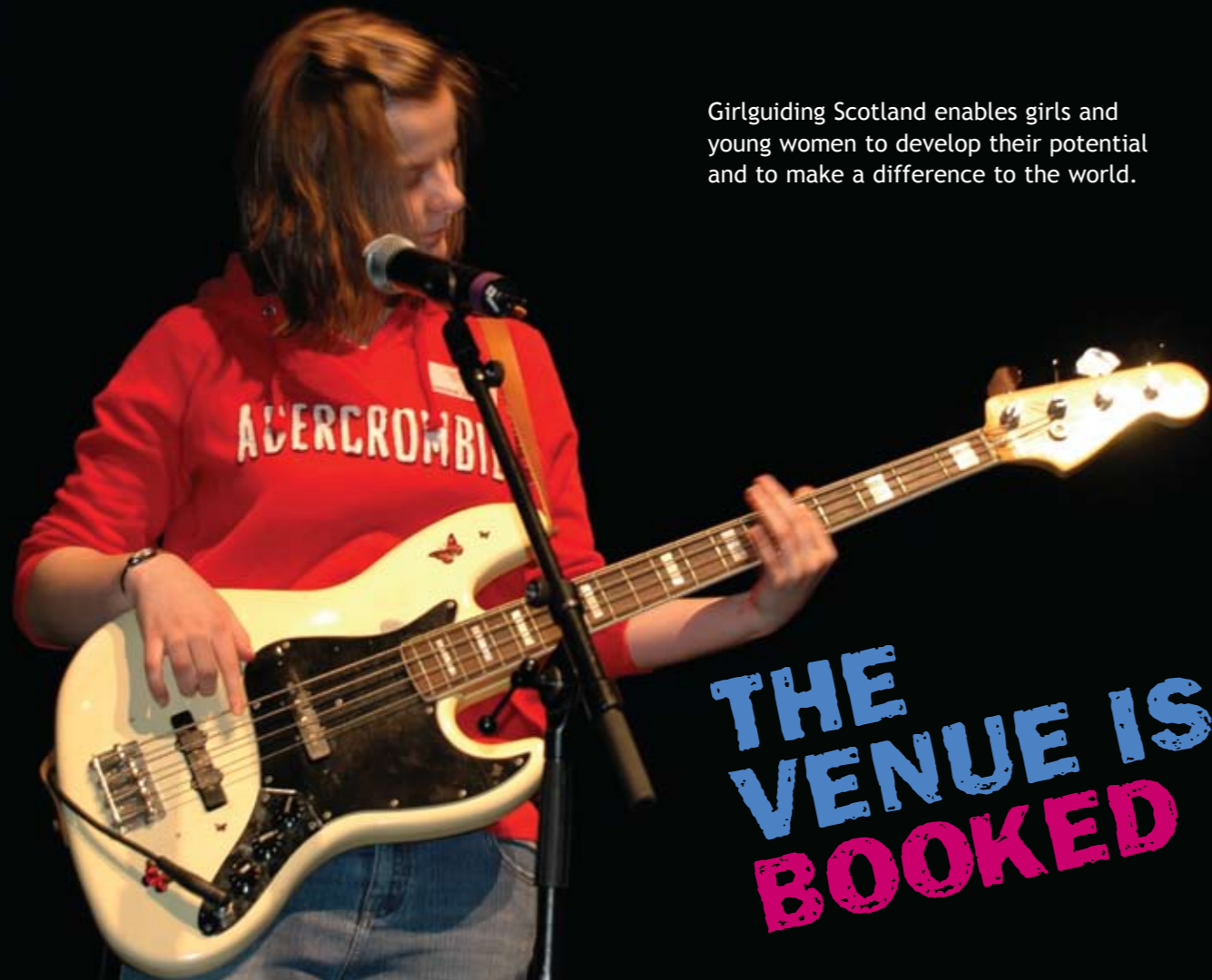


**ACCESS
ALL
AREAS
ANNUAL
REVIEW
07**



Girlguiding Scotland
girls in the lead



Girlguiding Scotland enables girls and young women to develop their potential and to make a difference to the world.

**THE
VENUE IS
BOOKED**

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WELCOME

"We live in a world of rapid change and virtual acquaintances. So Girlguiding Scotland offers countless opportunities to make new friends, interact, develop as individuals and be active as citizens in local communities."

Welcome to Girlguiding Scotland's 2007 Annual Review - my first as Scottish Chief Commissioner. I joined this dynamic organisation as a youngster and so I've witnessed first-hand many changes as we have adapted to meet the needs and aspirations of our members. Throughout, our commitment to reaching out to as many girls and adults as possible has remained undimmed.

