



ANNUAL REVIEW 2016

Chief's Address

2016 was our 105th year! And what a year it was – 12 months of enabling girls and women to develop as responsible citizens, 4 seasons of varied and purposeful activities, 52 weeks of young people reaching their goals and 366 days of IGG members living out their Guiding Promise across all 26 counties of Ireland. What a year!

Back in 1911, when Lady Baden Powell called Girl Guiding a movement, I think she envisaged that the organisation would evolve and move with the times, reflecting the changes in society. We have done this time and time again over the intervening years and 2016 was no different. It was the beginning of our #IGG2020 Strategic Plan which brought together our evaluation of our previous four-year plan and a consultation with over 300 of our members, parents, supporters and donors. 2016 also provided us with an opportunity to incorporate Ireland's 1916 commemorations into our wonderful National Guide Award ceremony in Croke Park. The symbolism of the Irish women of that time may inspire our younger members to aim high, dream big and work hard to achieve their goals.

At a European level, Ireland was a case study for other organisations on the initiatives we are undertaking to provide Guiding opportunities for as many girls as possible. This involved presentations at the European Guide Conference in Oslo, Norway, and the feedback from our sister Guide organisations will help us to learn and grow as a movement. It was a great honour for me to represent IGG at this event along with Lorna Finnegan, Elizabeth Lynch and Aisling Claffey.

Despite our evolution, our key message remains consistent - we give girls confidence, and the Free Being Me programme has helped us to continue that work in 2016. Uniting with girls around the world who face the pressures of both social and conventional media, this programme continues to empower our members to look beyond first impressions and to find the beauty in everyone and to value each person's contribution. Our first National Good Turn week also helped us to demonstrate the impact our organisation is having in homes, schools, workplaces and communities nationwide.

IGG is 105 years old because we believe in the value of Guiding and we have a shared sense of responsibility to help the next generation. In all the technicalities that are an inherent part of an organisation our size in today's world, our ability to be practical and never to lose our sense of humour and our sense of reality is what keeps us together. This has been evident throughout the year and I would like to thank all our volunteers and staff for continuing to enable confident girls and women to bring value to every setting in which they are a part.

Yours in the spirit of Guiding,
Helen Concannon
Chief Commissioner



#IGG2020 • The IGG Strategic Plan 2016-2020

Belong, Journey, Impact, and Support; these are the four key areas of the Irish Girl Guides' new strategic plan, #IGG2020. It was launched at the National Branch Weekend in February 2016. Each area focuses on outcomes that we will work together to achieve by 2020. The plan encompasses all meetings, activities and events that IGG members are involved in across every county and internationally as global citizens. Consultations were held with various members, parents, Leaders, stakeholders and external partners, and the feedback received from these consultations was used to develop the plan.

Following the launch of #IGG2020, there was a lot of interest from media. A number of newspapers featured the press release and the professional photographs taken at the launch. A number of radio interviews were conducted

affording IGG the chance to raise awareness about Guiding and the new strategic plan.

Members were asked to get involved in the new plan by submitting photos and videos of themselves and their Units pledging their support to #IGG2020. Each member that pledged her support received a special #IGG2020 bracelet featuring the logos of the four key areas.



Membership Figures 2016

Year	East	MW	NE	NW	SE	SW	WCM	Total
2015	3450	1393	1515	516	598	2692	1386	11550
2016	3229	1433	1549	468	574	2591	1241	11085

Overview by the Chief Executive Officer

The four overarching themes in IGG's Strategic Plan 2016-2020 formed the framework for the various activities and events held during the year.



Belong

The Brownie Breakout was an international camping event for 88 IGG Brownies who travelled to Northern Ireland to camp at Lorne, Girlguiding Ulster's training centre, and spend time with Brownies from Northern Ireland. Using the theme of cultural unity, Brownies "visited" the five World Centres taking part in activities from each country and also learned camping and independent living skills.

To commemorate the centenary of the 1916 Easter Rising, IGG decided to focus on the Irish Culture and Traditions badge. As a result, 546 Ladybirds, 710 Brownies and 304 Guides learned more about their own culture and heritage. At the National Guide Award ceremony 21 Irish flags were presented to IGG by a representative of the Irish Defence Forces.



Journey

In order to embed the Journey Programme into Leaders' practice, trainings were provided at all levels and a wide variety of activities uploaded to OGM for Leaders to access and use with the girls in their Units.

IGG was successfully re-monitored for the Gold Health Quality Mark as a health-promoting youth organisation and the promotion of the WAGGGS Free Being Me positive body image programme continued.

In the lead-up to our international camp, IGGNITE 2017 (see page 14), the organisers held an event called Connect 2016 at Rockwell College. This was attended by Leaders and their families who toured the site, had their questions answered and took part in a variety of fun activities.



Impact

IGG's new Strategic Plan #IGG2020 was launched at the National Branch Training Weekend in February. To give all members an opportunity to get involved in #IGG2020, Leaders were asked to send photographs of their girls demonstrating their support for it. Members of those Units subsequently received bracelets promoting the four key areas of #IGG2020.

IGG's PR leaflets and postcards were updated to reflect the new age groups and the stages of the Journey Programme.

A new award, the "Trailblazer" Ambassador award, was introduced and the first recipient, Justice Catherine McGuinness, was presented with it at the General Council meeting.

IGG successfully completed the requirements to comply with the Governance Code for Community, Voluntary and Charitable Organisations. Work continued on the preparation for the requirements for the Charities Regulatory Authority.

Members were challenged to take part in the North to South Pole Trek i.e. to collectively walk 20,000 km before 1 May 2016 (see page 15). Members were so enthusiastic about getting out and about in their communities that, when they had reached the target distance before the deadline, they were challenged to make the return journey and complete 40,000 km altogether. This too was successfully achieved on 4 July 2016 when IGG members "arrived back" at the North Pole.

A new initiative, National Good Turn Week (see page 15), was launched at the end of November when members of all ages were challenged to do a good turn every day. IGG took out a radio advertisement to promote this initiative. As a result, 84,000 good turns were carried out and members were seen to be active in their local communities.



Support

Much work was done to support and encourage Leaders in the use of OGM (Online Guide Manager). A training for OGM Champions took place

in Newbridge and Help Desk leaflets on different aspects of OGM were enclosed with each issue of *Trefoil News*. The decision was made to continue to pay gold level OGM support for Units for a further year so that Leaders had time to see the full benefits of this data management system.

Support was also given to Leaders in the form of publications and resources provided free of charge. A new resource, the *Leader Travel Guide*, gives Leaders an overview of the Journey Programme for all Branches so that they can understand how the programme for their Branch slots in with other Branch programmes. The *Code of Ethics* was reviewed and a new edition published. *Welcome to Guiding* was also reviewed and replaced by *Leading the Way*, the content of which was expanded to include the various opportunities available to Leaders once they are warranted.

Belong



Members develop life skills and interests as a result of their participation in local activities and events.

Regional Conferences and Branch Trainings

These Conferences and trainings give Leaders an opportunity to get together for training sessions, networking and exchange of ideas. In 2016, a total of 556 Leaders attended seven Regional Conferences and 304 attended Regional Branch training. Trainings

at conferences included Code of Ethics, the new Journey Programme, Promise and Law, special educational needs, the outdoors, OGM, best practice in keeping accounts, and Commissioner training.

Mid West Region invited their Senior Branch members on stage at their Regional Conference to share their stories and experiences from their time at camps in Finland and Roverway. In the North West they welcomed presentations on IGGNITE 2017 and Good Turn Week. Eastern Region held a coffee morning fundraiser, raising money for Bumbulance and helping Leaders from Sangam attend IGGNITE 2017. North East Region presented service pins to 65 Leaders who had given from 5 to 30 years of service to IGG and West and Central Midlands Region included a meditation session to help Leaders to relax.

Brownie Branch Weekend

The year commenced with an interactive and successful Brownie Branch Weekend. A variety of arts and crafts was presented to Leaders for use with their Units with a focus on the craft element of the Irish Culture and Traditions interest badge.

