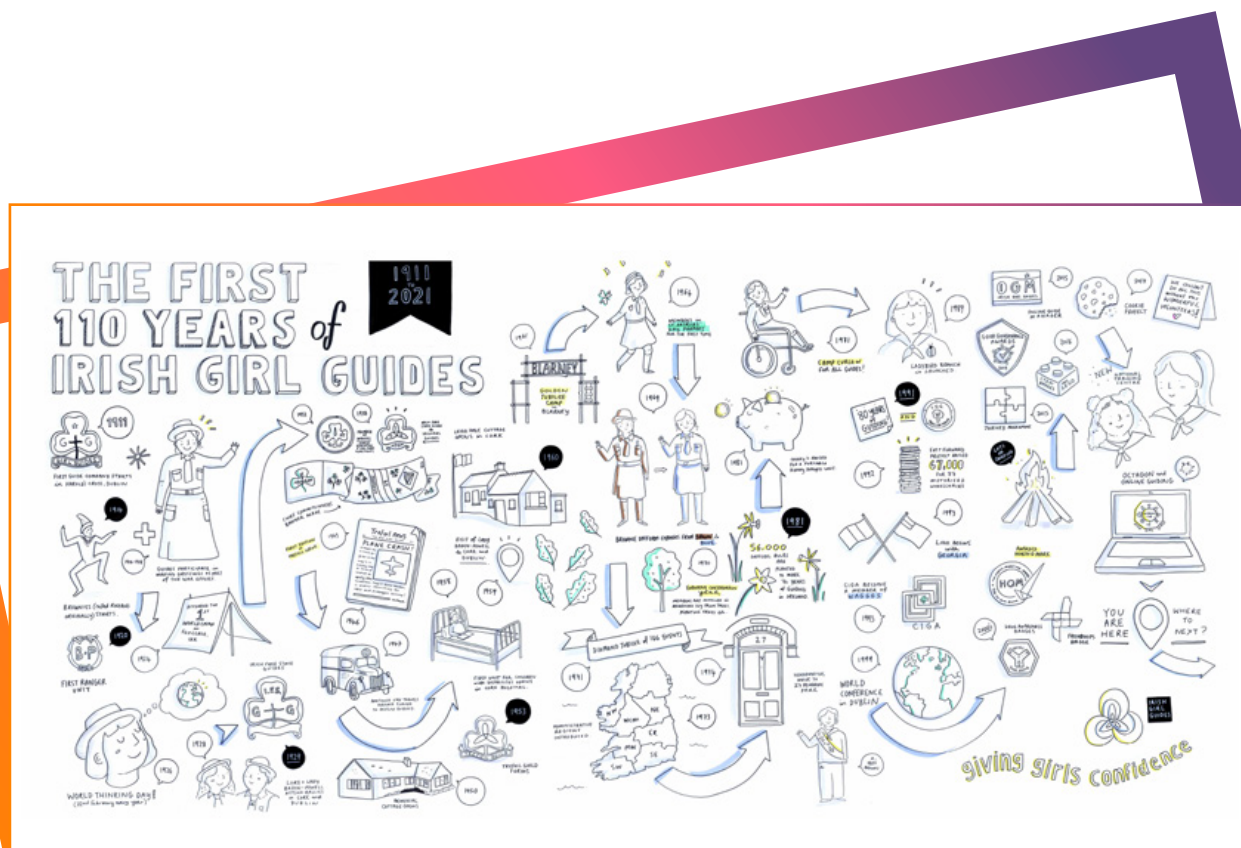




Annual Report & Financial Statements for the year ended 31 December 2021



Today there is 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.



Contents

Organisation Information	2
1. Note from the Chief Commissioner	3
2. Summary of the Organisation’s Purpose and Activities	6
3. Achievements and Performance	7
3.1 Belong.....	7
3.2 Journey.....	7
3.3. Impact.....	7
3.4 Support.....	7
3.5 Challenges and Opportunities in 2021.....	18
3.6 Future Developments.....	19
4. Financial Review	20
4.1 Reserves Policy.....	20
4.2 National Funding Analysis.....	20
4.3 Principal Risks and Uncertainties.....	21
4.4 Accounting Records.....	22
5. Structure, Governance and Management	23
5.1 Organisational Structure.....	23
5.2 The Board of Irish Girl Guides and the Committee Structure.....	24
5.3 Conflicts of Interest and Conflicts of Loyalty.....	29
5.4 Good Governance & Compliance.....	29
6. Financial Statements Year Ended 31st December 2021	30

Organisation Information

OFFICIAL NAME	Irish Girl Guides
ESTABLISHED	1911
CRA NO.	20006327
REVENUE NO.	CHY 4726
REGISTERED OFFICE	Trefoil House, 27 Pembroke Park, Dublin 4, D04 NV08
ORGANISATION TYPE	Unincorporated Association

TRUSTEES (Members of the Executive Committee)

NAME(S)	ROLE
Amanda O'Sullivan	- Chief Commissioner (Chair of the Board)
Maureen Murphy	- President
Julie Stephens* / Fiona O'Connor	- National Treasurer
Evelyn Hayes	- Chair of Finance Committee
Jenna Goodwin	- International Commissioner
Jenny Gannon	- Programme & Training Commissioner
Fíona Walsh	- Regional Commissioner – Eastern Region
Lisa Enright	- Regional Commissioner – Mid West Region
Annamarie Lawlor	- Regional Commissioner – North East Region
Jacqueline Lavelle	- Regional Commissioner – North West Region
Mena Timoney	- Regional Commissioner – South East Region
Deirdre Henley* / Ciara O'Reilly	- Regional Commissioner – South West Region
Caroline Flanagan	- Regional Commissioner – West & Central Midlands Region
Gillian Finan	- Chair of Constitution Committee
Emer O'Sullivan	- Chair of IGG Trust Corporation CLG
Alison Cahill	- Chair of Council of Irish Guiding Associations
Lucy O'Donovan* / Eve Moody	- National Youth Council of Ireland Delegate
Aisling O'Boyle	- Assistant Chief Commissioner
Sharon Flynn	- Assistant Chief Commissioner
Helen Concannon	- Chair of National Training Centre Committee
Claire Colfer	- Legal Expert
Nicola Le Roux*	- Minutes Secretary

* term ended during 2021

CEO	Claire Barkey
BANKERS	Allied Irish Bank, Bank Centre, PO Box 1121, Dublin 4, D04 NV02
AUDITORS	Byrne Moreau Connell, Chartered Accountants Harmony Row, Dublin 2, D02 VY52
SOLICITORS	Shannon & O'Connor Solicitors, 6 Hatch Street Lower, Dublin 2, D02 CT96
PROPERTIES	Held in trust by the Irish Girl Guides Trust Corporation Company Limited by Guarantee
WEBSITE	www.irishgirlguides.ie
SOCIAL MEDIA	@IrishGirlGuides

ANNUAL REPORT FOR THE YEAR ENDED 31 DECEMBER 2021

The Executive Committee has the pleasure of submitting the Trustees' Annual Report and Financial Statements of the charity for the year ended 31 December 2021 to the members at General Council on 03 September 2022.

1. Note from the Chief Commissioner

It is a great joy to introduce the Annual Report and Financial Statements of the Irish Girl Guides for 2021. IGG has been completing development work over a number of years with regard to the Charities Governance Code and IGG can declare that they are fully compliant with the Charities Governance Code.

IGG is presently an unincorporated association. There is a plan in place to transfer to a Company Limited by Guarantee and this project is currently in process. At the end of 2021 Irish Girl Guides CLG received a new Charity number from the Charities Regulator which has allowed for this project to be moved forward to the next stage of transitioning to this new entity in 2022. A project was initiated in 2021 to look at the structure of the Executive Committee in IGG to ensure it is an up-to-date and effective structure that continues to support the organisation in achieving its goals.

As part of good governance and responsibility for public money a project with regard to reporting on Unit accounts was initiated a number of years ago and this project is ongoing. Eighty percent of local Units fully completed the process in 2021 and it is envisaged as systems for reporting and training of Leaders continues that this number will increase. Training at regional level has been ongoing to support this process with various models in action from training leaders in each District to support at a local level, to targeting Units that require additional supports, to providing virtual and in person training sessions. This is a vital part of the project to ensure its success. At the end of 2020 a new staff member was employed to support this process and provide support to Leaders. This is an important cog in the wheel of this project.

There is also an ongoing project for the development of the National Training Centre. To date this project has been significantly impacted by the global pandemic due to an impact on fundraising plus the rising costs for construction materials but IGG continues to be committed to this endeavour in order that the development of the building may be undertaken for the benefit of all our members.

Irish Girl Guides' volunteers have provided many hours of leadership to girls and young women in local communities throughout Ireland in 2021. The ways in which this occurred varied greatly in 2021 for all volunteers and youth members. The Leaders adapted fantastically to keep in contact with the youth members using virtual platforms, messaging services, development of programme packs and craft material packages as well as face to face indoor and outdoor meetings. The range of activities that our Leaders planned for and carried out with the girls was as diverse

as the girl's interests – STEM, outdoors, arts, music, sports, engineering. The reintroduction of face-to-face meetings followed all public health guidelines. 2021 saw camping allowed with Units changing camping methods to reduce risks associated with this activity.

Despite the challenges faced in 2021 we presented just over 27,000 badges to our members. Each one of those badges represents a young person achieving their best in a chosen area and brings a smile of pride to the face of a girl showing her family her achievement. Each one of those badges signifies hours of volunteerism by our Leaders. Guide Branch supported the Guide programme through an online badge evening for all guides to participate in. This allowed the girls to meet and interact with girls from other Units in different parts of the country. Senior Branch facilitated an online hiking challenge and a Fittest Senior Brancher virtual event.

I would like to thank all our Leaders for continuing their leadership journey with Irish Girl Guides during what has been a difficult year for our communities and our society. All Leaders should be extremely proud in how they have kept our youth members engaged and active during 2021.

I would like to thank all staff for their support of volunteers in 2021, despite the many challenges that the year presented.

Our volunteers at a national and regional level have continued to support the functioning of IGG through provision of support materials and organising national events. To support this the Microsoft package was expended to allow for the sharing and storing of relevant information and materials.

Our volunteers have promoted volunteerism and community action in local communities, and it is a testament to the resilience of our members how they adapted and provided continued engagement through a variety of mediums. Many of our members are active in a diverse range of frontline services and I would like to thank them for their essential work during this difficult time in all of our lives.

Yours in Guiding,



Amanda O'Sullivan

Chief Commissioner and Chair of the Board of Trustees

Note from the CEO

It is my pleasure to contribute to this Annual Report at a time that has seen many challenges for Irish Girl Guides and witness the determination and pure grit of all the volunteer leaders. Those on the ground keeping their Units going, trying to restore the provision for the girls after Covid-19 and to those at National level who are responsible for all the administration, governance, operational and financial elements of the organisation ensuring that, as an organisation, remain compliant and acting in a transparent and accountable manner. I would like to say, thank you to you all and it is a pleasure to serve you as your CEO.