We are the leading voluntary organisation for girls and young women and are aware we live in a world of rapid change and virtual acquaintances. So Girlguiding Scotland offers countless opportunities to make new friends, interact and develop as

individuals and be active as citizens in local communities. In 2007 we have expanded the range of activities that we offer and the areas where we are present, as this report illustrates.

We have achieved significant change in the way we speak about ourselves and reach out to external audiences. From our new strap-line "girls in the lead" - chosen by the girls for the girls - to our new statement of purpose, we're illustrating our dedication to providing a nurturing and supportive environment, and a platform for the views of young women.

As a volunteer myself, I'm acutely aware of the challenge of balancing a busy work and personal life with

Guiding. So I want to pay tribute to the dedication of our volunteers, family members, Ambassadors and corporate partners. It is this commitment that enables us to continue to support our members across Scotland - all 61,000 of them.

I am very confident that Girlguiding Scotland will achieve its aim of providing even more people with access to Guiding whether they be the 4,000 girls on the Scottish waiting list; employers trying to create more volunteering-friendly policies; a teenager in a remote area or busy adults searching for the best and most time efficient way to show their support.

In my current role, I am privileged to gain access to all areas of Girlguiding's work. What I have witnessed has inspired and motivated me and I hope this glimpse behind the scenes will reinvigorate your own continued commitment to Girlguiding Scotland.

Dinah Faulds
Scottish Chief Commissioner

RAINBOWS

In 2007, the number of Rainbow units in Scotland reached 867 with over 10,000 members.

Throughout the year, Rainbow Guiders were offered overnight training, new materials and lots of assistance with planning the Rainbow's 21st birthday celebrations in 2008. An **Activate Resource** was produced that included tips on organising an event and incorporating community action. A colourful activity pack, titled **Olivia's Favourites** also proved popular with the girls.

Aim III was a new pack that included information specially adapted for use with Rainbows. Using the World Health Organisation's definition of health as 'a state of complete physical, mental and social well being and

not merely the absence of disease and infirmity', the pack included games reflecting this holistic approach. Divided into three sections: Head, Body and Legs, the girls moved towards a healthier future by completing an activity in each section, and earning an attractive **Aim III** badge too.

There was more fun with the introduction of new games on the UK website and a new Rainbow Annual. A number of Rainbow units from Edinburgh were selected to take part in a special photo shoot for use in Girlguiding UK's publications. They enjoyed a fun visit to Edinburgh Zoo where they were treated as guests of honour. They learnt about animals and

birds, contributed to discussions for Girlguiding UK's Guiding magazine and had photos taken as a memento of their day.

In Port Seton, the girls were also given special access to an important landmark. Their Leaders, working with **Bloom**, a local ladies group, arranged for the Rainbow Promise Ceremony to be held in the rarely accessed Secret Garden. The girls were delighted to be allowed into the walled garden where red and white fairy lights had been festooned from the trees to mark the special occasion, adding a magical and unforgettable quality to the night.

"Being a Rainbow has helped me to be kind and helpful and to share."

Rose, aged 6

Continuing the garden theme, in preparation for the 21st birthday, all Rainbow Leaders and Assistant Unit Rainbow Leaders were supplied with sunflower seeds to plant. During the birthday celebrations in 2008, the Rainbows will show their gratitude for local support, and aim to raise the profile of Rainbows by presenting potted sunflowers to members of their community.



BROWNIES



"Having Brownies and Rainbows together is a great social experience for the girls. The Brownies love looking after the Rainbows at special events, and the Rainbows learn a lot from joining in some of the practical activities when the Brownies are doing badge work."

Parent of Orkney Brownie.

Following on from 2006's Brownie Review, which consulted with girls and Leaders on how their programme should be developed, 2007 witnessed the implementation of their suggestions including a new Promise Box, new badges, badge book and updated Brownie Adventure books.

Badges remained an area for development. Four new interest badges were introduced, extending the range to suit the interests and skills of the girls. A further two badges were created to recognise participation. Brownie Leaders encourage the girls to make decisions and this is embodied in the updated **'Brownies Go For It'** - interesting activities aimed at helping older girls to make the transition to Guides.

In remote areas, sections sometimes meet together to enable the Leaders to give a Guiding experience to as many girls as possible. Girls in Orkney meet as one unit with the Rainbows. This allows the Leader to run a separate programme for each section,

whilst bringing them together for games. This enables Girlguiding Scotland to reach girls who may otherwise miss out on Guiding due to their remote location.

4th Prestwick Brownies themed their Brownie Year round Peace, Art and Craft, and Learning about their Community and the Wider World. They also concentrated on learning about sight, deaf and mobility awareness with several of the Brownies gaining their Disability Awareness badge.

