

Europe Region

World Association of Girl Guides and Girl Scouts

Association mondiale des Guides et des Eclaireuses

Asociación Mundial de las Guías Scouts

EUROPE REGION WAGGGS ANNUAL REVIEW 2011

A review of the activities of the Europe Region of the World Association of Girl Guides and Girl Scouts in 2011



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REPORT ON ACTIVITIES 2011

1. The vision of the Europe Regional Committee

The Committee's vision is to have good quality Girl Guiding and Girl Scouting in all European countries by 2025. It is a vision where Girl Guiding and Girl Scouting across Europe is united but not uniform. Girl Guiding and Girl Scouting in Europe should grow both in quantity and quality.

The strategy to achieve this has six objectives, where the Europe Region

- is relevant for all Member Organizations;
- where Member Organizations are more involved in the life of the Region and communicate more within each other and with the Region;
- has stable growth (in terms of quality and quantity);
- takes a consistent approach;
- has resolved long standing issues relating to specific countries;
- has a process and an approach for taking Guiding to countries that currently don't have the adventure of Guiding.
- and where Member Organizations are more involved in the life of the Region and communicate more within each other and with the Region.

The Committee gets together 'virtually' on Skype once a month to discuss and decide on day to day business. However, the Committee also met from 10 to 13 March in Brussels and from 10 to 12 November in London. These were intense meetings with much to discuss and decide.

Committee's members met with the European Scout Committee (WOSM) in March and November to discuss **joint work**, such as joint working groups, Roverway 2012 and other joint events. The joint work with WOSM, especially in the three areas of Embracing Change, Growth through Quality and Volunteering, is moving at a good pace and this is helping to further develop the partnership in achieving the Committee's objectives.

In July at the World Conference there was an **Extraordinary General Meeting** (EGM) of the Europe Region where the motions presented by the Committee were all adopted. These included the operational plan and budget for the triennium 2012-14, and the level of future Voluntary Contributions.

The Committee is confident that the **new operational** plan will deliver their strategy to strengthen the quality and spread of Girl Guiding and Girl Scouting in Europe.

2. 34th World Conference and the Pre-Conference meeting in Dublin

In May, a Pre-Conference meeting in Dublin was organised to prepare for the World Conference. It was attended by 31 participants from 25 Associations, World Board member and WAGGGS Treasurer Della Salway, WAGGGS Chief Executive Officer Mary McPhail, the Europe Committee and Regional Director. To help prepare for the World Conference, the Committee made presentations on the issues facing the Region, an update from the Finance Working Group on the finance proposals and a review of WAGGGS Strategy and Operational Plan for 2012-14. During the event there was a lot of positive and open discussion about several strategic issues, in addition to coeducation and follow up from the Round Table on coeducation held in Rome in 2010. By the end of the meeting draft motions had been prepared that were subsequently revised and presented at the World Conference.

The 34th World Conference was held in Edinburgh, Scotland, United Kingdom from 11 to 15 July 2011. The World Conference, which takes place every three years, provides Member Organizations with the opportunity to gather, share best practice and make important decisions about the future of the Movement.





The Conference was a great success

- For the first time, the Conference included a Young Women's Leadership Programme which involved young leaders running an 'intergenerational zone' where delegates of all ages took part in activities to learn from each other. The young women submitted a successful proposal to run a pre-Conference event for young leaders at the next World Conference.
- WAGGGS' 'Stop the violence. Speak out for girls' rights' campaign was launched with the support of UN Women and 500 people taking part in the first campaign action.
- There were inspirational keynote speakers as Lakshmi Puri of UN Women, polar explorer Liv Arnesen and Member of the European Parliament Catherine Stihler.
- Six new Full Members of WAGGGS were ratified: Guides of the Democratic Republic of Congo, the Guides and Scouts Association of Congo, the Girl Guides Association of Cambodia, the Girl Guides Association of Grenada, the Swaziland Girl Guides, the Catholic Guides and Scouts Association of San Marino.
- Six new World Board members were elected.

3. Working Groups

Four Working Groups support the Committee in delivering the operational plan. The three new Working Groups created in 2011 are: Finance, Mentors/Countries, Trainers and Event and External Representatives.



The committee and most of the Europe Region staff met with 35 Working Group members in Brussels from 17 to 20 February. This provided the opportunity to build relationships and networks and to find out more about the tasks and projects that will be delivered during this triennium. The Committee welcomes the enthusiastic work done during this first meeting by the Working Group members that showed their experience, knowledge and motivation to work with the Region.



