

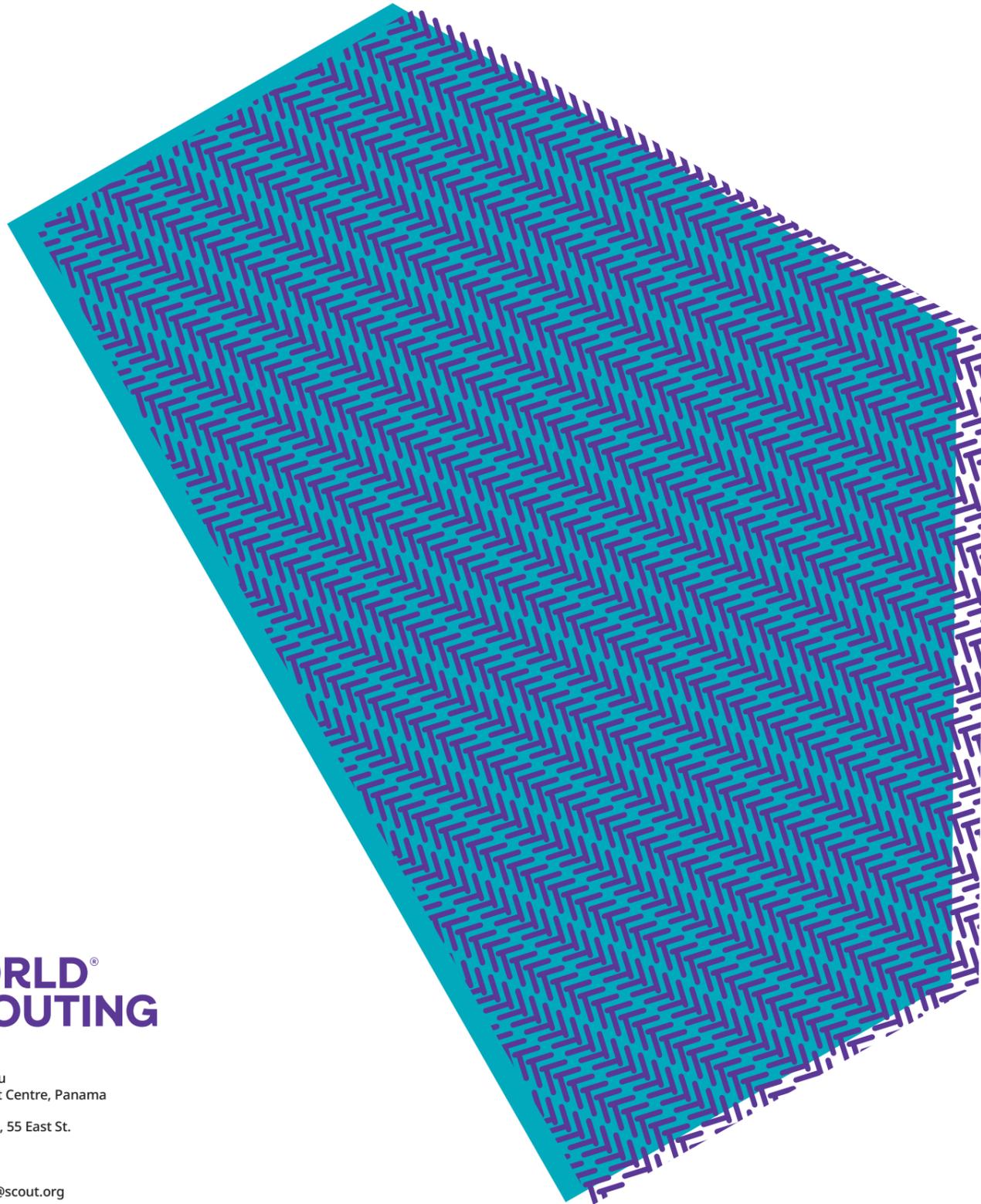


Interamerican Regional Triennial Plan

2025-2028



**“United by diversity,
growing for impact”**



Interamerican Regional Triennial Plan 2025 - 2028

“UNITED BY DIVERSITY,
GROWING FOR IMPACT”



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FOREWORD

Dear friends,

The Regional Triennial Plan 2025–2028 marks the beginning of a new chapter for Scouting in the Americas and the Caribbean. It is a moment that calls for strategic clarity, shared responsibility, and a renewed commitment to the young people and communities we serve across our diverse region.