A further chance to learn and have fun was provided by an updated Brownie website. Featuring fantastic new activities, it included a fun banana game to illustrate the

benefits of Fairtrade and a dolphin game that highlighted environmental issues. The website was also used to spur discussions about web safety, using the **Brownie Web Safe** code. The code encourages girls to agree rules with their parents or guardians on safe web usage, not to give out personal details, not to agree to meet anyone without an adult's consent, not to put their photograph on the web, and finally to inform a responsible adult if they find anything online that upsets or worries them.

With such a varied programme of events and activities, it's perhaps unsurprising that Brownie membership increased on the previous year to reach 25,591.

GUIDES

In January 2007, ten Scottish girls travelled to Girlguiding UK headquarters in London where they met with girls from across the UK to help develop a new resource on self-esteem. Their input ensured the activities and content were relevant to today's girls. The weekend also provided a platform for them to air their opinions and needs. Taking into account their views, the new booklet, **Looking at Me**, was released in the summer (see more on page 19).

There were also new **Go For Its!** available. **Go For It! Passion for Fashion** was full of fun activity ideas relating to the fashion industry, from running a fashion show to creating a style magazine. **Go For It! Top Job** focused on different career options.

Go For It! Grrreen helped girls to make a real difference by encouraging them to make stylish recycled accessories, to give wildlife a helping hand and to spread the word about the environment.

With Girlguiding Scotland needing 618 new volunteers to reach all of the girls waiting to join, reaching out to adults was an important focus. In Forth Valley, Guides contributed to a successful recruitment drive in the largest shopping centres in their area. The enthusiasm of the girls not only raised awareness of Guiding in the region but they also signed up four potential new Leaders.

There was also cause for celebration in Sutherland when Dornoch

Girlguiding Unit was able to reopen after a gap of three years with the tremendous total of eighteen new girls. Thanks to the commitment of leaders in the area, the excited Guides were able to enjoy a programme packed with fun, friendship, discos, parties and food!

**STARRING
ROLES**





SENIOR SECTION

"Senior Section is about meeting new people and being exposed to a fantastic variety of opportunities. It's very rewarding when working with a unit of younger girls, too."

Fiona.

It was a busy twelve months for Senior Section members with the introduction of a new programme, the appointment of new Queen's Guide Co-ordinators, training for new In4mers and residentials for members of Polaris and Senior Section. All these developments ensured the programme remained as topical as possible and there was something to attract and challenge every one of the 2,053 Senior Section members across Scotland.

The new **Look Wider** programme was extremely well received especially since it was produced on CD with an accompanying record book. The new format meant resources could be downloaded and printed as and when necessary, making it more portable and more environmentally friendly.

Just a few months earlier, over 120 members attended a Senior Section weekend at Netherurd to celebrate the section's 90th birthday. The theme was 'The Right to be Happy' and there was a wide range of events including kayaking, climbing, dancing, drama and group discussions. Girl led sessions included Polaris and In4mers.

Polaris also held a weekend for its members in Aviemore. The group is a social network of Girlguiding Scotland members between 16-25. They plan and run their own projects, activities and events and act as a voice to the Youth Parliament and Council. In Aviemore they discussed world trade, international volunteering opportunities, completed a mountain rescue activity and nominated their new planning team.

In4mers also held a successful training day in 2007 where new and more experienced In4mers perfected their skills and techniques in peer education on a variety of topics from mental health to self-esteem.

ON LOCATION: LONES & UNITS

The aim of Lone Guiding is to allow girls and young women the chance to be part of Guiding, even if they can't attend a weekly meeting, maybe due to where they live, other commitments or a disability. Lones are linked with a Guider and keep in touch via email, text, phone, newsletter and post. Anyone can be a Lone from Rainbows through to Trefoil Guild. In 2007, 35 girls and adults benefited from the Lone Guiding scheme.

Heather became a Lone Guide because she lived in a remote village in Roxburghshire. She said: "Lones is great because, although you're on your own, you have a Guider to look after you and a

Patrol from all over Scotland. I've made great friends through Lones and it has given me great experiences and challenges. I've especially enjoyed the get-togethers of all the Lones from across the country."

Being a member of Lone Guiding has benefits for the families of members too. Not only do they often learn new skills alongside their daughters but also they welcome the companionship Lones offers their children. Anne's daughter, Chloe, felt isolated after being diagnosed with ME whilst she lived in Dumfries & Galloway. Anne explained: "*It has meant so much to Chloe to be able to do*

something independent of school work, especially as she has been so ill over the last few years. It is easy to lose touch with life in many ways. Every month there was a lovely letter and fun activities for her to do. Everyone showed her such kindness and consideration, which I believe has given her a sense of caring for others. I would like to thank Lones for everything that they have done over the last few years. It has certainly helped my daughters to feel part of the world!"

