



WE DISCOVER, WE GROW

Girlguiding

Scotland

Grow and develop as an active citizen

Annual
Review
2013



Girlguiding Scotland Mission and Vision

Girlguiding Scotland, as part of a worldwide Movement, enables girls and young women to fulfil their potential and to take an active and responsible role in society through our distinctive, stimulating and enjoyable programme of activities delivered by trained volunteer Leaders.

Our Vision is to deliver quality guiding, which inspires and empowers girls and young women in every community in Scotland.

**I promise
that I will
do my best**



“

I think Brownies are amazing because it is like an adventure full of fun and we get to learn lots of new things.

”

Jennifer, aged 7

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“

I enjoy being part of supporting and enabling our girls to experience new opportunities and develop their skills and hope I can give them lifelong memories like my Brown Owl did for me over 30 years ago.

”

Carole, Leader





The Scottish Chief Commissioner's Welcome

The common threads that bind us together.

There are common threads running through from Rainbows to the Senior Section and to all our adult volunteers. One such thread is our promise: that enduring commitment to a shared common standard. Another common thread is our willingness to get involved and engaged in our communities and be active citizens. Over recent years the expression 'active citizen' has come to be used as a shorthand for

a whole raft of ideas, many of which find a natural home in guiding.

An active citizen cares for her community. This could mean planting wild flower gardens or picking up litter. She also plays an active part in her community. That could mean helping at a local coffee morning, or giving service to the Old Folks club.



I promise ...
to be true to
myself and
develop my
beliefs

An active citizen is informed and takes action when required. This could mean looking for information from different political parties before an election. It could also mean Brownies writing to the local council about poorly maintained playpark equipment. An active citizen feels responsible in the same way that a good Sixer or Patrol Leader feels responsible for those under her leadership and helps them whenever she can. An active citizen is aware of diversity and respects others. This also means that she would stand up for someone being bullied. An active citizen participates in her community. This could mean standing for election in council or parliament. It could also mean participating in surveys when asked or volunteering to help others.

An active citizen is an asset to any community. I know that Girlguiding Scotland members are also assets to their communities and I thank you for all you have done and continue to do for Girlguiding Scotland.



Sue Walker
Scottish Chief Commissioner

About Girlguiding

Girlguiding Scotland, with 59,960 members and volunteers, is the largest voluntary organisation for girls and young women in Scotland.

More than 9,500 incredible volunteers in Scotland contribute many hours every year to enable Rainbows (aged 5-7), Brownies (aged 7-10), Guides (aged 10-14) and Senior Section (aged 14-25) to develop their potential, whatever their ability or background.

Our Promise is at the heart of everything we do and in 2013 we updated the Promise following a UK-wide consultation. By updating the Promise, we strengthened our commitment to being open to all girls and young women across Scotland.

Guiding can, through the Promise and the Law, help girls discover for themselves the strengths, virtues and values that will enable them to fulfil their potential and become active citizens.

Although the wording has changed, the fundamental principles underlying the Promise and the Law have never changed. They are what unite the 10 million girls and young women in Guiding across the world.

Adults, members of The Senior Section, Guides and Brownies work towards making, or reaffirm, the following Promise:

I promise that I will do my best:
To be true to myself and develop my beliefs,
To serve the Queen and my community,
To help other people
and
To keep the (Brownie) Guide Law.

The Rainbow Guide Promise is:

I promise that I will do my best to think about my beliefs and to be kind and helpful.

Discovering Arran

On 5 August 2013, 24 volunteers from across Girlguiding Scotland travelled to Arran for a five-day challenge of four days' walking Arran's Coastal Path and one day climbing Goatfell.

Highlights of the walk were:

- some impressive and challenging boulder fields as well as an interesting scramble across a rockface to avoid the rising tide
- the quick dip in the chilly sea at Sannox Bay and the warm and welcoming tearoom afterwards, and
- the visit to King's Cave, believed to be the cave where Robert Bruce sought refuge and had his famous encounter with the spider.

