



Girlguiding Scotland

girls in the lead

Annual Review 2008

Changing the World - Every small step makes a difference



'Changing the World has been our watchword this year, as every girl, in every unit throughout Scotland has been invited to join one of the 19 projects in partnership with established charities. We know **every small step makes a difference**. So this report is stuffed full of references to our members throwing themselves into practical action, raising awareness and fundraising.'

Dinah Faulds, Scottish Chief Commissioner

The Changing the World community action challenge was officially launched by Girlguiding UK's President, Her Royal Highness the Countess of Wessex, on 23 September 2008, and runs for one year until August 2009.

Changing the World charity partners are: Asthma UK, Barnardos, Book Aid International, British Red Cross, Camfed, Crisis, Friends of the Earth, Girlguiding UK Overseas Branch Associations, Help the Hospices, Kidscape, Mental Health Foundation, National Deaf Children's Society, Plan UK, Railway Children, Save the Children, Unicef UK, WaterAid, WWF and the Woodland Trust.

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Welcome

When something momentous is looming, we hold our breath. 2008 has been a collective intake of the breath before the explosion of the Centenary in September 2009. But when anticipation makes us pause, the mind races on planning, adapting, seeking options, selecting best actions. And so, indeed, in 2008 Girlguiding Scotland undertook an action-packed year to prepare for life-changing events and experiences in 2009/10.



Changing the World - Every small step makes a difference

Huge thanks to Centenary Working Groups throughout Scotland, whose devotion will ensure that all our members will enjoy a thrilling, momentous experience in 2010. This has been tough, pragmatic planning, necessary, unromantic and very time-consuming. I am extremely grateful to all these groups for their commitment.

Pat, Heather and I have travelled to all points of the compass in Scotland to join annual celebrations of Guiding, award ceremonies, camps, training days - so many buzzing activities - where laughter spices development, and our girls and women push out the boundaries of their experience, developing and growing almost unconsciously. That is good Guiding. For Guiding is a game: a game with a purpose and whatever the special projects or changes in programme materials, the ethos is still the same. We are all concerned with **unleashing the potential of girls and women to enable them to Change the World.**

And in no year has this been more clear. "Changing the World" has been our watchword as every girl, in every unit throughout Scotland has been invited to join one of the 19 projects in partnership with established charities. We know **every small step makes a difference**, so this report is stuffed full of references to our members throwing themselves into practical action, raising awareness and fund raising. I am so proud to read in the regional press throughout Scotland of the tremendous efforts



being made and I know, when the project closes in August 2009, countless sisters and brothers, worldwide, will have been blessed by the generosity and care of our members in Girlguiding Scotland as they help to Change the World.

The Trefoil Guild, a firmly established arm of Guiding, opened five new units in Caithness and Orkney, and presented Starter Packs to 16 new Guiding units - all signs of heathy growth showing that we are indeed a relevant, safe place where girls of all backgrounds and abilities get their voices heard.

Thank you to all who are part of Girlguiding Scotland for your passion, dedication and commitment that enables us to put 'Girls In The Lead'.

A handwritten signature in black ink that reads "Dinah".

Dinah Faulds
Scottish Chief Commissioner

Rainbows

Over 10,303 Rainbows partied throughout Scotland to celebrate Rainbows' 21st birthday for a week in May.

Baxter Park, Dundee was flooded by 250 excited Rainbows; 220 of Midlothian's Rainbows accompanied their teddies on a Teddy Bear's picnic and 250 Aberdeen Rainbows visited Storybook Glen. Some Rainbow units chose

sleepovers with 1st and 2nd Lossiemouth Rainbows holding their first ever Rainbow Sleepover. For others, just being able to wear their bright Rainbow outfits in school was a treat.



Changing the World - Every small step makes a difference



Rainbows Helping To Change The World

Community action activities stepped up a gear from the end of September when Rainbow Leaders had the opportunity to ask their Rainbows the question "How would you like to take part in Changing the World?"

Many of the Girlguiding charity partners' project challenges appealed to Rainbows. Rainbow Units in West Lothian chose the Water Aid project. They raised money from sponsorship, and learnt to sing songs that highlight problems caused by lack of water and sanitation. They have been practising 'Singing for Change' to perform in their Thinking Day parade in February 2009. By contrast Orkney Rainbows collected over 63,000 Christmas cards for recycling on behalf of the Woodland Trust.

