

**Irish Girl Guides**  
**Annual Report And Financial Statements**  
**Year ended 31 December 2017**

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## Financial Statements

**ORGANISATION INFORMATION**

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| <b>EXECUTIVE COMMITTEE</b> | Helen Concannon<br>Maureen Murphy<br>Thérèse Joyce<br>Julie Stephens<br>Evelyn Hayes<br>Pauline Kennedy<br>Elizabeth Lynch<br>Fiona Walsh<br>Deirdre Henley<br>Anne Marie Slevin<br>Jacqueline Lavelle<br>Adele Mealey<br>Gillian Finan<br>Lorna Finnegan<br>Jessica Byrne<br>Jenna Goodwin<br>Claire Colfer<br>Jenny Gannon<br>Emer O Sullivan<br>Linda Peters<br>Fiona Murdoch | Appointed April 2016<br>Appointed April 2017<br>Appointed December 2016<br>Appointed September 2015<br>Appointed September 2015<br>Appointed January 2016<br>Appointed October 2017<br>Appointed January 2016<br>Appointed December 2015<br>Appointed December 2016<br>Appointed December 2015<br>Appointed February 2016<br>Appointed October 2015<br>Appointed September 2016<br>Appointed January 2016<br>Appointed December 2015<br>Appointed January 2017<br>Appointed April 2016<br>Appointed June 2016<br>n/a<br>n/a |
|----------------------------|--|---|

|                          |   |
|--------------------------|---|
| <b>CHARITY NUMBER</b>    | CHY 4726  |
| <b>CRA NUMBER</b>        | 20006327  |
| <b>REGISTERED OFFICE</b> | Trefoil House<br>27 Pembroke Park<br>Dublin 4<br>D04 NV08 |

**CHIEF EXECUTIVE OFFICER** Linda Peters

**PRINCIPAL BANKERS** Allied Irish Bank  
Bank Centre  
PO Box 1121  
Dublin 4

**AUDITORS** Byrne Moreau Connell  
Chartered Accountants  
Harmony Court, Harmony Row, Dublin 2

**SOLICITORS** Shannon & O'Connor Solicitors  
6 Hatch Street Lower, Dublin 2, D02 CT96.

## ANNUAL REPORT FOR THE YEAR ENDED 31 DECEMBER 2017

The Executive Committee have the pleasure in submitting the annual report and audited financial statements of the charity for the year ended 31 December 2017 to the members at General Council on 7<sup>th</sup> April 2018.

### 1. Structure, Governance and Management

Irish Girl Guides (“IGG”) is a charitable organisation. The organisation was established in 1911 and exists under its Constitution and Bye-Laws which was last updated in April 2017. The Constitution and Bye-Laws sets out the aims and objectives of IGG;

IGG provides an environment where girls and young women from all backgrounds can grow in self-confidence and develop a variety of skills in an unpressurised atmosphere. Through a variety of activities girls and young women are encouraged to:

- develop Leadership skills
- develop a knowledge and understanding of spiritual values in their daily lives
- be involved in decision making
- learn practical indoor and outdoor skills
- participate in the international aspects of Guiding
- behave responsibly in upholding the laws of the country
- be aware of and care for the needs of others
- appreciate and use environmental sources responsibly

The Aims and Objectives of IGG are articulated in the vision and mission:

The vision of the Irish Girl Guides is that every member of the Irish Girl Guides has a sense of ownership in, and feels proud to belong to, a modern, growing and inclusive organisation that empowers and gives confidence to girls and young women through a fun, educational programme.

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.

IGG has full membership of the World Association of Girl Guides and Girl Scouts (WAGGGS) through the Council of Irish Guiding Associations (CIGA). IGG is independent from any political organisation or any political party.

The organisation has been granted charitable status under Sections 207 to 208 of the Taxes Consolidation Act 1996, Charity No. CHY 4726 and is registered with the Charity Regulatory Authority (Registered Charity Number: 20006327). The charity makes returns, as appropriate, under the Lobbying Act (2015).

#### 1.1 Structure

The General Council is responsible for the control and general supervision of IGG as per the Constitution and Bye-Laws. The Executive Committee, subject to the supervision of the General Council, controls and manages the affairs of IGG.

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 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 approximately 20 – 30 girls are run by a team of Leaders, who have undertaken the relevant screening and training.

### **1.2 Good Governance & Compliance**

IGG is registered with the Charities Regulatory Authority in Ireland and complies with all statutory obligations. 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. The organisation has been classified as a Type C organisation under the Governance Code. At present, compliance with the Governance Code is voluntary.

IGG is registered with the Lobbying Register and submits quarterly reports. IGG is also a signatory to the Dóchas Code of Conduct on Images and Messages and strives to abide by the Leave No Trace ethos.

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. We have continuously met the standards on an annual basis since its inauguration.

The Executive and Programme & Training Committees are responsible for the strategic direction of IGG and currently monitor the activities quarterly to ensure the organisation achieves its agreed outcomes as stated in our Strategic Plan 2016-2020. The Executive Committee consists of 21 members who meet on average 6 times per year. They are the Board of Directors and have responsibility for the organisation, ensuring it is run professionally and in keeping with its aims and objectives. All Board members work in a voluntary capacity and do not receive any remuneration in respect of their services to IGG. Expenses are reimbursed where claimed in line with Irish Girl Guides' Expenses policy. Two staff members sit on the Executive Committee, Chief Executive Officer and Communications Officer, and they receive Time in Lieu for the meetings.

