



Girlguiding

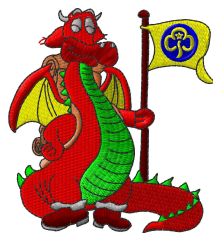
Clwyd

*merched ar y blaen
girls in the lead*

Annual Report

2010

Adroddiad Blynddol



Girlguiding CLWYD



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 Public Relations & Recruitment	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	Ashleigh Woodland
Llais y Ddraig	To be Appointed
Berwyn Division Commissioner	Alison Roberts
Colwyn Division Commissioner	Margaret Lusted
East Flintshire Division Commissioner	Helene Wilce
North Denbighshire Division Commissioner	Debra Smith
South Denbighshire Division Commissioner	Lynn Denney
West Flintshire Division Commissioner	Donna Jones
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 and 18 Vice Presidents, Mrs P Brookes Parry, Mrs B Clarke, Ms M Cook, Mrs S Davies, Miss J Dudley MBE, Mrs Ruth Griffiths DL, 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 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
Food Hygiene	Commissioner Training
County Training Day	Residential Licenses
Adult Leader Qualification	Mentoring
Section Trainings	Mini Bus training

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 to have been held at Broneirion, the Headquarters of Girlguiding in Wales, but due to the severity of our winter whether had to be canceled. We were however delighted to see a high turnout for our County Training Day in March with many new faces attending.

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.

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 47 leaders completed their Adult Leader qualification, and the following numbers of Commissioner training was completed 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 another very successful Commissioner Training Event and due to requests from all Commissioners at this training it will continue to 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, with new Girlguiding UK residential forms and new County personnel in place we hope the process will become more streamlined.

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.
- *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 and the dissemination of Information - Districts need to review their processes and identify ways to improve attendance and information dissemination.

- *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.
- *Bulletin* - the County magazine is available to download from our County website, emailed notification goes to Division Commissioners to forward to their teams, 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.
- *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. 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. Stephanie Fermor continues to author our website and this year has given the site an overhaul. County minutes and associated flyers and reports, rising dates, the bulletin, and many other county resources are posted on the site. The County has placed many appropriate forms and guides onto the site over the past year and this process will continue. The site for Ty Clwyd, www.tyclwydcentre.org is to be up-dated and changes 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 has been updated and contains information on the structure of Girlguiding Clwyd with information on team roles. 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. Each year a 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 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.
- **Banners** - A Girlguiding UK banner with the County logo is used extensively at events around Clwyd. Girlguiding Cymru Centenary banners have been used within Girlguiding Clwyd at special Centenary events.
 - **Events Trailer** - the County now has a dedicated events trailer that can be used to promote Girlguiding in Clwyd which is looked after by the County PR Team.

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 has had funding from Scottish Power for equipment in the Ty Clwyd kitchen and from Conway County Council for the provision of Mountain Bikes and safety helmets, a set of Pioneering Poles and an Adventure Trail for use by groups staying at Ty Clwyd.

Other people have donated money towards Ty Clwyd and County funds, 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. We continue to raise funds for Ty Clwyd and county events.

Build on and expand the use of Ty Clwyd

The Ty Clwyd management Committee continues to manage the centre, this year the team who support our County House, has undergone a major restructure; The aim was to spread the load, instead of the burden falling onto the shoulders of a few and notably one, The Manager, we now have a team working together to manage the day to day running and promotion of the house and grounds. With an extension to the property and major refurbishments carried out to the building and new outdoor activity equipment the potential for diversifying its use has been established. Friends of Ty Clwyd continue to support the management team and provide resources for the house.

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 more improvements to the site. Year on year figures can be obtained from details stored on the database.

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.

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.



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 was incorporated in our Centenary County Camp at Ty Clwyd girls were 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 2012. Objectives identified in the plan need to be regularly visited and up-dated as required by our different teams.

The Movers and Shakers team supports Adult members in the County. The team is always looking for new ways to reach more members and raise awareness of their purpose and aims. Many members of the team have gained new qualifications this year.

Tables that indicate progress towards team objectives set and agreed at county level, for this year, 2010, can be seen at the end of this report in Appendix 1.



