

A photograph of three young girls in Irish Girl Guides uniforms. The girl on the left is wearing a red jacket, the girl in the middle is wearing a blue jacket, and the girl on the right is wearing a yellow jacket. They are all smiling. The girl on the right is holding a sign that says "#IGG2020". The girl in the middle is holding a globe of the world. The background is a solid blue color.

#IGG2020



Building A National Training Centre...

TO EMPOWER THE NEXT GENERATION OF FEMALE LEADERS.

“Far too many girls are held back because of harmful norms and gender stereotypes in society. Irish Girl Guides gives girls a safe space where they can develop resilience and leadership skills, and the ability to speak up and take action to change their world and the world around them. We aim to create a safer, more equal world for girls and young women everywhere.”

Catherine McGuinness
IGG AMBASSADOR

Our Vision

is that today there can be a place for girls to be themselves, a place where there is diversity, equality, a place to make a difference, and that place is Girl Guides.

Our Mission

is to enable girls and young women to develop to their fullest potential as responsible citizens of the world.

Our Vision and Mission are achieved by the volunteer Leaders running a non-formal educational programme, across **525** Units in every county in Ireland.





Our Movement:



Dr. Niamh Shaw
IGG AMBASSADOR

“Guiding equips you to continue to pursue the notion that you can be anything you want to be”

The Irish Girl Guides (IGG) is a youth-driven, dynamic movement offering a varied and exciting programme for girls and young women aged 5-30. The Girl Guides is based on the physical meeting of young people, an approach that is more and more important as technology replaces human contact, especially in this age demographic.

As a girl-only movement, girls are free to develop and express themselves in a safe, comfortable, supported setting. We have approximately **10,500** youth and adult members in Ireland, with a small paid staff supporting the work of **1,600** volunteers in the organisation. By working directly with girls and young women, we deliver high quality non-formal education and international opportunities that provide creative, values-based training in life skills, leadership and citizenship.

The Irish Girl Guides are part of a global network called the World Association of Girl Guides and Girl Scouts, encompassing **10 million girls** and women from **150 countries**. From Syria to Siberia, New Zealand to New York, Maldives to Mali, it is a global movement developing responsible citizens.

Together we are the largest voluntary movement dedicated to girls and young women in the world. We have a strong emphasis on the outdoors, environment, community and empowering global citizenship. We actively promote diversity and inclusion and welcome girls and young women from all backgrounds, cultures and walks of life. Membership is open to all who live their life as female.

Our Challenge:

IGG's current building is no longer fit for purpose and does not meet the needs of a progressive organisation focused on future innovation. We currently have just two meeting rooms to serve our 10,500 volunteer members. As a result, many planning meetings happen at kitchen tables in our Leaders' homes. As a national training and support organisation, as incredulous as it may seem, **IGG does not currently have a National Training Centre.**

Our Solution: OUR MOVEMENT IS MOVING

But what is a challenge other than an invitation for a solution. We are now relocating to a new larger home in Dublin 24, a warehouse that we have purchased, and now need to purpose fit-out as our National Training Centre. This space, a blank canvas, will serve to amplify our reach and enhance our programmes – a hub that will extend our impact, and empower girls and young women for generations to come. **With our ambition, our space needs to grow.**

Caoimhe
15 YEAR OLD GIRL GUIDE

“Guiding has given me the ability to be adventurous, confident, a survivor, unique, inventive, amazing, limitless, an advocate and a guiding sister. I am so proud to call myself a Girl Guide”

The first stage of this project required a capital sum of €495,995 for the purchase of the building, and IGG is proud to share that we have already raised this sum through our reserves and a mortgage. The overall cost to fit out and refurbish the building is estimated to be €495,995. We are now at the critical second stage – the renovation and refurbishment of the building, **and we are inviting you to join us on the second stage of our journey.**

Our new purpose-led building will meet the expanding needs of IGG, and be accessible to Guides and Leaders from across Ireland, while allowing for growth into the future. When it is renovated and furnished, our new fully wheelchair accessible headquarters will include training rooms, collaboration spaces, office space and our Distribution Centre. But more than that, this Centre will give Guides and Leaders a holistic space to spark and develop new ideas and to equip the next generation of role models.