Some girls with illnesses or additional needs have also benefited from dedicated units across the country including in the Royal Blind School in Edinburgh and

the Royal Hospital for Sick Children in Yorkhill, Glasgow. Julie McElroy, who has cerebral palsy and is Assistant Leader in the 207th Glasgow Unit, was the only Scot to participate in a BBC trail across the Andes in 2007 and credited her Guiding experience for giving her the skills to complete the arduous trek.

"When I got ME most of my friends forgot about me but with Lone Guides I made new friends and was able to chat with them on the phone, write and text. I even met up with one and we went to the cinema."

Chloe Halstead, Lone Guide



LEADERS & VOLUNTEERS



"I had such a wonderful time in India and am keen to spread the message about Guiding's involvement in children's rights."

Pamela Aitken, Guider

Supporting volunteers and leaders remained a priority for 2007 with the focus on providing them with the best possible information and resources. Illustrating this commitment to ongoing development was the national conference: Focus 2007. 150 Commissioners from across Scotland attended and were encouraged to Look In; Look Around; Look Forward! With the help of guest speakers, trainers and Chief Guide, Liz Burnley, they explored the role of Commissioner. It was also an opportunity to make new friends, relax and share experiences. Everyone agreed it was an extremely rewarding event.

Individual volunteers also enjoyed new activities including South Lanarkshire Guider, Pamela Aitken.

She was the only Scot to travel to Sangam, the Guide World Centre in Pune, India, for an Ambassadors for Children event. Alongside 48 Guiding members from around the world including India, the USA, Northern Ireland and England, Pamela attended a series of excursions, activities and discussions on children's rights and advocacy. With the other participants, she also helped to plan and run a four-day camp for underprivileged children.

At the same time, in Scotland, there was continued emphasis on adult recruitment. Volunteers were encouraged to offer their skills to support one-off events. Units opted for more accessible operating times and locations including after-school clubs.

INTERNATIONAL



"Madagascar GOLD 2007 was certainly an unforgettable experience. We were able to form such close friendships among ourselves and with the Mpanazava (the Malagasy Guide Association)."

Marion Baird, Guider.

In 2007, around five hundred members of Girlguiding Scotland visited a total of thirteen countries around the globe from Mexico to Madagascar. Whether staying in chalets, hotels or at camps, girls and leaders enjoyed a wide range of experiences and cultures.

Activities stretched from celebrating ninety years of Guiding in Singapore to bog-hopping in Ireland! New skills were gained from making sushi to putting on a hijab. More active members enjoyed hiking in Nepal, trekking in China and horse riding in Mongolia.

Marion Baird from Grampian region visited Madagascar as part of a Guiding Overseas Linked with

Development (GOLD) trip. GOLD enables members to take part in a community development project overseas. On return, the participants bring back what they have learned to their own community. This fantastic initiative for members aged 17 to 30 provides a unique volunteering experience. Whilst in Madagascar, Marion delivered training on women's rights, leadership, self-esteem and crafts. A highlight was training 250 village children on environmental issues. On her return, Marion said:

"The strength of our worldwide association is inspirational."

SPOTLIGHT ON CHANGE



"I loved being a Brownie. The social aspect was great and it definitely helped to bring me out of my shell! It's been a really good night. Girlguiding Scotland is a great organisation. It definitely helps girls develop their skills"

Michelle Scott-Lee, Liberty X

Building on 2006's research on the external perception of the organisation, 2007 witnessed numerous initiatives to encourage the public to see beyond their initial impressions. Our aim was to make as many people as possible aware of everything going on behind the scenes in modern Guiding.

The year started with the introduction of a new peer education scheme: **Get Wise**. It focused on five topics: Eating Disorders; Stress Management; Binge Drinking; Sexual Health and Beating Bullying. Using role play, scenarios and debate, the specially trained peer educators were encouraged to get out into their communities to deliver training to schools, youth clubs and disadvantaged groups.

Empowering members to reach out and make their voices heard was also the motivation behind a number of detailed studies conducted and published in 2007. 472 Scots Rainbows to Senior Section, aged from 5-25, took part in the **Girls Shout Out!** report - one of the most extensive surveys of girls' and young women's views conducted in recent years.