These are only some great Changing the World opportunities that Rainbows will say a big YES to in 2009!



With sunflowers as the theme of the 21st birthday celebrations, Rainbows across Scotland planted sunflower seeds distributed with Guiding magazine. By summer local communities were certainly blooming in 2008 - thanks to Rainbows!

But it wasn't all partying. The Cockenzie Rainbows took their community action seriously by raising £200 for funds for Asthma research.

The programme was refreshed with lots of new Rainbow resources: the Rainbow Jigsaw, Songbook, Olivia's Favourites and Global Adventure Roundabout look to prove popular in 2009. Rainbow Activate published in Guiding magazine provided plenty of ideas for birthday games, crafts and picnic activities.

To help Leaders make the most of these resources the Rainbow Link Leaders attended a workshop in Perth in September that included an update on UK, Scottish and County Centenary celebrations.

Brownies

In 2008, 24,406 girls between the ages 7 to 10 years enjoyed Brownie activities from which they can continue in Girlguiding with a smooth transition into the Guides section.

The joint camp event 'One World, One Dream' held at Netherurd in July enabled girls aged 9 to 12 years, from Brownies and Guides, to enjoy spending some fun time together. 84 Brownies and

Guides, from ten Scottish Counties experienced two overnights outdoor camping and two overnights indoors in the Garden House together, plus archery, street dance, crafts and a ceilidh.



Changing the World - Every small step makes a difference

Brownies Helping To Change The World

In the lead up to Girlguiding's Centenary year, Brownie units throughout Scotland threw themselves into the Changing the World community action campaign. This gave Brownies the opportunity to learn about the work of Girlguiding's 19 national and international charity partners.

The Woodland Trust Day at Netherurd in October saw Brownies hedgerow planting, willow weaving, wood/leaf crafting and ancient tree hunting.

Angus Brownies, Rainbows and Guides planted over 120 trees in their County campsite at Ladenford. Inverness Brownies gathered 6,000 Christmas cards for recycling for the Woodland Trust. £200 was raised by 2nd Tain Brownies for Highland Hospice - Help the Hospices. And, £200 was raised by 1st Elderslie Brownies, Renfrewshire for Asthma UK... This is just the start, with more community action projects planned. With many more Brownie units registered for Changing the World projects in 2009, we are making a difference!



Emphasising the importance of transition between Guides and Brownies, Highlands and Islands Region held a joint 'Girls on the Go 2008' event in Inverness. It was a huge success with 444 Brownies and 250 Guides enjoying taster sessions in Chinese ribbon dancing, martial arts, rugby...

Joint events were also popular at District level. 100 Rainbows, Brownies and Guides from Fife units performed 'Joseph and His Amazing Technicolor Dreamcoat' to an enthusiastic audience of 500.

Brownies of course did their own thing all over Scotland - including Forth Valley Brownies participating in a worldwide sponsored Giant Sleepover to raise money for 'Save the Children'.



Guides

Since Baden Powell founded the Movement, encouraging international understanding has been an essential part of Guiding. So, in this busy year our 14,266 Guides travelled and took part in a variety of international experiences, both at home and abroad.

Changing the World - Every small step makes a difference

Guide units, including Senior Section members from Forth Valley visited the international Guide Centre 'Our Chalet' in Switzerland in July, and Falkland Guides travelled to Amsterdam in September.

At home two Counties ran international camps. Ayrwaves at Eglington Park, North Ayrshire in the summer welcomed girls from Canada, USA, Nigeria, Singapore, New Zealand, Ireland and the UK. In Edinburgh, Festival 2008 welcomed Guides and Scouts from the UK, USA and Sweden - a truly international experience with totem poles, Mount Fuji and Ayres Rock site landmarks installed.

'It was an adventure... I really, really want to come back!'

Alvina, Swedish Guide guest at Festival 2008.

In July, 84 Brownies and Guides took part in 'One World, One Dream' at Netherurd - the first Scottish cross section residential event held for these sections. The programme was based around the Olympic theme. On the final day the girls took part in a whole camp Olympics.