As part of the long distance challenge, the group also took part in the John Muir Award, an environmental award scheme which focuses on wild places. As part of the award they worked towards completing the Discovery level, which involved discovering and actively exploring an area, doing something to conserve the wild place and then sharing their experience with others.

**I promise ...
to serve the Queen
and my community**

Girlguiding Scotland
ARRAN
August 2013

Growing in Ghana

Founded in 1991 by Morna Ferguson and Joyce Hamilton, the Ghana project sends a team of 12 young women to complete a month-long project in Ghana approximately every three years as well as sending training teams to help develop Girlguiding in Ghana and funding reciprocal visits for Ghana guides to come to Scotland.



**I promise...
to help
other people**



The 2013 project, led by Angela Gardner, was a sports project with the triple aim of:

- providing sports and play equipment,
- improving sports education and
- promoting Girlguiding.

Before the trip, the team designed a badge to take across with them which would be the Ghana Guides second ever badge.

During the trip the group stayed in the Village of Good Hope, an orphanage and boarding school on the outskirts of Accra. They worked with the Ghana Guides most days, doing our badge with them and providing sports education. They built a large tyre playground area, donated a roundabout to the nursery and built a tyre sandpit at the nursery. They also gave sports equipment to Joykol orphanage and three other orphanages. The team are hugely grateful to the generous donations that help them carry out this vital work and to grow and develop Girlguiding in Ghana.

Cashback for Communities

We are delighted to be part of the Cashback for Communities Small Grants Scheme which takes the ill-gotten gains of crime recovered through the Proceeds of the Crime Act 2002, and reinvests them in community programmes, facilities, and activities.

Through the scheme we're able to provide accessible funding to our local units, including a programme grant and a start up grant for new units. In 2013 we awarded £14,970 in Cashback funding, including a start up grant for 13th Coatbridge Senior Section Unit to purchase guiding resources, a digital camera, laptop, first aid kit and transport costs to a residential event.

Growing Guiding

We remain committed to bringing the benefits of guiding to as many girls and young women in Scotland as possible through our Growing Guiding project. This will see every Guiding area across Scotland aiming to grow guiding by recruiting and retaining members. Girlguiding Scotland has also promoted Starting New Unit Grants as a way to grow guiding. In 2013, 39 new units in Scotland shared a total of £9,622. A total of 49 new units were opened across Scotland in 2013.



Amie Flett, member of 1st Parkway Senior Section Unit which began in August 2013, gives us a sense of the opportunities this funding can support:

“ So far we've made chilli and flags and designed henna on our hands for our World Centres Challenge Badge.

We've also visited Aberdeen University for a murder mystery trail, made some Christmas crafts including reindeer sock monkeys and as our end of term trip we went to see Frozen at the cinema. I know I am really looking forward to all the adventures, camps and opportunities in Senior Section! **”**



Developing Young Leaders

The *Young People Taking the Lead* programme provides funding from Cashback for Communities to help young people from 10-19 to develop their leadership skills and qualifications. The project aims to build Young Leaders' skills and capabilities to be effective contributors in their communities. It will also enable Girlguiding Scotland to grow and better support existing networks of Young Leaders and expand their role.

The programme will give young people the chance to learn new skills in leadership, teamwork, confidence and enterprise as well as developing skills in communication, problem-solving and decision making. Our ultimate aim is that our young people will become successful learners, confident individuals, effective contributors and responsible citizens in their youth groups and communities.

We encourage young people, aged 14-16, to develop as Leaders within the organisation, by taking part in a modular training scheme. As part of this project we organised a Young Leader qualification weekend in November 2013 at Netherurd House, in which 27 girls took part. Due to its popularity and success, we are hoping to expand these events in the next funding year.

“
I learnt lots of things; everything from a wide range of possible activities for my unit to what being a Young Leader and Girlguiding really means.
”



Tartan Gig – glow sticks and bunny ears

Girlguiding Scotland's Tartan Gig has become a firm favourite in the guiding calendar over the past few years and there was great demand for a return of Tartan Gig in 2013. For many of our younger members Tartan Gig was their first opportunity to experience a concert and they were really excited to see some top music acts with all their guiding friends - and more than 6,000 of them took the opportunity.