It found Scottish young women in Guiding to be ambitious, career-minded and optimistic. 91% aged 16-25 and 89% aged 10-15 believed women could do any job they chose. However they also described inequalities, pressures and concerns. Over half of 16-25 year olds said equality had not been achieved for UK women and almost

a third said they were given different school careers advice because they were girls. This research was followed by an in-depth study into members' views on the top ten skills a girl should have, their experience of careers advice and their views on self-image. Half of the girls surveyed identified the way they looked and their body shape as the biggest cause of them feeling down. Acting on the concerns of the girls, a self-esteem resource, **Looking At Me**, was launched. It was produced in conjunction with the **Dove Self-Esteem Fund** and the eating disorders charity **beat**. Delivered in up to ten one-hour Guiding sessions the programme covered topics from air-brushing and media manipulation, to eating disorders, cosmetic surgery,

celebrity role models and advertising. Within Scotland, Girlguiding worked with other youth organisations to pool training resources and share learning. External companies supported a number of Girlguiding initiatives across the country either financially or in kind, including volunteer recruitment drives, publications and a trip to Ghana (scheduled for 2008) to support local Guiding and environmental schemes in the country.

Musical and performing professionals, from flautists to pop stars, gave freely of their time to support the Guiding Star talent search and its final at the Tartan Gig, presented by Michelle McManus. Over 2,000 girls watched as members from across the country

performed. Then they enjoyed a concert by Fame Academy favourite, Sinead Quinn; CBBC sensations, Bel's Boys; Rock School star, Lil' Chris and Liberty X, in their last public appearance in Scotland.

Whether acting as judges at regional heats, running workshops or presenting or performing at the Tartan Gig, all external participants concurred modern Guiding was a vibrant organisation presenting great opportunities to its members.

AWARDS



SILVER FISH AWARD

The Silver Fish Award is awarded for outstanding service to Girlguiding in more than one capacity and a contribution to world Guiding. In 2007, it was awarded to: **Liz Pitcairn** Scottish Chief Commissioner - 2002 to 2007 (Edinburgh) and **Jean Bell** (Aberdeen).

SCOTTISH CHIEF COMMISSIONER'S CERTIFICATE OF COMMENDATION

This certificate is primarily aimed at young people. It has been awarded to those who have shown special courage in emergencies or in coping with challenges: **Sophie Burt** (Midlothian).

DUKE OF EDINBURGH'S AWARD - GOLD

This prestigious award was presented to the following young people: **Jan Alexander** and **Emma Norrie** (Banff & Buchan); **Hazel Winstanley** (Aberdeen); **Maureen Ann Gray** (Moray).

LAUREL AWARD

The Laurel Award is presented in recognition of outstanding services to Guiding and it was received by: **Sue Burgess** (Kincardine/Deeside).

SCOTTISH CHIEF COMMISSIONER'S AWARD

This award is given to adults for their dedicated services to Scottish Guiding and was presented to: **Sally McMath** (Edinburgh); **Isabel Gray** (Renfrewshire); **Linda Brown** (Angus); **Liz Nicoll** (East Lothian); **Morag Liddell** (Glasgow); **Mary Sweetland** (Dunbartonshire); **Kate Devlin** (Midlothian). It was also presented to Brian Pitcairn (Ambassador) and the following SHQ Senior Staff members: **Sally Pitches**; **Ray Morley**; **Laura Wright**; **Elizabeth McIntyre**; **Janice Lowe**.

QUEEN'S GUIDE AWARD

This is the ultimate award for Senior Section members (aged 16-25). It is an award which incorporates a series of challenges that show sustained service to Guiding and the community. It was awarded to: **Fiona Milne** (East Renfrewshire); **Caroline Donald** (Glasgow); **Fiona Buchanan** (Edinburgh); **Gillian Cowie** (Banff & Buchan); **Catherine Clark** (Moray); **Kirsten Barclay** (East Renfrewshire); **Jennifer Campbell** (Edinburgh); **Jennifer Muir** (Glasgow); **Gemma Murray** (Glasgow); **Kimberley Keogh** (Renfrewshire); **Samantha McColl** (Renfrewshire); **Ashley McColl** (Renfrewshire); **Victoria Blair** (Renfrewshire).

CHIEF GUIDE'S CHALLENGE

This award is open to young women aged 14-25. Participants complete tasks from a choice of eight sections including International, Creativity and Leadership. The following young women from across Scotland received this award: **Fiona Murray** (Banff & Buchan); **Ashleigh West** (Perth & Kinross); **Claire Davidson** (Perth & Kinross); **Sara Scott** (Dunbartonshire); **Rachel Walker** (Kincardine & Deeside); **Jess Henderson** (West Lanarkshire); **Helen Paulsen** (West Lanarkshire); **Fiona McCubbin** (Perth & Kinross); **Heather Plummer** (Glasgow); **Alison McNab** (Edinburgh); **Laura Davidson** (Perth & Kinross); **Laura Lovelock** (Fife).