Interamerica is defined by its richness of cultures, languages, and realities. At the same time, our region faces complex and evolving challenges: social inequality that limits access to opportunities for many young people, migration and mobility that reshape communities, the recurring impact of natural disasters, and the growing need for organisations that are sustainable, transparent, and resilient. We must also continue adapting how we educate, engage, and empower new generations, while remaining faithful to the values and principles that define the Scout Movement.

This Plan responds to that reality. It provides a unified strategic framework that guides how the Region will support National Scout Organizations (NSOs), strengthen governance, and expand the reach and quality of Scouting. Aligned with the Strategy for Scouting and the World Triennial Plan, it is designed to ensure coherence, avoid duplication of efforts, and maximise the collective impact of our regional and global work.

The Plan is not only a statement of priorities; it is a commitment to collaboration. The Interamerican Scout Committee, Regional Networks, Task Forces, and the Interamerica Support Centre of the World Scout Bureau will work as an integrated system, with clear roles, transparent processes, and shared accountability. Our purpose is to accompany, enable, and support NSOs, recognising that the greatest impact of Scouting is achieved at national and local levels.

“United by diversity, growing for impact” captures the spirit of this triennium. We believe that our diversity, when aligned around a common vision, strengthens our ability to deliver meaningful educational experiences, empower volunteers, ensure safe and inclusive environments, and reach more young people—especially those who face barriers to participation.

We invite all NSOs to engage actively with this Plan, to use it as a practical tool for dialogue, alignment, and action, and to contribute to its implementation through collaboration, innovation, and shared learning. The success of this triennium will depend on our collective ability to turn strategy into action and action into lasting impact.

Together, with vision, unity, and purpose, we move forward to build a stronger, more inclusive, and more impactful Interamerican Scout Region for the future.

Yours in Scouting,



José Luis Vargas
Chairperson
Interamerica Scout Committee



Diana Carrillo
Regional Director
World Scout Bureau
Interamerica Support Centre



“United by diversity,
growing for impact”
captures the spirit
of this triennium.

1. INTRO- DUCTION

Introduction

The Interamerican Regional Triennial Plan 2025–2028 serves as the main strategic roadmap to guide the collective efforts during this period in the Region, with a strong emphasis on inclusivity, collaboration, and effective implementation. This plan directly contributes to the vision of Scouting to be the most inspiring and inclusive youth movement across the Americas and worldwide, creating transformative learning experiences for every young person, everywhere.

The Regional Triennial Plan 2025-2028 was approved by the Interamerican Scout Committee during its ordinary meeting in December 2025, following Resolution 01/2025 adopted at the 29th Interamerican Scout Conference held in Curaçao. It directly contributes to the three **impact statements** of the [Strategy for Scouting](#), which articulate the change we bring to the world:

- **A peaceful and inclusive world**, by promoting inclusive education, reinforcing safeguarding practices, and fostering partnerships that embrace diversity.
- **A world shaped by youth**, by ensuring that young people are equipped with life skills, leadership opportunities, and active roles in community life.
- **A sustainable world**, by embedding environmental education, digital innovation, and organisational resilience into the core of Scouting practice.

By aligning with this global direction, the Regional Triennial Plan 2025–2028 outlines how the Interamerican Scout Region is aligning its priorities and objectives with WOSM's global vision while responding to the unique needs and realities of the Region. It reinforces global coherence and provides NSOs with targeted support that is relevant, practical, and responsive to regional contexts.

The purpose of this Plan is to define the strategic direction of the Region for 2025–2028 and to provide a coherent operational roadmap for the delivery of services, governance mechanisms, and collaborative work. It also aims to strengthen the connection between regional aspirations, NSO needs, and global direction, while guaranteeing continuity, institutional memory, and consistency across the triennium.

