
Irish Girl Guides
Annual Report & Financial Statements
For the year ended 31 December 2018

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ORGANISATION INFORMATION**DIRECTORS**

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

CHARITY NUMBER CHY 4726

CRA NUMBER 20006327

REGISTERED OFFICE Trefoil House
27 Pembroke Park
Dublin 4
D04 NV08

CHIEF EXECUTIVE OFFICER/MANAGING DIRECTOR Currently vacant

BANKERS Allied Irish Bank
Bank Centre
PO Box 1121
Dublin 4

AUDITORS Byrne Moreau Connell
Chartered Accountants
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 2018

The Executive Committee has the pleasure in submitting the annual report and audited financial statements of the charity for the year ended 31 December 2018 to the members at General Council on 6th April 2019.

1. Note from the Chief Commissioner

It is a great joy to introduce the Annual Report and Audited Accounts of the Irish Girl Guides for 2018. I am immensely proud of all that has been achieved by the very big team of volunteers and staff in this fantastic movement. The greatest achievement every year is the number of girls and women throughout Ireland who have gained confidence in their own abilities and developed life-skills through their involvement in Guiding. This year we have included a number of quotes from the Guide age girls to demonstrate the impact of our work.

As an organisation, we are 107 years old this year and as such, we pre-date the State including all the laws and legislation that are now in place. We had established an excellent standard and ethos of child-centred learning, long before the terms became buzz-words. We set the standard for good governance and codes of conduct through the fundamental Promise and Law that our organisation is built on. Therefore, when it comes to compliance and good governance, it is inherent in the principles which we strive to live by as role-models for our younger members. In 2018, the Board set out to create a balance between hands-on practical youth work and the administrative burden of compliance now required by our volunteers. Maintaining that balance remains a challenge for us on the limited resources we get each year.

Despite the pressures of funding and reporting, Irish Girl Guides were a very active organisation in 2018 providing over 200,000 hours of volunteer leadership to girls and young women. This takes place on a weekly basis in communities across every county in Ireland. The range of activities that our Leaders plan for the girls in their care are as diverse as the girls interests – STEM, outdoors, arts, music, sports, engineering, to name just a few. Due to the nature of our non-formal educational Journey programme, the girls can take the lead in setting themselves targets and achieving them through their best efforts. This development in each individual person is best encouraged through positive reinforcement and in 2018, we presented just over 73,000 badges to our members. Each one of those badges represents a young person achieving their best in a chosen area. Each one of those badges brings a smile of pride to the face of a girl showing her family her achievement. And each one of those badges signifies hours of volunteerism by our Leaders.

In 2018, I was delighted to facilitate many of the Roadshows we organised in 17 different locations for volunteers. These consultative sessions enables a two-way exchange of information between the Board (Executive Committee) and the Units. Over 500 people attended and it was a great honour to see the Roadshows and the Accounts Package recognised as useful tools for volunteers and be awarded a Carmichael Good Governance Awards for the Best Improvement Initiative.

Towards the end of 2018, our lives were tinged with great sadness as our new Managing Director who took office in April, became seriously ill and sadly passed away in early 2019. Our thoughts continue to be with her family.

As we turn towards 2019, it is a time of hope as we endeavour to secure the premises for our new National Training Centre and broaden our partnerships with others organisations to continue to fulfil our mission.

Finally, I would like to pay tribute to our CEO Linda Peters who retired in 2018 after 22 years service, and our Regional Development Officer Mary Clarke who retired after 18 years service. Both women have lived the Guiding ethos through their work and we acknowledge the impact they had on thousands of girls and young women in the Irish Girl Guides.

Yours in Guiding,



Helen Concannon
Chief Commissioner & Chair of the Board of Directors

2. Summary of the Organisation's Purpose and Activities

Irish Girl Guides ("IGG") is a charitable organisation. The organisation was established in 1911 and exists under its Constitution and Bye-Laws which were updated in April 2018. 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

Through guiding I have learnt to accept myself and others and to have confidence as have many other girls.

Áine, aged 12

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). WAGGGS is a worldwide movement of almost 10 million girls and women in over 150 countries. Through this global network our members develop confidence and learn about global issues and advocacy. Girl Guiding offers wonderful travel opportunities for youth members and adult Leaders both around Ireland and the wider world.

3. Achievements and Performance

The organisation is guided by a Strategic Plan covering 2016 – 2022. This Strategic Plan sets out its broad direction and priorities until 2022. 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 2022. 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.

3.1 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.**

Being a Guide helps me to do things I normally wouldn't have the courage to do. It helped me to grow in my self-confidence and enabled me to stand up for what I believe to be right.

Angela Sarah, aged 13

Regional Conferences and Branch Trainings

The Conferences and trainings give Leaders an opportunity to get together for training sessions, networking and exchange of ideas. In 2018, over 500 Leaders attended seven Regional Conferences and over 250 attended Regional Branch trainings. Trainings at conferences included Child Protection, the Journey Programme, Promise and Law, global connections, the outdoors, Online Guide Manager, the Accounts Package and Commissioners training.

Senior Branch Weekend and Regional Senior Branch Events

A number of Regions held events for under 16 year olds, each one developing 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 Lorne, Belfast at the end of November. Over 60 Senior Branch members attended the event – the first one to be held outside of the Republic.

Growth Initiatives and PR

A number of events were attended to promote the organisation including Volunteer Fairs and Zeminar in the RDS. These generated a lot of interesting in volunteering. 19 new Units were opened across the country.

Go Global

The Go Global event has gone from strength to strength and the International Committee will be sourcing a bigger venue in future to accommodate the growing interest. In 2018, over 100 Guides and Senior Branch members attended to experience some of the international aspects of Guiding.

International Activities

The largest IGG Roverway contingent ever travelled to the Netherlands during the summer. Thirty IGG members joined members of Catholic Guides of Ireland (CGI) to make the CIGA contingent for this amazing event for Senior Branch members. Four adult IGG members volunteered with WAGGGS during the event, leading paths, running workshops and joining in the fun.

Twenty-four members represented IGG at diverse events throughout the year. IGG representatives travelled to four of the five WAGGGS Regions with events taking place in New York, Uganda, Lebanon and Switzerland, to name a few.

Membership, Equality, Diversity and Inclusion Committee (MEDI)

MEDI committee were very busy in 2018 with the revamping of the Recruitment and Retention support materials for Leaders. The CARA badge requirements and design were redeveloped for our members. An LGBTI+ Training was held in collaboration with Transgender Equality Network Ireland (TENI), for over 20 volunteers and staff. The main highlight of the year was the work on the UN Sustainable Development Goals (SDGs). MEDI developed activities to explore Goal 3, Good Health and Well-being with all Branches. 2018 was a significant year in IGG's collaboration with Trócaire, working closely with them to develop activities to promote Goal 13, Climate Action to be ready for launch early in 2019.

3.2 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.***

I joined Irish Girl Guides in 2014 as a shy and nervous Guide with very little confidence. I have now been involved in guiding for four years and I have gained a vast amount of skills but what I feel I have gained the most is the confidence to be myself. Now, anything I put my mind to, I can do.

Guiding has given me the ability to be adventurous, confident, a survivor, unique, inventive, amazing limitless, an advocate and a guiding sister.

