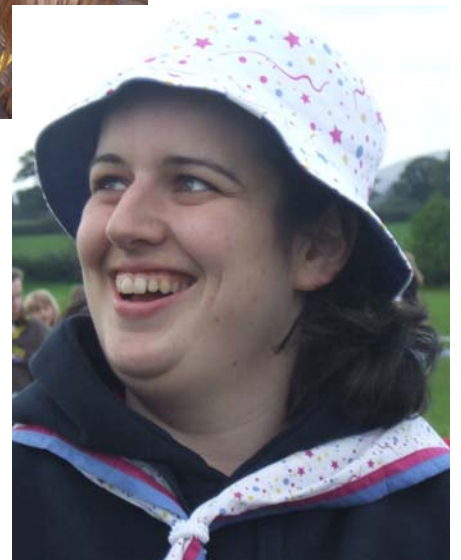




Girlguiding

Clwyd

*merched ar y blaen
girls in the lead*



Annual Review 2009 Adroddiad Blynddol





Introduction

Girlguiding Clwyd is the operating name of The Guide Association in Clwyd. The association is part of Girlguiding Cymru and Girlguiding UK and is registered with the Charities Commission. The guiding County of Clwyd is overseen by the County Executive, the voting members of which are trustees of Girlguiding Clwyd. Members of the County Executive are appointed in relation to the requirements of the County Constitution. The County works towards achieving the objectives of its Operational Plan, the objectives of which can be seen in the Appendix One at the end of this report. This plan is up-dated annually. Several 'sub-committee's and 'task and finish groups' meet to identify and implement the relevant team objectives, as laid down in their teams terms of reference and report back to the County Executive.

This year Girlguiding Clwyd underwent a review of its structure (see appendix 3) and changes were made at County level to ensure the continuance of an effective delivery of the Guiding Programme. These changes will also ensure that our Adult members continue to enjoy the high level of training and support they have come to expect from our County Team. It is hoped that this new Committee structure will also make best use of committee members' time and facilitate a more flexible approach to Guiding.

Trustees of Girlguiding Clwyd are:

Position	Name
County President	Mary Steel
County Commissioner	Jane Bevan
Assistant County Commissioner	Megan Jones
Assistant County Commissioner-Guiding Programme	Alison Willington
Treasurer	Megan Jones
Chair of Marketing, Recruitment and Public Relations	Chris Jobson
Chair of Adult Support and Training Committee	Chris Wykes
Chair of Guiding Programme Committee	Alison Willington
Chair of Ty Clwyd Management Committee	Mary Turner
Chair of Clecs Clwyd	To be Appointed
Llais y Ddraig	Samantha Humphries (appointed September 2008)
Llais y Ddraig	Rhian Percival (appointed October 2008)
Berwyn Division Commissioner	Denise Morris
Colwyn Division Commissioner	Margaret Lusted
East Flintshire Division Commissioner	To be Appointed
North Denbighshire Division Commissioner	Debra Smith
South Denbighshire Division Commissioner	Lynn Denney
West Flintshire Division Commissioner	Ruth Davies
Wrexham Division Commissioner	Isabel Blore
In attendance	
County Administrator	Karen Evans

The Guiding County of Clwyd stretches from Rhos on Sea in the west to the Cheshire border in the east and goes as far south as the Glyn Ceiriog valley. It operates over 4 local government unitary authorities in the North of Wales; namely Conwy, Denbighshire, Flintshire and Wrexham. Girlguiding Clwyd is divided into 7 Divisions, Berwyn, Colwyn, East Flintshire, North Denbighshire, South Denbighshire, West Flintshire and Wrexham. Each Division has a Division Commissioner who co-ordinates activities within those areas. Each Division is divided into Districts with its own District Commissioner or a team who co-ordinate(s) the administration and ensures that Criminal Record Bureau (CRB) checks are carried out for all volunteers for that area. There are 18 districts in all.



Presidents

Clwyd has 20 Presidents or Vice Presidents; the President Mrs Mary Steel, Past President Mrs Ruth Griffiths DL and 18 Vice Presidents, Mrs B Clarke, Ms M Cook, Mrs P Brookes Parry, Mrs S Davies, Miss J Dudley MBE, Mrs G Harvey, Mrs M Higgins, Mrs M Hipkin, Mr C Hogg, Mrs J Horsfall, Mr J James, Mrs A Jones, Mrs A Lake, Miss D Metcalfe LLB, Miss D Roberts, Mrs J Thompson, Mrs E Waterfall and Mrs T Williams, the constitution allowing for 20 Vice Presidents at any one time.

Ambassadors help and support Guiding across the county, they promote Girlguiding in their jobs and kindly attend at least one Girlguiding event a year.

The County wishes to acknowledge the support and encouragement of all its Presidents and Ambassadors.

Vision and aims

Girlguiding Clwyd works to the mission, vision and ethos of its parent associations Girlguiding Cymru and Girlguiding UK. *Girlguiding UK enables girls and young women to develop their potential and to make a difference to the world.* The County has established 5 aims for its executive and supporting teams and now works to these objectives ensuring that the overall aims of the association and Girlguiding Cymru are adhered to. The aims of Girlguiding Clwyd are:-

- Provide flexible training and support to its members
- Provide effective communication across the County
- Find extra financial support
- Build on and expand the use of Ty Clwyd
- Tell everyone about Girlguiding.

Provide flexible training and support to its members

Training in County is important to the development of leaders and ensures for best practice in the delivery of the Guiding Programme. The Adult Support & Training Team has responded to requests of the members of Girlguiding Clwyd throughout the year. Over 180 leaders have attended trainings including:-

First Aid	Safe from Harm	Mini Bus training
Food Hygiene	Commissioner Training	Project Perception
County Training Day	Residential Licenses	Training for GO!
Sparkle Outdoor Training	Mentoring	GO! Workshops
Adult Leader Qualification	County Training Weekend	

First Aid and Food Hygiene courses have been delivered throughout Clwyd in response to requests and from identified training needs. The County tries to provide training around the County to meets the needs of its members ensuring ease of access to such events.

This year the annual County Training Weekend was held at Lorne, the Headquarters of Girlguiding in Northern Ireland. Clwyd Leaders came back to Wales enthused to try out new ideas with the girls in their Units including a Time Travel Challenge. During the weekend Guiders attended section trainings, and joined in with other activities around the centre. Some members chose to stay on and sample the culture of Northern Ireland before retuning to Wales, some enjoying a coach trip to the Giants Causeway.



Members have attended trainings provided by the Local Voluntary Services Councils - these trainings need to be accessed more often to take advantage of external training ideas. Many of these trainings are difficult for members to attend as they are provided during the day time when most of our members work.

Members have also attended Girlguiding UK trainings on Project Streamline, provided by Girlguiding UK at many venues around the country. This project has helped members streamline the administration that they undertake at Unit, District, Division and County level within all Girlguiding UK Counties.