3.1 Finance group

A motion at the European Conference in 2010 established the Finance Working Group. Its remit was to review the way that the Voluntary Contribution is calculated and to explore new ways of funding the Region to reduce dependence on the Voluntary Contributions.Seven volunteers joined the team in addition to the Chair, Vice Chair and Financial Advisor from the Committee. The group was divided in two with one half addressing the Voluntary Contribution question and the other half, the question of raising additional funds. The team supported the Committee in the development of the financial proposals for the Extraordinary General Meeting at the World Conference in July. The Group suggested a new method of calculation of the Voluntary Contributions that is in line with the WAGGGS World Quota. At the EGM during the World Conference a motion renewed the Finance group's assignment to reduce the Region's dependency on the Voluntary Contributions. The Group has been reformed and is now focusing on increasing funds.

3.2 Mentors/Countries group

The 11 members of the Mentors/Countries Working Group offer support to Member Organizations by coaching and mentoring key individuals or project teams. With this tailored support, Member Organizations can benefit from the experience and an outside view of their mentor. In addition to mentoring, the group is also active in different projects and events of the Region: they were part of the planning team of the Pick 'n Mix event 2011, delivered sessions at the Academy, developed tools and materials for member organizations such as the toolkit 'Taking Action on Gender' to support young people's participation and empowerment (supported by the European Youth Foundation of the Council of Europe), and revised the 'Mentoring on a nutshell' toolkit.



Mentoring and coaching activities included the delivering of different tailor made sessions at the request of the Guides and Scouts in Finland, and supporting Malta and Ukraine by providing feedback and input in setting up growth and development strategies for their associations. Tailored capacity building and skills training were organised in Belarus, Russia, Poland, Greece, Luxembourg and Estonia to support Member Organizations in structural management and educational programme development.

Two members of the Working Group had the chance to take part in the workshop on mentoring and coaching which was run by WAGGGS World in London in November. In co-operation with the Danish Project supporting Guiding and Scouting in Eastern Europe, a whole weekend of different trainings was delivered to the National Board of the Hungarian Guides. One member of the group supported the steering group of a project developed by Scouting Nederland bringing together eight Guide and Scout Associations in Europe that are working on recognition of skills and competences gained through non-formal education and volunteering.

3.3 Trainers and Event group

The Trainers and Events group is composed of 12 women belonging to several Europe Region WAGGGS Member Organizations; the group supports the planning and delivery of regional activities and projects. The group organized different events and activities such as Pick 'n Mix 2011, European Year of Volunteering 2011 Conference held in Brussels, International Commissioner induction pack, WAGGGS activities at the World Scout Jamboree, web based training tool on Participation and Empowerment of young people



Members of the group helped with the preparations or delivered workshops for the Europe-Africa Journey to Leadership seminar held in Bujumbura (Burundi) in cooperation with the Africa Region and the WLDP Team (supported by the Youth in Action programme of the European Commission), the Training on Partnerships held in Rome (Italy), the Academy held in Paris (France), the Round Table on Rovers and Rangers held in the UK and the Paris d'Avenir Meeting. Members of the group are also working on the revision of Member Organizations' Training Schemes for WAGGGS' accreditation.



Three volunteers of the group are responsible for bringing the European perspective into the revision teams for the WAGGGS' Training policy and guidelines and for the WAGGGS' Educational Programme policy and guidelines.

3.4 External Representatives group

The External Representatives group supports WAGGGS' External Relations and Advocacy work. Members of the group represent WAGGGS at European conferences, seminars and in the statutory youth structures at European level, following and contributing to discussions and policy developments on European youth policy and a range of topics relevant to Girl Guiding/Girl Scouting, including recognition of non-formal education, volunteering or the achievement of the Millennium Development Goals (MDGs).