Since 2014 Irish Girl Guides is officially recognised as meeting the requirements of the Irish Charities' Tax Reform Group (ICTR) Statement of Guiding Principles for Fundraising. This means that we are committed to complying with this Statement by endeavouring to:

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

## IRISH GIRL GUIDES

### Executive Committee meeting attendance - 2017

| Name                  | 21/01 | 01/04 | 10/06 | 02/09 | 21/10 | 02/12 | Total Attendance |      |
|-----------------------|-------|-------|-------|-------|-------|-------|------------------|------|
| <b>Voting Members</b> |       |       |       |       |       |       |                  |      |
| Helen Concannon       | Y     | Y     | Y     | Y     | Y     | Y     | 7/7              | 100% |
| Maureen Murphy        | n/a   | n/a   | Y     | N     | Y     | N     | 2/4              | 50%  |
| Maureen Dillon        | Y     | Y     | n/a   | n/a   | n/a   | n/a   | 2/2              | 100% |
| Therese Joyce         | Y     | Y     | Y     | Y     | Y     | Y     | 6/6              | 100% |
| Julie Stephens        | Y     | Y     | Y     | Y     | Y     | Y     | 6/6              | 100% |
| Evelyn Hayes          | Y     | Y     | Y     | Y     | Y     | Y     | 6/6              | 100% |
| Pauline Kennedy       | Y     | Y*    | Y     | N     | Y     | Y     | 5/6              | 83%  |
| Elizabeth Lynch       | Y     | Y     | Y     | Y     | Y*    | Y     | 6/6              | 100% |
| Fiona Walsh           | Y     | Y     | Y*    | Y     | Y     | Y     | 6/6              | 100% |
| Deirdre Henley        | Y     | Y     | Y     | Y     | Y     | Y     | 6/6              | 100% |
| Anne Marie Slevin     | Y     | Y     | Y     | Y     | Y     | Y     | 6/6              | 100% |
| Jacqueline Lavelle    | Y     | Y     | Y     | Y     | Y     | Y     | 6/6              | 100% |
| Adele Mealey          | Y*    | Y*    | Y     | Y*    | Y*    | Y*    | 6/6              | 100% |
| Lorna Finnegan        | Y     | Y     | Y     | Y     | Y     | N     | 5/6              | 83%  |
| Jessica Byrne         | Y     | Y     | N     | Y     | N     | Y     | 4/6              | 67%  |
| Jenna Goodwin#        | n/a   | n/a   | n/a   | Y     | Y     | Y     | 3/3              | 100% |
| Emer O'Sullivan       | Y     | Y     | Y     | Y     | Y     | Y*    | 6/6              | 100% |
| Gillian Finan         | Y     | Y     | Y     | Y     | Y     | N     | 5/6              | 83%  |
| Linda Kerins          | Y     | Y     | N     | n/a   | n/a   | n/a   | 2/3              | 67%  |

| <b>Non-Voting Members</b> |   |   |   |     |     |     |     |      |
|---------------------------|---|---|---|-----|-----|-----|-----|------|
| Linda Peters              | Y | Y | Y | Y   | Y   | Y   | 6/6 | 100% |
| Fiona Murdoch             | Y | Y | Y | Y   | Y   | Y   | 6/6 | 100% |
| Claire Colfer             | N | Y | Y | Y   | N   | Y   | 4/6 | 67%  |
| Jenna Goodwin#            | Y | Y | Y | n/a | n/a | n/a | 3/3 | 100% |
| Jenny Gannon              | Y | Y | Y | Y   | Y   | n/a | 5/5 | 100% |

\* Indicates substitute attended #Jenna Goodwin moved from a non-voting to a voting position.

### Selection and Induction of Board Members

The Executive Committee of IGG is a body of elected individuals who jointly oversee and govern the activities of the organisation.

New committee members receive an induction pack in advance of their first committee meeting, which includes all appropriate documentation required for them to undertake their role.

### National Programme and Training Committee

The function of the National Programme and Training (NPT) Committee, is to co-ordinate the development and delivery of all aspects of the Guiding Programme by:

- Ensuring that the programme consistently fulfils the aims of Irish Girl Guides as set out in the Mission Statement;
- Keeping up to date with the work of the National Committees and ensuring that all essential areas relating to the Journey programme and training are covered;

## IRISH GIRL GUIDES

- c. Facilitating the regular evaluation, review and update of the Journey Programme;
- d. Ensuring that training opportunities and supports are available to enable Leaders to fulfil their roles;
- e. Ensuring that training opportunities and supports are available to enable Trainers to fulfil their roles;
- f. Ensuring that IGG publications and forms relevant to the Programme are produced and kept up to date and in-line with the Journey Programme;
- g. Ensuring that all additional Badges and Activities are uploaded to OGM in the appropriate style;
- h. Facilitating a communication network between Chairs of all National Committees;
- i. Supporting Chairs of National Committees;
- j. Providing a forum for the sharing of ideas;
- k. Keeping up to date with developments in other youth organisations which are relevant to the IGG programme;
- l. Implementing special projects and themes by appropriate means e.g. ad-hoc committees;
- m. Set up an ad-hoc team to run Branch Weekend;
- n. Design the theme and training sessions in consultation with Branch Chairs for Branch Weekend
- o. To work within the allocated budget and report to Finance Committee; and
- p. Working with the Executive Committee and staff to implement the organisation's Strategic Plan and comply with all statutory regulations.

According to its Terms of Reference, the Committee will meet at least three times per year. In 2017, the Committee met four times. The membership and meeting attendance at 31 December 2017 was as follows;

| Name                      | 25/02 | 06/05 | 16/09 | 11/11 | Total Attendance |      |
|---------------------------|-------|-------|-------|-------|------------------|------|
| <b>Voting Members</b>     |       |       |       |       |                  |      |
| Evelyn Hayes              | Y     | Y     | Y     | Y     | 4/4              | 100% |
| Carina Egan               | Y     | Y     | Y     | Y     | 4/4              | 100% |
| Margaret Patterson        | Y     | Y     | Y     | N     | 3/4              | 75%  |
| Sinead Crilly             | Y     | Y     | Y     | Y     | 4/4              | 100% |
| Margaret O'Connor         | Y     | Y     | Y     | Y     | 4/4              | 100% |
| Carol O'Brady             | Y     | Y     | Y     | n/a   | 3/3              | 100% |
| Carol Stanley             | n/a   | n/a   | n/a   | Y     | 1/1              | 100% |
| Monica McDonnell          | Y     | Y*    | Y     | Y     | 4/4              | 100% |
| Hazel Convery             | Y*    | Y     | Y     | Y*    | 2/4              | 50%  |
| Sylvia Richardson         | Y     | Y     | Y     | Y     | 4/4              | 100% |
| Julie Stephens            | N     | Y     | Y     | N     | 2/4              | 50%  |
| Helen Concannon           | Y     | Y     | N     | N     | 2/4              | 50%  |
| Aoife Leamy               | N     | N     | n/a   | n/a   | 0/2              | 0%   |
| Shona Kirkpatrick         | Y*    | N     | Y     | Y     | 3/4              | 75%  |
| <b>Non-Voting Members</b> |       |       |       |       |                  |      |
| Linda Peters              | n/a   | n/a   | Y     | Y     | 2/2              | 100% |
| Ruth Hughes               | n/a   | n/a   | Y     | Y     | 2/2              | 100% |
| Andrea Lazenby-Simpson    | Y     | Y     | n/a   | n/a   | 2/2              | 100% |
| Laura Power               | Y     | Y     | n/a   | n/a   | 2/2              | 100% |
| Claire de Jong            | n/a   | n/a   | Y     | n/a   | 1/1              | 100% |