IGG is a very different organisation to any I have worked for in the past and one that is providing me with very new experiences. It is very evident that IGG has enormous history and legacy attached to the work of the organisation which must be preserved as we continue to move forward to the next chapter, IGG CLG. 2021, was my first complete year in Irish Girl Guides, and the values that has really shone for me represents those rooted in community, witnessing the long friendships that have prevailed over the years initiated through IGG, hearing the stories from the Archives team and the importance of taking the time for reflection. It is important to understand the past to be able to move forward. This value of community is important as we need to bring people with us on the journey. The last year has been difficult and a personal challenge for everyone, and we understand that getting back to Guiding is not easy and want to ensure you that the staff in National Office are here to support you.

Working with Amanda O'Sullivan as the Chief Commissioner has been an honour. Developing this working relationship has been fun as we have not always agreed but we now have a very good understanding of each other and reaching compromise. Something I think an organisation should be glad to hear, your leadership team challenges and supports each other!

Entering this next phase will mean change and new processes for many but I think will strengthen Irish Girl Guides ensuring that the key focus remains where it should be - providing a strong youth provision for young girls in Ireland. The opportunities available to IGG members are wonderful and we need to ensure that we can make these available to as many young girls in the country as possible.

The road to recovery we are now on will be impacted from an external as well as internal perspective. External being the funders and the financial support we get from them and internally we need to rebuild motivation and passion for the work at every level reminding ourselves of why we are here - the benefit of the future young women of Ireland. I have seen a lot of burn out over the last two years and we need to remember to support each other and Be Kind. Moving forward we need to be clever about succession planning and ensuring that our youth participation structure is strong, supporting the next generation of Irish Girl Guides Leaders.

For now, I want to sincerely thank all the leaders who go out every week promoting the work of Irish Girl Guides, running the Units, Districts, Areas, Regions, and National Committees. I continue to be in awe of the dedication and commitment of all Irish Girl Guides Leaders, and I look forward to continuing to work for you. To my staff team in National Office and the RDOs around the country, thank you for your continued commitment in 2021, it has not always been easy, but you all have given over and beyond whenever the organisation needed you to, and I am so grateful to have you all on my team. To the staff that left in 2021, thank you for your service.



Claire Barkey
CEO

2. Summary of the Organisation's Purpose and Activities

Irish Girl Guides (IGG) is a youth-driven, active, and dynamic organisation striving to develop skills and self-confidence in girls and young women across Ireland. The Girl Guide movement was established in Ireland in 1911 and IGG exists under its Constitution and Bye-Laws, updated in September 2020. As a registered charity and an unincorporated association, IGG continues to be a volunteer-led membership-based movement, working in the non-formal education sector across every county in the Republic of Ireland. Irish Girl Guides offers a varied programme in a uniformed setting for girls and young women aged 5-30, and opportunities for women over 18 years as volunteer Leaders. The organisation has a small national and regional staff and many supporters who contribute to the mission.

Mission

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.

Aims and Objectives

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 broad range of activities, our aim and objectives are that 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

Vision Statement

Today there is 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.

Core Values

The core values of the organisation are clearly expressed in the Promise and Law which form the fundamental ethos of the organisation, and in the methods used and encouraged throughout Guiding:

- progressive self-development
- learning by doing
- teamwork through the Patrol system
- service in the community
- relationship with nature
- active cooperation between young people and adults
- international experience

Promise and Law

The Promise and Law underpin our members' everyday lives and our Leaders act as positive role models for the girls in the way we work together as a team to develop self-confidence in the next generation of girls in Ireland:

**I promise on my honour, to do my best
to do my duty to my God* and my country, to help
other people at all times
and to obey the Guide Law.**

**the word "God" may be replaced by the word "faith" according to one's spiritual beliefs.*

Global Community

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 the world's largest movement for girls and women with 10 million members in over 150 countries. Through this network our members 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 participating in conferences, camping events and hiking expeditions.

Honorary Ambassador

IGG appoints an Honorary Ambassador for the organisation through a process of nomination from our members and appointment at the AGM. During 2021 we worked closely with Shirley McCay to promote health and fitness who from her work in the sports field has a lot of



experience and enthusiasm to share with our members. In September 2021 we welcomed Dr Sinead Kane for 2021-2022 year. As a keynote speaker on resilience, mindset and teamwork Sinead has brought a wealth of knowledge and wisdom to our members. Sinead spoke at one of the National Guide Award ceremonies that was held in Cork that it is “better to be prepared and not have the opportunity than to have an opportunity and not be prepared” which supports the IGG motto of Be Prepared.

As part of this partnership with Sinead plans were initiated for a nationwide event that will be held in 2022 ‘Move with Sinead’ to get our members out and about, and active with Sinead who is also a long distance runner.

**“Choose to be visionary and not blind”
Dr Sinead Kane**

European Citizens Award

IGG were honoured to be nominated and receive the European Citizens Award in Brussels in 2021. This was awarded in 2020 but due to travel restrictions the in-person event was deferred till 2021. Aisling Claffey represented IGG to receive this award on behalf of the organisation.

Top Tweet 14,057 reach

WONDERFUL NEWS to start the week! We are being awarded the European Citizens Prize by @Europarl_EN for the #Europe badge we launched with @emireland in 2019. Almost 3,000 girls have earned the badge so far, learning all about the #EU 🇪🇺 #MondayMotivation @wagggsworld @EuropeRegion



International Representation

In 2021 international events continued to be held virtually. This included the WAGGGGS World Conference that was attended by Amanda O’Sullivan (Chief Commissioner) and Jenna Goodwin (International Commissioner) along with our counterparts in Catholic Guides of Ireland representing the Council of Irish Guiding Association (CIGA).

During 2021 IGG were represented by 3 IGG Volunteers on Europe Region Subcommittees and by 1 volunteer on the WAGGGGS World Board Governance sub-committee.



#IGG2022

3. Achievements and Performance

The organisation is guided by a strategic plan covering 2016–2022 called #IGG2022. It sets out IGG’s broad direction and annual priorities for each year in that period. Belong, Journey, Impact, and Support are the four key strands of #IGG2022. It was

launched at a National Leaders’ event in February 2016. In late 2018, the Board and committees reviewed progress of this strategic plan and due to its clear layout and achievements to date, decided to extend the plan to 2022.

IGG’s 12 national outcomes

- **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.**
- **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.**
- **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.**
- **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.**

BELONG



JOURNEY



IMPACT



SUPPORT



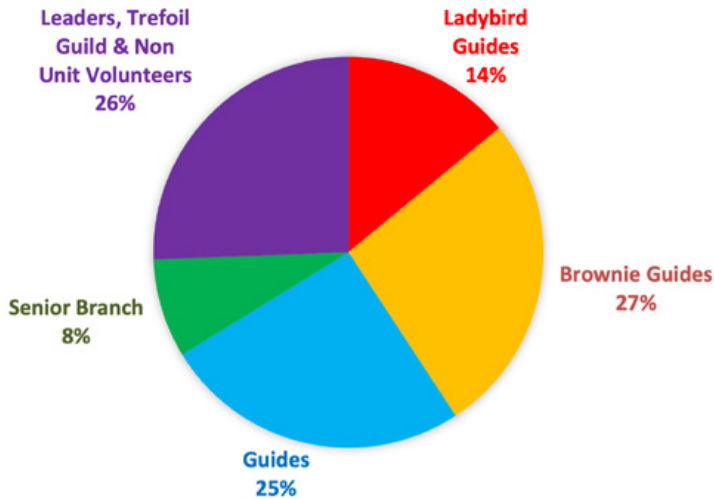
On an annual basis, an operational plan is developed to support the overall strategic plan. Each activity has an agreed measurement mechanism listed and these are used as our key performance indicators for the organisation’s performance. Four times a year, the committees review this list and use a traffic light and reporting system to indicate progress and completion. Annually, figures and feedback are collated to include a variety of indicators of success such as media coverage, advocacy events, badges earned, resources distributed, events organised and participant feedback

As a movement, IGG does not remain static and additional opportunities often arise during the year, or the organisation needs to respond to certain challenges.

From the organisation’s perspective, despite the impact of COVID19 it developed into a year with many successes – new partnerships developed or consolidated and new opportunities for members through their involvement in IGG.

#IGG2022

Membership Information 2021



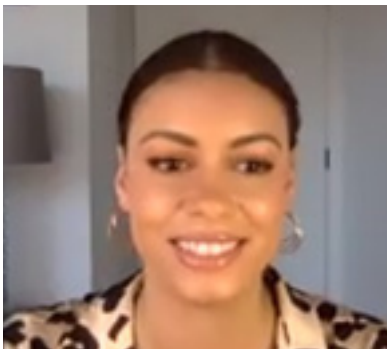
Number of Active Units	320
Number of Registered Units	515

Partnerships

These are a vital component in supporting the opportunities and experiences for our members, while supporting the programme available.

Engineers Ireland

An engineering challenge was devised and presented by the STEPS team in Engineers Ireland to all youth members. 10 superstars took part in an 'Ask the Engineer' event with Nas Datanut and Miss Universe Ireland 2019 Fionnghuala O'Reilly. The questions ranged from 'What do you like best about being an engineer?' and 'What is your favourite structure in Ireland?' to 'Why is there no oxygen in space?'



Sinéad Sweeney from the Merlin Woods Branch.

Judges' comment:
"Fantastic design drawing, clearly labelled and explained. Sinéad used a variety of engineering devices and also included a brilliant guiding element winning top score in the bonus points."



Elodie McAvoy from the Greystones Branch.

Judges' comment:
"Brilliant design using complicated engineering mechanisms like pulleys. It was well presented and had a great story. And it worked!"



Picture: second challenge - to design a sustainable fairy house

#IGG2022

ECO-UNESCO



A Climate Justice Project was completed in conjunction with Eco-UNESCO. Ardagh and Viking Guides in Longford took part in a series of activities, investigations, and experiments to highlight the impact of Fast Fashion industry on clothing manufacturing nations, consuming nations, water, and the environment. They investigated the impact of CO2 and acid on water, carried out experiments to monitor how the temperature rises with the release of CO2 and created a filter to identify the amount of residue left by washing, cleaning and hygiene products in water.

Blackrock Castle Observatory



This collaboration commenced in 2020 and continued into 2021. A total of 862 Space badges were distributed as part of this project which introduced our youth members to space. Further training for leaders to support the ongoing presentation of this topic is planned for 2022.