During 2011 WAGGGS was represented at the:

- First 2011 meeting of the Council of Europe Advisory Council on Youth, which took place in Strasbourg (France);
- European Youth Forum (YFJ) delegation to the EU Youth Event under the Hungarian Presidency, where youth unemployment and the "structured dialogue" process were the main topics of discussion;
- Council of Members of the European Youth Forum which in May in Antwerp (Belgium). Volunteering was one of the major themes addressed. Other important topics were advocacy towards the EU on the future of the Youth in Action programme, and the youth sector of the Council of Europe.
 WAGGGS also presented a thematic square on young women in decision making, looking at some of the barriers to their full participation;
- European Women's Lobby's annual conference to present WAGGGS' new Global Advocacy Campaign on the prevention of violence against girls and young women. WAGGGS External Representatives worked supported the launch of the campaign at the World Conference in July;
- Meeting with the UN Special Rapporteur on Violence against Women during her visit to Brussels (Belgium) in June;





- 64th United Nations (UN) Department of Public Information Non-Governmental Organizations Conference "Sustainable Societies: Responsive Citizens" which took place in Bonn (Germany) in September. The aim of the conference was to bring together global, European and local organizations to discuss the themes of volunteering and sustainable development – both important issues for WAGGGS - and give their input to the preparations for the 2012 Rio+20 Summit and the UN Special Session on Volunteering taking place in December;
- UN High Level meeting on Youth, organized as part of the UN International Year on Youth at the UN headquarters in New York. WAGGGS' representatives' advocacy efforts focused on the call for girls to be placed at the centre of all efforts to achieve the MDGs, and for greater recognition of the role of non-formal education;
- Council of Europe Symposium on Recognition of Youth Work and Non-Formal Learning, which discussed the involvement
 - of different actors and stakeholders in the development of a long term strategy on this issue;
- Council of Europe E-learning seminar 'Using e-learning in intercultural non-formal education activities' at the European Youth Centre in Budapest (Hungary) from 29 November to 2 December;



- The Platform of European Social NGOs' working groups on social policy and fundamental rights by adding WAGGGS' perspectives on human rights, violence against women, anti-discrimination;
- Annual EU Forum on the Rights of the Child.

Members of this Working Group together with members of the Trainers and Events group formed the planning team for the WAGGGS Training on Partnerships which took place in Rome from 5 to 9 October 2011. This training was organized with the support of the European Youth Foundation of the Council of Europe.

WAGGGS is running a campaign to stop the violence against girls. It aims at building a global movement of people who believe that violence against girls is an injustice and silence has been kept for too long. WAGGGS' 'Stop the Violence – Speak out for girls' rights' campaign aims at reaching out to its members and their communities. partners, deci-



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sion-makers in governments and internationally and to the media. At its heart, the campaign is about empowering girls and young women to understand their rights and have the skills and confidence to claim these rights and the rights of others. It will ensure that girls and young women are the instigators of the change they want to see in the world.

Following the launch of the WAGGGS global advocacy campaign "Stop the violence – Speak out for girl's rights" at the World Conference in July, the Europe Region launched the campaign at European level during the European Week of Action for Girls in the European Parliament between 19 and 23 September, and called for MEPs to sign a written declaration for an International Day of the Girl.

Moreover, the Europe Region co-organized a Round Table on internal and external EU policies on violence against women and girls with the European Women's Lobby, hosted by Members of European Parliament (MEPs) Catherine Stihler, (UK, S&D), Sirpa Pietikäinen, (Finland, EPP) and Antonyia Parvanova, (Bulgaria, ALDE). WAGGGS representatives presented the campaign and outlined the recommendations which the EU should take into account when developing policies to end violence against girls. In addition, the Regional Director, Ms Penelope Cooper, represented the Europe Region in a second European Parliament event organized on 23 November to commemorate the UN Day for the Eradication of Violence against Women where she took part in a panel discussion chaired by the Chair of the European Parliament Committee on Women's Rights and Gender Equality, Mikael Gustafsson, with Deputy Executive Director of UN Women, Lakshmi Puri, and other European NGOs.

4. Joint Work with WOSM

As many of the Member Organizations of the Europe Region WAGGGS also belong to the European Scout Region, there are many areas of work common to the two Movements. The two Regional Committees have identified three areas of interest in which to develop joint actions to address common needs for the triennium 2010-13: Embracing Change, Growth through Quality and Volunteering.

4.1 Embracing Change

The Joint Working Group on Embracing Change focuses on the planning, implementation and delivery of the joint objectives within the 'Embracing Change' strategic area. Two members of the Embracing Change Joint Working Group prepared and successfully delivered a session during the Academy on 'The impact of modern communications on Scouting and Guiding'.

