

INDUCTION GUIDE FOR INTERNATIONAL COMMISSIONERS





EUROPE REGION
WORLD ASSOCIATION
OF GIRL GUIDES
AND GIRL SCOUTS

Dear International Commissioner,

Welcome to this compact source of information developed specifically for you by the Europe Region Member Organisation Support and Capacity Building team!

If you are reading this pack, you are likely to either be new in your role or just want to refresh your knowledge about WAGGGS and your role as International Commissioner.

So, if you're new in your role: congratulations and welcome to the world of international Guiding and Scouting! If you're more experienced, we hope you can find the information you are looking for in here.

The Induction Guide for International Commissioners (IC) will give you an overview of your multi-faceted role, covering the areas of communication, connection, education and representation.

It also gives you an introduction to all the important elements of WAGGGS' work and will help you to understand our structures and governance, with a special focus on the Europe Region.

It is your GUIDEbook to the exciting, enriching, intercultural and sometimes also challenging journey of being an IC.

We hope that, during your time as an IC, you will master all challenges, discover and learn a lot about WAGGGS and all of its Member Organisations, explore new opportunities, make new friends and most importantly: have fun and enjoy!

We wish you all the best and hope to meet you soon!

The WAGGGS Europe Region Team

(Europe Region Committee, Staff and Regional Volunteers)

Induction Guide for International Commissioners

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INTRODUCTION TO THE IC ROLE

THE INTERNATIONAL COMMISSIONER ROLE MAY DIFFER BETWEEN MEMBER ORGANISATIONS, BUT HERE ARE SOME COMMON TASKS AND ACTIVITIES THAT YOU WILL CARRY OUT.

The International Commissioner (IC) is an appointed or elected official whose main duties are to maintain their MO's links with the Guiding and Scouting world, promote WAGGGS' educational offer, international aspects, activities and events to their own association, and increase international awareness and understanding by their members.

Being an IC is about networking as well as being part of the wider community. What you can expect is to meet new people from many countries representing their member organisations as well as volunteers and staff from regional and global level of WAGGGS.

Each association establishes their own role profile and a list of the skills needed to fill the role of IC.

This set of skills depends on:

- the size of the association,
- whether they are part of a federation, and
- whether the IC has a big or small team (or no team at all!) to help them to carry out their role.

It is beneficial that the appointed person has the skills and knowledge to carry out the duties specified in the role profile.

It is the responsibility of the association to ensure that the IC receives training to acquire the skills and tools needed to effectively perform their duties.

As IC, you will be the ambassador for your country and the voice and ears of your association in Europe and the world.

It will be your responsibility to introduce new ideas and initiatives from the international Guiding and Scouting world to the members of your association.

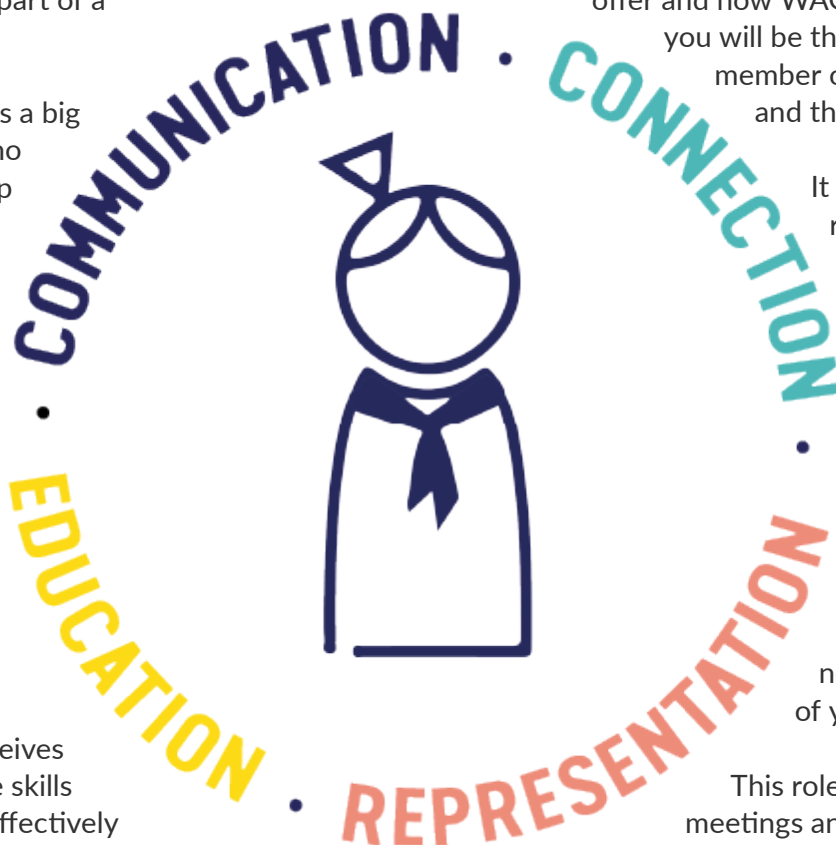
Many of your members will not know the international arena and therefore be unaware of these ideas and trends.

As the person who is up-to-date with the WAGGGS offer and how WAGGGS functions, you will be the link between your member organisation (MO) and the region/world.

It is important to remember that you will be acting for, and on behalf of your MO.

You will work closely with the regional and global WAGGGS offices and will have the mandate to speak and negotiate on behalf of your association.

This role involves attending meetings and conferences and keeping in close communication with relevant stakeholders.



About Member Organisations (MOs)

Only one Member Organisation per country can be recognised as part of WAGGGS.

There are different arrangements a country can accept to be part of the global movement of WAGGGS.

Where there is more than one association providing Guiding and/or Scouting in a country, these associations might form a *federation*, which becomes that country's MO.

In such cases, an IC may be appointed for the federation as well as for the individual associations.

It is vital that the IC understands the way their MO works and is eager to develop their knowledge of WAGGGS and the world around them.

It is therefore often preferable that an IC is either a member of the association's executive team, national board/council or federal council, or has experience of working closely with these offices.

A lot of the IC's work will require close collaboration with the governing bodies of the MO and a wide range of teams operating at national level.

KEY TASKS UNDERTAKEN BY THE IC

Keep in touch with your WAGGGS Europe contacts

You will have regular contact with your Committee Country Contact (CCC). You can update them on the development of your association and get support for your specific needs. They will give you updates from WAGGGS.

You will also regularly hear from the Europe Region Relationship Manager, who is the staff member in touch with all European MOs and can help you with questions as well.

Building up a close relationship with your CCC will ensure you get exactly the help and support you need.

Promote WAGGGS events and find participants

WAGGGS organises several events throughout the year and your task will be to make sure that your MO finds suitable participants.

Depending on the arrangements and processes within your MO, this can happen either by you finding them or forwarding the information on to your members. You may also coordinate the recruitment of participants or endorse their applications.

Calls for participants will include a person specification and will give you a solid idea who the event is for.

Every triennium there will also be a call for volunteers to join WAGGGS working groups.

This will give you, or any other members of your association, an opportunity to get more involved with WAGGGS' work – volunteer for and represent WAGGGS.

Make sure you do not miss the deadline to apply and encourage all suitable candidates from your MO to apply too.



Manage your MO delegation and attend conferences

Your IC schedule will be busier during the years when the European and World Conferences are held. There will be documents to read and review, amendments and motions to propose and delegation meetings to attend.

Attend events to help you succeed in your role

There will also be some events that are specifically for ICs – one of them being the International Commissioners’ Forum (or IC Forum).

This event is organised once each triennium by Europe Region WAGGGS and the European Scout Region (WOSM).

The IC Forum provides an opportunity for ICs throughout Europe to share information on the role they play in the life of their associations, as well as a chance to develop ideas and give direction to both regions.

Participants also receive updates about projects and work each region is undertaking and information about their joint work and initiatives.

This is a great chance to get to know people and share ideas, boost cooperation between countries and get to know about new initiatives coming up.

Frequency of tasks and managing your time

Some tasks will take more of your time and some will take less. Some tasks will be regular, and you will have to be good at keeping track of time. On the other hand, there will be tasks that will only require you to deal with them once a year or even only every few years.

