

giving girls



**IRISH
GIRL
GUIDES**

confidence



2024 Annual Report

and Financial Statements



Organisation Information

Official Name	Irish Girl Guides CLG
Established	1911
RCN	202006301
Revenue Number	CHY 22959
Company Registration Office	657940
Registered Office Organisation Type	Company Limited by Guarantee without a Share Capital

Members of the Board:

Amanda O’Sullivan	Chief Commissioner (Chair of the Board)
Deirdre Henley	President
Fiona O’Connor	National Treasurer
Jenny Gannon ¹	Programme & Training Commissioner
Róisín Mills ²	Programme & Training Commissioner
Aisling Claffey	International Commissioner
Evelyn Hayes	Chair of Finance & Audit
Jillian van Turnhout	Chair of Governance (Company Secretary)
Dara Callanan	Chair of Council of Irish Guiding Associations (CIGA)
Annamarie Lawlor	Regional Commissioner - North East
Andrea Lazenby Simpson ³	Regional Commissioner - Eastern
Siobhán Stoneham ⁴	Regional Commissioner - Eastern
Ciara O’Reilly ⁵	Regional Commissioner - South West
Mary O’Connor ⁶	Regional Commissioner - South West
Kathy Walsh ⁷	Regional Commissioner - North West
Michelle (Shelley) Gillespie ⁸	Regional Commissioner - North West
Siobhán Coppinger	Regional Commissioner - West & Central Midlands
Eidín Burns	Regional Commissioner - Midwest
Laura Kirwan	Regional Commissioner - South East
Eve Moody ⁹	National Youth Council of Ireland Delegate
Ellen Collins ¹⁰	National Youth Council of Ireland Delegate

¹ completed term 2 September 2024, ² appointed September 2024, ³ resigned March 2024, ⁴ appointed June 2024, ⁵ completed term 1 December 2024, ⁶ appointed December 2024, ⁷ completed term 1 December 2024, ⁸ appointed December 2024, ⁹ resigned July 2024, ¹⁰ appointed September 2024.

CEO	Lorraine Mackey McHugh
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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



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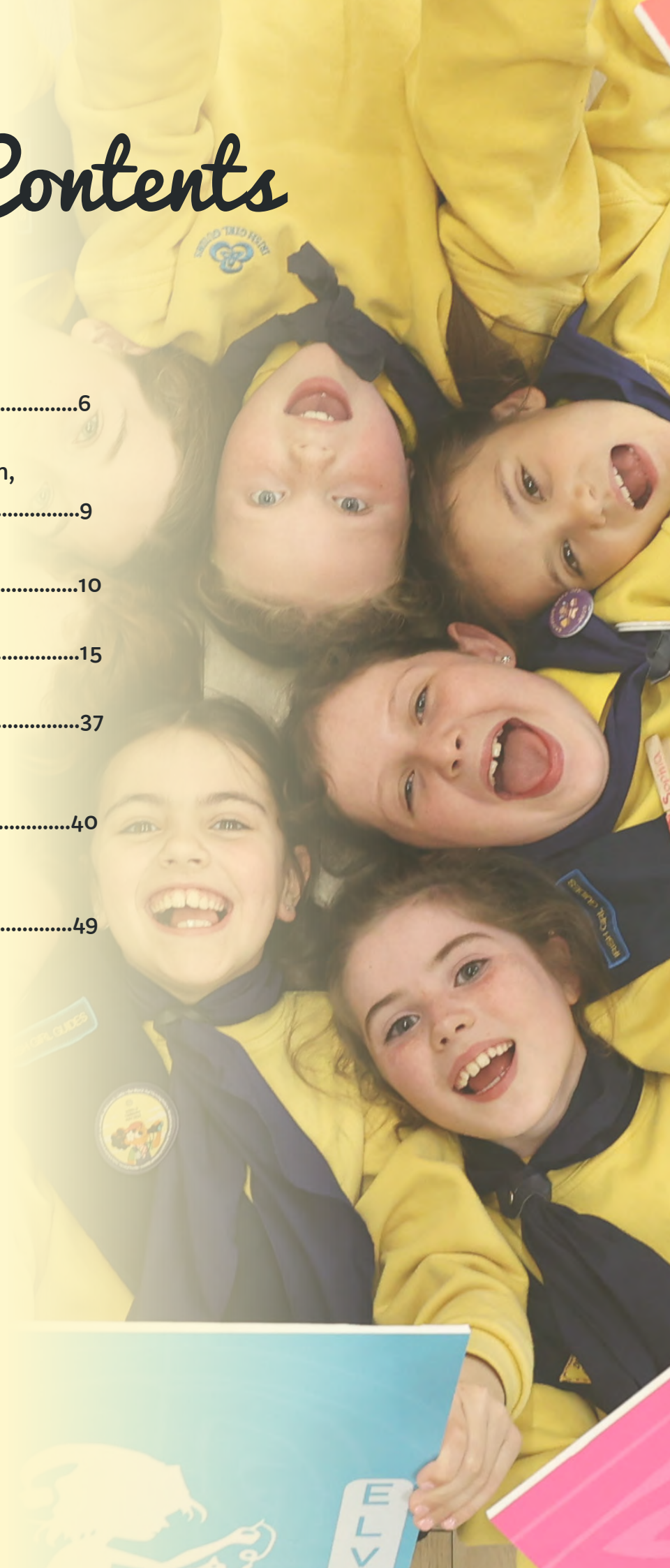
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Note from The Chief Commissioner

It is with immense joy that I present the IGG Annual Report and Financial Statements for 2024. It was a privilege to report the continued growth in the organisation's membership, which would not be possible without the dedicated commitment of our Leaders to providing amazing programmes and opportunities for our youth members.

IGG continues to be fully compliant with the Charities Governance Code. This Code is based on six principles that IGG strives to meet throughout all of its activities. These are:

- Advancing Charitable Purpose
- Behaving with Integrity
- Leading People
- Exercising Control
- Working Effectively
- Being Accountable and Transparent

In 2024, staff and committees settled into using the National Training Centre for meetings, as well as for Leader and youth member events.

IGG volunteers have continued to dedicate many hours to leading girls and young women in their local communities. From indoor and outdoor overnight events to weekly meetings and day adventures, great plans were made and executed superbly by our fantastic volunteer Leaders. These amazing Leaders attend training both in person and online. They use resources such as the Online Guide Manager (OGM) and other websites to find activities that support the Journey Programme and the development of our members. They complete the necessary administrative work to ensure that awards and Badges are recorded and presented to each girl in recognition of her achievements. They support leadership development through the Six and Patrol system. They provide opportunities to learn new skills, from life skills and STEM to outdoor skills.

They bring about positive change in a young girl's development, which has a lasting impact on her life, both now and in the future. The Leaders are also learning and developing on their own Guiding journeys alongside the youth members. As volunteers in IGG, they develop lifelong friendships and skills in leadership, presentation, public speaking, and project planning.

IGG is fortunate to have dedicated staff members who support the work of our volunteers at National, Regional, and Unit levels. This interaction is vital to the progress of the organisation. I would like to thank all our staff for their commitment to IGG and their continued support in its promotion.

At the 2024 Annual General Meeting, several changes were agreed upon. These included the renaming of the IGG Board (previously the Executive Committee).

The Board is responsible for all matters relating to governance, finance, risk, and the strategic plan. A new standing committee structure was also approved to support the activities of the Board. Further information on the work of the Board and its achievements in 2024 is outlined later in this document.

In 2024, IGG reviewed youth involvement at a National level and developed plans to support its increase at the National and Regional levels. We continued to support Senior Branch members over 18 being members of all IGG standing committees.

I have heard many Leaders express the view that Guiding is a movement, meaning we must keep moving with the times. This is very evident in our programmes, such as global citizenship education, engineering, the Hi Digital programme (which supports our principles of community service and intergenerational learning) and the LEGO programme.

Another Guiding principle is providing international opportunities. In 2024, five National contingent groups experienced the different aspects of international Guiding from attending a large international event. These groups visited WAGGGS World Centres and gained experiences on a Tall Ship. The trips were fantastic opportunities for all who took part, and IGG looks forward to many more such events in the future.

Thank you again to all who support the Irish Girl Guides: to the parents who trust our Leaders and the organisation to support their daughters' development; to the girls who enjoy being members of IGG; to the volunteers who provide an enriching environment; to the staff who support our work; and to our partners and stakeholders who work with us to support our organisation and the fantastic programmes we deliver.



Amanda O'Sullivan

Note from The CEO

As we reflect on 2024, a year defined by growth, connection, and the unwavering dedication of our volunteers and staff, I am delighted to present this report showcasing the vibrant story of Irish Girl Guides. This year, we strategically focused on the core mission on empowering girls and young women, fostering their personal growth and equipping them to become impactful Leaders and engaged citizens.

At the heart of our mission lies a deep commitment to the girl and the transformative power of Guiding in her life. This report celebrates the positive and supportive relationships cultivated between girls and our dedicated adult Leaders across our 400+ Units. It is through these mentoring relationships, built on a foundation of community and shared purpose, that we create safe and inclusive environments where girls can confidently express themselves, explore their passions, and develop essential life skills.

Our strategic priorities in 2024 were multifaceted but included:

- **Empowering the Next Generation:** IGG provided diverse and engaging programmes that not only developed leadership skills and promoted youth voices but also fostered a deep understanding of global citizenship and the UN Sustainable Development Goals.
- **Investing in Our Leaders:** Recognising the vital role of our volunteers, IGG brought focus on nurturing exceptional Leaders by providing training support, prioritising their wellbeing, and investing in the adult experience of Guiding.

- **Building a Sustainable Future:** IGG strengthened our foundation through rigorous compliance, strategic partnerships, and progressive funding models, ensuring the long-term sustainability and impact of our organisation.
- **Championing Inclusivity:** IGG actively promoted inclusivity and created environments where every girl feels valued, respected, and empowered to reach her full potential.
- **Expanding Our Reach:** IGG extended our impact through key initiatives such as expanding STEAM outreach to younger girls and promoting digital inclusion among older adults through intergenerational learning.

These achievements were made possible through the value of collaboration and the shared commitment to our mission, and I would like to extend a special thanks to our professional staff and volunteers, whose partnership is a key ingredient in IGG's success.

At the heart of our mission lies a deep commitment to the girl and the transformative power of Guiding in her life.

As we look to the future, we remain dedicated to driving our mission forward, making a lasting difference in the lives of girls and young women across Ireland. By continuing to empower girls, nurture Leaders, and build a sustainable future, we are confident that Irish Girl Guides will continue to thrive and to enrich the lives of younger generations for years to come.



Lorraine Mackey McHugh



Who we are:

Our Purpose, Vision, Mission, and Core Values

Irish Girl Guides (IGG) is a vibrant, volunteer-led movement empowering girls and women in many counties throughout Ireland. Embedded in the core values of the Promise and Law, Irish Girl Guides are a self-governing, uniformed youth organisation, committed to personal development, community engagement, and global citizenship. IGG's purpose is to champion the potential of every girl and young woman, through the community and programme of Guiding.

As such the **Vision, Mission, and values** of Irish Girl Guides are not as a static list but the driving force behind IGG's programmes and activities.

*In Ireland's heart, a girl takes flight
in the Girl Guides' spirit, brave and light
Through shifting times, their purpose clear,
To meet each girl's unique frontier.*

*No static path, but ever bright,
A guiding light, supporting rights
Empowering dreams, with strength and grace,
Leaving footprints in time and space.*

*Adapting ever, ever keen,
To changing times, a vibrant scene.
Young women's needs, a guiding star,
Leading dreams, both near and far.*



IGG's Key Objectives

Our members complete a wide range of activities that enable them to:

- Learn life skills
- Try out great new activities
- Gain new experiences
- And most importantly, have lots of fun!
- Learn by doing their best
- Grow in self-confidence
- Learn new skills
- Form close friendships
- Develop teamwork skills

What We Do

Programme Adventures

Within each Branch programme there are six interwoven Adventures:

1. Guiding
2. Outdoors
3. Teamwork
4. Change
5. Lifeskills
6. Global Awareness

**Empowering Girls.
Building Leaders. Irish Girl Guides.**

Our Structure

IGG's Members

Irish Girl Guides exists to serve its members. Our girls belong to the Branches of Ladybirds, Brownies, Guides, and Senior Branch. Our adult members are our Unit Leaders and Non-Unit Volunteers, as well as Trefoil Guild.



Adult Members

Leader: Garda vetted and trained volunteers who lead weekly meetings with our youth members.

Non-Unit Volunteer: Non-Unit roles, e.g. Committee membership, administration, or specific skill teaching.

Trefoil Guild: Guild members don't have weekly Unit commitments but stay involved in the Movement through fellowship and activities.



Ladybirds



Brownies



Guides



Senior Branch

National Structure

Our volunteer network spans Unit, District, Area, Regional, and National levels, all comprised of Irish Girl Guides members.

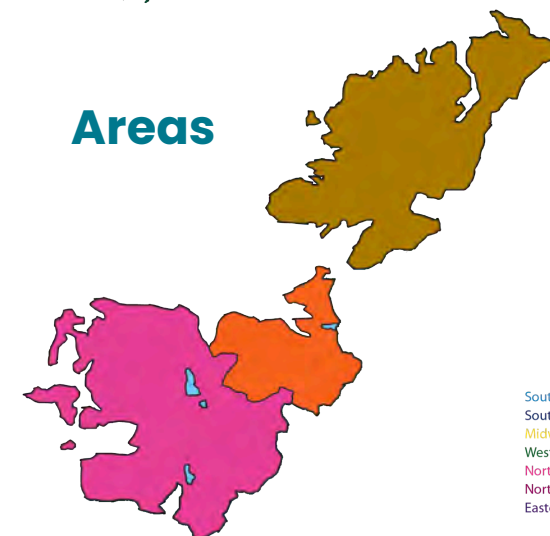
National



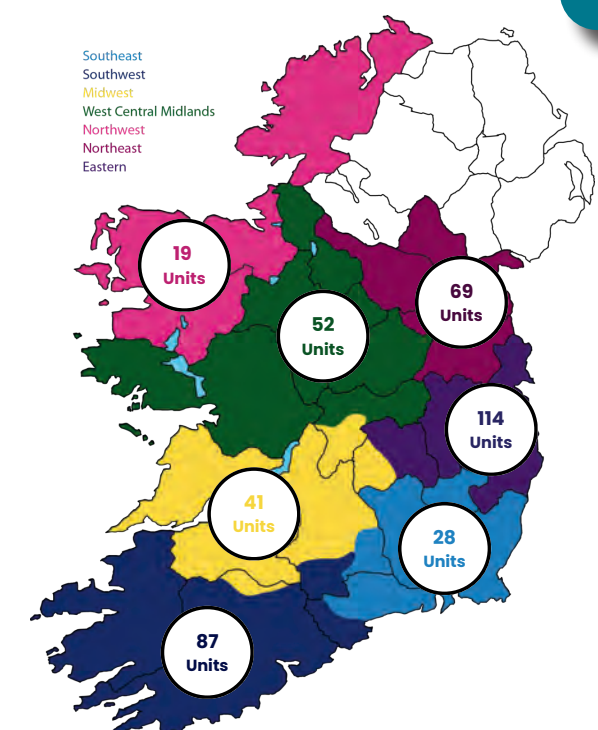
Regions



Areas



Units



Districts



Irish Girl Guides has more than 400 Units within 88 Districts and 37 Areas across 7 Regions in the Republic of Ireland.