4.2 Growth through Quality

The Joint Working Group on Growth through Quality has members from three WAGGGS' Working Groups as well as some members of the WOSM working groups. It focuses on the planning, implementation and delivery of the joint objectives within the 'Growth Through Quality' strategic area.

This group prepared several sessions delivered at the Academy such as:

- Renewing and reviewing the programme to recruit and retain members
- Strategic planning for growth, locally and nationally
- · Recruitment, management and retention of adults
- Promotion of existing toolkits on Growth and quality and training in using those
- External factors towards growth
- Corporate Social Responsibility
- Co-education

They have been working on the Growth Event taking place in April 2012 in Denmark.

4.3 Volunteering

The Joint Working Group on volunteering discussed the Terms of Reference and aims of the joint work in this area and supported WAGGGS and WOSM representatives' participation to the European Year of Volunteering (EYV) Alliance. WAGGGS, in the capacity as co-chair of the Recognition Working Group in the EYV Alliance, made a presentation to the European Economic and Social Committee about the ways in which the contribution of volunteers and the skills they gain could be better recognized at local, national and European level.

In 2011 WAGGGS and WOSM was present at the following events:

- the EU's third Thematic Conference on Volunteering (Athens, 2-4 November)
- the Conference on the Recognition and Value of Volunteering (Paris, 14 October)
- the fourth meeting of the EYV Alliance working group, which focused on making final recommendations to the EYV Alliance's Policy Agenda on Volunteering, that was presented at the European Commission's closing conference (Warsaw, 30 November - 2 December). The focus is now on how the learning and outcomes of 2011 can be taken forward in 2012 and beyond;
- the YFJ Convention on Volunteering, facilitating the joint stand with WOSM and the Guides and Scouts of Belgium.



In the field of Volunteering, WAGGGS is running workshops on the recruitment and retention of volunteers and how volunteering is helping to achieve the MDGs. It also supports a project developed by Scouting Nederland bringing together 8 Guide and Scout associations in Europe who are working on recognition of skills and competences gained through non-formal education and volunteering.

5.1 Pick 'N Mix

Pick 'n Mix 2011, a capacity building event focused on the organizational development of Guiding and Scouting organizations in the Europe Region WAGGGS and the WOSM -European Region. The event was held from 2 to 5 June in Banská Štiavnica (Slovakia) and was attended by 21 participants from ten different Member Organizations.

The programme of the event offered several training sessions that focussed on the following core areas:

- People management
- Project management
- Strategic planning
- Funding
- Image and external environment
- Structure and governance

The programme offered participants the opportunity to choose different levels of training for each topic proposed to support their personal development. The event also offered a space where to network on different topics, support the development of Member Organizations, encourage partnership and continued exchange among associations.

5.2 EU-AF Journey to Leadership seminar



The 'Europe-Africa Journey to Leadership' seminar was held from 4 to 10 September 2011 in Bujumbura (Burundi) with the support of the Burundi Association of Girl Guides. Europe-Africa Journey to leadership was a project based on the WAGGGS Leadership Development Programme (WLDP) educational criteria. 28 young women from 26 countries attended the event, which was one of the core parts of a one-year long project implemented by the Europe and Africa Regions with the support of the European Commission (Youth in Action programme, Action 3.2). The main purpose of this project was to provide opportunities for existing leaders to develop international leadership skills and experiences to meet their needs and the needs of their youth association at national, regional and world level and to promote the participation of young women in civil society. The purpose of the WLDP is not only to develop WAGGGS leaders but also to build and develop the leadership within their organization. Leaders who take part in the WLDP develop practical leadership skills to apply as a leader in their Member Organizations thus contributing to their association's growth and development through application of core leadership skills and knowledge.

Participants learned about female leadership and gender equality and the impact that women can have at different levels of society. They had the chance to exchange practices and information on leadership and partnership in different countries, and to understand the grassroots reality of rural Guiding in Burundi. They gained leadership related skills and competences and became able to multiply their skills in their associations. After the training, participants worked in order to develop leadership in their associations and communities and started projects dedicated to MDG 3: promote gender equality and empower women and MDG 8: develop a global partnership for development.

5.3 The Academy 2011

From 28 October to 1 November Paris hosted another Academy, organized jointly with WOSM – European Region. Around 140 participants from 44 associations all over Europe gathered for five days of learning and sharing. The aim of Academy 2011 was to provide an integrated solution to training and sharing experiences in many aspects of Guiding and Scouting to give a holistic approach to development, concentrating on key aspects of the regional plans. Trainers came from WOSM and WAGGGS and Joint Working Groups. The Academy in 2011 provided a focus on Growth through Quality, as well as on development.