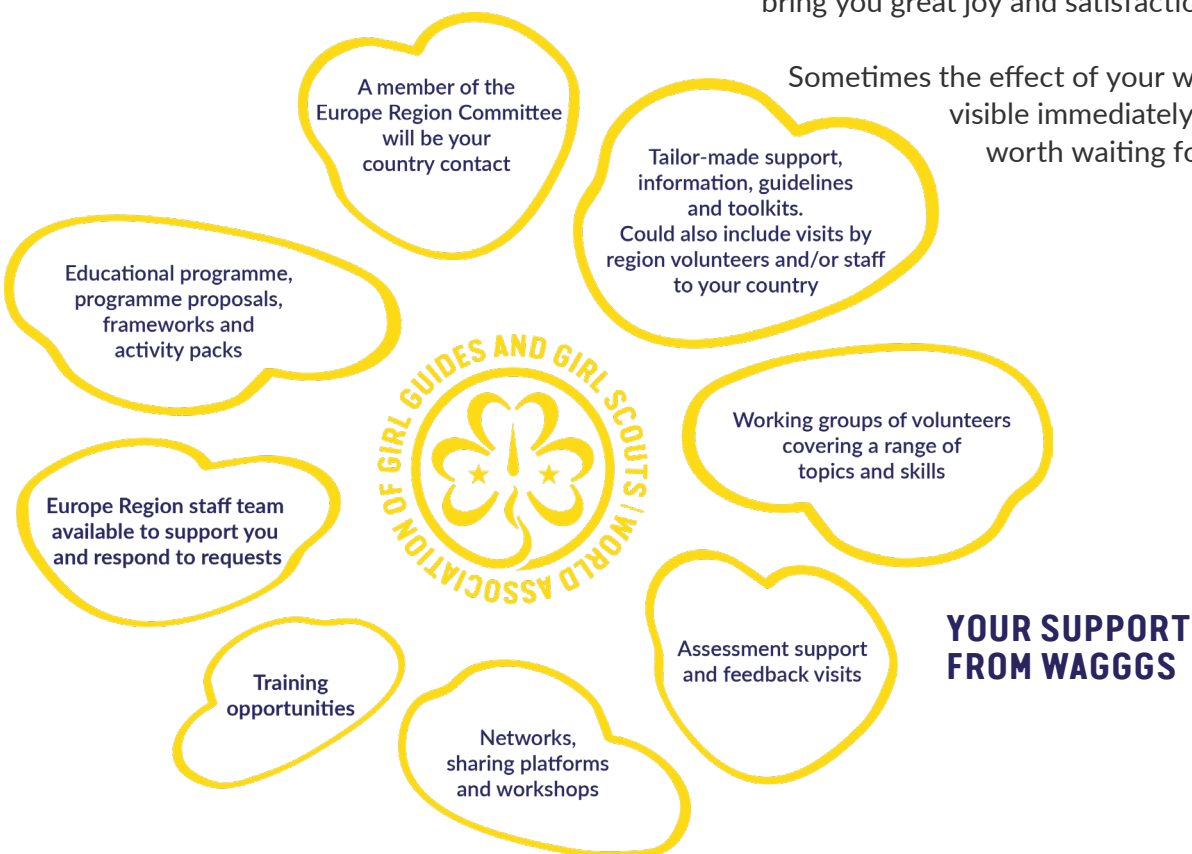
How much time you will spend on a task depends on a number of factors, such as:

- the size of your association,
- the team you have available,
- which international projects, programmes or initiatives your association is involved with,
- the time of year or time within the triennium, and
- deadlines you need to meet,

... to name just a few.

Depending on the task, you could spend anything from a few hours a day to a few hours a month on your role as IC.

It won't take you long to realise that it is all manageable with good time management, task prioritisation and delegation ... and at the end it will bring you great joy and satisfaction.



HOW TO SUCCEED IN YOUR ROLE

ENJOYING YOUR TIME AS AN IC IS ALL ABOUT ORGANISING, PRIORITISING, DELEGATING AND RELAXING. THE IC ROLE IS A VOLUNTEERING ROLE, SO ENJOY IT!

TIPS FOR SUCCESS

1. ORGANISE YOUR WORK

When organising your tasks and your workload, ask yourself these questions:

- Why are you doing this task? What is the reason to do this task?
- Is now the best time to do it? Is this task a priority, is it important and urgent or can it be done later?
- Could someone else do it? Whose responsibility is it - mine or someone else in my team?
- Could someone else do it better or is it another team's area of expertise?
- What is the most effective way to do the task?

2. DEVISE A SYSTEM TO MANAGE YOUR WORK AND STICK TO IT!

It doesn't matter what system you use, as long as it works and you are happy.

3. PLAN FOR YOUR SUCCESSOR

Learning by doing, learning from others and planning for your successor will help you with your role. Succession planning is the process of identifying and developing people to fill key leadership positions later.

Thinking ahead helps you find out what needs to be done when and ensures stability for the future of the organisation. In the end, start looking for an IC successor well before you are due to finish in your role!

NETWORKING

Another thing that can help you to succeed in your role is networking. It is all about building relationships and maintaining cooperation with your peers.

Networking is a tool that provides you with access to people and resources who can help you in your role as an IC. It can support you in achieving your objectives, as well as being a way for you to share your knowledge and skills to help other MOs.

You don't need to be the most outgoing person in the world to network effectively. Take it a step at a time. Begin with people you know. Keep good records of who you meet - there's no point building a network of contacts that you then forget. Also aim to stay in touch regularly even when you're not after anything specific.

Networking is a give-and-take process that creates a better situation for all involved.

Starting a network

There are various opportunities in WAGGGS to start an IC network, such as:

- at events organised by World and Europe Region WAGGGS,
- conferences,
- via the WAGGGS or WeConnect websites, or
- by using digital apps such as Facebook Messenger/Groups or WhatsApp or other messaging platforms.

NETWORKING TIPS

- Don't wait until you need to network to start networking. It takes time to build a network of people who are willing to help you.
- Connect and stay in touch. Keeping in touch can be hard, especially with our busy schedules. However, taking time to call, post a card or send an email can mean a lot.
- Go beyond. Don't forget that a network extends beyond your immediate contacts. Each of your contacts has their own network that might be of help to you.
- Be positive. Try to be positive in your attitude and actions. It will make you more welcoming and approachable. Be genuine.
- Don't be afraid to ask others for help and always share your ideas (give and take goes a long way).
- Plan ahead when attending meetings. An important part of IC networking happens when attending events, seminars and meetings. However, going to these events without planning will lead you nowhere. Research the events you are due to attend and don't expect people to come to you, be prepared to leave your comfort zone and make the first move.
- Use all means of communication at your disposal, both virtual (emails, email lists, groups in social media, virtual meetings and coffees) and in person.
- Follow up on the contacts you make. If you met someone interesting during an event, give them a call or send an email afterwards.

COMMUNICATION

YOU ARE PART OF A BIG COMMUNICATION NETWORK. IT IS IMPORTANT TO UNDERSTAND THE CONNECTIONS, FUNCTIONS AND FLOWS OF THIS NETWORK.

YOUR ROLE IN MAINTAINING COMMUNICATION LINKS ...

... WITH YOUR OWN ASSOCIATION OR FEDERATION

As IC, you will work closely with the national teams in your organisation.

You may also be a member of the Executive Team, National Board or Council.

If you are not a member, consider how you can ensure effective communication with your Board or Council:

How can you be kept up to date with latest developments so that you can effectively represent your MO?

How will you share information from WAGGGS with the national team?

You will help your members to participate in, or volunteer to run WAGGGS (and WOSM) events and seminars.

Each year, events and seminars are planned by Europe Region WAGGGS. These may be our own events or ones held jointly with the European Scout Region (WOSM).

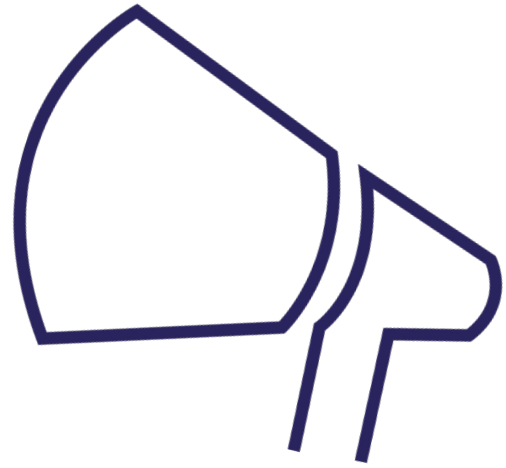
Events are based on the priority themes identified in the regional plans adopted by the European Guide and Scout Conferences. They take into consideration subsequent actions and objectives developed by the Regions for each priority theme. Recent events include The Academy and Roverway.