OUR FIT OUT COSTS

Preliminaries	15%		€57,000
Partial upgrade to existing office area/ cosmetic:	230 m2	€450.00	€103,500
Distribution Centre - Fit Out Generally - estimated area:	223 m2	€500.00	€111,500
Extension to mezzanine flooring area to rear of property - estimated area:	100 m2	€800.00	€80,000
Energy/BER upgrade throughout - Insulation - estimated:	item		€20,000
M&E upgrade:	item		€25,000
Fireproofing upgrade including insulation:	item		€15,000
Contingency:			€25,000
Nett Refurbishment costs			€437,000
VAT@ 13.5%			€58,995

Gross Estimated Costs/Budget €495,995.00



Be Part of Our Story

FUNDING THE FUTURE OF THE IRISH GIRL GUIDES

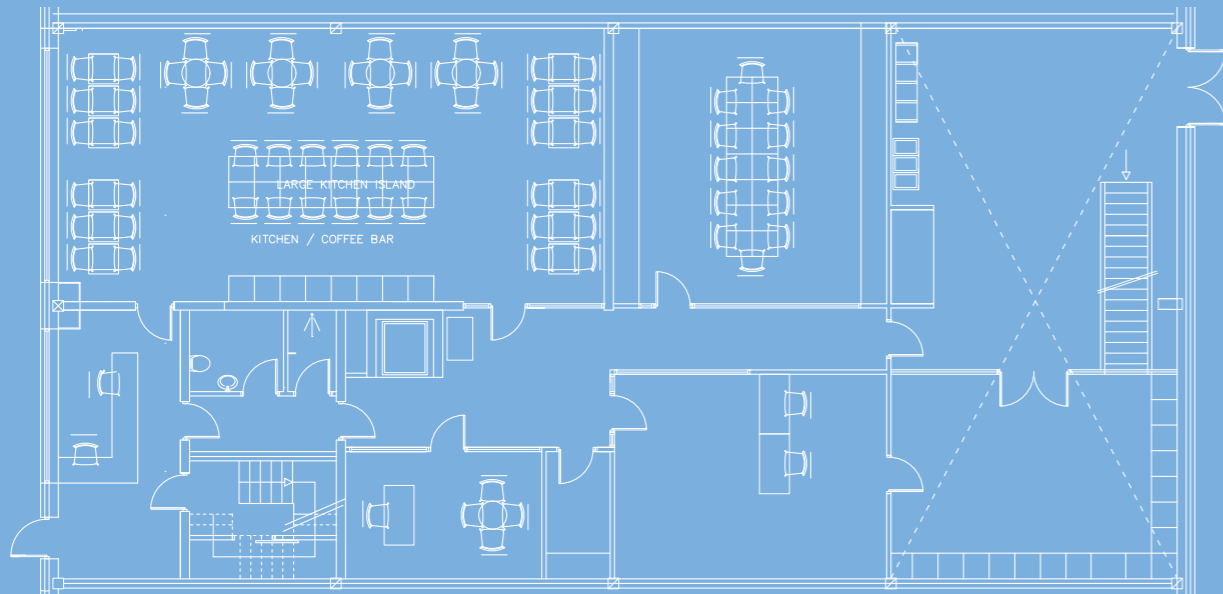
Join us on our journey to create a National Training Centre, which will become the new home of our movement, a home that ensures best practice in Guiding Principles, for the promotion of the physical, social and emotional well-being of girls and young women today and tomorrow.

A place for today's girls to become tomorrow's change makers

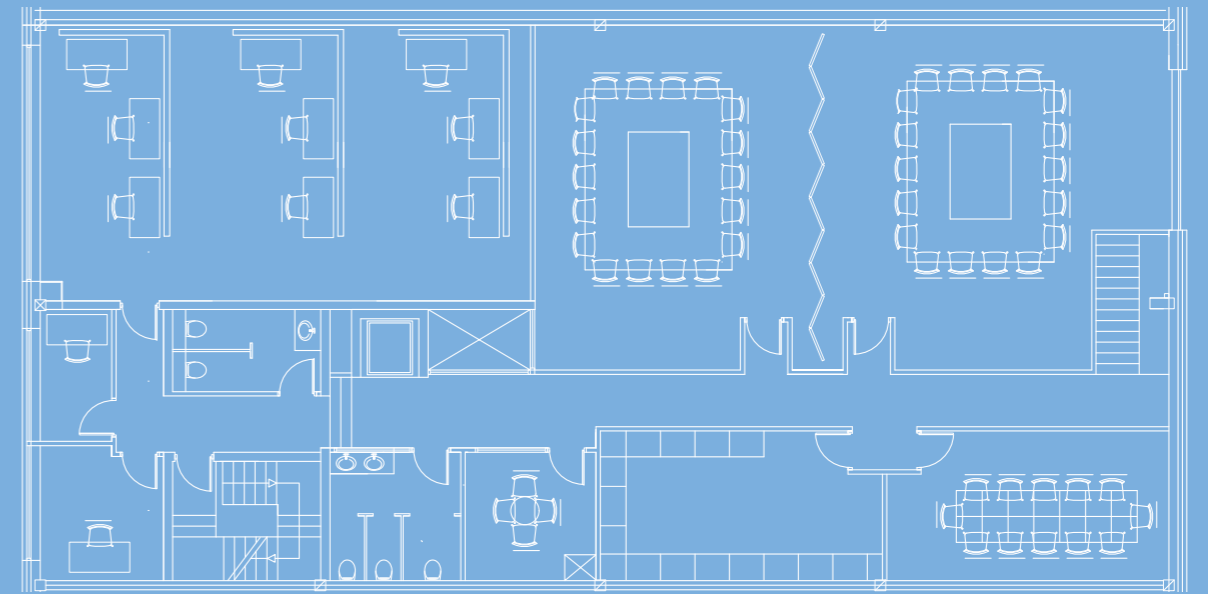
During this timeframe, the Girl Guides National Training Centre will blossom from being a simple built-structure to becoming a warm and welcoming space for the leaders of tomorrow to hone their skills. Within this space we want to bring the outdoors indoors through an adaptable, sustainable and creative environment that supports effective learning and leadership development. Without this investment, the rooms will remain empty and unusable for training purposes – **the time for collaboration is now.**