DCU / Learnt

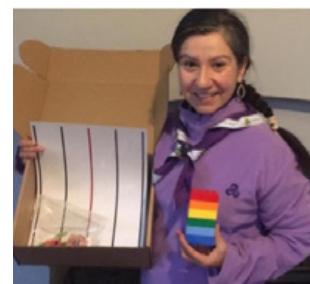
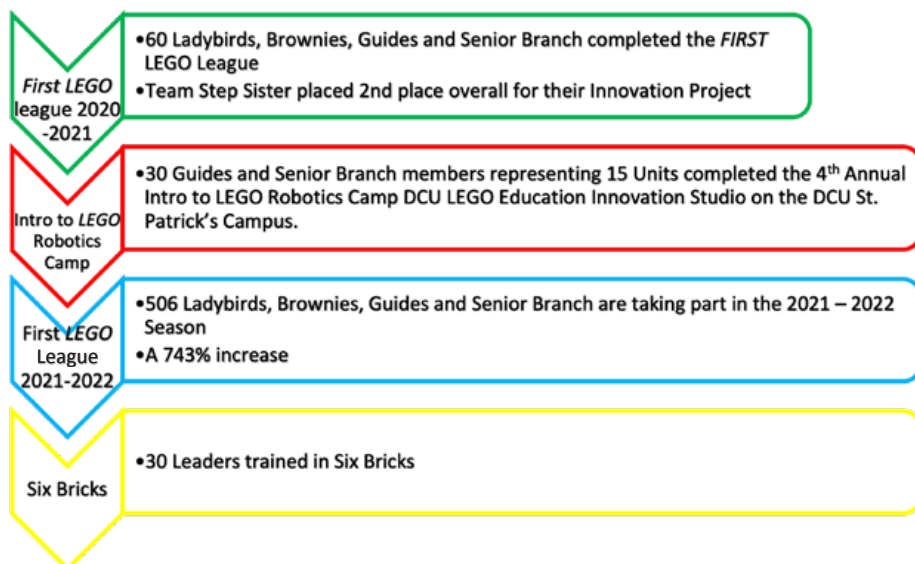
IGG's LEGO STEM activities have grown further in 2021 through our continued engagement with the *FIRST*® LEGO® League and Six Bricks training, all of which are supported by the DCU LEGO Education Innovation Studio and LEGO specialists, Learnt. This was the first

season that our youngest Guiding members, Ladybirds, took part in the *FIRST*® LEGO® League Discover season with **10 Ladybirds** from River Valley Ladybird Unit completing the Playmaker Season. They were joined by **23 Brownies and Guides** who completed the Explore programme, and **27 Guides and Senior Branch members**, who divided into 5 teams, completed the full Challenge season programme virtually. We are especially proud of Team Steps Sisters who took **2nd Place (out of over 400 teams) for their Innovation Project** at the **UK and Ireland Final** - the highest award ever achieved by an IGG team!

Beginning in November 2021, our largest ever number of Girl Guides embarked on the new *FIRST* LEGO league season. To support our Leaders and Girls, virtual and in-person training sessions were hosted, as well as a virtual information night for parents. Our Challenge team members also took part in our first ever virtual Design Thinking Workshop led by Eoghan Stack from the DCU School of Business.



In addition, we introduced SIX BRICKS training for leaders in November. Six Bricks utilise a simple set of six LEGO DUPLO bricks (red, yellow, orange, green, light blue and dark blue) in short simple exercises and activities to wake up a child's brain and get them moving, thinking, and remembering. Our Leaders estimated they will directly impact over 1,000 Girls and Adults from their participation in this training.



#IGG2022

Highlights



Octagon International Camp 2021

Octagon was Irish Girl Guides' International Camp, held virtually from 31 July to 2 August 2021. Due to the global pandemic caused by COVID, the camp, which was originally to be held in Clongowes Woods, in Clane, Co. Kildare, adapted so that Octagon 2021 happened in a variety of places in a variety of ways.

Camp ceremonies and activities streamed live from our host location of **Dublin City University**. Check out all our amazing ceremonies at:

www.youtube.com/users/IrishGirlGuides



Octagon was a fun-filled, three-day event with over 1,000 members of Irish Girl Guides (IGG) and our international friends, representing 10 countries, "camping" at home and locally, connected together via a programme of online and at home events and activities.



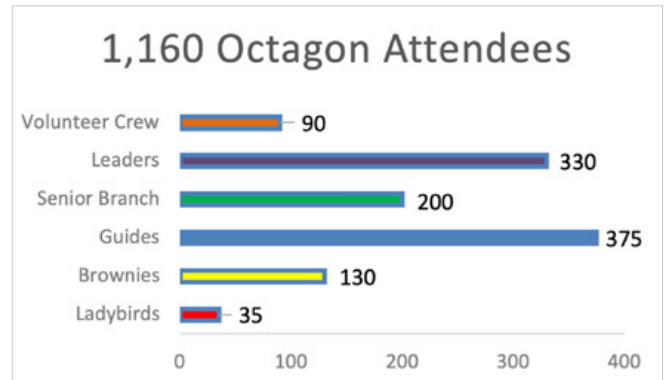
The Irish Girl Guides' spirit enabled us to find hybrid ways to join in the fun and stay connected - from our homes, from our campsites, from across the world. All

Activities were added to OGM afterwards for lots of great planning ideas.

Our camp theme - **Adaptability** - focused on how we engage with the world and each other. Each camper participated in a variety of activity sessions focused on learning more about the Sustainable Development Goals (SDGs), Science, Technology, Engineering, Arts, Maths (STEAM) and the Outdoors. Sessions involved an online element with plenty of challenges and outdoor activities that enabled campers to learn new skills, explore new things and make new friends with other girls all over Ireland and with other WAGGGS members from around the world.

Volunteers

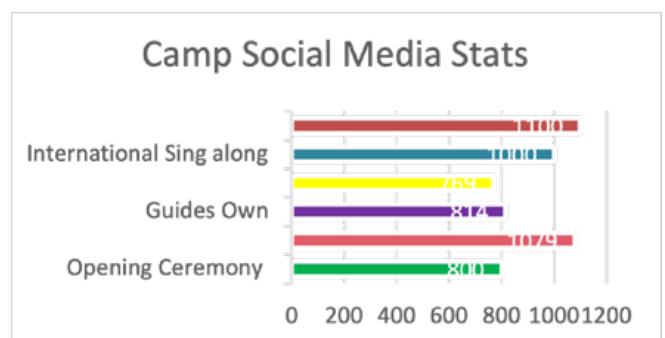
The Octagon Camp Team send a special thanks to all the many Senior Branchers and Leaders who made camp possible by volunteering for the Camp Crew. Much of their work happened behind the scenes preparing for the activity sessions. Thank you for all the hours you put in to develop your plans, learning new online facilitation skills and sharing your energy and enthusiasm with all our campers. Sincere thanks to all our funders too.



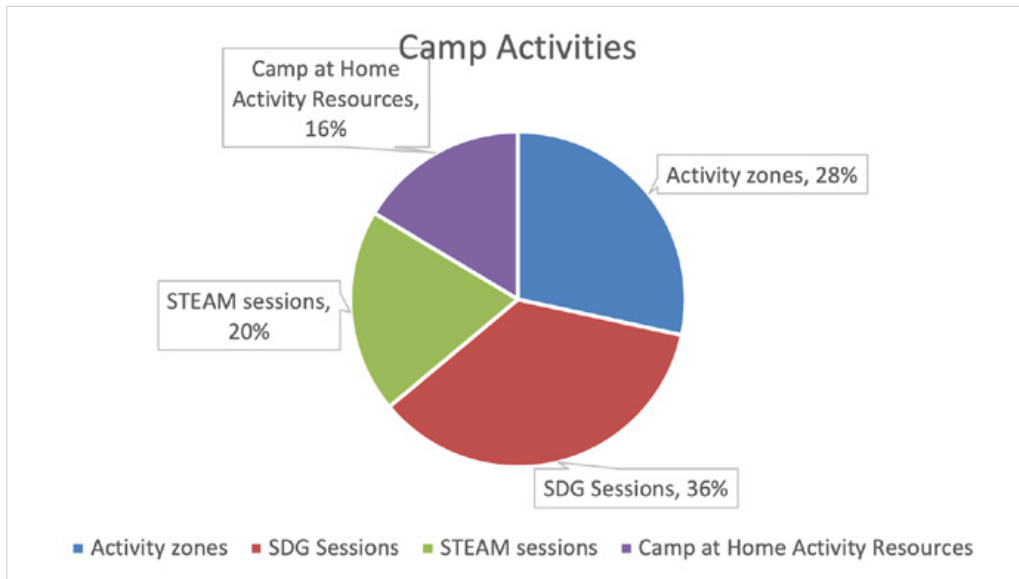
Octagon Figures

Participants from 10 countries - Ireland, Canada, England, France, India, Northern Ireland, Norway, Scotland, Switzerland, USA.

Inputs from Girl Guides in Australia, Georgia, Kenya, Maldives, Nepal, Sri Lanka, India.



#IGG2022



1,174 Special Octagon SDG Action Kits packed and delivered in advance.



Sustainable Development Goals (SDGs)

- 2000 postcards sent to An Taoiseach and the Minister for Foreign Affairs and a video received for YouTube from Minister of State for Overseas Development Colm Brophy to thank the girls.
- At the end of Octagon in a quiz about the SDGs, the average score of 512 participants was 95% and 100% of those believed the SDGs could make the world a better place.
- In a survey five months later, 100% of participants (or parents on behalf of participants) and 98% of Crew, Facilitators and Leaders said taking part in Octagon improved their knowledge of the SDGs.
- Five months after camp, 98% of participants (or parents on behalf of participants) said taking part in Octagon helped them to understand more about the causes of an unequal world or climate change.
- A Padlet with Stories of Actions on SDGs was created with 119 interactions and remains open for use.

Science, Technology, Engineering, Arts and Crafts and Maths (STEAM)

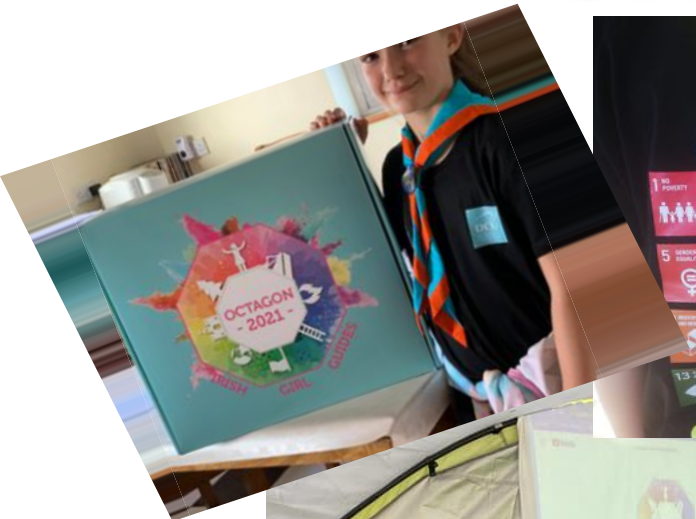
- Participants and parents (on behalf of participants) identified increases in a range of skills due to participation in Octagon: IT, Communication, STEAM, Groupwork, Advocacy (Taking action for a cause), Resilience, Research
- 82% said they were now aware of more actions they could take to address climate change and encourage renewable energy and 15% said they were already very aware.
- In a survey five months later, 89% of Crew, Facilitators and Leaders said that taking part in Octagon improved their knowledge of STEAM and their online facilitation skills.