Hosted by Scottish Comedian Iain Stirling, Little Mix, Conor Maynard, Amy MacDonald, Luminites, StooShe, Gabrielle Aplin and Scottish boy band Rewind were welcomed to the stage by huge cheers, thousands of glow sticks and flashing bunny ears at the exclusive event for Guides and Senior Section members, all aged 10 and above.

“
It's been a very good day. This is my first concert and all the acts have been very good!
”
Anna, 11



“
This is my first concert – it's been brilliant and I really love it. It's special for Guides and you can make as much noise as you like, which you can't do in school or at home.
”
Jenny, 10



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. We are proud that 11 girls received their award in 2013:

Shona Naomi Buchanan	Forth Valley	Mari-Jane Paterson	Forth Valley
Claire Ireland	Angus	Kirsty Gillepsie	Glasgow
Heather Plummer	Edinburgh	Christina Monigatti	Dunbartonshire
Emma Knox	Renfrewshire	Siobhan McLaughlin	Glasgow
Melanie Liddell	Renfrewshire	Karen Jayne Fyvie	Aberdeen
Hannah Lawrie	Ayrshire South		



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 42 girls received their award in 2013:

Rachel Dorrington	Gordon	Jenny Brass	Caithness
Ailidh Mackie	Caithness	Sarah Gunn	Caithness
Kirsty Neill	West Lanarkshire	Kate Mackinnon	Caithness
Rhona Anderson	West Lanarkshire	Kirsty Harris	Perth & Kinross
Anna Kennedy	West Lanarkshire	Emma-Louise Cragg	Perth & Kinross
Hazel McJannett	West Lanarkshire	Catriona Sime	Perth & Kinross
Rebekah Moreland	West Lanarkshire	Eleanor Wilson	Ross-shire
Eleanor Porte	West Lanarkshire	Eve McAlpine	Glasgow
Sarah Peachey	North Lanarkshire	Morna Watt	Glasgow
Rebecca Anderson	Berwickshire	Anna Rickards	Glasgow
Heather Wilson	Berwickshire	Alexandra Morton	Glasgow
Joanne Gibb	West Lothian	Laura Morrison	Dundee
Katriona Dunn	Renfrewshire	Isla Whately	Glasgow
Jean Oberlander	Lones	Innes Ross	Glasgow
Chloe Jackson	Lones	Niamh Chalmers	Glasgow
Caroline Macleod	Lones	Lauren Dorward	Glasgow
Caitlin Irvine	Edinburgh	Amy Callaghan	Glasgow
Katey Turnbull	Edinburgh	Megan Harrison	Glasgow
Emily Sword	Glasgow	Emma Latham	Glasgow
Caitlin McKechnie	Forth Valley	Nicola Forbes	South Lanarkshire
Ame Whitehead	Forth Valley	Alice Dobie	South Lanarkshire



Chief Guide's Challenge

Duke of Edinburgh's Gold Award

Congratulations to the 19 girls who gained their prestigious Duke of Edinburgh's Gold Award in 2013:

Jessica Philip	Banff & Buchan	Elizabeth Hamilton	Glasgow
Laura Brook	Banff & Buchan	Vivienne Watt	Gordon
Lauren Mutch	Banff & Buchan	Heather Kennedy	Lones
Mhairi Stephen	Banff & Buchan	Melanie Liddell	Renfrewshire
Erin Macpherson	Clackmannanshire	Shona Winters	Renfrewshire
Erin Lawlor	Clackmannanshire	Kathryn Richardson	Renfrewshire
Laura Ann Lovelock	Fife	Fiona Steel	Renfrewshire
Ruth Moore	Glasgow	Gemma Forbes	South Lanarkshire
Heather Lyon	Glasgow	Joanna Graham	West Lothian
Emma Latham	Glasgow		



Scottish Chief Commissioner's Award

This award is given to adults for their dedicated services to Scottish Guiding. In 2013 the award was presented to:

Helen Crawford	Ayrshire North
Margaret Kennedy	Ayrshire North
Elizabeth Irvine	Renfrewshire



Scottish Chief Commissioner's Award

Guiding Star Award

Lucy Clift	Renfrewshire
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“My Queen's Guide Award has definitely made me aspire to continue being motivated and setting goals, which I will go on to achieve. It's increased my confidence and let me try so many new things and meet so many people.”