Guide Branch Weekend

In February, Branch Weekend offered trainings that gave Guide Leaders lots of new ideas for pursuing the Journey Programme with their Guides. There

"The experiences you get out of Guides, it's unreal; you don't get them anywhere else - like going away and going on hikes. We just have so much fun!" - Emily (aged 14)

were suggestions for crafts, games, compulsory and choice challenges, and a number of workshops focused

on developing the syllabus for badges. These badge syllabi were then developed by the Guide Branch Committee and made available on OGM.

Senior Branch Weekend

Senior Branch Weekend gives Senior Branch members an opportunity to come together for training sessions, exchange of ideas and to plan future national activities for their age group. In 2016, 47 Senior Branch members attended the national Senior Branch Weekend, spending two days and two nights sharing knowledge and participating in activities that encompassed all areas of the arts which, for many, was a new activity or one they did not have much experience in previously.

Other Senior Branch members attended Regional Senior

Branch events, some of which were hikes enabling members to complete the adventure section of their Bronze Gaisce and Bronze Star awards. In Eastern Region, for example, the first event of 2016 was a Senior Branch Hill Walking Weekend on 29 - 31 January. The event aimed to fulfil both Bronze Gaisce and Bronze Star requirements with six Senior Branch members taking part.

Senior Branch 18th Birthday

The Senior Branch 18th birthday party took place in Dublin Zoo. Girls were given an opportunity to find out about becoming an adult IGG Leader as well as having a fun day out to mark a milestone on their Guiding journey.

More girls benefit from a safe girl-only space where they develop confidence at their own pace through non-formal education methods.

Recruitment and New Units

Recruiting more adult Leaders enables more girls to benefit from the IGG programme of activities. The Membership, Equality, Diversity and Inclusion Committee (MEDI) spent time updating the recruitment and retention pack and, in 2016, IGG welcomed 393 new Leaders (344 in 2015).

With more volunteer Leaders coming on board, new Units were opened across the country for example the new Ladybird Units in Sligo and Bishopstown, Cork. In addition, a number of Units were re-opened after a period of closure, a few years in some cases, such as Ballymote Brownies in North West Region and Kenmare Brownies and Dunmanway Guides in South West Region.

Girls and women gain knowledge and a sense of belonging through participation in national and international Guiding activities.

Brownie Break Out

Brownie Break Out, an activity weekend planned by the International Committee, gave older Brownies an opportunity to take part in an international Guiding experience and to meet other Brownies from different parts of the country. For two nights in June 2016, 88 Brownies and their Leaders, from different Regions, travelled to Lorne Estate in Hollywood, Co. Down, for the first-ever international expedition for the Brownie age-group. The girls experienced a whirlwind tour of the Guiding World Centres and entertained the local Brownies on the Saturday. For many of the Brownies it was their first time under canvas. Providing exciting experiences like this for the younger IGG members and making clear links to the world Guiding organisation are simple ways of ensuring they feel like they truly belong to IGG and to WAGGGS.

Trefoil Guild

In 2016 Trefoil Guild focused on being an IGG Branch specifically for adult members, present as well as past, where women can enjoy events organised especially for adults. The Guild introduced a new scarf for its 94 members so that they can be recognised in any Guiding group, national or international. Former Leaders have been encouraged to join Trefoil Guild as lone members, a separate category of membership for those who are unable to attend the existing Guilds, and 18 lone members joined in 2016.



The Evergreen Challenge was introduced, a personal challenge in which any adult member can take part and must complete 12 IGG badges. A new Handbook for members demonstrates how to set up and run a Trefoil Guild and features all the Ladybird, Brownie and Guide interest badges that they can choose from for the Evergreen Challenge.

Several Trefoil Guild members travelled in 2016. Six members went to Our Chalet in Switzerland, one member went to Sangam, India, and one member went to an International Scout and Guide Fellowship meeting in Tours, France.

Seven Guilds across the country have been active throughout the year holding events with interesting speakers, fundraising, visiting local landmarks, and hosting and attending social events. Guild members have also exchanged visits with Guilds in Northern Ireland and the UK with whom they are twinned.

Leading The Way

A new booklet was produced to give Leaders the details of opportunities open to them in Guiding and explanations of the warrant requirements and qualifications available.

International Table Quiz

Thirty eight IGG Areas were provided with a quiz resource pack to run a team-based quiz for girls in their Regional groups. 50 girls participated, as the winning Regional teams, in the national final. The quiz was aimed at improving girls' international knowledge and sense of belonging to an international Guiding organisation.

International Guide Events

2016 saw the reintroduction of national IGG contingents travelling to international camps. Older Guides and younger Senior Branch members, who were too young to participate in Roverway, had the opportunity to take part in the Finnish National Jamboree in Roihu, Finland in August 2016. Fourteen girls, from two Regions, successfully applied to be part of the contingent and they joined 17,000 other Guides and Scouts for the ten day event.

Twelve IGG members were fortunate enough to spend some time in Sangam, India, taking part in various opportunities. They had the good fortune to be joined for part of their journey by Catherine O'Connor, a former staff member with IGG, providing a 'home away from home' link for the weary travellers. Catherine had been working at Sangam for a number of years.

Guides and Leaders from Carlow and Wexford spent a week in Adelboden, Switzerland in July. Senior Branch members from Carlow and Kiltale in the North East joined the crew of the Morgenster tall ships, helping to sail ships from Cork to the Netherlands and from

"The trip on the Tall Ship was the first time that I went anywhere without my friends in Guiding or a member of my family. I am very pleased that I did do it. It was the experience of a lifetime." - Tracey Cummins, Leader with Kiltale/Culmullen and Dunshaughlin Units

Belfast to Cork via the Isle of Man and Dublin. Furthermore, a Senior Branch member from Dunshaughlin, was a trainee on The Oysterhaven sailing ship.



South West Region reported members travelling to Pax Lodge, Finland, France, Our Chalet, Ghana and on the tall ships via Scotland and the Netherlands. Two members from West and Central Midlands Region attended the Girl Guide Jamboree in Christchurch, New Zealand in January 2016 for C Bee 16 and another four members travelled to Sangam World Centre in India to help celebrate its 50th birthday.

Roverway

The international Guiding experience of attending Roverway was enjoyed by 22 IGG members. They travelled, together with 5 members of Catholic Guides of Ireland, to France to participate in the large scale international event. The girls were divided into Patrols and took part in activities in different parts of France before coming together, with 3,000 other Rovers and Rangers, for the second half of the event at the French national campsite in Jambville.

"It was great fun working together, overcoming some language barriers, making new connections and new long lasting friendships." - Isabelle McSweeney

European Conference

Every three years the European Guide Associations come together to discuss the strategic plan for Europe Region. In June 2016, the conference was hosted by the Norwegian Guides and Scouts in beautiful Oslofjord. IGG was represented by Chief Commissioner Helen Concannon, International Commissioner Lorna Finnegan, Regional Commissioner Elizabeth Lynch and Senior Branch Secretary Aisling Claffey. The team took part in workshops and discussions to ensure that Europe Region is ready to respond to the needs of its members over the next three years.

Helen Storrow Seminar

Eastern Region member, Aisling O'Boyle, was the IGG representative at this year's Helen Storrow Seminar in March 2016. The Seminar is held every year in Our Chalet and brings together young women from across the world. Participants explored environmental issues and focussed on creating meaningful and sustainable change in the participants' sphere of influence.

Juliette Lowe Seminar

The Juliette Lowe Seminar is one of the flagship leadership programmes of WAGGGS. It rotates around the World Centres and in 2016 it took place in Kusafiri, the fifth, roving World Centre in Africa and was based in Ghana. IGG's representative was Sarah Canavan from South West Region. The seminar provided an opportunity for young people to explore the topic of leadership and encouraged them to implement a project upon their return. Sarah's journey was full of 'firsts'; first time to travel alone, first time to travel to Africa, and first time to attend an international conference.

"We are all very lucky to belong to a movement that prepares people to set personal challenges and trains them in the skills required to meet such challenges." - Lorna Finnegan, IGG International Commissioner



Journey



Through the progressive Journey Programme, girls and young women learn skills, attitudes, healthy behaviours and Guiding values.

National Guide Awards

The National Guide Awards were held in Croke Park on 22 October when 69 Guides were acknowledged for completing the highest award in Guiding at a national ceremony in front of their families, peers and Leaders.