\* Indicates substitute attended

### Subcommittee

There is one formal subcommittee of the Executive Committee;

1. Finance Committee

## IRISH GIRL GUIDES

The Finance Committee has been established for the purpose of:

- Managing the financial affairs of the Irish Girl Guides, with responsibility to and in consultation with the Executive Committee to whom a full report will be given at each meeting;
- Drawing up an annual budget, in conjunction with the National Treasurer, for presentation at Executive
- Ensuring that the annual accounts are signed off at General Council;
- Conducting internal audits of District/Area/Regional/Committee accounts for monitoring and review purposes;
- Monitoring and reviewing arrangements whereby volunteers and staff may, in confidence, raise concerns about possible improprieties in financial matters and ensuring that these are independently investigated and acted on if appropriate; and
- Monitoring and reviewing financial control and risk management systems.

According to its Terms of Reference, the Committee will meet at least four times per year. In 2017, the Committee met seven times. The membership and meeting attendance at 31 December 2017 was as follows;

| Name   | 11/02 | 09/03 | 05/05 | 09/06 | 02/08 | 08/09 | 01/12 | Total Attendance |      |
|--|-------|-------|-------|-------|-------|-------|-------|------------------|------|
| <b>Voting Members</b>  |       |       |       |       |       |       |       |                  |      |
| Therese Joyce  | Y     | Y     | Y     | Y     | Y     | Y     | Y     | 7/7              | 100% |
| Helen Concannon  | Y     | Y     | Y     | Y     | Y     | Y     | Y     | 7/7              | 100% |
| Julie Stephens   | Y     | Y     | Y     | Y     | N     | Y     | Y     | 6/7              | 86%  |
| Evelyn Hayes   | Y     | Y     | Y     | Y     | Y     | Y     | Y     | 7/7              | 100% |
| Regional Commissioner Rep<br>Pauline Kennedy – Feb, May,<br>June, Dec<br>Elizabeth Lynch – Aug<br>Anne Marie Slevin – Sept | Y     | N     | Y     | Y     | Y     | Y     | Y     | 6/7              | 86%  |
| Sylvia Richardson  | N     | N     | Y     | N     | N     | Y     | Y     | 3/7              | 43%  |
| <b>Non-Voting Members</b>  |       |       |       |       |       |       |       |                  |      |
| Linda Peters   | Y     | Y     | Y     | Y     | n/a   | Y     | Y     | 6/6              | 100% |
| Naomi Levins   | Y     | Y     | Y     | N     | n/a   | n/a   | n/a   | 3/4              | 75%  |
| Karen Frazer   | Y     | N     | N     | N     | N     | N     | n/a   | 1/6              | 17%  |
| Jenna Goodwin  | n/a   | n/a   | n/a   | n/a   | n/a   | n/a   | Y     | 1/1              | 100% |

### 1.3 Management

The organisation is managed by the Chief Executive Officer in conjunction with three key volunteers; the Chief Commissioner, the Chair of Finance and the National Treasurer. This is known as the Management Committee, and it is a sub-committee of the Finance Committee. It met four times in 2017.



## 2. Objectives, Activities, Achievements and Performance

The organisation is guided by a Strategic Plan covering 2016 – 2020. This Strategic Plan sets out its broad direction and priorities until 2020. Belong, Journey, Impact, and Support; these are the four key areas of the strategic plan, #IGG2020. It was launched at the National Branch Weekend in February 2016. Each area focuses on outcomes that IGG will work 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.

### 2.1 Belong

- *Members develop life skills and interests as a result of their participation in local activities and events.*
- *More girls benefit from a safe girl-only space where they develop in confidence at their own pace through non-formal education methods.*
- *Girls and women gain knowledge and a sense of belonging through participation in national and international Guiding activities.*

#### 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 2017, over 500 Leaders attended seven Regional Conferences and over 250 attended Regional Branch trainings. Trainings at conferences included Code of Ethics, the new Journey Programme, Promise and Law, global connections, the outdoors, OGM, best practice in keeping accounts, and Commissioner training.

#### Senior Branch Weekend and Regional Senior Branch Events

A number of Regions held events for under 16 year olds, each one trying new activities and learning new skills. The Senior Branch Weekend gave Senior Branch members an opportunity to come together for training sessions, exchange of ideas and to plan future national activities for their age group. This year, Senior Branch Weekend took place in Ennis from 24-26 November. 25 Senior Branch members attended the event.

#### Senior Branch 18<sup>th</sup> Birthday

The Senior Branch 18th birthday party took place in Dublin Zoo on 23 February. 5 birthday 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.

#### Growth Initiatives and PR

A number of events were attended to promote the organisation including at the UCC and Galway Volunteer Fairs and Zeminar in the RDS. These generated a lot of interesting in volunteering. 48 new Units were opened.

#### Timpeall an Domhain

Took place in Killarney from 6-7 May. Marian Guides, Cork, won the Junior Section and Arbutus Guides, Cork, won the Senior Section. A total of 52 Guides and 23 Leaders attended.

#### Postcard Competition

Units around the country entered this with great creativity and design. The winning postcards were distributed for World Thinking Day.

