

IGG OVERVIEW 2020



What is IGG?

Irish Girl Guides (IGG) is a youth-driven, uniformed, dynamic organisation offering a varied and exciting programme for girls and young women aged 5-30, and opportunities for women of all ages.

Irish Girl Guides is a registered charity and complies with relevant legal obligations, current best practices and good governance standards.

IGG is a member of the World Association of Girl Guides and Girl Scouts, a worldwide movement of over 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.



What we do

Girl Guiding encourages the best in people, giving members the opportunity to discover new ideas, develop new skills, and forge strong friendships.

Members of Irish Girl Guides follow a non-formal educational programme called the Journey Programme which enables each person to embark on a developmental journey full of fun, adventure and challenge. The Journey Programme incorporates all we do and is designed to ensure that we achieve our mission 'to enable girls and young women to develop to their fullest potential as responsible citizens of the world'.

The Journey Programme has three elements in each Branch programme: Compulsory Challenges, Choice Challenges and Interest Badges. Our members learn new skills, grow in self-confidence, develop teamwork and leadership skills, experience new activities, and build lifelong friendships.

Everyone who shares our ethos and values is welcome to have a role in supporting Irish Girl Guides and the experiences members gain and memories they make are priceless. As a girl-only movement, girls are free to develop and express themselves in a safe, comfortable, supported setting. We have a strong emphasis on the outdoors, environment, community responsibility and global sisterhood.

Who we are?

We are a youth movement of 11,000 girls and women from every county in Ireland. We have four different age brackets which we call Branches and girls of each Branch meet in local groups called Units.

A Unit is a group of approximately 20-30 girls from the one age bracket (Branch) who meet in a local community on a weekly basis. There are over 530 Units spread across Ireland. Units are run by a team of volunteer Leaders who have undertaken the relevant screening and training and there is a support network available to support the volunteer on her leadership journey.

We actively promote diversity and inclusion and welcome girls and young women from all walks of life. Anyone who lives their life as female and accepts our Guide Promise and Law is welcome to join the organisation.

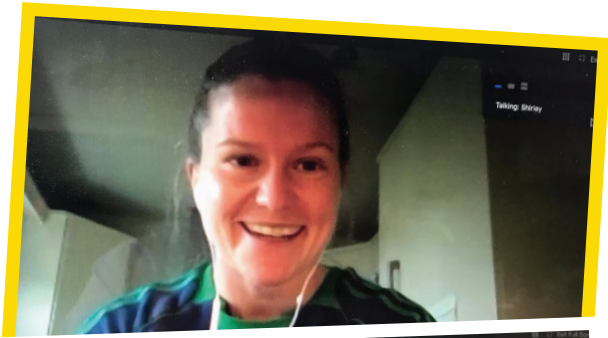
How do we do it?

How we do it? The Guiding approach underpins everything we do and it is based on the Fundamental Principles which are clearly expressed in the Guide Promise and Law. The original Promise and Law was developed at the beginning of the Guide Movement's history over a hundred years ago and has evolved in keeping with the times.

Our Leaders are expected to set a high standard and act as positive role models for the girls in the way they work together as a team, the way they wear our uniform and the pride they take in being members of Irish Girl Guides. There is a specific aim that we set out to achieve at every meeting and activity and our volunteers lead with our vision and mission in mind.

A key to the success of every Unit is that the girls are involved in as many decisions as possible and play a large part in the organising of the programme appropriate to their age and abilities, but behind the scenes the success of everything that happens in the Unit largely depends on the leadership team.

Irish Girl Guides is built on an ethos of volunteering and all our members volunteer for the various roles in managing this organisation. IGG employs a small number of staff to support the volunteers at both local and national levels and both staff and volunteers are recognised for the vital role they play in ensuring we achieve our mission and our strategic plan.



