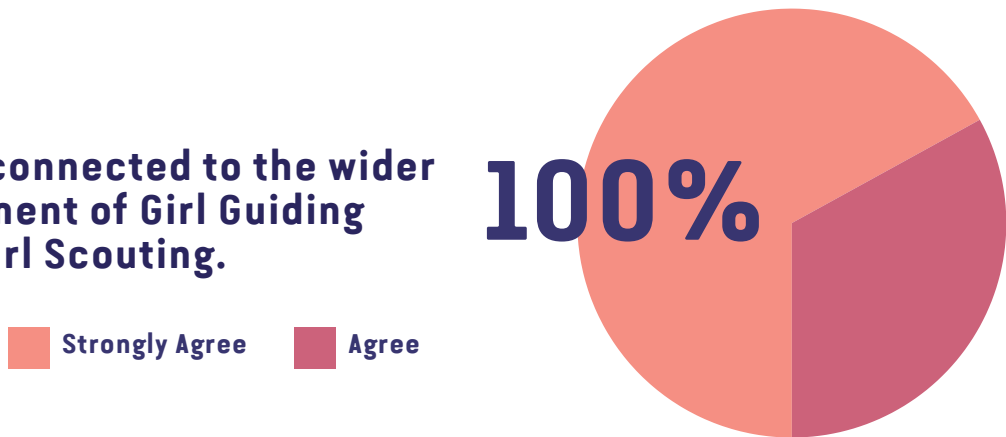
A total of 70 FAPW participants attended the parallel event, the 9th Friends of Asia Pacific WAGGGS Regional Gathering. The Conference and the Gathering had several joint sessions.

**The evaluation survey was sent to the Head Delegates, and 18 out of 23 completed it. Of these, 16 attended in person and 2 attended virtually. Thank you to all those who completed the evaluation survey. This information will be useful for planning future WAGGGS Governance events.**

# ACHIEVEMENT OF OBJECTIVES



I felt connected to the wider Movement of Girl Guiding and Girl Scouting.





**100%** of the respondents felt that the 2025 Regional Conference met the Constitutional Objective of providing opportunities for training, as well as sharing concerns, experiences, and human resources.

**89%** of the respondents felt that the 2025 Regional Conference met the Constitutional objective of promoting and expanding Girl Guiding/Girl Scouting in the Region, as well as developing plans to support National Organisations.

**83%** of the respondents said that their Member Organisation had opportunities to provide feedback on the Regional Triennial Action Plan.

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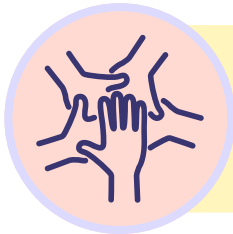
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# Most Valued Aspects of the 2025 Regional Conference



For the analysis, we clustered the unprompted responses of the participants. The responses highlighted a wide range of aspects they valued most at the Conference.

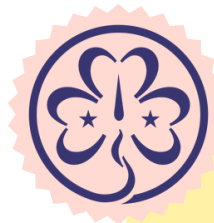
## NETWORKING AND COLLABORATION

Opportunities to interact with Member Organisations, WAGGGS staff, and the AP team were seen as key benefits.



## FRIENDSHIP AND CONNECTION

Many valued building friendships, reconnecting with sisters in Guiding and Scouting and forming new personal connections.



## LEARNING AND SHARING

Respondents appreciated the chance to exchange experiences, gain governance and planning insights, and learn creative approaches from peers.



## YOUNG WOMEN EMPOWERMENT

It was noted how online participation opened access for more young leaders, enabling them to experience WAGGGS governance.



## WORKSHOPS AND ACTIVITIES

Group activities, CCs & ICs discussion sessions, and models like the lotus flower in leadership development were highlighted as particularly valuable.





“

*What I most valued at the 2025 Regional Conference was the opportunity to connect with passionate leaders from across the region, to share experiences and learn from each other's approaches to common challenges.*

”

“

*Being able to genuinely interact and communicate with representatives of Member Organisations, whom we have only seen online for years, allows us to build relationships and further expand collaboration.*

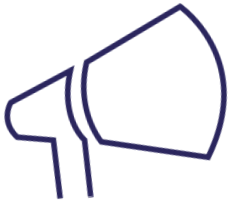
”

“

*Online participation enabled more participants and young leaders to experience WAGGGS governance, while saving time, costs, and reducing environmental impact.*

”

## PRE-CONFERENCE SESSIONS



Most respondents welcomed the pre-conference sessions and documents, which received overall high ratings:

**100% respondents found the pre-conference sessions valuable in preparing for the Regional Conference.**

**94% of the respondents said that they received documents well in advance to prepare our delegation for the Regional Conference.**