An Roinn Leanaí, Comhionannais, Míchumais, Lánpháirtíochta agus Óige
Department of Children, Equality, Disability, Integration and Youth



#IGG2022



#IGG2022

Irish Girl Guides turns 110

Irish Girl Guides celebrated 110-year birthday in 2021. This was celebrated during Octagon 2021 and the full birthday celebration can be seen on Irish Girl Guides' YouTube channel: https://www.youtube.com/watch?v=NF_t3BcU1kw. The event shared some of the historical moments of Irish Girl Guides since 1911. To demonstrate the breadth and width of 110 years of youth work, it drew on a number of different creative expressions and chronicled our impact through: a series of videos created by Newbridge Senior Branch featuring

- images of material we have in Ireland's National Archives
- a video of the historic plane crash of the French Girl Guides in Wicklow, enroute to a camp in Ireland 75 years ago
- specially written songs and prose like the song 'Memories'
- footage of birthday messages from members and Guiding friends from all over Ireland and across the world



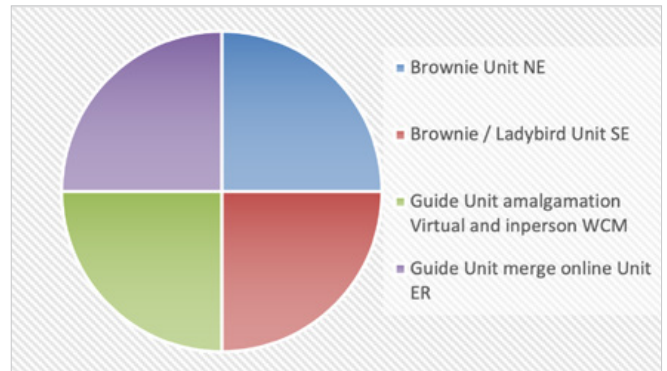
To help capture some significant moments, our Master of Ceremonies, Katie Keogh was joined by a former member of Irish Girl Guides, Ruth Graham from Donegal who drew on some key moments from the 'first' 110 years of Girl Guiding

in Ireland. Of course, it's not possible to capture everything but it illuminated some moments from each decade of an organisation that empowers girls to have confidence and develop to their fullest potential. A time lapse video of the artwork is available on IGG's YouTube channel.

Innovation in 2021

IGG members demonstrated adaptability throughout 2021 as had been observed in 2020. The regional teams set up some virtual Units to support members in staying connected.

Trainings in many topics were provided by the seven regional teams, as well as by branches and committees.



Example of Innovation in Regions to support access to Guiding - Virtual access



Wide variety of Trainings provided to Volunteer Leaders in 2021



#IGG2022

Highlights - Activities

Pilot Camps held in 2 regions to plan for reintroduction of camping activities.

International Selection event held virtually in 2021 and 16 Leaders and Senior Branch members selected to represent IGG in 2022.

International Postcard Competition 2021-Theme. Stand Strong, Stand Up and Stand Together for Peacebuilding

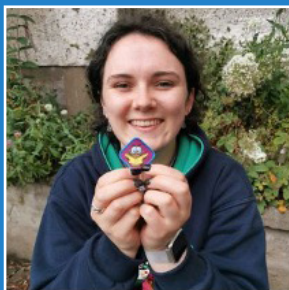
Regional Teams - 245 Leaders and Senior Branch members attended virtual and in-person Regional Conferences in 2021.

MEDI held Racial Justice Project in conjunction with National Youth Council of Ireland, which will continue into 2022.

Senior Branch Committee held Knot the Chiefs and Senior Branch weekend events to promote outdoors, and Irelands Fittest Senior Brancher

Crumlin Hospital Unit Leaders continued to drop activity packs to the hospital for completion during hospital stays.

ATOC - A virtual info session on hill walking safely was held and over 90 Leaders signed up! Working closely with our partners in Mountaineering Ireland three Lowland Leader Training events in different locations around the country were held and 25 Leaders started the journey to gain this valuable qualification.



#IGG2022

Trail Blazer – National Guide Award



128 Guides received this award in 2021 at 6 regional ceremonies. This award is made in recognition of the successful completion of a series of challenges, including teamwork activities, outdoor skills, community service, global awareness, and leadership development.

“What a fantastic group. It was great to see so many young girls being awarded and recognised for their leadership skills. We live in a world where social media can distract us and make us believe we deserve instant

success due to watching ‘influencers’ that might not always be a good influence. It was refreshing to see so many young girls who I have no doubt will be good role models and have a positive influence on those around them.” Dr Sinead Kane

Guide Badge Nights

8 sessions held virtually between January to May 2021.

70 spaces available per session

600 badges awarded.

Some sessions were repeated due to the volume of interest.

- Aviation (2 sessions)
- Science Investigator (2 sessions)
- Personal Safety
- Environmental Awareness
- Safety in the Home
- Engineering



I want to commend you all on how you have updated and adapted to the challenges posed by COVID-19. I was so impressed with all the team involved in these two badge nights. Great preparation by all, super use of the various different online resources and supports [Zoom, [menti.com](https://www.menti.com), [slido.com](https://www.slido.com), [kahoot.com](https://www.kahoot.com)], relevant choice of activities and great participation by the guides themselves who were eagerly trying out new things in a safe space. Please pass on my thanks to all the team involved for their welcoming attitude, their passion for inspiring and their pro-active approach to everything. I'm really looking forward to seeing some IGG talent in Aer Lingus in the future in the roles of pilots, engineers, and flight planners!

Yvonne De Silva
Head of Operations Control
Aer Lingus



GAISCE AWARDS

6 Bronze Awards were presented

3 Silver Awards were presented

#IGG2022

Top Badges earned in 2021

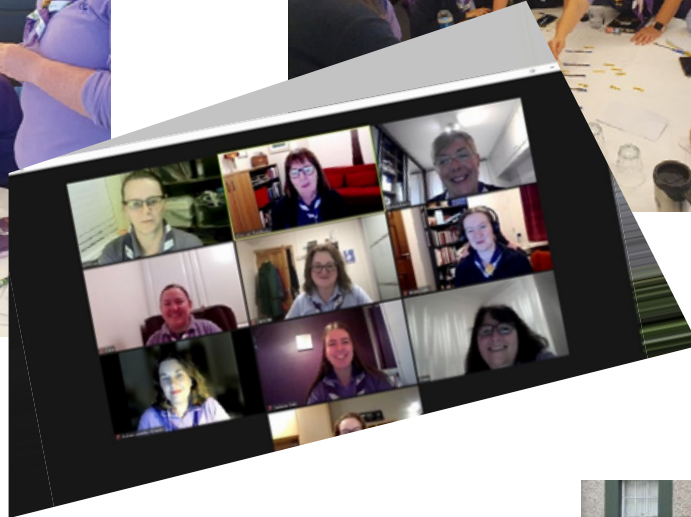
Youth members working with their Unit Leaders earned a large number of badges during 2021. Below is summary display of badges earned.



Trefoil News Girl Edition sent to all members in 2021



#IGG2022



3.5 Challenges and Opportunities in 2021

While Irish Girl Guides have had a number of successes in 2021, we also faced some large challenges as did all aspects of society. The impact of COVID19 on all aspects of the organisation have been enormous.

Funding

This was a challenge for IGG in 2021 due to the reduced membership fee income received. There were opportunities availed of to apply for grants to support the operation of the organisation at national and regional level which had a significant impact on our financial situation at year end.

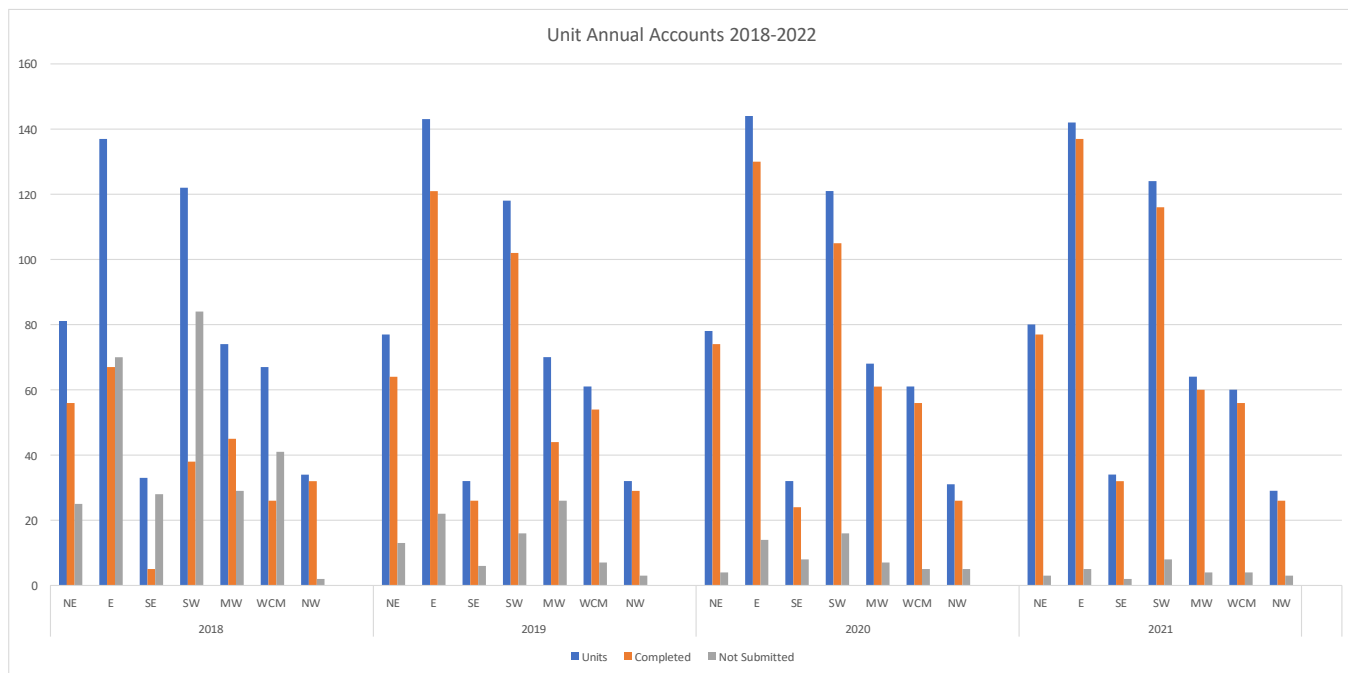
Octagon 2021 which was the International Camp that was held virtually was quite successful in grant funding to support the programme.

Consolidation of Accounts

Since the Charity Act was introduced, Irish Girl Guides has been working to develop a consolidated accounting system for all financial records across every project, committee, Region, Area, District and Unit. This involved the introduction of an IGG excel accounts package. As an organisation with over 500 individual Units each with their own income and expenditure, this is a complex process with a number of challenges. Up-skilling volunteers in terms of IT skills and use of the accounts package is a challenge and thankfully our Train-the-Trainer approach has enabled the trainings to occur across the country in a virtual capacity so that volunteers feel confident in their use of the Accounts Package. This is a challenge for the organisation, and we continue to work on through these practical hands-on trainings and through the support from staff at all levels.

Below is a graph demonstrating the increase in Units completing their annual accounts return on an annual basis from 2018 to 2022. Thank you to all the leaders who are supporting us on our compliance journey!

Analyses of Unit Annual Accounts Returned 2018-2021



Compliance

The importance of legal frameworks when dealing with children and young people is paramount to our work. Any additions to this legislation require additional training and administration requirements for our staff and over 1,500 volunteers. While we endeavour to keep everyone abreast of every change, it can be a challenge to re-train our volunteers given the spread across every county in Ireland and volunteers’ availability for training.

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.

Legal Structure

IGG is an unincorporated association since its inception in 1911. In 2019, the initial steps were taken

to enable IGG to become a registered company limited by guarantee. This resulted in an EGM being called to amend the Constitution and Bye-Laws to enable the process to begin. Whilst this was a challenge, it is one we have embraced and the new CLG was created with three named Directors. The conversion from one structure to the other is ongoing for Irish Girl Guides. In 2020 the application process to the Charity Regulator was initiated for IGG CLG to be registered as a charity. This process was completed in 2021 and charity status was granted. During 2021 the Executive Committee of IGG took over the directorship of IGG CLG as planned. This process included Director training being provided.