TIMEFRAME FOR IGG CAPITAL PROJECT:

JANUARY 2019	Purchase of building
SPRING/SUMMER 2019	Building design & consultation
AUTUMN 2019	Fundraising campaign begins
DECEMBER 2019	Planning permission application submitted
SPRING 2020	Project Manager appointed
AUTUMN 2020	Building plans finalised
SUMMER 2021	Transition to new home



GROUND FLOOR



UPPER FLOOR

If you affirm our mission

to create female global citizens of the future' we would like to work with you to create our new National Training Centre, which will become the hub for our 10,500 (and growing) Guides and volunteers and Leaders. IGG has given over 109 years of support to girls, their families, individuals and the community who have benefited from our service, and we have a long history of developing and nurturing a global sisterhood as the Irish arm of the global movement.

To have your support would mean not only funding the bedrock of the National Training Centre, but a pivotal endorsement for the girls and young women we are guiding as future leaders. **This family, the Irish Girl Guides, needs a new home, a National Training Centre.**

THE IGG NATIONAL TRAINING CENTRE





Amplifying Innovation in the new National Training Centre

Guides in STEM

IGG partnered with Dublin City University to roll out STEM programme. The 'Irish Girl Guides Innovatively Engaging with STEM' (IGGIES) project is one of a select STEM education and public engagement projects to have received funding from Science Foundation Ireland. The project focuses on the development of concepts relating to science, technology, and engineering with Brownies (ages 7-10) in informal settings.

Through this LEGO Robotics programme, 400 Brownies were involved in coming up with game changing water conservation solutions using LEGO. 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 they presented and the feasibility of executing the project. Our older members also undertook the 'Mission to Mars' challenge and built robots, which completed a series of tasks on a simulated moon surface. Providing girls with the opportunity to develop their STEM skills in a girl-only setting develops their confidence to study STEM subjects in school and consider careers in this traditionally male dominated sphere.



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 engineering challenges based on creative thinking, curiosity and teamwork to ignite 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 and resources for all 1,600 volunteers.

Our Ladybird Branch (ages 5-7) launched the STEM badge, which Units completed during Science Week. By building towers, making telephones using string, using magnets and experimenting with play dough and slime, the girls learn about balance, stability and planning, sparking an early interest in STEM subjects.

UN Sustainable Development Goals

Every year we saw members of the Irish Girl Guides playing their part in moving towards realising the UN Sustainable Development Goals, and we are working across all 525 Units to achieve a more equitable and sustainable world into the future; until everyone truly has equal rights.

In 2018, we launched an SDG 3 Good Health and Wellbeing badge and in 2019, we launched an SDG 13 Climate Action badge with Trocaire. In 2020, we launched an SDG 12 Responsible Consumerism badge with Irish Aid. Our focus areas are:



A special focus Good Health and Well-being badge was developed for all members with sample activities provided.



Our Journey Programme provides excellent non-formal education to girls. Our activities with DCU and our STEM activities support this Goal.



We challenged stereotypes with our Engineering badges. Lego Robotics courses and our #FutureCEO's Girl Guide Cookie programme.



In our IGGIES (Irish Girl Guides Innovatively Engaging in STEM) project. Brownies addressed the need to conserve water and use renewable energies.



Girls completed the Disability Awareness and Cultural Diversity badges and IGG have Units in Mosney Direct Provision centre and Crumlin Children's Hospital.



Training was provided for Leaders on recycling and girls completed the Environmental Awareness badges. IGG also began a partnership with Trócaire.



Four Senior Branch members met with President Higgins in Aras an Uachtaráin. Our blog spoke of the importance of voting and 1,943 girls did their Voter Badge last year.