Guides attended our annual 'Go For It Netherurd' weekend at the end of October. In a storm they planted hedges at the bottom of Bryland campsite with the Woodland Trust. Despite the storm they took part with great enthusiasm in their next activity - a drumming workshop by candlelight!



'I found the Go For It weekend fun because I fell over and got covered in mud'.

Emma, Guide, City of Edinburgh County.



Guides Helping To Change The World

Guides have thrown themselves into the Changing the World challenges engaging with the 19 partner charities' projects.

Community action highlights in 2008 included the raising of £700 by 5th Gourrock Guides for Save the Children. Carron Guides joined Rainbows and Brownies on a walk across the new Clackmannanshire Bridge for Strathcarron Hopice, thereby, raising £4000 for Help the Hospices. With much more planned by Guides, 2009 promises to be a fabulous year!

Senior Section

What a year 2008 was for our 2,122 Senior Section girls aged 14 to 26 years!

One of the biggest highlights was our Senior Section crew taking part in the Tall Ships Race in July. And, they made up the first ever all-female crew to sail on the Lord Nelson!



Changing the World - Every small step makes a difference

'Sailing on the Lord Nelson completely changes one's perspective about what a 'disabled' person can do.'

Malaika, Guider, Strathclyde County.

Closer to home, 120 Senior Section girls attended the SS08 activity camp at Netherurd in September, where camp permits were gained whilst having fun and making new friendships. Challenges included canoeing, team building, African drumming, international arts, mountain rescue, Polaris Netherurd service project, crafts, Aim HI! inclusion activities and more. Demonstrating our 'Girls In The Lead' strapline, prospective Queen's Guides ran an event to cover elements of the Queen's Guide syllabus. Queen's Guides, In4mers and Polaris groups all ran their own sessions for their girls and Leaders.

Later in September members of Polaris camped at Netherurd making a log cabin, wigwam and a friendship pole for Brownies. All participants undertook Perception and Media Training. Consultation and elections took place, as well as a traditional campfire and lots of good food!

100 Senior Section members from all over the UK gathered for the UK youth forum called Innovate. This event was held at Dalguise, Perth in October. These weekends provide critical focus group work for Girls Shout Out research surveys and youth participation - besides skills training in topics such as accessing finances for events and much more.



Specialist Advisers in each County work hard to provide Senior Section opportunities including Queen's Guide and Duke of Edinburgh's Awards. They attended a special workshop in November. All 38 Counties were given a CD of shared resources for use by local Senior Section Leaders.



Senior Section Girls Helping To Change The World

We launched our own Changing the World at our SS08 camp event. 16 Queen's Guides ran community action activities thereby raising money for four of our charity partners: Book Aid, Kidscape, UNICEF and WWF. This good start enthused everyone and we are excited about going on to do more to change the world in 2009!

Lones

Guiding is an inclusive organisation. In 2008, the Lones Section continued to support girls and adult members, who could not attend a unit meeting regularly, by Lones Leaders 'Bringing Guiding To You... Wherever You Are'.

Our Leaders' monthly newsletters, regular contact by email, texting and post meant that girls, aged 5 to 26 years could overcome barriers (poor transport links, no unit in locality, sometimes sudden or prolonged illness) that might have stopped them participating in Rainbows, Brownies, Guides and Senior Section.

In 2008 a number of our Lones excelled in Scotland. Some continued with Girlguiding's ultimate Award - the Queen's Guide Award; others worked toward external, yet integrated, Awards such as the highly respected Duke of Edinburgh's Award.



Changing the World - Every small step makes a difference



Lones members, although not meeting with other Girlguiding girls regularly, were able to get out and about. Two of our Senior Section Lones were selected for International camp visits in Denmark and Norway. One of our Lones Leaders was selected to join Girlguiding's GOLD (Guiding Overseas Linked with Development) project in Chile for four weeks in 2009.

In August Enid Blaikie joined our team as Lones Adviser. By increasing our Leader capacity to nine, this means that we have been able to accept more girls into Lones Guiding.

Lones developed several new strategies to expand awareness about the Lones scheme in Scotland. Enid spoke at Girlguiding Scotland's County Commissioners' Weekend in November.

To support the Counties a Lones database was developed and distributed at this event to County Commissioners. Lones girls and Leaders can now be included in targeted Centenary promotions at County and local levels.