Honorary Ambassador

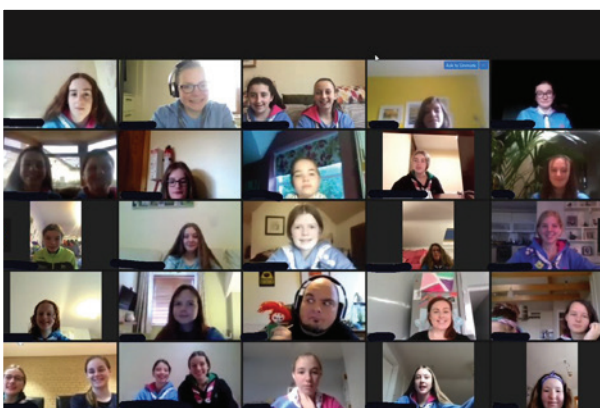
Hockey superstar, Shirley McCay, has been an inspiration to our youth members and volunteers since her appointment as Honorary Ambassador to Irish Girl Guides in 2020. Through a very difficult year, Shirley helped show our members how important resilience and patience is, not only in these tough times but throughout life! Shirley was a former Brownie & Guide and is now a member of Ireland's international hockey team. She is also the most capped female athlete in this country having earned over 300 caps!

When she received her 300th cap, Shirley said *"To every young Irish girl who dares to dream and every old Irish girl who has gone before ... this one's for you!"*

There is no doubt that Shirley inspired and motivated us all during 2020/2021 and we are hugely thankful to her.

2020... What a bonkers year!

2020 was an exceptional year due to Covid-19. A core activity for IGG was supporting the volunteers through the challenges of Covid-19. This included teambuilding initiatives, social activities, and opportunities for development as volunteers. The planning for the Regional Conferences is always in place at the start of each year and this was the same in 2020, however, this required adaptation by each of the regional teams. Examples of such were the South East Regional Conference which incorporated branch training sessions, relaxation/activity sessions and motivational speakers.



One of the fundamental principles of Guiding is Outdoors and even though we couldn't do this in person, there were three separate Camp at Home events held for all members of IGG to access. These were themed events held over the course of a weekend with the programme packs sent out electronically. The first of these was held in April 2020 and was a general theme of camping, building own shelters and completing outdoor challenges within their direct area and based on government guidelines at that time. In June 2020 another event was held that had a climate action theme, with a final event in 2020 that had a Halloween theme.



There was lots of interaction on social media with lots of sharing of images of indoor and outdoor family tents and outdoor cooking! To complement these events a Camp at Home Badge was created.

Many leaders went above and beyond to show our members resilience and kindness by opting to create activity packs for their members when we were in lockdown. An example of which was these packs left in a central area for Brownies to collect to support the IGG Journey Programme.

IGG Governance and Compliance, finance summary – pie chart of expenditure, what's covered by YSGS and membership fee, reserves policy, consolidated accounts



Governance & Management of IGG in 2020

IGG is a self-governing uniformed, youth organisation led by volunteers and supported by professional staff.

IGG is bound by its Constitution and Bye-Laws. IGG has full membership of the World Association of Girl Guides and Girl Scouts (WAGGGS) through the Council of Irish Guiding (CIGA). IGG is independent from any political organisation or any political party.

Structure of the Organisation

The General Council is responsible for the control and general supervision of 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 and is responsible for the overall strategic vision of the organisation. The 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.

In 2020, the Executive Committee had the very difficult challenge of navigating IGG and its members through the unknown of Covid-19, a global pandemic that still impacts us. The Executive Committee along with all other committees of IGG changed to online meetings to ensure communication and planning could continue. The Executive Committee met 7 times, Finance 11 times and Programme and Training met 4 times. As well as this, volunteers who have responsibility at a national level met numerous other times to discuss and plan for the enormous impact of Covid-19. Executive Committee attendance averaged 90%. Eighteen members had an attendance rate of 100%. There are 17 voting members and 6 non-voting members on the committee.

Governance & Compliance

IGG is a registered Charity and complies with all statutory obligations. IGG has always held itself to the highest standards of best practice in relation to governance and compliance to ensure transparency and accountability.

This continues as IGG seek Company Limited by Guarantee legal status. IGG currently an unincorporated association is applying to change its legal status to a CLG. There are many implications to this. The Executive and Finance committees and the staff team supporting these committees are embarking on this journey!

