



**World Association Of Girl Guides & Girl Scouts**  
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## For the Attention of: All WAGGGS Member Organisations and Component Associations

As you may be aware, for some years now WAGGGS has managed a global resource pool of volunteer facilitators to deliver our previous leadership programme (you may know this as WLDP and NLDP). When this pool was set up, and at subsequent facilitators trainings, new facilitators have joined the pool with the support of their Member Organisation. Since then, we have created other similar volunteer opportunities eg: to facilitate global programmes such as *Free Being Me*, or to provide capacity building support to the Regions and direct to Member Organisations.

As part of the current redesign of the leadership offer, we are reviewing how we manage these volunteer pools to make WAGGGS volunteering opportunities more transparent and accessible.

### Why do we still need a volunteer pool?

- We need to put more resource into the core business of leadership development and strengthening the Girl Guide & Girl Scout experience. This requires support from an active volunteer pool.
- By maintaining a pool, we can work with volunteers in the pool repeatedly over time, and on various projects. This means volunteers build up experience and knowledge about WAGGGS' work and approach to facilitation. This helps us ensure good quality delivery of capacity building activities, regional and global trainings, leadership workshops and international experiences, and a better experience for participants in these activities.

### What needs to change?

- It is not always clear how people are recruited to the pool, the term they serve, and how MOs are informed when the volunteers in the pool take up new projects, particularly when involving international travel.
- There is a growing need for volunteers with different areas of expertise eg: translators and interpreters, programme writers, and capacity building experts in different areas. Many of these roles only require virtual working, and some still involve opportunities to travel.
- The current pool has been running for some years. Because the original permission requested was for an indefinite period, Member Organisations have not been asked to renew permissions in recent years. This may mean there may be members of the pool who are no longer active in their Association or approved by their Association to volunteer for WAGGGS at global level.
- Many MOs have told us that volunteering with WAGGGS globally and regionally is a valued retention opportunity for leaders, and we want to increase access to this opportunity.
- We want to offer a more consistent experience to volunteers, with improved information management, more opportunities to work cross-regionally, better support for volunteers who speak French, Spanish and Arabic, ongoing development opportunities, and a better system to express interest in different projects.

As a result, we have designed a new process for joining WAGGGS' volunteer resource pool. Please see the attached information sheet and terms of reference for the volunteer pool, and a recommendation form you can use to propose new volunteers for the pool.

If members of your Association are already in the volunteer pool because of past approvals, you will shortly be receiving an endorsement update form listing these volunteers. Please will you complete this form to confirm or revoke your endorsement and return this to us as soon as possible. As experienced facilitators will be essential to enable us to train incoming volunteers, we hope you will extend your approval for existing pool members wherever possible.

If you have any questions or comments regarding this change, and to share your recommendation and endorsement update forms, please write to us at [leadingforherworld@waggs.org](mailto:leadingforherworld@waggs.org)

Yours sincerely,

Andii Verhoeven Head of Innovation and Leadership Development

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