Our Approach

IGG’s Journey Programme is a non-formal educational experience that is designed to cultivate relationships and empower girls and young women to reach their full potential. This fun, adventurous, and challenging programme incorporates six interwoven strands: Guiding Adventure, Outdoors Adventure, Teamwork Adventure, Change Adventure, Lifeskills Adventure, and Global Awareness Adventure. The programme’s progressive design ensures that girls of all ages and experience levels—whether joining at a young age or later—can thrive and develop. Guiding calls on girls and young women to discover their leadership potential and to represent Guiding in many different ways.

Our Programme’s Benefits

IGG embodies leadership, teamwork, community responsibility, sisterhood, essential life skills, global awareness, and confidence-building. Our Journey Programme provides opportunities for skill development, increased self-confidence, leadership training, diverse activities, and lasting friendships. Members gain a global perspective and a sense of international solidarity within the global Guiding community. At the core of this interconnectedness is the strategic potential that Guiding offers.



IGG Strategic Plan

IGG’s 2023-2028 strategy is a comprehensive plan designed by key stakeholders to ensure that Guiding and the organisation remain relevant and impactful for all within Irish Girl Guides.

By the end of 2024 Irish Girl Guides were two years into their strategy to empower girls and young women and foster vibrant and impactful organisation. This ambitious plan centres on three core pillars:

Ignite Potential: Girl and Youth Empowerment

IGG lives its purpose and values, by championing the potential of every girl and young woman through:

Innovative Learning: Delivering quality, engaging non-formal learning experiences that resonate with the interests and aspirations of girls and young women.

Empowered Voices: Providing a platform for youth members to become vocal advocates for issues they care about, fostering leadership and social responsibility.

Global Citizenship: Cultivating a deep understanding of the Sustainable Development Goals (SDGs) and global citizenship, equipping girls and young women to be agents of positive change in the world.

Empower Leaders: Volunteer Development and Support

IGG’s other core activity is committed to nurturing exceptional Leaders at all levels by

Streamlining Support and reducing administrative burdens on volunteers, freeing them to focus on what matters most – empowering girls and being part of the Guiding community.

Safeguarding Excellence: Maintaining unwavering compliance with safeguarding legislation and best practices, ensuring the safety and wellbeing of all members.

Leader Wellbeing: Prioritising the health and wellbeing of volunteer Leaders through support systems and resources.

Leadership Growth: Investing in a dynamic leadership development system, providing opportunities for growth and advancement.

Advocacy and Influence: Equipping Leaders to become passionate advocates for the Irish Girl Guides,

amplifying its mission and impact.

Effective Structures: Leveraging existing Regional and National structures to provide efficient and effective support to volunteers.

Building a Sustainable Future: Organisational Strength and Growth

IGG is building a strong and sustainable future by:

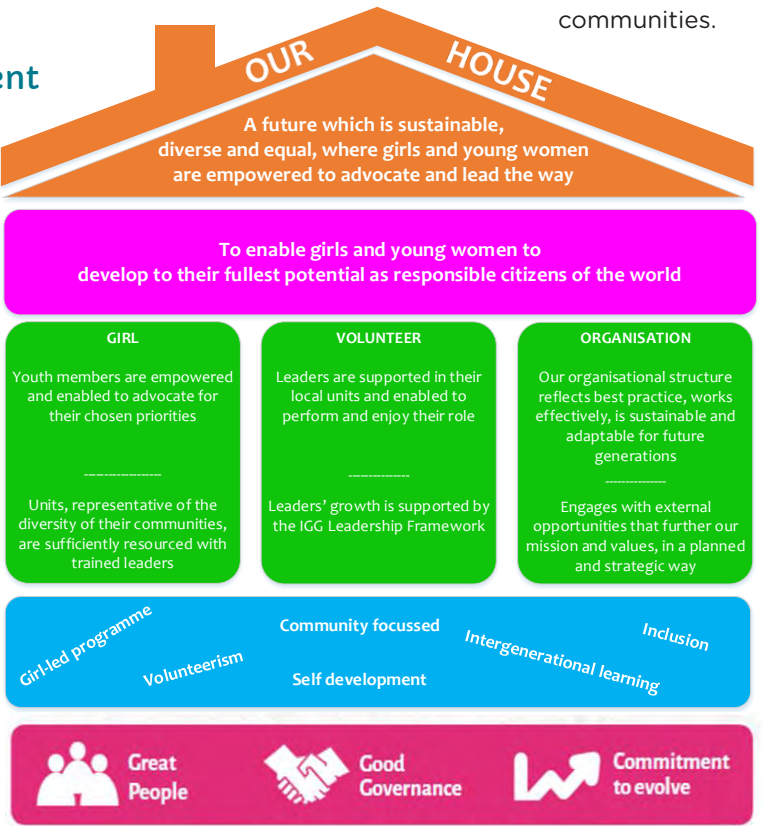
Unwavering Compliance: Maintaining rigorous compliance with regulatory and governance standards and leading the way on young people’s participation in this.

Strategic Partnerships: Forging impactful partnerships with organisations and businesses aligned with IGG’s mission.

Innovative Funding: Developing a transparent and effective funding model to secure resources for future growth.

Amplified Voice: Creating opportunities for IGG members to represent the organisation at external events and advocate for its mission.

Collaborative Impact: Working collaboratively with external organisations to maximise positive impact our members and communities.



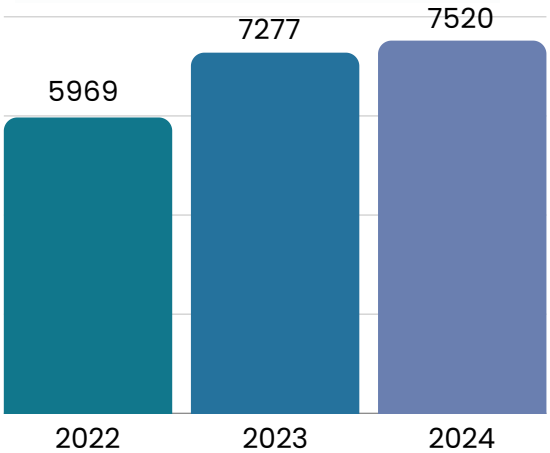


Achievements and Performance

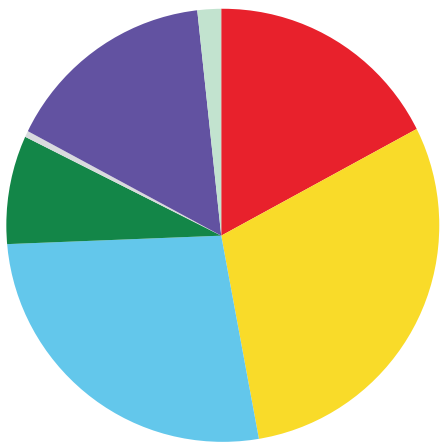
Summary of Achievement in 2024

This section showcases the year's highlights and accomplishments demonstrating how our Mission and Values are put into action. IGG achieved significant milestones in 2024. Programme participation included the launch of a new engineering Badge, a Disability Awareness Day, the National Guiding Awards, outdoor events, and international Guiding engagement. Advocacy efforts involved youth participation in government initiatives, representation at a leadership seminar, participation in mental health and youth work campaigns, the creation of several project videos, media interviews, and youth participation in a National Action Plan.

Membership Growth



2024 Membership



Ladybirds	1282	Non-Unit Volunteers	34
Brownies	2258	Leaders	1160
Guides	2052	Trefoil Guild	127
Senior Branch	606		
Total Members		7520	

In this section:
Achievements for the Girl
Achievements for the Volunteer
Achievements for the Organisation

IGG Annual Panto

The 2024 Gaiety Panto production of Peter Pan was attended by nearly 1000 IGG members and their friends and families.



Go Global

Go Global took place in March at our National Training Centre: an International Committee event and an opportunity for Guides (ages 10-14) to learn about the international aspect of Guiding through activities and discussion groups. It opens the door for Guides to explore further this important topic and to meet Guides from all over the country.



Engineers Ireland STEPS Ladybird Engineering Badge

IGG launched the Ladybird Engineering Badge for our girls aged 5-7 in collaboration with Engineers Ireland STEPS. This Badge builds on the success of Engineering Badges for older age groups.

The Brownies and Guides Engineering Badges were unveiled in 2018. Since 2018, over 3,500 girls have earned their Engineering Badges. This project inspires young girls to explore STEM through hands-on, creative challenges that foster problem-solving and teamwork.

It supports IGG's mission to empower girls and aligns with UN Sustainable Development Goals, including Gender Equality and Quality Education. The programme envisions a more inclusive and sustainable future for girls in STEM.



Since 2018,
over 3,500
girls have
earned
their
Engineering
Badges.





National Guide Awards

106 Guides along with friends and family came to University College Dublin in October to celebrate, alongside their Leaders, the completion of their Guide Trailblazer award—the highest award a Guide can achieve.

Girls aged 14-15 represented Units from all Regions for this celebration of their Guiding journey. Each girl was awarded a Trail Blazer gold pin which represents the spirit of the outdoors, learning life skills, and gaining confidence.



Members of Lucan Guides who recently earned their Award were interviewed on NearFM, sharing their journey with Irish Girl Guides and celebrating their remarkable achievements.



Guide National Outdoor Day

National Outdoor Day was hosted by Guide Branch and attended by 232 Guides and 48 Leaders representing five Regions. This was a day of outdoor fun and activities at Redhills Adventure Centre in Co. Kildare.



National Brownie Disability Awareness Day

A National Brownie Disability Awareness Day was held at the Irish Museum of Modern Art. Partnering with Maynooth Access Group, IGG hosted 100 Brownies in an engaging day aimed at promoting awareness and inclusion. The girls learned Irish Sign Language, explored a LEGO city with disability accommodations, and engaged in play with toys representing different disabilities.

This event was aligned with Sustainable Development Goals 4 (Quality Education) and 10 (Reduced Inequality) which ties into IGG's Mission and our Disability Awareness and Healthy Friendship Badges.





Senior Branch Weekend

Each year the Senior Branch Committee organise this National Senior Branch event. In 2024 it was hosted by the North West Region and took place at the Sheep Island View Hostel, Co. Antrim.

80 attendees including the Senior Branch Committee and organisers travelled for a weekend of personal development, the opportunity to meet other Senior Branch members and to explore the Senior Branch programme.

A competition was held during the weekend which Units prepared for in advance. The 2024 winner was Drogheda Senior Branch.



Ventact South

This is an annual event held in September organised in the South West Region by IGG along with Catholic Guides of Ireland and Scouting Ireland. It is an event held for our Senior Branch members. 61 Senior Branchers attended as part of the IGG contingent, while some additional Senior Branch members attended with their Unit and Leaders.



Electric Picnic

Senior Branchers, Leaders, and Trefoil Guild members from all over the country arrived at Stradbally, Co Laois, on 15-16 August as volunteer staff at Electric Picnic. Senior Branchers helped put up tents and offer directions at the information booths. This important fundraising event gives Irish Girl Guides members a way to give back to the community while also getting a chance to experience the festival.



Electric Picnic



Senior Branch Sweet 16 Celebration

This is a National recognition day for Senior Branch members turning 16 years old. It promotes the National element of being a member of Irish Girl Guides and is especially important for members who have a leadership role as well as members who are part of a Senior Branch Unit. 18 Senior Branchers attended this event in Cork where they completed team-based challenges and met with other Senior Branchers representing five Regions of Irish Girl Guides.



LEGO

Irish Girl Guide members have an opportunity to take part in this STEM activity across three levels for different age groups: Discover, Explore, and Challenge. The core values of this programme align directly with the values of IGG: teamwork, skill development, learning by doing, and leadership skills.

The 2023-2024 FIRST LEGO League Challenge Season theme was MASTERPIECE, where teams imagined and innovated new ways to create and communicate art.



CHALLENGE TEAMS



CHALLENGE



Dublin Pride

2024 marked the 50th anniversary of the Dublin Pride Parade, and the MEDI committee supported this event along with other IGG members. More than 30 members from Guides, Senior Branch, and Leaders marched in the parade,

This year had a particular focus on youth organisations, with Belong To being chosen as the Grand Marshalls. This day highlighted the importance of continuing to advocate for LGBTQIA+ members and the wider community in Ireland.



Hi Digital



Since 2023, Irish Girl Guides has partnered with Vodafone Foundation to provide digital skills lessons to older adults in their communities. Since then, thousands of older adults have improved their digital skills via the programme.

Each Unit, including members aged 12+, attends a Hi Digital training session to learn what they need to teach and how to teach it to older adults. They then take what they've learned and bring it to older adults in their communities.

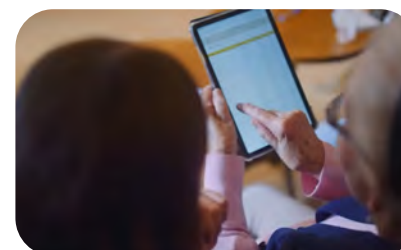
Irish Girl Guides members have been working actively with older

adults in communities across Ireland. They have met people from church communities, active retirement groups, women's refuges, nursing homes, and more. This programme has greatly improved the quality of life for over 4000 older adults.

Through Hi Digital, our youth members have developed key leadership skills such as empathy, communication, and patience.

North Longford Senior Branchers have been making a positive impact at Laurel Lodge Nursing Home through Hi Digital initiative. From sending text messages to accessing online news and music, the residents were delighted to explore new ways of using technology.

Senior Branch members also shared freshly baked scones and enjoyed live music with the residents. Watch the video of their visit here.



In 2024:

	1705	Older adults reached
	18	Participating Units
	177	Guides and Senior Branch Members
	€5130	Sent to participating Units

Gaisce
Irish Girl Guides partners with Gaisce – The President's Award to encourage our members to reach for the sun, moon and stars and earn their award. The Gaisce programme aligns with the Senior Branch Bronze Star, Silver Moon, and Golden Sun curriculum, and many members earn both.