Preparation for a new Lones leaflet was started in December. It will be distributed to County Commissioners and Advisers in 2009. In this way it is hoped that many more girls will benefit from Lones Guiding very soon - helping to make Girguiding truly inclusive.

'Nearest Rainbows is 16 miles away. Annabelle is the only girl in her class at school so Lones gives her some girl contact. Best thing is getting post!'

Mother of Annabelle, Rainbow, Kirkcudbrightshire



Lones Helping To Change The World

Changing the World is a challenge for everyone. In 2008, Lones however had found ways to carry out the Changing the World projects on their own. Some of our Senior Section members supported the Woodland Trust by collecting Christmas cards for recycling, making envelopes, hunting for ancient trees and sowing tree seeds. Others by making a seasonal cookbook, cutting their carbon emissions and holding swap parties of books or clothes for WWF. Small steps, but heading in the right direction in 2009!

Our Leaders and Volunteers

- Continuous Development and Innovation

Our 58,915 girl and adult volunteer members come from all walks of life, and so throughout 2008 we used the UK's Extending Guiding for Girls project to continue to open new units and welcome new members.

It's through our 9,169 Leaders and other volunteers that our girls are provided with activities that help them gain confidence and develop into active citizens. Our Leaders, so essential to this voluntary organisation, were supported by comprehensive training and opportunities to extend their learning and development skills. The training programme delivered by Trainers and Advisers covered section-specific training for our Rainbow, Brownie, Guide and Senior Section Leaders, as well as Additional Needs and Risk Management training, and specialist training for Outdoor First Aid and Walking. Evaluation of the Leadership Qualification showed that the mentoring system is very important in encouraging and supporting new Leaders.

The new Trainers' Qualification focused on developing practical skills with reduced paperwork. Existing Trainers were encouraged to become Tutors, so that they could share their experience and knowledge whilst supporting and mentoring Leaders who may wish to become Trainers in the future.

Welcome Packs were produced to inform all new adult volunteers about Girlguiding locally and in Scotland.

A Scottish Unit Charity Handbook was produced, which aims to assist Leaders in de-mystifying Scottish Charity compliance requirements. It contains a wealth of easy-to-read information about registering, maintaining accounts and Gift Aid.

Grants towards training and capacity building from the Scottish Executive's Education Committee and the Scottish Government National Voluntary Youth Organisations Support Fund enabled us to further the strategic aims of Girlguiding in Scotland, and to assist County Commissioners, Leaders and Trainers to attend training events. We also partnered with the Scottish Council for Voluntary Organisations to produce training materials for Inclusive Guiding.

Changing the World - Every small step makes a difference



To help prepare for the introduction of Go - Girlguiding UK's new, integrated members' records system - trainings were held in Scotland this year. The system will be launched for use by our volunteers in 2009, and should make it easier for us to access and share information.



Three groups of one adult volunteer and ten girls represented Girlguiding Scotland at camps in Austria, Iceland and Germany this year. And, over 600 of our members travelled abroad with their units. In the summer 11 Senior Section members and Leaders were selected for the Scottish Building Links In Ghana project to promote Guiding.

'Ghana was an experience of a lifetime. You get out of the Girlguiding programme what you put in'.

Jo Collings, Assistant Leader, City of Edinburgh County

Whilst there they developed and ran activities for the Ghana Girl Guides, they also helped in planting 2,000 trees and awarded 1,000 Tree for Life badges to the girls. Two Leaders from Scotland joined Girlguiding UK on a Japanese Cultural Exchange trip. Three Leaders/Assistant Leaders also joined Girlguiding's GOLD (Guiding Overseas Linked with Development) projects in South Africa, Fiji and Egypt!

Awards

Queen's Guide Award

The pinnacle of achievement for our Senior Section girls, aged 16 to 25 years, is the Queen's Guide Award. Participants undertake a series of challenges that are designed to give Girlguiding sustained service, be of benefit to the community and develop personal skills. Girlguiding Scotland was proud that in 2008 awards were presented to six girls:

Pauline Henry (East Renfrewshire)

Lindsey Nicoll (East Lothian)

Amanda-Jane Thomson (East Lothian)

Jennifer Thomson (Lanarkshire South)

Rachel Walker (Kincardine & Deeside)

Hazel Winstanley (Aberdeen)