The Plan envisions a Region that delivers innovative and relevant youth programmes, empowers young people as leaders, and ensures inclusion and safety for all. It strengthens volunteering, modernises governance, and secures financial sustainability, while building a culture of evidence-based decision-making. Through stronger strategic partnerships, the Region seeks to enhance its impact and contribute meaningfully to the needs of NSOs and the communities we serve.

To achieve this vision, the plan focuses on a reduced number of strategic objectives with the aim of achieving greater impact and diminishing the risk of resource scattering. These prioritised, outcome-focused objectives highlight areas where regional support structures can deliver the greatest added value, enabling tangible results and long-term impact for NSOs. The plan was designed to strengthen NSOs' capacities by providing practical tools, training, partnerships, and visibility at the regional level.

By focusing on areas where regional collaboration adds unique value, the plan ensures that NSOs are supported in ways they cannot achieve alone — whether through access to external partnerships, opportunities for youth to influence at regional and global levels, or shared resources that make national implementation easier and more impactful.

This means that while NSOs do not necessarily need to include the same objectives of the regional plan in their own national strategic plans, they are expected to actively engage in the events, workshops, trainings, and other activities developed under this plan, as these will contribute to strengthening Scouting in their territories and achieving our collective vision.

In the following pages, the document presents:

1. The expected results and how we will achieve them. This section includes both the strategic priorities and outcome-focused objectives set by the 29th Interamerican Scout Conference, along with the lines of action agreed by the Interamerican Scout Committee based on the feedback received at the Regional Conference. It also presents the mandated actions arising from the resolutions adopted at the Conference. These actions — while not strategic objectives — represent essential commitments that the Region must fulfil during the triennium.

2. An overview of the monitoring and evaluation framework, which will include the key performance indicators (KPIs) used to monitor progress on the strategic outcome-focused objectives, as well as the follow-up mechanisms to monitor the overall progress of the plan.

3. An overview of the operational framework that will guide implementation in collaboration with volunteers and staff from the World Scout Bureau. This section also describes the regional operational mechanisms, tools, and cycles that will ensure effective delivery in line with WOSM’s annual reporting cycle.



“United by diversity, growing for impact”

The theme of this plan, “united by diversity, growing for impact”, expresses a Region that draws strength from its diversity and is committed to expanding its reach, capacity, and relevance. It reflects our collective focus on inclusion, innovation, and organisational growth to generate meaningful and measurable impact. It also captures our ambition to expand the transformative power of Scouting to more young people, volunteers, and communities across the Americas.

2.1 Strategic Priorities, Objectives, and Lines of Action

The Plan draws its foundation from the Strategy for Scouting 2024–2033, approved at the 43rd World Scout Conference, and the accompanying [WOSM Planning Framework](#). This framework, developed through wide consultation with NSOs and regional and global representatives, includes outcome-focused objectives designed to emphasise the change Scouting seeks to achieve.

The Regional Triennial Plan 2025–2028 is structured around the seven strategic priorities of the Strategy for Scouting, from which **nine outcome-focused objectives** have been prioritised to reflect the Region’s most urgent and actionable needs. These priorities and objectives were identified through a collaborative review process that included Member Organization self-assessments, external data, youth consultations, and the regional consultation events with national leadership and young people. The outcome-focused objectives highlight areas where regional support structures can deliver the greatest added value, enabling tangible results and long-term impact for NSOs.



The **lines of action** represent the initiatives and support that will be implemented at the regional level to advance progress and strengthen NSOs. They are not intended as activities to be carried out directly by NSOs, but rather as regional-level contributions that help them advance their national priorities. These lines of action may be updated annually to respond to evolving needs and emerging regional realities.

The Interamerican Scout Committee, working closely with the World Scout Bureau – Interamerica Support Centre, will support efforts to identify the most impactful ways to implement activities that contribute to achieving the expected outcomes of the objectives, ensuring alignment with regional realities and available resources throughout the triennium.