**89% of the respondents said that the documents shared prior to the Regional Conference were clear and understandable.**

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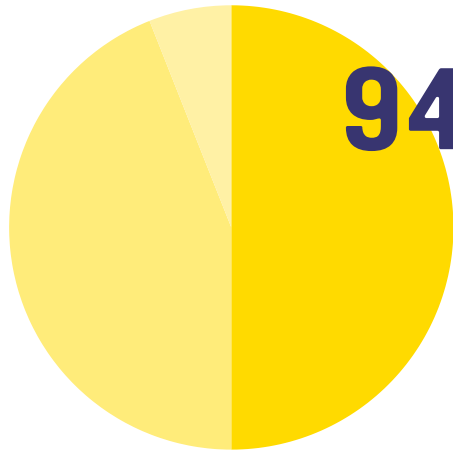
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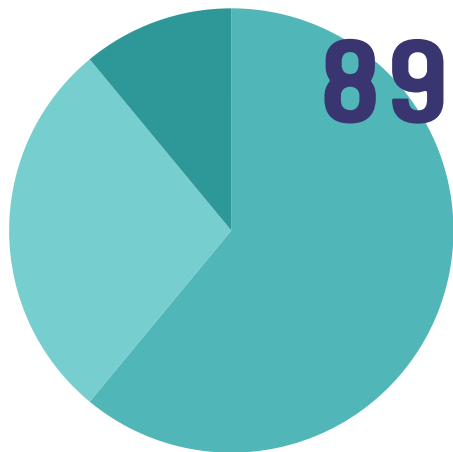
# PROGRAMME

## What Worked Well



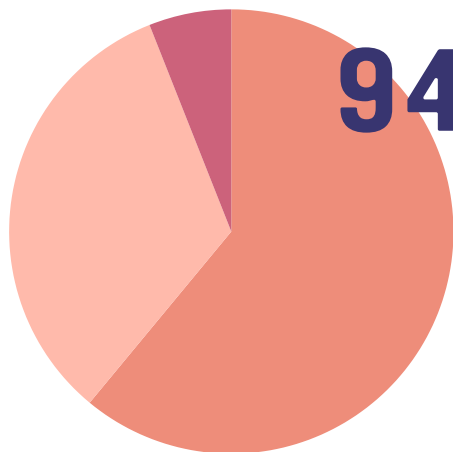
**94%** of the respondents said that the Regional Conference programme was relevant to them and their delegations.

Strongly Agree Agree Disagree



**89%** of the respondents said that there were enough spaces and sessions that enabled productive discussion and interaction.

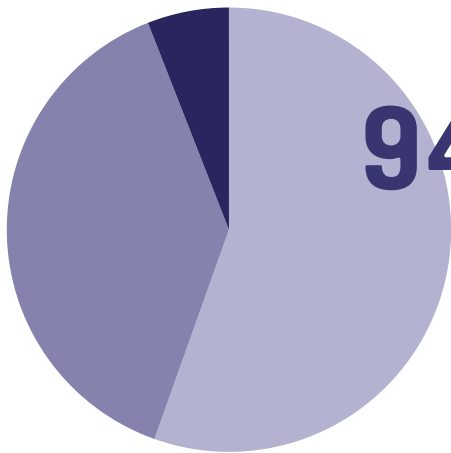
Strongly Agree Agree Disagree



**94%** of the respondents said that the nominations and election process for members of the Regional Committee was clear, transparent, and smooth.

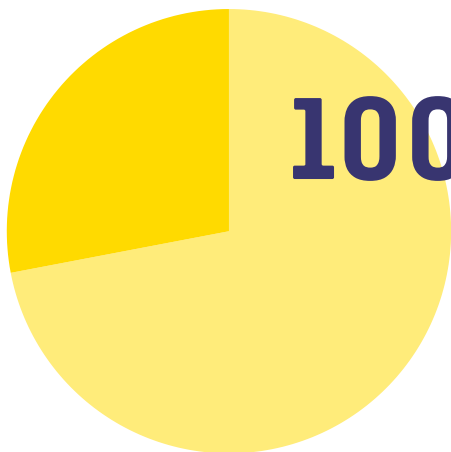
Strongly Agree Agree Disagree

## What Worked Well



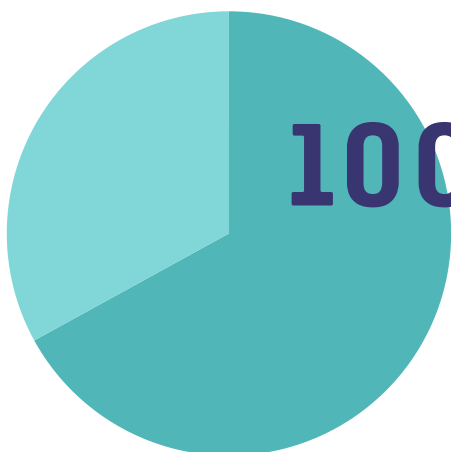
**94%** of the respondents said that there was meaningful youth participation during the Regional Conference, noting that young people were actively engaged, informed, empowered, safe, and valued in their contributions.