Chief Guide's Challenge

The Chief Guide's Challenge is the second highest award open to all Senior Section members aged 14 to 25 years. We are delighted that these girls received their award in 2008:



Chief Guide's
Challenge

Claire Blackburn (Ayrshire North)

Kirstie Campbell in 2007 (Dunbartonshire)

Deborah Lough in 2007 (Dunbartonshire)

Jennifer MacIndoe in 2007 (Dunbartonshire)

Susan Watt (Gordon)

Gillian McKissock (Ayrshire South)

Fiona Mackie (Gordon)

Keri McConachie (Gordon)

Sarah Wilkie (Gordon)

Alice MacNeil (Edinburgh)

Christine Simons (Edinburgh)

Jessica Carmichael (South Lanarkshire)

Katie Smith (Dunbartonshire)

Gemma McKechnie (Dunbartonshire)

Erin McBride (Dunbartonshire)

Lorna MacKinnon (Dunbartonshire)

Susan Liveston (Dunbartonshire)

Hannah Irvine (Dunbartonshire)

Lorna Hutchison (Dunbartonshire)

Hannah Lloyd (Edinburgh)

Lauren Nicol (Caithness)

Duke of Edinburgh's Gold Award

Congratulations to the ten girls who gained their prestigious Duke of Edinburgh's Gold Award in 2008:

Elaine Dalgarno (Banff & Buchan)
Kim Kermath (Renfrewshire)
Emma Littlejohn (Banff & Buchan)
Fiona Mackie (Gordon)
Alison MacFarlane (Clackmannanshire)
Kirsten MacKinnon (Banff & Buchan)
Fiona Murray (Banff & Buchan)
Victoria Shepherd (Gordon)
Hannah Simpson (Banff & Buchan)
Samantha Thomson (Banff & Buchan)



Laurel Award

Girlguiding Scotland was delighted that the Laurel Award, presented in recognition of outstanding services to Guiding, was awarded to three Leaders in 2008:

Heather Forbes (Inverness)
Linda Forbes (Ayrshire South)
Alison Plummer (Glasgow)



Laurel Award

Scottish Chief Commissioner's Award

This award is given to adults for their dedicated services to Scottish Guiding. In 2008 the award was presented to:
Mary Ramsay (Angus).



Scottish Chief
Commissioner's
Award

Shops - Serving Our Members

2008 was a good year for the four Girlguiding shops in Scotland. With profits exceeding projections, the shops continued to provide an excellent service to Girlguiding Scotland's volunteers, girls and their families.



Changing the World - Every small step makes a difference

Our stock in 2008 was geared toward providing everything needed for Girlguiding and Scouting activities: Guiding uniforms, publications, workbooks, as well as craft materials, camping equipment and Scottish gifts. We had our first glimpse of the new range of Centenary products in the summer. Both staff and managers were excited about just how fresh, colourful and funky they looked - we reckoned that this range would fly off the shelves when launched in January 2009. In order to meet the needs of our customers in remote locations these items have been included in our Scottish Mail Order service range. By simply using the Centenary Gift Catalogue distributed by Girlguiding UK in conjunction with our mail order form, customers can order items by telephone or fax.

Throughout 2008 the Scottish shops provided goods to Units, Districts and County events through our Sale or Return service. The Ayrwaves Camp at Kilwinning, in the summer, was the biggest and proved very successful for our Glasgow shop.

2008 saw several changes to the Shops staffing. Elizabeth McIntyre retired after many years of service in July. Margaret Patrizio was recruited as our new Retail and Trading Manager in September. At the Aberdeen Shop there was also a change in management at the beginning of the year, with Emma Slack joining the team as Shop Manager.

The latter half of the year has therefore been an exciting time as new people have brought new ideas and practices to an experienced and already successful team.

The Trading Working Committee also saw changes as Sue Burgess completed her period as the Chair. Sue was an enthusiastic and motivating leader. Wholeheartedly committed to supporting the shops, Sue was dedicated to ensuring that they provided a superior service. The Committee welcomed Joyce White as the new Chair in August 2008.

Thank you to all our members who have supported our shops in 2008. Revenues raised by sales in the Edinburgh, Glasgow, Dundee and Aberdeen shops were all used to support Girlguiding Scotland. The cost of running the shops benefited from contributions from our Mail Order service and by our Depots buying from the shops to sell on locally throughout Scotland.