Congratulations to all the following 2024 awardees.



Bronze Awards

Mai Buckley
Anastasia Currie
Natasha Currie
Maggie Egan
Lilliana Kurzleweska
Rachel Lyons
Caoimhín McCarthy
Ella McDermott

Silver Awards

Orna Sexton
Katie Cronin
Lauren Quinless

**GAISCE
THE PRESIDENT'S
AWARD**

Bronze Awards

Emily Mehigan
Aisling Noonan
Aileen O'Leary
Rachel O'Shea
Dara Russell
Chloe Reilly
Kayla Reilly

Youth Advocacy

DCEDIY Action Plan

At Irish Girl Guides, girls are encouraged to engage in youth advocacy and make their voices heard. One example is Sophie Lawlor of Lily Guides, Kildare.

From her strong interest in politics and young people's rights, Sophie really wanted to join the Youth Advisory Group (Húb na nÓg) for the Department of Children, Equality, Disability, Integration, and Youth's (DCEDIY) Action Plan 2024-2028.

Sophie worked alongside young people from different organisations and attended meetings at Wynn's Hotel in Dublin, as well as participating in eight virtual sessions. She collaborated with the other Youth Advisory Group members to make the Action Plan accessible and engaging for young people. She also forged lasting friendships and developed valuable leadership skills.



Juliette Low Seminar

Ellen Collins was chosen as a representative of IGG to attend the Juliette Low Seminar 2024, traveling to the WAGGGS World Centre Nuestra Cabaña, in Mexico for the in-person expedition portion of the event!

The Juliette Low Seminar is a leadership event where participants are encouraged to leave their comfort zones and take a deep dive into the WAGGGS Leadership Mindsets. This year's additional theme was 'Peace', which involved focusing on leadership with the aim of peace-building and peace-keeping.



Hello, How Are You? Campaign

Irish Girl Guides members participated in the video campaign "Hello, how are you?" promoting mental health:



DCEDIY Youth Affairs Call for Stories

Around eight IGG Leaders and Senior Branch members went to an event to share their story with NYCI in July 2024. Some of these were shared on NYCI's social media pages as well as IGG's.



"I heard about all the great experiences the other participants have had with their youth organisations and learned how much youth work has really helped young people in Ireland. Places like school aren't always the perfect option for some, but it was clear from everyone's perspective that youth work is where everyone can feel comfortable and accepted. That's why there is a need for the government to recognize this and help youth organisations across Ireland grow even further by investing in groups like Irish Girl Guides and Gaisce."

-Katie, a Senior Branch member

Top Interest Badges 2024		
Ladybird Arts and Craft 560	Brownie Art and Craft 492	Guide Art and Craft 417
Ladybird Irish Culture and Traditions 408	Brownie Voting 487	Guide Irish Culture and Traditions 372
Ladybird Health Friendship 404	Brownie Science Investigator 456	Guide Holiday 337
Ladybird Fire Safety 402	Brownie Fire Safety 455	Guide Skin Care 318
Ladybird STEM 368	Brownie Guiding Traditions 445	Guide Chocolate 284

How to make a Brownie

One spoon of kindness,
A cup of helpfulness,
Pour in some friendship,
Sprinkle in some happiness and manners,
Then add five drops of yellow food colouring,
Cook for twenty minutes and,
Enjoy your perfect Brownie.

-Jessica, a Brownie youth member

Helen Storrow Seminar

Róisín from the North West Region represented Irish Girl Guides at the Helen Storrow Seminar at the WAGGGS World Centre Our Chalet, Adelboden, Switzerland, in March.

The theme was 'Leading Change Through Sustainable Outdoor Adventure'. 21 participants from more than 15 countries attended the six-day programme where participants enhanced their leadership skills, explored environmental challenges and sustainability, refined their practical abilities to raise awareness and foster sustainable actions, and collaborated on projects aimed at fostering positive change in their communities.





IGG National Contingents

IGG provides many initiatives to support the international aspects of Guiding for our youth members. 2024 was a very exciting year for this as there were five National Contingent trips planned and delivered with 131 youth members availing of these international opportunities. Below is a summary of these trips.

Pax Lodge (London)

11 Guides and six Senior Branch members were accompanied by three Leaders on a trip to the WAGGGS World Centre Pax Lodge, based in London. IGG members also travelled to various landmarks and attractions in London.



Roverway 2024

In the summer, the largest contingent made up of 58 Senior Branch members along with two Leaders attended Roverway 2024 in Norway as part of the Council of Irish Guiding Association (CIGA) contingent, where the theme was 'North of the Ordinary'. This was the largest representation at this event by members of IGG.

It was a very busy Camp full of hiking, canoeing, campfires, international evenings, learning Norwegian traditions, and making new friends within IGG and with other Guiding and Scouting groups around the world.

The members were the first contingents to wear the new CIGA neckerchief that was introduced in 2024.



Tall Ships Voyages

In August, 12 IGG members joined the crew of the *Maybe* in Waterford, some with sailing experience and some with none. This team of two Leaders and 10 girls learned about water safety, plotting courses, and using weather charts, then sailed on from Waterford.



Our Chalet (Switzerland)

Two National groups went to Switzerland—one with 23 Guides and four adult Leaders; and the other with 23 Senior Branchers accompanied by four Leaders. These included a visit to the WAGGGS World Centre Our Chalet in Adelboden, as well as hikes and exploring the area including the swimming pool.



Recognition of Service

Long service awards are given for service to Irish Girl Guides members based on their years of service and are often presented at Regional conferences. They honour the years of dedication from our volunteers to IGG and to our youth members.

Long service awards are presented by our Regions for 5, 10, 15, 20, 25, 30, and 40 years, and at National level for 50 years service.



50 years: Evelyn Hayes and Margaret Corr



50 years: Linda Peters

ISGF World Conference



In September, three delegates from Ireland attended the World Conference of the International Scout and Guide Fellowship (ISGF) in Granada, Spain: Sally Smith (Trefoil Guild chair), Margery Godinho, and Mary Fay. They joined over 300 delegates from 57 countries taking part. At the conference, decisions were made as a country for the future of ISGF.

Spain: Sally Smith (Trefoil Guild chair), Margery Godinho, and Mary Fay. They joined over 300 delegates from 57 countries taking part. At the conference, decisions were made as a country for the future of ISGF.



Trefoil Guild LEGO Workshop

Trefoil Guild members attended a LEGO workshop at the National Training Centre, where they discovered more about what our girls learn through the LEGO programme and getting a chance to try it themselves.



They also got a chance to increase their digital literacy skills using the tablets to code their LEGO projects and make them move, play music, and light up.



SDG Champion

Irish Girl Guides was selected as an SDG Champion for 2024-25 by Minister Eamon Ryan TD, Department of the Environment, Climate, and Communications, as part of the 2024-2025 SDG Champions Programme. This represents the hard work of our staff, volunteers, and members and their commitment to the Sustainable Development Goals. Irish Girl Guides aims to create a brighter future for all.



Next Steps Leadership Weekend

The Next Steps event is a Leadership development event that is held every few years. In 2024, over 80 attendees were brought together—volunteer Leaders from Regions and Programme and Board standing committees alongside IGG staff, for sessions on leadership development, strategic reflection, and community building.

This weekend event in February provided a valuable space for Leaders to strengthen leadership and committee skills, deepen organisational understanding, and foster collaboration and connection. Topics included:

Inclusive Leadership: Hannah Solley (TENI) led a session on supporting young people exploring gender identity, equipping Leaders with tools for inclusive and sensitive engagement.

Youth Participation: Cate, a WAGGGS trainer and IGG volunteer, facilitated a workshop on embedding youth voices in decision-making, reinforcing IGG's commitment to meaningful youth involvement.

Global Citizenship: Shauna, IGG's GCE Officer, explored the importance of diverse narratives in Global Citizenship Education, challenging participants to reflect on the impact of a single-story perspective.

Strategic Focus: The Chief Commissioner and Assistant Chief Commissioner led a session on IGG's strategic direction, succession planning, and aligning activities with the Strategic Plan.

Clodagh Hughes delivered an inspiring workshop on female leadership, encouraging participants to embrace their leadership strengths and step confidently into their roles.

Restorative Practices: Facilitators from Restorative Practices Ireland introduced approaches to foster empathy, accountability, and community within IGG Units and leadership structures.

Throughout the weekend, structured sessions were complemented by informal opportunities for reflection and networking. These moments proved invaluable for sharing experiences, building relationships, and envisioning future collaboration.

The event reaffirmed IGG's dedication to inclusive leadership, youth empowerment, and strategic growth—laying a strong foundation for the year ahead.



The Academy

Ciara Casey, Senior Branch Committee Chair, and Sinéad Crilly attended nine workshop sessions this November at The Academy in Krakow, Poland, along with participants from 35 European countries. This is a strategy sharing event for those who are involved in their organisations at a Regional or National level.



Leadership Development and Inclusivity

IGG’s commitment to Equity, Diversity, and Inclusion (EDI) is further demonstrated through various initiatives and supported by the Membership, Equality, Diversity, and Inclusion (MEDI) and International Committees:

DiveIn Conference

In September, the MEDI Committee organised a Leader event called the DiveIn Conference on EDI and Belonging at South East Technological University, Carlow.



Over 30 Leaders and Senior Branch members attended. The group participated in workshops delivered by TENI, the Irish Wheelchair Association, and Family Carers Ireland. This was followed by a panel discussion featuring the workshop hosts as well as representatives from Mullingar4All and Carlow Regional Youth Services.

Overture Diversity Network

IGG participates in the Overture Diversity Network, collaborating with other Guiding and Scouting organisations. Participants come together and discuss their EDI plans and initiatives within their own member organisations.

Ciara Caball, Méabh Lonergan, and Amy McAuley (MEDI Chair) represented IGG at this event, which featured information sessions and workshops about global topics including LGBTQIA+ rights, culture, exploring race equity, period education, neurodivergence, mental health, peace, and socioeconomic inclusion.



Regional Commissioners Weekend

A National Regional Commissioner Training and Planning weekend took place at Joy House, Galway. This two-day event for Regional Commissioners covered subjects such as values, roles and responsibilities, best practices in Regions, administering Regional properties, finances, the operational plan and reporting, Leader management, and technology support on platforms including OGM and Microsoft Teams.



Leader Development and Qualification Framework

IGG has a pathway for all Leaders to develop and achieve skills and qualifications to support them in the delivery of the Journey Programme to our youth members. The qualifications are called warrants. A warrant is a leadership qualification which supports the development of skills for our leaders as they support the youth members through the delivery of the Journey Programme. There are two stages in the warrant process: Assistant Leader Warrant and Leader Warrant. The syllabus for these warrants recognises the skills and information that a Leader requires to successfully support the activities in a Unit and promote the development of the girl.

“ I found the process of doing my Assistant Leader warrant very simple and easily achievable. My Unit Leader was very willing to help me and brought me to trainings which I found very useful. I am looking forward to getting my full Leader Warrant by the end of the year. -an IGG member ”

The Assistant Leader Warrant is awarded upon completion of Garda vetting, Safeguarding and Child Protection training, as well as attending Unit meetings and familiarising oneself with IGG’s policies and guidelines. On completion of the Assistant Leader Warrant, Leaders can progress to their Leader Warrant, which involves planning and carrying out Unit activities under the supervision of a warranted Leader, and includes mandatory completion of training modules on Promise and Law, programme planning, outdoors, and programme-specific training.

A warranted Leader can then progress to gaining outdoor qualifications which support residential events both indoor and outdoors, or a trainer qualification. There is a standard pathway to enter this part of the Leadership Development Framework and it involves completion of the Basic Standard training. Following completion of this training the opportunity to complete the following is available to our Senior



IGG Honorary Ambassador



The Honorary Ambassador for Irish Girl Guides, Sheila Naughton, entered the second year of her two-year term. Sheila is a reporter for Morning Ireland with RTÉ and has worked with Newstalk, Today FM, Spin1038, 98FM, and Tipp FM. She attended IGG’s Annual General Meeting, the National Guiding Awards, Camp Revive in Newmarket, Co. Cork, and other local events around the country. She also introduced a video on mental health awareness for World Mental Health Day 2024.

Branch members and our Leaders: Junior Indoor Licence, Senior Indoor Licence, Junior Campcraft, Senior Campcraft, CO (Camp Officer), MO (Medical Officer), QM (Quarter Master), IA (Indoor Licence Advisor), and OA (Outdoor Advisor).

National Trainers Conference

44 Leaders came together in Portlaoise for the National Trainers Conference. The trainee Trainers completed three essential modules: The Role of the Trainer, Training Methods, and Facilitation Skills. Additionally, Safeguarding Trainers gathered to review and enhance their training techniques. Trainers and Outdoor Advisors reviewed the current outdoor qualifications and assisted in the review of the current Leadership programme.

2024 Qualifications Achieved			
★★★★★			
Basic Standard	33		
Senior Indoor License	15	Junior Campcraft	6
Camp Officer	14	Trainer	2
Quarter Master	5	Outdoor Advisor	2
Medical Officer	6	International	5
Senior Campcraft	4		



Regional Conferences

Each of IGG's seven Regions holds a Regional Conference in the autumn, attended by about 430 adult volunteers and Senior Branch members. These include educational and training sessions on topics such as GCE and Hi Digital and also feature guest speakers and Regional awards.



North East



North West



West and Central Midlands



Eastern



Mid West



South East



South West



Regional Conference Attendance



Eastern	70
Mid West	39
North East	82
North West	30
South East	50
South West	96
West and Central Midlands	60

Regional Events

This page highlights the many trainings, social gatherings, and youth events taking place around the country at the Regional level and the number of attendees present.