Many Adult Leaders, Young Leaders, County Advisers and Co-ordinators have attended trainings provided at Broneirion with regard to the section they work with or the specialism they advise on.

Mentoring continues to be an important means to development within the County for new leaders and commissioners alike. This year 38 leaders completed their Adult Leader qualification, and the following numbers of Commissioner training was completed 2 Assistant County Commissioners, 2 Division Commissioners and 4 District Commissioners, ensuring that we continue to encourage new volunteers to join Guiding in Clwyd and ensure for succession planning within the County. Congratulation goes to these Adult Leaders and Commissioners for their commitment and determination to complete the training. Although the County mentoring processes are now well embedded in the County and in general are working well, they need to be reviewed regularly to ensure effectiveness of the system. Each District has been asked to have at least 2 mentors available at any one time to enable the continuance of this system. This year we have had a very successful Commissioner Training Event and due to requests from all Commissioners at this training it will be followed up with future events. The mentoring system is now forging ahead with the outdoor Programme and we are slowly building a database of those available to mentor Leaders wishing to gain Residential Licenses and Endorsements.

Provide effective communication across the County

Effective communication is essential to the smooth running of the County. The Executive are very conscious of the need to communicate at all levels and across all areas of the organization. To this end the County has developed and continues to use -

- *Talk back sheets* - talk back sheets remain to be a source of communication between Districts, Divisions, individuals and the County. Many suggestions have been submitted to the County through this opportunity and issues of concern have been raised and addressed, where possible. However email and district minutes have also become a means of providing feedback to County.
- *Email* - the number of members with email addresses has increased again during the year and communication through this medium is encouraged. This gives Guiders the opportunity to send messages and to receive them, dealing with them in their own time. Members have been encouraged to save on postage by sending minutes, and information by this method and the County now receives and sends approximately 98% of its minutes by email. The majority of all information received from the Voluntary Services Councils and the Young People's Partnerships (YPPs) is by email.
- **GO!** Our new Guiding Organizer (a UK wide database) is now up and running - Our County GO! Co-ordinator now has a team of Division and District Key Users to support Unit Leaders with maintaining their records. All Girlguiding UK members information is stored on the database. Access is on a need to know basis. Each leader is able to see details for their own unit. The County Commissioner and the County Co-ordinator have





some access to details of all County Members. This process has now streamlined a lot of paperwork and the process of keeping records and maintaining security and the safety of members has become more efficient. Clwyd is a large Guiding County our heartfelt thanks go to Karen Evens our County Administrator for taking on the mammoth task of getting the County streamlined.

- *Meetings* - are held at all levels, County, Division and District to disseminate information. County Executive meetings for all trustees and those mentioned in the Constitution are held at least 5 times a year. The Constitution was updated in 2009 to reflect changes in the county structure and was adopted by the County Executive in September. All Division and District Meetings are now programmed into the County calendar to follow the County Executive. Division meetings follow the County Executive and include members of the Division team. All Guiders are encouraged to attend District meetings following the Division meeting to ensure that they have the most up-to-date details from Wales, the County and the Division. There appear to be ongoing problems with attendance at meetings - Districts need to review their processes and identify ways to improve attendance.
- *Minutes* - are kept by all Divisions, Districts and County teams and should be sent out to all members of each team and the County Commissioner within 3 weeks of the meeting taking place. The County Evaluation established that there are delays at District and Division level and work needs to be done to encourage improvement.
- *Bulletin* - this year the County magazine is moving to digital delivery, emailed to all adult members of the County, YPPs, Ambassadors, Local Voluntary Councils and Chairs of County Trefoils. Postal delivery is still available by request. This method of communication is to reinforce information given at the County Executive and to reach those who do not manage to get to team meetings or who prefer to receive details in a less formal way. Other information such as rising dates and booking forms can be sent with the magazine. Senior Section girls now receive the bulletin and it is available to download from our web site.
- *Website* - the County continues to host its two websites www.girlguidingclwyd.org and www.tyclwydcentre.org to provide information about opportunities in the county. The County website, www.girlguidingclwyd.org, provides contact names, Division and District information and gives lists of events and trainings happening around the County. The County has had help from Flintshire County Council (FCC) to up-date this site. A member of FCC has been working with one of our Senior Section to improve the pages and to develop it further. Information has been gathered from the young people to identify the sorts of things they would like to see on the site and these have been incorporated into the site. The new site was launched in the Spring of 2008 thanks to the hard work of one of our senior section girls, Steffi Fermor. County minutes, rising dates and the bulletins are posted on the site. The County is to place all appropriate forms onto the site over the next year. Meanwhile the site for Ty Clwyd, www.tyclwydcentre.org has been up-dated. A keen computer worker has been kindly helping the County to up-date the pages and the County wish to thank those who have volunteered to help us do this. The new logo has been included and other changes have been incorporated to reflect changes at the house.
- *County Directory* - this is a list of names and addresses of officers within the County. It is updated annually and is given out to all members of Girlguiding Clwyd. The new directory is currently being updated and will be out soon. A list of County officers and their email address can also be viewed on our website
- *Letters* - headed note paper is used for all official letters. The County logo is available through the GGUK website and is used on all documents. Notelets with the County



- standard badge are available for purchase. A Christmas letter is sent to all Vice Presidents giving a brief overview of events within the county over the previous year.
- *Telephone/Mobiles and Text* - used for contacting members as and when appropriate - members of the Executive are available through this medium. The County appreciates that young people communicate by text - further work needs to be done to encourage greater use of this particular medium.
 - *Photographs* - members are encouraged to take photographs of events that happen around the County. These photographs can then be used for the County report and especially for use in marketing and in the press. A member of the Marketing, Recruitment and PR Team provides PR coverage at County events and photographs taken at these events are available for members in Clwyd, for the Press and are retained for County Archives.
 - *Leaflets* - produced by CHQ as a marketing tool, are regularly used at events around the County and are an effective means of raising the profile of guiding in the area. More marketing material in the Welsh Language is now becoming available. Leaflets are also produced in county for the benefit of our Leaders and as a marketing tool for Ty Clwyd.
 - *Presentations* - presentations have been made on behalf of the county. A powerpoint format has been used that presents the ethos of guiding and the programmes followed in each section. This has been well received by those who have seen them.
 - *Banners* - A Girlguiding UK banner with the County logo is used extensively at events around Clwyd. Girlguiding Cymru Centenary banners are also being used within Girlguiding Clwyd at special Centenary events.

It is essential that communication happens at all levels of the County. The Executive are very aware that, despite the many methods of communication, there are still problems with disseminating information between members and across Districts and every effort is being made to try and alleviate the issues surrounding this.

[Find extra financial support](#)

The County secured funding from The Drapers Company for help towards our Centenary Launch 'Party in the Park' during September 2009.