Impact of Covid-19 Global Pandemic

The public health restrictions due to this global pandemic continued to have an impact on the delivery of services by IGG members. Many of our members continue to be 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.

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. IGG continued to monitor 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 continued to be 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. Camping was re-introduced in July 2021 for IGG members.

3.6 Future Developments

Volunteers

As an organisation, we will continue with our core activities to help fulfil our mission. Being able to offer our Guiding programme to more girls and women is a key aspiration for our future. In 2018, we launched a *"Become a Volunteer"* video, and this was followed in 2019 with a toolkit for Leaders to help with Recruitment and Retention of volunteers. These resources will be vital going forward to support our existing and future leaders. Our membership numbers were significantly impacted by Covid19

pandemic in 2021 and this is a high risk for the organisation. To manage this risk a Task and Finish group was set up in 2021 to make recommendations on supporting membership in 2021 and going forward. This recruitment and retention plan is a key activity for the organisation for 2022 and going forward.

National Training Centre of the Irish Girl Guides

In 2019, after a thorough 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. Our new purpose-led building will meet the expanding needs of IGG and be accessible to members from across Ireland, while allowing for growth into the future. When it is renovated and furnished, our new wheelchair accessible building will include training rooms, collaboration and maker spaces, office space and a Distribution Centre. But more than that, this centre will give girls and volunteers from all backgrounds a holistic space to spark and develop new ideas and equip the next generation of Irish female global citizens. This warm and welcoming space will be open to like-minded groups from the local community and it's accessible location by road, Luas, bicycle, and bus will ensure it is a well-used facility.

Our fundraising campaign was launched just before the Covid pandemic began and unfortunately capital projects were put on hold during such challenging times for the country. Due to the increased costs of construction, it was decided to enter this project on a phased basis and Phase 1 began in December 2021.

Fortunately, we were successful with a number of grant applications and received some generous donations as outlined in our annual accounts. This included a GoFundMe campaign for IGG's 110th Birthday, Sponsorship of LEGO Blocks in the building and Irish made steel firepits created specifically for IGG. Fundraising for this new state-of-the-art training centre will continue to be a focus for the organisation so that this project can be progressed further. Irish Girl Guides is very grateful to all who have donated and granted funds - any amount that is meaningful to you, is meaningful to us.

Board Structure Review

Following the Board evaluation and as part of the ongoing planning for IGG CLG, the structure of the Board of IGG was reviewed by a subcommittee and recommendations made at the end of 2021 with regard to the subcommittees that should be in place to support the work of the board. This recommendation included the expansion and renaming of the Constitution Committee to a Governance Subcommittee, a review of the Terms of Reference of the Finance subcommittee, plus the setting up of a HR and employment committee, which was previously part of a management committee that was a subcommittee of the Finance Committee. The size of the board was identified as an area that required further review.

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 (Board of Trustees). 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. The Finance Committee members bring a variety of skills, knowledge, and talents to the decision-making process of the Committee.

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 2021 for the national accounts are set out in our Financial Statements. Irish Girl Guides is currently in process of consolidating the data from all branches and committees plus the area and district accounts as well as the 500+ locally held Unit accounts. Work in this area has been ongoing in 2021 and will continue going forward. Also of note is that all salaries in 2021 were below the required threshold for public disclosure.

4.1 Reserves Policy

The Charities Regulator Authority recommends that charities maintain a Reserves Policy. The guidance issued pursuant to section 14(1) of the Charities Act 2009, is to encourage and facilitate the better administration and management of charitable organisations (charities).

IGG's Executive Committee has a Reserves Policy to ensure the stability of the mission, programmes, 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 €160,000, which would equate to six months' operational costs but at a reduced capacity. The recommended Reserves for Regions who operate properties held in trust for the Irish Girl Guides is €25,000 per property to a max of €50,000 per region. The seven regional structures within IGG also maintain a minimum level of reserve totalling €219,000, sufficient for one year's operational costs. The Reserves Policy is reviewed on an annual basis.

Reserves are identified in our Financial Statements as Provisions. In line with terms used by the Charities Regulator Authority, we will be using the terms Restricted funds, Designated funds, Unrestricted funds, General funds and Endowment funds going forward. The list of Provisions has been allocated from previous surpluses for anticipated future expenditure on specific projects over the coming year.

4.2 National Funding Analysis

The audited accounts for 2021 were presented to General Council by Fiona O'Connor, IGG National Treasurer. The 2021 accounts detail the income and expenditure of four components of IGG operations: National Office administration, Octagon International Camp, Distribution Centre and the National Memorial Cottage. In addition, they also note how the funds received from the DCEDIY Youth Service Grant were allocated to 2021 expenditure. As per IGG accounting policies for 2021, our audited accounts do not include regional or local unit activities.

The organisation reported a surplus for the year of €13,571, though this number is after the inclusion of Eur 44,575 funds from national committees as funds introduced.

The administration income for 2021 totalled €838,207, a decrease from the prior year (2020 €972,591). The Youth Services Grant received from the Department of Children, Equality, Disability, Integration and Youth (DCEDIY) was €438,904 (2020 €418,004). Membership fee income was decimated because of Covid 19 and in 2021 was €185,750 (2020 €422,203). Other Grants, sponsorships and sundry income totalled €168,978 (2020 €132,384). A number of one-off grants issued by DCEDIY and administered by Pobal to support organisations dealing with the impact of Covid- 19 were received in the year. These amounted to €99,029 and were a significant help in funding the operation of our organisation in 2021. Other larger amounts of grant funding included DCEDIY National Youth Organisations Capital Funding of €43,890 to support the development of the National Training Centre, a Department of Foreign Affairs Development Education Grant of €40,000 for our Octagon International Camp and an ESB Energy for Generations grant of €20,000 to support our Healthy Minds Badge programme. A number of other smaller grants were gratefully received, and a full listing of the additional income received by IGG can be viewed in note 4 of the Financial Statements.

In relation to the expenditure for National Office, the staff, Finance, Executive and Programme & Training Committees address all areas of expenditure to ensure that the income received by the organisation is used as effectively as possible. IGG continued

to adopt a cautious and prudent approach to their finances during 2021 in light of reduced income and the continued effects of the Covid pandemic. A breakdown of staff costs can be found in note 5 of the Financial Statements. IGG continued to utilise external HR, Legal and Accountant support in 2021 as we continued to progress on the CLG journey.

The Regions received funding to support the day-to-day operations of their regions, financial assistance grants for Units to help individuals who have financial challenges and funding for volunteers to be qualified in First Aid.

Branch and committee funds were used for varying events throughout 2021. These included the National Guide Awards, Youth activities, International themed competitions with various other programme related events and Leader trainings over the course of the year. In 2020 IGG produced their first ever Girls Edition of *Trefoil News* and it was decided that this production will become a permanent feature in the IGG programme. In 2021 it was posted to all youth and adult members with activities, crafts, games and badge ideas for completion in the safety of their own homes. Other initiatives supported by the Programme and Training committee included both outdoor and indoor leader trainings and train the trainer programmes and continued development of the IGG Lego programme.

The publications expenditure includes publication and postage of our 2020 Annual Overview, updating of IGG programme publications for Leaders and 5 issues of *Trefoil News*. Costs for *Trefoil News* are slowly increasing due to inflation, though we did receive some sponsorship in 2021 toward the costs of the publication. *Trefoil News* magazine continues to be a great source of connection and communication within IGG.

Throughout 2021, the pandemic meant that IGG continued to hold their meetings, adjust plans and activities to online and virtual formats. This meant a significant saving in travel throughout the country. Insurance expenditure increased slightly in 2021. Administration and overhead costs of €22,479 (2020 €27,240) includes general charges such as water, refuse, electrical, telephone, gas, printing, and stationery. IT support, hardware purchases and maintenance contracts generally remained the same in 2021. Specific grant expenditure is allocated to grant income received.

The Youth Services Grant from the Department of Children, Equality, Disability, Integration and Youth (DECDIY) has been allocated as follows:

- In 2021, €279,642 was allocated towards staff costs (2020 €229,204).
- €7,500 of grant monies were allocated against IT costs within the organisation supporting national activities (2020 €9,000).

- A total of €83,200 was allocated to the operational running costs of IGG in 2021 including, rent, insurance, light and heat etc, professional fees and public relations (2020 €89,367).
- A total of €68,562 was allocated against Regional, Branch and committee activities (2020 €90,433).

The Income and Expenditure for the Dublin Distribution Centre is also included in the Financial Statements. Sales decreased again to €123,951 (2020 €143,162) and were still very much down on pre Covid sales figures. In 2021 the distribution centre recorded a surplus of €6,176 (2020 deficit €5,854 despite a funding boost of €17,000).

In the Financial Statements the recorded income for the National Memorial Cottage, highlights that due to the Covid-19 restriction and the temporary closure of this facility, as per Government and Health guidelines; income for 2021 was only €250 (2020 €1,995), with a recorded deficit for the year of €5,286 (2020 4,743). In 2021, IGG held its international camp, Octagon. Due to the restrictions imposed by Covid 19, the camp was held online between 31 July and 2 August. There was significant work went into fundraising for this successful camp.

In 2021, we continued to diversify our funding sources to fund our educational programmes and events. We formed partnerships which assisted with this including NYCI and Engineers Ireland and continue to explore new opportunities for partnerships.

Covid continued to delay and increase the costs of refurbishment works on our new National Training Centre during 2021. However, the Finance Committee and Executive Committee approved the commencement of work on the refurbishment of the building on a phased basis and towards the end of 2021, work on the refurbishment commenced. Following so many delays, it was a great achievement to get this project moving again.

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 Trustees 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 by the Board on a cyclical basis. A regular review occurs throughout the year and an overall review is completed annually. Managerial staff and key volunteers are responsible for ensuring the Risk

Management Policy is implemented and the Risk Register is updated between meetings as required. Any updates are then presented to the next Board meeting for discussion and development of any further mitigating actions possible. IGG's Register lists all potential risks under 4 categories:

1. People
2. Processes
3. Profile
4. Performance.

Each one is assigned a level of risk severity and the likelihood of occurrence. The principal risks identified as high likelihood and high impact in 2021:

- high dependency on Department of Children, Equality, Disability, Integration and Youth (DECDIY) for finance (Processes)
- based on impact of global pandemic low membership numbers leading to reduced income (Processes)
- overburdening of Leaders with paperwork in relation to Covid 19 (People)
- significant decline in membership (People) +/- lack of Leaders for existing Units (People)
- Loss of staff and the recruitment challenge at present (People)
- global pandemic impacts service provision (Performance)
- Completion of the National Training Centre - Funds available (Performance)
- Decrease of revenue through the distribution centre (Performance)
- Availability of volunteers (People)
- The impact of Covid 19 on the present risks for IGG has been immense. At the end of 2021, three additional risks had been identified and risk assessments complete.

HR - High Risk and High Impact

The high turnover of staff and the impact of the external labour market, staff burnout, unsustainable volumes of work and staff short term layoffs have brought about this risk. Outcomes of these include low staff morale, resignations, low productivity. IGG currently have supports in place internally and further controls have been identified to mitigate this risk.