The ceremony opened with a powerful performance from Flames not Flowers, a 1916 re-enactment women's group, followed by a presentation of the 1916 flags for each of the IGG properties by Lt. Jennifer Larkin.

The Guide Awards were presented by IGG Chief Commissioner, Helen Concannon and President, Maureen Dillon. Two Guides gave an account of what it meant to them to take part in the award. The event generated a host of media activity, including a radio interview, and Twitter and Facebook were alive with posts.

"In Guiding girls are awarded for doing their best and each one of you has done her best – working on your own initiative to carry out a series of challenges. You have learned new skills, which will equip you for life."
– Carol O'Brady, Guide Branch Chair, addressing the 69 recipients of the National Guide Awards in Croke Park

Award recipients in 2016 included six girls from Convoy and Raphoe Guide Units in North West Region and 25 Guides from Eastern Region.

Trail Blazer Award

In the South West over 20 Guides achieved the Trail Blazer Award in 2016 – the first of the new Journey Programme.

Ventact

Senior Branch members, 20 girls and 6 adults, camped and took part in a range of outdoor activities at a weekend event in Cork. This event provided an opportunity to camp with other Guiding and Scouting organisations in Ireland.

Regional camps

Between May and August seven Regional camps and one Leader training camp accommodated 1,563 members. These camps provided girls and Leaders with the experience of coping and living out of doors and trained them in the skills necessary to do so. An example of such training is that for the Senior Indoor Licence and Camp Officer (CO) Licence. Eastern Region saw four new COs tested and passed at their Regional camp.

"I have gained confidence, skills and lifelong friends from my years in Guides. My favourite parts are teaching the younger Guides about gender equality, going on camps and being close to nature." – Róisín (aged 16)

141 Guides, 28 Senior Branch members and 38 Leaders camping for the four nights. The camp theme was 'Flame'

In Mid West Region numbers at the Regional Guide camp at Mount Melleray in July were greater than they have been for several years, with

and activities included orienteering, a river walk, climbing wall, fun and games, crafts, two campfires for the whole group, opening and closing ceremonies, and a fun night for Senior Branch.

Mid West Region also held a Brownie camp in June for girls who were due to move to Guides in 2016. The camp theme was 'I'm a Brownie – get me out of here'. Some of the bush tucker challenges from the celebrity TV programme of the same name were even conducted and up to 25 Brownies attended with their Leaders.

In South West Region 140 Guides, Senior Branch members and Leaders attended the Regional camp in Kenmare which included a 10km hike for Senior Branch and, in North East Region, 26 Leaders, 5 Senior Branch members, and 105 Guides attended the Regional camp which included a briefing on history from the military war museum.

The West and Central Midlands camp, with an above average number of Guides attending, was held at Birr Activity Centre and therefore included a number of water-based activities. The Guide camp in South East Region at Instiogue, attended by Guides from every Unit in the Region, included a night time bat-identification walk.

'Bands 'n' Boots' regional camp in Eastern Region, held at Larch Hill in July, was enjoyed by 65 Leaders, 18 Senior Branch members and 264 Guides, with some 79 older Brownies camping for one night. As part of camp, 'Bubbles & Bounce' Fun Day for 245 Brownies and 120 Ladybirds took place on the Saturday.

National Branch Training Weekend

A training weekend in February that included sessions on each aspect of the Journey Programme was attended by 200 IGG Leaders in Dublin. This training equipped Leaders to run the educational Journey Programme with the girls in their Units.

Chief Commissioner's Award

The Chief Commissioner's Award is awarded to teams of Senior Branch members who complete a five-day hiking challenge. Six teams made up of 14 members undertook this significant personal challenge and completed the award on the Iveragh Peninsula, Kerry in 2016 (see page 13).

Regional Lightweight weekend

40 Senior Branch members participated in a hiking training event that enabled members to work in small teams with a view to developing self-sufficiency, and map reading and hiking skills.

Guide Cookout

A Regionally based cookout competition for Patrols, challenged 239 Guides to work in small teams, to learn outdoor skills, and to cope with the challenges of cooking food outdoors on portable stoves.



Girls and women are empowered to be active citizens through membership of a global Guiding movement that is environmentally conscious.



World Thinking Day

World Thinking Day increases girls' and Leaders' awareness of the international aspect of Guiding and encourages them to think globally on a specific day in February. Units take part in awareness raising activities at the same time as other WAGGGS members around the world and these activities are often reported on by various media outlets each year.

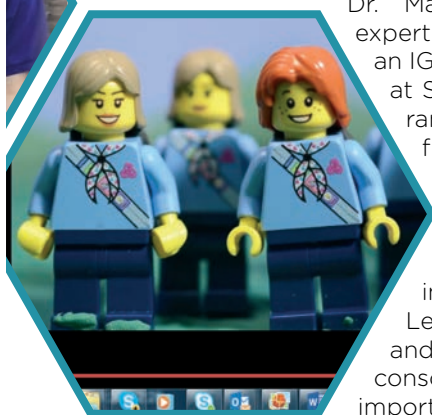


Connect 2016

In preparation for IGGNITE 2017, the Connect event provided Leaders and their families with an opportunity to explore an international-style campsite and learn about the Sustainable Development Goals. The site was visited by 255 members representing 40 Units who engaged in development education and climate change activities.

Environmental Awareness

Dr. Mary Stack, an environmental expert with Cork County Council and an IGG Outdoor Advisor, spent a day at South West Regional Camp and ran sessions on environmental-friendly camps for Leaders and Guides. By attending outdoor training sessions for Leaders and incorporating the elements of Leave No Trace into the Journey Programme, Leaders empowered themselves and the girls to be environmentally conscious and to understand the importance of leaving the world in better shape for future generations.



Girls and women take action as advocates for Guiding and active global citizenship.

Active Global Citizenship

IGG put forward a new representative, Edel Moran, in 2016 for the National Women's Council of Ireland (NWC). Edel acts as the liaison between IGG Executive and the NWC.

Across the Regions, Units completed shoe boxes for the Team Hope shoe box appeal. Both Thola Ladybird and Brownie Units in North West Region gave second-hand toys to Team Hope for their campaign and Claremorris Brownies met with the Mayo Team Hope coordinator and learned all about the

"We believe girls and young women can be powerful agents of change and that, connected together, we can make the world a better place."
- Helen Concannon,
IGG Chief Commissioner

work of the organisation. CuChulainn Guides in Drogheda joined with the Drogheda Calais Solidarity Group to pack over 500 toiletry bags for refugees in the Calais camp.



Communications

IGG members continue to speak out on issues that they feel strongly about and inspire others to do the same.

Our International Women's Day Step It Up campaign on 8 March saw several of our Senior Branch members taking a stand for gender equality outside the Dáil where several female TDs and Senators joined them for photos.

In April, we appointed our first IGG Ambassador, former Supreme Court Judge Catherine McGuinness, who has joined us in advocating for gender equality.

"We believe gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world."
- Helen Concannon,
IGG Chief Commissioner

IGG continued to play a role in the Turn Off the Red Light campaign and we were pleased to see the Criminal

Law (Sexual Offences) Bill pass through the Dáil in the autumn. We hope the Act (which came into effect in early 2017) will make Ireland a safer place for women, for men and especially for children.

We took part in the inaugural Zeminar Youth Expo in the RDS. Several hundred people heard our Free Being Me ambassador Emer Foley speak on the main stage, around 100 students attended our workshops and hundreds more visited our stall and wrote body confidence messages on t-shirts. Ninety people signed up to express an interest in joining IGG as members or Leaders.

Recognising that video is an increasingly important PR tool, we became more active on YouTube in 2016. We uploaded 20 videos during the year, which resulted in a total of 5,999 views - almost double the number of YouTube views we received the previous year. Our most popular video was St Bridget's Guides' 'The Recruit'. This video won the Irish Cancer Society's X-HALE competition, which seeks to dissuade young people from smoking.

Our 'Guide Skills = Life Skills' video also proved popular. It demonstrates how involvement in Guiding gives Senior Branchers and Leaders skills that are attractive to employers i.e. teamwork, leadership and organisational skills.