IGG review all policies, procedures, guidelines as part of a cyclical review to the board. This includes, Risk, Finance, Reserves, Health & Safety, Safeguarding and HR related policies. IGG complete Lobbying returns annually and are signed up to the Dochas Code of Conduct on images and messages and strives to abide by the Leave No Trace ethos.

Financial Summary

In 2020, IGG took measures to secure funding for 2021 Operational planning, this meant securing some Reserves (provisions) as a deficit was predicted in light of Covid-19, and a foreseen impact on membership income for 2021. Below is a pie chart highlighting what the membership fee in 2020 went towards and the % contributed. The membership fee is a vital part of the Organisation's several income as it totals almost 50% of the overall income. The €45 received from every member goes a long way and we thank every member who continues to support IGG.

The Finance Committee are delegated the responsibility by Executive to manage the financial affairs of IGG and report back to the Executive Committee. IGG continue to ensure that adequate systems of internal controls are in place and work continues by a small group of staff and volunteers reviewing all procedures in place. The Finance Manual contains an explanation for all financial procedures within the organisation. IGG continue to review and modify procedures as we develop and which we believe are in the best interests of all our members.

Each Unit, District and Area keeps a proper financial record 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 is retained annually to report on the performance.

IGG's income is dependent on a grant from the Department of Children, Equality, Disability, Integration and Youth which was €418,004 (42.17%), Membership income €422,203 (43.14%), Other Grants €132,384 (13.53%).

IGG greatly appreciates all the funding received in 2020. Funding from the Department of Children, Equality, Disability, Integration and Youth, ESB Energy for Generations, NYCI - STEAM Equipment Grant, Games in Youth Work, Tesco Community Funding, ESERO Grant - CIT Blackrock Observatory, Department of Foreign Affairs, Trocaire, the Katherine Howard Foundation, Castleroy/Keeper Dormant Account Refund, LHK/Allianz Safety Guidelines Sponsorship. We would also like to thank all individual private donors whatever the sum, we thank you.

IGG is a not for profit organisation and has been granted charitable status under the Taxes Consolidation Act 1996 (CHY4726). IGG is registered with the Charities Regulator Authority (RCN: 20006327). IGG is officially recognised as meeting the requirements of the Irish Charities Tax Reform Group (ICTR) Statement of Guiding Principles for Fundraising.

WHERE DOES MY MEMBERSHIP FEE GO?



A full set of IGG Financial Statements for 2020 are available on our website www.irishgirlguides.ie.

Governance –IGG properties

In 2019, after a long search, IGG bought a new property in Dublin and set about turning this blank canvas in Belgard Square, Tallaght into the Irish Girl Guides National Training Centre. Strong and pragmatic women have chartered our geographical history and have made our transitions possible.

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 and maker spaces, office space and our Distribution Centre. But more than that, this Centre will give Guides and Leaders from all backgrounds a holistic space to spark and develop new ideas, and equip the next generation of Irish female role models.

As well as successfully securing Capital Funding from the Department of Children and Youth Affairs and two Foundations in 2020, IGG continues to research other grant opportunities and seek corporate support. A LEGO Fundraising campaign was initiated in 2020 and this will continue into the future. Fundraising for this new state-of-the-art training centre will continue to be a large part of the organisation's focus in 2021.



THANK YOU TO YOU, OUR MEMBERS!

2020 was the start of what has become our new normal! Who knew back in January 2020, the challenges that we would face together apart for the rest of the year? You the IGG volunteers demonstrated your loyalty to the members and the organisation in many ways: activity packs developed and delivered, online meetings, check-ins via WhatsApp and in some areas, closure. No matter where you featured in this line up, thank you. We are aware that many of our leaders are frontline workers or care for family members; often schooling and parenting at home took priority as well as looking after our own health, physically, mentally, and emotionally.

This pandemic has changed us in many ways, but to everyone who is still here, and has IGG in their thoughts and a desire for us to get back to Guiding, Thank You.