Caoimhe, aged 14

National Guide Awards

137 Guides received the Trail Blazer National Guide Award – Irish Girl Guides' highest award for Guides – at a special ceremony in Croke Park on 13 October 2018. The girls travelled from all corners of Ireland to receive the award and, with their Leaders and families, celebrate reaching the pinnacle of the Guide Branch Journey Programme. Each girl received a Trail Blazer gold pin from IGG President Maureen Murphy and a National Guide Award certificate from IGG Assistant Chief Commissioner Áine Divilly. The 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 IGG members to help them develop confidence, independence and life skills.

Congratulating the recipients, IGG President Maureen Murphy said: *"You have been committed and worked hard to gain the Award and gained valuable life skills in the process. Everyone has put her own stamp on the challenges, which is inspiring. Everyone here has the skills to make a positive contribution to her community and society going forward."* Award-winning teen entrepreneurs, Kate and Annie Madden of FenuHealth, who were IGG's Ambassadors in 2018, encouraged the girls to pursue their ambitions and never give up. They cited as an example the fact that it took 152 attempts before they devised their winning formula for equine feed that they now export all over the world. *"Great minds don't think alike,"* said Kate, *"They all think differently. We would encourage you to think outside the box and in the future, when you're applying for jobs, to use all the skills you have learned through Guiding on your CVs."*

Golden Sun Awards

Aisling Claffey from Cork and Aoife Leamy from Newbridge were each presented with the Golden Sun Award at the Senior Branch Weekend held in Lorne, Co. Down, in November. The duo, who undertook a series of challenges over the course of two years, were delighted to become the first two women to receive the award, which we launched for Senior Branchers in 2015. The Golden Sun is the top award in the Senior Branch Journey Programme. Aisling and Aoife completed community challenges, developed life skills and undertook outdoor challenges. They also completed an adventure journey together, an 80 kilometre hike and camping trip in Co Kerry, and a residential project. Aisling and Aoife were so keen they completed 30 challenges more than were necessary!

The girls greatly enjoyed doing the challenges and felt a great sense of accomplishment on completion. Aoife says the Kerry trip was her favourite part: *"Some days were easier than others but, as we lay in our tent at night, it was nice to chat about the day and reflect on the good parts!"* Aisling shared that *"For me, this pin means more than the challenges that were done to achieve it. It represents the experiences that were undertaken, the people who were there to support us, the amazing memories, the fantastic friendships and the personal journey."*

We do really interesting and important things and activities at our weekly Guide meetings, we talk about a lot of things such as the environment, road safety and fire safety.

Madaleine, aged 11

50-year Service Award

A 50-year Service Award was presented to Elaine O'Connell at the Annual General Council meeting in April. Elaine was a very active Guide Leader, camper and Outdoor Advisor and, for many girls and Leaders in the South West Region, she taught them all they know about camping. She was involved in St Joseph's Guides, Bishopstown, for many years before handing over the reins to her younger colleagues. She set up South Cork Trefoil Guild in 1996 and was Chair of the Irish Trefoil Guild National Council from 2009-2011. Elaine was a stalwart member of many international camps in Ireland and started the first camp coffee shop at Melleray '91 and helping in the coffee shop at IGGNITE 2017!

World Thinking Day

Unit across the country joined their sister Guides and Girl Scouts from around the world to celebrate World Thinking Day in 2018. The theme was Impact and each Unit highlighted the work of the World Association, which now has 150 countries and over 10 million members. IGG members donated over €6,600 to WAGGGS through World Thinking Day donations.

Through Guides, I learned how to lead a group of people to finish a task and have pride in our achievement.

Aoife, aged 12

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. Ventact celebrated its 40th birthday in 2018 and it was a pleasure to have those currently and formerly involved in the organising of the event on site for the Saturday evening's celebrations.

#FutureCEOs Cookie Project

Thousands of IGG members signed up to take part in our second National Cookie Month following the successful inaugural Cookie programme in 2017. Eighty-four Units took part in 2018, selling almost 20,000 packets and raising €20,000 for Unit funds. By taking part in the initiative, girls from all Branches developed teamwork, goal-setting and money management skills. It was fabulous to have the on-going support of businesswoman Alison Cowzer of RTE's Dragon's Den. The girls of Merlin Woods Unit in Galway, who sold the most packets in 2017, were treated to a business skills masterclass in Alison's biscuit factory, Eastcoast Bakehouse, where the Girl Guide cookies are produced. This trip also involved an inspiring workshop hosted by Deloitte in Dublin. IGG also donated over 9,000 packets of cookies to seven charities. The top selling Unit in 2018 was Carrighoun in Cork.

Ladybird Branch Activities

This year Ladybirds launched two Interest Badges – the Book Lover's badge and a STEM badge. The girls enjoyed dressing up as their favourite book hero and telling others about the reasons for their selection. They also got messy with slime and investigated magnets and experiments with water and food colouring. The simple yet effective book *How do you wrap that* was a welcome resource provided by the Ladybird Committee to all Units. It explains global issues such as the Sustainable Development Goals (SDGs) in a child-friendly way.

Brownie Branch Activities

2018 started off with the launch of the Brownie Quiz. This began with lots of Units around the country holding quiz nights at their weekly meetings and some lucky Brownies progressed onto District/Area levels before finally reaching Regional and National level. The National Quiz was held in National Office with a team from each Region being represented. The Brownies can all be very proud of themselves for their hard work. Brownie Branch are very proud of the Brownie Leaders who were trained by DCU and LearnIT on how to build robots using coding and LEGO. They in turn inspired 400 girls to create sustainable water solutions for an exhibition in DCU. September saw the launch of the Brownie Challenge. Brownie Units around the country have been busy completing activities in six different areas - Guiding, Outdoors, Lifeskills, Global Awareness, Teamwork and Change.

Guide Branch Activities

In January 2018 Guide Branch produced a Patrol Leader's pull-out for the *My Guide Travel Folder* which was sent to all Unit Leaders. In October the National Guide Awards, the largest Guide event of the year, was held in Croke Park. Attending the event were the 137 Guides who received the award, their 268 guests and 92 Leaders from 46 Units. Also present were a host of Commissioners and committee representatives. Kate and Annie Madden, the 2018 IGG Ambassadors, attended the award ceremony as guest speakers and contributed to the good spirits of the day. Aisling O'Boyle, IGG Leader and UN Youth Delegate for Ireland, also shared something of her experiences.

Senior Branch Activities

The National Senior Branch weekend involved over 60 members completing a series of fun challenges including the Belfast Christmas Markets, the W5 Science Museum and recording an amazing Christmas lip sync! Senior Branch members took part in lots of events both in Ireland and abroad throughout the year developing their life skills and confidence. Roverway in the Netherlands was also a super opportunity, as were the events at Our Chalet and Kusafiri. A particularly fabulous bunch of Senior Branchers really stepped outside their comfort zone and completed the 60km Chief Commissioner's Award in Waterford in August, carrying all their equipment, cooking for themselves and living off a few euro a day.

Trefoil Guild Activities

In 2018, Trefoil Guild continued to grow with a number of new Lone Members bringing the total to 157. A number of events both in Ireland and abroad were organised and Guild members continued to work on the Evergreen Programme, gaining a variety of interest badges.