Media Panel

By the end of 2016 there were 55 members on IGG's Media Panel, many of whom have attended trainings to help them become advocates for Guiding, gender equality etc. Twenty members of the panel have given media interviews to date. In the autumn, Thady Kavanagh, a film-maker, delivered training to Media Panel members on how to make short videos using a smartphone and how to edit footage using YouTube's free online editing software.

"It has been fabulous to see the Media Panel go from strength to strength over the past few years. Following a number of superb trainings from media professionals, we now have a band of enthusiastic and articulate Leaders who can speak on the airwaves about the many benefits of Guiding."
- Fiona Murdoch,
IGG Communications Officer

Impact



IGG members are trained in leadership skills from an early age and every member has the opportunity to develop and enhance these skills throughout their involvement in the organisation.

Code of Ethics training

As part of Code of Ethics training, up-to-date Child Protection training was provided at local centres for all volunteers working in a leadership capacity. Nineteen

training sessions were held in 2016 with 201 Leaders participating.

Warrant training

In order to ensure that prospective volunteer Leaders fulfil the requirements to gain their warrants, training was held locally on request throughout the year. Resources and modular training sessions have been developed in line with best practice in youth work and provided, in 2016, for 299 Leaders who can fulfil the mission of the organisation to a high standard.

Commissioner training

Regional Commissioner training was completed in February. Training for District and Area Commissioners was held in a number of Regions with almost 150 members attending, sharing resources and skills, and increasing their own knowledge. Commissioners' training imparts the skills and knowledge needed in order for them to fulfil their roles and responsibilities.

Patrol Leader training

Three Regional trainings took place for 63 girls, aged 10 - 14 years, who have leadership positions within their Units. This training ensured that older Guides, who have taken on a leadership role as a Patrol Leader, have the skills and knowledge required to fulfil their role as peer educators. The programme of activities included leadership, teambuilding and conflict resolution skills. Some Regions availed of a grant to run a Patrol Leaders training weekend.

Free Being Me Programme

The Free Being Me (FBM) body confidence and self-esteem programme was completed by 26 Brownie and Guide Units in 2016. Each participant was asked to share what they had learned with two friends to enhance the reach of the programme. Related activities included t-shirt design with body confidence slogans, Units coming together for FBM games, and the creation of compliment badges for friends.

In preparation for the programme, three-hour FBM training sessions took place at various locations with some Leaders availing of the new skype training compiled by Marg McInerney. In addition, ten Leaders who participated in the QQI accredited module 'Working with Young People'

(see page 14) completed the FBM programme as part of their syllabus.

Emer Foley, FBM Ambassador, spoke publicly about the programme and its benefits throughout the year. Emer was a speaker at Zeminar in the RDS, for example, where seven FBM workshops were attended by a total of 184 young people. Free Being Me articles and activities featured in *Trefoil News*, *The Welly!* and at Connect 2016.

IGG has a strong visibility as an inclusive organisation across Ireland and members are encouraged to speak out on a variety of relevant issues.

PR Strategy

The groundwork was laid towards establishing a PR strategy for IGG in order to develop PR initiatives that showcase the benefit of Guiding in a person's life and in the wider community through new and innovative ways.

In the Community

Units often go out and about in their community for fun days, activities, pantomimes, shows, etc. Being active in the community shows IGG as a vibrant and dynamic youth organisation. In 2016 significant activities included National Good Turn week; Fun Day in South West Region with 284 attendees; and pantomimes across the country that had approximately 5,000 Irish Girl Guide members cheering them on. As part of the Journey Programme, many Units invited members of the community to address their meeting which supported girls in attaining a number of their interest badges.

The visible presence of girls and Leaders in uniform during A-wear-ness Day, and at World Thinking Day and Saint Patrick's Day events, in all Regions continued to help raise the profile of Guiding at local levels.

"It was through Mary-Kate's involvement with Guiding that she won the Traveller Pride award and she was delighted to receive this award amongst her Traveller peers." - Mary Kate Nevin's aunt, Denise McDonnell, Leader with Boyne Guides and Navan Brownies

Fundraising events helped to raise the profile of Guiding in local communities. In North East Region, for example, Units fundraised for Temple Street Children's Hospital, and Knockbridge Guides fundraised for a defibrillator for their local community. Also in North East Region, Mary Kate Nevin from Navan received the Youth Traveller Pride Award, much reported in the

media, and Mullagh Guides worked on a 'Connect with the Community' project. This involved exploring their community, interviewing locals, and making a display and a community tree.

Community activity in North West Region included an interview on Castlebar Local Radio by the Regional Development Officer on foot of attending the Mayo Volunteer Centre Volunteer Expo, and Strand Brownies meeting with author Elizabeth Valentine during book week. Ballina Guides, Brownies and Ladybirds won the





Perpetual Youth Participation Cup for their contribution to Ballina's Saint Patrick's Day parades over the years.

Media Coverage

IGG once again received good coverage in the media, including 9 items in national newspapers, 545 in local papers and 27 interviews on local radio. World Thinking Day, A-wear-ness Day, the launch of the Strategic Plan, the North to South Pole Trek, the Chief Commissioner's Award, the National Guide Awards and National Good Turn Week all received particularly good coverage.



We appeared in several magazines too, including double-page spreads in BellTime and Mountaineering Ireland magazines and a page in Traveller's Voice about the first member of the Travelling community to receive a Gold Award.



Our TV appearances included two items on RTE News2day - one of River Valley Guides and Senior Branchers, Swords, taking part in the North to South Pole Trek and an interview with Leader Tracey Cummins who took part in a sailing trip on the tall ship Morgenster. A group of IGG members also appeared on TG4 taking part in the GAA's 1916 commemoration, Laochra, in Croke Park.

An IGG first, we ran a series of ads on RTE Radio during National Good Turn Week, which was a great way to let the country know about our good deeds during the week and encourage them to join in using the hashtag #GoodTurns.



Once again our social media presence grew with increased followers on Facebook and Twitter. We added Instagram and Snapchat to our online presence, recognising that these are particularly popular platforms for our younger members. Our blog continued to go from strength to strength with 5,300 views in 2016.

Use your Voice

'Use Your Voice' was a Girlguiding UK event that six Senior Branch members attended in September. Focussing on advocacy in all its forms, members learned the skills of speaking out about issues that affect them. Members joined other girls in workshops, talks and discussions showcasing how young people had used their voices to initiate change in their local area.

IGG is recognised as complying with best practice in the community and voluntary sector and as a registered charity.

Management Day

Forty four participants comprising members of the Executive Committee, the National Programme and Training Committee and staff attended training in Trim in April 2016 to develop a shared understanding of the IGG Strategic Plan and to develop relationships. Management Day provides a forum for participants to meet together and network, to discuss matters of national interest and to plan for the future of the organisation.

Reviews and Consultation

At IGG we consistently plan and review all aspects of the organisation to ensure IGG continues to meet the needs of girls and women. A review of *Trefoil News* was carried out between January and June.

Irish Girl Guides receives its 5th Gold Health Quality Mark

IGG was awarded a 5th Gold Health Quality Mark by the National Youth Council of Ireland (NYCI) in recognition of our high standard of health promotion. This award acknowledged IGG's health-promoting activities and badges, including Active Body, Healthy Mind, Healthy Friendship, Drug Awareness and Personal Safety. The award is also an acknowledgement of the work of Free Being Me and the indoor and outdoor challenges such as the Chief Commissioner's Award.



NYCI's Health Quality Mark aims to enhance best practice and a high standard of quality in health promotion work in youth organisations. IGG was the first national volunteer-led youth organisation to achieve this standard in 2003 and has succeeded in retaining it ever since, with monitoring checks held every three years.