Staffing Changes

Staff are normally based in National Office in Pembroke Park. In March all staff transferred to working remotely. This change in working systems allowed for some flexibility with regard to home circumstances. It did impact IGG as there was limited access to laptops, and staff were required to access personal equipment in the majority of cases. Working in a virtual environment presented many challenges and learning for all staff both National and Regional. Thanks to a Capital Grant in 2020 from DCEDIY all staff were supplied with technology to support working from home. Information storage changed during 2020 and is now stored in a cloud-based server rather than a physical server, which further facilitates remote working.

There were a number of staff changes in 2020, from the resignation of the CEO in March 2020 and the appointment of Claire Barkey as the CEO in September 2020; the resignation of the Operations Manager in July 2020 and appointment of Anne L'Henoret who took up her position at the start of 2021; and the recruitment and appointment of a new role "Financial Support Officer" to support IGG with all regional, committee and Unit level accounts. There were two Regional Development Officers appointed in March 2020 and these appointments were delayed starting due to Covid-19.

Covid-19 had an impact on the volunteer engagement, and this had an impact on the work available. Regional Staff were temporarily laid off for 8 weeks, while National Office staff were placed on short time working hours during the summer months.

The staff team in IGG have worked tirelessly in 2020 with a number of volunteers to ensure the organisation maintained its high standards and continued to provide a valuable youth service for its members throughout the year. The organisation thanks all staff that worked for Irish Girl Guides in 2020.



Impact of Covid-19 Global Pandemic

The public health restrictions due to this global pandemic have had a significant impact on the delivery of services by IGG members. Many of our members have been affected as families, employees, employers, carers, parents, youth members and Leaders. Our sympathies are with those who have lost a loved one and our thoughts and supports are with those dealing with the crisis on the frontline and at home. The impact on everyone cannot be underestimated and in true Guiding spirit we continued through difficult times with our Promise and Law as our guide.

Our volunteer Leaders have had to make decisions based on their capacity to continue to provide a service to our youth members. Some members have not been in a position to do this for many reasons. The impact of the lack of technology on Leaders and youth members is not fully known but we are definitely aware that there are issues regarding broadband availability in different parts of the country.

IGG have been monitoring the level of engagement at a local level and offering formal and informal peer support and training to get units back up and running.

Units that meet in school properties have been impacted significantly and have not been able to return to the use of these premises. Some locations have limited or no access to another venue so making it difficult to be active.

For Leaders and members who have been able to engage this has taken place in many formats based on the age profile of the youth member and the availability and capacity of the Leaders. This has been provided using various virtual platforms, messaging services, programme packs delivered or collected at a pickup point, craft packs posted, online national and regional events, Camp at Home events and LEGO camps. Outdoor meetings took place when they were allowed as did indoor meetings for a short period of time. No overnight events took place after March 2020. Camping has just been introduced in July 2021 for IGG members.

All Leaders have trained on Covid-19 as per NYCI and government guidelines, and continue to use contact tracing forms, return to guiding forms, risk assessments with guidelines to reduce the spread of Covid-19. Leaders have been inventive in maintaining pods and when online there was ongoing evaluation and exploration of what could be accessed for use using the online format and this led to new developments such as visitors speaking to the girls, online baking and cooking plus linking with members in other countries to complete joint activities.

NEW BADGES



During 2020 there was an opportunity for IGG to participate in a Youth Climate Justice project as part of a consortium led by ECO-UNESCO. 4 IGG teams with 25 participants took part and completed projects on various topics from fast fashion to a review of an area regarding facilities for recycling and dog waste disposal.



The launch of our exciting new SPACE badge was completed during Space Week in October 2020. This online launch was presented by Aisling Claffey and supported by astrophysicist and scientist Dr Kate Isaak, Rebecca Barnes from the European Space Agency, Education and Outreach Officer at CIT Blackrock Castle Observatory, Francis McCarthy and Stephanie O'Neill, Manager of ESERO Ireland, Science Foundation Ireland, along with Dr Niamh Shaw IGG Ambassador at the time. Following this launch there were 511 badges awarded to Ladybirds, Brownies, Guides and Senior Branch members.