This year discussion with GGUK funding adviser and the local Voluntary Services Councils has helped with securing grants for the extension and refurbishment of Ty Clwyd our County House. Girlguiding Clwyd would like to extend their thanks to CFAP, WREN, The Bernard Sunley Charitable Foundation, St James Place, Garfield Weston Foundation and Shell. Other people have donated money towards Ty Clwyd, Dr Churchman gave half the money raised at June Churchmans Memorial Service and our dear Mr Jones has also given money towards the final push to complete the house he has helped, for many years, to care for. It is not possible to mention all those who have helped us to raise the funds required however to you all we extend our heartfelt thanks.

The story is not complete and we continue to raise funds, to this end the County aims to set up a central fundraising committee, to continue the work started by Vivienne Craig in her role as Ty Clwyd Project Manger. Vivienne and her team have worked tirelessly for the improvement of our County facilities and new extension, with the Grand Reopening of Ty Clwyd on the 16th May 2010 we can see how successful they have been.

[Build on and expand the use of Ty Clwyd](#)

The Ty Clwyd management Committee continues to manage the centre, headed by the House Manager. With an extension to the property and major refurbishments carried out to the building the potential for diversifying its use has been established. Ty Clwyd now boasts an access wet room



and improved shower and toilet facilities. It has an industrial style Kitchen which meets all regulations and a larger committee room, which along with the main hall, facilitates two meetings to be run in the building simultaneously. Flooring throughout has been renewed. The office space has been improved and this will enable the County Commissioner and Assistant County Commissioners alongside the Ty Clwyd Manager to use the house office on a weekly basis. Our site warden has continued to work tirelessly to oversee and maintain the property; his help in running the site is invaluable. Other volunteers help with the general up keep of the house and campsites, including bookings, laundry, cleaning and health and safety issues, Divisions also carry out specific tasks.

The house has been closed whilst the building work was being carried out but is now open and booked out for the coming months. The house committee is looking for ways to encourage the local community to use the facilities and is pleased that schools and other organizations continue to use the site. Local businesses are also being targeted for midweek use of the building.

The website continues to be a vital means of advertising the house and campsite. Visitors make their bookings on line and the booking secretary has been complemented on the way the site works. This coming year we hope to be able to make improvements to the site. Year on year figures can be obtained from details stored on the database.

Friends of Ty Clwyd continue to support the management team and have kindly provided resources for the house. This year they are kindly helping towards the fixtures and fittings required towards the finish of the house.

Tell everyone about Girlguiding.

There is still a great deal to do to promote the work of the Association within local communities. Many smaller communities are aware of the service that Girlguiding Clwyd provides, however there is much work needed to further publicise the work of the Association and to extend entitlement to all girls and young women, especially those in community first areas. Information on Guiding is now available at all Children's Information Services in the area and in local libraries. The local Voluntary Services - Volunteer Bureaus also hold information about the organization and have links to our websites. Several volunteers have come to the Association through the Voluntary Services this year.

This year the County again attended 'Freshers week' at Glyndwr University this event continues to prove a useful method of networking with other voluntary organizations.

The County continues, where possible, to participate in Networking with different organisations through the Local Voluntary Councils and also contributes to several of the working committees on Denbighshire County Council, namely the Participation Working group and the Extending Entitlement Working group.

Girlguiding Clwyd is part of a new initiative to bring together uniformed youth organizations together with Local Voluntary Councils to the benefit of their young members by supporting each other and where possible sharing knowledge and resources. *Dreigiau Ifanc - Young Dragons* aim to increase the number of young people involved in our uniformed youth organizations and also to increase the number of volunteers who help to run them. Their Vision is 'to promote citizenship to all the young people of Wales, through fun and adventure'.



Children's and Young People Framework Partnerships

The young people (YPP), and children's framework partnerships (CP), are Welsh Assembly Government initiatives to look at the facilities and services that are available for children and young people in the area. It covers children from the ages of 0 to 25 and therefore includes members of Girlguiding. The strategy is that people, including those involved in health, careers, leisure, advice, behaviour, safety, education, training, volunteering and social opportunities work together to co-ordinate services and share resources for the purpose of promoting healthy and pro active children and young people. The initiative is also to try and ensure that there is no duplication of provision within each area. There are partnerships in all 4 areas covered by the Guiding County of Clwyd, namely Denbighshire, Flintshire, Wrexham and part of Conwy. Guiding is and needs to be included in the youth work in each of these areas, it is therefore necessary to ensure that we have sufficient representation on each authority group.

The Executive continues to develop links with other voluntary organisations within the area but is aware that more work needs to be done in breaking down barriers and identifying needs in local communities. The ethos of Guiding is 'Inclusion'. Guiding is for all girls and young women; the County is aware of ethnic and social minority groups and is networking with these groups to engage and encourage them to participate in Guiding.

The Children's university scheme will once again be included in Girlguiding provision in Clwyd. 2010 sees a Centenary County Camp at Ty Clwyd and girls will be awarded certificates for their contributions to certain events. Further work needs to be done to encourage up-take of this scheme.

Executive Operational plan

The County Executive and relevant teams up-date and develop the County Operational plan on an annual basis. Advisers and their teams use the County 'Forward Focus Form' (FFF) to agree their team's objectives and identify targets and possible future costs to ensure that there is further progress over the next five years. Over the next few months advisers and their teams will be working together to update their terms of reference and role descriptions to be submitted to the executive in spring of 2011. Objectives identified in the plan need to be regularly visited and updated as required by our different teams.

The Movers and Shakers team have worked hard on developing succession planning in County to ensure that members are encouraged to remain in Guiding and look towards recruiting leaders to run units when they leave their role. This group has been asked to continue to ensure that the systems under development are well incorporated into County processes. The team also supports Adult members in the County. The team is now devising ways to reach more members and raise awareness of their purpose and aims. Further work needs to include encouraging ladies to help in units on an occasional basis to provide support for local Guiders.

Tables that indicate progress towards team objectives set and agreed at county level, for this year, 2009, can be seen at the end of this report in Appendix 1.

Events Party in the Park

Our Centenary Launch 'Party in the Park' during September 2009, saw one and a half thousand members dancing through the decades whilst learning about the history of the Girlguiding Association and also having the opportunity to learn new skills during the day.



The County Ball

The County Ball was held at The Holiday Inn outside Mold. The event was to celebrate the Centenary and raise funds for Ty Clwyd. The Centenary Ducks were piped in to formally start the proceedings; dinner was then followed by a disco. Each Division put together a themed hamper, 7 in total, which were raffled on the night along with the centenary Ducks to raise money for Ty Clwyd. It was a chance for Adult Leaders to enjoy a Guiding Event without the responsibility of their Unit. Vivienne Craig was presented with the Laurel Award - one of the highest honours in Guiding. The evening was a resounding success and due to popular demand we aim to have another event like it during our centenary year.

The Pantomime

Girlguiding Clwyd took over the Rhyl Pavilion Theatre again this year for their annual Pantomime, Cinderella being the title this year. Actors kindly include items from Guiding in their performance to make the event relevant to the girls who came to support it. Girls from all sections and across the whole County were represented and involved themselves warmly and loudly in the audience participation.