## 2.2 Journey

- *Through the progressive Journey Programme, girls and young women learn skills, attitudes, healthy behaviours and Guiding values.*
- *Girls and women are empowered to be active citizens through membership of a global Guiding movement that is environmentally conscious.*
- *Girls and women take action as advocates for Guiding and active global citizenship.*

### National Guide Awards

The National Guide Award is made in recognition of the successful completion of a series of challenges, including teamwork, activities, outdoor survival skills, community service, global awareness and working with younger members of IGG to help them develop confidence, independence and essential life-skills. It is the highest award for Guides and this year, 107 girls were presented with the award in Croke Park on 14 October 2017 in front of their 100 Leaders and 220 parents. The awards were presented by IGG Chief Commissioner, Helen Concannon and IGG President, Maureen Murphy.

### World Thinking Day

Units across the country joined their sister Guides and Girl Scouts from around the world to celebrate World Thinking Day in 2017. The theme was Grow and each Unit highlighted the work of the World Association, which now has 150 countries and over 10 million members.

### Ventact

This joint event took place in September in Kilcully campsite in Cork, along with Catholic Guides of Ireland and Scouting Ireland. The girls undertook a range of activities pushing their comfort zone and learning new skills.

### Regional Lightweight and Pre-Camp Challenge

South West Region organised a Regional Under 16 weekend in Cork and a Hike in the Black Valley which also included members from the Mid West Region.

A pre-camp challenge was held before IGGNITE in Tipperary and 14 Senior Branchers and 4 Leaders undertook a 55km hike and camping challenge over 4 days to get to camp on time.

### IGGNITE 2017

Almost 1800 girls and Leaders took part in IGG's International Camp, IGGNITE, which was held at Rockwell College in Co. Tipperary from 30 July – 6 August 2017. There was a total of 250 visitors from the US, Canada, New Zealand, Australia, Malaysia, Georgia, Zimbabwe, St. Vincent and the Grenadines as well as England, Scotland and Finland. Activities included kayaking, horse-riding, water obstacle courses, raft-building and drama as well as yoga, meditation and coding workshops. The participants also learned how to advocate for gender equality and stand up for refugees. On Thursday and Friday, 263 Brownies and 60 Ladybirds and their Leaders came to take part.

### #FutureCEOs Cookie Project

National Cookie Month took place in November 2017 with over 200 Units around the country selling 30,000 packets of cookies. The programme was supported by Alison Cowzer of Dragon's Den who lent her experience to the initiative. The choc chip cookies were produced in Ireland's biggest biscuit factory and raised over €30,000 for Units. Girls worked on improving their teamwork, goal-setting, communication and money-management skills.

### 2.3 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.
- IGG has a strong visibility as an inclusive organisation across Ireland and members are encouraged to speak out on a variety of relevant issues.
- IGG is recognised as complying with best practice in the community and voluntary sector and as a registered charity.

#### Code of Ethics & Warrant Trainings

This year a number of new Code of Ethics trainers were trained and Leaders across the country took part to upskill and increase their knowledge. Resources and modular Warrant training sessions were attended in line with best practice in youth work and provided at local and Regional level.

#### Days Out, Pantomimes and Fun Days

Various groups went out in their local communities for activities and adventures. In Dublin, over 2000 members attended the annual Gaiety Panto. In Limerick, 400 girls and Leaders went to the Lime Tree Theatre and in Cork, members attended the Panto in the Everyman Theatre.

#### World Conference

The 36<sup>th</sup> World Conference was held in India in September and Ireland was represented by 3 members of IGG, along with two representatives from the Catholic Guides of Ireland. IGG's former Chief Commissioner Jillian van Turnhout was nominated for the World Board and was also in attendance for the five day event. The highlight of the week was when the World Association welcomes 6 new member countries – Albania, Aruba, Azerbaijan, Niger, Palestine and Syria.

#### Next Steps & Elevator Speech

120 members of volunteers and staff developed a shared understanding of our Strategic Plan and developed relationships at this weekend that took place in the Abbey Court Hotel in Nenagh on 20-22 January. The event was a huge success with great camaraderie and fun had by all. Everyone was empowered with confidence and skills to do an Elevator Speech about what Guiding offers society.

#### Training on Video Productions

During 2017, a number of professional videos were made on various aspects of Guiding. These were recorded at IGGNITE and highlighted some key skills that our members use at camp.

#### New Resources for Branches

Brownies created a resource pack for all Units based on the World Centres and the World Association of Girl Guides and Girl Scouts. These were gratefully received by Leaders and well used. The Guide Branch committee worked on the Patrol Leaders leaflets for the Guide Travel Folder. A new relationship with Engineers Ireland was developed to produce new Engineering badges. IGG also developed a new website which is a bright and colourful directory of information with a Leaders area and Public page with details of the work of the organisation. The online shop was also given a face-lift with new photos of every item for sale. During the year a number of activities were added to the bank of resources on Online Guide Manager and an accounts package was devised to help volunteers with their transparency and accountability.

## 2.4 Support

- **Volunteers are up skilled to mentor, support and empower the girls throughout their journey.**
- **An ethos of teamwork is evident in the nurturing environment where the focus is on learning by doing.**
- **By means of intergenerational learning IGG members gain skills and qualifications transferable to other aspects of their lives.**

### International Permit Day

Leaders were trained to improve their organisational and logistical skills and to prepare them to take groups of girls abroad.

### Trainings with Partner Organisations

IGG worked closely with Dublin City University's Lego Innovation Centre to run a 'Mission to Mars' robotics academy. One was held in DCU and the girls stayed on campus for the week-long event and a second one was held in Cork during the October mid-term break. The course was designed to encourage girls to do STEM activities and had a huge impact on the girls involved.

### OGM Training and Resources

Leaders supported each other by sharing skills learned in the use of Online Guide Manager and developed ways of using IT to reduce the administrative work Leaders have to do to ensure good standards are maintained.

### Leaders Events

Volunteers attended a number of events at local, national and international level to meet like-minded people and learn about the sisterhood of international Guiding. The skills they learned and knowledge gained fed back into their local Units. One of these events was the IGGNITE Ball in the Castletroy Hotel which helped raise funds for the international camp.

### Committee Meetings

Each committee began the year with a committee meeting at Next Steps weekend with team-building activities. With a shared vision, they planned the year ahead, networking and sharing ideas for the future of IGG.

### Leaders and Senior Branch Magazines

Volunteers received 5 colourful editions of *Trefoil News* which provided continuous support and training material. *The Welly!!!* was distributed to all Senior Branch members, Trainers and Guide Units.