5.4 World Scout Jamboree

In August, the Regional Chair and Regional Director visited the 22nd World Scout Jamboree in Sweden.

The Jamboree was attended by more than 40,000 Scouts from all over the world and the main theme was 'simply scouting'. In the Global Village WAGGGS ran workshops on Leadership and the MDGs with the support of several members of the Europe Region Working Groups. There was also a WAGGGS tent where participants could learn more about WAGGGS and the work we do. Here there was great interest in the World Centres, and the Stop

the Violence Campaign.





5. Events

5.5 Young Women World Forum 2011

The four WAGGGS World Centres (Sangam, India; Our Chalet, Switzerland; Our Cabaña, Mexico; Pax Lodge, UK) worked together to focus on three of the Millennium Development Goals:

- MDG 1: "End poverty and hunger";
- MGD 3: "Promote gender equality and empower women";
- MDG 7: "Environmental sustainability", topics selected in consultation with young women.

The programme of the Young Women World Forum 2011 (YWWF) included the opportunity to develop advocacy skills, the design of a process plan for change by each delegate, and field visits with partners and UN agencies. The YWWF 2011 is the second of a series of events that are part of the global centenary celebrations of Girl Guiding and Girl Scouting, showcasing the centenary theme of "100 years of changing lives."

YWWF Delegates at Our Chalet (Switzerland)

The delegates of the Young Women's World Forums asked WAGGGS to:

- Create partnerships between Member Organizations, civil society and governments to work towards the Millennium Development Goals. Use these partnerships to support initiatives such as local guiding projects, micro-loans, training, fundraising, second-hand shops and a global Millennium Development Goal day;
- 2. Enable girls to broaden their understanding of poverty and hunger issues across the world through sharing their knowledge and experience. In particular, connect Member Organizations from developed and developing countries and through this interaction create programmes on poverty which are specific to their own communities;
- Promote gender equality while building confidence in girls and women through co-education and cooperation between girls and boys in guiding/scouting and increase partnership between WAGGGS and WOSM in this field;

4. Establish "GAT Working Groups" of dedicated ambassadors within every member organization in order to implement the GAT materials and support those taking action in local areas.

5.6 Joint Network Meeting for Chief Volunteers

The Network Meeting for Chief Volunteers was held in Gilwell Park (UK) during the first weekend of April. The meeting was facilitated by both Regional Chairs, Lara Tonna for the Europe Committee WAGGGS, and Craig Turpie for the European Scout Committee.

Objectives of the event were to:

- Provide space for networking
- Provide opportunities for exchange of ideas and initiatives
- Provide opportunities for input of training

Amongst the topics discussed there were:

- Involving young people in governance
- Renewal of programme and training
- Ensuring growth through quality
- Measuring performance and impact



As this meeting was a good opportunity for the Chief Volunteers to get together to network and discuss challenges they are facing, it was suggested to include it on the agenda every year.

5.7 Round Table on Rovers and Rangers

The Round Table on Rovers and Rangers was organized to respond to the Member Organizations' need to receive support from the Europe Region WAGGGS.

From 25 to 27 November a Round Table on Rovers and Rangers was held in Foxlease (UK). 27 participants from 15 different countries came to debate and discuss topics related to the Rover and Ranger age groups. Participants got to hear about an innovative strategy for growth of the Girl Scouts USA, discussions were held in smaller groups as well as in the framework of Open Space technology. All associations were encouraged to be part of the event by completing a questionnaire beforehand to help inform the event.

The objectives of the Round Table were:

- to assess national needs in relation with this age group, identify best practices and challenges;
- identify programmes, projects and/or activities the Europe Region could deliver in order to support Member Organizations in the next years;
- create a network between associations interested in developing their programme for Rovers and Rangers.

The programme included:

- exchange sessions where participants had the possibility to learn from each other;
- consultation sessions where participants were able to support the Europe Region in defining future actions to support the work of Member Organizations with this age group;
- training sessions where experts gave participants advice on how to improve their work with this age group.