Little did we imagine as we said goodbye to our Brownies after our meeting in March 2020 that that would be the last time we would be meeting face to face. We had felt well prepared for the St Patrick's Day Parade, had practised songs, our "march" and had voted on what we were to wear!

We were told to stay home, stay safe and whilst the majority did, as a nurse I did the complete opposite! Heading into work each day, commute much quicker due to little traffic(!) our care was the same but the surroundings completely different. No longer cuppas in the staff room or hugging to welcome a colleague back, we were faced with masks day in day out, scrubs and handwashing constantly.

As we struggled initially with masks it soon became the 'norm' getting a surprise when a doctor I had worked with for a few months revealed a moustache that had been unseen!

I felt fortunate to be able to continue in my work when so many couldn't. Fortunate to see colleagues and share our tales of woe and moan about home schooling! Privileged to care, to think of others before myself and to continue in the fight against Covid-19.

And as Lockdown 2 and 3 continued fortunate to see the Brownies (albeit not in person) but over Zoom, another challenge but thankful to have it as we lifted their spirits too!

Covid and me continues and as I'll continue to lend a hand, doing good turns every day, just like we teach the girls!

Shelly Gillespie

Liz McCloskey is a member of Drogheda Senior Branch and Assistant Leader for St Anthony's Brownies and Clogherhead Brownies, she is also the North East Senior Branch Rep. All her friends and family agree that Liz is the crafty version of a Jack Of All Trades; she can crochet, sew, craft, and is also learning embroidery!

One of her biggest achievements in the past 12 months is the growth of her craft business. Unable to work at the beginning of the first pandemic lockdown, she dug out her sewing machine, sharpened up her sewing skills and bought some fabric to make masks. "It was so important to me that my masks were made properly, 100% cotton and completely reusable / machine washable". She sold some to the Design Gallery in Drogheda and started selling through her social media. Always one to do things for others, Liz also donated 25 facemasks to Drogheda Cares for the Homeless.

Liz was grateful for all the support she was receiving, and with the help of another Senior Branch member, (Orla O'Reilly who designed the logo), Liz created and officially launched her website and business cards

In December 2020, the Octagon team asked Liz to design a fun Christmas decoration, as a fundraiser. She created quilted Christmas trees with fabric scraps and strips and attached a ribbon with Octagon branding on it.

Irish Girl Guides see Liz McCloskey as one of their unsung heroes of the last year, as she helped fund raise for Octagon and helped other people, including the homeless, to stay safe with facemasks. If you would like to see all the other crafty things Liz makes, you can visit her website www.lizstitchit.ie; each item made with love.



Hi my name is Nelle, I am 14 and from Co. Louth. I'm a member of Monasterboise Guides and I'm looking forward to moving up to Senior Branch.

In March 2020 it was suggested to bake some cupcakes for the frontline workers in our area, I had seen the Community Garda were doing a lot of helping in The Monasterboise area, so I gave my first batch to the Garda Siochana. They were delighted!

I am Home Schooled by my Mam, and I decided to do something positive and incorporate my Guiding Promise into a project for the duration of Covid and lockdown. We (me, my Mam and with the help of my brother too) decided to continue to bake cakes every Sunday for The Ambulance Station, The Fire Brigade, The Garda Station and some older people cocooning that we know in our area.

Covid-19 has been tough on people, increasing anxiety and isolation and we understand some people suffer from anxiety daily too, so I thought it might cheer them up even just a small bit. It was a way to show they are not alone. The idea was "A cuppa and a cupcake for you because you matter too".

I created a gratitude journal which was published for charity (SOSAD and DSCNE - Down Syndrome Centre North East), which is for sale on Amazon. Giving cupcakes, cakes, pastries and thanks to our emergency services made me feel great inside, knowing I've made someone just a little bit happier. I love that I can share even more happiness and joy with everyone who hears my song, uses my journal, or eats any of my little treats.

Nelle Monasterboise Guides aged 14



My Lockdown Hobby

Over lockdown I think most people picked up hobbies to keep them busy, mine was drawing. I spent a lot of time outside with my sketchbook drawing mostly animals, my dog was my most common muse.