### Trainers Conference

Trainers conference was held in Athlone from the 3-5 November. This weekend enabled the 16 current Trainers present to network and share with the 7 Trainee Trainers.

### Mental Health Training

IGG partnered with Jigsaw to run a training event for Leaders on positive mental health. Participants learned the importance of One Good Adult in the life of a young person and discussed suicide and its impact on families. North West Regional Conference invited the Daffodil Foundation to run a session on mental health awareness for volunteers which was also very well received.

### **3. Financial Review**

IGG is a not-for-profit organisation and has been granted charitable status under the Taxes Consolidation Act 1996 (CHY 4726). IGG is also registered with the Charities Regulatory Authority (RCN: 20006327). 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. A conflict of loyalty and a conflict of interest policy operates at Board level and all Trustees make an annual declaration of their interests.

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 keep proper financial records which are checked by the Finance Committee on an annual basis. An external auditor checks the national accounts. The statement of income and expenditure and balance sheet for the year ended 31 December 2017 in respect of the national accounts are set out in our Financial Statements.

The principal funding sources for the organisation are currently grants and membership fees. All members pay a €40 membership fee which is collected nationally, a proportion of which funds Regional activities. In 2017, we gratefully received grants from the Dept of Children & Youth Affairs, Dept of Transport, Tourism & Sport, Trocaire, Concern, Irish Aid, the Ray Murphy Fund, Verizon & WAGGGS. The International Committee of IGG also received funding from Erasmus through Leargas and from the Leadership Training Fund

#### **3.1 Reserves Policy**

IGG's Executive Committee has established and implemented a Reserves Policy to ensure the stability of the mission, programs, employment and on-going operations of the organisation and to provide a source of internal funds for organisational priorities. It is intended to support the goals and strategies contained in the governance and financial policies of the organisation. It has been agreed that the most appropriate level of reserves should be kept at the level of €375,000 (one year's operational costs). The recommended Reserves for Properties is €25,000 per property to a max of €50,000. Regions should maintain a minimum level of reserve, sufficient for 1 year's organisational costs. The reserves policy is reviewed on an annual basis.

#### **3.2 Principal Risks and Uncertainties**

Risk is an everyday part of life in the community and voluntary sector, and managing it effectively is essential if organisational goals are to be achieved and organisation assets are to be safeguarded. IGG adopts a structured approach to managing significant risks to which the organisation is exposed. The Board of Directors is responsible for ensuring that appropriate procedures are in place to identify, assess and manage risk from a strategic and operational perspective. IGG has a Risk Management Policy that is reviewed on an annual basis. Managerial staff and key volunteers are responsible for ensuring this Risk Management Policy is implemented. IGG also maintains a risk register of all potential risks which outlines the level of risk and the likelihood of this risk occurring. This risk register is reviewed on an annual basis by the Executive Committee.

### **3.3 Accounting Records**

To ensure proper books and accounting records are kept in accordance the Charities Act, IGG has established appropriate resources to adequately record the transactions of the organisation. IGG also ensures that it retains the source of documentation for these transactions. The books of account are externally audited and maintained at the organisation's registered office at Irish Girl Guides, Trefoil House, 27 Pembroke Park, Dublin 4.

## **4. Future Developments**

Irish Girl Guides is committed to the #IGG2020 Strategic Plan and will continue to monitor the achievements of its objectives throughout 2018 – 2020 under the sections Belong, Journey, Impact and Support. All committees have goals which are aligned to this Strategic Plan.

As an organisation, we will continue with our core activities and will grow and recruit volunteers to fulfil our mission. Being able to offer our Guiding programme to more girls and women is a key aspiration for our future.

IGG will continue to work to secure diverse and sustainable funding streams and to grow fundraising. The Cookie programme will continue in 2018 with more Units being able to raise funds locally to support their activities. The organisation has entered into a number of partnerships with other organisations to help fulfil the mission and provide new opportunities for our members e.g. Trocaire, DCU LEIS, Engineers Ireland.

As a follow on to our international camp IGGNITE, each Region will organise camps in their own localities for over 700 girls during 2018.

The Operational Plan for 2018 will incorporate key learnings from 2017 and will be used to ensure the organisation remains true to its ethos and Strategic Plan. Irish Girl Guides will work to increase the impact on girls and young women across the country and share that with our sister Guides around the world.

**Irish Girl Guides**

**Financial Statements**

**Year Ended 31st December 2017**



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**Independent Auditors' Report  
To the Irish Girl Guides**

We have audited the financial statements on pages 3 to 10 which have been prepared under the historical cost convention, and the accounting policies set out on pages 5 and 6.

**Respective responsibilities of Executive Committee, Council Members and Auditors**

As described on page 5, the Executive Committee and the General Council are responsible for the preparation of the financial statements. It is our responsibility to form an independent opinion, based on our audit of those statements and report our opinion to you.

**Basis of opinion**

We conducted our audit in accordance with Auditing Standards issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the Executive Committee and the General Council in the preparation of the financial statements, and of whether the accounting policies are appropriate to the association's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we have evaluated the overall adequacy of the presentation of information in the financial statements.

**Opinion**

In our opinion the financial statements give a true and fair view of the state of the association's affairs as at 31st December 2017 and of its surplus for the year then ended.

We have obtained all the information and explanations we consider necessary for the purposes of our audit. In our opinion proper accounting records have been kept by the association. The financial statements are in agreement with the accounting records.