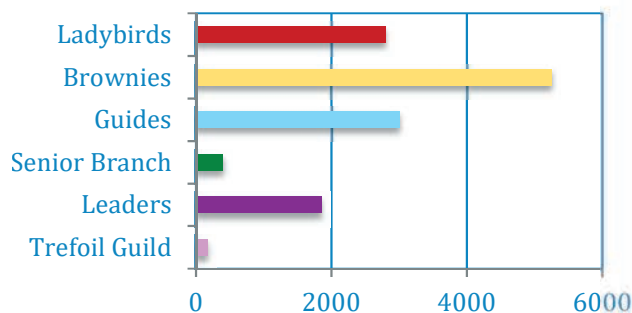
Congratulating the Irish Girl Guides on their achievement, NYCI Director Mary Cunningham said the Gold Award was testament to the hard work and dedication of everyone involved in the organisation. She expressed that "this service is managed and staffed by people who are committed to the highest quality standards in health promotion and to the well-being of all who use the youth service".



2016



Membership



Good Turn Week enabled all members to do something for someone else without being asked or being paid.

84,000 good turns were done in just one week!



570 Units enabling girls and young women to develop to their fullest potential as responsible citizens of the world.

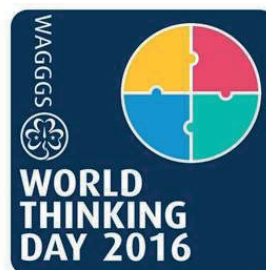


As a volunteer-led organisation, IGG relies on its dedicated Leaders and Unit Helpers who clocked up

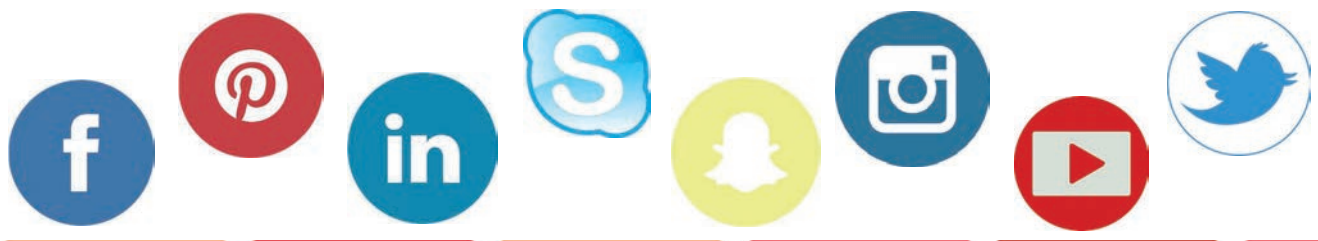
100,000 hours of service in their communities this year.



Welcome to our **393** new Leaders who joined this year.



Positive recognition of doing your best is important to us and we presented **66,000** individual badges to members this year.



990 Ladybirds Fun Day Out



1,329 Brownie Pack Holiday



765 Guide Guiding Traditions



62 SB Change Pin



Top badges in 2016

Creating positive public messages is key to showing our impact on the individual and for society. IGG appeared in over **550** newspaper articles, over **30** national TV and radio slots this year.

Our social media continued to grow with **6,000** views on YouTube and over **233,000** views on our webpages.



Irish Girl Guides is part of the largest organisation for girls in the world. We are a global Guiding family of over 10 million girls and women.

This year, IGG members took **964** international trips to **14** different countries.

Support



Volunteers are upskilled to mentor, support and empower the girls throughout their journey.

International Permit training

International Permit training is now a well-established feature on the Guiding calendar. Training for 10 Leaders in Dublin, in April 2016, imparted the necessary skills and information for taking groups abroad to experience international Guiding, such as organisational and logistical skills. It was an opportunity to enable the sharing

of best practice by hearing from experienced Guide Leaders and Trainers with experience of taking groups to various countries and on different types of holiday.

Training with partners

IGG collaborates with partners to provide specific skills training for Leaders such as hill-walking and environmental awareness. These various trainings provide Leaders with opportunities to develop skills that will enhance the experience they can offer to girls and will enable them to gain recognisable qualifications. Partnering is specifically with organisations that complement the mission of IGG.

"It was an amazing experience and we all learned valuable skills. We did things we had never tried before. We were out on the mountains for six hours, but the time flew!" - Women With Altitude participant

In 2016, initiatives included 'Women with Altitude' in conjunction with Mountaineering Ireland, and Gaisce, The President's Award.

OGM training and resources

Online Guide Manager is an online resource for Leaders. Training in the use of OGM provides opportunities for Leaders to develop IT skills and helps them in their Guiding roles. Leaders support each other by sharing these skills and their ideas around the use of OGM. A resource book was developed and over 200 people were trained during the year.

Leader and Senior Branch magazines

Five editions (an annual total of 10,000 copies) of the national IGG publication, *Trefoil News*, are produced each year and one edition (1,000 copies) of the Senior Branch publication, *The Welly!*. Both publications are written by and for members. All Branches contribute to *Trefoil News*, and *The Welly!* is written exclusively by Senior Branch members.

In 2016, on-going support and training material was provided freely to all volunteer Leaders via these publications, enabling them to adhere to the Journey Programme at their weekly meetings. Publications provided ideas for programme material, enabled Leaders to share good practice, raised awareness of Guiding events and pertinent social issues, and encouraged members and Leaders to apply for training and other opportunities.

Outdoor Adventure Training

Seventeen Leaders attended training events to improve their outdoor skills and to receive information regarding

developing the outdoor aspects of the Journey Programme.

Ladybird Olympic Pack

One hundred and fifty Olympic-themed resource packs were developed by the Ladybird Branch Committee in line with the IGG national programme material requirements in support of 400 volunteer Ladybird Leaders for their weekly meetings. The packs contributed to fulfilling the challenges of the Ladybird Journey Programme. All Ladybird Units were invited to participate in Olympic activities for which commemorative 2016 medals were specifically designed and produced.



Brownie Olympic Pack

Olympic-themed resource packs were created by the Brownie Branch Committee and issued to 250 volunteer Brownie Leaders illustrating ways to host Olympic-themed events and comprising activities that encourage active participation in sporting challenges. A special fun badge was commissioned for Units who pre-registered for the pack and, by completing the activities, supported the Brownies in earning their Olympics badge. The pack was made available on OGM and there was a high level of participation across all Regions.

Out and About Pack

Brownie Branch Committee collectively compiled an Out and About resource pack, distributed to each Unit Contact Person in September 2016 and made available on OGM. The purpose of the pack was to encourage all Units to partake in outdoor activities and to become further involved in their communities. A service project grant was made available to Units to help them complete a community based project.

An ethos of teamwork is evident in the nurturing environment where the focus is on learning by doing.

Committee meetings

Forty one national committee meetings were held in 2016. Meetings enabled members of committees and Regional teams to get together to network and share ideas for the running of the organisation.

Trainers' Conference

Twenty five current and prospective Trainers attended a residential weekend at the Ashling Hotel, Dublin, in November. Participants shared knowledge through teamwork and were upskilled via practical sessions led by mentors. The weekend emphasised best practice in training methods and materials, and provided support to prospective Trainers by assigning a mentor to each of them. Mentors support the new Trainers through their journey to gaining the trainer qualification. Participants had the opportunity to put forward their views on the Leadership Development Programme being developed by IGG and to attend a training session on using OGM with Units. Four new Trainer Bars were awarded at the conference.

The training I've received with IGG has given me the confidence and skills I need to get the best out of Unit meetings. Being equipped like this enables me to enjoy the experience." - Valerie Ennis, IGG Leader

By means of intergenerational learning IGG members gain skills and qualifications transferable to other aspects of their lives.

Empowering Young People

Senior Branch members (aged 14 – 30) are encouraged to get more involved in IGG Regionally and nationally and to learn organisational skills. IGG therefore provided opportunities and training for them throughout the year e.g. as members of service teams at Regional conferences, as committee members or as participants at events. Through these experiences members developed useful skills and became equipped to make the transition to being a full IGG Leader as they turned 18.

Diane Dixon Scholarships

Alison Cahill, the first recipient of the Diane Dixon Scholarship, took part in a walking week event in Diane's honour at Our Chalet, a place that was close to Diane's heart. Diane had volunteered as Chair of Our Chalet Foundation for a number of years.



Camp Lachenwald

After a gap of many years, an IGG member once again volunteered to be a member of camp staff at Camp Lachenwald, the Girl Scouts USA residential camp in Germany. Edel Harty, a South West Region member, spent two weeks working at the camp sharing her Guiding skills with the children of Americans based in Europe.