Finance - High Risk and High Impact.

Due to the decrease in membership income this has had a significant impact on the overall income for IGG and an impact on the use of general reserves. This will continue to have an impact on the ongoing operations of IGG, and a long-term plan is needed, as the world recovers from Covid, and the economic challenges also predicted a factor. Controls are in place and further controls have been identified to support and mitigate the risk.

Governance - Moderate risk with a high impact.

The impact directly affects IGGs ability to comply with Trustee and Director reporting requirements. A control measure is identified as IGG Executive members are requested to return forms in a timely manner to ensure we can complete administration required for regulators and compliance.

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 Trefoil House, 27 Pembroke Park, Dublin 4.

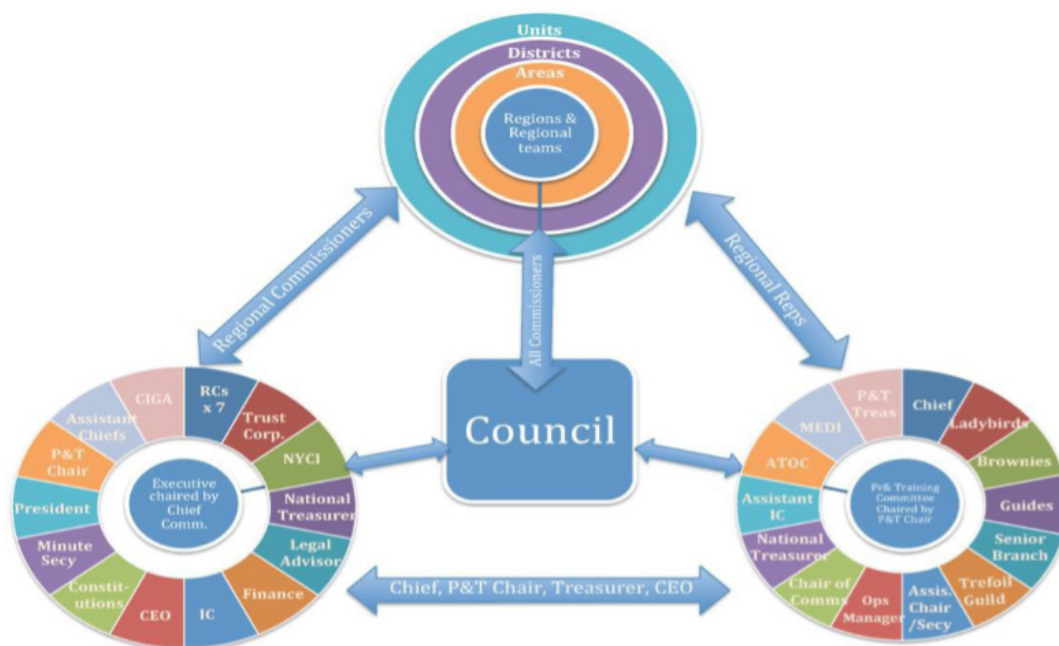
5. Structure, Governance and Management

The organisation is registered with the Charities Regulator (Registered Charity Number: 20006327) and has been granted charitable status under Sections 207 to 208 of the Taxes Consolidation Act 1996, Charity No. CHY 4726. The charity makes returns, as appropriate, under the Lobbying Act (2015) and complies with all regulatory standards for the sector. As of 11 September 2021, IGG is fully compliant with the Charity Governance Code.

5.1 Organisational 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 who is a member of the Executive Committee and a Regional committee. 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 volunteer Leaders, who have undertaken the relevant screening and training. Each Unit works with one Branch – Ladybirds aged 5-7, Brownies aged 7-10, Guides aged 10-14, Senior Branch aged 14- 30.



The diagram above demonstrates the structure of the organisation and shows the links between members and committees.

Acronyms Used:

- ATOC** = Adult Training and Outdoors Committee
- CEO** = Chief Executive Officer
- CIGA** = Council of Irish Guiding Associations
- IC** = International Commissioner
- MEDI** = Membership, Equality, Diversity & Inclusion

5.2 The Board of Irish Girl Guides and the Committee Structure

The Executive Committee

The Executive Committee is the Board of Trustees and are responsible for the strategic direction of IGG. The Committee consists of 22 members who meet on average six times per year. They are the Board of Trustees 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. The CEO is an ex-officio member of the board. As IGG is not a registered company, there is no company secretary.

Member	Role	Appointment Date	Skills
Amanda O'Sullivan	Chief Commissioner	Appointed December 2019	Volunteer Guide Leader, Strategic Planning, Leadership, Project Management, Safeguarding Trainer
Maureen Murphy	President	Reappointed June 2020	Trefoil Guild member, Education, Social Research, Communications, Leadership, Change Management, Gender Equality
Evelyn Hayes	Chair of Finance	Appointed December 2019	Volunteer Brownie Leader, Finance, Leadership, Board Experience, Leader Training, Outdoor Advisor
Julie Stephens	National Treasurer	Reappointed September 2018. Term completed September 2021	Non-Unit Volunteer, Finance, Risk Management, Project Management, Charity Fundraising
Fiona O'Connor	National Treasurer	Appointed September 2021	Volunteer Brownie Leader, Accounting and Finance, Board Membership and Leadership, Risk Management and Governance.
Jenny Gannon	Programme & Training Commissioner	Reappointed September 2021	Volunteer Unit Leader, Leadership, Programme Development, Developmental Education, Policy, Risk Management, Leader Training
Jenna Goodwin	International Commissioner	Appointed August 2019	Volunteer Guide Leader, Governance, Finance, Risk Management, Communications, Compliance for Not-for-Profit, NGO Board Experience.
Annamarie Lawlor	NE Regional Commissioner	Appointed September 2020	Volunteer Senior Branch and Guide Leader, Leadership, Volunteering and event planning
Fiona Walsh	E Regional Commissioner	Reappointed January 2019	Volunteer Guide Leader, Volunteering, Leadership, Event Planning, Project Management
Deirdre Henley	SW Regional Commissioner	Reappointed December 2018. Completed term December 2021	Volunteer Guide Leader, Leadership Training, Communications, Growth and Development, Risk Management, Outdoor Advisor, Safeguarding Trainer
Caroline Flanagan	WCM Regional Commissioner	Appointed December 2020	Volunteer Unit Leader, Leadership, Growth and Development, Change Management, Teamwork
Jacqueline Lavelle	NW Regional Commissioner	Reappointed December 2018	Volunteer Brownie Leader, Leadership, Volunteering, Teamwork, Event Planning

Mena Timoney	SE Regional Commissioner	Appointed February 2019	Volunteer Unit Leader, Human Resource, Leadership, Research, Gender Equality
Lisa Enright	MW Regional Commissioner	Appointed January 2019	Volunteer Brownie Leader, Leadership, Volunteering, Teamwork
Gillian Finan	Constitutions Committee	Appointed October 2018	Volunteer Ladybird Leader, Communications, Leadership, Marketing and PR, Research
Lucy O'Donovan	NYCI Rep	Appointed September 2020. Term completed June 2021	Volunteer Guide Leader, Marketing and PR, Volunteering, Leadership, Event Planning
Emer O'Sullivan	Trust Corporation	Reappointed June 2019	Volunteer Guide Leader, Risk Management, Leadership, Volunteering, Policy
Alison Cahill	CIGA	Appointed October 2018	Volunteer Senior Branch Leader, Leadership, Communication, Marketing and PR
Ciara O'Reilly	SW Regional Commissioner	Appointed December 2021	
Kathy Walsh	NW Regional Commissioner	Appointed	
Eve Moody	NYCI Rep	Appointed June 2021	

Non-Voting Member	Role	Appointment Date	Skills Areas
Claire Colfer	Legal Expert	Appointed January 2017. Resigned	Volunteer Brownie Leader, Legal advisor, Compliance and Governance, Policy
Sharon Flynn	Assistant Chief Commissioner	Appointed March 2020	Volunteer Ladybird Leader, Leadership as a previous branch chair.
Aisling O'Boyle	Assistant Chief Commissioner	Appointed January 2020. Resigned	Volunteer Guide and Senior Branch Leader, Public speaker
Nicola Le Roux	Minute Secretary	Appointed June 2018 End of Term June 2021	Volunteer Guide Leader, Finance, Company Secretary Experience, Compliance
Helen Concannon	Chair of National Training centre Committee	Appointed January 2020	Volunteer Leader, Governance, Strategic planning, Project management, Finance. Leadership

Board Meetings

The Board of Trustees (Executive Committee) meeting attendance in 2021 was excellent. The average attendance rate at a meeting was 90%. Eighteen members had a 100% attendance rate.

Voting Members	30/01	20/03	13/04	25/05	12/06	11/09	16/10	04/12	Total Attendance	
Amanda O'Sullivan	Y	Y	Y	Y	Y	Y	Y	Y	8/8	100%
Maureen Murphy	Y	Y	Y	Y	Y	Y	Y	Y	8/8	100%
Julie Stephens*	Y	Y	Y	Y	Y	Y	---	---	6/6	100%
Jenny Gannon	Y	Y**	Y	Y	Y	Y	Y	Y	8/8	100%
Annamarie Lawlor	Y	Y	Y	Y	Y	Y	Y	Y	8/8	100%
Fiona Walsh	Y	Y	Y	Y	Y	Y	Y	Y	8/8	100%
Deirdre Henley*	Y	Y	Y	Y	Y	Y	Y	Y	8/8	100%
Caroline Flanagan	Y	Y	N	Y	Y	Y	Y	Y	7/8	87%

Jacqueline Lavelle	Y	Y	N	Y	Y	Y**	N	Y**	6/8	75%
Lisa Enright	Y	Y	Y	N	N	Y	Y	Y**	6/8	75%
Mena Timoney	Y	Y	Y	N	N	Y	Y	Y	6/8	75%
Evelyn Hayes	Y	Y	Y	Y	Y	Y	Y	Y	8/8	100%
Jenna Goodwin	Y	Y	Y	Y	Y	Y	Y	Y	8/8	100%
Emer O'Sullivan	Y	Y	Y	Y	Y	Y	Y	Y	8/8	100%
Gillian Finan	N	Y	N	Y	Y	Y	Y	Y	6/8	75%
Alison Cahill	N	Y	Y	Y	Y	Y	Y	Y	7/8	87%
Lucy O'Donovan*	N	Y	N	Y	Y	---	---	---	3/5	60%
Eve Moody #	---	---	---		---	Y	Y	Y	3/3	100%
Fiona O'Connor #	---	---	---		---	Y	Y	Y	3/3	100%
Ciara O'Reilly #	---	---	---		---	---	---	Y	1/1	100%

	30/01	20/03	13/04	25/05	12/06	11/09	16/10	04/12	Total Attendance	
Claire Colfer	Y	Y	Y	N	Y	Y	Y	Y	7/8	87%
Aisling O'Boyle ***	Y	Y	N	N	Y	Y	Y	N	5/8	62%
Nicola le Roux*	Y	Y	Y	N	N	---	---	---	3/5	60%
Helen Concannon	Y	Y	N	Y	Y	Y	Y	Y	7/8	87%
Sharon Flynn	Y	Y	Y	N	Y	Y	Y	Y	7/8	87%
Claire Barkey	Y	Y	Y	Y	Y	Y	Y	Y	8/8	100%

*End of Term **Note: Represented at Meeting ***Resigned #New Appointment in 2021

Selection and Induction of Board Members

The Board of Trustees of IGG is a body of elected individuals who jointly oversee and govern the activities of the organisation. Voting members are elected into their roles as per the Constitution and Bye-Laws. The Chair (Chief Commissioner) appoints two Assistants for a period of a year. These are non-voting positions. Apart from the Assistants' roles, the term of office of a Board member is three years with an additional three years permitted.