North West

Safeguarding Training	15
Outdoor Training	17
Regional Conference	30



West and Central Midlands

Safeguarding Training (2)	10	Accounts Training	2
Promise & Law Training	12	Ladybird Day Out	68
Programme Planning	12	Guides/Senior Branch	101
Outdoor Training	12	Regional Camp	72



North East

First Aid Training (3)	40	Social Media Training	7
Safeguarding Training (25)	25	Captainball Tournament	72
Outdoor Training	23	Ladybird Funday	132
Promise & Law Training	16	Brownie Funday	118
OGM Training	16	Regional Camp	120
Programme Planning	8	LEGO Day	160
Accounts Drop-In	6	Ladybird and Brownie Funday	220
		Regional Guide Camp	147



South West

Safeguarding Training (6)	17	Disability Awareness Training	20
First Aid Training	23	OGM Training	10
Promise & Law Training (3)	14	Outdoor Warrant Training	6
Branch Training	4	Programme Planning	8
Outdoor Warrant Training	6	LEGO Day	160
Programme Planning	8	Ladybird and Brownie Funday	220
Accounts Drop-In	6	Regional Camp	147
Social Media Training	7	Heyjinks*	46
		Squelch*	90
		Panto*	402



Mid West

Safeguarding Training (2)	9	Programme Planning	12
First Aid Training (2)	20	Outdoor Training	11
Basic Standard Training	6	OGM Training	2
Promise & Law Training	13	Ladybird/Brownie Fun Day	151
		Regional Camp	98

Eastern

Safeguarding Training (8)	62	Basic Standard Training	3
First Aid Training (2)	18	Regional Camp	168
Leader Warrant Training (inc. Branch/Outdoor/P&L Training) (2)	34	Bush Craft Funday	22
		Beech Cottage Party	25
		Christmas Party	12



South East

First Aid Training	10	Commissioner/Rep Training	4
Promise & Law Training	1	Ladybird Day	65
Outdoor Warrant Training	1	Brownie Day	117
Branch Training	16	Regional Camp	65
		Programme Planning	1
		Pax Lodge Trip	10



*Joint Committee of Scouting & Guiding in Cork



Member Publications

5

Issues of
Trefoil News

1

Senior Branch
digital publication-
The Welly!

5,175

Printed,
posted,
delivered

81

Activities
featured

Public Relations

31

newsletters sent

1204

recipients for Leaders' newsletter

Type of Newsletter

685

recipients for IGG Connections

10

press releases sent

194

pieces of coverage

9.4k

followers on Facebook

+792k

people reached on Facebook

+70k

content interactions

2.8k

followers on Instagram

3.8k

followers on X

821

followers on LinkedIn

Warrants

Assistant Leader

98

Leader

74

District Commissioner

15

Area Commissioner

10

Regional Commissioner

1

Partnerships and Funding

Several key themes emerged in partnerships and funding in 2024 and these detail the significant contributions of specific funders, partnerships, and sponsorships to our success in 2024. Each partnership plays a vital role in achieving our strategic objectives.

DCEDIY

Our strong and productive programme and funding partnership with the Department of Children, Equality, Disability, Integration and Youth (DCEDIY) reinforces our shared vision for young people's personal and social development in safe, supportive contexts. In addition to our core Youth Services Grant Funding, in 2024 Irish Girl Guides had successful grant applications for the Volunteer Activation Fund (€150,000), which demonstrate DCEDIY's confidence in our work and shared commitment to youth development.

Our active participation in the implementation the National Strategy for Youth Work is a key element of this partnership. IGG's involvement ensures our programmes align with national policy, creating opportunities for collaboration and maximising the impact of our work. Specific areas of alignment include:

Diverse and inclusive opportunities: The National strategy emphasises providing diverse and inclusive opportunities for young people's personal, social, and educational development. IGG's programmes, particularly those focused on STEAM, GCE, and outdoor activities, directly contribute to this goal. Our collaboration with DCEDIY ensures that our activities are recognised and supported within the broader National framework.

Youth participation and decision-making: A core principle of the National strategy is to empower young people by actively involving them in decision-making processes that affect their lives. IGG actively promotes youth participation through various initiatives, ensuring young people's voices are heard and their perspectives considered in the planning and delivery of our programmes. This includes providing opportunities for young people to contribute to strategic planning, programme design, and evaluation. Our partnership with DCEDIY supports this commitment by providing resources and guidance on best practices in youth participation.



Additionally, Irish Girl Guides has an ongoing collaboration with local ETBs and a relationship with Pobal.

Irish Aid

Our programme and funding partnership with Irish Aid has been vital to IGG's achievements in delivering impactful Global Citizenship Education (GCE) programmes in 2024. The GACT programme, made possible by this collaboration, has significantly

enhanced IGG's capacity to deliver high-quality GCE, expanding our reach and empowering girls to become responsible global citizens. This directly supports IGG's strategic goals of promoting personal development, global awareness, and community engagement.



Irish Aid
An Roinn Gnóthaí Eachtracha
Department of Foreign Affairs

In 2024, Irish Aid's funding enabled IGG to significantly enhance its Global Citizenship Education (GCE) programme,

reflected in strong engagement as shown by 17,921 GACT and 902 SDG Badge sales.

The programme also saw the development of new activities and resources, including materials for future SDG Badges planned for 2025 and their dissemination through various channels such as *Trefoil News*, *The Welly*, and social media.

Improved accessibility was achieved by integrating GCE activities into the Online Guide Manager (OGM) with searchable tags. This combination of increased participation, new resources, and enhanced accessibility demonstrates the programme's impact in 2024.



GCE themes were also integrated into the 2024 summer Camps, with specific themes (elements and Paralympics) linked to relevant Badges such as Environmental Awareness and Disability Awareness.

In addition, three GCE training sessions were delivered at the National Next-Steps event, IGG achieved national recognition as SDG Champions, IGG facilitated an online session with the WAGGGS Sangam World Centre in India, and the fourth IDEA Code of Good Practice Workbook was completed, receiving positive feedback and demonstrating a commitment to high standards in development education.

Trócaire

Our collaboration with Trócaire included conference participation and contributions to *Trefoil News* as evidenced in their Impact Report.



Vodafone and ALONE

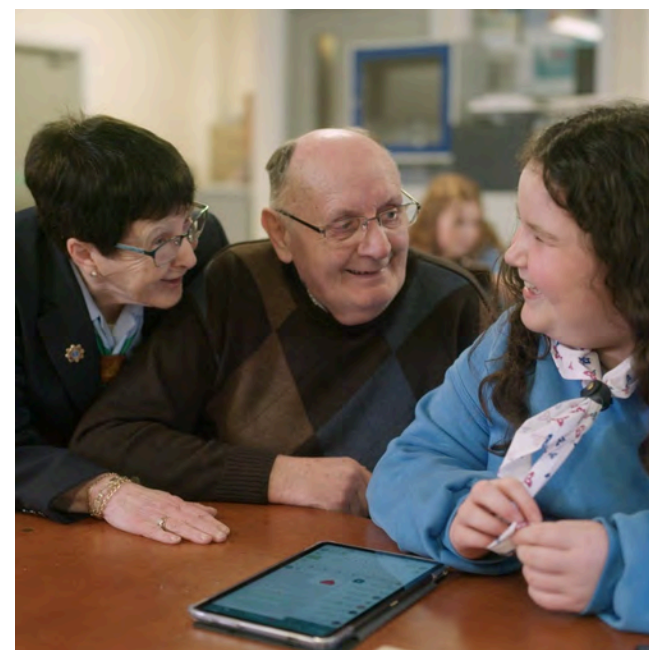


We were delighted to continue working with the Hi Digital programme as part of our partnership with the Vodafone Foundation. This programme aligns with many of our values and centres on intergenerational learning. Units, Senior Branch

members, and Leaders undertook initial training provided by ALONE to upskill on how to work with older people. In total, 1705 older people engaged in 2024 in learning through Hi Digital and 18 Units hosted sessions.

Additionally:

- North Longford Senior Branch Unit ran the programme with the residents of a local nursing home and it extended to include baking and music.
- Mitchelstown Guide Unit ran classes in a community centre and the story of one of their participants featured in a BBC StoryWorks documentary. The camera crew from the UK visited Cork for 3 days and everyone's hard work paid off when the video was shortlisted for an Eir Spider award.
- Clogherhead Units invited family members for a cuppa and a Hi Digital taster session and based training on what the older people wanted.
- Galway Senior Branch Unit welcomed Instagram influencer Pdraig Howley to Joy House and his video of the experience was widely acclaimed.
- Wicklow Senior Branch Unit in Dublin ran sessions after church services on Sunday mornings to meet the needs of the older people in their community.



Engineers Ireland

The launch of the Ladybird Engineering Badge, developed in partnership with Engineers Ireland STEPS, has significantly expanded our STEAM outreach to younger girls, inspiring interest in these crucial subjects in the formative years.



Gaisce



The integration of Gaisce - The President's Award into our Senior Branch programme

provides additional opportunities for personal development and achievement.

ECO-UNESCO

IGG and ECO-UNESCO collaborated on the Youth Climate Advocate Programme.



Community Foundation Ireland:

Granted funds for the Free Being Me programme, which empowers young people through better body confidence and self-esteem.



Sponsorships

LEGO: Janssen and the LEGO Foundation's sponsorship of the Irish Girl Guides participation in the FIRST® LEGO League competition provided invaluable STEAM skills development for young IGG members, directly supporting our strategic goals. Participation fostered teamwork, problem-solving, and innovation, aligning with IGG's commitment to empowering girls in science and technology. This successful collaboration, facilitated by the sponsorships, promoted STEAM skills and reflected both organisations' shared values of community support.



Bank of Ireland Begin Together Fund: IGG secured funding through the Begin Together Fund to support our Mosney Unit, demonstrating the effectiveness of our targeted grant applications.

Other

Charities Regulator: Our engagement with the Charities Regulator ensures best practice in governance and compliance, contributing to the organisation's overall stability and reputation.



Membership Partnerships

NYCI: Our strategic membership and collaboration with the National Youth Council of Ireland (NYCI) has been part of to the Irish Girl Guides' story in 2024. This vital collaboration has involved numerous joint initiatives and supported STEAM training programmes at Regional conferences.



Our shared advocacy efforts, particularly the impactful "Youth Work Changes Lives" campaign, have broadened Irish Girl Guides' reach and influence. Furthermore, the presence of an IGG representative on the NYCI Board ensures a high level of integration and strengthens our strategic alignment. This multifaceted relationship has demonstrably enhanced IGG's capacity and strengthened our position within the Irish youth sector.

Department of the Environment, Climate and Communications (DECC): IGG is an SDG Champion, requiring reporting on SDG advancement and related promotional activities.

IDEA (Irish Development Education Association): Attendance at IDEA events



and workshops on Global Citizenship Education (GCE).

WAGGGS: IGG has full membership in the World Association of Girl Guides and Girl Scouts (WAGGGS) through the Council of Irish Guiding Associations (CIGA), of which Catholic Guides of Ireland (CGI) is also a member.



WAGGGS is a girl-led organisation whose vision is an "equal world where all girls can thrive" and to "make the world a better place" (Compass 2032).

Irish Girl Guides alongside CGI have shared core values stemming from the Original Promise and Law of Girl Guiding and Girl Scouting as defined by WAGGGS.

IGG pay a membership fee to both WAGGGS World level and also a European Voluntary Contribution to the Europe Region of WAGGGS. This fee is part of the annual membership fee that is paid to IGG by all members of the organisation.



Structure, Governance and Management

Irish Girl Guides (IGG) strengthened its governance foundations significantly throughout 2024, building on established best practices whilst implementing key structural improvements. As a registered charity and company limited by guarantee, IGG successfully updated its constitutional framework, enhanced youth participation in governance, and maintained strong compliance standards. Notable achievements included the approval of updated Constitution and Bye-Laws, the successful Empower event engaging 27 young members in governance opportunities, and the implementation of comprehensive policy updates across safeguarding, risk management, and operational areas.

Structure

Governance Framework

Irish Girl Guides operates as a company limited by guarantee under the Republic of Ireland's Companies Act 2014 (registration number 657940) and is a registered charity (20206301, CHY22959), ensuring full compliance with annual reporting obligations to the Charities Regulator.

The organisation's governance structure operates through clear lines of accountability from the members of the company down to individual Units:

Members of the Company: Provide general supervision and oversight of Irish Girl Guides through General Meetings

Board: Manages IGG's day-to-day affairs, reporting annually to the members of the company at General Meetings and regularly to members through newsletters and internal publications

Programme and Training Committee: Coordinates the Guiding programme and facilitates inter-committee communication

Seven Regional Structures: Each led by a Regional Commissioner (Board member), supported by Regional Committees, Areas, Districts, and Commissioner teams

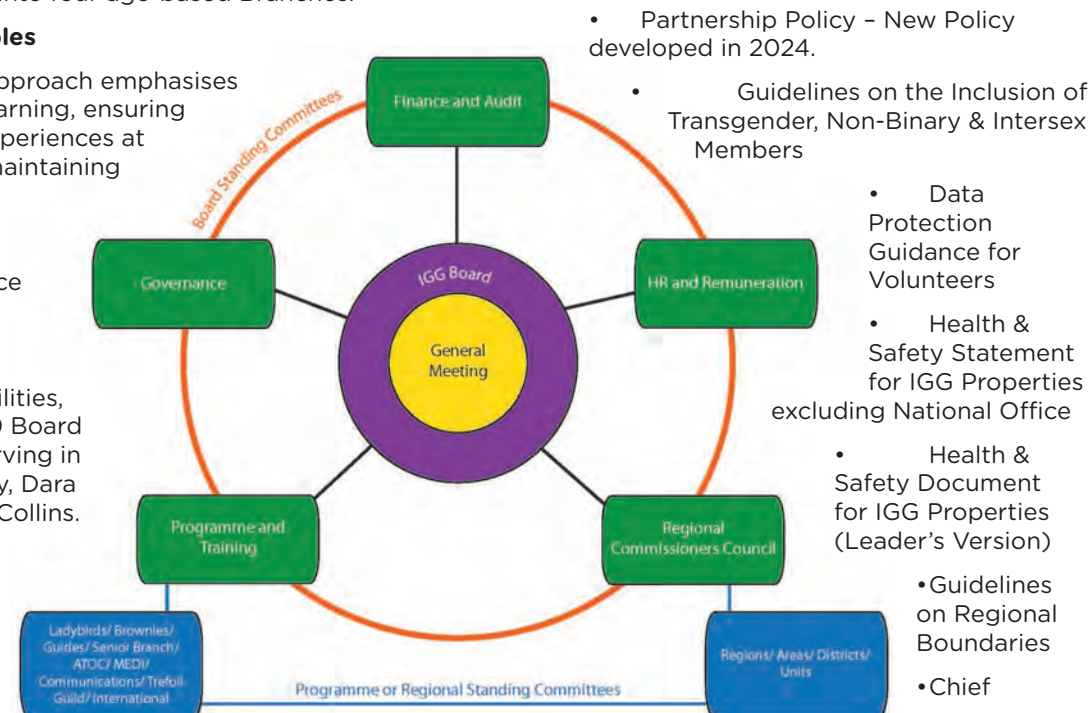
Units: Local groups of girls led by trained volunteer Leaders, organised into four age-based Branches.

Governance Principles

IGG's governance approach emphasises intergenerational learning, ensuring diverse ages and experiences at Board level whilst maintaining the prominence of the girl's voice. The organisation places particular importance on empowering members under 30 years of age to take on Board responsibilities, with three under-30 Board voting members serving in 2024: Aisling Claffey, Dara Callanan, and Ellen Collins.