Our local Senior Branch unit had online meetings often and on one of these meetings, my Leader told us that a competition was going to take place in our town. The competition was to artistically show what you were grateful for during lockdown. I spent a few days drawing what I was grateful for; the wild plants and animals that surround my house. I handed in my drawing and completely forgot about it for the next few months.

One evening I got a call that I definitely did not expect - it was the organisers of the competition telling me that I had won! I met them and collected my prize which was €500 for the local volunteer group of my choice. Later that evening, my unit was having a campfire and everyone was delighted when I told them this story and handed over the cheque to our Leader.

Emer MacEgan Senior Branch, Macroom

This successful programme allowed Guides who are aged 10 – 14 years to join in with Guides from different Units in different counties, to complete an Interest Badge. This was continued into 2021 and was so successful that some badge nights had to be run twice to facilitate the numbers wishing to partake.

During the November 2020 committee meeting, we talked about how some Guides would reach their National Guide Award qualifications even if they'd done most requirements alone! This led to a discussion and development of a plan. With my brilliant committee members, we decided on monthly national online badge nights starting in December 2020, Orla jumped in and agreed to do the Guide Engineering badge. Information was sent by email to all Guide Leaders, with a limit of 50 Guides per session. Booking through an online platform was booked out in minutes. A great and successful Badge Night took place. This led on to increasing numbers and sessions and by our last, we were having two sessions a month with up to 80 taking part.

To say I am overwhelmed with the success of these badge nights would be an understatement. The work my fellow committee members put in to get this up and running was outstanding, and the uptake and participation of the guides was exceptional.

We tried our best to keep the nights as enjoyable as possible to attract the girls' interest and it really showed with the numbers that we had attending, that they really enjoyed the nights.

Carina, Chair Guide Branch

The Friday evening Zoom calls were lots of fun because I got to meet lots of new people, try out and learn new things and it gave me a fun thing to do and look forward to during lockdown.

Thank you for doing them. Mia, aged 10

It helped me talk to more people during lockdown. Eve, aged 12



Irish Girl Guides 2020



IGG Making the Headlines



35 Photos/articles in national newspapers...

Television appearances **17+**
...up 14+ from the previous year



7,924 Facebook likes by the end of 2020...
...up 1,164 from the previous year

Instagram followers... **1,828**
...up 341 from the previous year



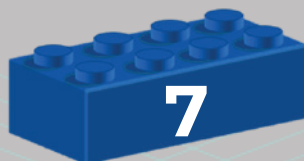
3,658 Twitter followers...
...up 311 from the previous year



girls participated in LEGO events between the Intro to Robotics Camp and the FIRST LEGO League international competition



Guides and Senior Branch members competed in the FIRST LEGO League Challenge Division



Guides and Senior Branch members, as a team, achieved the highest score ever recorded in a Robot Game at a FIRST LEGO League competition in Ireland or the UK. They were awarded Overall Regional Winners and went on to win 2nd place at the All-Ireland Finals



Guide Branch held **9** online Badge Nights
with an average of **60** badges earned per night



Guides received their National Guide Award (the highest number ever)! Awards were presented either online or outdoors regionally



Quote from a Girl Guide used by Taoiseach Leo Varadkar during State of the Nation address...

"Rachel, aged 13, who is worried about her grandparents and wondering when she will be able to go back to school. Someone worried about the future but who ends her letter by asking me to stay safe."