A list of each role's dates is available to all Board members and reviewed by the Chair and CEO to ensure there is a balanced approach to turnover of members within their defined roles. Intergenerational learning is a fundamental of the Girl Guide movement

and IGG places great importance on having a mixture of ages and experiences at the Board table. Ensuring that the girl's voice is prominent is key and so most of the Board are active Leaders in Units around the country. IGG aims to ensure members under 30 years of age are empowered to be Board members and in 2021, four members of the Board were under 30.

New Trustees receive an induction pack which includes all appropriate documentation required for them to undertake their role. Informal support is provided by the Chair or other members through a buddy-system. A formal Induction Training is provided for new members, to which all members can attend as a refresher. In October 2021, board induction training was held.

Programme and Training Committee

The function of the Programme and Training (P&T) Committee is to co-ordinate the development and delivery of all aspects of the Guiding Programme. Together with the Executive Committee, the Programme and Training Committee monitors the activities quarterly to ensure the organisation achieves its agreed outcomes as stated in our Strategic Plan #IGG2022. Each of the committees who report to P&T, do so through their Chair and each of those committees have regional representation. This ensures there is two-way communication between Units and Committees.

Staff support is provided to this committee through the Operations Manager. They attend P&T meetings of the Programme and Training Committee as a non-voting member. According to its Terms of Reference, the Committee will meet at least three times per year. In 2020, the Committee meet four times and the membership and meeting attendance is indicated in the following table:

Name	Role on Committee	20/02	22/05	18/09	07/11	Total Attendance	
Voting Members							
Jenny Gannon	Chair	Y	Y	Y	Y	4/4	100%
Monica McDonnell*	Ladybird Branch	Y**	Y**	---	--	2/4	50%
Áine Divilly	Brownie Branch /P&T Assistant Commissioner	Y	Y	Y	N	3/4	75%
Carina Egan	Guide Branch	Y	N	Y**	Y	3/4	75%
Averil O'Connor	Senior Branch	Y	Y	N	N	2/4	50%
Hazel Convery	Trefoil Guild	Y	N	N	N	1/4	25%
Sarah Canavan	MEDI	Y	Y	Y	Y	4/4	100%
Aisling Claffey	Assistant International Commissioner	Y	Y**	N	N	2/4	50%
Jemma Lee	ATOC	Y	Y	Y	Y	4/4	100%
Jessica Walters Woods	Communications Chair	Y	Y	Y	Y	4/4	100%
Amanda O'Sullivan	Chief Commissioner	Y	Y	N	Y	3/4	75%
Julie Stephens*	National Treasurer	Y	Y	---	---	2/2	100%
Sylvia Richardson*	P&T Treasurer	Y	---	---	---	1/1	100%
Yvonne Pope #	P&T Treasurer	---	Y	Y	Y	3/3	100%
Mary O'Donovan #	Ladybird Branch	---	---	Y	Y	2/2	100%
Roisin Mills #	Brownie Branch	---	---	N	Y	1/2	50%
Fiona O'Connor #	National Treasurer	---	---	---	Y	1/1	100%
Non Voting Members							
Lauren Flynn	Minute Secretary	Y	Y	Y	Y	4/4	100%
Anne L'Henoret	Operations Manager	Y	Y	Y	Y	4/4	100%
Valeria Lorenzi	Programme Officer	Y	Y	Y	Y	4/4	100%

* End of Term **Indicates Substitute attended # New Appointment in 2020

Board Subcommittee - the Finance Committee

There is one formal permanent subcommittee of the Board, which reports to every Executive Committee meeting. The Finance Committee presents the budget to the Board for approval and at each meeting shares management accounts. The Committee purpose is:

- managing the financial affairs of the Irish Girl Guides, with responsibility to and in consultation with the Executive Committee to whom a full report will be given at each meeting
- drawing up an annual budget, in conjunction with the National Treasurer, for presentation at Executive
- ensuring that the annual accounts are signed off at General Council (AGM)
- conducting internal audits of District/Area/ Regional/ committee accounts for monitoring and review purposes

- monitoring and reviewing arrangements whereby volunteers and staff may, in confidence, raise concerns about possible improprieties in financial matters and ensuring that these are independently investigated and acted on if appropriate
- monitoring and reviewing financial control and risk management systems

According to its Terms of Reference which are available on the IGG website, the Committee will meet at least four times per year. In 2020, the Committee met eleven times. The membership and meeting attendance were as follows:

Name	25/1	13/3	29/4	16/5	25/5	16/7	27/8	3/10	6/11	19/11	10/12	Total Attendance	
Voting members													
Evelyn Hayes*	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	11/11	100%
Amanda O'Sullivan*	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	11/11	100%
Julie Stephens*	N	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	9/11	81%
Elizabeth Lynch* #	Y	Y	Y	Y	Y	Y	Y	-	-	-	-	7/7	100%
Sylvia Richardson	Y	N	Y	Y	Y	Y	N	Y	Y	Y	N	8/11	72%
Jenny Gannon*	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	11/11	100%
Deirdre Henley *^	-	-	-	-	-	-	-	Y	Y	Y	Y	4/4	100%
Helen Concannon*	N	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	9/11	81%

*indicates that the person also sits on the Board of Trustees and their skills are outlined elsewhere in this report.

Resignation ^ New appointment

Name	25/1	13/3	29/4	16/5	25/5	16/7	27/8	3/10	6/11	19/11	10/12	Total Attendance	
Non-Voting members													
Jenna Goodwin* #	Y	Y	Y	Y	Y	-	-	-	-	-	-	5/5	100%
Elizabeth Lynch* ^	-	-	-	-	-	-	-	Y	Y	Y	Y	4/4	100%
Anne Marie Harte(staff)#	Y	N	-	-	-	-	-	-	-	-	-	1/2	50%
Naomi Levins (staff)	Y	N	N	Y	N	N	Y	Y	Y	Y	N	8/11	64%
Claire Barkey (Staff) ^	-	-	-	-	-	-	-	Y	Y	Y	Y	4/4	100%
Siobhan Dunn (Staff)^	-	-	-	-	-	-	-	-	-	-	Y	1/1	100%

*indicates that the person also sits on the Board of Trustees and their skills are outlined elsewhere in this report.

Resignation ^ New appointment

5.3 Conflicts of Interest and Conflicts of Loyalty

IGG has a Conflicts of Interest and Conflicts of Loyalty Policy which is reviewed and updated every three years. This policy was updated in 2020. The purpose of the policy is to outline the behaviour expected of members of the Executive Committee (Board) 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 as it is a standing item on the agenda. A register is maintained by the CEO and training on what a conflict of interest is, is provided during Board Induction.

5.4 Good Governance & Compliance

IGG is registered with the Charities Regulator in Ireland and complies with all statutory obligations. IGG is compliant with the Governance Code for Community, Voluntary and Charitable Organisations which ensures the organisation upholds 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 Board has worked throughout 2020 on reviewing each principle

to ensure that each standard is met comprehensively. IGG are fully compliant in 2021.

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 principles. IGG is a member of IDEA, NYCI, NWCI, Children's Rights Alliance, The Wheel and have partnership agreements with An Óige and Gaisce the President's Award.

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

The statement of compliance is available on the IGG website.

Irish Girl Guides Annual Report and Financial Statements are available on the IGG website and circulated to members and stakeholders.

6. Irish Girl Guides Financial Statements

Year Ended 31st December 2021

Independent Auditor's Report	31
Income & Expenditure Account.....	34
Balance Sheet	35
Notes to the Financial Statements	40
Schedule of Expenditure - Organisation/Administration.....	41
Schedule of Expenditure - Octagon Camp.....	42
Income & Expenditure Account - Distribution	43
Income & Expenditure Account - National Memorial Cottage	44
Utilisation of Government Grants	45

Independent Auditor's Report

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 2021 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 2021, 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 Auditor's Report

continued

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 Auditor's Report

continued

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
2 Clanwilliam Square
Grand Canal Quay
Dublin 2

Date: 12/06/22

Income & Expenditure Account

Year ended 31st December 2021

	Note	2021 Total €	2020 Total €
Administration Income			
DCEDIY - Youth Service Grant		438,904	418,004
Membership fees		185,750	422,203
Funds introduced	3	44,575	-
Other Grants, sponsorship and sundry income	4	168,978	132,384
		<u>838,207</u>	<u>972,591</u>
Administration expenditure & provisions (Schedule I)			
		<u>824,876</u>	<u>951,902</u>
Surplus/(deficit) on Administration			
		13,331	20,688
Octagon Camp Income			
Booking fees		33,630	-
Fundraising		787	-
Merchandise sales		1,317	-
Other Grants, sponsorship and sundry income	4	76,560	-
		<u>112,294</u>	<u>-</u>
Octagon Camp expenditure (Schedule II)			
		<u>112,998</u>	<u>-</u>
Surplus/(deficit) on Octagon Camp			
		(704)	-
Surplus/(deficit) on Distribution (Schedule III)			
		6,176	(5,854)
Surplus/(deficit) on National Memorial Cottage (Schedule IV)			
		(5,286)	(4,743)
Net Surplus/(Deficit) for year			
		13,517	10,092
Balance at beginning of year			
		<u>550,338</u>	<u>540,246</u>
Balance at end of year			
		<u>563,855</u>	<u>550,338</u>

On behalf of the Executive Committee and the General Council



Fiona O' Connor, National Treasurer



Amanda O' Sullivan, Chief Commissioner

Balance Sheet

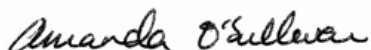
Year ended 31st December 2021

	Note	2021 €	2020 €
Financial Assets			
Investment accounts	6	<u>77,026</u>	<u>77,022</u>
Current Assets			
Bank balances and cash	6	602,214	614,839
Debtors	7	276,671	162,651
Stocks of distribution centre	8	<u>183,428</u>	<u>222,167</u>
		<u>1,062,313</u>	<u>999,657</u>
Current Liabilities			
Creditors	9	<u>(190,496)</u>	<u>(161,853)</u>
Net Current Assets		<u>871,817</u>	<u>837,804</u>
Total Assets		<u>948,843</u>	<u>914,826</u>
Capital Employed			
Revenue account		563,855	550,338
Provision for future development and expenses	10	<u>384,988</u>	<u>364,488</u>
		<u>948,843</u>	<u>914,826</u>

On behalf of the Executive Committee and the General Council



Fiona O' Connor, National Treasurer



Amanda O' Sullivan, 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) operation of Octagon Camp, d) sales of uniforms and guide supplies, and e) 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

The YSGS government grant relating to the annual activities of the association is receivable in respect of a calendar year and is 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) Going concern

Activities of the organisation continued to be restricted as a result of restrictions imposed due to the COVID-19 pandemic response. Despite this the net assets of the organisation increased on 2021.

