

# Vision for Volunteerism in WAGGGS



World Association  
of Girl Guides  
and Girl Scouts

## Introduction

With this *Vision for Volunteerism*, WAGGGS aims to underline its deep involvement with and commitment to millions of volunteers worldwide. This Vision will support WAGGGS to set the scene to enable the movement to grow.

By *volunteer* we mean a person who commits personal time and energy for the benefit of others.

## Method

The below statement was drafted by the Membership Growth Working Group and its Task Group for Volunteerism. A consultation session was organised in early 2015 via the WAGGGS Facebook page in order to gather ideas on the nature and form of volunteerism from the volunteers themselves. In February 2016 a draft Vision was introduced to some of the Regional Committee to gather their feedback.

## Aims

We believe this *Vision for Volunteerism* can also form the basis for best-practice guidance for volunteer management for WAGGGS Member Organizations (MOs). The Vision can be reprinted and used by all the MOs either as it stands or amended/adapted to make it applicable to specific cultural contexts and needs for the recruitment and retention of volunteers.

### This Vision for Volunteerism aims to

1. Express the essential value of volunteers for the movement;
2. Explain the unique benefit for the volunteers themselves of volunteering for WAGGGS;
3. Lay out what WAGGGS commits to offering its volunteers;
4. Communicate what WAGGGS expects from its volunteers.

## Our Guiding Principles

The Mission of WAGGGS is to enable girls and young women to develop their fullest potential as responsible citizens of the world.

WAGGGS volunteers are at the heart of the organisation, enabling it to deliver its mission and vision.

WAGGGS is open to individuals who wish to contribute to the empowerment of girls and young women as stated in the founding documents (Constitution, Bye-Laws) of WAGGGS. There are over a billion girls in the world. Girl Guiding and Girl Scouting is the space they need to be the best they can be.

For over 100 years we've been the only global movement geared entirely to every girl and any girl. In places local to them – safe from judgment, stereotyping and violence – girls learn by doing, making friends and having fun.

Free to make what they want of all that the Movement offers, girls can reach for their full potential. They become happy and adventurous individuals, with the skills and attitude that change their community and their world.

Girl Guiding and Girl Scouting creates connected generations of capable, fair and daring girls.

WAGGGS keeps the Movement thriving, united and growing

Girl Guiding and Girl Scouting. For her world.

WAGGGS respects the principle of life-long learning and is committed to the personal growth of its volunteers.

### **Therefore WAGGGS commits itself to supporting volunteers by:**

- Offering meaningful, relevant and flexible ways to contribute, reflected in clear terms of reference;
- Offering them ways to develop their own potential and professional value through skills development and mentoring;
- Recognising and celebrating all volunteers for their contributions regardless of the length of the commitment, the amount of time they contribute or the way in which they do so;
- Acknowledging their social motivations and answering to these by creating spaces to meet other volunteers;
- Enhancing the image and respect for volunteering by advocating globally and locally to individuals and society on the benefit of the supporting volunteers
- Demonstrating a commitment to best practice in volunteer management, including opportunities to resolve disputes with respect and dignity.

### **In return, WAGGGS volunteers should do their best to:**

- Carry out their agreed role to a high standard, in line with WAGGGS' mission and vision;
- Speak out if a position becomes too overwhelming, or personal circumstances change their ability to carry it out;
- Respect and support WAGGGS's commitment to best practice in volunteer management;
- Respect and support the paid staff;
- Develop themselves and consider new and challenging tasks according to the needs of the organization;
- Enjoy and have fun while volunteering.

**Together with the staff, the volunteers of WAGGGS are contributing to changing the lives of millions of girls and young women worldwide. They are changing the world.**