Shona Buchanan

Netherurd – inspire, challenge and develop

Nestling in a stunning setting in the Scottish Borders, our activity centre, Netherurd House, offers residential activity breaks to our members to inspire, challenge and promote self-development.

With its 32 acres of gardens and woodlands, easily reached from most of Scotland, Netherurd offers girls and young women a taste of adventure with exciting activities including archery, abseiling, zip line, a high ropes course and canoeing with fully qualified instructors for all levels. Whether they stay in the main house, the Garden House or camp in one of our three fully equipped campsites, Netherurd offers girls and Leaders the opportunity to try something different, meet new friends and develop new skills.

And because it's accessible, it's open to all: wheelchair users can experience archery, problem solving, canoeing, zip line and green activities and those with visual impairment can take part in most activities.

Both our younger members and adult volunteers take advantage of the opportunities Netherurd has to offer. In October 2013, 36 adult members completed their Outdoor Qualification in a very successful Outdoor Qualifications weekend.

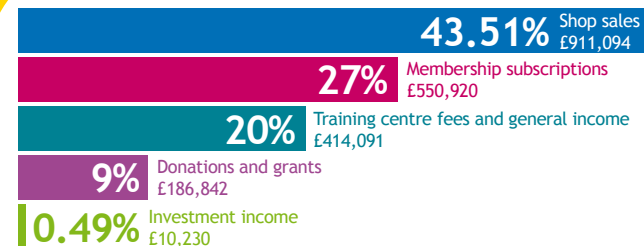
“**Had the most fantastic weekend at Girlguiding Leader training at Netherurd House this weekend. Met lots of great people, learnt loads and had so much fun. Being a Brownie Leader is the best thing ever! – feeling proud.**”

“**I was nervous about going on the zipwire. But trying it out made me more confident about that.**”

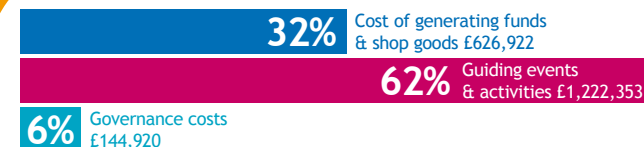
Financial Health

The Guide Association Scotland for the year ended
31 December 2013 Statement of Financial Activities
(incorporating income and expenditure account).

**Income
2013:
£2,073,177**



**Expenditure
2013:
£1,964,265**



“**The low ropes course made me more confident as I was very, very wobbly but I still did everything.**”

Income and Expenditure

	Unrestricted Funds General	Funds Designated	Restricted General	Funds Endowment	2013 Total	2012 Total (restored)
	£	£	£	£	£	£
Incoming Resources						
Voluntary income	42,832	9,758	134,252	0	186,842	103,861
Charitable activities						
Membership subscriptions	550,920	0	0	0	550,920	517,513
Fees and other income	412,801	1,290	0	0	414,091	363,839
Activities for generating funds:						
Trading income	911,094	0	0	0	911,094	970,560
Investment income	7,109	2,700	421	0	10,230	11,006
Total Incoming Resources	1,924,756	13,748	134,673	0	2,073,177	1,966,779
Resources Expended						
Cost of generating funds	624,418	725	1,849	0	626,992	671,683
Charitable expenditure						
Guiding activities & events	1,085,310	83,626	53,417	0	1,222,353	1,196,800
Governance costs	114,817	0	103	0	114,920	121,107
Total Resources Expended	1,824,545	84,351	55,369	0	1,964,265	1,989,590
Net incoming resources before Transfers	100,211	(70,603)	79,304	0	108,912	(22,811)
Transfers between funds	(90,000)	90,000	0	0	0	0
Net movement in funds	10,211	19,397	79,304	0	108,912	(22,811)
Funds brought forward at 1 January 2013	621,625	1,204,548	37,759	126,970	1,990,902	2,013,713
Funds carried forward at 31 December 2013	631,836	1,223,945	117,063	126,970	2,099,814	1,990,902