3.3 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.**

Child Protection & Warrant Trainings

This year a number of new Child Protection 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.

New Resources for Branches

Early in 2018 IGG teamed up with Engineers Ireland to launch two Engineering badges – one for Guides and one for Brownies. The badge activities encourage girls to work through a variety of fun engineering challenges based on creative thinking, curiosity and teamwork to build an engineering mindset and to encourage girls to explore the exciting possibilities a career in engineering can offer. The Engineers Ireland STEPS team, which developed the syllabus, provided hands-on training to over 150 Leaders at IGG's Branch Weekend in Athlone in February. The workshops helped Leaders understand what it means to be an engineer and how to guide their girls through the badge's activities.

*If I were to describe Girl Guides
in three words I would say*

*FUN,
CHALLENGING,
REWARDING.*

Hazel, aged 11

Ladybird Branch launched the STEM badge, which many Ladybird Units completed during Science Week. It aims to encourage girls to develop an interest in Science, Technology, Engineering and Maths (STEM) through a series of fun science experiments and engineering projects. By building towers, making telephones using string, using magnets and experimenting with playdough and slime, the girls learn about balance, stability and planning. It is hoped that doing this will spark an interest in STEM subjects that they will pursue inside and outside of school. Taking part in the activities, like many Guiding activities, is also a great way for girls to develop problem-solving, teamwork and other life skills while also growing in confidence.

IGG and the UN Sustainable Development Goals

In 2015, when the Millennium Development Goals (MDGs) ended, more than 190 world leaders of the United Nations committed to the Sustainable Development Goals (SDGs). There are 17 goals to help us end extreme poverty, fight inequality and injustices, and fix climate change in the time period 2016 – 2030. The SDGs are also known as The Global Goals and everyone has a role to play if we're going to achieve these goals for a more equitable and sustainable world. In 2018, members of Irish Girl Guides played their part and we look forward to continuing to do so into the future; until everyone's equal rights are a reality. To do this, we will use development education methodologies which align with the fundamental principles of Guiding.

- **Goal 3: Good Health and Well-being** - A special focus Good Health and Well-being badge was developed for all members with sample activities provided.
- **Goal 4: Quality Education** - Our Journey Programme provides excellent non-formal education to girls. Our activities with DCU and our STEM activities support this Goal.
- **Goal 5: Gender Equality** - We challenged stereotypes with our Engineering badges, LEGO Robotics courses and our #FutureCEOs Girl Guide Cookie programme.
- **Goal 7: Affordable and Clean Energy** - In our IGGIES (Irish Girl Guides Innovatively Engaging in STEM) project, Brownies addressed the need to conserve water and use renewable energies.
- **Goal 10: Reduced Inequalities** - Girls completed the Disability Awareness and Cultural Diversity badges and IGG have Units in Mosney Direct Provision centre and Crumlin Children's Hospital. IGG also partnered with TENI to provide a training on LGBTI+ for Leaders and staff.
- **Goal 13: Climate Action** - Training was provided for Leaders on recycling and girls completed the environmental awareness badges. IGG also began a partnership with Trócaire.
- **Goal 16: Peace, Justice and Strong Institutions** - Four Senior Branch members met with President Higgins in Áras an Uachtaráin. Our blog spoke of the importance of voting and 1,943 girls did their Voter Badge this year.
- **Goal 17: Partnerships for the Goals** - IGG believes in the mutual benefit of partnerships with Gaisce – The President's Award, DCU, Engineers Ireland, TENI, WAGGGS, CIGA, NYCI.

3.4 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.**

National Selection Day and International Permit Day
2018 saw the first National Selection Day for international events. Almost 50 members attended and heard about the many ways that IGG Leaders can get involved at WAGGGS' Regional and global levels. Over half of those participants were offered international opportunities. The International Committee also hosted a well-attended International Permit Training for IGG Leaders in April.

Girl Guides has taught me to be kind to the environment. One of the rules we obey is L.N.T which stands for Leave No Trace. After a day out or at a camp, we always tidy up after ourselves and make sure there is no litter in the area.

- Sophie, aged 12

Trainings and Events with Partner Organisations

Partnership with DCU and LearnIT Lego

IGG was delighted to continue its partnership with Dublin City University and LearnIT LEGO in 2018. Sponsored by Science Foundation Ireland, four hundred Brownies took part in the Irish Girl Guides Innovatively Engaging with STEM (IGGIES) initiative, which involved coming up with innovative water solutions using LEGO. The girls worked in teams of four, spending five weeks researching the issue of water sustainability and exploring innovative ways to conserve water. Each team designed, built and programmed an autonomous motorised LEGO model incorporating a range of sensors and motors, designed a poster with diagrams of the solution(s) they presented and the feasibility of executing the project. The girls' work culminated in two expos in Dublin City University – one in June and one in November - where the girls displayed their projects and were presented with certificates by Prof. Deirdre Butler and Dr. Anne Looney, Executive Dean of DCU's Institute of Education.

During the summer, 27 Guides and Senior Branchers from Cavan, Monaghan, Meath and Louth took part in a LEGO Robotics Academy in Castle Saunderson, Co. Cavan. The weeklong camp, which included many fun and challenging activities, helped the girls to develop skills in Science, Technology, Engineering and Mathematics (STEM). The girls undertook the Mission to Mars challenge and built robots which completed a series of tasks on a simulated moon surface. The girls also learned about STEM careers and subjects they could study. This event was supported by Eirgrid.

Partnership with the International Literature Festival Dublin and Children's Books Ireland

IGG teamed up with the International Literature Festival Dublin and Children's Books Ireland to co-host Brave and Bold: The Women Who Made Me' event in the RDS Concert Hall on 26 May. The event, which drew a crowd of several hundred, celebrated inspirational women from past and present and encouraged the many girls present to become trail blazers and world changers. A panel of speakers included Senator Ivana Bacik, author Sinéad Moriarty and Annie Madden of FenuHealth, one of our 2018 Ambassadors. Several IGG members, including former Senator Jillian van Turnhout, a Guide, a Brownie and a Brownie Leader, were also invited onto the stage to speak about women who had inspired them.

Our Ambassadors for 2018

Award-winning teen entrepreneurs Kate and Annie Madden were IGG's Ambassadors for 2018. The sisters, who were prize winners at the BT Young Scientist & Technology Exhibition in 2015 and who now head up FenuHealth, a thriving equine health business, attended a number of IGG events. These included the National Guide Awards in Croke Park, a World Thinking Day ceremony in Boyle and a Dun

Olaf District event. They enjoyed joining in Guiding activities and encouraged our members to dream big, to pursue their dreams and to never give up. We thank them for the time they spent with us, for promoting IGG on social media and for being such super role models for our members.

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.

Committee Meetings

Irish Girl Guides relies on the volunteerism and commitment of our staff. Over 100 committee meetings were held in 2018, most at weekends and in the evenings to accommodate volunteers availability. Nationally, IGG have 15 committees and regionally and at local another 10 committees organise events and trainings to support the members.

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 in November.