Events

The County Gala

The County Gala was held at The Beaufort Hotel, Mold. It was the last formal fundraising event for Ty Clwyd. Dinner was then followed by a disco. Each Division put together a themed hamper, 7 in total, which were raffled on the night. It was a chance for Adult Leaders to enjoy a Guiding Event without the responsibility of their Unit and all who participated had an enjoyable evening.

Thank you Fun Day at Ty Clwyd

Members were treated to a Fun Day at Ty Clwyd as a Thank you for all their fundraising efforts for Ty Clwyd. Fundraising continues for Ty Clwyd for it's the upkeep and improvement of the estate and a new shower block and camping facilities.

Rainbows Going Wild

Rainbows went Wild at the Mountain Zoo and many Princess Parties were held around the County.

Brownies Storming Castles

Brownies stormed Ruddlan Castle for a day of Medieval Mayhem. Knights, Archers & Ladies Fair entertained them with stories, birds of prey, maypole dancing, trails and many more activities.

Guides Pitch & Munch

Guide Units pitched their tents and munched a picnic in unusual locations including Ruthin Jail and the picnics at the seaside. This attracted much interest and new members.

County Centenary Camp

Many Guides and Senior Section members attended our County 100 year Centenary Camp at Ty Clwyd in the summer. Much fun was had by girls and leaders alike as we learnt about the story of Girlguiding and participated in activities from each decade. They danced the Charleston, Made do and mend, experienced an air raid and were rewarded with a troop show! Sub Camps held Street Parties in honour of the queens Coronation and our President agreed to be Queen for the day. They had an afternoon enjoying a Space Age Game and an Evening 70s Disco sporting glitter wigs and Lycra! They played it's a knockout and room 101 deciding what to take into our next Centenary and what they would prefer not to! Our thanks go to James Faben and his team of Archers and the Army for their Climbing Wall.

The Centenary Finale

Our Centenary Celebrations came to an end at 20.10 20/10 2010 as events were held all over the Country on the 20th October 2010 when at 10 minutes past 8 members of Girlguiding UK came together to share one moment in time and, along with the Chief Guide, renewed their Promise.

The Pantomime

Girlguiding Clwyd took over the Rhyl Pavilion Theatre again this year for their annual Pantomime, Peter Pan 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.

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.

	Rainbows	Brownies	Guides	Senior section	Guide Leaders	Women	Men	Other Children	Totals
10	89	920	489	167	385	38	19	30	2137
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 Emma Bonnett from Clwyd Vale Rangers and Rebecca Overthrow from 9th Wrexham Guides went to Austria while Ashleigh Woodland from Mynydd Isa, went to Canada. 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 2010 many people within the County gained awards and it was particularly exciting to hear that Dennis Morris and Karen Evans gained the Chief Commissioner for Wales Award for their outstanding work for Girlguiding Clwyd. 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. 18 girls in Clwyd gained their awards in 2010. See Appendix 2.

Licences

Several licenses 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.



Annual Census

Total numbers in County have increased by 2 this year. Whilst Adult Volunteer numbers have increased by 34 and Brownie numbers by 79, Senior Section, Guide and Rainbow numbers have gone down. The Rainbow Guide section however has only gone down by 1. It is interesting to note that whilst girl numbers have fluctuate slightly Adult numbers have steadily increased over the years.

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

	2005	2006	2007	2008	2009	2010	2011	10/11 DIFFERENCE
Adult Volunteers	391	413	520	503	507	533	567	34
Senior Section	80	118	116	144	138	129	79	-50
Guides	792	793	791	807	756	674	653	-21
Brownies	1581	1657	1611	1485	1440	1308	1387	79
Rainbows	400	435	432	408	389	411	410	-1
Totals	3244	3416	3470	3347	3230	3055	3057	2

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	Going Wild at the Zoo	Beyond the Duck Challenge

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	Beyond the Duck Challenge	Sleepovers
Storming Castles	Bag packing	Royal Wedding Challenge
Pow wows	Fun out of doors	RSBP Challenge
Cooking	Traditions of Guiding	Walks

Guides

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

Pitch & Munch	RSBP Challenge	Camping
Photography	BIG GIG	Camp Fire singing
Bag packing	Cooking out of doors	Patrol Leaders training
Swimming	Go For it Chocolate	Beyond the Duck Challenge
International Selection	Navigating	Adventure 100 Challenge

Senior Section

This year members of the Senior Section have participated in many activities in the County, Wales, UK and Internationally. Members of the Senior Section continue to represent the County on Llais y Ddraig and two of these members sit on the County Executive to represent the young voice.