2. EXPECTED RESULTS

STRATEGIC PRIORITIES FOR THE MOVEMENT

Innovate education

Objectives

- Through the Scout Movement, young people will be able to enjoy more innovative, flexible, relevant, and attractive youth programs that leverage technology to offer more transformative and competency-based learning experiences.
- The Scout Movement will be the world's leading provider of youth leadership development, ensuring young people can shape their realities.

Lines of Action	Key Performance Indicator	Baseline	Target
<ul style="list-style-type: none"> • Actively promote regional and global initiatives that support the renewal, innovation, and digital transformation of Youth Programmes across NSOs. 	<ul style="list-style-type: none"> • Number of NSOs that have implemented Youth Programme innovations. 	18	25
<ul style="list-style-type: none"> • Develop and facilitate training spaces for the implementation of initiatives in the Youth Programme. 	<ul style="list-style-type: none"> • Number of NSOs that have increased the quality of their youth programme. 	17	25
<ul style="list-style-type: none"> • Implementing regional youth leadership development programmes, with a focus on life skills and career development. 	<ul style="list-style-type: none"> • Number of NSOs that have delivered activities or programmes to promote youth leadership. 	N/A	11
<ul style="list-style-type: none"> • Providing regional training opportunities for young people to design, implement, and scale community projects with social impact. 			

Guarantee Safeguarding and Well-being

Objective

- The Scout Movement has established the necessary measures, mechanisms, and capacities to ensure every member is safe across all of its levels.

Lines of Action	Key Performance Indicator	Baseline	Target
<ul style="list-style-type: none"> • Supporting MOs in identifying gaps and providing technical assistance to strengthen their compliance with Safe from Harm obligations. 	<ul style="list-style-type: none"> • Number of NSOs that have improved their level of compliance with the SfH constitutional obligations. 	N/A	25
<ul style="list-style-type: none"> • Developing campaigns, trainings and programme guidelines to raise awareness, strengthen implementation and monitor compliance levels. 			
	<ul style="list-style-type: none"> • Number of NSOs that are 100% compliant with SfH constitutional obligations. 	4	18

Strengthen Diversity and Inclusion

Objective

- The Scout Movement has enabled young people and adults from underserved communities to join and actively participate in Scouting.

Lines of Action	Key Performance Indicator	Baseline	Target
<ul style="list-style-type: none"> • Building partnerships and delivering adapted programmes (e.g., Ticket to Life) that provide access to Scouting for young people and adults from underserved communities. 	<ul style="list-style-type: none"> • Number of NSOs that have implemented actions for underserved communities. 	4	11
<ul style="list-style-type: none"> • Developing tools and methodologies to help MOs identify and reduce barriers to participation in Scouting. 			

Value Volunteering

Objective

- The Scout Movement will have increased the number of new volunteers involved in the movement and retention of existing volunteers to provide quality programmes to more young people.

Lines of Action	Key Performance Indicator	Baseline	Target
<ul style="list-style-type: none"> • Develop regional guidelines, tools, and training to support Member Organizations in designing flexible and inclusive volunteering models that attract and retain volunteers. 	<ul style="list-style-type: none"> • Number of NSOs that have met at least 80% of their adult growth commitment. 	N/A	18
<ul style="list-style-type: none"> • Create regional campaigns that highlight volunteers' impact and transferable skills. 			
	<ul style="list-style-type: none"> • Number of NSOs adopting flexible volunteer models or practices. 	2	9

STRATEGIC PRIORITIES FOR THE ORGANISATION



Objectives

- The Scout Movement has transformed its Governance Structures, organisation models, and decision-making, ensuring its ability to provide quality and relevant Scouting for the future.
- The Scout Movement has increased the financial sustainability at all levels through responsible approaches to generate diverse income streams and ensure efficient resource and financial management.

Lines of Action

- Developing and implementing tools and initiatives to strengthen governance practices, based on GSAT standards.
- Delivering regional training and exposure opportunities to prepare young people and new leaders for governance and decision-making roles.
- Providing training and tools to integrate financial sustainability into Member Organization strategic planning and resource management.
- Building regional partnerships and project portfolios to attract investment and promote social innovation in Scouting.
- Mobilising regional and international grants to support Member Organizations in advancing their priorities.