Strongly Agree
  Agree
  Disagree



**100%** of the respondents said that the Conference utilised Girl Guiding and Girl Scouting methods appropriately, throughout sessions.

Strongly Agree
  Agree



**100%** of the respondents who answered this question said that participation in the Youth Pre-Event enhanced their delegation's experience at the Regional Conference.

Strongly Agree
  Agree

*\*This was an optional question that 50% of the respondents answered.*

## What Could Have Worked Better (In-Person)

- The following were identified as areas for further strengthening:
  - Explore how MOs might implement the Regional Action Plan in their contexts.
  - Provide practical guidance on using the Capacity Assessment Tool (CAT 2.0).
  - Focus on regional strategic planning and opportunities to collaborate more effectively as a region.

- It was also suggested that the programme could have included breakout sessions tailored to different contexts, such as community-based versus school-based Girl Guiding and Girl Scouting, to allow for more meaningful exchange of experiences.



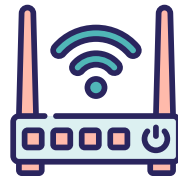
- It would be valuable to cluster MOs that operate in similar or comparable contexts to share experiences and explore how the Regional Action Plan can be applied in practice. This approach would be especially beneficial for MOs whose situations and needs differ from those of the majority in the Region, as it would allow for more relevant exchanges and tailored discussions.

- In addition to regular governance meetings, organising more global-themed workshops and conferences was suggested. These could include cross-regional strategic planning, best practice sharing, educational methodologies, membership growth strategies, and tailored training programmes for adult leaders, trainers, and facilitators at various stages of their development.

## What Could Have Worked Better (Online)

- Several challenges when attending the Conference virtually were highlighted. The most common issue was internet connection problems, mentioned by the majority. Unstable connections disrupted participation, affecting the ability to follow discussions and fully engage in sessions.

- Another frequently cited challenge was feeling excluded from decision-making. Several participants noted that online participation made it harder to be heard and to influence discussions compared to those who were physically present. This sense of exclusion was compounded by the difficulty in building connections with other participants and experiencing the atmosphere of the event.



- Difficulty staying engaged was also raised as a concern. Screen fatigue and the lack of in-person interaction made it challenging for participants to remain attentive throughout the sessions.

- In addition, time zone differences posed barriers for many, forcing participants to join at inconvenient hours or miss sessions altogether.

- A few participants said that conversations with candidates felt less impactful online since it was harder to sense their passion and genuine reactions. They also shared that joining virtually limited the richness of interaction and made the Conference feel less engaging compared to being there in person, which lessened their sense of connection and belonging.

# MEANINGFUL YOUTH PARTICIPATION

Participants shared a range of ideas on how meaningful youth participation at WAGGGS events could be further strengthened.



## POSITIVE EXPERIENCES TO BUILD ON

- The one-day Young Women's event was well received and should continue to be offered in future.
- Participants appreciated WAGGGS' considerable efforts in supporting youth involvement, with calls to keep strengthening these practices.

## MORE DEDICATED YOUNG WOMEN EVENTS

- Continue organising Young Women's events, ensuring they are linked across countries and regions.
- Smaller regional youth events, co-hosted by multiple countries, could reduce barriers such as travel costs, complex routes, and affordability.
- Encourage MOs to send at least two youth representatives so young leaders are not isolated.

## YOUNG WOMEN-DRIVEN PROGRAMME DESIGN

- Tailor sessions to young leaders' interests, such as interactive digital activities, cultural exchanges, and icebreakers to build confidence and connections (including pre-event online sessions).
- Dedicate more sessions specifically to young women within the main event programme.