The Chief Commissioner's Award

The Chief Commissioner's Award is a key event in the Senior Branch calendar. It takes place approximately every two years in top secret locations around rural Ireland that are only revealed on the first day of the Award.

The event is open to Senior Branch members aged 16 and over and there is a visitors' event for Leaders aged 30 and over who want to take part. To achieve the Award, teams of two or three must hike for 60km over five days, camping each night and carrying all their camping and cooking equipment, clothes, food and water with them. Along the way teams complete projects which help them to learn about the history and culture of the area they are walking through. Projects entail talking to people they meet on their route and visiting local attractions.

"It doesn't surprise me how we walked the last day as determinedly as we did. Our blood was pumping and we were so proud of ourselves, and each other, for getting through the week as level-headed as we did. We had realised something important throughout the week. The Chief's wasn't just a physical challenge but a psychological one too."

- Emma Barry,
Chief Commissioner's Award
participant

In 2016 the Chief Commissioner's Award took place on the Iveragh Peninsula in County Kerry. Six teams, with 14 participants in total, took part, originating from Lucan, Co Dublin; Bray, Co Wicklow; Edenderry, Co Offaly; and Bishopstown and Macroom, Co Cork. Their adventure across the Iveragh Peninsula saw the teams camping in Keel, Waterville, Ballinskelligs, Bru na Dromoda and Portmagee, as well as on Valentia Island.

Throughout the week, the Chief Commissioner's Award gives participants the chance to strengthen their skills in time management, teamwork, leadership and communication, as well as the ability to multi-task and remain organised.

There are three levels to the Award. All teams who undertake the challenge are awarded a certificate for their efforts. Teams who complete the required mileage and all the projects receive the Chief Commissioner's Award woggle. To achieve the pin, teams must go above and beyond, challenging themselves and getting fully into the spirit of the Award. In 2016 all teams successfully achieved not one but all three stages of the Award!

"I never knew feeling true happiness for someone else's achievements could feel as enriching as it did. I think it was receiving kindness from strangers during the week that made us appreciate people in general. More especially, an appreciation of each other and the friends we made led to us feeling this way. This is something I, or any of us, wouldn't have fully experienced if it wasn't for the Chief's."

- Emma Barry,
Chief Commissioner's Award
participant

Motivation, high energy, teamwork and enjoyment enabled the girls to achieve one of the hardest challenges of their lives that was both mentally and physically demanding. This experience gave the girls more confidence, new friends and the willpower to reach their goals, no matter how tough the journey was along the way.

All in all, this was an adventure of a lifetime that will remain with the girls for the rest of their lives.





QQI Programme - Working with Young People

In March 2016 a group of 12 Leaders and Senior Branch members commenced a QQI accredited module 'Working with Young People'. This module is a component module (15 credits) of the major QQI award in Youth Work. The module is also an elective minor award for the major

award in Community Development. The main purpose of the programme delivered was to ensure that adult and young Leaders who work with IGG do so in a manner that complies with current legislation and best practice in all their interactions with young people under their supervision. The programme was also designed to equip Leaders with the required skills to assist in the personal and group development of these young people, whilst at the same time providing for the continuing education and development of the adult and young Leaders themselves.

The programme covered key issues such as child protection legislation, role of the Leader/supervisor, group development and participation, best practice in Leader/child interaction, child needs identification and development, activity planning and execution, and self-reflection in the context of the role of a Leader with IGG.

The participants completed two main assessments - a project and skills demonstration - based on the work carried out by them with their Units over a period of eight weeks. The final portfolios presented by them demonstrated a variety of work including organising camps and Pack Holidays for Ladybirds and Brownies, cook-outs, Brownie

olympics, Brownie environmental awareness activities and Guide Drugs Awareness activities, projects that encouraged young people to consider and evaluate their position in the community, and a Lift-off to Literacy programme. Free Being Me training was embedded in the module and one participant based her project on sessions two and three of the Brownie Free Being Me programme.

Nine IGG members, i.e. seven Leaders and two Senior Branch members, completed the programme and were awarded with a QQI certificate at the Trailblazer Awards in Croke Park in October. This group represented a cross-section of Units from across the country.

The feedback and comments received from examiners about the programme and the participants' work was very positive. It referred to a very high standard of work that was well presented and that demonstrated an excellent range of learner evidence in the portfolios presented.

Finally, the programme was written by members of IGG; it was coordinated, delivered and facilitated by IGG Leaders; and administrative support was provided by IGG National Office.



IGGNITE 2017

2016 was an exciting year for the IGGNITE 2017 organising team. It saw the announcement of Camp Chief, Jenny Gannon, her assistants Gillian Finan and Áine Divilly, as well as a majority of team heads. Rockwell College, Tipperary was selected as the location for the camp and announced via video on Facebook.

Following the launch of the video, the presence of IGGNITE on social media increased significantly. From early on there were 692 followers on Facebook and 83 followers on Snapchat.

In August, the team hosted an open day called 'Connect' at the camp venue to which locals were invited as well as IGG members. Attendees were invited to take a walking tour of the grounds led by the Camp Chief enabling members to envision IGGNITE 2017. The venue proudly boasts a lake, a swimming pool, and an all-weather sports pitch to name just a few of the amenities. On the same day, the IGGNITE 2017 merchandise was launched.

The team was delighted to secure several grants in 2016 including contributions from Trócaire and Concern. Partnerships between IGGNITE 2017 and these two organisations, along with a partnership with UNICEF, will be central to the camp and plans have been put in place to ensure the visibility of these partnerships at camp.

The team was also successful in the Verizon 'Stay Connected' competition with WAGGGS in securing a grant to plan and run Science, Technology, Engineering and Mathematics

(STEM) activities during camp. Girl Guides and Girl Scouts around the world had been invited by WAGGGS to share their most innovative ideas for using technology to address local issues and to provide solutions which help to achieve the UN's Global Goals for Sustainable Development.

Numerous international visitors signed up for camp from countries such as Georgia, Slovakia, Canada and Philippines. And so, while 2016 was a busy year for the IGGNITE 2017 team, they are looking forward to an even busier 2017.





Irish Girl Guides are always up for a challenge. And what a challenge this time. Could Irish Girl Guides trek from



the North to the South Pole? It was bound to be an exciting expedition and, along the way, IGG would need teamwork and a love of getting outdoors and being active.

The distance involved: 20,000 kilometres. Well, that is what it started as!

The plan was to involve as many members of IGG as possible, getting Ladybirds, Brownies, Guides, Senior Branchers, Leaders, Trefoil Guild and staff members to all play their part. The plan was simple - just take girls out for a walk and, by doing so, parts of the Journey Programme would be covered for



Global Trek



all Branches. It also ticked the box for IGG as a health-promoting organisation.

Well, after the weather improved and the longer evenings crept in, the kilometres started rolling in and by May we had completed the 20,000 kilometres! River Valley Guides and Senior Branch, Swords, managed to complete 1,350 kilometres with a series of hikes and rambles, earning them the Gaisce Bronze walk and the Ramblers Badge.

As a result of this, they were asked to be part of RTE2's News2day TV programme. The girls had a great time filming and loved the experience. Aoife Leamy, Sínead Crilly and Fiona Murdoch did radio interviews about the Trek. The Irish Times printed a photo of Loughcrew, Navan and Trim Guides trekking on the north coast and 17 articles and photos appeared in local papers around the country. Facebook and Twitter were busy too with many photos and updates.

The kilometres continued to roll in, so it was decided to extend the challenge to a Global Trek (we don't do things by halves)! It was great to see the boots going around the globe. A challenge was set on Facebook and Twitter: could we submit another 4,396km by 10 June to reach Paris by the time the boys in green were playing their Euro 2016 match? Challenge met!

By July at the Regional camps, the full 40,000 kilometres were completed. A total of 200 Units took part in this fabulous non-competitive challenge. What an achievement! This virtual trek was a huge success.

National Good Turn Week



In November 2016 all 12,000 members of the Irish Girl Guides took part in the first National Good Turn Week. During the week, Units all over the country set about carrying out good turns for their friends, families, neighbours, work colleagues and even complete strangers.