Key Performance Indicator

- Number of NSOs improving governance based on the GSAT criteria.
- Number of NSOs that have integrated at least 30% of young people (under 30) as part of the NSO national leadership teams.
- Number of NSOs that have incorporated at least one new income source.

Baseline Target

Baseline	Target
N/A	11
9	15
N/A	7



Objective

- The Scout Movement has built its research capacities and embedded effective mechanisms across the organisation to measure the impact of Scouting and allow for data-informed decision-making.

Lines of Action

- Supporting Member Organizations to develop capacity for impact measurement through training programmes on monitoring, evaluation, and the use of social impact tools.
- Establishing partnerships with academic and research institutions to design adapted evaluation methodologies and promote innovation in data collection.
- Consolidating and sharing impact evidence at the regional level to support decision-making, accountability, and external visibility.

Key Performance Indicator

- Number of NSOs that have started to measure their impact.

Baseline Target

Baseline	Target
3	9



Objectives

- The Scout Movement will have developed stronger strategic partnerships to increase the impact and be recognised as valuable actors in addressing the needs of both the membership and wider communities.

Lines of Action

- Engaging in formal collaboration agreements, joint initiatives, and multi-stakeholder platforms with regional and international institutions to strengthen Scouting's reputation and visibility.
- Promoting meaningful youth participation in regional and global advocacy spaces, enabling young people to represent Scouting in addressing community and societal needs.

Key Performance Indicator

- Number of active partnerships at regional level that support the Regional Plan.
- Number of events in which World Scouting is represented in the Region.

Baseline Target

Baseline	Target
5	10
N/A	10

XXXX 2.2 Key Action Points from Resolutions Adopted

The following table presents a high-level summary of the principal regional-level action points arising from the resolutions adopted at the 29th Interamerican Scout Conference. These actions represent agreed commitments for the Region and will be integrated into the triennium's work, taking into account available resources and operational capacity.

Member Organizations are therefore invited to [consult the complete resolutions](#) and to implement the actions relevant to their context, in accordance with the collaborative commitments of the Regional Triennial Plan.



Resolutions	Key Action Point
1/2025 Adoption of the Regional Triennial Plan 2025-2028.	Provide technical assistance, coordination, and operational support essential for effective execution of the Plan.
2/2025 Regional Policies	Conduct a comprehensive technical review of existing regional policies, taking into account current global policy review, with the aim of strategically aligning them
3/2025 Enhancing Resilience of At-Risk Member Organizations	Prioritise technical assistance and operational support for Member Organizations facing critical challenges or major contextual changes, ensuring timely and needs-based responses.
4/2025 Revitalisation of the Regional Networks	Assess which networks are currently necessary in the Region; revise and update their Terms of Reference (ToR), including clear expectations about annual meetings, communication platforms, composition, and anticipated outcomes.
5/2025 Declaration for a simpler and more accessible model for Interamerican Scout Conferences	Review the recommendations of this resolution, obtain additional feedback from Member Organizations, and - before a call for bids for the 31st Interamerican Scout Conference - publish additional guidelines for equitable participation, considering the principles of accessibility, sustainability, and inclusion.
6/2025 Implementation of Impact Measurement Tools for Scouting in the Interamerican Region	Develop a regional impact measurement framework, organise regional or subregional events / trainings on how to use impact assessment tools, and coordinate the publication of regional impact studies based on data collected by NSOs.



3. MONITORING AND EVALUATION



The Interamerican Region will implement a coordinated, globally aligned monitoring system that tracks progress while minimising reporting burdens for NSOs. Monitoring is designed to support learning, ensure accountability, and strengthen alignment with both the Strategy for Scouting and the World Triennial Plan.

Progress will be assessed at two levels:
Strategic – contribution to global priorities (Strategy for Scouting 2024–2033, World Triennial Plan 2024–2027) and regional objectives.
Operational – delivery of Annual Operational Plans, services, events, and activities.

The Interamerican Scout Committee will periodically review progress on the implementation of the triennial plan, including both the strategic objectives and the mandated actions from the resolutions adopted at the Regional Conference.





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