One World One Beat

One World One Beat, The Centenary World Thinking Day event took place in 10 locations around the UK. Clwyd hosted one of these events at Glyndwr University in Wrexham. It was a celebration of world cultures through the medium of performing arts, the girls and leaders attending had hands on experience of drumming, hand-bells, didgeridoo, ocarinas, steel drums, they sang, belly danced had their face and hands painted, and took part in drama and many different craft sessions.

Residential Events

Rainbows, Brownies, Guides and Senior Section girls enjoyed sleepovers, holidays and camps around Clwyd and also out of County. Girls are encouraged to organize their own event, guided by the leader and learn living skills and knowledge and team working through these experiences. For many girls these events are the first time a girl will have slept away from home with a group of other girls. The chart below shows that numbers from units in the county who have had the opportunity to attend a residential event. Fewer girls have had a residential experience in 2009; this may have been influenced by the closure of Ty Clwyd and / or the number of activities and events offered by the Centenary. There are many opportunities to attend Centenary camps, including one in County, which are scheduled for this summer, units may have been saving towards these events.

	Rainbows	Brownies	Guides	Senior section	Guide Leaders	Women	Men	Other Children	Totals
09	49	845	476	141	345	56	13	31	1956
08	37	1112	601	110	406	71	10	19	2366
07	34	895	566	93	293	62	26	33	2002
06	34	678	561	106	274	61	12	42	1768
05	20	1119	838	139	471	48	5		2720

International Opportunities

After attending 'International Selection' the following girls were selected to represent Girlguiding Cymru at various International Events. This summer Rosie Lovegrove went to Peru, Rhian Percival to Iceland while Norway hosted Katy Skeats-Jones, Ester Dooley and Sadie Griffiths. These international opportunities build upon the skills and character the girls and young women have shown during the selection process, without exception these girls arrive home changed by their



experience, with their horizons broadened and with the knowledge they can cope outside their comfort zones. I have not spoken to a member who has been given an international opportunity who has not grown in some way at a personal level. Leaders are also being encouraged to take girls on International Adventures and the County supports those leaders.

Awards

During 2009 many people within the County gained awards and it was particularly exciting to hear that Mrs Margaret Hillman was awarded an MBE. Enid Waterfall gained her 50 year Certificate. Several people gained their 40, 30, 20, 10 and 5 year brooches and many other Guiders were presented with certificates and Qualifications for work undertaken and qualifications gained. It is wonderful that so many of our Guiders show such commitment to the Association. See Appendix 2.

Baden Powell Badges

It is always exciting to see our younger members gaining awards and in particular those who have worked so hard to gain prestigious awards such as the Baden Powell Badge. Girls have to complete 8 challenges and are then rewarded with a special adventure where they meet other girls who have completed the award. 15 girls in Clwyd gained their awards in 2009. See Appendix 2.

Licences

Several licences were gained in County during the year; Guiders gaining qualifications to enable girls to be taken on residential events, holidays, camps and sleepovers. See appendix 2.

Community projects

Units around the County have participated in many ways within their Community. This is part of the Guiding programme and ethos and all girls are encouraged to work with and help others in their local communities and in the wider world.

Some of the activities that girls have undertaken are:

Performing in pantomimes	Planting trees	Talent shows
Cheeky Monkey Challenge	Raising money for leukemia	Helping hospices
Bag packing	Litter picking	Sending books to Africa
Participating in the GGUK 'Change the World' Project	Taking part in the Environment Challenge	Working with the Woodland Trust

Accounts

Please see accounts attached.

The county developed a 'reserve policy' detailing areas where the County needs to have money set aside for the smooth running of its affairs, with a total of £160,880.

Training	£2,800
Administration - events and expenses	£18,000
Development and maintenance of IT	£13,880
Ty Clwyd building and maintenance	£80,000
Ty Clwyd replacement furniture and fittings	£30,000
Ty Clwyd Redundancy	£1,000
Ty Clwyd Legal Fees	£15,000



Annual Census

Total numbers in County have decreased a little this year. Whilst Adult Volunteer numbers have increased by 26, Senior Section, Guide and Brownie numbers have gone down. The Rainbow Guide section however has grown by 22. The trend shown this year may be a reflection in the change over from a paper based record system to the new Guiding Organiser digital system. It is interesting to note that whilst Guide and Brownie numbers have decreased slightly Adult numbers have steadily increased over the years.

The following chart shows overall numbers at the annual census on 22nd February each year

	2004	2005	2006	2007	2008	2009	2010	09/10 DIFFERENCE
Adult Volunteers	379	391	413	520	503	507	533	26
Senior Section	101	80	118	116	144	138	129	-9
Guides	732	792	793	791	807	756	674	-82
Brownies	1690	1581	1657	1611	1485	1440	1308	-132
Rainbows	417	400	435	432	408	389	411	22
Totals	3319	3244	3416	3470	3347	3230	3055	-175

Programme

Rainbows

The girls continue to enjoy their programme with its theme of Look, Learn, Laugh and Love. Girls in Clwyd have been involved in

Princess Parties	Sleepovers	Dancing
Games	Rainbow Roundabouts	Parachute games
Craft	Fun out of doors	Healthy eating
Chats	Party in the Park	

Brownies

Brownies continue to have fun with their programme of 'You', the 'Community' and the 'Wider World'. Girls have taken part in a great variety of activities of which the following are but a few

Adventure 100 Challenge	Thinking Day celebrations	Pack Holidays
Treasure Hunts	Party in the Park	Sleepovers
Young friends day - Bron	Bag packing	Fashion shows
Pow wows	Fun out of doors	Visiting other units
Cooking	Traditions of Guiding	Walks

Guides

Girls have been working towards Baden Powell Awards and Clwyd have once again hosted a BP Adventure. Guides have also started on Duke of Edinburgh Schemes. During the year guides have had fun and participated by

Learning sign language	Sleeping-over with other guides	Camping
Photography	BIG GIG	Camp Fire singing
Bag packing	Cooking out of doors	Patrol Leaders training
Swimming	Go For it Chocolate	Party in the Park
International Selection	Navigating	Adventure 100 Challenge



Senior Section

This year members of the Senior Section have spent weekends at Ty Clwyd, have participated in many activities in the County, Wales, UK and Internationally. Three members of the Senior Section continue to represent the County on Llais y Ddraig and one of these members sits on the County Executive.

Members of the Senior Section continue to develop 'Clecs Clwyd' our Junior Council. One of the County's representatives on Llais-y-Ddraig, chairs the Council and liaises with girls in the County. Units may invite members of the Council to come and talk to them on different issues related to Guiding. This is also a great opportunity for 'participation' to be encouraged and developed within the County, so that the real voice of our young people can be heard.

Trefoil Guild

Clwyd Trefoil Guild continues to help and support Girlguiding Clwyd in its many ventures. We are greatly indebted to members for the work they do for us. Thanks to Guilds across the County we now have a dishwasher for the new kitchen in Ty Clwyd.