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.

Summary

The new county structure and Ty Clwyd management team has hopefully made many county roles more manageable as many leaders have the challenge of juggling family, work and volunteering. Girlguiding has green principles and is embracing digital media as a form of communication and in Clwyd our County website is being updated. With 3057 members we are one of the largest Guiding Counties in Wales and communication is always a challenge the hope is that this will become a useful and quick method of retrieving information for members of all ages and as a resource for our Adult Leaders.

So a busy and fun packed year, 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. Testament that Girlguiding Clwyd remains relevant to today's girls and young women, they are our future, and we continue to give them opportunities to gain new skills whilst having fun and making friends. Girlguiding Clwyd will continue to work with the ethos of the Guide Association in mind, and support the aims and objectives of Girlguiding Cymru.

We now all find ourselves at a special time in the history of Guiding and we can all play a part in taking Girlguiding Clwyd forward into the next 100 years.

End.

APPENDIX 1

Progress towards Objectives set in the Operational Plan

Objectives	Achieved	On-going	To be implemented
Rainbows			
• Develop a County Rainbow Adviser role description and term of reference		✓	
• Liaise with Divisions to find representatives for the Rainbow Adviser Team		✓	
• Work with other section advisers on cross sectional county fun day in 2011			✓
• Organise an 'air and share' for Rainbow Guiders		✓	
• Provide advice and support to Rainbow Guiders		✓	
• Organize training for new Rainbow Leaders			✓
• Attend Welsh Adviser meetings when appropriate		✓	
• Help with a the arrangements for the 2010 celebrations	✓		
Brownies			
• Update the County Brownie Adviser role description - terms of reference	✓		
• Liaise with Divisions to find representatives for the Brownie Adviser team		✓	
• Provide advice and support to Brownie Guiders		✓	
• Organise Brownies Storming Castles centenary county event	✓		
• Work with other section advisers on cross sectional county fun day in 2011			✓
• Attend Welsh Brownie Adviser meetings as appropriate		✓	
• Help with the arrangements for the 2010 celebrations	✓		
Guides			
• Update the County Guide Adviser role description - terms of reference		✓	
• Co-ordinate a Guide Quiz for the Kenney Shield in 2010	✓		
• Advise and support Guide Leaders where relevant		✓	
• Organise a BP Adventure weekend	✓	✓	
• Coordinate the Baden Powell Award		✓	
• Work with other section advisers on cross sectional county fun day in 2011			✓
• Help with organising County Camp 2010	✓		
• Attend Welsh Guide Adviser meetings as appropriate		✓	
• Help with arrangements for the 2010 celebrations	✓	✓	
Senior Section			
• Keep in contact with members of the Senior Section		✓	
• Develop a County Senior Section role description - terms of reference		✓	
• Provide advice and support to Senior Section Guiders within the county		✓	
• Work with other section advisers on cross sectional county fun day in 2010		✓	
• Encourage Clwyd SS to attend 'Teen and Twenties' at Bron	✓	✓	
• Help with supporting Clecs Clwyd			✓
• 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 		✓	
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 		✓	
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 		✓	
Marketing and Recruitment (PR)			
<ul style="list-style-type: none"> Provide effective PR support for the County & Ty Clwyd 		✓	
<ul style="list-style-type: none"> 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		✓	
• Maintain the County Events Trailer		✓	
• 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		✓	
• 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 and encourage 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	✓	✓	
• Attend Welsh International meetings		✓	
Llais y Ddraig / Clecs Clwyd			
• Develop a County Llais y Ddraig role description - terms of reference for the County	✓		