Netherurd Training Centre 2008

- Serving Our Members And The Wider Community

In 2008, Netherurd Training Centre continued to extend our strong foundation of exciting programmes by widening our range of facilities to meet the needs of internal Girlguiding members and external clients.



Changing the World - Every small step makes a difference

External business included a fun-packed residential event with the Scottish Burned Children's Club, a youth orchestra residential, a tailor-made family wedding weekend and several events for community-led Council projects.

Internal business moved forward on the IT front as 2008 saw our first on-line training at Netherurd with a bank of laptops - a big success!

Girlguiding Scotland trainee attendance figures for trainings increased, emphasising our adaptability in meeting the needs of our evolving programme, which continues to move forward into more varied areas. The wide range of activities we delivered, to a diverse customer base, also highlights our flexibility.

We introduced our new website this year, so now Netherurd is able to promote our services: training, conferencing, indoor and outdoor education, private functions etc on a day or residential basis to an even wider audience.

Our innovative and recently modernised Garden House with its disabled-friendly layout was used by Council youth groups, primary schools, dance leadership classes, Duke of Edinburgh's Awards teams and many more.

We were able to upgrade more of Netherurd House with the installation of three new showers. The introduction of the Trainers' Suite now offers Girlguiding members and external guests even higher standards of accommodation and working facilities.



This takes us toward our Centenary year with many exciting events ahead for Girlguiding Scotland's members, in tandem with our growing level of external business.



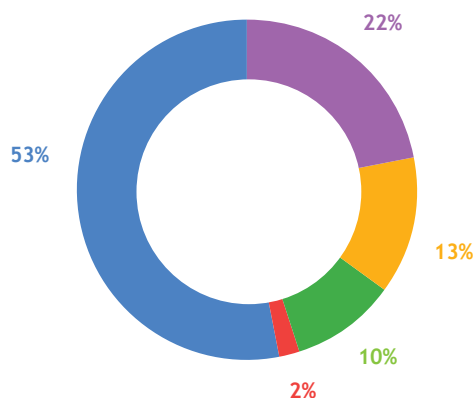
How We Helped Our Members To Change The World

We were proud to host one of Scotland's first Changing the World community action projects with the Woodland Trust in October. As already mentioned participating Brownies and Guides from all over Scotland went Hedgerow Planting, Acorn and Seed Gathering, and Tree Hunting.

Financial Health

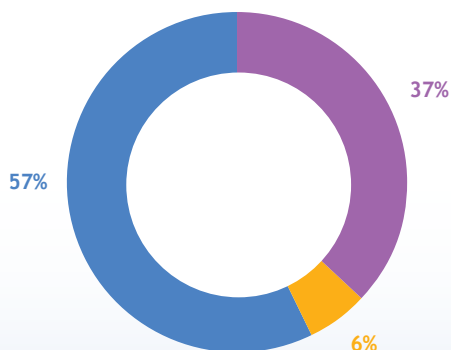
-The Guide Association Scotland

Summary Statement of Income & Expenditure Account. Incorporating Statement of Financial Activities To Year End 31 December 2008.



INCOME 08

- SHOP SALES £968,997
- MEMBERSHIP SUBSCRIPTIONS £395,680
- TRAINING CENTRE FEES & GENERAL INCOME £245,794
- DONATIONS & GRANTS £178,805
- INVESTMENT INCOME £39,676