## CAPACITY BUILDING AND EMPOWERMENT

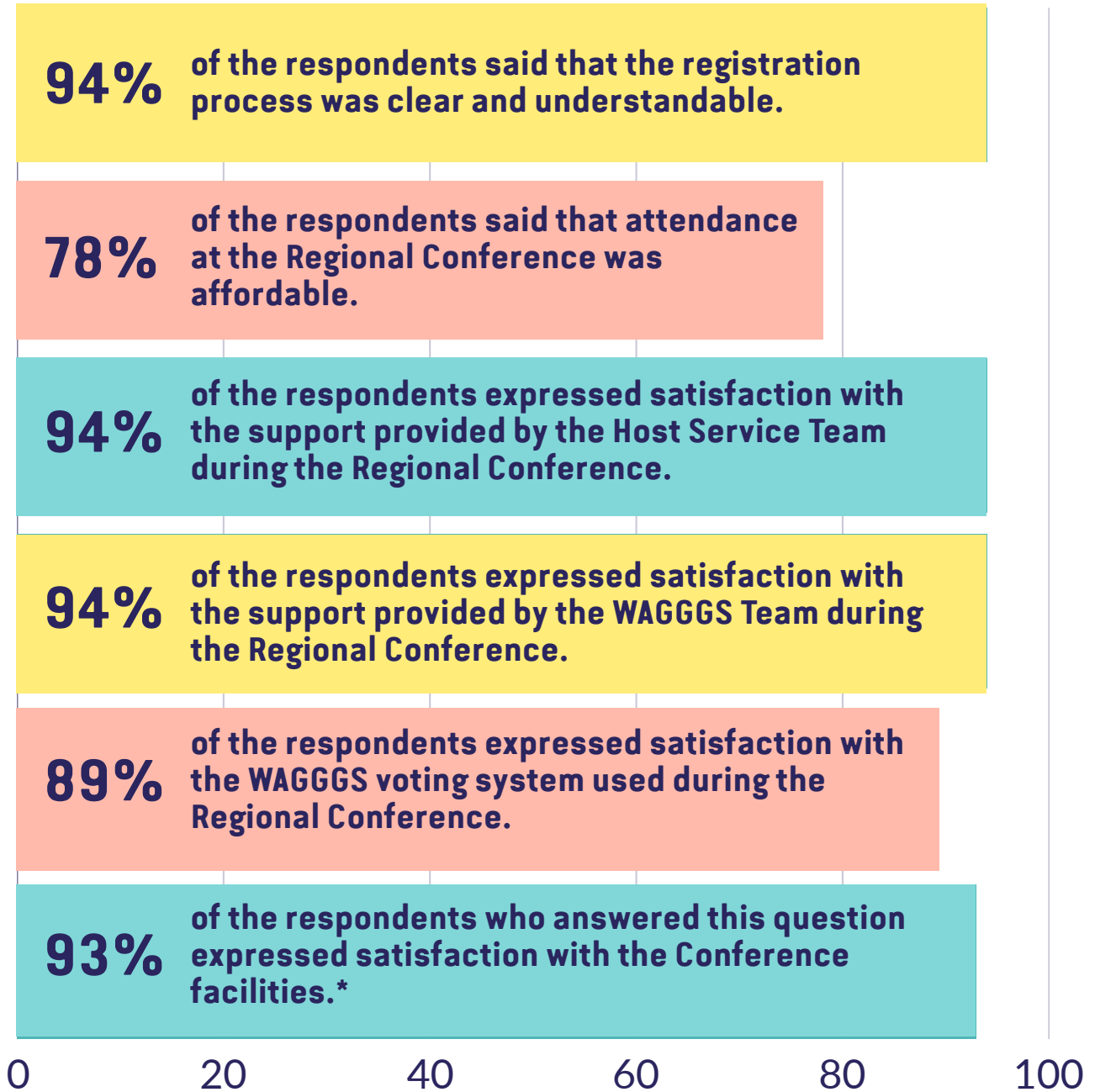
- Provide training to develop youth leadership skills and enable them to showcase their abilities.
- Engage experienced young leaders to mentor and support peers from other MOs.
- Involve more young leaders directly in the facilitation of sessions.

## MOVING FROM WORDS TO ACTION

- Whilst intergenerational leadership was highlighted as an important principle, one respondent shared that a Conference participant had commented that a newly elected Asia Pacific Committee Member was “too young” to be Chair. This feedback underscores the need to further strengthen intergenerational trust and ensure that young leaders are genuinely empowered within governance structures.



## LOGISTICS



*\*This was an optional question that 78% of the respondents answered.*



# REFLECTIONS FOR FUTURE REGIONAL CONFERENCES

## Affordability & Financial Support

Reduce registration, travel, and accommodation costs where possible, and explore sponsorship or grants to support Member Organisations, particularly the young women delegates.



## Hybrid & Online Options

Retain the online governance component to allow wider participation. Ensure online delegates feel included through interactive sessions.