Doing good turns and service to others is an important part of what makes us Guides. The notion of what a good turn means is instilled in all of our members from the youngest to the oldest. While all members from Guide age and upwards promise to do at least one good turn every day, this activity was about showcasing the benefit Guiding can have on individuals who are part of schools and communities.

With all 12,000 members taking part, from every county in Ireland, we achieved 84,000 good turns in Ireland in one

"National Good Turn Week means to me the opportunity to help in my community and to show how kind and helpful everyone can be without expecting anything in return." -
Anastasia Fitzgerald,
10-year-old IGG member
from Clonmel



week. This shows the positive impact that the Irish Girl Guides has on communities and our country. National Good Turn Week will return in the spring of 2018, with lots of new opportunities for our members to get out into their communities and be kind and helpful to others.

Irish Girl Guides National Volunteers and Staff

National President
Chief Commissioner
Assistant Chief Commissioners
National Programme and Training Commissioner
Assistant Programme and Training Commissioner
National Treasurer
Grant Secretary

Regional Commissioners

North West Region
North East Region
West and Central Midlands Region
Mid West Region
Eastern Region
South West Region
South East Region

Chair National Committees

Finance
International
Communications
Ladybirds
Brownies
Guides
Senior Branch
Adult Training and Outdoors
Membership, Equality, Diversity and Inclusion
Constitution
Trust Corporation
National Memorial Cottage

Representatives

National Women's Council of Ireland
National Youth Council of Ireland
Irish Trefoil Guild National Council

Staff

Chief Executive Officer
Operations Manager
Receptionists
Distribution Centre Manager
Distribution Centre Assistant
Support Officer
Communications Officer
Publications Officer
Accounts Administrator
Membership Administrator
Safeguarding Membership Officer
Eastern Region Development Officers
North East Regional Development Officer
North West Regional Development Officer
Mid West Regional Development Officer
West and Central Midlands RDO
South West Regional Development Officer
South East Regional Development Officer

Maureen Dillon
Helen Concannon
Claire Colfer and Jenna Goodwin
Evelyn Hayes
Carina Egan
Julie Stephens
Sylvia Richardson

Jacqueline Lavelle
Elizabeth Lynch
Anne Marie Slevin
Pauline Kennedy
Fíóna Walsh
Deirdre Henley
Adele Mealey

Thérèse Joyce
Lorna Finnegan
Aoife Leamy
Monica McDonnell
Margaret O'Connor
Carol O'Brady
Clare Sheridan
Margaret Patterson
Sinéad Crilly
Gillian Finan
Claire Colfer/Emer O'Sullivan
Kay Gallagher

Kay Gallagher/Edel Moran
Mary T Hally/Linda Kerins
Hazel Convery

Linda Peters
Andrea Lazenby Simpson
Heather Bowen/Claire de Jong and Valerie Ennis
Mandy Swanwick
Caitríona Kelly
Jemma Lee/Laura Power
Fiona Murdoch
Katherine Ryan/Valerie Ryan/Claire de Jong
Naomi Levins
Vivienne Walsh
Lisa Challoner
Mary Clarke and Emer Maher
Michelle Cahalan
Karina Dingerkus
Margaret Corr
Marie Mulhall
Christine Cronin/Mary Cleary/Josephine Cronin
Fiona Condon



DÓCHAS CODE OF CONDUCT

Irish Girl Guides is a signatory to the Dóchas Code of Conduct on Images and Messages. This means that, in our use of images and messages, we aim to respect the dignity of people and that we recognise the need to promote fairness, solidarity and justice. We avoid images and messages that potentially stereotype, sensationalise or discriminate against people, situations or places and we strive to conform to the highest standards in relation to human rights and the protection of vulnerable people.

**Dochas**

**The Irish Association of
Non-Governmental Development
Organisations**

IGG Individuals at Seminars/Conferences/Trainings in 2016

Name	Event	Location	Dates
Aisling O Boyle	Helen Storrow Seminar	Our Chalet, Switzerland	12 - 22 March
Sarah Canavan	Juliette Low Seminar	Accra, Ghana	29 May - 6 June
Aoife Leamy, Aisling Claffey, Catherine Swanwick, Lucy O'Donovan	Media Panel Training	Tubingen, Germany	2 - 5 June
Lorna Finnegan, Helen Concannon, Aisling Claffey, Elizabeth Lynch	15th European Guide and Scout Conference	Oslo, Norway	16 - 22 June
Laura O Sullivan	Try Inspire Qualify	Foxlease, UK	7 - 9 October
Jenna Goodwin	Roundtable on Gender and Membership	Malmo, Sweden	21 - 23 October
Tracey Keays	The Academy	Larnaca, Cyprus	1 - 6 November
Linda Kerins	Network Meeting for Guide and Scout external reps	Budapest, Hungary	6 - 11 November
Aisling O Boyle	Scouter's National Conference	Vasteras, Sweden	18 - 20 November

IGG at International Camps and Events in 2016

Leader/s	Unit	Event	Location	Dates	Region	Pax
Maura Fitzgerald	Sika Senior Branch	Unit trip	London, UK	29 - 31 January	SW	17
Carol O' Brady	Rivervalley and Ballyroan Guides	Unit trip	Co Down	26 - 28 February	E	37
Liz Flatman	Schull Guides and Fastnet Mermaids Senior Branch	Unit trip	Pax Lodge, UK	20 - 23 March	SW	14
Irene Byrne	Knockbridge Guides and Louth Village Guides	Unit trip	Pax Lodge, UK	29 March - 1 April	NE	24
Carolyn Griffen	Claddagh Senior Branch	Unit trip	London, UK	6 - 8 May	WCM	5
Mary McHale	Jubilee and Velvet Strand Brownies	Unit trip	Co Fermanagh	6 - 8 May	E	22
Emer Maher	National Contingent	Brownie Breakout	Co Down	17 - 19 June	National	145
Carol Anne O'Reilly	Kinsale Guides	Journey through London	Pax Lodge, UK	26 June - 1 July	SW	3
Adele Mealy	St Killian's Guides and Senior Branch, and Sleaty Guides - Leaders from Seashell Guides also travelled	Unit trip	Adelboden, Switzerland	1 - 9 July	SE	10
Liz Downes	Mitchelstown Senior Branch	Unit trip	Revice, Czech Republic	2 - 11 July	SW / E	16
Eithne Downey	Barnagore Guides, St Barbara's Guides and Kilcrea Senior Branch	Unit trip	Revice, Czech Republic	2 - 11 July	SW	20
Jenna Goodwin	Lucan and Centenary Guides	Unit trip	Sangam, India	6 - 18 July	E	7
Lynda Harvey	Ballybrack Guides	Camp	Co Down	14 - 17 July	E	28
Nonie Hickey	Sí Gaoith Guides	Unit trip	Adelboden, Switzerland	16 - 23 July	WCM	13
Hanne Naughton	National Contingent	Roihu, Finland	Finland	16 - 28 July	National	14
Carol Stanley	Rathdowney Senior Branch	Unit trip	Belfast, Antrim	17 - 20 July	MW	26
Edel Harty	Camp Lachenwald with Girl Scouts USA overseas	Individual	Germany	19 - 31 July	SW	1
Sandra Byrne	Greystones Guides and Senior Branch	Unit trip	Co Down	30 July - 4 August	E	22
Julia Gamble Anne McPartland	Ballyroan Guides and Senior Branch, and Skylark Guides	Unit trip	Acorn Adventures, France	31 July - 5 August	E	40
Christine Cronin	National Contingent	Roverway	France	3 August - 14 August	SW, MW, NE, E	14
Nicola Le Roux	Lucan Guides	Unit trip	Belgium	6 - 14 August	E	15
Ruth Hughes	Whitechurch, Zion and Tivoli Guides	Unit trip	Czech Republic	9 - 18 August	E	27
Helen Moriarty	Alpine Adventure Week	Individual	Our Chalet, Switzerland	4 - 11 September	SW	1
Mary Clarke	National Contingent	Use Your Voice	London, UK	9 - 11 September	National	8
Alison Cahill	Walking Week (Diane Dixon Scholarship)	Individual	Our Chalet, Switzerland	12 - 19 September	E	1
Jemma Lee	Sangam 50th Birthday	Private party	Sangam, India	16 - 22 October	WCM / E	4
Maresa Connolly	Griffen Valley Senior Branch	Unit trip	Pax Lodge, UK	3 - 5 November	E	15
Emer Maher	Community Partnership Programme	Individual	Sangam, India	3 November - 5 December	E	1

Governance and Management

IGG is a self-governing, uniformed youth organisation led by volunteers and supported by national and Regional staff. Membership is voluntary and open to all girls and women who accept the Guide Promise and Law. The National Office of the organisation is in Dublin and IGG is a registered charity. IGG has full membership of the World Association of Girl Guides and Girl Scouts through the Council of Irish Guiding Associations. IGG is independent from any political organisation or any political party.