Top Facebook Post

3,300 reach

"We are thrilled to have just been announced as the winner of the Mentorship category of the Diversity in Tech Awards 2020. #DITA20

A shared award for all our volunteers and staff who mentor almost 11,000 members. #IrishGirlGuides #GivingGirlsConfidence"



Top Tweet

8,100 impressions

"We hope you will join us in standing in solidarity with all trans people this #TransAwarenessWeek. We need to see an end to transphobia and to see in its place #inclusion and #diversity. Please RT if you agree. #GivingGirlsConfidence"



GAISCE
THE PRESIDENT'S AWARD

73 Bronze participants
40 Silver participants
26 Gold participants

12 Bronze Awardees
9 Silver Awardees

Irish Girl Guides 2020

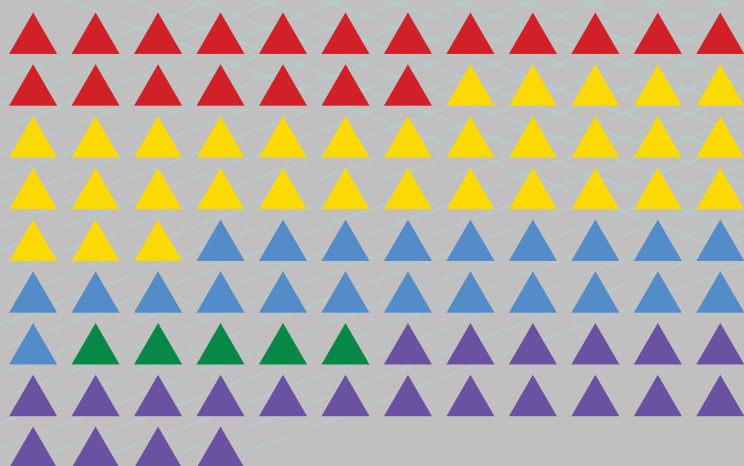
Trefoil House, 27 Pembroke Park, Dublin 4

Tel: 01 668 3898 / www.irishgirlguides.ie

CRN 20006327 / CHY4726



Membership by Branch 2020



- Red Ladybirds (19.39%)
- Yellow Brownies (31.79%)
- Blue Guides (21.96%)
- Green Senior Branch (5.32%)
- Purple Leaders, Trefoil Guild and Non-Unit Volunteers (21.54%)



2
Number of new
Units

501
Total number of
Units

56
Leader Warrants
awarded

71
Assistant Leader
Warrants awarded

Top Badges Earned in 2020



2,842

Covid-19 - Our Duty -
Separate But Together
badges earned overall

566
Ladybird
Book Lover
badges earned



782
Brownie
Art & Craft
badges earned

613
Guide
Pathfinder
badges earned



782
Senior Branch
Ladybird Diva
badges earned



31,152

Meetings have
been prepped
through OGM to
date

2,093

Parents of IGG
members
accessed the
Parent Portal
on OGM



IGG members
completed
Safeguarding
Training (run
online during
the pandemic)

108

235

IGG members
completed the
online refresher
Safeguarding
Training

NATIONAL ACTIVITIES

Diversity in Tech Award, LEGO Programme, Good Turn Week, Thinking Day, Programme Developments

IGG were thrilled and delighted to be nominated for a Charity Impact Award and were even more thrilled to be awarded the Mentorship Award sponsored by Fiserv at the Diversity in Tech Awards. The mentorship award criteria “celebrates a woman who, by means of advising, has helped others progress in their career, driving learning and development. The winner can be working & guiding others in any area within the tech industry. Nominees were judged on the level of commitment they have shown their mentees and the unique ways in which they have helped develop their skills.” As you can see IGG meet these criteria in abundance and as a result Fiserv awarded the 1,500+ female volunteer Leaders and staff who mentor the girls of today.



During 2020 there were many opportunities to be active in our communities, from supporting our frontline workers to leaders providing an essential service to supporting the girls in their communities. Good Turn Week was promoted by IGG in April 2020 to support our members in supporting their families and local communities.