Trainers Conference

The Trainer's Conference was held on 3 November in Club na Múinteoirí in Dublin. 20 trainers and interested Leaders attended. A presentation from Jenny Gannon, Programme and Training Commissioner, on the Training and Support Report gave plenty of food for thought. IGG Leader, Anita Boyle, gave a valuable training on Risk Assessment and Leader, Joanna Pearman, shared feedback from the IT Strategy group.

3.5 Regional Highlights

As well as the events and activities that took place nationally and internationally, there were lots of events held throughout the year at a regional level.

South West Region

- In 2018 we completed the refurbishment of our Regional Centre. The removal of the chimney that ran through the centre of the building and the internal walls resulted in an extra one and a half metres to the width of both the boardroom and training room. These are now two large, bright and airy rooms really being put to good use by all our members for meetings, trainings and social events.
- Regional Camp was held in Mount Melleray and was organised by two very forward-thinking Brownie Leaders. Camp Endeavour focused on NASA projects, astronomy and lots of STEM based challenges. Other activities included archery, crate-stacking, hiking and pioneering. Many of the Leaders were assessed for outdoor qualifications during camp.
- Four Regional Roadshows were held around the Region with an attendance of 123 Leaders.
- Guides, Senior Branch members and their Leaders attended a range of international events and camps including Denmark Link, Roverway in the Netherlands, Budapest, Georgia and an adventure on the Tall Ships. Two Leaders from the South West Region attended the Activate Voices Against Violence seminar at Our Chalet in Switzerland.

- Over 250 Ladybirds and Brownies gathered in Killarney on a sun-filled day in May for the annual Funday where they took part in activities based on a circus theme. Activities included all varieties of races, face painting, water fun activities and making animal masks.
- 41 Guides turned out for the Regional Cookout at Halloween. The tried and tested favourites, spag bol and chicken casserole, were cooked in so many disguises from worms in earth to black spaghetti; the Guides' imaginations were reflected in the presentation of their meals. The bright sunshine had everyone in great spirits for the day. Training sessions held around the Region during the year included pre-warrant sessions, safeguarding and First Aid courses.

Mid-West Region

- 2018 was a very busy year, full of trainings for our Leaders, Commissioners and Senior Branch members. From programme and self-esteem trainings to safeguarding and First Aid. Several of our Leaders and Senior Branch members had the opportunity to travel abroad representing IGG.
- Highlights in 2018 included our Regional Ladybird Day Out to Parsons Green where 125 Ladybirds from around the Region and their Leaders enjoyed a lovely sunny day on a pet farm, full of adventure and fun.
- Brownies were busy enjoying their overnights at our IGG Cottage in Broadford, Co. Clare, while Guides and Leaders enjoyed the challenges of our Regional camp at Kilkully.
- Our Senior Branch members represented the Region well at various National Senior Branch events. As always, our Regional Conference was the main highlight of our Guiding year. Along with the various training sessions for Leaders, we presented a range of awards including long-service awards.

South East Region

- 2018 Ladybird's Day Out in Carlow was held at a pet farm where Ladybirds had the opportunity to see the animals and complete a range of crafts.
- Brownies participated in crafts and games at the Brownie Day in Clonmel. Regional Guide Camp activities at Parson's Green included self-defence, backwoods cooking, crafts and a campfire with live band entertainment.
- Senior Branch Regional hiking weekend started in Kildavin, Co. Carlow and ended in Inistioge, Co. Kilkenny.
- Several Units attended the Clonmel Area Circus Fun Night at the Powerstown Racecourse.
- The South East Regional Conference took place in Carlow at the Talbot Hotel and included warrant and safeguarding trainings, Branch trainings and LEGO Robotics training for Brownie Leaders.

North West Region

- Two Leaders from Donegal received volunteer recognition awards from the Donegal Volunteer Centre. Lots of leaders received various outdoor qualifications.
- The North West Region held a wonderful Brownie Quiz final in Grange.
- All Ballina Units had a great day at Lough Lannagh through the Jackie Clarke Museum with lots of fun activities and the Guides stayed on and camped. Ballina Guides enjoyed the Three Association Camp at Castle Saunderson.
- Leaders attended a brilliant circus skills workshop run by Galway Community Circus as part of the North West Regional Conference and there was a good turn-out in Sligo for the IGG Regional Roadshows.
- Other great events attended by members in 2018 include: outdoor training, safeguarding training, World Thinking Day ceremonies, First Aid training, Tireragh Camp, Lough Keel Camp and National Guide Awards.

West and Central Midlands Region

- In the West & Central Midlands Region, the 2018 Senior Branch weekend was held in Joy House in July. It was the first event of its kind in our Region for several years, so much so that the Region agreed to sponsor hoodies to mark the event. The weekend was jam-packed with activities such as a Jigsaw mental health workshop, a visit to the aquarium, an afternoon at the fun fair, a session in a

scriptorium (the kitchen in Joy House kitted out for the activity!) and a pyjama party with chatting long into the early morning with phones out of bounds.

- Other successful events attended by members in the West & Central Midlands Region included: Regional Camp at Rooskey Activity Centre, Annaly Area Camp at Castle Saunderson, Rathcara Area Camp at Mote Park campsite, and the Leader's Regional Conference in the Sheraton Hotel in Athlone.

North East Region

- 2018 was a very active year in the North East Region with lots of Leaders and Senior Branchers making trips. We were lucky to have Senior Branch girls take on the challenge of Roverway in the Netherlands, as well as the Chief Commissioner's Award, Senior Campcraft and Tall Ships adventures.
- A large contingent of over 80 girls and Leaders had a wonderful time exploring the Isle of Man and the Region was also well represented on the IGG trips to Georgia and Denmark.
- Several camps took place and many groups availed of our newly redecorated Orchard Cottage. As always, we had lots of Leaders gaining qualifications, warrants and long-service awards.
- This year we were especially lucky to be in the catchment area for support from Eirgrid for a DCU and LearnIT LEGO camp in Castle Saunderson. Seven Units also took part in the Brownie Robotics project. Alongside the Science and Engineering Interest Badges, the North East Region has played its part in exposing our members to the world of STEM.
- In addition, events that North East Region members participated in include: Spring Training, Regional Conference, Area Camp in Drogheda, Area District Day in Navan, pre-warrant training in Drogheda, and Craft Day in Mullagh. We also hosted a Three Association Camp for Guides with Girlguiding Ulster and the Catholic Guides of Ireland. And we continue to support weekly meetings of the Brownie Unit in Mosney Direct Provision Centre.