... WITH OTHER ORGANISATIONS AND PARTNERS

You will distribute information from regional and global levels of WAGGGS, other ICs, partners and interested parties to the appropriate members of your association.

They may be sharing their thoughts and ideas on relevant issues or informing and inviting you and your association to participate in international activities, like camps or partnerships.

You might receive invitations from other MOs or offers to cooperate on projects.



... WITH WAGGGS AT EUROPEAN AND WORLD LEVEL

You will be the key contact person internationally for your Member Organisation.

At World level you will answer questions about your association, joint regional work and actions (e.g. performance indicators, the evolution of your association, candidates for positions, seminars and events, tailor-made support for your MO and census).

Regionally, you will be the main point of contact with your allocated Committee Country Contact and the Regional office.

Each triennium, you will receive a list of contacts for every MO so you'll know who to talk to if you have questions or need support.

If you are from a SAGNO you will also connect regularly with your association's WOSM IC.

You will distribute incoming communications from WAGGGS Regional and World levels to appropriate members of your association.

It is useful to find out the types of information that members and departments in your association are interested in so that you only forward relevant information.



EUROPE REGION'S COMMUNICATION CHANNELS

Euromail

Euromail is the main piece of communication from the Europe Committee and gives regional specific updates, reports, calls, opportunities, as well as joint communication about activities with the European Scout Region (WOSM).

It is sent out via email by the Europe Office. You may receive a number of emails per week, but each email contains one piece of news so that you will find it easier to manage your email inbox and not miss any important requests that you need to deal with.

WE Connect - the joint European WAGGGS and WOSM website

The latest Guiding and Scouting opportunities, events, news and resources can be found in our hub, WE Connect.

Discover best practice from WAGGGS and WOSM as well as MOs and NSOs (National Scout Organisations) from around Europe.

<https://weconnect.eu.com/>

Europe Region's social media channels

Find out the latest news, opportunities and events on our social media channels.

The Europe Region social media channels can also feature stories, photos and good practice from your MO (and the team really would love to feature more stories from MOs!)

To contribute, send your stories, photos and videos (with parental permission to feature on social media) to europa.comms@waggs.org

Find us on:

Facebook @europe.region.waggs,

Twitter @EuropeRegion and

Instagram @europeregionwaggs

Europe Region web pages on the WAGGGS website

Find out more about Europe Region in our dedicated web pages on the WAGGGS website. You can find blogs, conference information and papers as well as information about MOs in the region.

<https://www.waggs.org/en/our-world/europe-region/>



Opportunities

News

Projects

Events

Resources

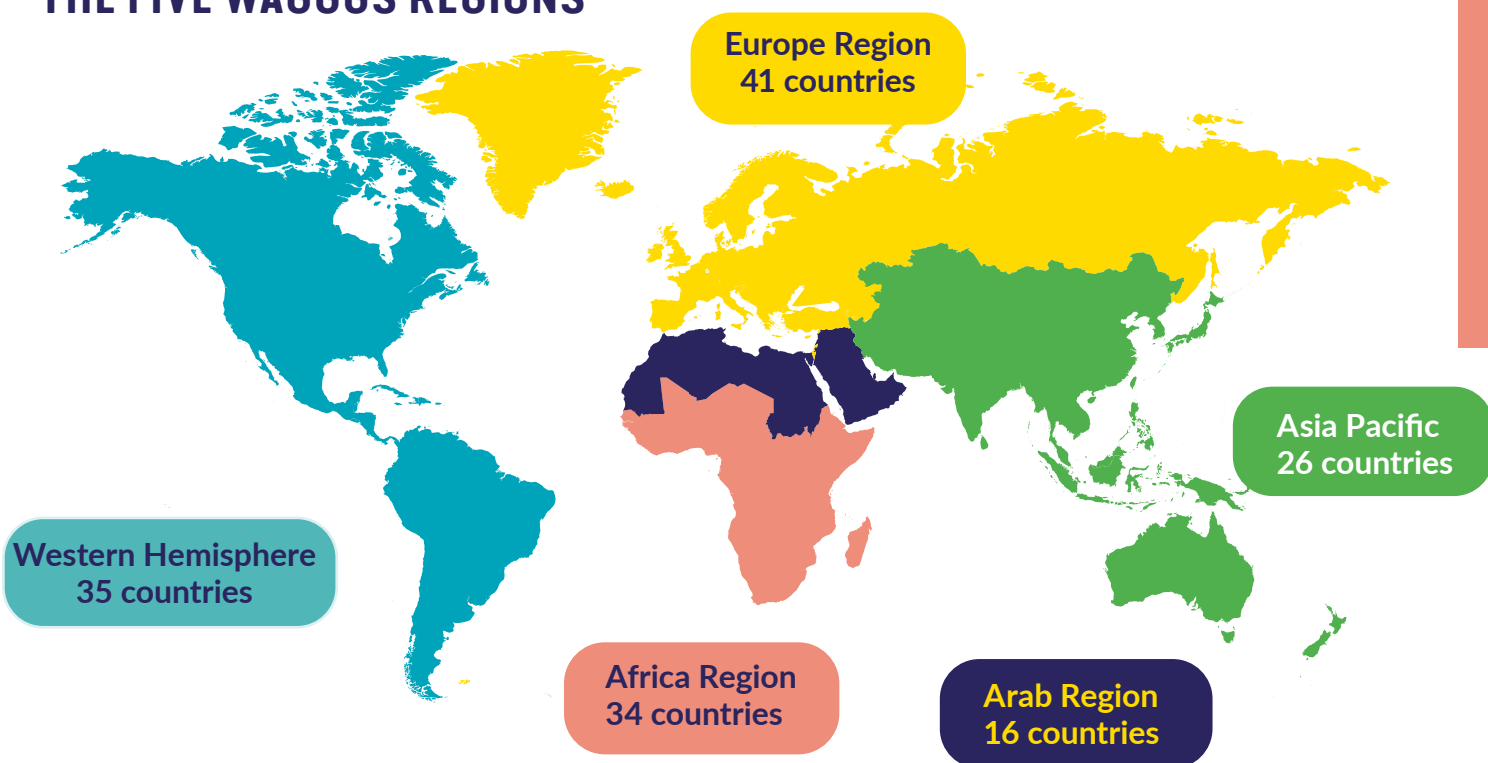


ABOUT WAGGGS

10 MILLION MEMBERS
152 COUNTRIES
5 REGIONS



THE FIVE WAGGGS REGIONS



The World Association of Girl Guides and Girl Scouts (WAGGGS) is committed to making sure that work undertaken achieves their Mission to:

“Enable girls and young women to develop their fullest potential as responsible citizens of the world.”

GOVERNANCE

WAGGGS represents a Movement of 152 Member Organisations (MOs). These MOs have a voice in all strategic decisions and elect the governance bodies to guide WAGGGS in the period between world and regional conferences.

The WAGGGS governance system has the following elements:

World Board

The World Board has 17 world board members who lead WAGGGS strategically on a global level. It is made up of 12 active Girl Guiding and Girl Scouting members from around the world who are proposed by MOs and democratically elected by all Member Organisations at the World Conference.

The other five World Board members are the Chairs of the five Regional Committees.

The World Board elects a chair and two vice chairs as well as a treasurer from amongst its members.

Conferences

World Conference

The World Conference is the key decision-making body for WAGGGS and takes place every three years (triennially).

All Member Organisations are invited to send a delegation led by a head delegate and composed of delegates and observers.

Delegates to the conference vote on motions, policies and standards, giving directions to the Movement for the following three years. They also agree on a triennial plan and elect the World Board.

Regional Conference

Each region meets every three years and elects their Regional Committee, composed of 6 members and led by the Chair of the Regional Committee.