Structure of the Organisation

The General Council is responsible for the control and general supervision of the organisation. The Executive Committee, subject to the supervision of the General Council, controls and manages the affairs of IGG. In 2016, the Executive Committee consisted of 23 members who met a total of six times. The average attendance rate at a meeting was 85% and 13 members had a 100% attendance rate. Executive is the Board of Trustees and is chaired by the Chief Commissioner. She has overall responsibility for the organisation, ensuring it is run professionally and is in keeping with its aims and objectives.

The National Programme and Training Committee, subject to the supervision of the General Council, is responsible for coordinating the development and delivery of all aspects of the Guiding programme and maintaining communication between the Chairs of National Committees and Branches.

There are seven administrative Regions of IGG. Each Region has a Regional Commissioner and a Regional Committee/team. Within the Region there are geographical groupings of Areas and Districts, each one having a Commissioner and an Area/District team. Units of up to 36 girls are run by a team of Leaders who have undertaken the relevant screening and training.

Staffing and Volunteers

IGG acknowledges the vital role both staff and volunteers play in ensuring the organisation achieves its mission. IGG employs eleven staff members at national level who work in varying roles in National Office under the overall supervision of the Chief Executive Officer and the new Operations Manager. Each Region has at least one Regional Development Officer who is responsible to her Regional Commissioner/Regional team. IGG also avails of third party services including suppliers, auditors and service providers.

Volunteers are the backbone of the organisation operating Units and working as committees across the country. All volunteers undergo a screening process which includes attendance at Code of Ethics and child protection training. Further support and training opportunities are provided through local, national and international events and volunteers are encouraged to develop skills and knowledge throughout their time in the Irish Girl Guides.

Financial Records and Audit

The financial affairs of the organisation are managed by the Finance Committee with responsibility to, and in

consultation with, the Executive Committee. The Finance Committee is responsible for the audit, budgeting and finances which are all subject to detailed review.

Adequate systems of internal control are in place which aim to ensure compliance with laws and policies, ensure efficient and effective use of resources, safeguard assets and maintain the integrity of the financial information produced. IGG properties are vested in the Trust Corporation which has charitable status in its own right and is represented on the Executive Committee.

Each Unit, District and Area keeps proper financial records for which they appoint a treasurer who monitors the finances at local level. Regions' and Committees' financial records are checked by key volunteers on an annual basis. An external auditor checks the national accounts. These are available at www.irishgirlguides.ie or on request by post through National Office.

Good Governance

IGG is registered with the Charity Regulator in Ireland. Over the last few years IGG has been voluntarily working towards compliance with the Governance Code for Community, Voluntary and Charitable Organisations. This is a code of good practice that holds us to the highest international standards of best practice and ensures transparency and accountability.

IGG has a risk policy which is reviewed annually by the Board and is monitored by the CEO and Chief Commissioner. A conflict of loyalty and a conflict of interest policy operates at Board level and all Trustees make an annual declaration of their interests.

IGG has also adopted the Irish Charities' Tax Reform Group (ICTR) Statement of Guiding Principles for Fundraising and is currently working to ensure we are compliant with both standards. IGG is registered with the Lobbying Register and submits quarterly reports.

IGG was one of the first youth work organisations to take part in the National Quality Standards Framework for Youth Work (NQS) when it was introduced. The NQS enables us to review and assess our work on a cyclical basis and to have it externally assessed, thereby assisting the continuous development of services to our members.

The Executive and Programme and Training Committees are responsible for the strategic direction of IGG and currently monitor the activities to ensure the organisation achieves its agreed outcomes as stated in our Strategic Plan 2016-2020.



Finances and Fundraising

IGG is a not-for-profit organisation and a registered charity in Ireland (Registered Charity No. 20006327/CHY4726). IGG's income is dependant on a grant from the Department of Children and Youth Affairs administered by Pobal (52%), membership fees (42%) and fundraising through grants, sponsorships and donations (6%). All members pay a €40 membership fee which is collected nationally and a proportion of which funds Regional activities.

Since 2014 Irish Girl Guides is officially recognised as meeting the requirements for the ICTR Statement of Guiding Principles for Fundraising. This means that we are committed to complying with this Statement by endeavoring to:

- adhere to the core principles of respect, honesty and openness
- demonstrate commitment to donors
- ensure high standards of fundraising practice
- be financially accountable

IGG greatly appreciates grants from Concern, Trócaire and the Department of Transport, Tourism and Sport.

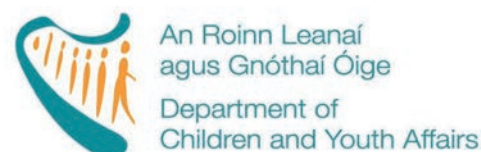
It is imperative for all organisations in receipt of public funding to live up to their fiduciary responsibilities in terms of corporate governance. This is an ongoing process which requires us to review and sometimes modify our procedures as we develop and which we believe is in the best interests of all our members. When one considers the amount of money transacted by the organisation, it is a source of pride that such amounts are handled by trustworthy volunteers supported by a small number of hardworking, dedicated staff.

Donating to IGG

We continued to collect online donations and run fundraising events this year. IGG is grateful for all donations, sponsorships and fundraising.

Remembering IGG through your Will or Bequest

Every year IGG benefits from donations that people have made in their will. Leaving a gift to the Irish Girl Guides by this means is a lovely way for your generosity to last beyond your own lifetime and helps to ensure the organisation you value will continue to make a difference in the future. Your gift can be as general or as specific as you like. IGG will fully honour your wishes and donors can remain anonymous if they so wish.



Income (in Euro) - National Organisation

Department of Children and Youth Affairs - Youth Services Grant	373,452.00
Membership fees	305,052.28
Other grants, sponsorship and sundry income	46,369.00
Total	724,873.28

Expenditure (in Euro) - National Organisation

Staff salaries, training and related expenses	348,297.00
Programme, development and promotion	217,645.28
Administration, establishment and IT	117,977.00
Other expenditure e.g. conference, subscriptions, donations	54,506.00
Total	738,425.28
Surplus/(deficit) on National Organisation	(13,552.00)
Surplus/(deficit) on Distribution Centre	(5,330.00)
Surplus/(deficit) on National Memorial Cottage	578.00
Net Surplus/(deficit) for 2016	(18,304.00)



Mission Statement

The mission of the Irish Girl Guides is to enable girls and young women to develop to their fullest potential as responsible citizens of the world.

Irish Girl Guides

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The Irish Girl Guides, sometimes more commonly known as IGG, was established in 1911. IGG is a uniquely girl-only, youth-driven, active and dynamic organisation operating across seven Regions, each with a Regional Commissioner and a Regional team, in all 26 counties. We are a volunteer-led organisation with a small team of staff to support our 11,000 members, comprising Leaders and youth members from age 5 upwards.

IGG offers an exciting and diverse programme for our members, delivered across all Branches of Ladybirds, Brownies, Guides, Senior Branch and Trefoil Guild. This programme develops members' life skills, builds confidence in girls and young women, and includes an established training programme for all Leaders. We also offer the Gaisce programme to our Senior Branch members.

We are members of the World Association of Girl Guides and Girl Scouts (WAGGGS), and IGG is represented by our members at international Guiding events and camps worldwide. In an all-female organisation, the girls are free to progress and express themselves in a comfortable setting. They enjoy the activities as they can 'just be girls' without any pressures and develop in a safe environment while learning the skills that will one day help them to be responsible citizens and adults.