Governance

Constitutional and Policy Framework



Constitution and Bye-Laws Update: The Board successfully approved and implemented comprehensive updates to the Constitution and Bye-Laws, which were filed with the Companies Registration Office (CRO) in September 2024. These amendments reflected IGG's company limited by guarantee structure and incorporated governance best practices, including clear lines of reporting and standardised terminology across the organisation.

Directors' Handbook Enhancement: A substantially updated Directors' Handbook was developed, incorporating new sections on governance structures, risk management, and the relationship with the IGG Trust Corporation. This resource provides comprehensive guidance for Board members on their roles and responsibilities.

Policy Development and Approval: The Board reviewed and approved fifteen key policies and guidelines in 2024:

- Membership Policy (clarifying distinctions between general and company membership)
- Conflict of Interest and Loyalty Policy
- Risk Management Policy
- Safeguarding Children and Vulnerable Persons Policy
- Expenses Policy
- Complaints Policy

- Partnership Policy – New Policy developed in 2024.

- Guidelines on the Inclusion of Transgender, Non-Binary & Intersex Members

- Data Protection Guidance for Volunteers
- Health & Safety Statement for IGG Properties excluding National Office

- Health & Safety Document for IGG Properties (Leader's Version)

- Guidelines on Regional Boundaries
- Chief

Commissioner's Award Guidelines

- IGG Nominations, Appointments and Elections Guidelines – New document amalgamating information into one document
- Volunteer role descriptions document – New documents amalgamating information into one document.

Nominations Appointments and Elections Framework

A comprehensive guidance document on Nominations, Appointments and Elections was developed and presented to the Board in December 2024. This framework emphasises transparency and accessibility by requiring all leadership roles to be advertised Nationally, standardising the nomination process across the organisation. Volunteer vacancies will be published on the IGG website in the Leaders' area.

Volunteer Role Description Guidance Document

A supporting document on Role Descriptions was also developed in 2024 and presented in December 2024 for approval. This document identified the volunteer roles and ensured up to date descriptions available for each role.

Directors of Irish Girl Guides

Amanda O'Sullivan	Chief Commissioner (Chair of the Board)
Deirdre Henley	President
Fiona O'Connor	National Treasurer
Jenny Gannon¹	Programme & Training Commissioner
Róisín Mills²	Programme & Training Commissioner
Aisling Claffey	International Commissioner
Evelyn Hayes	Chair of Finance & Audit
Jillian van Turnhout	Chair of Governance (Company Secretary)
Dara Callanan	Chair of Council of Irish Guiding Associations (CIGA)
Annamarie Lawlor	Regional Commissioner - North East
Andrea Lazenby Simpson³	Regional Commissioner - Eastern
Siobhán Stoneham⁴	Regional Commissioner - Eastern
Ciara O'Reilly⁵	Regional Commissioner - South West
Mary O'Connor⁶	Regional Commissioner - South West
Kathy Walsh⁷	Regional Commissioner - North West
Michelle (Shelley) Gillespie⁸	Regional Commissioner - North West
Siobhán Coppinger	Regional Commissioner - West & Central Midlands
Eidín Burns	Regional Commissioner - Midwest
Laura Kirwan	Regional Commissioner - South East
Eve Moody⁹	National Youth Council of Ireland Delegate
Ellen Collins¹⁰	National Youth Council of Ireland Delegate

¹ completed term 2 September 2024, ² appointed September 2024, ³ resigned March 2024, ⁴ appointed June 2024, ⁵ completed term 1 December 2024, ⁶ appointed December 2024, ⁷ completed term 1 December 2024, ⁸ appointed December 2024, ⁹ resigned July 2024, ¹⁰ appointed September 2024.

Meeting Attendance and Engagement

The Board demonstrated strong commitment through excellent meeting attendance throughout 2024. Six Board meetings were held, with an average attendance rate of 85%. Ten Board members achieved 100% attendance, reflecting high levels of engagement and dedication to their director responsibilities.

Terms of Reference Finalisation

The Board prioritised completing Terms of Reference for Standing Committees, finalising documents for the Board itself, Regional Committees, and the National Memorial Cottage. The Governance Committee provided guidance on draft Terms of Reference to ensure clarity and consistency around committee functions and responsibilities throughout the organisation.

Board Effectiveness

Composition and Leadership

The IGG Board comprises elected individuals who collectively oversee and govern organisational activities. Board members serve three-year terms with the possibility of one additional three-year extension. The Board maintained strong representation across regions and age demographics, with active unit leaders comprising a significant proportion of members.

The Directors (Trustees) of the Irish Girl Guides are listed below, including terms which have begun or ended in 2024.

Induction process for new Directors included a training for new Board members to supplement the Directors Handbook and induction documents that are made available to all new Directors.

Name	Board Meeting 2024						Meetings Attended	Attendance Rate
Voting Members	27 Jan	23 Mar	10 Jun	7 Sep	19 Oct	7 Dec		
Amanda O’Sullivan	✓	✓	✓	✓	✓	✓	6/6	100%
Fiona O’Connor	x	✓	✓	✓	✓	✓	5/6	83%
Jillian van Turnhout	✓	✓	✓	✓	✓	✓	6/6	100%
Evelyn Hayes	✓	✓	✓	x	✓	✓	5/6	83%
Jenny Gannon	x	✓	✓				2/3	67%
Róisín Mills				✓	x	✓	2/3	67%
Aisling Claffey	✓	✓	✓	✓	x	x	4/6	67%
Laura Kirwan	✓	✓	✓	✓	✓	✓	6/6	100%
Kathy Walsh	✓	✓	✓	✓	✓	x	5/6	83%
Siobhán Coppinger	✓	✓	✓	✓	✓	✓	6/6	100%
Eidín Burns	✓	✓	✓	✓	✓	✓	6/6	100%
Annamarie Lawlor	✓	x	✓	✓	✓	x	4/6	67%
Andrea Lazenby Simpson	✓	✓					2/2	100%
Siobhán Stoneham			✓	✓	✓	✓	4/4	100%
Ciara O’Reilly	✓	✓	✓	✓	✓	✓	6/6	100%
Deirdre Henley	✓	✓	x	✓	✓	✓	5/6	83%
Dara Callanan	✓	x	✓	✓	✓	✓	5/6	83%
Eve Moody	✓	✓	✓				3/3	100%
Ellen Collins				x	✓	✓	2/3	67%
Non-Voting Members								
Lorraine McHugh	✓	✓	✓	✓	✓	✓	6/6	100%
Rachel Doyle	✓	x	✓	✓	x	✓	4/6	67%
Caroline Flanagan	✓	x	✓	✓	✓	✓	5/6	83%
Sarah O’Donovan	x	✓	✓	x	✓	x	3/6	50%
Aine Divilly	✓ *							
Sinéad Crilly		✓ *				✓ *		
Fiona Cantwell					✓ *			
Mary H O’Connor						✓ *		
Michelle (Shelley) Gillespie						✓ *		

✓ Present x Apologies ✓ *Invited to meeting

Board Evaluation and Development

In July 2024, IGG conducted a snapshot evaluation of Board committee effectiveness, surveying 22 committee members across the Board standing committees without advance notice to chairs. The evaluation assessed meeting quality, preparation, participation, and overall effectiveness, revealing generally positive feedback with 17 of 22 respondents rating their most recent meeting as a good use of time. Key areas for improvement identified included more consistent advance provision of meeting materials, better time management during meetings, and enhanced support for newer committee members through improved induction processes.

Complementing this evaluation, the Board undertook a comprehensive review of committee membership and succession planning across all IGG standing committees. On foot of this review, committee Chairs were advised if members of their committee had expired their term or were due to by the year end. The initiative successfully updated committee compositions and highlighted the importance of proactive succession planning, with committees responding positively to guidance and taking corrective action where needed. These parallel initiatives demonstrated IGG's commitment to continuous improvement in governance effectiveness and operational excellence.

Youth Engagement and Development

Empower Event Success

The International Committee and the Governance Committee jointly organised the "Empower" event in September 2024, specifically designed to engage members under 30 years of age in governance opportunities. The event attracted 27 participants and included:

- A comprehensive governance session explaining all available opportunities within IGG governance
- Information on leadership roles, including Board participation
- An international session detailing opportunities for overseas engagement and involvement in international panels
- Networking opportunities allowing attendees to express interest in committee participation.



The event successfully increased young people's understanding of governance processes and their capacity to engage in leadership roles, directly supporting IGG's commitment to intergenerational leadership. IGG is committed to further developing initiatives to increase the number of members under 30 taking up National roles.

Standing Committees of the Board

IGG operates five Standing Committees, each with clearly defined roles and responsibilities:

The **Programme and Training (P&T) Committee** is responsible for coordinating the development and delivery of all aspects of the Guiding Programme.

Members: Voting

- Jenny Gannon/Róisín Mills – P&T Commissioner
- Mary O'Donovan/Sheenagh MacLaverty – Ladybird Branch Chair
- Róisín Mills /Clair Baxter – Brownie Branch Chair
- Paula McQuillan – Guide Branch Chair
- Ciara Casey – Senior Branch Chair
- Sally Smith – Trefoil Guild Chair
- Jessica Woods – Communications Committee Chair
- Amy McAuley – MEDI Committee Chair



- Sheila Linden – ATOC Chair
- Aisling Claffey – International Commissioner
- Cate O'Connor – P&T Treasurer
- Amanda O'Sullivan – Chief Commissioner
- Fiona O'Connor – National Treasurer

Members: Non-Voting

- Aine Divilly/Jessica Woods – Assistant P&T Commissioner
- Karina Early – Operations Manager
- Christopher Jablonski – Programme and Publications Officer
- Shauna Harris – Global Citizenship Education Officer
- Celia Melcus – PR & Advocacy Officer

The **Regional Commissioners Council** brings together the seven Regional Commissioners to provide support and ensure the regions are consulted and informed.

Members: Voting

- Amanda O'Sullivan – Chair * delegated chair role to Assistant Chief Commissioner Caroline Flanagan.
- Annamarie Lawlor – Regional Commissioner
- Andrea Lazenby Simpson/Siobhan Stoneham – Regional Commissioner
- Laura Kirwan – Regional Commissioner
- Kathy Walsh – Regional Commissioner
- Siobhan Coppinger – Regional Commissioner
- Eidín Burns – Regional Commissioner
- Ciara O'Reilly – Regional Commissioner

Member: Non-Voting

- Anne Lillis – Secretary

The **Finance & Audit Committee** manages the financial affairs of Irish Girl Guides and oversees the relationship with the external auditor.

Members: Voting

- Evelyn Hayes – Chair
- Fiona O'Connor – National Treasurer

- Kathy Walsh – Regional Commissioner Representative
- Amanda O’Sullivan – Chief Commissioner
- Jenny Gannon/Rosin Mills – P&T Commissioner
- Cate O’Connor – P&T Treasurer
- Members: Non-Voting
- Lorraine McHugh – CEO
- Lisa Manning - Secretary
- Simone Gray – Assistant Chair
- Carol O’Donovan – Assistant National Treasurer
- Nicola Carey – Committee member

The **Governance Committee** ensures good governance within Irish Girl Guides and in particular adherence to best practice in this area.

Members: Voting

- Jillian van Turnhout – Chair
- Ciara O’Reilly/Siobhan Coppinger – Regional Commissioner / Board Representative
- Diane Hayes – Committee Member
- Méabh Lonergan – Committee Member
- Nicole Moore – Committee Member
- Sarah O’Donovan – Board representative

Members: Non-Voting

- Lorraine Mackey McHugh – CEO
- Joanna Pearman – Secretary

The HR & Remuneration Committee

Members: Voting

- Amanda O’Sullivan – Chair
- Fiona O’Connor – National Treasurer
- Eidi Burns – Regional Commissioner Representative
- Anita Boyle – Committee Member
- Members: Non-Voting
- Lorraine Mackey McHugh – CEO
- Karina Early – Operations Manager

Compliance and Risk Management

Governance Code Compliance

The Board approved the 2023 Governance Code compliance form in January 2024. Throughout 2024, the Governance Committee led the comprehensive review of compliance by undertaking a gap analysis, liaising with key office holders, and updating the compliance form. Each member of the Governance Committee took responsibility for monitoring one principle to ensure thorough coverage. A draft compliance form was shared with the Board in December 2024 to give time for review, with final approval secured at the January 2025 Board meeting.

Risk Management Framework

The organisation implemented a comprehensive

Risk Management Policy as part of its enhanced governance framework. This policy establishes clear procedures for identifying, assessing, and managing risks across all operational areas, ensuring proactive rather than reactive risk management approaches.

Conflict of Interest Management

IGG updated and ratified its Conflict of Interest and Loyalty Policy, emphasising transparency and ethical conduct. The policy includes clear procedures for disclosure and management of potential conflicts, supporting the organisation’s commitment to ethical governance practices.

Communication and Transparency

The Board prioritised improved communication and transparency throughout 2024 through several initiatives:

- Development of summary minutes of Board meetings to enhance information sharing with all members of Standing Committees
- Implementation of a new Information Storage system to improve document management and accessibility
- Enhanced emphasis on regular communication with members through multiple channels
- Increased efforts to gather member feedback through surveys and engagement event.

Looking Forward: 2025 Governance Priorities

Building on 2024’s strong foundations, IGG’s governance priorities for 2025 include:

- Implementation of the updated constitutional framework across all organisational levels
- Continued development of youth engagement initiatives building on the Empower event success
- Enhancement of member feedback mechanisms to ensure responsive governance
- Further development of risk management practices and compliance monitoring
- Succession planning initiatives to ensure continuity of leadership across all levels

The governance achievements of 2024 ensure a robust foundation for continued organisational excellence, ensuring IGG remains well-positioned to serve its members effectively whilst maintaining the highest standards of governance and accountability.

Financial Management and Reporting

Key financial achievements of Irish Girl Guides in 2024

The year was marked by a significant focus on enhancing financial transparency, strengthening internal controls, and implementing strategic initiatives to support our mission of empowering girls and young women.

Financial Performance and Accountability:

Our commitment to responsible financial management is reflected in the following key accomplishments:



Successful audit completion: The 2023 audited accounts were finalised and submitted to the relevant authorities on schedule, demonstrating our commitment to transparency and compliance. The audit results confirmed the sound financial health of the organisation, with matters arising informing our end of 2024 committee work plan, including attention to detail matters such as review of distribution centre stock management.

Updated finance manual: This streamlined processes and ensured alignment with best practices, while enhancing operational efficiency and strengthening internal controls.