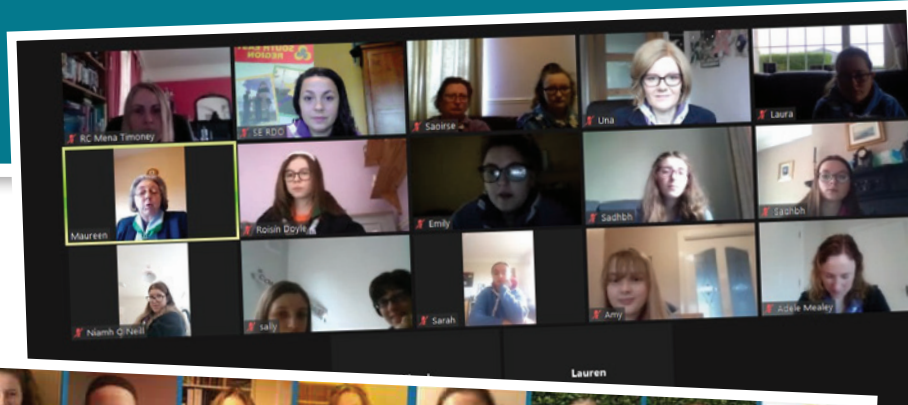
RTE presented an After School Hub throughout the Covid-19 pandemic. IGG put out a call to members to participate in the After School hub by sending in a video. IGG had many features in the RTE show as a result! From an episode with Dr Niamh Shaw all about Earth Day, submitting plays and pieces of drama for “The Show Must Go On!” segment, Emily from Bandon Brownies demonstrating a science experiment, lots of members submitting videos about being an IGG member to “something they like doing after school” segment we also had a few members in the STEM week video showing off some experiments and how much they enjoy STEM in Guiding! So overall a great representation of the association on prime-time television.



NATIONAL GUIDE AWARDS

Congratulations to the 187 Guides who have achieved their TrailBlazer National Guide Award in 2020, our biggest group to ever receive the award! An online ceremony isn't quite the same as Croke Park, but it is a very special day nonetheless for Guides, their proud parents and their Leaders to celebrate reaching the pinnacle of the Guide Branch Journey Programme.

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 essential life skills.



A 50-year Service Award was presented to Hilary Robinson. Hilary has been a Brownie Leader, Trainer, staff member and friend down through the years to thousands of girls and women throughout the country. We look forward to many more years ahead Hilary. Thank you for all your service.



Become a Volunteer

Guiding is an opportunity – it gives you the chance to help the next generation to learn to live and grow into adults equipped to cope with the joys, the anxieties, the fears and the demands of life. Guiding encourages the best in all of us as it gives us the opportunity to discover new ideas, new skills, new experiences and new friendships. You will find that the friendships you form with other Leaders and your relationship with the girls will enrich your life and help with your personal development. It will also provide you with important lifeskills that are transferable to other aspects of your life such as career, travel, studies, family and friendships. There is a place for everyone in IGG and there are many different roles that you can take up that suit your availability and your skill set. Some adults: volunteer at weekly meetings with our youth members and become a Leader, volunteer for a non-Unit role e.g. committee membership, administration, specific skill teaching and become Non-Unit Volunteers (NUV), join Trefoil Guild if they can't give a weekly commitment but want to stay involved, become an occasional Unit Helper with a Unit or in their local area. All our volunteers complete a screening process when they begin volunteering with us. They also receive training and must complete a number of requirements to gain a licence, called a warrant, after which there are many different opportunities available to them. Women who take on leadership roles have the opportunity to increase their organisational, youth work and outdoor knowledge, improve their skills by working in teams with other like-minded people and can gain qualifications.



Funding

As a not-for-profit, Irish Girl Guides continues to rely on both membership fees and grant funding to operate and support the Units nationwide. In 2020, the Finance Committee worked hard to diversify the funding streams and reduce any potential over-reliance on any one source. Details of the actions taken are outlined in the finance section of this report. The challenge became an opportunity as by reaching out to other organisation and corporates, a number of partnerships have developed. Our members have benefited both through training opportunities, provision of resources and funding to reduce the badge costs incurred by Units and their members. Fundraising was an area identified in 2020 for support in order to assist with the National Training Centre development. A contract was entered into with a Fundraiser for 2020. This gave us the opportunity to engage with many philanthropic and charitable organisations, thus raising the profile of IGG. Unfortunately, the fundraising plan despite much hard work was significantly impacted by Covid-19. IGG will continue to work to secure diverse and sustainable funding streams and to grow our fundraising capacity.



IRISH GIRL GUIDES
GIVING GIRLS CONFIDENCE
Want to get involved?

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