Based on the above and along with continued support from the "Department of Children, Equality, Diversity, Inclusion and Youth" means the officers of the organisation are satisfied that the financial statements should be prepared on the going concern basis.

3. Funds Introduced

Funds introduced relate to amounts formerly held by sub committees and brought into responsibility of Administration in 2021.

Notes to the Financial Statements continued

4. Other Grants, sponsorship and sundry income

	2021	2020
	€	€
ESB Energy For Generations	20,000	10,000
DCEDIY National Youth Organisations Capital Grant	43,890	50,000
DCEDIY National Youth Organisations Covid 19 Scheme 2021	66,524	-
DCEDIY Covid 19 Stability Grant Fund 2021	32,505	-
DCEDIY / Eco UNESCO Climate Justice Fund	2,500	-
NYCI STEAM Equipment Grant	-	600
NYCI STEAM in Youthwork 2021	1,400	-
NYCI Artist in Residence	5,000	-
NYCI Games in Youth Work Project	-	150
NYCI - Seed funding for IGG Diversity and Inclusion self assessment / Racial Justice project	400	-
Tesco Community Funding	-	333
ESERO Grant - CIT Blackrock Observatory	-	5,000
Cookie income	-	9,292
Rental income	-	3,135
Cottage income	-	(194)
UK Online Giving Foundation	8	-
Bank Interest Received	305	76
Trocaire Connecting for Impact Scheme	3,750	5,000
Private donation	-	15,000
Katharine Howard Foundation Grant	-	20,000
Castletroy/Keeper Dormant Account Refund	-	2,224
Bequest	1,809	2,358
Lego Block Donations	3,890	7,400
* Sundry Income, donations and fundraising generally	3,015	2,009
Engineers Ireland - Trefoil News Sponsorship	5,000	-
Revenue Commissioners - VAT Compensation Scheme	2,608	-
Revenue Commissioners - Charity Donations Scheme	1,199	-
Lowlands IASTT Pilot Grant - Outdoor Skills Training	5,000	-
Dept. of Tourism - Sports Capital Grant	1,200	-
South Dublin County Council Community Fund	5,000	-
Friends of World Centres and Sangam Accounts	35	-
Dept. of Foreign Affairs Development Education Grant 2021	40,000	-
Dept. of Rural & Community Development (DRCD) Dublin City Council Covid 19 Emergency Func	500	-
	<u>245,538</u>	<u>132,384</u>

*Includes €562 which was donated by IGG members and €803.75 transferred to World Association of Girl Guides and Girl Scouts (WAGGGS).

5. Employees

Number of employees	2021	2020
	Number	Number
National Office Staff:		
Full Time	7	6
Part Time	4	3
Development Officers:		
Part Time	7	7
Full Time	1	1
Total Staff	<u>19</u>	<u>17</u>
Distribution Centre Staff:		
Full Time	1	1
Part Time	-	1
Total Distribution Centre Staff	<u>1</u>	<u>2</u>
Employee costs	2021	2020
	€	€
National salaries	391,887	336,098
Distribution Centre salaries	25,720	39,832
	<u>417,607</u>	<u>375,929</u>

- There were no employees whose total employee benefits exceeded €60,000.
- There were no employer pension contributions in the period.

Notes to the Financial Statements continued

6. Investments, bank balances and cash

	2021 €	2020 €
Investment Accounts *	<u>77,026</u>	<u>77,022</u>
Administration		
Bank accounts	444,377	528,170
Property Development fund	63,083	49,631
Thinking Day fund	223	465
International Group Travel fund	16,123	128
Programme and Training No. 1 account	4,409	-
Programme and Training No. 2 camp account	6,973	-
	<u>535,188</u>	<u>578,395</u>
Distribution		
Bank accounts	53,483	18,019
Cash on hand	1,319	914
National Memorial Cottage		
Bank accounts	12,224	17,510
	<u>602,214</u>	<u>614,839</u>
Total	<u>679,240</u>	<u>691,861</u>
* Eileen Beatty Bequest		
AIB ordinary shares	26	22
Eileen Beatty International PO Savings	77,000	77,000
	<u>77,026</u>	<u>77,022</u>

Note: The market value of the AIB ordinary shares at the year end was €26 (2020 - €22)

Notes to the Financial Statements continued

7. Debtors

	2021	2020
	€	€
Trade Debtors (Distribution)	6,256	871
Trade Debtors (Administration)	2,175	3,919
Irish Girl Guides Trust Corporation CLG	<u>268,240</u>	<u>157,861</u>
	<u>276,671</u>	<u>162,651</u>

8. Stocks

Goods for resale - Distribution centre	<u>183,428</u>	<u>222,167</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.

9. Creditors

Audit	7,995	9,431
PAYE/PRSI/USC	17,169	8,066
Creditors & accruals	42,329	21,356
Loans from regions	123,000	123,000
IGG North West Region	3	-
	<u>190,496</u>	<u>161,853</u>

10. Provisions for future development and expenses

World & European conferences	-	-
National conference and trainings	-	-
International Camps	40,000	40,000
*Property development fund	229,753	229,753
Computers, IT, Administration	-	-
Computers, IT, Distribution centre	-	-
Website & IT development	13,260	13,260
Painting & renovation National Office	40,000	21,000
Diversity & Inclusion	6,000	6,000
First Aid	-	-
Service projects	6,475	6,475
Programme review & implementation	-	-
Allocation of membership fees to regions	<u>49,500</u>	<u>48,000</u>
	<u>384,988</u>	<u>364,488</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.

Provision includes funds allocated to property in 2019 which was not expended to date due to delay in new National Training Centre re development due to covid-19 pandemic.

11. Approval of financial statements

The Executive Committee approved the financial statements on 12 June 2022 and General Council of the Irish Girl Guides approved the financial statements on 3 September 2022.

Schedule of Expenditure - Organisation/Administration

Year ended 31st December 2021

	Schedule I	
	2021	2020
	€	€
National Office expenditure		
Salaries and pensions	391,887	336,098
Other staff costs	6,647	11,707
Rent National Training Centre	36,000	72,000
Regional grants and membership transfer to regions	65,653	44,370
National Branch & Committees	37,652	69,655
Fundraising	328	40,632
Cookie expenditure (Donation to Australian guides bush fire relief)	2,832	-
Publications	2,925	5,085
Trefoil News	24,011	21,116
Public relations	4,018	8,969
Travel expenses volunteers	1,544	5,240
National conference and trainings	-	1,321
Camps	-	6,920
Insurance	35,711	33,198
Administration and overhead costs	22,479	27,240
IT costs	46,700	50,157
Subscriptions and affiliations	9,102	11,776
Audit fees	6,845	5,445
Professional and legal fees	4,513	6,674
Bank charges	1,906	2,708
Eileen Beatty bequest - International committee	-	(770)
Specific grant expenditure	103,627	62,346
Provisions current year	20,500	130,000
Provision for diminution in value of investments	(4)	15
	824,876	951,902

Schedule of Expenditure - Octagon Camp

Year ended 31st December 2021

	Schedule II	
	2021	2020
	€	€
Octagon Camp expenditure		
Merchandise purchases	687	-
Camp SDG Action kit	63,029	-
Camp activities and programme	23,597	-
Camp uniform	10,906	-
Camp overheads	3,345	-
Travel expenses	864	-
Postage	10,177	-
Bank charges	393	-
	<u>112,998</u>	<u>-</u>

Due to covid restrictions, the Octagon international camp was held online between 31 July and 2 August 2021.
Some residual spending related to the camp occurred in 2022, funded in part by grants received in 2021.
This expenditure will be reflected in the 2022 financial statements.

Income & Expenditure Account - Distribution

Year ended 31st December 2021

Schedule III

	2021 €	2020 €
Sales	<u>123,951</u>	<u>143,142</u>
Cost of sales		
Opening stock	222,167	227,811
Purchases	29,177	90,996
Postage and packaging	<u>11,936</u>	<u>16,877</u>
	263,280	335,684
Closing stock	<u>(183,428)</u>	<u>(222,167)</u>
	<u>79,852</u>	<u>113,517</u>
Gross profit	<u>44,099</u>	<u>29,625</u>
Other Income		
Bank interest received	<u>-</u>	<u>1</u>
Expenditure		
Salaries	25,720	39,832
Other staff costs	264	865
Insurance	2,131	2,372
Administration and overhead	1,434	2,044
IT maintenance	3,428	2,413
Audit fee	2,134	2,420
Bank charges	2,606	2,534
Provisions	-	(17,000)
Miscellaneous costs	<u>206</u>	<u>-</u>
Total expenditure	<u>37,923</u>	<u>35,479</u>
Surplus(deficit) for the year	<u><u>6,176</u></u>	<u><u>(5,854)</u></u>

Income & Expenditure Account - National Memorial Cottage

Year ended 31st December 2021

Schedule IV

	2021 €	2020 €
Income		
Rent and other charges	250	1,832
Donations and other income	-	163
Total Income	<u>250</u>	<u>1,995</u>
Expenditure		
Administration	512	540
Utilities	1,910	1,355
Maintenance	900	2,711
Security	651	658
Insurance	1,542	1,461
Bank charges	21	12
Total expenditure	<u>5,536</u>	<u>6,737</u>
Surplus(deficit) for the year	<u>(5,286)</u>	<u>(4,743)</u>

Utilisation of DCEDIY Youth Service Grant

Year ended 31st December 2021

	Schedule V	
	2021	2020
	€	€
Grants for year		
Grant Received (Administered by Pobal)	438,904	418,004
	438,904	418,004
Allocation to national activities (see below)	370,342	327,571
Allocation to regional, branch & committee activities (see below)	68,562	90,433
	438,904	418,004
Allocation to national activities		
Youth service grant:		
Staff and development officers	279,642	229,204
IT costs OGM NO	7,500	9,000
Costs - National Office - Phone / Post / Light / Heat	6,700	10,700
Insurance	30,000	33,198
Public Relations	4,000	8,969
Professional Fees	6,500	7,500
Rent	36,000	29,000
	370,342	327,571
Allocation to regional, branch & committee activities		
Youth service grant:		
Financial assistance to units (regional)	7,500	9,100
Branches and committees	32,562	41,933
Trefoil News & Publications	21,000	24,000
Volunteer travel expenditure	-	4,900
IT for Region/Branches/Units/OGM	7,500	10,500
	68,562	90,433

- The Irish Girl Guides are in compliance with the terms and conditions of Circular DCYA/YAU/02/2020 and Department of Public Expenditure and Reform Circular 13/2014.
- The Irish Girl Guides are in compliance with Department of Finance circulars regarding tax clearance.
- In line with the Governance Code, IGG has the appropriate financial control in place which is monitored by the Finance Committee.
- The purpose of the YSGS grant funding to IGG is to enable girls and young women to develop their fullest potential as responsible citizens of the world.
- In 2020 the department of Children and Youth Affairs became known as the Department of Children, Equality, Diversity, Inclusion and Youth.

Mission Statement

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



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**An Roinn Leanaí, Combhionannais,
Míchumais, Lánpháirtíochta agus Óige**
Department of Children, Equality,
Disability, Integration and Youth



Irish Aid

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