Eastern Region

- 2018 began for Eastern Region with the retirement of our long-standing Regional Development Officer, Mary Clarke. A big, surprise celebration was held in Howth to acknowledge Mary's contribution to IGG.
- Eastern Region Leaders participated in various trainings throughout the year with an emphasis on safeguarding, OGM and the IGG accounts package. Other trainings included spring and autumn Leader warrant trainings, First Aid trainings and a range of local fireside trainings offered by Commissioners. Commissioners reported being grateful for the opportunity to participate in the national training for Commissioners. Three Leaders in the Region were tested for and awarded their Trainer's Bar.
- Ten Brownie Units had a great time discovering all about water conservation using LEGO Robotics in DCU.
- The National Guide Awards included 57 Guides from Eastern Region.
- A number of Leaders and Senior Branchers represented IGG at events at home and abroad and have returned to the Region with new ideas.
- In April, the 13+ Weekend brought 31 Guides, 8 Senior Branchers and 10 Leaders together to enjoy a beautiful weekend by the sea in Carne, Co. Wexford. Attendees learned basic camping and holiday skills which included holding a fantastic campfire on the beach.
- The 'Back to Basics' Regional Camp was held in Larch Hill and Guides, Senior Branchers and Leaders spent a weekend re-learning basic camping and outdoor camping skills. The fun included 'testing' the waterproof-ness of our bedding rolls!
- 96 Leaders attended Eastern Region Conference in October and donated a whopping 84 emergency overnight bags which were presented to Women's Refuge Centres. Leaders enjoyed Branch programme trainings, crafts and relaxation and we launched the 2019 trip to Sangam.
- A number of Leaders gained their outdoor qualifications to enable them to bring girls away on overnight trips, to cater for them and to look after their well-being.

3.6 Challenges in 2018

While Irish Girl Guides have had a number of successes in 2018, we also faced some challenges.

Funding

More than half the funding for the organisation is derived from the State and the funding cuts we endured in recent years have put an additional pressure on the organisation. This year we had to spend a lot of resources developing new partnerships.

Compliance

The importance of legal frameworks when dealing with children and young people is paramount to our work. Any additions to this legislation requires additional training and administration requirements for our staff and 1500 volunteers. While we endeavour to keep everyone abreast of every change, it can be a time-consuming task to re-train our volunteers given the spread across every county in Ireland. Without being given additional resources, this remains a challenge.

The burden of compliance is both a challenge and a risk for an organisation reliant on volunteers. Whilst everyone involved in IGG strives for excellence, the reality of the additional administrative work needed to comply with the varying new reporting requirements is an additional burden. Volunteers usually join a youth movement to work with young people, and so having to spend many hours on maintaining records and filing reports can be a challenge. Our organisational response to this is to provide report templates and training on administrative tasks and to encourage the use of technology if it is effective and efficient in reducing the paperwork required

Staffing

Unfortunately, our Managing Director became very ill in 2018 and was on extended sick leave. To compensate for this, the organisation hired a consultant to work on specific tasks and our Chair and volunteers stepped in to fulfil various aspects of the role. It was a challenging time for the organisation and sadly, our MD passed away in early 2019. It has been a difficult time for the organisation and our thoughts and continued support are always with her family.

3.7 Future Developments

Irish Girl Guides is committed to the #IGG2022 Strategic Plan and will continue to monitor the achievements of its objectives throughout 2018 – 2022 under the sections Belong, Journey, Impact and Support. All committees have annual targets 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 2019 with more Units being able to raise fund locally to support their activities. To enable us to do this, we have been awarded a grant from the Ulster Bank Skills and Opportunities fund to develop a new flavour of cookie and enable more girls to develop their business skills. 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, Aer Lingus.

The Operational Plan for 2019 will incorporate key learnings from 2018 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 through our international networking events and communications.

4 Financial Review

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 financial activities, statement of comprehensive income and statement of financial position and cash flow statement for the year ended 31 December 2018 for the national accounts are set out in our Financial Statements.

4.1. 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.

4.2. Funding

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 2018, we gratefully received grants from the Dept. of Children & Youth Affairs, DCYA LGBTI+ Capacity Building Initiative, Dept. of Transport, Tourism & Sport, Trocaire, Lifes2good Foundation, Ulster Bank Skills and Opportunities Fund, Eirgrid and WAGGGS Voices Against Violence. The International Committee of IGG also received funding from Erasmus through Leargas and from the Leadership Training Fund

In 2018, we diversified our funding sources to fund our educational programmes and events. In preparation for the purchase of a new property, the Finance Committee and Executive Committee approved the reallocation of some of our reserves towards the purchase and refurbishment of the building.

In 2018, we connected with a number of corporate entities and developed meaningful partnerships. Eirgrid supported one of our LEGO robotics camps and our partnership with Dublin City University and LearnIT LEGO received funding from Science Foundation Ireland. As awardees of the Ulster Bank Skills and Opportunities fund, Irish Girl Guides will work on the expansion of the Cookies Project into 2019. Our partnership with Aer Lingus will be further developed in 2019 as will our work with Trocaire and the Lifes2good Foundation. Through collaborative work, we can achieve more.

As we continue to work towards the collation of all accounting information, we invested in additional financial support staff in 2018. Although a part-time role, this extra support for volunteers and committees has helped to ensure our high standards are maintained across all levels of the organisation.

As an unincorporated association with non-SORP formatted accounts, we are prohibited from applying for certain funds and we plan to address this issue in 2019.

4.3. 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. The risks identified as high likelihood and high impact in 2018 were the potential loss of key staff members, dependency on government grants and the danger of over-burdening volunteers with administrative tasks. The Board took a number of measures to mitigate these risks such as diversifying funding sources, hiring a consultant on a short-term basis while our MD was ill and providing training and IT packages for volunteers to assist with administrative tasks.

4.4. 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.

5 Structure, Governance and Management

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).

5.1 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.

5.2 Our Board & Committees

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 2016-2022. 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 attend meetings of the Executive Committee for reporting purposes, the Managing Director and Communications Officer, and they receive Time in Lieu for the meetings. The Managing Director and Communications Officer are non-voting members of the Committee.

Board of Directors (Executive Committee) meeting attendance - 2018

| Name | 27/01 | 07/04 | 09/06 | 01/09 | 20/10 | 01/12 | Total Attendance | |
|---------------------------|-------|-------|-------|-------|-------|-------|------------------|-------------|
| Voting Members | | | | | | | | |
| Helen Concannon | Y | Y | Y | Y | Y | Y | 6/6 | 100% |
| Maureen Murphy | Y | Y | Y | Y | Y | Y | 6/6 | 100% |
| Therese Joyce | N | N | Y | Y | Y | Y | 4/6 | 67% |
| Julie Stephens | Y | Y | Y | Y | N | Y | 5/6 | 83% |
| Evelyn Hayes | Y | Y | Y | --- | --- | --- | 3/3 | 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 | N | Y | 5/6 | 83% |
| Jacqueline Lavelle | Y | Y | Y | Y | Y | Y | 6/6 | 100% |

| | | | | | | | | |
|------------------------|-----|-----|-----|----|---|---|------------|-------------|
| Adele Mealey | Y* | Y* | Y | Y* | N | N | 4/6 | 67% |
| Lorna Finnegan | Y | Y | Y | Y | Y | Y | 6/6 | 100% |
| Jessica Byrne | N | Y | N | N | N | N | 1/6 | 16% |
| Jenna Goodwin | N | Y | Y | Y | Y | Y | 5/6 | 83% |
| Emer O'Sullivan | Y | Y | Y | Y | Y | Y | 6/6 | 100% |
| Gillian Finan | Y | Y | N | Y | N | N | 3/6 | 50% |
| Jenny Gannon# | --- | --- | --- | Y | Y | Y | 3/3 | 100% |

| Non- Voting Members | | | | | | | | |
|---|-----|-----|-----|-----|-----|-----|------------|-------------|
| Linda Peters (retired after January meeting) | Y | --- | --- | --- | --- | --- | 1/1 | 100% |
| Suzanne Smith | Y | Y | Y | N | N | N | 3/6 | 50% |
| Fiona Murdoch | N | Y | N | Y | N | N | 2/6 | 33% |
| Claire Colfer | Y | Y | Y | Y | Y | Y | 6/6 | 100% |
| Áine Divilly | Y | Y | Y | Y | Y | Y | 6/6 | 100% |
| Jenny Gannon | Y | Y | Y | --- | --- | --- | 3/3 | 100% |
| Nicola le Roux | --- | --- | Y | Y | Y | Y | 4/4 | 100% |
| Amanda O'Sullivan | --- | --- | --- | Y | Y | Y | 3/3 | 100% |

* Indicates substitute attended #Jenny Gannon moved from a non-voting to a voting position.

