



# **Irish Girl Guides Strategic Plan 2023 - 2025**

# Our Strategic Plan in Summary

## OUR HOUSE

A future which is sustainable,  
diverse and equal, where girls and young women  
are empowered to advocate and lead the way

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

### GIRL

Youth members are empowered  
and enabled to advocate for  
their chosen priorities

Units, representative of the  
diversity of their communities,  
are sufficiently resourced with  
trained leaders

### VOLUNTEER

Leaders are supported in their  
local units and enabled to  
perform and enjoy their role

Leaders' growth is supported by  
the IGG Leadership Framework

### ORGANISATION

Our organisational structure  
reflects best practice, works  
effectively, is sustainable and  
adaptable for future  
generations

Engages with external  
opportunities that further our  
mission and values, in a planned  
and strategic way

Girl-led programme

Volunteerism

Community focussed

Self development

Intergenerational learning

Inclusion



Great  
People



Good  
Governance



Commitment  
to evolve

OUR  
VISION

OUR  
MISSION

OUR  
GOALS

OUR  
VALUES

OUR  
FOUNDATION

# Our Goals Expanded On

## Girl



Youth members are empowered and enabled to advocate for their chosen priorities

- To provide innovative, fun, relevant and high quality non-formal learning for girls and young women
- To support IGG youth members to speak out on topics of importance to them
- To promote and support learning on SDGs and global citizenship development within the organisation

Units, representative of the diversity of their communities, are sufficiently resourced with trained leaders

- To strengthen information available for recruitment and retention and provide updated R&R tools for the appropriate volunteers and staff
- To support recruitment and retention in new and existing communities in Ireland
- To encourage youth members to gain leadership qualifications

## Volunteer



Leaders are supported in their local units and enabled to perform and enjoy their role

- To reduce the volunteer leaders' administrative workload
- To monitor compliance with safeguarding legislation and guidance
- To support the health and wellbeing of the volunteer Leaders

Leaders' growth is supported by the IGG Leadership Framework

- To review, refine and promote the system for leadership development
- To support IGG Leaders to be advocates
- To effectively utilise existing regional and national structures to support the volunteers

## Organisation



Our organisational structure reflects best practice, works effectively, is sustainable and adaptable for future generations

- To monitor IGG's compliance with regulatory and governance standards
- To ensure sustainability of the organisation
- To ensure the organisation has a transparent and effective funding model

Engages with external opportunities that further our mission and values, in a planned and strategic way

- To develop partnerships and investigate funding opportunities with external stakeholders that support the working of the organisation
- To provide opportunities for IGG members to represent the organisation at external fora
- To collaborate with other organisations that support the mission and vision of IGG to the benefit of our members

# Our Values Expanded On

## We Believe

In the use of the Girl Guide method so youth members can take the lead in their learning and have the chance to grow the 21st century skills (communication, collaboration, creativity, character, citizenship and commitment) that our method develops best

That volunteering plays a significant role and makes a positive contribution to improving the people's lives, and to strengthening communities and civil society.

That our members can be a powerful force in making the world a better place.

That each member is on a self- paced journey of learning and that each member takes responsibility for their own development.

That every and any girl and young woman should feel that Girl Guiding is a place where she can be herself, explore her identity and her beliefs, and find opportunities to thrive

That learning is a two- way process and that people of all ages have something to learn and something to teach.

## Therefore We Will

Continue to support the Girl Guide method by training our Leaders and providing resources and opportunities to our members

Provide resources, opportunities, and training to strengthen our members' motivation, commitment, and sense of identity.

Empower them to advocate on issues important to them.

Develop core competencies in leadership, decision-making and other life skills, and enable them to gain intercultural and inter-generational understanding.

Prioritise inclusion which means putting time and resources into understanding and responding to inequitable access to Girl Guiding in our different societies.

Support leadership development to ensure the future of the organisation