Equitable resource allocation: A revised Regional funding model was implemented, ensuring a structured distribution of resources across all Regions. This model, approved by the Regional Commissioner Council, provides a base level of funding for administrative and conference expenses, supplemented by a percentage of membership fees received from each Region.

Strategic budget management: In 2024 the 2025 budget was meticulously prepared and approved by the Board, reflecting our strategic priorities and ensuring responsible allocation of resources. A new Regional budget template was introduced, improving consistency and facilitating better financial planning.

Grant management: The 2024 Financial Assistant Grants application process was successfully completed, with timely review and disbursement of funds to eligible Units.

Strengthening internal controls and risk

management: Our dedication to robust financial management is evident in:

- **High internal audit compliance:** The 2023 internal audit of Unit accounts demonstrated a high level of compliance, highlighting the effectiveness of our internal controls. Follow-up actions are undertaken to address any outstanding issues.
- **Proactive risk mitigation:** Regular financial risk assessments were conducted, allowing for the timely identification and mitigation of potential risks. This includes a comprehensive review of non-travel expenses and thank-you gifts.

Training initiatives were implemented to enhance the financial knowledge of our Regional Treasurers and Commissioners, ensuring effective financial management at the Regional level. Looking ahead, in 2025 we will continue to build upon our achievements by further refining our risk management strategies and regularly reviewing and updating our financial policies and procedures to ensure continuous improvement.

Child Safeguarding

Irish Girl Guides is steadfast in its commitment to ensuring that all children and young people in our care are protected from harm of all kinds. Safeguarding is, and will always be, our highest priority. We value our members and deliver a programme aimed at the development of girls and young women in an environment where all aspects of unsociable behaviour, including bullying, harassment, and abuse, are unacceptable.

Our Leaders are trained to implement this programme with the needs of the girl at the forefront, fostering a positive space where members feel secure and valued. We ensure this high standard of safety through rigorous recruitment and vetting processes, which are coupled with bespoke safeguarding training. By complying with all legislative requirements and continually strengthening our procedures, Irish Girl Guides works to create and maintain a safe, empowering space for every member.

The Board and Leaders are kept regularly informed of all safeguarding updates and requirements and ongoing support provided at local, Regional, and National levels to ensure compliance is achieved and maintained.

2024 Safeguarding Highlights

Throughout 2024, we took decisive action to reinforce and enhance our safeguarding framework across the organisation. Key achievements include:

- **Governance and Oversight:** A comprehensive safeguarding compliance report was provided for every Board meeting held throughout the year, alongside quarterly safeguarding updates as part of the operational plan.



- **Policy Enhancement:** We reviewed and updated our IGG Child Safeguarding Statement and our IGG Safeguarding Children and Vulnerable Persons Policy.
- **Trainer Development:** Our safeguarding trainer team was strengthened with the appointment of new trainers. The team met to review and enhance their training techniques during a dedicated Safeguarding Trainer Day at our National Trainers Conference.
- **New Leader Training:** 194 new Leaders completed our mandatory safeguarding training through 21 sessions held nationwide.
- **Continuous Professional Development:** We supported our current Leaders' commitment to best practice in safeguarding by using compliance checks and timely reminders to facilitate the renewal of their Safeguarding and Child Protection training, ensuring their knowledge and skills remain up-to-date.

IGG's 2024 safeguarding initiatives resulted in a proactive child protection culture, maintaining compliance, and increased Leader confidence and capacity, enhanced organisational resilience, more effective monitoring and response mechanisms, and sustainable safeguarding practices. These improvements ensure a safer environment for children and young people within the organisation.

Management

National Office Operations

IGG maintained appropriate staffing levels throughout 2024, with oversight provided by the HR & Remuneration Committee. The organisation employed 16 National Office staff members and 8 Regional Development Officers, ensuring adequate support for operations across all Regions and functional areas.

The operations of the National Office is supported by the Operational Steering Committee which consists of

- Amanda O'Sullivan
- Róisín Mills
- Lorraine Mackey McHugh
- Karina Early

Professional Development

Staff professional development remained a priority, with appropriate training and support provided to ensure effective service delivery to members and volunteers across the organisation.

National Office Staff

Lorraine Mackey McHugh	CEO
Lisa Challoner Monaghan	Safeguarding Officer
Karina Early	Operations Manager
Naomi Levins.....	Senior Accounts Administrator
Siobhán Dunn.....	Finance Support Officer
Stephen Mahon.....	IT Management Officer
Celia Melcus.....	PR & Advocacy Officer
Christopher Jablonski.....	Programme and Publications Officer
Shauna Harris	Global Citizenship Education Officer
Anna Martin	Global Citizenship Education Support Officer
Isabella Bennett.....	Hi Digital Officer
Selena Waghorn	Administrative Assistant
Claire Rochford.....	Administrative Assistant
Katherine Moore and Therese Joyce.....	Distribution Centre Administrator
Brid Darcy	Distribution Centre Assistant
Yvonne Flynn.....	Distribution Centre Assistant
Paula Downs	Cleaning Staff

Regional Development Officers

Anne Hyland	North East Region
Anita Larkin.....	Eastern Region
Rachel Sherlock.....	Eastern Region
Suzanne Dunne.....	South East Region
Diane Sanmartin succeeded by Karen Walsh.....	South West Region
Susan O'Brien succeeded by Martina Hctor.....	Mid West Region
Annette Coughlan	West and Central Midlands
Irene Mitchell	North West Region



Financial Review and Financial Statements

IRISH GIRL GUIDES

(A Company Limited by Guarantee, not having a share capital)

DIRECTORS' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2024

IRISH GIRL GUIDES
(A Company Limited by Guarantee, not having a share capital)

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IRISH GIRL GUIDES
(A Company Limited by Guarantee, not having a share capital)

CHARITY INFORMATION

Directors	Amanda O'Sullivan, Chairperson Annamarie Lawlor Evelyn Hayes Fiona O' Connor Aisling Claffey Deirdre Henley Jillian van Turnhout Dara Callanan Eidin Burns Siobhan Coppinger Laura Kirwan (appointed 27 January 2024) Siobhan Stoneham (appointed 23 March 2024) Róisín Mills (appointed 7 September 2024) Ellen Collins (appointed 7 September 2024) Mary O'Connor (appointed 7 December 2024) Michelle Gillespie (appointed 7 December 2024) Joanne Dowdall (resigned 7 January 2024) Andrea Lazenby Simpson (resigned 23 March 2024) Eve Moody (resigned 27 June 2024) Jennifer (Jenny) Gannon (resigned 31 August 2024) Kathleen (Kathy) Walsh (resigned 7 December 2024) Ciara O'Reilly (resigned 7 December 2024)
Company Secretary	Jillian van Turnhout
Company Registered Number	657940
Revenue Number	CHY 22959
CRA Number	20206301
Registered Office	Unit 2 The Square Industrial Complex Belgard Square East Tallaght Dublin 24
Independent Auditor	RBK Business Advisors Chartered Accountants & Statutory Audit Firm Termini 3 Arkle Road Sandyford Dublin 18

CHARITY INFORMATION (CONTINUED)

Bankers	Allied Irish Bank Plc Bank Centre PO Box 1121 Dublin 4
Solicitors	Shannon & O'Connor Solicitors 6 Hatch Street Lower Dublin 2

DIRECTORS' REPORT
FOR THE YEAR ENDED 31 DECEMBER 2024

The Directors present their annual report and the audited financial statements for the year ended 31 December 2024.

This set of financial statements are prepared by Irish Girl Guides in accordance with accounting standards issued by the Financial Reporting Council, including FRS 102 “the Financial Reporting Standard applicable in the UK and Republic of Ireland” (“FRS102”).

REFERENCE AND ADMINISTRATIVE DETAILS

The organisation is a charitable company with a registered office at Unit 2, The Square Industrial Complex, Belgard Square East, Tallaght, Dublin 24. The charity trades under the name Irish Girl Guides. The company registered number is 657940 and the charity registration number and CHY numbers are 20206301 and 22959 respectively.

The charity has been granted charitable tax status under Sections 207 and 208 of the Taxes Consolidation Act 1997.

DIRECTORS AND SECRETARY

The names of persons who at any time during the financial year and up to date of approval of these financial statements were Directors of the charity are as follows:

Amanda O'Sullivan, Chairperson
Annamarie Lawlor
Evelyn Hayes
Fiona O' Connor
Aisling Claffey
Deirdre Henley
Jillian van Turnhout
Dara Callanan
Eidin Burns
Siobhan Coppinger
Laura Kirwan (appointed 27 January 2024)
Siobhan Stoneham (appointed 23 March 2024)
Róisín Mills (appointed 7 September 2024)
Ellen Collins (appointed 7 September 2024)
Mary O'Connor (appointed 7 December 2024)
Michelle Gillespie (appointed 7 December 2024)
Joanne Dowdall (resigned 7 January 2024)
Andrea Lazenby Simpson (resigned 23 March 2024)
Eve Moody (resigned 27 June 2024)
Jennifer (Jenny) Gannon (resigned 31 August 2024)
Kathleen (Kathy) Walsh (resigned 7 December 2024)
Ciara O'Reilly (resigned 7 December 2024)

Jillian van Turnhout held the position of company secretary for the duration of the financial year.

DIRECTORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

PRINCIPAL ACTIVITIES AND OBJECTIVES

The charity's main objective is to enable girls and young women to develop to their fullest potential as responsible citizens of the world.

As objectives incidental and ancillary to the attainment of the main objective, the charity has the following subsidiary objectives –

- (a) Irish Girl Guides provides an environment where girls and young women from all backgrounds can grow in self-confidence and develop a variety of skills in an unpressured atmosphere. This is done through a variety of activities to encourage girls and young women to:
- a. live by the Guide Promise and the Guide Law,
 - b. develop leadership skills,
 - c. develop a knowledge and understanding of spiritual values in their daily lives,
 - d. be involved in decision-making,
 - e. learn practical indoor and outdoor skills,
 - f. participate in the international aspects of Guiding,
 - g. behave responsibly in upholding the laws of Ireland,
 - h. be aware of and care for the needs of others,
 - i. appreciate and use environmental resources responsibly;
- (b) to acquire the assets, business and undertaking, and to assume the debts and liabilities of the unincorporated body known as 'Irish Girl Guides', Charity Registration Number 20006327, CHY Number 4726 and to carry on its business in succession thereto.

BUSINESS REVIEW AND FINANCIAL RESULTS

The financial results for the year ended 31 December 2024 are outlined in the Statement of Comprehensive Income, the Balance Sheet, Statement of Funds and the Statement of Cash Flows and are further explained in the notes to the financial statements including a summary of significant accounting policies set out in Note 2.

During the year ended 31 December 2024, Irish Girl Guides incurred a deficit of €7,232 (2023: €40,219).

Income for the financial year was €1,532,627 (2023: €1,356,692) which is derived from a range of income including membership fees, grants, sponsorship, donations and distribution centre income.

Expenditure levels for the financial year were €1,539,859 (2023: €1,396,911). Expenditure includes all direct expenditure associated with the provision of charity's services for the National Office, Distribution Centre and the National Memorial Cottage, as well as the charity's regions, areas and districts.

At 31 December 2024, the charity has assets of €1,723,675 (2023: €1,680,499) and liabilities of €281,348 (2023: €234,955). Irish Girl Guides is in a positive asset position at the balance sheet date.

At 31 December 2024, the charity held total reserves of €1,442,327 (2023: €1,445,544). At 31 December 2024, €165,975 (2023: €163,026) of these reserves were designated provisions for future development and expenditure on specific projects. An additional €41,190 (2023: €38,685) of the reserves related to closed units.

DIRECTORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

The organisation is a charitable company limited by guarantee. The charity does not have a share capital and consequently the liability of members is limited, subject to an undertaking by each member to contribute to the net assets or liabilities of the charity on winding up such amounts as may be required not exceeding one Euro (€1).

The charity was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association (or Constitution) and managed by a Board of Directors.

The charity has been granted charitable tax status under Sections 207 and 208 of the Taxes Consolidation Act 1997, Charity Number CHY 22959 and is registered with the Charities Regulatory Authority CRA Number 20206301.

PLANS FOR FUTURE PERIODS

The Directors are not expecting to make any significant changes in the nature of the charity's operations in the near future.

EVENTS AFTER THE BALANCE SHEET DATE

There were no significant events after the balance sheet date.

POLITICAL DONATIONS

The charity made no political donations during the year.

GOING CONCERN

The financial statements have been prepared on the going concern basis which assumes that the charity has the ability to meet its liabilities as they fall due and will continue in operational existence for the foreseeable future.

The Directors have prepared budgets and cashflows for a period of at least 12 months from the date of approval of the financial statements which demonstrate that there is no material uncertainty regarding the charity's ability to meet its liabilities as they fall due and to continue as a going concern.

On this basis, the Directors are satisfied that the charity has the ability to continue as a going concern for a period of at least 12 months from the date of approval of these financial statements and that the going concern basis of preparation is appropriate.

ACCOUNTING RECORDS

The measures taken by the Directors to ensure compliance with the requirements of Sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records, are the employment of two appropriately qualified accounting personnel with the support from a volunteer team including a National Treasurer and Finance & Audit Committee and the maintenance of computerised accounting systems. The charity's accounting records are maintained at the company's registered office at Unit 2, The Square Industrial Complex, Belgard Square East, Tallaght, Dublin 24.

DIRECTORS' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2024

STATEMENT OF RELEVANT AUDIT INFORMATION

Each of the persons who are Directors at the time when this Directors' Report is approved has confirmed that:

- so far as the Director is aware, there is no relevant audit information of which the charity's auditor are unaware, and
- the Director has taken all the steps that ought to have been taken as a Director in order to be aware of any relevant audit information and to establish that the charity's auditor are aware of that information.

INDEPENDENT AUDITOR

In accordance with Section 383 (2) of the Companies Act 2014, the independent Auditor, RBK Business Advisers, have expressed a willingness to continue in office.

This report was approved by the Board of Directors on and signed on its behalf by.

DIRECTORS' RESPONSIBILITIES STATEMENT
FOR THE YEAR ENDED 31 DECEMBER 2024

The Directors are responsible for preparing the Directors' Report and the financial statements in accordance with Irish law and regulations.

Irish company law requires the Directors to prepare the financial statements for each financial year. Under the law, the Directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' ("FRS102").

Under company law, the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the charity as at the financial year end date, of the surplus or deficit for that year and otherwise comply with the Companies Act 2014.