Selection and Induction of Board Members

The Board of Directors of IGG is a body of elected or individuals who jointly oversee and govern the activities of the organisation. Voting members are elected into their roles by General Council.

New Directors receive an induction pack which includes all appropriate documentation required for them to undertake their role and are provided with a training by the Chair.

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;
- Facilitating the regular evaluation, review and update of the Journey Programme;
- Ensuring that training opportunities and supports are available to enable Leaders to fulfil their roles;
- Ensuring that training opportunities and supports are available to enable Trainers to fulfil their roles;
- Ensuring that IGG publications and forms relevant to the Programme are produced and kept up to date and in-line with the Journey Programme;
- Ensuring that all additional Badges and Activities are uploaded to OGM in the appropriate style;
- Facilitating a communication network between Chairs of all National Committees;
- Supporting Chairs of National Committees;
- Providing a forum for the sharing of ideas;
- Keeping up to date with developments in other youth organisations which are relevant to the IGG programme;
- 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 2018, the Committee met four times. The membership and meeting attendance at 31 December 2018 was as follows;

| Name | 24/02 | 12/05 | 15/09 | 10/11 | Total Attendance | |
|---------------------------|-------|-------|-------|-------|------------------|-------------|
| Voting Members | | | | | | |
| Evelyn Hayes | Y | Y | ---- | --- | 2/2 | 100% |
| Jenny Gannon | ---- | ---- | Y | Y | 2/2 | 100% |
| Carina Egan | Y* | Y | Y | Y | 4/4 | 100% |
| Margaret Patterson | Y | Y | Y | Y | 4/4 | 100% |
| Sinead Crilly | Y | Y | Y | Y | 4/4 | 100% |
| Margaret O'Connor | Y | Y | ---- | ---- | 2/2 | 100% |
| Monica McDonnell | Y | Y | Y | Y | 4/4 | 100% |
| Hazel Convery | Y | Y* | Y | Y* | 4/4 | 100% |
| Sylvia Richardson | Y | Y | N | Y | 3/4 | 75% |
| Julie Stephens | N | Y | Y | Y | 3/4 | 75% |
| Helen Concannon | Y | Y | Y | N | 3/4 | 75% |
| Shona Kirkpatrick | Y | Y | Y* | Y* | 4/4 | 100% |
| Averil O'Connor | Y* | Y | Y | N | 3/4 | 75% |
| Áine Divilly | ---- | N | Y | Y | 2/3 | 66% |
| Vera O'Riordain | ---- | ---- | ---- | Y | 1/1 | 100% |
| Non-Voting Members | | | | | | |
| Suzanne Smith | Y | Y | N | N | 2/4 | 50% |
| Ruth Hughes | N | Y | Y | Y | 3/4 | 75% |

* Indicates substitute attended

Subcommittee

There is one formal subcommittee of the Board;

1. Finance Committee

The Finance Committee has been established for the purpose of:

- a. 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;
- b. Drawing up an annual budget, in conjunction with the National Treasurer, for presentation at Executive
- c. Ensuring that the annual accounts are signed off at General Council;
- d. Conducting internal audits of District/Area/Regional/Committee accounts for monitoring and review purposes;
- e. 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
- f. 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 2018, the Committee met five times. The membership and meeting attendance at 31 December 2018 was as follows;

| Name | 03/02 | 06/04 | 08/06 | 19/10 | 30/11 | Total Attendance | |
|--|-------|-------|-------|-------|-------|------------------|-------------|
| Therese Joyce | Y | N | Y | Y | Y | 4/5 | 80% |
| Helen Concannon | Y | Y | Y | Y | Y | 5/5 | 100% |
| Julie Stephens | Y | Y | Y | N | Y | 4/5 | 80% |
| Evelyn Hayes | Y | Y | Y | Y | Y | 5/5 | 100% |
| Regional Commissioner Rep Elizabeth Lynch – Feb, April, June, Dec Pauline Kennedy - Oct | Y | Y | Y | Y | Y | 5/5 | 100% |
| Sylvia Richardson | Y | N | Y | Y | Y | 4/5 | 80% |
| Suzanne Smith | N | Y | Y | N | N | 2/5 | 40% |
| Naomi Levins | --- | --- | --- | N | Y | 1/2 | 50% |
| Jenna Goodwin | Y | Y | Y | Y | N | 4/5 | 80% |

5.3 Conflicts of Interest and Conflicts of Loyalty

IGG has a Conflicts of Interest and Conflicts and Loyalty Policy which is reviewed and updated every 3 years. The purpose of the policy is to outline the behaviour expected of members of the Executive Committee with regard to declaring personal interests and also to outline the procedure to be followed in the event of a disclosure of a conflict of interest or loyalty. All Board members are given the opportunity to declare conflicts of interest and loyalty at the beginning of each Board Meeting.

5.4 Good Governance & Compliance

IGG is registered with the Charities Regulatory Authority in Ireland and complies with all statutory obligations. IGG is compliant 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. As the Charities Regulator has now published their own Governance Code, the organisation has started to transfer its activities across to the new Governance Code structure while at the same time reviewing each principle to ensure that each standard is met comprehensively. This task will be complete well in advance of the end of 2019 in order to ensure that the organisation is compliant with the new Code by the recommended deadline of 1 January 2020.

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 Gold level standards since its

inauguration.

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.

Good Governance Award & Charity Impact Award

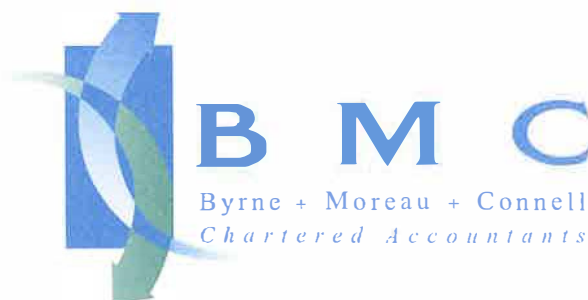
IGG was awarded the Best Governance Improvement Initiative in 2018 at the Good Governance Awards run by Carmichael. This award was on behalf of our work to bring our members on a journey towards good governance and financial transparency. This was achieved by providing both the rationale for the change in our procedures via Regional Roadshows and the tools to implement it via an Accounts Package.

The Chief Commissioner Helen Concannon, who chairs the Executive Committee was awarded the Trustee of the Year award at the Wheel's Charity Impact Award in 2018.