## Programme & Engagement

Introduce more innovative and interactive formats beyond traditional workshops. Encourage sharing between Member Organisations, such as short presentations, and provide more pre-event promotion and orientation.



# CONFERENCE TEAM

A huge thanks to all of the volunteers and Planning Team members who made the 15th Asia Pacific Regional Conference a success!

## Programme Team

Miryam Justo (WAGGGS Staff)  
Maia Faulkner (New Zealand)  
Phoebe Wang (Hong Kong)

## YW Pre-Event Team

Ruby Sands (New Zealand)  
Padma Sidanwar (India)  
Santosi Singh (India)



**Prarthana Liyanage**  
Chair of Conference  
Planning Team

## WAGGGS Staff

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Simon Kershaw  
Georgina Anstee  
Maria Ballesteros Melero  
Rupa Gautam  
Vianca Danila

## 2022-2025 Regional Committee

Chempaka Emalin Pahamin, Chair  
Prarthana Liyanage, Vice Chair  
Chris Wong  
Firasha Mohamed  
Maiya Twayanabasu  
Mahnaz Fariba

## Tech Support Team

Cecil Wong (Hong Kong)  
Eshika Mubashwira (Bangladesh)  
Nicola Jones (Australia)

## Communications Team

Chris Wong (APRC Committee)  
Putri Winata (Singapore)



**Kundhavi Balachandran**  
Chair of the Conference  
Sri Lanka



**Maiya Twayanabasu**  
Vice Chair of the Conference  
APRC Committee



**Rupinder Brar**  
Vice Chair of the Conference  
India

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Procedural Member  
India



**Ruby Sands**  
Procedural Member  
New Zealand



**Merina Sainju**  
Head Teller  
Nepal



**Joyce Seek**  
Teller  
Singapore



**Nanduni Wickramatunga**  
Teller  
Sri Lanka



**#StrongerTogether**

# HOST MO TEAM

A heartfelt thank you to all the convenors, staff, and volunteers of our host MO, the Bharat Scouts and Guides, for making this Conference a reality!

## Administration Committee

Dr. K.K. Khandelwal  
Ms. Darshana Pawaskar  
Mr. Amar Chettri  
Mr. Arup Sarkar  
Mr. Sunil Garwan  
Mr. Yuvraj Prince  
Mr. Jahangeer Pasha  
Mr. Kapil Rajak

## Reception Committee

Ms. Surekha Shrivastava  
Ms. Shalini Surendran  
Ms. Kusum

## Transport Committee

Mr. Analendra Sarma  
Mr. Mahinder Sharma  
Mr. Yash Hooda

## Documentation Committee

Mr. Jahangeer Pasha  
Mr. Sarath Raj  
Ms. Sharmin Banoo

## FAPW Committee

Ms. Shivangi Saxena  
Ms. Rada Venkatesh  
Ms. Mamta Nixon Moraes



## Media Committee

Mr. Bablu Goswami  
Mr. Sunil Garwan  
Mr. Sunil Patel  
Mr. Dinesh Kumar

## Hospitality Committee

Mr. Siddharth Mohanty  
Mr. Pratap Sharma  
Mr. Sunil Yadav  
Ms. Pinki Kumari

## Merchandise Committee

Mr. Deepak Mehra  
Ms. Bhatari  
Mr. Sabu T.  
Mr. Anchul Kumar

## Audiovisual Committee

Mr. Jit Ghosh  
Mr. Kapil Rajak  
Mr. Akash  
Ms. Jayshree Waghmare

## Finance Committee

Mr. Anand Kumar  
Mr. Sridhar Sahoo  
Mr. Lalit Kumar

## Risk Committee

Ms. Geetha Natraj

## Cultural Committee

Ms. Kumud Mehra  
Ms. Harini

## First Aid Committee

Dr. Anil Agarwal

# CONFERENCE DOCUMENT

The 15th Asia Pacific Regional Conference documents were as follows:

[ReCo 1: 2022 Regional Conference Rules of Procedure](#)

[ReCo 2: 2022 Regional Conference Programme and Agenda](#)

[ReCo 3: Triennial and Financial Report](#)

[ReCo 4a: 2023-2025 Regional Action Plan \(First Draft\)](#)

[ReCo 4b: 2023-2025 Regional Action Plan \(Second Draft\)](#)

[ReCo 4c: 2023-2025 Regional Action Plan](#)

[ReCo 5: Regional Committee Election Booklet](#)

[ReCo 6: Proposed Motions – Motions at ReCo](#)

[ReCo 7: Record of Decisions](#)

ReCo 8: Evaluation Report (this document)



[More information can be found on Campfire.](#)



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**15th Asia Pacific Regional Conference**