SHOPS

2007 was another good year for the four Girlguiding shops in Edinburgh, Glasgow, Dundee and Aberdeen. In fact, sales exceeded expectations. As a result of Guiders, girls and parents using the shops, and the Edinburgh mail order service, the shop profits were able to make a significant financial contribution to Girlguiding Scotland's work across the country. The shop at Netherurd was also well used by visiting groups of children and adults.

The wide array of stock includes Guiding and Scouting uniforms, publications, craft materials, gifts and books as well as a good range of items using the Girlguiding Scotland Tartan.

One of the highlights of the year was the Tartan Gig shop, established specially at the Concert Hall for the duration of the Tartan Gig. It sold a selection of t-shirts, flashing wands and fibre optic products. £4,500 was taken in 1 ½ hours which was fantastic and great fun - especially watching the effect of the lights in the auditorium.

The shops continued to support leaders across Scotland with a variety of resources including the launch of the Senior Section CD-ROM featuring the updated programme. This information format is proving very popular with girls and leaders.

From a staff perspective, there were many changes, in particular, the

retirement of Margaret, the Dundee manager, and Joan, the Edinburgh manager, after many years of service. Their staff and customers will miss their enthusiasm, dedication and commitment, and wish them a well earned rest.

Looking forward, there are several ways to obtain Guiding goods and benefit Scottish Guiding. As well as the shops and the mail order service, there are a number of depots manned by volunteers and there is a sale-or-return service available which can be used for Unit, District or County events. Thanks to a discount on goods sold, the sale-or-return service is a great way for local Guiding to earn funds.

Details for all the shops are on the Scottish website. Remember - please don't buy Guiding, Scouting, gifts or craft supplies anywhere else - support Scottish Guide shops. All money raised in Scotland, stays in Scotland.



NETHERURD

Netherurd House Training & Activity Centre continued to support adult leaders and girls throughout 2007 by hosting numerous trainings and activities. Behind the scenes, there were a number of improvements from an exciting new website detailing facilities and events, to the provision of broadband, meaning guests could keep up-to-date with their emails.

One of Netherurd's best kept secrets remains the fantastic food on offer. The visitors who sampled these culinary delights came from as far afield as Ghana, Australia, America and, closer to home, Shetland and the Western Isles to the South Coast of England.

Ensuring all guests have full access to Netherurd is extremely important whether they have travelled from a different country or simply have additional needs. To meet special dietary requirements, 910 special meals were provided throughout the year. The Garden House, with its high dependency suite, provided a home from home for those who needed extra support.

Meanwhile, over 1,200 girls enjoyed Netherurd water activities on the pond including canoeing, kayaking and raft building.

As the year came to a close, there were further welcome additions to facilities with the resurfacing of the car park in front of the main house and the introduction of a new car park at the side of the house. Both have made a huge difference to the campsites. Funding for a new van was another major achievement that ensured the Netherurd experience will improve into 2008 and beyond.

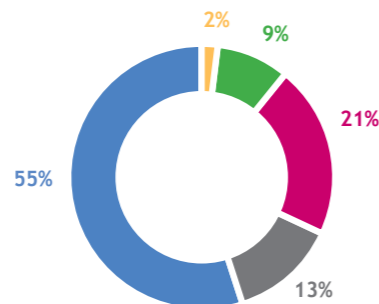
Whether it's a training weekend or a group with additional needs, the successes of 2007 will enable Netherurd to continue to create tailor-made programmes to make everyone's stay an experience to remember.



FINANCES

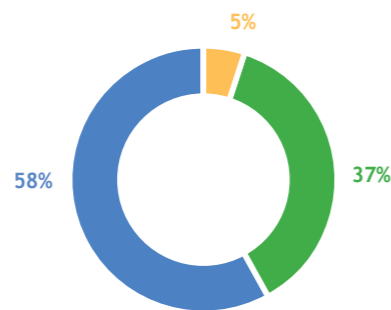
The Guide Association Scotland. For the year ended 31 December 2007 income and expenditure account (incorporating statement of financial activities).

The summarised financial statements are consistent with full financial statements which are available on request from Girlguiding Scotland.