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For And On Behalf Of:

**Byrne Moreau Connell  
Chartered Accountants  
and Registered Auditor  
Harmony Court,  
Harmony Row, Dublin 2**

**Income & Expenditure Account**  
**Year ended 31st December 2017**

|  | Note | 2017<br>Total<br>€ | 2016<br>Total<br>€ |
|--|------|--------------------|--------------------|
| <b>Income</b>  |      |                    |                    |
| Department of Children & Youth Affairs - Youth Service Grant         |      | 392,125            | 373,452            |
| Membership fees  |      | 303,654            | 305,052            |
| Other Grants, sponsorship and sundry income                          | 3    | <u>88,336</u>      | <u>47,744</u>      |
|  |      | 784,114            | 726,248            |
| <b>Expenditure &amp; provisions (Schedule I)</b>                     |      | <u>784,324</u>     | <u>739,800</u>     |
| <b>Surplus/(deficit) on Administration</b>                           |      | (210)              | (13,552)           |
| <b>Surplus/(deficit) on Distribution (Schedule II)</b>               |      | 5,737              | (5,330)            |
| <b>Surplus/(deficit) on National Memorial Cottage (Schedule III)</b> |      | <u>(6)</u>         | <u>578</u>         |
| <b>Net Surplus/(Deficit) for year</b>                                |      | 5,521              | (18,304)           |
| Balance at beginning of year   |      | <u>614,770</u>     | <u>633,074</u>     |
| <b>Balance at end of year</b>  |      | <u>620,291</u>     | <u>614,770</u>     |

On behalf of the Executive Committee and the General Council

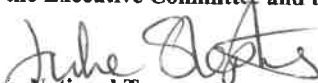
  
Julie Stephens, National Treasurer

  
Helen Concannon, Chief Commissioner

**Balance Sheet**  
**Year ended 31st December 2017**

|   | Note | 2017<br>€       | 2016<br>€       |
|---|------|-----------------|-----------------|
| <b>Financial Assets</b>                       |      |                 |                 |
| Investment accounts                           | 5    | <u>77,194</u>   | <u>77,188</u>   |
| <b>Current Assets</b>                         |      |                 |                 |
| Bank balances and cash                        | 5    | 764,057         | 766,095         |
| Debtors                                       | 6    | 21,222          | 17,009          |
| Stocks of distribution centre                 | 7    | <u>158,046</u>  | <u>153,605</u>  |
|   |      | <u>943,325</u>  | <u>936,709</u>  |
| <b>Current Liabilities</b>                    |      |                 |                 |
| Creditors                                     | 8    | <u>(41,757)</u> | <u>(38,269)</u> |
| <b>Net Current Assets</b>                     |      | <u>901,568</u>  | <u>898,440</u>  |
| <b>Total Assets</b>                           |      | <u>978,762</u>  | <u>975,628</u>  |
| <b>Capital Employed</b>                       |      |                 |                 |
| Revenue account                               |      | 620,291         | 614,770         |
| Provision for future development and expenses | 9    | <u>358,471</u>  | <u>360,857</u>  |
|   |      | <u>978,762</u>  | <u>975,628</u>  |

On behalf of the Executive Committee and the General Council

  
 Julie Stephens, National Treasurer

  
 Helen Concannon, Chief Commissioner

## NOTES TO THE FINANCIAL STATEMENTS

### 1. Statement of Executive Committee and General Council Members' Responsibilities

The Executive Committee members are responsible for overseeing the keeping of proper accounting records which disclose with reasonable accuracy at any time the financial position of the Irish Girl Guides. They are also responsible for safeguarding the assets of the Irish Girl Guides and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The General Council members are responsible for considering and approving the audited financial statements submitted by the National Treasurer each year.

The General Council members are responsible, through the Executive Committee, for arranging the preparation of financial statements for each financial year which give a true and fair view of the state of affairs of the Irish Girl Guides and of the surplus or deficit for that period. In preparing those financial statements the General Council members are required to:

- Approve suitable accounting policies and then apply them consistently
- Make judgements and estimates that are reasonable and prudent
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Irish Girl Guides will continue in operation.

### 2. Accounting Policies

The significant accounting policies adopted by the association are set out below. These policies differ in some respects from the Statement of Recommended Practice on accounting by charities issued by the Charity Commissioners for England and Wales ("the SORP"). Compliance with the SORP is not mandatory however.

#### a) Basis of accounting

The financial statements deal with the activities of the National Office of the Irish Girl Guides. These comprise a) the collection of membership fees, grants and other income, b) administration of National Office, c) sales of uniforms and guide supplies, and d) the operation of the National Memorial Cottage and related expenditure.

These financial statements do not include regional, branch or committee activities.

#### b) Premises, office equipment and furniture.

The premises of the Irish Girl Guides, which are principally the National Office at 27 Pembroke Park, The National Memorial Cottage at Enniskerry and outdoor training centres, are not included in the balance sheet as title to these properties resides with the Irish Girl Guides Trust Corporation Company Limited By Guarantee.

Expenditure on National Office premises, office equipment, IT and furniture is written off to the income and expenditure account in the year in which it is incurred. This is not in accordance with the provisions of Financial Reporting Standards, but is considered appropriate to the association's circumstances.

#### c) Government Grants

Government grants relating to the annual activities of the association are receivable in respect of a calendar year and are fully reflected in the income and expenditure account when the related expenditure is incurred.

**NOTES TO THE FINANCIAL STATEMENTS - continued**

**Accounting policies - continued**

**d) Stocks**

Stocks are stated at the lower of cost and net realisable value.

Cost comprises the cost of purchase with the addition of charges such as freight or duty where appropriate.

Net realisable value comprises the actual or estimated selling price less all costs to be incurred in selling and distribution.

**e) Investments**

Quoted investments included in investments are stated in the balance sheet at market value. In arriving at their market value, investments are valued at middle market prices ruling at close of business at the balance sheet date. Other investments represent cash deposits with financial institutions.

**f) Membership fees**

Membership fees are accounted for on a cash receipts basis.

**g) Provision for future developments**

Expenditure in relation to certain projects to be expensed in future years is provided for in the year the project is agreed.

**h) Pensions**

The pension obligations of the association are met by payments to a pension plan, the annual contributions to which are dealt with in the accounting year to which they relate.

## NOTES TO THE FINANCIAL STATEMENTS - continued

## 3. Other Grants, sponsorship and sundry income

|  | 2017          | 2016          |
|--|---------------|---------------|
|  | €             | €             |
| Dept of Children and Youth Affairs additional grant  | -             | 5,749         |
| Cookie income  | 39,380        | -             |
| Rental income  | 2,600         | 2,600         |
| Trefoil News advertising                             | 1,400         | 1,375         |
| Bank interest received                               | 1,753         | 18,518        |
| Concern International                                | -             | 15,000        |
| Dept of Tourism, Transport & Sport (sports grant)    | -             | 4,000         |
| Irish Aid grant                                      | 20,550        | -             |
| Trocaire grant                                       | 5,000         | -             |
| Diane Dixon bequest                                  | 3,000         | -             |
| Verizon WAGGGS grant                                 | 2,789         | -             |
| IHREC grant  | 2,354         | -             |
| Ray Murphy Fund for Leadership                       | 1,400         | -             |
| Environmental Protection Agency sponsorship          | 1,000         | -             |
| LHK / Allianz Safety Guidelines sponsorship          | 500           | -             |
| * Sundry income, donations and fundraising generally | 6,610         | 501           |
|  | <u>88,336</u> | <u>47,744</u> |

\* € 7,747.91 was donated by IGG members and €8,315.90 transferred to World Association of Girl Guides and Girl Scouts (WAGGGS).