During the regional conference, MOs also discuss, vote and make decisions on reports, plans and issues important for the region in the triennium.

Working Groups and Committees

The World Board can delegate some of its functions and responsibilities to Committees and working groups.

Along with our five Regional Committees, these functional committees and working groups enable the World Board to deliver the Strategic Plan.

The World Board Chair (volunteer), Treasurer (volunteer) and WAGGGS Chief Executive (staff) are ex-officio members of all committees and working groups.

WAGGGS Constitution

The WAGGGS Constitution reflects the values of the Girl Guiding and Girl Scouting Movement. It governs the operation of WAGGGS, safeguarding the Fundamental Principles (the Original Promise and the Original Law laid down by our Founder).

WAGGGS' Constitution and Bye-laws can be changed and all changes (in the form of motions) have to be voted on by Member Organisations at the World Conference.

The current Constitution and Bye-laws were adopted at the World Conference held in Hong Kong in 2014.

They were revised at the 2017 World Conference in India. The adoption of this Constitution led to WAGGGS being officially registered as a Charitable Incorporated Organisation with the Charity Commission of England and Wales.

As well as the Constitution, WAGGGS has policies in place to guide its work.

<https://www.wagggs.org/en/about-us/governance/wagggs-constitution-and-byelaws/>

MEMBERSHIP AND MEMBER ORGANISATIONS

WAGGGS is a flexible organisation. Our member organisations come in all shapes and sizes and can choose their type of membership.

Types of membership

These are defined in WAGGGS' Constitution and Bye-Laws (12th edition, September 2018) as:

Full membership

A Full Member is a Member Organisation (MO) working in the true spirit of the Girl Guide/Girl Scout Movement, which shall:

- demonstrate sustained adherence to the criteria of Membership of the World Association and its Constitution and Bye-Laws;
- have a constitution incorporating the criteria of Membership and other requirements suited to its needs, which shall be submitted to and approved by the World Board and re-submitted for approval whenever it is amended;
- apply its funds and assets for the implementation of the Object of the Girl Guide/Girl Scout Movement, and not for the profit of any person;
- adopt a name including Girl Guide/Girl Scout or other suitable name approved by the World Board and adopt the method of the Girl Guide/Girl Scout Movement and (subject to and in accordance with Article 5) the Trefoil in its badge as the symbol of the three parts of the Original Promise;
- have a well-developed organisation that is suited to the needs of the country and national in its operation, with:
- have a responsible central body truly representative of all Girl Guiding/Girl Scouting within the country;
- have a programme based on the Fundamental Principles, using the method of the Girl Guide/Girl Scout Movement and designed to meet the needs of girls and young women of different age groups, with adequate leadership and a suitable training programme;

- have sound policies and plans for continuing development, administration and finance, based on continuing self-evaluation;
- carry its share of responsibility as a member of the World Association, including participation in the Regional Way of Work;
- pay annually the agreed membership quota to the World Association.

Associate membership

An Associate Member of WAGGGS is a National Organisation which shall fulfil the conditions of Full Membership with the exceptions that, in relation to clause (e), a lesser degree of development is required and Associate Members will have different voting rights.

Types of Member Organisations within WAGGGS

Types of organisational structure

MO is one organisation

This is where there is one Girl Guide/ Girl Scout Organisation that is a Member Organisation of WAGGGS. This type of structure is found in the majority of countries.

MO is a federation

In some countries, the member organisation of WAGGGS is a federation.

A federation is formed by a number of associations that provide Guiding and Scouting experience in one country. WAGGGS communicates directly with the federation.

Types of organisations

Type of organisation	Members	Belong to which world organisation?	Programme	National leadership roles held by
WAGGGS only <ul style="list-style-type: none"> ● MO ● Component association of a federation 	Girls only	WAGGGS	Girl and young women focused.	Women
WAGGGS only admitting boys <ul style="list-style-type: none"> ● MO ● Component association of a federation 	Girls and boys	WAGGGS	Co-educational. May have different structures but generally the groups are mixed.	Women and men, but certain leadership positions may only be held by women
SAGNO (Scout and Guide National Organisation) <ul style="list-style-type: none"> ● MO ● Component association of a federation 	Girls and boys	WAGGGS and WOSM (World Organization of the Scout Movement)	Co-educational Generally, girls and boys, men and women are not in separate sections, although girls and boys may work in separate groups at different ages or for different events, and some may have different programmes.	Women and men

OFFICES

World Bureau

The World Bureau of WAGGGS is located in London, UK. It is the secretariat of WAGGGS where most of its staff sit and where the operational work of the organisation takes place.

Europe Region Office

The Europe Region office is based in Brussels, Belgium. It is where the staff team of the Europe Region works. The Europe Region has its own entity as an international non-profit organisation (AISBL) which is registered in Belgium.



FINANCE

This section explains where WAGGGS gets its money from, how membership fees are calculated and the budgeting process.

Sources of income

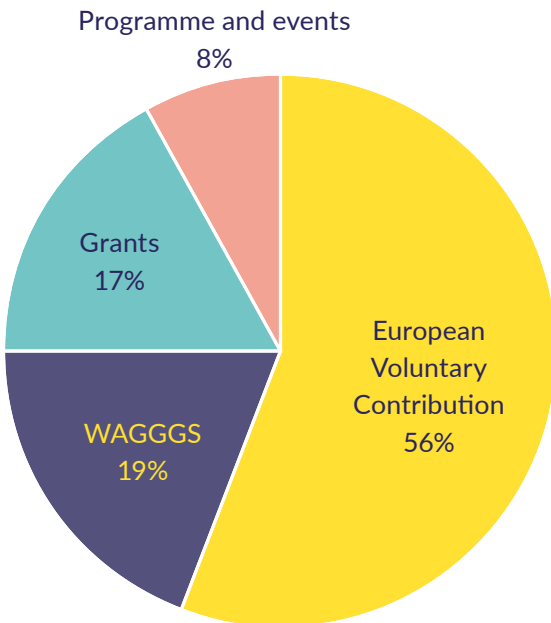
The Membership Fee, also known as the quota, is one of the main sources of income for WAGGGS.

In Europe Region, the breakdown of income is a little different due to the Europe Voluntary Contribution. Given to the region by its members, it is an essential and vital source of funding.

WAGGGS SOURCES OF INCOME



Europe Region income



The European Voluntary Contribution

The European Voluntary Contribution is one of the funding sources that supports Europe Region. Given to the region by its members, it is an essential and vital source of funding.

Unlike the WAGGGS Membership fee, the European Voluntary Contribution is not a condition for membership. It was established by all European Member Organisations to ensure that the Region would have sufficient resources to implement its plan.

It is expected that all Member Organisations will pay the European Voluntary Contribution, as all benefit from the initiatives and activities delivered in the Europe Region Strategic Plan.

Europe Region expenditure

The income received is used to cover expenditure such as:

- Regional Conference,
- Programme and events,
- Staff and admin,
- Membership support, and
- Governance.

Other income from MOs

Part of the membership fee paid by each MO to world level is later passed on to their Region to help fund its activities and operation.

SETTING THE FEES

	WAGGGS Membership fee	European Voluntary Contribution
Type of payment	Paid annually by each MO as a condition of membership.	Voluntary payment - not a condition of membership.
How is it calculated?	Membership numbers (census).	
	A standard 'rate per member'.	The same percentages of standard fees used for the WAGGGS membership fee.
	National wealth (measured by gross national income per capita) and expressed in the form of wealth band (from A to J). *A number of additional criteria can be used for the WAGGGS Membership Fee, which are highlighted in the Membership Fees Policy.	
How is the total fee decided?	Takes into consideration all potential sources of income, and the proposed level of expenditure required to provide sufficient resources to enable the goals, objectives and targets identified in the Strategic Plan to be achieved.	<p>The rate of inflation in Belgium (as shown in the Consumer Price Index) is used as a maximum for any future proposed inflationary increases in the Voluntary Contribution (as Belgium is where most expenses are incurred).</p> <p>The minimum European Voluntary Contribution for Full Members is €100 per association.</p> <p>The minimum European Voluntary Contribution for Associate Members is €50 per association.</p>
When does it have to be paid by?	31st January of the new year.	31st January following the issue of the invoice.