INCOME 07

DONATIONS AND GRANTS	£165,963
MEMBERSHIP SUBSCRIPTIONS	£374,510
SHOP SALES	£953,500
INVESTMENT INCOME	£40,717
TRAINING CENTRE FEES AND GENERAL INCOME	£230,472



EXPENDITURE 07

COST OF SHOP GOODS SOLD	£641,116
GUIDING ACTIVITIES AND EVENTS	£978,795
GOVERNANCE COSTS	£93,606

	Unrestricted Funds		Restricted Funds		2007	2008
	General	Designated	General	Designated	Total funds	Total funds
	£		£		£	£
Incoming resources						
Voluntary income	132,671	0	33,292	0	165,963	143,276
Charitable activities						
Membership subscriptions	374,510	0	0	0	374,510	363,388
Fees and other income	230,472	0	0	0	230,472	246,696
Activities for generating funds:						
Trading income	953,500	0	0	0	953,500	949,703
Investment income	26,031	12,903	1,783	0	40,717	31,817
Total incoming resources	1,717,184	12,903	35,075	0	1,765,162	1,734,880
Resources expended						
Cost of generating funds	638,756	1,771	589	0	641,116	635,632
Charitable expenditure						
Guiding activities and events	871,391	92,504	14,900	0	978,795	954,145
Governance costs	75,611	17,187	808	0	93,606	86,727
Total resources expended	1,585,758	111,462	16,297	0	1,713,517	1,676,504
Net incoming resources before transfers	131,426	(98,559)	18,778	0	51,645	58,376
Transfers between funds	(87,915)	87,915	0	0	0	0
Net movement in funds	43,511	(10,644)	18,778	0	51,645	58,376
Funds brought forward at 1 January 2007	417,767	1,451,859	48,290	126,970	2,004,886	1,986,510
Funds carried forward at 31 December 2007	461,278	1,441,215	67,068	126,970	2,096,531	2,044,886

	2007 (£)	2006 (£)
Fixed assets	1,287,733	1,307,014
Current assets	143,555	138,015
Stock	63,268	30,249
Debtors	760,309	668,436
Bank and cash in hand	967,132	836,700
Current liabilities		
Creditors falling due within one year	158,334	98,828
Net current assets	808,798	737,872
Long term liabilities		
Creditors falling due beyond one year	0	0
Total assets less liabilities	2,096,531	2,044,886
Financed by:		
Reserves		
General funds	461,278	417,767
Restricted general funds	67,068	47,936
Permanent endowment funds	126,970	126,970
Unrestricted designated funds	1,441,215	1,452,213
	2,096,531	2,044,886

The Guide Association Scotland balance sheet as at 31 December 2007

The Financial statements were approved by the Executive Committee on 16 May 2008 and signed on its behalf by:



Mrs D Faulds,
Scottish Chief Commissioner



J.R. Allan, Honorary Treasurer

TREASURER'S REPORT

There were no unusual financial events during 2007 and the steady financial performance experienced during 2006 continued, with an overall surplus of some £51,000 arising from total incoming resources of £1,765,000.

Membership subscriptions have grown by £11,000 and continue to be the bedrock of our finances. Looking to the future, the need for compliance with various legislative and regulatory requirements, which has grown steadily, may well grow further and any additional costs must be met. It is, regrettably, subscriptions that have to bear the brunt of these costs. Girlguiding, however, continues to give unbeatable value for money.

In voluntary income the principal element behind the increase of £22,000 was an increase in the grant received from the Scottish Executive to assist in capacity building. Fees for the use of Netherurd fell back by £15,000 to just under £228,000 and we must continue to encourage the use of this magnificent facility

by both members and, when not otherwise required, by external customers.

Turnover in our four shops was static at £953,000. The shops provide a useful service to our members and buying from them whenever possible provides helpful support to the Association. Investment Income, which is entirely bank interest received, is £9,000 higher than in 2006 as a result of higher interest rates and higher bank balances. Excluding the cost of goods sold in shops, the increase in expenditure was held to £37,000 which is an increase of 3.4%. Turning to the balance sheet, the fixed assets figure includes the purchase of a vehicle for Netherurd. An increase in debtors arises from £30,000 of grant and funding income not received

until early in 2008. The higher figure for creditors is due to outstanding payments for work on the car park at Netherurd and to an alteration in the phasing of grant payments from the Scottish Government.

At the year-end our bank balance stood at £760,000, and consideration has again been given to possible alternative investments but this has not, for the present, been considered appropriate.

The financial position of the Association continues to be healthy.



J Richard Allan
Honorary Treasurer

MEMBERSHIP TOTALS

**BEHIND
THE
SCENES**

YOUTH MEMBERSHIP

Rainbows	10579
Brownies	25591
Guides	14360
Senior Section	71
Total Youth Membership	50601

ADULT MEMBERSHIP

Rangers	325
Young Leaders	1448
Joint Rangers & Young Leaders	209
Guiders	6479
Commissioners	553
Total Adult Membership	9014

OTHER APPOINTMENT HOLDERS AND MEMBERS

Other Appointment Holders	634
Members	110
Total Other Appointment Holders & Members	744

TOTAL MEMBERSHIP	60,359
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COUNTY TOTALS