IGG believes in the mutual benefit of partnerships with Gaisce - The President's Award, DCU, Engineers Ireland, TENI, WAGGGS, CIGA, NYCI.



Our Corporate Partners

Aviation Programme

In February 2019, IGG launched 3 Aviation Badges in partnership with Aer Lingus. They have a strong track record of supporting female pilots, and was the first airline in Europe to employ a female pilot. IGG was delighted to team up with Aer Lingus to introduce our new Aviation badges for girls. It is a partnership borne out of similar interests in STEM, and a belief in encouraging girls to be curious and follow their dreams. We are proud that 2,159 aviation badges were earned by members in 2019.

Collaboratively, both IGG and Aer Lingus aim to encourage young girls to engage with technology and STEM subjects, and to let them know it is well within their capabilities to become an engineer, pilot or any of the more technical roles in aviation.

"The programme is an entry window into an industry that can offer a great breadth of exciting opportunities. The external perception can be that this is a male industry. The aim of this programme is to tackle that mis-conception and welcome a diverse talent base, ensuring awareness and confidence that females are successful in all areas of the business and that it's an interesting and rewarding career option."

Rachel Izzard – Chief Financial Officer, Aer Lingus



Free Being Me

Global research shows that low body confidence holds young people back from reaching their full potential, with over 60 per cent of girls avoiding activities they love because they feel bad about their looks. When girls choose not to participate fully in this way, they are missing out on opportunities to grow and develop their capabilities in other ways, and we as a society subsequently miss out.

Free Being Me addresses this issue directly, helping to support girls and young women to become more body confident, and not let concerns about their appearance hold them back from becoming active, responsible and confident citizens of the world. Body confidence helps children and young people build the foundations they need to become role models and leaders in their communities, and empowers the leaders of tomorrow. Over 2,300 Free Being Me badges have been earned in Ireland by Irish Girl Guide members.

Katherine Gannon

MISS INTERNATIONAL IRELAND

"My dreams were there, the opportunities were there, but unfortunately the dark side of the fashion industry to shatter a young woman's confidence was there too - to the outside world, mine were a glamorous pair of sparkling stilettos - they look pretty but only the person wearing them feels how painful they can be. Free Being Me and the Irish Girl Guides changed all this. With the Guides, I see intelligence, strength and determination to change our world and show that young women have so much more to offer other than outer appearance. I am Katherine Gannon and I am Free Being Me."



#FutureCEOs COOKIE PROJECT

We operate a business skills and Cookie programme called #FutureCEOs, which stands for Creating Entrepreneurial Opportunities. All girls who get involved in selling Girl Guide cookies develop and strengthen their goal-setting, decision-making, communication and entrepreneurial skills. Alison Cowzer of Dragon's Den has supported the programme and mentored our members as we strive to

change the imbalance of the number of women in decision-making positions across the various sectors of society. This begins by giving girls opportunities to develop this suite of skills. Cookies are made in Ireland with in East Coast Bakehouse, Drogheda.





History of IGG Locations

Up to 1935 Irish Guiding had no National Headquarters but that year, Lady Powerscourt negotiated the lease of the top floor of 4 Dawson Street, which serendipitously has become Trailfinders. The office was sparse to begin with but in a short piece taken from the history of the move, it was the many kind benefactors who made this a new home: "To 4 Dawson Street our only piece of furniture, a very small cupboard, was triumphantly removed. Our spirits were then raised by the gift of a cheerful roll of carpeting from the Deputy Chief Commissioner. The Chief Commissioner presented curtains and an invaluable table to which Mrs. Lombard Murphy added a cloth, Lady Walsh a blotter and Miss de Selby an inkstand. To her we also owe gratitude for a charming little picture, and to Lady Murphy for a clock, to Miss Kenny for bookshelves, to Miss Dease and Mrs. Leigh-White for a carved tray and to Mrs. and Miss Beatty for the brass plate on the door."

Unexpectedly the lease was not renewed the following November and a new building had to be found. A new home at 28 South Frederick Street was sourced very quickly and Headquarters moved there in November 1936. Guides would hold the lease for 11 years, until they moved to 16 St Stephen's Green in 1947. In 1973 we then leased 27 Pembroke Park and bought it in 1974. Now, our onward journey is to a warehouse in Dublin 24, a blank canvas for us to create for the future of IGG.

We need you to become the Miss de Selby's, the Lady Walsh's and the Miss Beatty's - but to lend **innovation** instead of curtain linings, **ingenuity** instead of ink blotter's and **inspiration** in place of bookshelves and brass plates, and most importantly **funding** to help create a unique and productive space for our Guides, and the sisters behind them, to become the change makers of the future.

Innovation, Ingenuity, Inspiration & Funding

IGG Governance

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 and are available on IGG's website.

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