The Membership Fees Policy gives direction on what to do in the event that a Member Organisation fails to pay its membership fees.

It highlights the possibility of arranging to delay payment, apply to the membership fee support fund or agree a repayment plan to pay back the debt over a longer period of time.

BUDGET PLANNING, APPROVAL AND REPORTING

Approving the WAGGGS Membership Fee

Changes to the basis of the fee model must be agreed by Full Member Organisations at the World Conference.

The World Board will recommend to the World Conference the total membership fee to be charged for the triennium. Full Member Organisations then approve the fee for the triennium.

In the event that the World Conference does not approve the recommended membership fee, the World Board must ensure that the World Conference is fully briefed on the consequences of that decision, indicating the activities and services which may need to be curtailed if a lower amount is proposed and agreed by Full Member Organisations at Conference.

Each Full Member Organisation has equal influence in WAGGGS' decision-making processes irrespective of the proportion of total membership fee paid by any one organisation.

WAGGGS financial reporting

The Annual Review reflects how WAGGGS has supported girls and young women to develop, make friends and reach their potential over the last 12 months.

The Annual Review and its associated financial report are released once a year and are available to read on the WAGGGS website here:

<https://www.wagggs.org/en/about-us/governance/annual-reviews-and-financial-information/>

Europe Region budget

The Europe Region budget is a three-year budget.

The Regional Strategic Plan and budget are agreed for the triennium and are approved at the Regional Conference.

Approval of the Europe Region budget

It should be noted that the World level and Europe Region planning cycles happen at different times.

This is because the Europe Region Conference takes place the year before the World Conference.

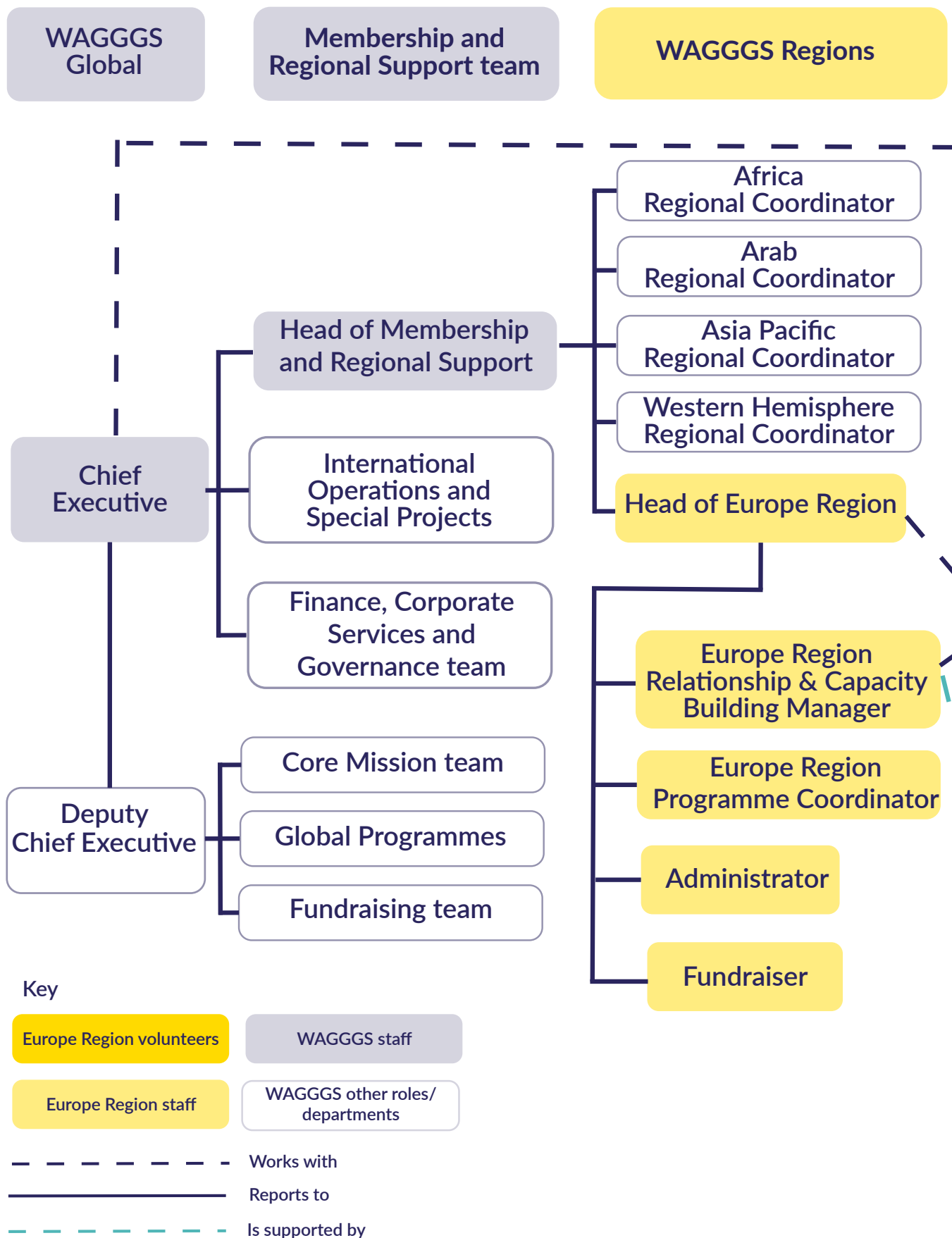
The process for the approval of the Europe Region budget is as follows:

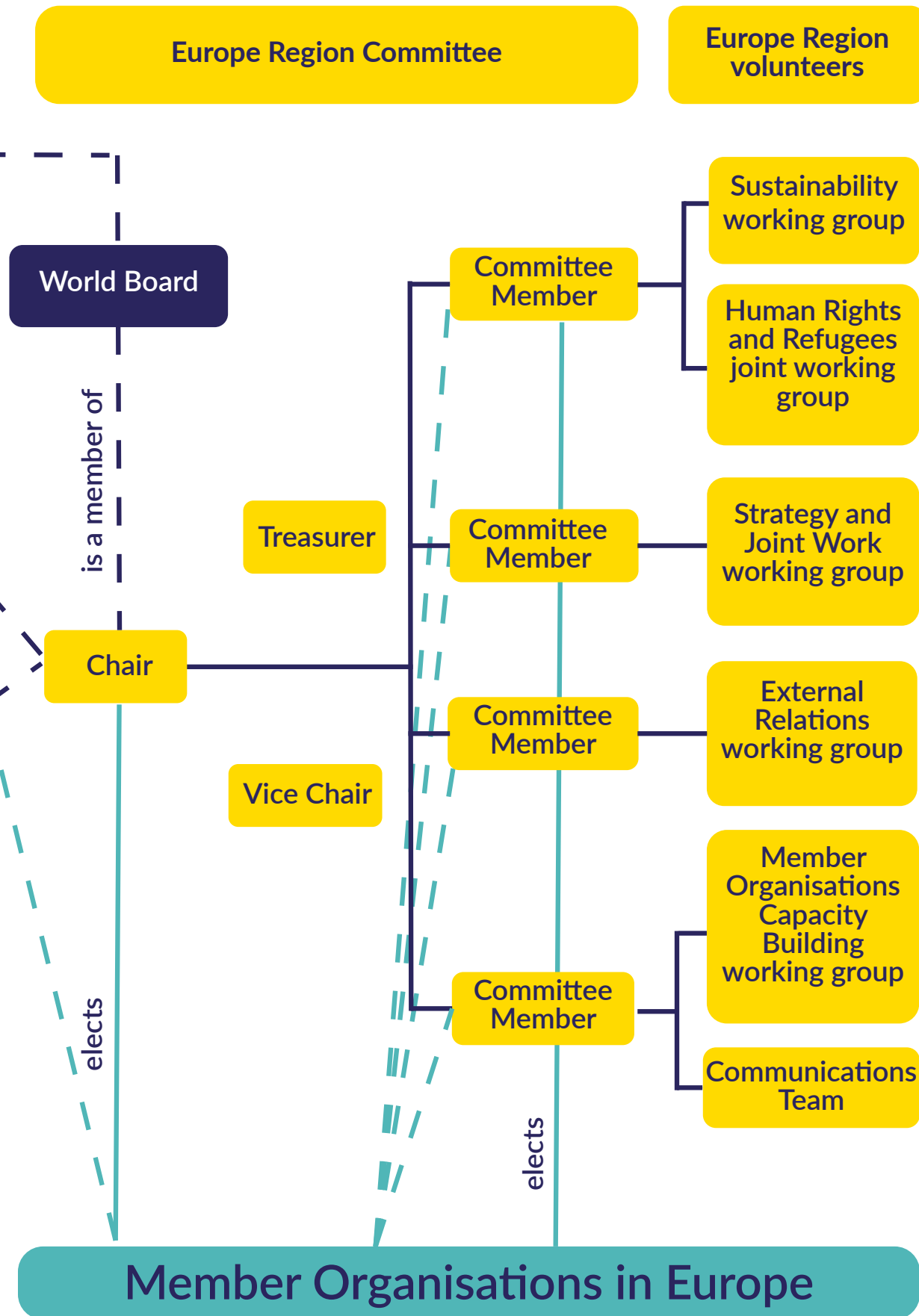
1. An 'in principle' budget for the next triennium is approved at the Europe Region Conference, then
2. A detailed budget is proposed at the Extraordinary General Meeting at the World Conference European Gathering the following year.