Summary

This has been an exciting year for Girlguiding Clwyd with many Centenary events and activities to compliment the Guiding programme through which Girls throughout the County have continued to be encouraged to meet the 5 Essentials of Guiding whilst having fun and experiencing friendship. The year has also thrown up challenges and adult and girl members have worked extremely hard to 'Raise the Roof' for Ty Clwyd this effort has come to fruition this week with its reopening. All Unit Leaders, Key Users and Commissioners have spent many hours inputting data onto our new digital Guiding Organiser, although this took many man hours the rewards in saved time in the future will repay the effort their effort. The new relationships that are being formed with other youth organizations under the umbrella of *Dreigiau Ifanc* - Young Dragons and the continuance of links forged in previous years with Local Unitary Authorities, will benefit our members in many ways, not least in the aim to increase our numbers by gaining new Adult Leaders which will enable us to give more girls opportunities to have fun, make new friends and develop skills. Girlguiding Clwyd will continue to work with the ethos of the Guide Association in mind, and support the aims and objectives of Girlguiding Cymru.

End.

APPENDIX 1

Progress towards Objectives set in the Operational Plan

Objectives	Achieved	On-going	To be implemented
Rainbows			
<ul style="list-style-type: none"> Develop a County Rainbow Adviser role description and term of reference 		✓	
<ul style="list-style-type: none"> Liaise with Divisions to find representatives for the Rainbow Adviser Team 		✓	
<ul style="list-style-type: none"> Work with other section advisers on cross sectional county fun day in 2010 			✓
<ul style="list-style-type: none"> Organise an 'air and share' for Rainbow Guiders 		✓	
<ul style="list-style-type: none"> Provide advice and support to Rainbow Guiders 		✓	
<ul style="list-style-type: none"> Organize training for new Rainbow Leaders 			✓
<ul style="list-style-type: none"> Attend Welsh Adviser meetings when appropriate 		✓	
<ul style="list-style-type: none"> Help with a the arrangements for the 2010 celebrations 		✓	
Brownies			
<ul style="list-style-type: none"> Update the County Brownie Adviser role description - terms of reference 	✓		
<ul style="list-style-type: none"> Liaise with Divisions to find representatives for the Brownie Adviser team 		✓	
<ul style="list-style-type: none"> Provide advice and support to Brownie Guiders 		✓	
<ul style="list-style-type: none"> Organise Brownies Storming Castles centenary county event 		✓	
<ul style="list-style-type: none"> Work with other section advisers on cross sectional county fun day in 2010 		✓	
<ul style="list-style-type: none"> Attend Welsh Brownie Adviser meetings as appropriate 		✓	
<ul style="list-style-type: none"> Help with the arrangements for the 2010 celebrations 			✓
Guides			
<ul style="list-style-type: none"> Update the County Guide Adviser role description - terms of reference 		✓	
<ul style="list-style-type: none"> Co-ordinate a Guide Quiz for the Kenney Shield in 2009 	✓		
<ul style="list-style-type: none"> Advise and support Guide Leaders where relevant 		✓	
<ul style="list-style-type: none"> Organise a BP Adventure weekend 	✓		
<ul style="list-style-type: none"> Coordinate the Baden Powell Award 		✓	
<ul style="list-style-type: none"> Work with other section advisers on cross sectional county fun day in 2010 			
<ul style="list-style-type: none"> Help with organising County Camp 2010 		✓	
<ul style="list-style-type: none"> Attend Welsh Guide Adviser meetings as appropriate 		✓	
<ul style="list-style-type: none"> Help with arrangements for the 2010 celebrations 		✓	
Senior Section			
<ul style="list-style-type: none"> Keep in contact with members of the Senior Section 		✓	
<ul style="list-style-type: none"> Develop a County Senior Section role description - terms of reference 		✓	
<ul style="list-style-type: none"> Provide advice and support to Senior Section Guiders within the county 		✓	
<ul style="list-style-type: none"> Work with other section advisers on cross sectional county fun day in 2010 		✓	
<ul style="list-style-type: none"> Encourage Clwyd SS to attend 'Teen and Twenties' at Bron 	✓	✓	
<ul style="list-style-type: none"> Help with supporting Clecs Clwyd 		✓	
<ul style="list-style-type: none"> Attend Welsh Senior Section Advisers meetings as appropriate 		✓	

<ul style="list-style-type: none"> Continue to get together as County Senior Section Guiders and organize events together 		✓	
<ul style="list-style-type: none"> Help with arrangements for the 2010 celebrations 		✓	
Environment			
<ul style="list-style-type: none"> Develop a County Environment Adviser role description - terms of reference 		✓	
<ul style="list-style-type: none"> Liaise with Divisions to find representatives for the County Environment Adviser 		✓	
<ul style="list-style-type: none"> Work with TY Clwyd Management to develop an environment policy 			✓
<ul style="list-style-type: none"> Develop a Green Policy for the County 			✓
<ul style="list-style-type: none"> Provide advice and support to all Guiders within the county 		✓	
<ul style="list-style-type: none"> Develop a 'Fair Trade' Policy in the County 			✓
<ul style="list-style-type: none"> Help with arrangements for the 2010 celebrations 		✓	
Duke of Edinburgh			
<ul style="list-style-type: none"> Develop a County D o E Adviser role description - terms of reference 		✓	
<ul style="list-style-type: none"> Attend D o E Welsh Adviser meetings 		✓	
<ul style="list-style-type: none"> Develop the County D o E team 		✓	
<ul style="list-style-type: none"> Liaise with other advisers in the county to help those working on the D o E scheme 		✓	
<ul style="list-style-type: none"> Provide help and support to Guiders within the County 		✓	
<ul style="list-style-type: none"> Encourage girls to take the D o E award 		✓	
<ul style="list-style-type: none"> Join Queens Guide and SS events to include D o E 		✓	
<ul style="list-style-type: none"> Help with arrangements for the 2010 celebrations 		✓	
Divisions			
<ul style="list-style-type: none"> Liaise with Districts and disseminate information 		✓	
<ul style="list-style-type: none"> Ensure Guiding Organiser is kept updated 		✓	
<ul style="list-style-type: none"> Organise Division events 		✓	
<ul style="list-style-type: none"> Ensure that succession planning is included in meetings 		✓	
<ul style="list-style-type: none"> Encourage trainings within Divisions 		✓	
<ul style="list-style-type: none"> Fill out Property Forms for Girlguiding Cymru 		✓	
<ul style="list-style-type: none"> Maintain Division Headquarters 		✓	
<ul style="list-style-type: none"> Ensure all Constitutions are up to date 			✓
<ul style="list-style-type: none"> Ensure that there is adequate succession planning for District Commissioners 		✓	
<ul style="list-style-type: none"> Work with Ty Clwyd Management Committee 		✓	
<ul style="list-style-type: none"> Arrange Centenary Finale events 		✓	
<ul style="list-style-type: none"> Ensure Divisions / Districts work effectively as teams where there is no Division / District Commissioner in place 		✓	
Queens Guide			
<ul style="list-style-type: none"> Develop a County Queens Guide Adviser role description - terms of reference 		✓	
<ul style="list-style-type: none"> Liaise with Divisions to recruit mentors for the Queens Guide Award 		✓	
<ul style="list-style-type: none"> Heighten the profile of the Queens Guide Award in County 		✓	
<ul style="list-style-type: none"> Visit SS and Mentors/Unit Guiders to provide help and support regarding the Queens Guide Award 		✓	
<ul style="list-style-type: none"> Encourage girls to register for the award 		✓	
<ul style="list-style-type: none"> Provide Advice and support to All Guiders within the County 		✓	
<ul style="list-style-type: none"> Attend Welsh Queens Guide meetings 		✓	
<ul style="list-style-type: none"> Help with arrangements for the 2010 celebrations 			✓