5.8 Seminar on Partnerships

Rome was the venue for WAGGGS Training on Partnerships which took place from 4 to 9 of October with the support of the European Youth Foundation of the Council of Europe. 25 participants from 14 countries came together to understand better the importance of partnerships for Girl Guiding/Girl Scouting and the different aspects they need to be aware of when developing partnerships at local and national level. The participants discussed how to identify suitable partners, how to sustain the partnership, and use them to support community action and advocacy activities. Many projects were developed, ensuring that the seminar will have a practical and lasting impact for those taking part.



5.9 Network Meeting for Guide and Scout Representatives in National Youth Councils and European Youth platforms

The 16th Network Meeting of Guide and Scout Representatives to National Youth Councils took place between 16 and 18 December 2011 at the Roma Scout Centre in Rome, Italy hosted by the Federazione Italiana Dello Scautismo (FIS). 16 participants from ten countries came together to discuss the issues they were working on in their national youth councils, exchange best practices and develop networks for future support. The FIS Young Representatives Network was also meeting in the Roma Scout Centre at the same time and there was an opportunity for both networks to take part in a session to discuss the role of Guiding and Scouting in developing youth policies and the synergies between the European, national and local level.

5.10 12th European Guide and Scout Centre Manager's Conference

The 12th Centre Managers Conference was held from 19 to 23 October 2011. 66 participants came from 17 different countries and 22 associations met in the National training centre in Jambville (France). The event was organised by European Regions of WAGGGS and WOSM.

The aim of this conference, which has been running since 1989, is to strengthen and develop cooperation between Guide and Scout Centres around Europe and to help build strong working relationships and contacts between the staff at those Centres. During the Conference, participants were encouraged to actively contribute to the conference and to set-up and facilitate a network of interest groups to provide a forum for continued communication after the Centre Manager's Conference (CMC).

'Corner Stone' sessions were run every morning, on three key themes:

- Challenge: what we think we do, how are we perceived, open minds, why is my centre different to others, etc.;
- Brand: how to profile a centre, unique selling point, understanding our guests, understanding trends in the society, building a brand strategy, etc.;
- Change: How does a change hap pen, dealing with people, challenging traditions, etc.

5.11 North-South and Overture Networks' Meetings

The Europe Region is also involved in several Networks of Guiding and Scouting associations, for example the North-South and Overture Networks. These two networks provide open forums to national Guide and Scout Associations interested and active respectively in the field of co-operation and development education, and working with people with disabilities and/or originating from ethnical, religious, social and economic minority groups. These two networks meet twice yearly for the exchange of information, experiences and best practices among participants.

In 2011, the North-South Network met from 18 to 20 March in Rome (Italy) and from 21 to 23 October in Copenhagen (Denmark). Those meetings provided a forum for cooperation and exchange of best practice on development projects between European Guide and Scout groups and Guide and Scout groups in developing countries in Africa, Latin America and Asia to develop the quality of the international experience for young people. The Overture Network, a Guiding and Scouting network for projects on diversity in Europe, met in Helsinki (Finland) from 13 to 15 May and in Berlin (Germany) from 14 to 16 October. During the meetings participants aimed at sharing experiences on a European level and analyze current practices on intercultural issues faced by Associations with projects involving young people from immigrant, refugee and minority and marginalized communities in different countries. The meeting provided also the opportunity for practice exchange and training on preparing programs and projects that contribute combating racism and xenophobia.

6. Country support and country visits

In 2011 country visits were organised as follows:

January	Latvia
March	Ireland (CGI)
April	Belarus, Russia
Мау	Greece, Cyprus, Poland
June	Denmark (GGG and PFD), Luxemburg (AGGL)
July	Estonia
August	Finland
November	United Kingdom
December	Germany (PSG)

The purpose of the visits varied from supporting associations in reviewing their constitutions, assessing their present situation and planning strategically for the year of celebrating the Centenary and attending important events in the life of the Member Organization.



7. Our Supporters and Donors

The Europe Region WAGGGS acknowledges the support received from:

The Youth in Action Programme of the European Commission



The European Youth Foundation of the Council of Europe



The Friends of the Europe Region





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telephone: +44 (0)20 7794 1181 facsimilie: +44 (0)20 743<u>1 3764</u>

email: wagggs@wagggsworld.org www.wagggs.org

Registered as a Charity (No.306125) in England and Wales

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Avenue de la Porte de Hal 38 1060 Brussels, Belgium

telephone: +32 2 5410880 facsimilie: +32 2 5410899

email: europe@europe.wagggsworld.org www.europe.wagggsworld.org

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