Irish Girl Guides

Financial Statements

Year Ended 31st December 2018



Independent Auditors' Report To the Irish Girl Guides**Report on the audit of the financial statements**

In our opinion the Irish Girl Guides financial statements:

- give a true and fair view of the assets, liabilities and financial position of the society as at 31 December 2018 and of the result of the financial year then ended; and
- have been properly prepared in accordance with the relevant financial reporting framework.

The financial statements we have audited comprise:

- the Income and Expenditure Account;
- the Balance Sheet
- the related notes 1 to 11, including a summary of significant accounting policies as set out in note 2.

The relevant financial reporting framework that has been applied in their preparation is the historical cost convention ("the relevant financial reporting framework").

Basis of opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are described below in the "Auditor's responsibilities for the audit of the financial statements" section of our report.

We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which ISAs (Ireland) require us to report to you where:

- the officers' use of the going concern basis of accounting in preparation of the financial statements is not appropriate; or
- the officers have not been disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the organisation's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The officers are responsible for the other information. The other information comprises the information included in the Reports and Financial Statements for the financial year ended 31st December 2018, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Independent Auditors' Report To the Irish Girl Guides

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Responsibilities of officers for the financial statements

The officers are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the officers determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the officers are responsible for assessing the organisation's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the officers either intend to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (Ireland), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the officers.
- Conclude on the appropriateness of the officers' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the organisation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on

Independent Auditors' Report To the Irish Girl Guides

the audit evidence obtained up to the date of the auditor's report. However, future events or conditions may cause the entity (or where relevant, the group) to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that the auditor identifies during the audit.

This report is made solely to the organisation. Our audit work has been undertaken so that we might state to the organisation those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the organisation, for our audit work, for this report, or for the opinions we have formed.

Report on other legal and regulatory requirements**Opinion on other matters on which we are required to report**

Based solely on the work undertaken in the course of the audit, we report that:

- We have obtained all the information and explanations which we consider necessary for the purposes of our audit.
- In our opinion the accounting records of the organisation were sufficient to permit the financial statements to be readily and properly audited.
- The financial statements are in agreement with the accounting records.



SEÁN FLOOD FCA
for and on behalf of
Byrne Moreau Connell
Chartered Accountants and
Registered Auditors
Harmony Court
Harmony Row
Dublin 2


Date: 06th April 2018

Income & Expenditure Account
Year ended 31st December 2018

| | Note | 2018 Total € | 2017 Total € |
|--|------|--------------------|--------------------|
| Income | | | |
| Department of Children & Youth Affairs - Youth Service Grant | | 392,124 | 392,125 |
| Membership fees | | 284,406 | 303,654 |
| Other Grants, sponsorship and sundry income | 3 | 87,096 | 88,336 |
| | | <u>763,627</u> | <u>784,114</u> |
| Expenditure & provisions (Schedule I) | | 796,040 | 784,324 |
| Surplus/(deficit) on Administration | | (32,413) | (210) |
| Surplus/(deficit) on Distribution (Schedule II) | | (10,516) | 5,737 |
| Surplus/(deficit) on National Memorial Cottage (Schedule III) | | 1,152 | (6) |
| Net Surplus/(Deficit) for year | | (41,777) | 5,521 |
| Balance at beginning of year | | <u>620,291</u> | <u>614,770</u> |
| Balance at end of year | | 578,514 | 620,291 |

On behalf of the Executive Committee and the General Council


Julie Stephens, National Treasurer



Helen Concannon, Chief Commissioner

Balance Sheet**Year ended 31st December 2018**

| | Note | 2018 € | 2017 € |
|--|-------------|-------------------|-------------------|
| Financial Assets | | | |
| Investment accounts | 5 | <u>77,172</u> | <u>77,194</u> |
| Current Assets | | | |
| Bank balances and cash | 5 | 773,778 | 764,057 |
| Debtors | 6 | 59,945 | 21,222 |
| Stocks of distribution centre | 7 | <u>158,189</u> | <u>158,046</u> |
| | | <u>991,912</u> | <u>943,325</u> |
| Current Liabilities | | | |
| Creditors | 8 | <u>(150,467)</u> | <u>(41,757)</u> |
| Net Current Assets | | <u>841,446</u> | <u>901,568</u> |
| Total Assets | | <u>918,618</u> | <u>978,762</u> |
| Capital Employed | | | |
| Revenue account | | 578,514 | 620,291 |
| Provision for future development and expenses | 9 | <u>340,104</u> | <u>358,471</u> |
| | | <u>918,618</u> | <u>978,762</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

| | 2018 | 2017 |
|--|---------------|---------------|
| | € | € |
| DCYA - LGBTI (Capacity Building Initiative) | 3,410 | - |
| DTTAS - Sports capital grant | 2,464 | - |
| Foundation European - Leadership Training Fund | 6,000 | - |
| Leargas - Erasmus + Youth Funding | 19,230 | - |
| Cookie income | 29,390 | 39,380 |
| Rental income | 2,568 | 2,600 |
| Trefoil News advertising | - | 1,400 |
| Bank interest received | 1,048 | 1,753 |
| Irish Aid grant | - | 20,550 |
| Trocaire grant | 5,000 | 5,000 |
| Diane Dixon bequest | - | 3,000 |
| WAGGGS grant (Voices Against Violence) | 2,181 | 2,789 |
| Eirgrid grant (lego camp) | 7,500 | - |
| Ulster Bank Skills and Opportunities fund | 4,100 | - |
| Lifes2good Foundation grant | 3,475 | - |
| 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 | 730 | 6,610 |
| | 87,096 | 88,336 |

* € 6,633.52 was donated by IGG members and €6,666.40 transferred to World Association of Girl Guides and Girl Scouts (WAGGGS).

4. Employees

| Number of employees | 2018 | 2017 |
|--|----------------|----------------|
| | Number | Number |
| National Office Staff: | | |
| Full Time | 3 | 5 |
| Part Time | 7 | 4 |
| Development Officers: | | |
| Part Time | 7 | 7 |
| Full Time | 1 | 1 |
| Total Staff | 18 | 17 |
| 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 |
| Total Distribution Centre Staff | 7 | 8 |
| Employee costs | 2018 | 2017 |
| | € | € |
| National salaries and pensions | 402,478 | 348,968 |
| Distribution Centre salaries and pensions | 55,839 | 54,290 |
| | 458,317 | 403,258 |

- There were no employees whose total employee benefits (excluding employer pension costs) exceeded €60,000.
- Total employer pension contributions in the period amounted to €694.