Marketing and Recruitment (PR)			
• Provide effective PR support for the County		✓	
• Promote Girlguiding at the Flint and Denbigh and other shows	✓	✓	
• Liaise across County to find volunteers to join the team		✓	
• Promote Girlguiding in local communities		✓	
•			
• Attend 'Freshers' week events at local colleges and universities	✓	✓	
• Promote Girlguiding in local communities by working with schools, Local Authorities Voluntary Councils and other agencies	✓	✓	
• Encourage Ambassadors to promote Guiding in their field of work		✓	
• Ensure corporate image of Girlguiding is promoted in county		✓	
• Co-ordinate the County bulletin		✓	
• Provide promotional material for County recruitment events		✓	
• Maintain County websites		✓	
• Promote 'Take your daughters to work'	✓		
• Develop new Units in Community First areas		✓	
• Provide publicity details to local press, TV & Radio		✓	
• Encourage Guiders to take photographs and send to press		✓	
• Attend Welsh PR meetings		✓	
• Help with arrangements for the 2010 celebrations		✓	
Archives			
• Continue to catalogue and file documents		✓	
• Develop a County Archivist Adviser role description		✓	
• Liaise with Division and District Commissioners to identify items for archiving		✓	
• Encourage members to send information to the Archive team		✓	
• Attend Welsh Archive Adviser meetings		✓	
• Continue to visit Ty Clwyd		✓	
• Help Welsh Archivist to catalogue items		✓	
• Continue to catalogue and file archive documents		✓	
• Visit Division and District meetings			✓
• Offer help and guidance using artifacts and documents		✓	
• Help with the arrangements for the 2010 celebrations		✓	
International			
• Develop a County International Adviser role description - terms of reference		✓	
• Encourage Adult Leaders to lead groups overseas		✓	
• Liaise with Divisions to find representatives for the International Adviser team		✓	
• Provide international opportunities for girls and leaders in the County		✓	
• Provide International evening for girls to give presentations of their trips overseas		✓	
• Provide advice and support to Guiders within the County		✓	
• Develop an information flier for girls going on Selection	✓		
• Hold International selection camp for girls to go to selection at Broneirion	✓	✓	

<ul style="list-style-type: none"> Attend Welsh International meetings 		✓	
<ul style="list-style-type: none"> Help with arrangements for the 2010 celebrations 		✓	
Llais y Ddraig / Clecs Clwyd			
<ul style="list-style-type: none"> Develop a County Llais y Ddraig role description - terms of reference for the County 		✓	
<ul style="list-style-type: none"> Develop and co-ordinate a Junior Council within the County 	✓		
<ul style="list-style-type: none"> Liaise with Divisions to find representatives for Clecs Clwyd / Llais y Ddraig team 		✓	
<ul style="list-style-type: none"> Attend Welsh Llais y Ddraig meetings 	✓	✓	
<ul style="list-style-type: none"> Liaise with SS members 		✓	
<ul style="list-style-type: none"> Chairs to attend County Executive meetings 			
<ul style="list-style-type: none"> Work with SS, D o E, and Queens Guide advisers 		✓	
<ul style="list-style-type: none"> Organise regular Clecs Clwyd meetings 			
<ul style="list-style-type: none"> Chairs to attend Senior Section Team Meetings 			
<ul style="list-style-type: none"> Help organise 'Wacky Races' event to London 		✓	
<ul style="list-style-type: none"> Help with arrangements for the 2010 celebrations 			✓
ALQ Mentor			
<ul style="list-style-type: none"> Develop a County Mentor role description - terms of reference 		✓	
<ul style="list-style-type: none"> Support new Guiders on the Leadership Scheme 		✓	
<ul style="list-style-type: none"> Liaise with Divisions to find Mentor for the team 		✓	
<ul style="list-style-type: none"> Provide on-going support with one to one meetings, Sign evenings and mini trainings 		✓	
<ul style="list-style-type: none"> Provide Advice and support to Guiders within the County 		✓	
<ul style="list-style-type: none"> Co-ordinate the Mentor process within the County 		✓	
<ul style="list-style-type: none"> Provide Mentor training 	✓	✓	
<ul style="list-style-type: none"> Liaise with the IV coordinator and County administrator 		✓	
<ul style="list-style-type: none"> Attend Welsh Mentor meetings 		✓	
<ul style="list-style-type: none"> Encourage new Mentors to join the Mentor team 		✓	
Outdoor			
<ul style="list-style-type: none"> Organise and co-ordinate the 2010 Clwyd County Camp 		✓	
<ul style="list-style-type: none"> Liaise with Divisions to find representatives for the OAA Adviser team 		✓	
<ul style="list-style-type: none"> Provide local mentoring and training for Guiders taking specialist licences 		✓	
<ul style="list-style-type: none"> Develop an OAA mentor team to ensure for appropriate training and assessment 		✓	
<ul style="list-style-type: none"> Ensure that all outdoor team trainings are supported by relevant literature 		✓	
<ul style="list-style-type: none"> Provide outdoor training booklets 		✓	
<ul style="list-style-type: none"> Hold an annual outdoor training weekend at Ty Clwyd for Guiders and Senior Section 		✓	
<ul style="list-style-type: none"> Support Guiders to obtain outdoor qualifications 	✓	✓	
<ul style="list-style-type: none"> Ensure that 25 outdoor qualifications are gained during the guiding year 		✓	
<ul style="list-style-type: none"> Maintain a record of outdoor qualifications achieved in County 		✓	
<ul style="list-style-type: none"> Organise a County camp in 2008 	✓		
<ul style="list-style-type: none"> Liaise with Ty Clwyd Management 		✓	
<ul style="list-style-type: none"> Maintain County outdoor equipment 	✓	✓	
<ul style="list-style-type: none"> Develop outdoor area at Ty Clwyd 			✓