Balance Sheet

Balance sheet as at 31 December 2013

	2013 £	2012 (restored) £
Tangible Fixed Assets	1,120,890	1,140,000
Current assets		
Stocks	138,651	139,677
Debtors	28,772	34,087
Cash at bank and in hand	1,046,867	868,670
	1,214,290	1,042,434
Current liabilities		
Creditors falling due within one year	235,366	191,532
Net current assets	978,924	850,902
Total assets less liabilities	2,099,814	1,990,902
Financed By:		
Reserves		
General funds	631,836	621,625
Unrestricted designated funds	1,223,945	1,204,548
Restricted general funds	117,063	37,759
Permanent endowment funds	126,970	126,970
	2,099,814	1,990,902

The financial statements were approved and authorised for issue by the Scottish Executive Committee on 9 May 2014 and signed on its behalf by:


Mrs S Walker,
 Scottish Chief Commissioner


E B Lawrie,
 Honorary Treasurer

Treasurer's Report 2013

Despite the ongoing difficulties faced in relation to our retail activity, where we continue to see sales and annual profits decline, overall 2013 was a very successful year with the annual surplus considerably above both that achieved in 2012 and budgeted for the year.

Member subscriptions are our main source of income and at £551k were up by £33k on 2012. We actively seek grant support for a range of key initiatives and this year has seen us succeed in attracting funds, primarily to support growing guiding.

The ever popular Tartan Gig was a success and yielded a net surplus of £8k, £17k more than budgeted.

Netherurd performed very well returning a net deficit of £44k - overall income was slightly down on budget but costs were tightly managed and during the year an additional £35k expenditure was approved. Excluding the extra spend the operational deficit was only £9k, compared to £26k in 2012.

The year saw a rigorous review of many costs, which were also reflected in the development of the 2014 budget. Largely as a result of this we saw savings in staff costs, insurance and residual costs associated with the closure of the Dundee shop totalling approximately £50k.

We undertook a robust review of our reserves policy and latterly our investment strategy to recognise both our continuing level of reserves and the available returns on deposits.

The benefit of good monitoring systems meant we were able to release additional funds during the year to support necessary expenditure primarily in relation to Growing Guiding, Communications, Netherurd and also agree to earmark an additional £90k from reserves for key projects, primarily in respect of IT and Netherurd in 2014.



E B Lawrie,
Honorary Treasurer

Our Membership 2013

as at January 2014



Rainbows

11,434



Brownies

22,034



Guides

14,051

**The
Senior Section**

2,634

**Total Young
Members
50,153**

Adult Volunteer Members:

Commissioners	172
Leaders	6,821
Other Volunteers (incl Unit Helpers)	2,814

**Total Adult
Members 9,807**

**Total Members
59,960**

Scottish Executive Committee Ex Officio Members 2013:

Scottish Chief Commissioner

Sue Walker

Deputy Scottish Chief Commissioners

Eileen Martin, Elaine Kelly,
Carol Edwards

Honorary Treasurer

Brian Lawrie

Business Management & Finance Sub-Committee Chair

Katrina Evans

Guiding Development Sub Committee Chair

Margaret Winter

Marketing and Communications Sub-Committee Chair

Avril Cromarty

Executive Director

(Staff-Non Voting):
Sally Pitches (until 30/09/13)

Chief Executive

(Staff-Non Voting):
Denise King (from 22/10/13)

Appointed Members

Prof Lady Heather Cubie, MBE
Fran Sparrow
Kay Jaffray (until 02/11/13)
Laura Bathgate (from 03/11/13)
Janis Meredith (until 12/09/13)
Doreen Gray (from 13/09/13)
Christine Law (until 01/12/13)
Stephanie Watson (from 02/12/13)
Elizabeth Meacher
Evelyn Yedd
Janet McDonald



LORGAMAID, FASAMAID

Girlguiding

Alba

Thanks and Recognition

Girlguiding Scotland would like to thank all those who have contributed to the Annual Review 2013.

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Girlguiding Scotland is the operating name of
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