Europe Region reporting

The Triennial Financial Report for the previous triennium is also presented for approval to the Extraordinary General Meeting at the World Conference European Gathering, as at the time of the Europe Conference this triennium is not complete.

PEOPLE YOU WILL WORK WITH DURING YOUR TIME AS IC



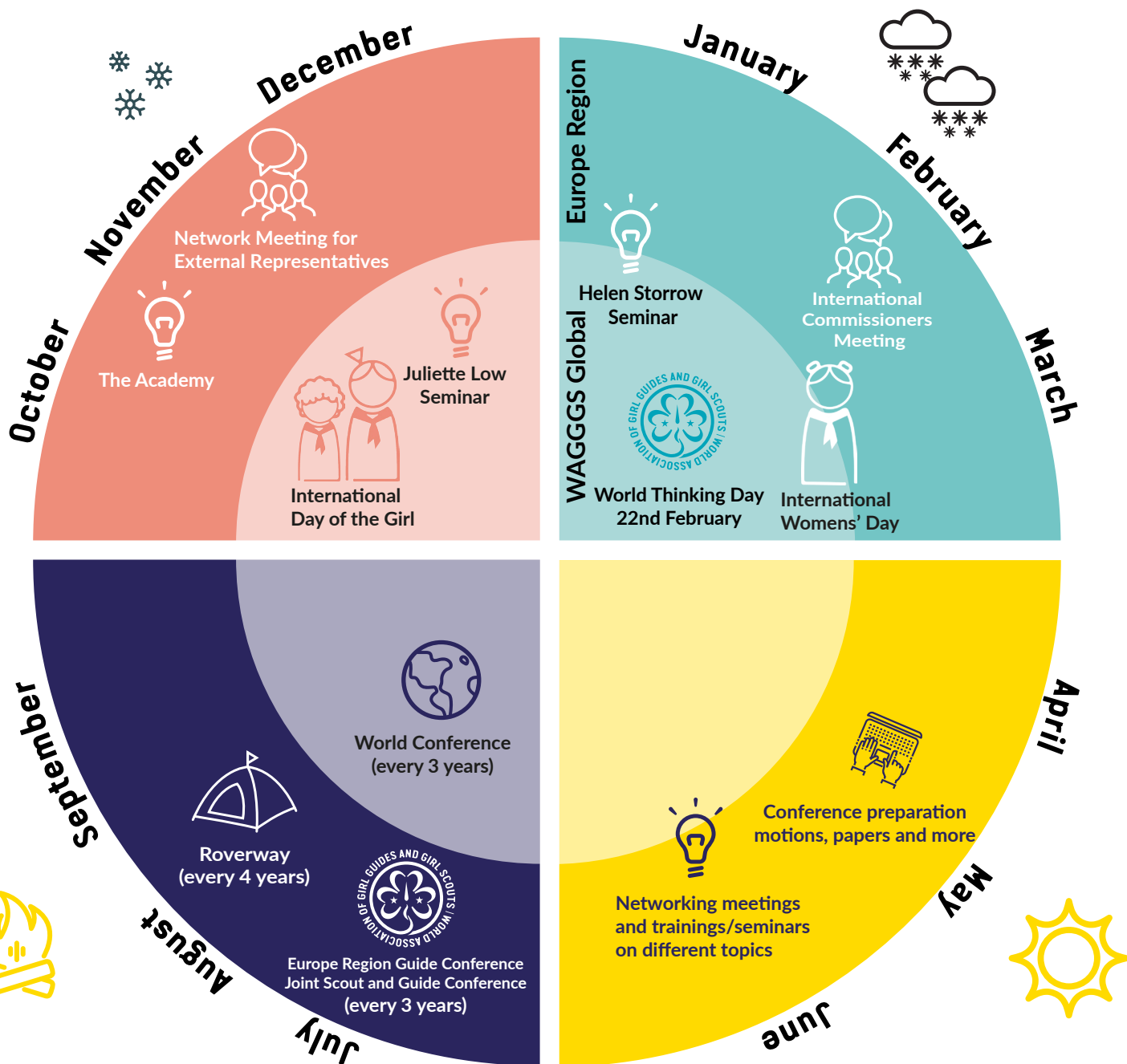


EVENTS

This wheel will give you a flavour of the types of events to look out for to promote to your members and/or attend yourself.

The wheel shows both WAGGGS events (world level) as well as Europe Region events. Please note, some of these events (such as Regional Conference) don't take place every year. Look out for details of the next event on WeConnect and in your regular Euomail bulletins.

There may be other events offered by the regions such as webinars, round-tables or face-to-face trainings on a specific topic throughout a year. WAGGGS world centres also offer different events on a regular basis.



WORLD THINKING DAY

Celebrated since 1926, World Thinking Day (WTD) is a day of international friendship. 22nd of February was chosen as the date for World Thinking Day as it was the birthday of Olave Baden-Powell, who was the World Chief Guide Lord Baden-Powell, founder of the Boy Scout Movement.

It is a special day when Girl Guides and Girl Scouts around the world think of each other and express their thanks and appreciation for our international Movement. It is also an opportunity to fund-raise for the movement itself.

There are several ways in which your organisation can participate:

Activity pack

Every three years WAGGGS consults girls around the world who help select the themes for the next 3 years. They create an activity pack based on that year's theme, full of activities for all age groups. When completed, participants can earn a badge. You and your members can get involved at the preparation stage by:

- helping with the preparation of the pack or by providing feedback,
- submitting ideas for activities through the online form on the WAGGGS web page,
- translating the activity pack into your language and sharing it with WAGGGS for other associators or groups to use.

Donating or fundraising for the World Thinking Day Fund

The Fund was established in 1932 and since then has helped to transform the lives of hundreds of girls and young women around the world by creating life-changing international opportunities.

The money is often used for training, advocacy missions or campaigns. One of the goals is to help girls from disadvantaged backgrounds participate in different WAGGGS activities.

You can submit your donation online, through bank transfer, cheque or credit card or you can organise your own fundraising activity.

<https://www.waggs.org/en/what-we-do/world-thinking-day/world-thinking-day-fund/>



Contact other Girl Guides and Scouts from other countries

WTD is a great opportunity to show members from your organisation the international dimension of WAGGGS.

As an IC you may encourage and facilitate contact with guides and scouts from around the globe. One of the easiest options is to contact one of the World Centres; they often hold special events and can help your members to experience the international dimension.

You can find more information about World Thinking Day here: <https://www.waggs.org/en/what-we-do/world-thinking-day>

WAGGGS WORK

ALL OF WAGGGS' ACTIVITIES, PROGRAMMES AND OPPORTUNITIES CAN BE SUMMARISED AS FOUR BROAD AREAS OF SOCIAL CHANGE: LEAD, LEARN, VOLUNTEER AND SPEAK OUT.

ALL OF THIS WORK CONTRIBUTES TO WAGGGS' GLOBAL VISION. OVER THE NEXT FEW PAGES WE GIVE AN OVERVIEW OF EACH OF THESE FOUR AREAS OF WORK.