<ul style="list-style-type: none"> Attend Welsh Outdoor Adviser meetings 		✓	
<ul style="list-style-type: none"> Help with arrangements for the 2010 celebrations 		✓	
Arts			
<ul style="list-style-type: none"> Develop a County Arts Adviser role description - terms of reference 		✓	
<ul style="list-style-type: none"> Assist with any arts aspect of training at County level as and when requested 		✓	
<ul style="list-style-type: none"> Plan, set-up and carry out section weekends as requested, e.g. Pamper, Arts, Drama 		✓	
<ul style="list-style-type: none"> Provide advice as requested 		✓	
<ul style="list-style-type: none"> To produce a variety of fact sheets and handouts to assist Guiders in getting girls through badges in arts at all levels 	✓	✓	
<ul style="list-style-type: none"> To provide all Guiders with handy art based websites for them to use as reference for all levels 	✓	✓	
<ul style="list-style-type: none"> Rainbows - to produce a booklet of ideas based around the Rainbow jigsaw and roundabout that may be art of craft ideas 	✓		
<ul style="list-style-type: none"> Develop a Guide County mural challenge 	✓		
<ul style="list-style-type: none"> Attend Welsh Arts Advisers Meetings 		✓	
<ul style="list-style-type: none"> Help with arrangements for the 2010 celebrations 		✓	
Adult Support & Training			
<ul style="list-style-type: none"> Recruit more Trainers for Clwyd 	✓	✓	
<ul style="list-style-type: none"> Attend Welsh Guiding Development Meetings 		✓	
<ul style="list-style-type: none"> Plan and organise a 'County Training Weekend' at Broneirion in 2010 	✓		
<ul style="list-style-type: none"> Provide specialist trainings as appropriate 		✓	
<ul style="list-style-type: none"> Develop the training recording system within the County 		✓	
<ul style="list-style-type: none"> Provide advice and support to Guiders within the county 		✓	
<ul style="list-style-type: none"> Provide the appropriate training to develop leaders within the County 		✓	
<ul style="list-style-type: none"> Develop a Commissioner Mentoring team to work with new Commissioners 		✓	
Ty Clwyd Centre			
<ul style="list-style-type: none"> Raise awareness of Ty Clwyd website to all past users who are not members of Girlguiding 	✓		
<ul style="list-style-type: none"> Raise awareness of Ty Clwyd website to potential users in Girlguiding Clwyd 		✓	
<ul style="list-style-type: none"> Raise awareness of Ty Clwyd website to potential new users 		✓	
<ul style="list-style-type: none"> Plant new hedges and trees on the site 	✓		
<ul style="list-style-type: none"> Provide continuous hot water in the kitchen 		✓	
<ul style="list-style-type: none"> Ensure maintenance is carried out on a cyclical basis 		✓	
<ul style="list-style-type: none"> Redecorate the hall and kitchen 	✓		
<ul style="list-style-type: none"> Ensure maintenance is carried out on a cyclical basis 		✓	
<ul style="list-style-type: none"> Send out leaflets to local schools 	✓		
<ul style="list-style-type: none"> Review the Management of Ty Clwyd 		✓	
<ul style="list-style-type: none"> Set fees annually 	✓	✓	
<ul style="list-style-type: none"> Maintain Publicity / Bookings 		✓	
<ul style="list-style-type: none"> Review operating plan and up date 		✓	
<ul style="list-style-type: none"> Review bookings and brochure details /arrangements 		✓	
<ul style="list-style-type: none"> Identify improvements / and or new items to be supplied 		✓	
<ul style="list-style-type: none"> Maintain Fire Risk assessments 	✓	✓	

• Maintain Access assessments		✓	
• Maintain Hygiene assessments		✓	
• Draw up Extension action plan	✓		
• Implement Extension plan	✓		
• Obtain Funding for Extension plan	✓	✓	
• Help with arrangements for the 2010 celebrations		✓	
Executive			
• Continue to support Guiders in the County		✓	
• Co-ordinate the annual County Review		✓	
• Co-ordinate the annual County Event		✓	
• Work with the Local Unitary Authorities Children and Young Peoples Partnerships		✓	
• Liaise with Local Authorities to develop Units in Community First areas		✓	
• Maintain the County websites		✓	
• Liaise with Girlguiding Cymru to provide the County with up-to-date information		✓	
• Ensure the financial aspect of the County is reviewed regularly		✓	
• Support and encourage new volunteers		✓	
• Implement Girlguiding UK projects	✓	✓	
• Plan and develop Project Streamline	✓		
• Maintain the necessary administration including the County member database		✓	
• Work towards obtaining grant funding		✓	
• Arrange 'review' for local organisations		✓	
• Ensure the CRB process is maintained		✓	

End.