## 4. Employees

## Number of employees

|  | 2017      | 2016      |
|--|-----------|-----------|
|  | Number    | Number    |
| National Office Staff:                 |           |           |
| Full Time                              | 5         | 5         |
| Part Time                              | 4         | 4         |
| Development Officers:                  |           |           |
| Part Time                              | 7         | 8         |
| Full Time                              | 1         | 1         |
| <b>Total Staff</b>                     | <u>17</u> | <u>18</u> |
| Distribution Centre Staff:             |           |           |
| Full Time                              | 0         | 0         |
| Part Time                              | 1         | 1         |
| Part Time (9 Months)                   | 1         | 1         |
| Part Time (3/4 Month Contract)         | 1         | 1         |
| Casual                                 | 4         | 5         |
| <b>Total Distribution Centre Staff</b> | <u>7</u>  | <u>8</u>  |

## Employee costs

|  | 2017           | 2016           |
|--|----------------|----------------|
|  | €              | €              |
| <b>National salaries and pensions</b>            | 348,968        | 341,017        |
| <b>Distribution Centre salaries and pensions</b> | 54,290         | 53,158         |
|  | <u>403,258</u> | <u>394,175</u> |

- There were no employees whose total employee benefits (excluding employer pension costs) exceeded €60,000.
- Total employer pension contributions in the period amounted to €2,750.

## NOTES TO THE FINANCIAL STATEMENTS - continued

## 5. Investments, bank balances and cash

|                                  | 2017<br>€      | 2016<br>€      |
|----------------------------------|----------------|----------------|
| <b>Investment Accounts *</b>     | <u>77,194</u>  | <u>77,188</u>  |
| <b>Administration</b>            |                |                |
| Bank accounts                    | 553,341        | 560,281        |
| Property development fund        | 82,842         | 82,468         |
| Thinking Day fund                | 157            | 739            |
|                                  | <u>636,341</u> | <u>643,488</u> |
| <b>Distribution</b>              |                |                |
| Bank accounts                    | 103,608        | 99,518         |
| Cash on hand                     | 2,497          | 1,470          |
| <b>National Memorial Cottage</b> |                |                |
| Bank accounts                    | 21,612         | 21,618         |
|                                  | <u>764,057</u> | <u>766,094</u> |
| <b>Total</b>                     | <u>841,251</u> | <u>843,282</u> |

## \* Eileen Beatty Bequest

|   |               |               |
|---|---------------|---------------|
| AIB ordinary shares                           | 66            | 60            |
| Eileen Beatty International Fund bank account | 128           | 128           |
| Eileen Beatty International PO Savings        | 77,000        | 77,000        |
|   | <u>77,194</u> | <u>77,188</u> |

Note: The market value of the AIB ordinary shares at the year end was €66 (2016 - €60)

## NOTES TO THE FINANCIAL STATEMENTS - continued

## 6. Debtors

|                                | 2017<br>€     | 2016<br>€     |
|--------------------------------|---------------|---------------|
| Trade Debtors (Distribution)   | 15,385        | 12,909        |
| Trade Debtors (Administration) | 5,837         | 4,100         |
|                                | <u>21,222</u> | <u>17,009</u> |

## 7. Stocks

|  |                |                |
|--|----------------|----------------|
| Goods for resale - Distribution centre | <u>158,046</u> | <u>153,605</u> |
|--|----------------|----------------|

Stocks represent goods purchased in a finished condition ready for resale by the Distribution centre. The estimated replacement cost is not materially different from the amount shown above.

## 8. Creditors

|                      |               |               |
|----------------------|---------------|---------------|
| Audit                | 7,011         | 7,011         |
| PAYE/PRSI/USC        | 5,983         | 7,042         |
| Creditors & accruals | 28,763        | 24,216        |
|                      | <u>41,757</u> | <u>38,269</u> |

## 9. Provisions for future development and expenses

|                                       |                |                |
|---------------------------------------|----------------|----------------|
| World & European conferences          | 12,623         | 12,697         |
| National conference and trainings     | 51,268         | 51,268         |
| Camps                                 | 59,305         | 44,305         |
| *Property development fund            | 91,813         | 77,983         |
| Computers, IT, Administration         | 13,892         | 13,892         |
| Computers, IT, Distribution centre    | 17,000         | 17,000         |
| IT development                        | 29,611         | 61,253         |
| Painting & renovation National Office | 21,000         | 21,000         |
| Outreach project                      | 9,164          | 11,216         |
| First Aid                             | 5,212          | 5,212          |
| Service projects                      | 7,475          | 4,923          |
| Programme review & implementation     | 40,109         | 40,109         |
|                                       | <u>358,471</u> | <u>360,857</u> |

These provisions have been allocated from current and previous surpluses for anticipated future expenditure on specific projects.

\*This has been set up to assist with building and renovation costs - both regionally and nationally.



**NOTES TO THE FINANCIAL STATEMENTS - continued**

**10. Pensions**

The association operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the association in an independently administered fund. The pension cost charge represents contributions payable by the association to the fund and amounted to €2,750.

**11. Approval of financial statements**

The Executive Committee approved the financial statements on 06th April 2018 and General Council of the Irish Girl Guides approved the financial statements on 07th April 2018.