LEAD

Leadership is at the core of the Girl Guiding and Girl Scouting movement. WAGGGS offers many training opportunities in the area of leadership development.

WAGGGS Leadership Model

The WAGGGS leadership model is an adaptation of the "Five Minds of a Manager" to the specific responsibility of delivering the WAGGGS mission.

The six leadership mindsets are: reflective mindset, collaborative mindset, worldly mindset, creative and critical thinking mindset, gender equality mindset and responsible action mindset.

Find out more here <https://www.waggs.org/en/resources/girl-guide-and-girl-scout-leadership-model-summary/>

The core leadership development events on a global level are:

The Juliette Low Seminar (JLS)

This is a global event which is held every two years. It is about empowering the next generation of leaders with the leadership practices and mindsets they need to succeed.

In 2019 the JLS was delivered simultaneously in 18 locations (hubs) across the world. This new approach brought the JLS programme to hundreds of participants.



The Helen Storrow Seminar

This is an annual leadership development event with a special focus on environmental sustainability.

It usually has around 35-40 participants and is held in January or February for a full week at Our Chalet in Switzerland.

Europe Region opportunities

The Europe Region also offers trainings in the area of leadership such as The Academy (also known as The Guide and Scout Academy).

It is an annual networking and training event jointly organised by the Europe Region WAGGGS and the European Scout Region (WOSM).

The event is open to anyone holding a role at national level in a WAGGGS or WOSM Member Organisation.

LEARN

One of the ways in which WAGGGS empowers girls and women is through non-formal education. WAGGGS provides activity packs that relate to key topics that WAGGGS is working on.

These activity packs are prepared by experts and offer ready to be used programmes for all age groups. They also include a pack for leaders with more background plus explanation and guidance on running the activities with their group. Many of the packs are accompanied by a badge.

Here are some prominent examples:

Free being me and Action on Body Confidence



This is an initiative that aims to encourage young people to feel free to be themselves.

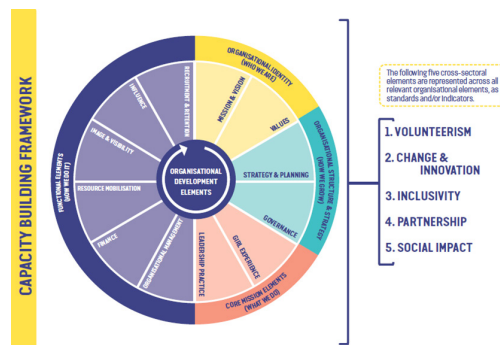
The main topics are body-confidence and self-esteem.

While Free being me is about improving your own self-esteem, Action on Body Confidence aims to equip young people with the skills to identify the biggest body confidence issues in their lives and to design an advocacy project that will make positive changes to the world around them.

Other resources

WAGGGS also offers other resources to help MOs in assessing and tackling challenges on an organisational level:

WAGGGS Capacity Assessment Tool (CAT). This is a facilitated self-assessment tool that supports associations to evaluate and understand their own organisational capacity.



WAGGGS Europe has also developed some toolkits in the area of organisational challenges. These include The Gender and Diversity Mainstreaming Toolkit and Finding Our Path - working with the oldest youth branch sometimes referred to as Rangers.



Stop the Violence and Voices Against Violence

Stop the Violence is a campaign which aims at ending the violence against girls and women.

Apart from many advocacy, research and community awareness activities, member organisations can participate by delivering the Voices Against Violence curriculum.

To start this programme in your organisation, get in touch with the WAGGGS global team.

Visit the WAGGGS website for more information about the programmes and toolkits available that you can promote and encourage your members to participate in:

<https://www.waggggs.org/en/resources/>

VOLUNTEER

Volunteering has been a core value of Girl Guiding and Girl Scouting for over 100 years. WAGGGS offers many volunteering opportunities at events, at global and regional levels as well as at World Centres.

As an IC it is part of your role to promote these opportunities, encourage members in your organisation to apply for them and approve their applications.

World Centres



Volunteering in a world centre is a great way to experience the internationality of WAGGGS as well as WAGGGS' work.

There are five world centres: Our Chalet (Switzerland), Pax Lodge (UK), Our Cabaña (Mexico), Sangam (India) and Kusafiri (which moves from country to country in Africa).

At most world centres there are both general volunteering roles as well as ones with a special focus and it is also possible to do internships.

The main requirement for becoming a volunteer at a world centre is to be 18 years or older.

World centres also offer events and welcome groups and individuals to stay for a few nights.

Volunteering at global or regional level

There are different volunteer teams at both global and regional level ([see pages 18-19](#)).

Global volunteers are appointed by the world level whereas regional volunteers are appointed by the Regional Committee.

In Europe, the volunteers are the heart of the regional work and work together with the Europe Committee to achieve the Regional Strategy.

There is a call for volunteers for the different volunteer teams at the start of each triennium.

Volunteering at events

WAGGGS events are mainly run by volunteers. For each event, such as conferences, leadership trainings or camps, a call for different volunteer (e.g. team leaders, facilitators, trainers) is circulated to all MOs prior to the event. Requirements for these volunteering roles differ depending on the event.

Roverway

Roverway is one of the biggest events in the Europe region and offers a wide range of volunteering opportunities.

It is an international event for Rangers and Rovers aged 16-22. Participants are divided into international teams to follow 'paths' exploring the host country, then join together for a massive camp.

Roverway takes place every four years and is a joint event of WAGGGS and WOSM in Europe.



SPEAK OUT

Advocacy plays a crucial role in achieving WAGGGS' Mission "to enable girls and young women to develop their fullest potential as responsible citizens of world". Being a responsible citizen means being prepared to speak out against injustice and take action on behalf of others and ourselves.

WAGGGS not only speaks out on behalf of girls and young women everywhere, but also empowers young women to advocate for themselves.

WAGGGS facilitates this by:

- holding regular advocacy campaigns,
- creating activity packs to build advocacy skills, and
- providing capacity building and support to MOs.

Advocacy campaigns and activities, focus on the key goals in the Global Operations Plan such as girl and women empowerment, leadership and becoming responsible citizen, making a positive change to their lives and the lives of those around them.

WAGGGS as an influencer

To achieve its objective, WAGGGS is an active stakeholder in the policy making processes of several institutions.

At world level, the most important cooperation is with the United Nations and its agencies.

Important partners include UN Women and Unicef, and key topics include safety, sustainability and gender equality (through the UN Sustainable Development Goals).

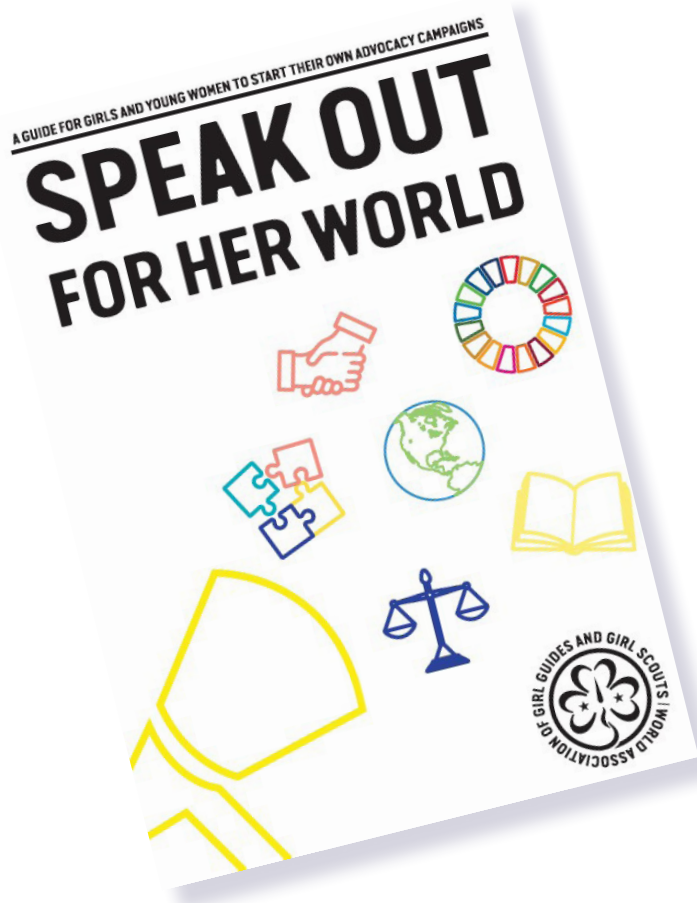
WAGGGS' external representatives also actively participate in different UN events and activities.