APPENDIX 1 - Awards and Qualifications

<p style="text-align: center;">Good Service Award</p> <p style="text-align: center;">Jackie John</p> <p style="text-align: center;">Thanks Badge</p> <p style="text-align: center;">Viv Craig Lynn Denny Mary Turner (Fred) Megan Jones</p> <p style="text-align: center;">Commissioner Training Completion</p> <p style="text-align: center;">Alison Willington (CC) Megan Jones (CC) Denise Morris (Div.Com.) Debra Smith (Div. Com.) Mari Carrington (DC) Paulette Gower (DC) Paula Jones (DC) Lynda Walmsley (DC)</p>	<p style="text-align: center;">County Thanks Badge</p> <p style="text-align: center;">Nelly Goldsmith, Colwyn Katy Helen, Clecs Clwyd Mairwen Jones, Rhyl Trefoil Marlene Williams, Brynteg Guides Raymond Rodgers, 5th Ryle Brownies Debra Smith, 5th Ryle Brownies Rebecca Crowther, UH Sarah Thom Emma Noakes, 11th Ryle Rainbows Sheryl Coppack, 1st Wepre Guides Terry Jobson, Photography Peter Hipkin, Camp Electrics Ray Price, 11th Rhyl Brownies Paul Denny, Help to County Mr Skip Belton, Architect Mr David Hughes, Architect Mr Peter Griffiths, Builder</p>	<p style="text-align: center;">County Commissioner Thanks</p> <p style="text-align: center;">Elaine Davies Ted Hillman Janet Hardcastle Eileen Hobbs Wendy Malcolm Rose Messham Karen Evans Beth Taylor Carolyn Baines Ann Ashworth Helen Barham Jane Barham Isabel Blore Nick Blore Chris Jobson Pam Lewis Anna Patterson Sue Roberts Carla Smith Debra Smith Linda Walmsley Alison Willington Chris Wykes</p>
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<p>Adult Leader Qualification</p> <p>Sian Challerton-Fleming, Llanasa Guides Bryony Chalk, 1st Bistre Guides Nia Glesni Williams, Llanasa Guides Sharon Edwards, 1st Wats Dyke Rainbows Carys Broadbent, 1st Caerwys Brownies Claire Owen, 1st Gwernaffield Guides Alison Weetman, 1st Leeswood Charlotte Pierce, 1st Nannerch Rainbows Cathy Wallace, 1st Nannerch Rainbows Jacqueline Duffield, 1st Gwernaffild Guides Charlotte Cusworth, 1st Overton on Dee Brownies Nicole Langley, 1st marchwiel Rainbows Annwen Davies, 1st Marchwiel Rainbows Lynn Potter, 1st Hanmer Guides Nicki Tennant, 1st Rhosllanerchrugog Guides Linzi Thomas, 1st Brynteg Rainbows Hazel Stockdale, 1st Colwyn Bay Rainbows Linda Mary Evans, 1st Meliden Brownies Theresa May Murphy, 1st Connahs Quay Guides</p>	<p>Adult Leader Qualification</p> <p>Rhian Edwards, 1st Connah's Quay Guides Catherine Murphy, 1st Connah's Quay Guides Phillapa Petch, 1st Leeswood Rainbows Phillipa Williams, 1st Hope Brownies Sheryl Baines, 1st Hope Brownies Lorna Mchugh, 1st Leeswood Rangers Charlotte Hughes, 1st Marchwiel Brownies Julia Astbury, 1st Hope Brownies Elizabeth Arker, 9th Wrexham Brownies Alison Eng, 1st Golftyn Rainbows Hannah Roberts, 7th Wrexham Guides Susan Davies, Llandrillio yn Rhos Rainbows Eva Edwards, 1st Denbigh Brownies Jean Harding, 1st Overton on Dee Brownies Melissa Haynes, 1st Overton on Dee Brownies Samantha Humphreys, 2nd Shotton Guides Alison Parry, 1st Marchwiel Brownies Julia Jones, 2nd Buckley Brownies Harriet Wild, 1st Bronington Rainbows</p>
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<p>5 years Long Service Award</p> <p>Rosemary Eckett Natalie Allpress Paula Lawrenson Kirsty Messham Danielle Ellen Louise Gillespie Elaine Smith Claire Jukes Beverley Davies Carys Broadbent Alisa Knight Kate Boulton Louise Clarke Debra Smith Clare Cusworth Susan Bentley Helen Smith Sharon Jones Stacy Lawson Katie Barlow Abigail Bebb Linzi Thomas Sarah Thomas Samantha Humphreys Gemma Lee</p>	<p>20 years Long Service Award</p> <p>Nicola Barlow Sharon Berridge Isabel Blore Joanne Ellison Audery Jarvis Caroline Jones Susan Jones Fiona Kingsnorth Linda Roberts Mary Turner Janet Wintle</p> <p>30 years Long Service Award</p> <p>Joy Elaine Davies Diane Griffiths Vicki Hobson Pamela Lewis Margaret Lusted Wendy Malcolm Denise Morris Heather Owen Maureen Payne Vera Shinton</p>	<p>Young Leaders Badge</p> <p>Jane Aspinall Danielle Mee Ceris Brand</p> <p>Chief Guide's Challenge</p> <p>Rosemarie Lovegrove Annest Jones Rhian Percival</p> <p>Brest Cancer Care Certificate</p> <p>Clecs Clwyd</p> <p>Baden Powell Challenge</p> <p><u>Clwyd Vale</u> Camila Clayton Annie May Roberts Marie Sales <u>Connah's Quay</u> Emma Griffiths <u>LLangollen</u> Sarah Cartwright Kitty Cartwright Polly Harrison Larissa Davies Leah Cooke <u>Offas Dyke</u> Lorna Owen Hannah Roberts <u>Yale</u> Alexandra Haughton Kimberley Partington Natasha Williams Sian Sing Wong</p>
<p>10 years Long Service Award</p> <p>Jennifer Chadwick Lesley Edwards Tracy Evans Margaret Hinton Janet Kennedy Linda McHugh Lorna McHugh Alison Owen Rachel Smith</p>	<p>40 years Long Service Award</p> <p>Jenny Hawken Linda McLaren Wendy Meyers Elaine Simmons</p> <p>50 years Long Service</p> <p>Margaret Hillman Enid Waterfall</p>	



<p style="text-align: center;">Overnight Licence</p> <p style="text-align: center;">Gemma Lee, 5th Rhyl Guides</p> <p style="text-align: center;">Brownie Holiday Licence</p> <p style="text-align: center;">Laura Rowlands, 1st Llangollen Carla Smith, 5th Rhyl (Christ Church) Brownie Unit Roz Benny Lorna McHugh, 3rd Mold Brownies Emma Evans, 1st Rhosymedre Brownies Ceri Phillips, 1st Ruabon Brownies</p> <p style="text-align: center;">Brownie Camp Licence</p> <p style="text-align: center;">Lauren McHugh, 3rd Mold Brownie Unit</p> <p style="text-align: center;">Guide Camp Licence</p> <p style="text-align: center;">Gemma Lee, 5th Rhyl Guides Helen Smith, 1st Marchwiell Guide Unit</p>	<p style="text-align: center;">Large Scale Event</p> <p style="text-align: center;">Sarah Thomas</p> <p style="text-align: center;">Guide Camp Permit</p> <p style="text-align: center;">Emily Harkin Sharman Collins</p> <p style="text-align: center;">Minibus Training</p> <p style="text-align: center;"><u>Wrexham</u></p> <p style="text-align: center;">Fiona Kingsnorth Janet Hardcastle Alison Williams</p>
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<p>First Response</p> <p><u>Berwyn</u></p> <p>Jennifer Chadwick Wendy Salt Heather Quayle Louise Clarke Rebecca Vale (YL) Nia Jones (YL) Jennifer Edge Linda Ann McLaren Laura Hopkins (YL) Keira Hand Lisa Walker Tara Morris Nancy Orme</p> <p><u>Colwyn</u></p> <p>Sue Scott</p> <p><u>South Denbighshire</u></p> <p>Karen Morris Jackie Knight Alice Lovegrove-Jones Rachel Pigott Kirsty Newell Elizabeth Parry Eva Edwards Emma Bonnett (YL) Lin Bonnett Frances Garnsey (YL) Chris Wykes</p>	<p>First Response</p> <p><u>East Flintshire</u></p> <p>Amanda Horswill Margaret Hinton Jane Barham Helen Barham Alexandra Burden Katie Smith Megan Griffiths Hayley Harvey Jane King Linda Langton Samantha Humphreys Rhian Edwards Theresa Murphy</p> <p><u>West Flintshire</u></p> <p>Jacqueline Duffield</p> <p><u>Wrexham</u></p> <p>Brenda Lewis Leeann Cousins Mary Turner Catherine Williams Kim Savage Barbara Jones Emily Davies Jason Topliss Lesley Roberts Sharon Jones Catriona Basey Linzi Thomas</p>	<p>Food Hygiene</p> <p><u>South Denbighshire</u></p> <p>Chris Wykes</p> <p><u>East Flintshire</u></p> <p>Megan Griffiths Nicola Peate Katie Smith Ann Lovatt Julia Astbury Sheryl Barnes Jayne Hall Alexandra Burden Ceri Brand Amanda Cresswell Gayle Brand Alison Weetman Cheryl Francis Deborah Endler Elaine Smith</p> <p><u>Wrexham</u></p> <p>Vaughan Kingsnorth Isabel Blore Emma Hatton Naomi Whitham Brenda Lewis Deborah Wharton Hollie Jones</p>
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