Aberdeen	2195	Fife	3523	South Lanarkshire	2774
Angus	1439	Forth Valley	2816	Stewartry of Kirkcudbright	279
Argyll	897	Glasgow	3377	Sutherland	166
Ayrshire North	2552	Gordon	1807	Tweed Valley	778
Ayrshire South	1300	Inverness-shire	1581	West Lanark	1433
Banff & Buchan	1713	Kincardine & Deeside	1051	West Lothian	1658
Berwickshire	360	Midlothian	1188	Western Isles	131
Caithness	311	Moray	1225	Wigtownshire	406
Clackmannanshire	718	North Lanarkshire	1677	Lones	15
Dumfriesshire	1027	Orkney	440	Scottish Team	7
Dunbartonshire	3319	Perth & Kinross	2242		
Dundee	1528	Renfrewshire	3815		
East Lothian	1693	Ross-shire	513		
East Renfrew	1921	Roxburghshire	746		
Edinburgh	5451	Shetland	287		
				TOTAL	60359

MEMBERS AND STAFF IN 2007

THE SCOTTISH EXECUTIVE COMMITTEE

Scottish Chief Commissioner:

Mrs E Pitcairn (until 31.08.07)
Mrs D Faulds (from 01.09.07)

Deputy Scottish Chief Commissioner:

Mrs I Gray (until 31.08.07)
Mrs P Marwick (from 01.09.07)
and Mrs H Hallum (from 01.09.07)

Honorary Treasurer: Mr J R Allan

Executive Director:

(staff - non voting) Miss S Pitches

Sub Committee Chairs:

Mrs M Liddell (Business Management & Finance
Sub-Committee Chair); Mrs L Brown (until 08.09.07)
then Mrs JC Young (from 08.09.07) (Guiding
Development Sub-Committee Chair); Mrs E Nicoll
(Marketing and Communications Sub-Committee Chair).

Appointed Members:

Mrs E Blaikie (until 22.11.07);
Mrs E Cowan; Dr N Carruthers (until 22.11.07);
Mrs L Carswell (from 16.08.07); Mrs S Duncan
(until 27.01.07); Mrs P Graham (from 27.01.07);
Mrs H Hallum (until 31.08.07); Ms H Jack;
Mrs A J Middleton (until 27.01.07); Mrs W Norris;
Miss K Smith; Ms K Strain (from 22.11.07).

SUB COMMITTEE CHAIRS

Business Management & Finance:

Mrs M Liddell

Guiding Development:

Mrs L Brown (until 08.09.07)
Mrs JC Young (from 08.09.07)

Marketing and Communications:

Mrs E Nicoll

WORKING GROUP CHAIRS

Adult Support: Mrs S Hogg

Programme: Mrs F McCracken

IT: Mrs P Scruton

Netherurd: Mrs K Evans

Awards: Mrs E McGuinness

Trading: Mrs S Burgess

STAFF MANAGEMENT TEAM

Executive Director: Miss S Pitches
Business Management & Finance

Manager: Mr R Morley

Guiding Development Manager:
Mrs L Wright

**Marketing and Communications
Manager:** Miss C Blake (until 23.01.07)
then Mrs MA Merrick (from 22.01.07)

Netherurd Training Centre Manager:
Miss J Lowe

Senior Shops Manager: Mrs E McIntyre

LOOKING FORWARD

As a member of staff and a volunteer Guider, I'm lucky enough to have a dual perspective on the work of Girlguiding Scotland. I'm privy to the behind the scenes details we've shared in this report and also to the external view of the organisation, gained from attending forums, meetings and conferences with my colleagues from other organisations in the voluntary sector and elsewhere.

As we look forward from the achievements of 2007/08, I am already anticipating the year ahead and our Centenary celebrations in 2010 with great enthusiasm. We have groups working hard to plan a wide range of activities, which will open up new opportunities for us in the areas of creativity, adventure, community

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action and heritage. I know that there will be fun, excitement and challenge for every Scottish member of Girlguiding, with access to special Centenary events, whatever your interests or location.

These four areas neatly describe four important aspects of our continuing work with young people and leaders. Although firmly rooted in their own communities, each local Guiding unit embodies an ethos of sharing and reaching out - to those who are differently able, to girls and adults from all cultures and faiths, and to offer support to other charities, both at home and overseas.

Of course our focus will always remain on nurturing the strengths,

talents and abilities of our volunteers and members. We're committed to listening to their views and providing a platform for their voices. From girls in remote areas to adults with only a few hours to spare, there is a place for everyone within Guiding. In the months and years to come, we'll be taking that message across Scotland, thanks to the support and dedication of our members, volunteers, supporters and external partners.



Sally Pitches, Executive Director

WITH THANKS

REVIEW FOR THE YEAR ENDED 31ST DECEMBER 2007

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