You can read more about WAGGGS' UN team here: <https://www.waggs.org/en/what-we-do/speak-out/get-involved/un-teams/>

WAGGGS is also part of the alliance of the Big 6 Youth Organizations. Together, they actively involve more than 250 million young people. Supported by the involvement of adults, these organisations have contributed, through non-formal education, to the lives of more than a billion young people in the last century.

The Big 6 encompasses:

- World Young Women's Christian Association (YWCA) and The World Alliance of Young Men's Christian Associations (YMCA),
- World Organization of the Scout Movement (WOSM),
- World Association of Girl Guides and Girl Scouts (WAGGGS),
- The International Federation of Red Cross and Red Crescent Societies (IFRC), and
- The Duke of Edinburgh's International Award Foundation.



WAGGGS cooperation in Europe

Europe Region WAGGGS works together with other youth or women's organisations for its advocacy work.

Within Europe, the key partners are the **European Union** and **Council of Europe**. In both cases, WAGGGS cooperates with many like-minded Non-Governmental Organisations (NGOs) and youth organisations in order to amplify the effect of its advocacy.

One such example is joint work on EU funding for youth and youth organisations through **Erasmus+**.

Another organisation that Europe region has a close collaboration with is with the European Scout Region (WOSM). Together, they organise joint events, coordinate advocacy work, organise joint capacity building activities for volunteers representing Guiding and Scouting externally and much more.

WAGGGS also belongs to the European Youth Forum, which is the umbrella organisation for youth organisations in Europe. WAGGGS has representatives in the European Youth Forum and has, at times, has also had representatives on the Board.

The European Youth Forum gives WAGGGS a platform for reaching stakeholders with their advocacy work and a space for networking and cooperation with other organisations.

You can find out more about the European Youth Forum here: <https://www.youthforum.org/>

WAGGGS Europe volunteers also attend the **Commission on the Status of Women** and Regional political platforms such as the **European Women's Lobby**.

Get involved

Members can contribute to WAGGGS' advocacy work in this area by attending statutory meetings and contributing to related policy documents, taking part in consultations or by providing their personal opinions using **U-Report**. <https://www.waggs.org/en/what-we-do/u-report/>

Read more about the WAGGGS activities in this area at <https://www.waggs.org/en/our-world/europe-region/blogs-news-events-resources/> or on Europe Region's social media channels.



PUBLICATIONS, RESOURCES AND EVENTS

Browse WAGGGS resources

<https://www.waggggs.org/en/resources/>

Be the Change - Community Action Toolkit

<https://www.waggggs.org/en/resources/be-the-change-2030/>

Capacity Assessment Tool

<https://www.waggggs.org/en/resources/capacity-assessment-tool/>

Finding Our Path

<https://www.waggggs.org/en/resources/finding-our-path/>

Gender and Diversity Mainstreaming toolkit

<https://weconnect.eu.com/blog/resources/gender-and-diversity-mainstreaming-toolkit/>

Go Scout and Guide Abroad toolkit

<https://weconnect.eu.com/blog/resources/go-scout-and-guide-abroad-toolkit/>

In the Shoes of Migrants

<https://www.waggggs.org/en/resources/shoes-migrants/>

Helen Storrow Seminar

<https://www.waggggs.org/en/what-we-do/lead/HSS/>

Juliette Low Seminar

<https://www.waggggs.org/en/what-we-do/lead/jls/>

Overview of news, events, resources and opportunities

<https://www.waggggs.org/en/our-world/europe-region/blogs-news-events-resources/>

Prepared to Learn, Prepared to Lead

About: <https://www.waggggs.org/en/resources/prepared-learn-prepared-lead/>

Resources: <https://www.waggggs.org/en/what-we-do/Learn/prepared-learn-prepared-lead/resources/>

Speak Out for Her World

<https://www.waggggs.org/en/resources/advocacy-toolkit-speak-out-her-world/>

The Academy

<https://www.thesgacademy.eu/>

Use your smart phone on your camera to scan these QR codes and quickly go to:

Europe Region page on the WAGGGS website

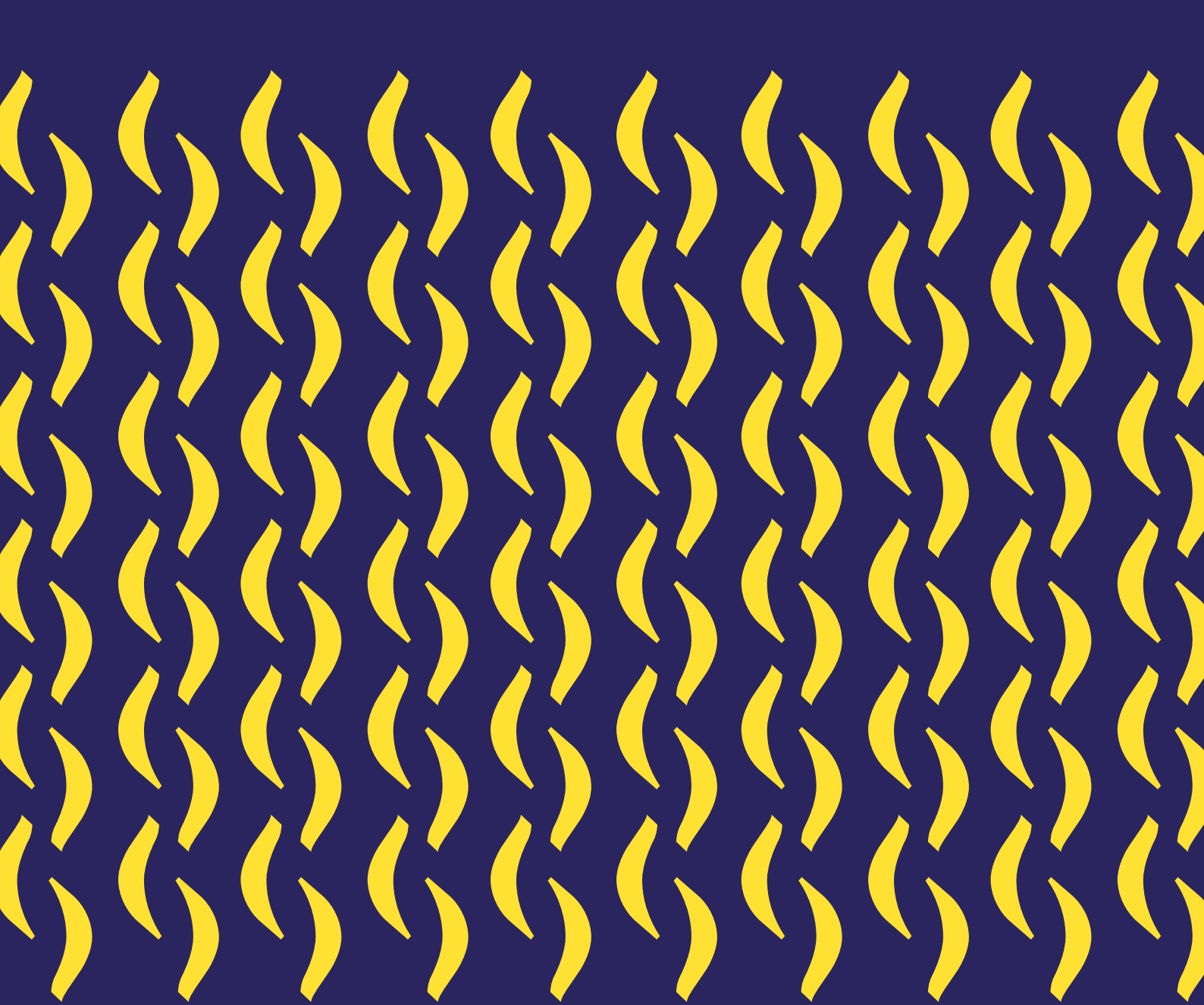


WE Connect website



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