In preparing these financial statements, the Directors are required to:

- select suitable accounting policies for the charity's financial statements and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Directors are responsible for ensuring that the charity keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the charity, enable at any time the assets, liabilities, financial position and surplus or deficit of the charity to be determined with reasonable accuracy, enable them to ensure that the financial statements and Directors' Report comply with the Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Directors are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in Ireland governing the preparation and dissemination of the financial statements may differ from legislation in other jurisdictions.

Signed on behalf of the Board of Directors by:

Amanda O'Sullivan

Amanda O'Sullivan
Director

Fiona O'Connor

Fiona O'Connor
Director

Date: 6 September 2025

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF IRISH GIRL GUIDES

REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS

Opinion

We have audited the financial statements of Irish Girl Guides CLG (the 'Charity') for the year ended 31 December 2024, which comprise the Statement of Comprehensive Income, the Balance Sheet, the Statement of Cash Flows, the Statement of Changes in Equity and the notes to the financial statements, including a summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish law and Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion, the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the charity as at 31 December 2024.
- have been properly prepared in accordance with Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. In connection with our audit of the financial statements, our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), 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

In auditing the financial statements, we have concluded that the Directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

In connection with our audit of the financial statements, our responsibilities and the responsibilities of the Directors with respect to going concern are described in the relevant sections of this report.

Other Information

The Directors are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Auditors' report thereon. In connection with our audit of the financial statements, our opinion on the financial statements does not cover the

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF IRISH GIRL GUIDES (CONTINUED)

other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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.

Opinion on Other Matters Prescribed by the Companies Act 2014

In our opinion, based 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 purpose of our audit;
- the accounting records of the charity were sufficient to permit the financial statements to be readily and properly audited;
- the financial statements are in agreement with the accounting records;
- the information given in the Directors' Report is consistent with the financial statements; and
- the Directors' Report has been prepared in accordance with the Companies Act 2014.

Matters on Which we are Required to Report by Exception

Based on the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified any material misstatements in the Directors' Report.

The Companies Act 2014 requires us to report to you if, in our opinion, the requirements of any of sections 305 to 312 of the Act, which relate to disclosures of Directors' remuneration and transactions are not complied with by the charity. We have nothing to report in this regard.

Respective Responsibilities and Restrictions on Use

Responsibilities of Directors

As explained more fully in the Directors' Responsibilities Statement, the Directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as the Directors 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 Directors are responsible for assessing the charity'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 management either intends to liquidate the charity or to cease operations, or has no realistic alternative but to do so.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF IRISH GIRL GUIDES (CONTINUED)

Auditors' 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 Auditors' 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:

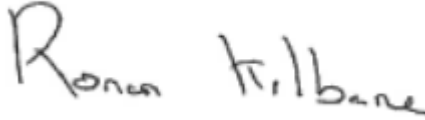
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting 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 of the effectiveness of the charity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Directors.
- Conclude on the appropriateness of the Directors' 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 charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditors' Report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditors' Report. However, future events or conditions may cause the charity 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 we identify during our audit.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF IRISH GIRL GUIDES (CONTINUED)

The Purpose Of Our Audit Work and To Whom We Owe Our Responsibilities

This report is made solely to the charity's members, as a body, in accordance with Section 391 of the Companies Act 2014. In connection with our audit of the financial statements, our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an Auditors' 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 charity and the charity's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Ronan Kilbane
for and on behalf of
RBK Business Advisors
Chartered Accountants & Statutory Audit Firm
Termini
3 Arkle Road
Sandyford
Dublin 18

Date: 06/09/2025

IRISH GIRL GUIDES
(A Company Limited by Guarantee, not having a share capital)

**STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2024**

	Note	2024 €	2023 €
Income from Charitable Activities	4	1,275,869	1,091,834
Distribution Centre Income	5	194,588	185,307
Outdoor Centres Income	6	62,170	79,551
Total Income		1,532,627	1,356,692
Expenditure on Charitable Activities	7	(1,265,076)	(1,104,005)
Distribution Centre Expenses	8	(201,578)	(196,284)
Outdoor Centres Expenses	9	(73,205)	(96,622)
Operating Deficit	10	(7,232)	(40,219)
Deficit for the Financial Year		(7,232)	(40,219)
Other Comprehensive Income			
Other Comprehensive Income		-	-
Total Comprehensive Income for the Financial Year		(7,232)	(40,219)

There were no recognised gains and losses for 2024 or 2023 other than those included in the statement of comprehensive income above.

IRISH GIRL GUIDES
(A Company Limited by Guarantee, not having a share capital)

**BALANCE SHEET
AS AT 31 DECEMBER 2024**

	Note	2024 €	2023 €
Fixed Assets			
Tangible Assets	14	49,680	25,308
Financial Assets - Investments	15	77,000	77,026
		126,680	102,334
Current Assets			
Stocks	16	140,470	151,500
Debtors	17	360,733	339,967
Cash at Bank and In Hand	18	1,095,792	1,086,698
		1,596,995	1,578,165
Creditors: Amounts Falling Due Within One Year	19	(281,348)	(234,955)
Net Current Assets		1,315,647	1,343,210
Total Assets Less Current Liabilities		1,442,327	1,445,544
Capital and Reserves			
Other Reserves	20	968,214	958,446
Profit and Loss Account	20	474,113	487,098
Total Funds	20	1,442,327	1,445,544

The financial statements were approved and authorised for issue by the Board of Directors and signed on their behalf by:

Amanda O'Sullivan

**Amanda O'Sullivan, Chairperson
Director**

Fiona O'Connor

**Fiona O' Connor
Director**

Date: 6 September 2025

The notes on pages 66 to 83 form part of these financial statements.

IRISH GIRL GUIDES
(A Company Limited by Guarantee, not having a share capital)

**STATEMENT OF CHANGES IN FUNDS
FOR THE YEAR ENDED 31 DECEMBER 2024**

	Other Reserves €	Profit and Loss Account €	Total Funds €
At 1 January 2023	882,542	549,204	1,431,746
Comprehensive income for the year			
Loss for the year	-	(40,219)	(40,219)
Transfer from profit and loss account	21,887	(21,887)	-
Closed Units Funds Introduced	22,168	-	22,168
Release from Designated Funds	(7,484)	-	(7,484)
Regions, Areas & Districts Funds Introduced	39,333	-	39,333
At 1 January 2024	958,446	487,098	1,445,544
Comprehensive income for the year			
Loss for the year	-	(7,232)	(7,232)
Contributions by and distributions to owners			
Transfer from profit and loss account	5,753	(5,753)	-
Closed Units Funds Introduced	3,225	-	3,225
Release from Designated Funds	(2,804)	-	(2,804)
Regions, Areas & Districts Funds Introduced	3,594	-	3,594
At 31 December 2024	968,214	474,113	1,442,327

The notes on pages 66 to 83 form part of these financial statements.

IRISH GIRL GUIDES
(A Company Limited by Guarantee, not having a share capital)

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2024**

	Note	2024 €	2023 €
Cash Flows from Operating Activities			
Deficit for the Financial Period		(7,232)	(40,219)
Adjustments for:			
Depreciation of tangible assets	14	13,924	5,502
Decrease in Stocks		11,030	15,789
(Increase)/Decrease in Debtors		(20,766)	133,703
Increase/(Decrease) in Creditors		46,393	(7,188)
Funds Introduced - Closed Units, Regions, Areas & Districts	20	6,819	61,501
Net Cash Generated by Operating Activities		50,168	169,088
Net Cash Used in Investing Activities			
Purchase of Tangible Fixed Assets	14	(38,296)	(29,527)
Loss on Disposal of Investments		26	-
Release from Designated Funds	20	(2,804)	(7,484)
Net Cash Used in Investing Activities		(41,074)	(37,011)
Net Increase in Cash and Cash Equivalents		9,094	132,077
Cash and cash equivalents at beginning of year		1,086,698	954,621
Cash and Cash Equivalents at the End of Period	18	1,095,792	1,086,698
Cash and Cash Equivalents at the End of Period Comprise:			
Cash at Bank and In Hand	18	1,095,792	1,086,698
		1,095,792	1,086,698

The notes on pages 66 to 83 form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

1. GENERAL INFORMATION

These financial statements comprising of the Statement of Comprehensive Income, the Balance Sheet, the Statement of Cashflows and the related notes constitute the financial statements of Irish Girl Guides CLG for the year ended 31 December 2024 and have been prepared in accordance with the accounting standards issued by the Financial Reporting Council, including FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

Irish Girl Guides is a company limited by guarantee and is a public benefit entity incorporated in Ireland (Company Registration Number: 657940) with a registered office at Unit 2, The Square Industrial Complex, Belgard Square East, Tallaght, Dublin 24.

2. ACCOUNTING POLICIES

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the financial statements.

2.1 Basis of Preparation of Financial Statements

The financial statements have been prepared on the going concern basis, under the historical cost convention and in accordance with the financial reporting standards of the Financial Reporting Council, including FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' ("FRS 102") and the Companies Act 2014.

The Irish Girl Guides meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Going Concern

The financial statements are prepared on the going concern basis which assumes the Charity will continue in operational existence for the foreseeable future.

The Charity has incurred a net deficit for the year ended 31 December 2024. However, the Charity has a relatively strong net current asset position and unrestricted reserves position as at 31 December 2024.

The Directors have prepared annual budgets and cash flows to assist in financial planning matters for the organisation. These budgets demonstrate that the organisation will have sufficient resources to continue in operation for a period of at least 12 months from the date of approval of these financial statements and to continue to have the ability to discharge its obligations as they fall due.

On this basis, the Directors consider it appropriate to prepare the financial statements on a going concern basis.

Accordingly, these financial statements do not include any adjustments to the carrying amounts and classification of assets and liabilities that may arise if the charity was unable to continue as a going concern.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

2. ACCOUNTING POLICIES (continued)

2.3 Currency

Functional and presentation currency:

Items included in the financial statements of the charity are measured using the currency of the primary economic environment in which the charity operates ("the functional currency"). The financial statements are presented in Euro, which is the charity's functional and presentation currency and is denoted by the symbol "€".

2.4 Income

All incoming resources are included in the Statement of Comprehensive Income when the charity is entitled to the income, the amount can be quantified with reasonable accuracy and it is probable the income will be received.

Voluntary income received by way of certain grants, donations and gifts are included in full in the Statement of Comprehensive Income when receivable.

Membership fees are accounted for in the Statement of Comprehensive Income on a cash receipts basis.

Income from government grants, whether capital or revenue grants, are recognised when the charity has entitlement to the income, any performance conditions attaching to the grants have been met, it is probable that the income will be received and the amount can be measured reliably.

2.5 Expenditure

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

Expenditure on charitable activities comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees, costs of legal advice for Directors and costs linked to the strategic management of the charity including the cost of Director's meetings.

Expenditure for certain future development projects is provided for in the Statement of Comprehensive Income in the year the project is agreed.

2.6 Taxation

No charge to current or deferred corporation taxation arises as the charity has been granted charitable status under Sections 207 and 208 of the Taxes Consolidation Act 1997 (CHY Number 22959). All income and expenditure is incurred inclusive of any VAT incurred.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

2. ACCOUNTING POLICIES (continued)

2.7 Tangible Fixed Assets

The premises of the Irish Girl Guides CLG, which are principally Trefoil House, 27 Pembroke Park, Ballsbridge, Dublin 24, the Irish Girl Guides National Training Centre at Unit 2, The Square Industrial Complex, Belgard Square East, Tallaght, Dublin 24, the National Memorial Cottage at Enniskerry and the outdoor training centres are not included in the Balance Sheet as title to these properties resides with the Irish Girl Guides Trust Corporation CLG.

Other tangible fixed assets are stated at cost or at valuation, less accumulated depreciation. The charge to depreciation is calculated to write-off the original cost or valuation of the tangible fixed assets, less their estimated residual value, over their expected useful lives, as set out below.

Depreciation is charged so as to allocate the cost of the tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method. Depreciation is provided on the following basis:

- Fixtures and fittings - 20% straight line
- Leasehold improvements - 2% straight line
- Computer, Software and Equipment - 25% straight line

The charity's policy is to review the remaining useful economic lives and residual values of tangible fixed assets on an ongoing basis and to adjust the depreciation charge to reflect the remaining estimated useful economic life and residual value.

Fully depreciated tangible fixed assets are retained in the cost of tangible fixed assets and related accumulated depreciation until they are removed from service. In the case of disposals, assets and related depreciation are removed from the financial statements and the net amount, less proceeds from disposal, is charged or credited to the Statement of Comprehensive Income.

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairments are recognised in the Statement of Comprehensive Income.

2.8 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.

2.9 Cash and Cash Equivalents

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours.

Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

2. ACCOUNTING POLICIES (continued)

2.10 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 prices less all costs to be incurred in selling and distribution.

2.11 Trade and Other Debtors

Short-term debtors are measured at transaction price, less any impairment. Loans receivable are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method, less any impairment.

2.12 Trade and Other Creditors

Short-term creditors are measured at the transaction price. Other financial liabilities, including bank loans, are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

2.13 Provisions

Provisions are recognised when the charity has a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation; and the amount of the obligation can be estimated reliably.

Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. A provision is recognised even if the likelihood of an outflow with respect to any one item included in the same class of obligations may be small.

2.14 Employee Benefits

The charity provides a range of benefits to its employee, including paid holiday arrangements.

Short-Term Benefits

Short term benefits, including holiday pay and other similar non-monetary benefits, are recognised as an expense in the period in which the service is received.

2.15 Contingencies

Contingent liabilities, arising as a result of past events, are not recognised when (i) it is not probable that there will be an outflow of resources or that the amount cannot be reliably measured at the reporting date or (ii) when the existence will be confirmed by the occurrence or non-occurrence of uncertain future events not wholly within the charity's control. Contingent liabilities are disclosed in the financial statements unless the probability of an outflow of resources is remote.

Contingent assets are not recognised. Contingent assets are disclosed in the financial statements when an inflow of economic benefits is probable.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

2. ACCOUNTING POLICIES (continued)

2.16 Financial Instruments

The Charity only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other debtors and creditors.

Financial assets that are measured at cost and amortised cost are assessed at the end of each reporting period for objective evidence of impairment. If objective evidence of impairment is found, an impairment loss is recognised in the statement of comprehensive income.

For financial assets measured at amortised cost, the impairment loss is measured as the difference between an asset's carrying amount and the present value of estimated cash flows discounted at the asset's original effective interest rate. If a financial asset has a variable interest rate, the discount rate for measuring any impairment loss is the current effective interest rate determined under the contract.

For financial assets measured at cost less impairment, the impairment loss is measured as the difference between an asset's carrying amount and best estimate of the recoverable amount, which is an approximation of the amount that the Charity would receive for the asset if it were to be sold at the balance sheet date.