EXPENDITURE 08

- GUIDING EVENTS & ACTIVITIES £1,014,053
- COST OF GENERATING FUNDS & SHOP GOODS £647,523
- GOVERNANCE COSTS £101,681

	Unrestricted Funds		Restricted Funds		2008	2007
	General	Designated	General	Endowment	Total Funds	Total Funds
	£	£	£	£	£	£
Incoming Resources						
Voluntary Income	160,403	0	18,402	0	178,805	165,963
Charitable Activities						
Membership Subscriptions	395,680	0	0	0	395,680	374,510
Fees and Other Income	245,794	0	0	0	245,794	230,472
Activities for Generating Funds:						
Trading Income	968,997	0	0	0	968,997	953,500
Investment Income	30,448	7,966	1,262	0	39,676	40,717
Total Incoming Resources	1,801,322	7,966	19,664	0	1,828,952	1,765,162
Resources Expended						
Cost of Generating Funds	646,078	0	1,445	0	647,523	641,116
Charitable Expenditure						
Guiding Activities and Events	909,306	76,161	28,586	0	1,014,053	978,795
Governance Costs	99,489	1,500	692	0	101,681	93,606
Total Resources Expended	1,654,873	77,661	30,723	0	1,763,257	1,713,517
Net Incoming Resources Before Transfers	146,449	(69,695)	(11,059)	0	65,695	51,645
Transfers Between Funds	(32,456)	32,456	0	0	0	0
Net Movement in Funds	113,993	(37,239)	(11,059)	0	65,695	51,645
Funds Brought Forward at 1 January 2008	461,278	1,441,215	67,068	126,970	2,096,531	2,044,886
Funds Carried Forward at 31 December 2008	575,271	1,403,976	56,009	126,970	2,162,226	2,096,531

Balance Sheet

Balance Sheet As At 31 December 2008

	2008 (£)	2007 (£)
Fixed Assets	1,255,159	1,287,733
Curent Assets		
Stock	150,922	143,555
Debtors	43,956	63,268
Bank and Cash in Hand	804,340	760,309
	999,218	967,132
Current Liabilities		
Creditors falling due within one year	92,151	158,334
Net Curret Assets	907,067	808,798
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Total Assets Less Liabilities	2,162,226	2,096,531
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Financed by:		
Reserves		
General Funds	575,271	461,278
Restricted General Funds	56,009	67,068
Permanent Endowment Funds	126,970	126,970
Unrestricted Designated Funds	1,403,976	1,441,215
	2,162,226	2,096,531

The Financial Statements were approved by the Executive Committee on 9 May 2009 and signed on its behalf by:



Mrs D Faulds,
Scottish Chief Commissioner



J.R. Allan, Honorary Treasurer

Full Financial Statements are available on request from Girlguiding Scotland.

Treasurer's Report

Accounts To Year End 31 December 2008

The year 2008 was the third consecutive year of steady financial performance with the overall surplus of £65,695 representing a modest increase over 2007. There was also an increase in total incoming resources from £1,765,000 to £1,829,000.

Membership subscriptions grew by £21,000. They are the foundation of our finances and it is to subscriptions that we must continue to look to fund the ever-increasing costs of regulatory compliance in almost every area of operation. These costs, which have grown steadily over recent years, must be expected to grow further in years to come. Nevertheless, Girlguiding Scotland, thanks to the immense input from our volunteers, continues to give unbeatable value for money.

Fees for the use of Netherurd showed a welcome increase of £15,000 or 7% to just over £243,000. Netherurd is a valuable facility and its continued use is to be encouraged.

Turnover in our shops increased by £15,500 to £969,000. These shops, in Aberdeen, Dundee, Edinburgh, and Glasgow, provide a useful service to our members. Please support them whenever you can.

Investment Income, which is entirely bank interest received, declined by about £1,000 following the

fall in interest rates during the last few months of 2008. Income from this source will fall heavily during 2009 as rates are now at trivial levels.

Guiding Activity costs have shown particular increases in the areas of International Travel, as a consequence of the expedition to Ghana, and of Training, as a consequence of the Capacity Building exercise which is funded by a Scottish Government grant. After heavy expenditure last year, refurbishment costs at Netherurd fell back to a more normal level.

The Balance Sheet shows Debtors declining by £19,000 following receipt of an outstanding grant. Creditors also declined following a number of specific payments including £30,000 for the car park at Netherurd. Both of these items now stand at more normal levels.

At the year end, our bank balance stood at £804,000. Our decision last year to retain our funds in the bank has proved to have been good, but the position will be kept under review.

The financial position of the Association continues to be healthy.