NOTES TO THE FINANCIAL STATEMENTS - continued

5. Investments, bank balances and cash

| | 2018 € | 2017 € |
|----------------------------------|----------------|----------------|
| Investment Accounts * | <u>77,172</u> | <u>77,194</u> |
| Administration | | |
| Bank accounts | 467,299 | 553,341 |
| Property development fund | 202,069 | 82,842 |
| Thinking Day fund | 110 | 157 |
| | <u>669,477</u> | <u>636,341</u> |
| Distribution | | |
| Bank accounts | 78,565 | 103,608 |
| Cash on hand | 2,973 | 2,497 |
| National Memorial Cottage | | |
| Bank accounts | <u>22,764</u> | <u>21,612</u> |
| | <u>773,778</u> | <u>764,057</u> |
| Total | <u>850,950</u> | <u>841,251</u> |

* Eileen Beatty Bequest

| | | |
|---|---------------|---------------|
| AIB ordinary shares | 44 | 66 |
| Eileen Beatty International Fund bank account | 128 | 128 |
| Eileen Beatty International PO Savings | 77,000 | 77,000 |
| | <u>77,172</u> | <u>77,194</u> |

Note: The market value of the AIB ordinary shares at the year end was €44 (2017 - €66)

NOTES TO THE FINANCIAL STATEMENTS - continued

6. Debtors

| | 2018 € | 2017 € |
|--------------------------------|---------------|---------------|
| Trade Debtors (Distribution) | 17,190 | 15,385 |
| Trade Debtors (Administration) | 1,832 | 5,837 |
| IGGTC | 40,923 | - |
| | <u>59,945</u> | <u>21,222</u> |

7. Stocks

| | | |
|--|----------------|----------------|
| Goods for resale - Distribution centre | <u>158,189</u> | <u>158,046</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 | 6,332 | 5,983 |
| Creditors & accruals | 44,124 | 28,763 |
| Loans from regions | 93,000 | - |
| | <u>150,467</u> | <u>41,757</u> |

9. Provisions for future development and expenses

| | | |
|---------------------------------------|----------------|----------------|
| World & European conferences | 12,623 | 12,623 |
| National conference and trainings | 39,268 | 51,268 |
| Camps | 59,305 | 59,305 |
| *Property development fund | 91,813 | 91,813 |
| Computers, IT, Administration | 13,892 | 13,892 |
| Computers, IT, Distribution centre | 17,000 | 17,000 |
| IT development | 25,244 | 29,611 |
| Painting & renovation National Office | 21,000 | 21,000 |
| Outreach project | 9,164 | 9,164 |
| First Aid | 4,212 | 5,212 |
| Service projects | 6,475 | 7,475 |
| Programme review & implementation | 40,109 | 40,109 |
| | <u>340,104</u> | <u>358,471</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 €694.

11. Approval of financial statements

The Executive Committee approved the financial statements on 06th April 2019 and General Council of the Irish Girl Guides approved the financial statements on 06th April 2019.

Schedule of Expenditure - Organisation/Administration
Year ended 31st December 2018

Schedule I

2018 **2017**
€ **€**

National Office expenditure

| | | |
|--|----------------|----------------|
| Salaries and pensions | 402,478 | 348,968 |
| Other staff costs | 6,546 | 13,942 |
| Regional grants | 45,910 | 53,945 |
| National committees | 60,304 | 65,788 |
| Cookie expenditure | 28,991 | 33,932 |
| Publications | 11,266 | 2,339 |
| Trefoil News | 26,752 | 23,031 |
| Public relations | 11,972 | 8,838 |
| Travel expenses volunteers | 23,980 | 25,439 |
| National conference and trainings | 14,915 | 3,474 |
| International camps | - | 28,754 |
| International committee - external grant funding | 28,230 | - |
| World/European conferences | 540 | 9,338 |
| Insurance | 32,327 | 32,436 |
| Administration and overhead costs | 27,500 | 26,795 |
| IT costs | 30,459 | 25,817 |
| Subscriptions and affiliations | 11,982 | 13,528 |
| Audit fees | 4,305 | 4,305 |
| Professional and legal fees | 6,888 | 5,075 |
| Bank charges | 756 | 868 |
| Eileen Beatty bequest - International committee | 6,326 | 12,258 |
| Specific grant expenditure | 13,167 | - |
| Diane Dixon scholarship | 425 | 453 |
| Provisions current year | - | 45,000 |
| Provision for diminution in value of investments | 22 | - |
| | 796,040 | 784,324 |

Income and Expenditure Account - Distribution
Year ended 31st December 2018

Schedule II

| | 2018 | 2017 |
|--------------------------------------|------------------|------------------|
| | € | € |
| Sales | <u>242,891</u> | <u>268,590</u> |
| Cost of sales | | |
| Opening stock | 158,046 | 153,605 |
| Purchases | 166,492 | 168,896 |
| Postage and packaging | <u>15,254</u> | <u>19,079</u> |
| | 339,792 | 341,581 |
| Closing stock | <u>(158,189)</u> | <u>(158,046)</u> |
| | <u>181,603</u> | <u>183,534</u> |
| Gross profit | <u>61,289</u> | <u>85,056</u> |
| Other Income | | |
| Bank interest received | <u>3</u> | <u>4</u> |
| Expenditure | | |
| Salaries and pensions | 55,839 | 54,290 |
| Other staff costs | 1,518 | 1,866 |
| Insurance | 2,178 | 2,046 |
| Administration and overhead | 2,138 | 2,721 |
| IT maintenance | 2,765 | 10,325 |
| Audit fee | 2,706 | 2,706 |
| Bank charges | 4,074 | 4,030 |
| Miscellaneous costs | 591 | 1,339 |
| Total expenditure | <u>71,808</u> | <u>79,322</u> |
| Surplus(deficit) for the year | <u>(10,516)</u> | <u>5,737</u> |

Income and Expenditure Account - National Memorial Cottage
Year ended 31st December 2018

Schedule III

| | 2018 | 2017 |
|--------------------------------------|--------------|---------------|
| | € | € |
| Income | | |
| Rent and other charges | 8,705 | 9,609 |
| Donations and other income | 512 | 545 |
| Bank interest | 13 | 22 |
| Total Income | 9,230 | 10,176 |
| Expenditure | | |
| Administration | 742 | 892 |
| Utilities | 2,367 | 2,076 |
| Maintenance | 3,007 | 5,306 |
| Security | 658 | 654 |
| Insurance | 1,258 | 1,217 |
| Bank charges | 45 | 37 |
| Total expenditure | 8,078 | 10,182 |
| Surplus(deficit) for the year | 1,152 | (6) |

Utilisation of Government Grant
Year ended 31st December 2018

Schedule IV

| | 2018 | 2017 |
|---|--------------------|----------------|
| | € | € |
| Grants for year | | |
| Department of Children & Youth Affairs - Youth Service Grant (Administered by Pobal) | 392,124 | 392,125 |
| | 392,124 | 392,125 |
| Allocation to national activities (see below) | 240,736 | 235,380 |
| Allocation to regional, branch & committee activities (see below) | 151,388 | 156,745 |
| | 392,124 | 392,125 |
| Allocation to national activities | | |
| Youth service grant: | | |
| Staff and development officers | 226,236 | 210,380 |
| IT costs | 14,500 | 25,000 |
| | 240,736 | 235,380 |
| Allocation to regional, branch & committee activities | | |
| Youth service grant: | | |
| Regional grant | 31,500 | 31,500 |
| Financial assistance to units (regional) | 9,100 | 8,950 |
| First aid courses (regional) | 6,310 | 4,345 |
| Branches and committees | 42,996 | 58,000 |
| Trefoil News & Publications | 32,750 | 22,750 |
| Volunteer travel expenditure | 20,232 | 20,050 |
| Online management system for units | 8,500 | 11,150 |
| | 151,388 | 156,745 |

- The Irish Girl Guides is 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.