**Schedule of Expenditure - Organisation/Administration**  
**Year ended 31st December 2017**

|  | Schedule I     |                |
|--|----------------|----------------|
|  | 2017           | 2016           |
|  | €              | €              |
| <b>National Office expenditure</b>               |                |                |
| Salaries and pensions                            | 348,968        | 340,907        |
| Other staff costs                                | 13,942         | 7,390          |
| Regional grants                                  | 53,945         | 60,649         |
| National committees                              | 65,788         | 64,725         |
| Cookie expenditure                               | 33,932         | -              |
| Publications                                     | 2,339          | 8,599          |
| Trefoil News                                     | 23,031         | 29,831         |
| Public relations                                 | 8,838          | 15,785         |
| Travel expenses volunteers                       | 25,439         | 22,457         |
| National conference and trainings                | 3,474          | 17,366         |
| International camps (IGGNITE)                    | 28,754         | 20,000         |
| World/European conferences                       | 9,338          | 4,728          |
| Insurance  | 32,436         | 32,777         |
| Administration and overhead costs                | 26,795         | 29,984         |
| IT costs   | 25,817         | 25,248         |
| Subscriptions and affiliations                   | 13,528         | 10,928         |
| Audit fees                                       | 4,305          | 4,305          |
| Professional and legal fees                      | 5,075          | 2,199          |
| Bank charges                                     | 868            | 1,006          |
| Eileen Beatty bequest - International committee  | 12,258         | 8,390          |
| Concern Grant allocated to Camp IGGnite 2017     | -              | 15,000         |
| Diane Dixon scholarship                          | 453            | 575            |
| Strategic Plan                                   | -              | 2,065          |
| Provisions current year                          | 45,000         | -              |
| Provision for diminution in value of investments | -              | 14,885         |
|  | <b>784,324</b> | <b>739,800</b> |

**Income and Expenditure Account - Distribution**  
**Year ended 31st December 2017**
**Schedule II**

|                                      | 2017<br>€        | 2016<br>€        |
|--------------------------------------|------------------|------------------|
| <b>Sales</b>                         | <u>268,590</u>   | <u>226,805</u>   |
| <b>Cost of sales</b>                 |                  |                  |
| Opening stock                        | 153,605          | 146,752          |
| Purchases                            | 168,896          | 158,196          |
| Postage and packaging                | <u>19,079</u>    | <u>13,303</u>    |
|                                      | <u>341,581</u>   | <u>318,251</u>   |
| Closing stock                        | <u>(158,046)</u> | <u>(153,605)</u> |
|                                      | <u>183,534</u>   | <u>164,646</u>   |
| <b>Gross profit</b>                  | <u>85,056</u>    | <u>62,159</u>    |
| <b>Other Income</b>                  |                  |                  |
| Bank interest received               | <u>4</u>         | <u>17</u>        |
| <b>Expenditure</b>                   |                  |                  |
| Salaries and pensions                | 54,290           | 53,158           |
| Other staff costs                    | 1,866            | 1,609            |
| Insurance                            | 2,046            | 1,776            |
| Administration and overhead          | 2,721            | 2,455            |
| IT maintenance                       | 10,325           | 2,501            |
| Audit fee                            | 2,706            | 2,706            |
| Bank charges                         | 4,030            | 3,280            |
| Miscellaneous costs                  | <u>1,339</u>     | <u>21</u>        |
| <b>Total expenditure</b>             | <u>79,322</u>    | <u>67,506</u>    |
| <b>Surplus(deficit) for the year</b> | <u>5,737</u>     | <u>(5,330)</u>   |

**Income and Expenditure Account - National Memorial Cottage**  
**Year ended 31st December 2017**
**Schedule III**

|                                      | 2017          | 2016         |
|--------------------------------------|---------------|--------------|
|                                      | €             | €            |
| <b>Income</b>                        |               |              |
| Rent and other charges               |               |              |
| Donations and other income           | 9,609         | 6,697        |
| Bank interest                        | 545           | 450          |
| <b>Total Income</b>                  | <u>22</u>     | <u>22</u>    |
|                                      | <u>10,176</u> | <u>7,169</u> |
| <b>Expenditure</b>                   |               |              |
| Administration                       |               |              |
| Utilities                            | 892           | 760          |
| Maintenance                          | 2,076         | 1,137        |
| Security                             | 5,306         | 2,714        |
| Insurance                            | 654           | 835          |
| Bank charges                         | 1,217         | 1,107        |
| <b>Total expenditure</b>             | <u>37</u>     | <u>38</u>    |
|                                      | <u>10,182</u> | <u>6,591</u> |
| <b>Surplus(deficit) for the year</b> | <u>(6)</u>    | <u>578</u>   |

**Utilisation of Government Grant  
Year ended 31st December 2017**
**Schedule IV**

|   | 2017<br>€      | 2016<br>€      |
|---|----------------|----------------|
| <b>Grants for year</b>  |                |                |
| Department of Children & Youth Affairs - Youth Service Grant<br>(Administered by Pobal) | 392,125        | 373,452        |
|   | <u>392,125</u> | <u>373,452</u> |
| Allocation to national activities (see below)   | 235,380        | 187,852        |
| Allocation to regional, branch & committee activities (see below)                       | 156,745        | 185,600        |
|   | <u>392,125</u> | <u>373,452</u> |
| <b>Allocation to national activities</b>  |                |                |
| Youth service grant:  |                |                |
| Staff and development officers  | 210,380        | 167,852        |
| IT costs  | 25,000         | 20,000         |
|   | <u>235,380</u> | <u>187,852</u> |
| <b>Allocation to regional, branch &amp; committee activities</b>                        |                |                |
| Youth service grant:  |                |                |
| Regional grant  | 31,500         | 36,500         |
| Financial assistance to units (regional)  | 8,950          | 9,100          |
| First aid courses (regional)  | 4,345          | 5,000          |
| Branches and committees   | 58,000         | 60,000         |
| Trefoil News & Publications   | 22,750         | 35,000         |
| Volunteer travel expenditure  | 20,050         | 15,000         |
| Online management system for units  | 11,150         | 5,000          |
| International Camps   | -              | 20,000         |
|   | <u>156,745</u> | <u>185,600</u> |

- The Irish Girl Guides are in compliance with Department of Finance circulars regarding tax clearance.
- In line with the Governance Code, IGG has the appropriate financial control in place which is monitored by the Finance Committee.
- The purpose of the YSGS grant funding to IGG is to enable girls and young women to develop their fullest potential as responsible citizens of the world.