Financial assets and liabilities are offset and the net amount reported in the balance sheet when there is an enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

2.17 Operating Leases

Leases in which substantially all the risks and rewards of ownership are retained by the lessor are classified as operating leases. Payments made under operating leases (net of any incentives received from the lessor) are charged to the Statement of Comprehensive Income on a straight-line basis over the period of the lease.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

3. Critical Accounting Estimates and Areas of Judgement

The preparation of these financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses.

Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period, or in the period of the revision and future periods, if the revision affects both current and future periods.

Fixed Assets

Long-lived assets, consisting primarily of property, plant and equipment, comprise a portion of the total assets. The annual depreciation charge depends primarily on the estimated useful economic lives of each type of asset and estimates of residual values. The Directors regularly review these asset useful economic lives and change them as necessary to reflect current thinking on remaining lives in light of prospective economic utilisation and physical condition of the assets concerned. Changes in asset useful lives can have a significant impact on depreciation and amortisation charges for the period. Details of the useful economic lives are included in the accounting policies.

Accruals and Provisions

Various accruals and provisions are recorded in the Financial Statements. The estimates used to establish accruals and provisions are based on historical experience and other facts and reasonable assumptions under the circumstances. If the historical date of the charity used to establish its accruals and provisions does not reflect the charity's ultimate exposure, accruals and provisions may need to be increased or decreased and future results of operations could be materially affected.

4. Income from Charitable Activities

	2024 €	2023 €
Membership Fees	378,169	307,354
Department of Children, Equality, Disability, Integration and Youth (DCEDIY) - Youth Service Grant	493,662	470,154
Other Grants, Sponsorship & Sundry Income (see 4.1. below)	404,038	314,276
Sundry Income for Areas/Districts	-	50
Total	1,275,869	1,091,834

IRISH GIRL GUIDES
(A Company Limited by Guarantee, not having a share capital)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

4.1. Other Grants, Sponsorship & Sundry Income

	2024 €	2023 €
International Group Travel Fund Income	163,916	18,945
Department of Foreign Affairs*	70,000	70,000
Event Income	68,128	92,066
Vodafone Ireland Foundation Grant - High Digital Programme	28,000	45,000
Community Foundation Ireland - Toy Show Grant	24,572	-
Gaiety Pantomine	23,053	16,198
Revenue Commissioners Income Scheme	7,459	-
WAGGGS	3,508	-
ECO UNESCO	3,000	-
Trocaire Grant	2,810	2,810
Donations	2,367	4,824
Bank of Ireland - Begin Together Fund	1,400	-
Eileen Beatty Scholarship	1,400	750
Other Grants	1,175	3,755
Lego Foundation ChangeX Fund	1,110	2,590
Miscellaneous Income	665	8,779
Fundraising	505	670
YSGS Youth Volunteer Activation Fund 2024	360	-
World Thinking Day Fund	310	-
National Youth Council of Ireland (NYCI) Grants	300	950
Department of Children, Equality, Disability, Integration and Youth (DCEDIY) Capital Grant	-	30,000
Department of Children, Equality, Disability, Integration and Youth (DCEDIY) Léargas Xchange Bureau Project Grant	-	910
Pobal Energy Support Scheme	-	1,449
Sponsorship - Janssen Sciences Lego League Sponsorship	-	14,000
Dormant Accounts	-	580
Total	404,038	314,276

* This funding is received from Irish Aid at the Department of Foreign Affairs. Irish Aid is the Government's overseas development programme which supports partners working in some of the world's poorest countries. Irish Aid also supports global citizenship and development education in Ireland to encourage learning and public engagement with global issues.

IRISH GIRL GUIDES
(A Company Limited by Guarantee, not having a share capital)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

5. Distribution Centre Income

	2023 €	2023 €
Sales	194,588	185,307
Total	194,588	185,307

6. Outdoor Centres Income

	2024 €	2023 €
Rental Income	40,833	42,299
Fundraising, Donations & Miscellaneous Income	4,366	2,145
Pobal Energy Support Scheme	-	738
Department of Rural & Community Development - Community Support Fund:		
- Galway City Council	12,239	8,839
- Kilkenny County Council	3,432	-
- Cork County Council	1,000	2,300
- Mayo County Council	300	-
- Meath County Council	-	500
- Roscommon County Council	-	1,200
Insurance Claim	-	21,530
Total	62,170	79,551

IRISH GIRL GUIDES
(A Company Limited by Guarantee, not having a share capital)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

7. Expenditure on Charitable Activities

	2024 €	2023 €
Wages & Salaries Costs	493,443	422,370
Staff Training and Welfare	18,700	17,438
Travel Expenses	2,474	989
Staff Recruitment Costs	1,520	18,795
Governance Costs	23,682	32,679
Programme Expenses	22,655	18,577
Events & Conferences	388,850	242,661
Gaiety Pantomime Costs	21,900	21,900
Grants Expenditure	5,029	10,670
Training	8,789	4,655
IT	53,932	103,685
Area & District Expenses	-	8,301
Publications	34,267	31,879
Public Relations	18,839	14,212
Administration Costs	66,437	64,430
Property & Facilities Management	81,789	77,321
Bank & Online Charges	8,846	6,919
Depreciation on Fixed Assets	13,924	5,502
Bad Debts	-	1,022
Total	1,265,076	1,104,005

IRISH GIRL GUIDES
(A Company Limited by Guarantee, not having a share capital)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

8. Distribution Centre Expenses

	2024 €	2023 €
Wages & Salaries Costs	51,886	44,101
Other Staff Expenses	1,825	225
Governance Costs	4,305	9,702
IT	3,674	5,880
Administration Costs	4,797	2,966
Bank & Online Charges	5,005	4,739
Purchases	109,599	116,949
Cost of Sales	20,455	11,127
Bad Debts	32	595
	201,578	196,284

9. Outdoor Centres Expenses

	2024 €	2023 €
Utilities	18,775	21,590
Administration Costs	9,424	14,746
Maintenance	44,390	36,903
Bank Charges	312	331
Events & Conferences	-	837
Programme Expenses	304	45
Expenditure Reimbursed by Insurance	-	22,170
Total	73,205	96,622

10. Deficit on Ordinary Activities

The operating deficit is stated after charging:

	2024 €	2023 €
Depreciation of Tangible Fixed Assets	13,924	5,502
Auditors' Remuneration - Statutory Audit Only	14,760	24,987

IRISH GIRL GUIDES
(A Company Limited by Guarantee, not having a share capital)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

11. Auditor's Remuneration

	2024 €	2023 €
Fees payable to the charity's auditor and its associates for the audit of the charity's annual accounts - statutory audit only	14,760	24,987
	<u>14,760</u>	<u>24,987</u>

12. Employees Costs

	2024 €	2023 €
National Office Salaries	307,743	268,453
Distribution Centre Salaries	47,895	40,484
Regions Salaries	101,725	103,345
Other Wages & Salaries	38,055	12,223
National Office PAYE/PRSI	33,172	28,179
Distribution Centre PAYE/PRSI	3,991	3,617
Regions PAYE/PRSI	9,177	9,094
Other PAYE/PRSI	3,571	1,076
	<u>545,329</u>	<u>466,471</u>

IRISH GIRL GUIDES
(A Company Limited by Guarantee, not having a share capital)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

The average number of persons employed by the charity during the year was as follows:

	2024 No.	2023 No.
National Office Staff	12	11
Distribution Centre Staff	4	3
Regions Staff	7	8
Management	1	2
Other Staff	-	3
	<u>24</u>	<u>27</u>
	2024 €	2023 €
€70,001 to €80,000	1	-
	<u>1</u>	<u>-</u>

There were no employer pension contributions made during the financial year (2023: €NIL).

13. Director's Remuneration and Expenses

During the year, no Directors received any remuneration or other benefits (2023: €NIL).

During the year ended 31 December 2024, no Director expenses have been incurred (2023: €NIL).

IRISH GIRL GUIDES
(A Company Limited by Guarantee, not having a share capital)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

14. Tangible Fixed Assets

	Leasehold Improvements €	Furniture and Fittings €	Computer, Software and Equipment €	Total €
Cost or valuation				
At 1 January 2024	3,665	27,145	-	30,810
Additions	-	23,059	15,237	38,296
At 31 December 2024	3,665	50,204	15,237	69,106
Depreciation				
At 1 January 2024	73	5,429	-	5,502
Charge for the year	74	10,041	3,809	13,924
At 31 December 2024	147	15,470	3,809	19,426
Net book value				
At 31 December 2024	3,518	34,734	11,428	49,680
At 31 December 2023	3,592	21,716	-	25,308

15. Financial Assets - Investments

	2024 €	2023 €
Investment Accounts (see 15.1 below)	77,000	77,026

IRISH GIRL GUIDES
(A Company Limited by Guarantee, not having a share capital)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

15.1. Eileen Beatty Bequest Investment Accounts

	2024 €	2023 €
AIB Ordinary Shares	-	26
Eileen Beatty International Post Office Savings	77,000	77,000
Total	77,000	77,026

16. Stocks

	2024 €	2023 €
Goods for Resale - Distribution Centre	140,470	151,500
	140,470	151,500

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 costs of purchasing.

17. Debtors

	2024 €	2023 €
Trade Debtors	7,860	8,055
Prepayments & Accrued Income	5,754	28,693
Irish Girl Guides Trust Corporation CLG	347,119	303,219
	360,733	339,967

IRISH GIRL GUIDES
(A Company Limited by Guarantee, not having a share capital)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

18. Cash at Bank and In Hand

	2024 €	2023 €
Various National Current Accounts	182,813	275,794
Property Development Fund Bank Account	165,118	171,974
Programme & Training No. 1 Bank Account	130	135
Programme & Training No. 2 Bank Account	102,459	1,738
Regional Funds Bank Accounts	546,730	546,898
Distribution Bank Accounts	58,386	44,855
National Memorial Cottage Bank Account	5,852	7,680
Area & Districts Funds Bank Accounts	23,991	24,646
SOLDO Accounts and P&T Cards	10,313	-
Credit Cards	-	12,978
Total	1,095,792	1,086,698

19. Creditors

	2024 €	2023 €
Trade Creditors	15,049	14,820
Deposits on Hand	108,582	83,692
PAYE/PRSI/USC	10,175	10,412
Bank Overdrafts & Credit Cards	2,083	2,086
Accruals	14,760	30,135
Deferred Income	130,699	93,810
Total	281,348	234,955

IRISH GIRL GUIDES
(A Company Limited by Guarantee, not having a share capital)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

20. Statement of Changes in Capital and Reserves

	Profit & Loss Account €	Designated Funds for Future Development & Expenses €	Closed Units Reserve €	Regions, Areas & Districts Reserve €	Total €
Opening Balance at 1 January 2024	487,098	163,026	38,685	756,735	1,445,544
Transfer Between Reserves	(5,753)	5,753	-	-	-
Closed Unit Funds Introduced*	-	-	3,225	-	3,225
Regions, Areas & Districts Funds Introduced**	-	-	-	3,594	3,594
Release from Designated Funds	-	(2,804)	-	-	(2,804)
Deficit for the Year	(7,232)	-	-	-	(7,232)
Closing Balance at 31 December 2024	474,113	165,975	41,910	760,329	1,442,327

Statement of Changes in Capital and Reserves (Prior Year)

	Profit & Loss Account €	Designated Funds for Future Development & Expenses €	Closed Units Reserve €	Regions, Areas & Districts Reserve €	Total €
Opening Balance at 1 January 2023	549,204	150,510	16,517	715,515	1,431,746
Transfer Between Reserves	(21,887)	20,000	-	1,887	-
Closed Units Funds Introduced*	-	-	22,168	-	22,168
Regions, Areas & Districts Funds Introduced**	-	-	-	39,333	39,333
Release from Designated Funds	-	(7,484)	-	-	(7,484)
Deficit for the Year	(40,219)	-	-	-	(40,219)
Closing Balance at 31 December 2023	487,098	163,026	38,685	756,735	1,445,544

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

* During the year ended 31 December 2024 and 31 December 2023, funds were introduced in respect of units which closed over recent years. In the event of a unit closing, funds are transferred to a relevant Regional bank account and held as restricted funds until such time as the unit reopens. If a unit does not reopen within five years, funds are released from restricted amounts to general funds available for Regional expenditure and activities.

** During the year ended 31 December 2024 and 31 December 2023, the Irish Girl Guides CLG introduced funds from regions, areas and districts. Historically, the Irish Girl Guides provided funding to regions, areas and districts but the respective regions, areas and districts were responsible for the recording of their own funds.

20.1. Breakdown of Designated Funds for Future Development and Expenses

	2024 €	2023 €
International Camps	80,000	60,000
Website & IT Development	5,000	9,570
Painting & Renovation - National Office	25,000	34,496
Diversity & Inclusion	-	2,985
Service Projects	6,475	6,475
Allocation of Membership Fees to Regions	49,500	49,500
Total	165,975	163,026

These designated funds have been allocated from current and previous surpluses for anticipated future expenditure on specific projects.

21. Financial Instruments

	2024 €	2023 €
Financial assets		
Financial assets measured at fair value through profit or loss	1,095,792	1,086,698

Financial assets measured at fair value through profit or loss comprise of cash at bank and in hand.

22. Contingent Liabilities

There were no contingent liabilities at 31 December 2024 (2023: €Nil).

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

23. Capital and Other Commitments

There were no capital commitments at the balance sheet date (2023: €Nil).

At 31 December 2024, the charity had the following commitments under non-cancellable operating leases that expire as follows:

	2024 €	2023 €
Within One Year	36,000	36,000
Within Two to Five Years	144,000	144,000
Greater than Five Years	144,000	180,000
	324,000	360,000

24. Company Status

The charity is a company limited by guarantee, not having a share capital and consequently the liability of members is limited, subject to an undertaking by each member to contribute to the net assets or liabilities of the charity on winding up such amounts as may be required not exceeding one Euro (€1).

25. Related Party Transactions

As outlined in note 17, at the balance sheet date, there is an amount of €347,119 (2023: €303,219) owing from the Irish Girl Guides Trust Corporation CLG. Additionally, during the year ended 31 December 2024, the charity paid rent of €36,000 (2023: €36,000) to the Irish Girl Guides Trust Corporation CLG for the use of premises located at Unit 2, the Square Industrial Complex, Belgard Square East, Tallaght, Dublin 24. These entities are related by virtue of common Directors.

26. Post Balance Sheet Events

There have been no significant events affecting the charity since the year end.

27. Controlling Party

The charity is controlled by the Board of Directors acting in concert.

28. Approval of Financial Statements

The Directors approved these financial statements for issue on 6 September 2025.



Irish Girl Guides, National Training Centre
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