J Richard Allan
Honorary Treasurer

Our Membership 2008

Girl Members:

Rainbows	10,303
Brownies	24,406
Guides	14,266
Senior Section	2,122

Total Girl Membership:	51,097
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Adult Volunteer Members:

Commissioners	518
Leaders	6,540
Other Adult Members, incl Unit Helpers	760

Total Adult Volunteer Membership	7,818
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Total Membership	58,915
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Non-Member Supporters, incl Unit Helpers	1,351
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Changing the World - Every small step makes a difference

Our Scottish Counties' Membership 2008

Angus	1,342	East Lothian	1,691	Ross-shire	541
Argyll	825	East Renfrewshire	1,931	Roxburghshire	755
Ayrshire North	2,463	Fife	3,274	Scottish County Personnel	7
Ayrshire South	1,355	Forth Valley	2,786	Shetland	275
Banff & Buchan	1,704	Gordon	1,845	South Lanarkshire	2,770
Berwickshire	389	Inverness-shire	1,678	Stewartry of Kirkcudbright	287
Caithness	280	Kincardine & Deeside	1,009	Sutherland	164
City of Aberdeen	2,144	Lones	19	Tweed Valley	763
City of Dundee	1,434	Midlothian	1,172	West Lanarkshire	1,430
City of Edinburgh	5,343	Moray	1,187	West Lothian	1,593
City of Glasgow	3,201	North Lanarkshire	1,587	Western Isles	138
Clackmannanshire	711	Orkney	441	Wigtownshire	357
Dumfriesshire	955	Perth & Kinross	2,209		
Dunbartonshire	3,164	Renfrewshire	3,696		

Total Membership 58,915

Girlguiding Scotland Committees and Staff in 2008

The Scottish Executive Committee

Ex Officio Members

Scottish Chief Commissioner:
Mrs D Faulds

Deputy Scottish Chief Commissioners:
Mrs P Marwick
Mrs H Hallum

Honorary Treasurer:
Mr J R Allan

Executive Director (Staff - Non Voting):
Miss S Pitches

Business Management & Finance Sub-Committee Chair:
Mrs M Liddell

Guiding Development Sub-Committee Chair:
Mrs C Young

Marketing and Communications Sub-Committee Chair:
Miss F Saunders

Appointed Members

Mrs K Birch
Mrs E Cowan (until 01.11.08)
Mrs L Carswell
Mrs P Graham (until 06.09.08)
Ms H Jack
Miss L Kay (from 14.05.08)
Miss J Knox (from 01.10.08)
Mrs W Norris (until 14.05.08)
Mrs B Robertson (from 16.05.08)
Miss K Smith (until 01.02.08)
Ms K Strain (until 30.09.08)
Mrs S Walker (from 16.05.08)
Mrs E Wilson (from 07.11.08)
Mrs M Winter (from 01.12.08)

Sub Committee Chairs

Business Management & Finance:
Mrs M Liddell

Guiding Development:
Mrs C Young

Marketing and Communications:
Miss F Saunders

Working Group Chairs

Adult Support:
Mrs S Hogg

Centenary:
Mrs A Plummer

Funding:
Mrs A Spurway

IT:
Mrs P Scruton (until 31.01.08)

Programme:
Mrs F McCracken
(until 30.06.08)

Netherurd:
Mrs K Evans

Awards:
Mrs E McGuinness

Trading:
Mrs S Burgess (until 23.08.08)
Mrs J White (from 23.08.08)

Staff Management Team

Executive Director:
Miss S Pitches

**Business Management
& Finance Manager:**
Mr R Morley

Guiding Development Manager:
Mrs L Wright
Miss J Moore
(Maternity Cover from 01.10.08)

**Marketing and
Communications Manager:**
Mrs M A Merrick
Ms K Currie
(Maternity Cover from 18.08.08)

**Netherurd Training
Centre Manager:**
Miss J Lowe

**Senior Shops Manager/Retail
and Trading Manager:**
Mrs E McIntyre (until 18.07.08)
Mrs M Patrizio (from 22.09.08)

Girlguiding Scotland takes this opportunity to extend thanks to the following people who have contributed to our Annual Review 2008:

Dick Allan, Enid Blaikie, Kate Devlin, Dinah Faulds, Kenny Haining, Elizabeth Highton, Margaret Kerr, Abi Latter, Issy Lockhart, Janice Lowe, Jackie Moore, Ray Morley, Carol Morwood, Margaret Patrizio, Sally Pitches, Esther Rogers-Nicol, Fiona Saunders, Carole Young, and the team at Shaw Marketing and Design, Edinburgh.

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And, thanks are of course extended to all of our girls, adult volunteers and staff involved in Girlguiding in Scotland in 2008, and beyond!



Girlguiding Alba

nigheanan air thoiseach

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