• Develop and co-ordinate a Junior Council within the County		✓	
• Liaise with Divisions to find representatives for Clecs Clwyd / Llais y Ddraig team		✓	
• Attend Welsh Llais y Ddraig meetings	✓	✓	
• Liaise with SS members		✓	
• Chairs to attend County Executive meetings		✓	
• Work with SS, D o E, and Queens Guide advisers		✓	
• Organise regular Clecs Clwyd meetings			✓
• Chairs to attend Senior Section Team Meetings			✓
ALQ Mentor			
• Develop a County Mentor role description - terms of reference		✓	
• Support new Guiders on the Leadership Scheme		✓	
• Liaise with Divisions to find Mentor for the team		✓	
• Provide on-going support with one to one meetings, Sign evenings and mini trainings		✓	
• Provide Advice and support to Guiders within the County		✓	
• Co-ordinate the Mentor process within the County		✓	
• Provide Mentor training	✓	✓	
• Liaise with the IV coordinator and County administrator		✓	
• Attend Welsh Mentor meetings		✓	
• Encourage new Mentors to join the Mentor team		✓	
Outdoor			
• Organise and co-ordinate the 2013 Clwyd County Camp			✓
• Liaise with Divisions to find representatives for the OAA Adviser team		✓	
• Provide local mentoring and training for Guiders taking specialist licences		✓	
• Develop an OAA mentor team to ensure for appropriate training and assessment		✓	
• Ensure that all outdoor team trainings are supported by relevant literature		✓	
• Provide outdoor training booklets		✓	
• Hold an annual outdoor training weekend at Ty Clwyd for Guiders and Senior Section		✓	
• Support Guiders to obtain outdoor qualifications	✓	✓	
• Ensure that 25 outdoor qualifications are gained during the guiding year		✓	
• Maintain a record of outdoor qualifications achieved in County		✓	
• Develop a current database of residential properties			✓
• Liaise with Ty Clwyd Management		✓	
• Maintain County outdoor equipment	✓	✓	
• Develop outdoor area at Ty Clwyd			✓
• Attend Welsh Outdoor Adviser meetings		✓	
• Help with arrangements for the 2010 celebrations	✓		
Movers & Shakers			
• Re assess aims of Moversl & Shakers		✓	
• Liaise with other support Teams		✓	
• Recruit at least one representative from each division		✓	
• Plan & Organise a social event		✓	

• Organise a catering team	✓		
• Provide advice and support for Leaders 65+		✓	
• Design M&S Badge and polo shirt		✓	
Adult Support & Training			
• Recruit more Trainers for Clwyd		✓	
• Attend Welsh Guiding Development Meetings		✓	
• Plan and organise a 'County Training Weekend' at Broneirion in 2011		✓	
• Provide specialist trainings as appropriate		✓	
• Provide more support fro ALQ and newly qualified Leaders		✓	
• Develop the training recording system within the County	✓	✓	
• Provide advice and support to Guiders within the county		✓	
• Provide the appropriate training to develop leaders within the County		✓	
• Develop a Commissioner Mentoring team to work with new Commissioners	✓		
Ty Clwyd Centre			
• Raise awareness of Ty Clwyd website to all past users who are not members of Girlguiding	✓		
• Raise awareness of Ty Clwyd website to potential users in Girlguiding Clwyd		✓	
• Raise awareness of Ty Clwyd website to potential new users		✓	
• Plant new hedges and trees on the site	✓		
• Provide continuous hot water in the kitchen	✓		
• Ensure maintenance is carried out on a cyclical basis		✓	
• Redecorate the hall and kitchen	✓		
• Send out leaflets to local schools	✓		
• Review the Management of Ty Clwyd	✓		
• Set fees annually	✓	✓	
• Maintain Publicity / Bookings		✓	
• Review operating plan and up date		✓	
• Review bookings and brochure details / arrangements	✓		
• Identify improvements / and or new items to be supplied		✓	
• Maintain Fire Risk assessments	✓	✓	
• Maintain Access assessments		✓	
• Maintain Hygiene assessments		✓	
• Implement Extension plan	✓		
• Help with arrangements for the 2010 celebrations	✓		
Guiding Programme Committee			
• Ensure best practice in all matters related to the Guiding Programme		✓	
• Support Girlguiding Clwyd section advisors		✓	
• Encourage section advisers to attend the meetings at Welsh level		✓	
• Liaise with Adult support re training needs for successful programme		✓	
• Oversee the co-ordination of county section events		✓	
• Maintain the County websites		✓	
Executive			
• Continue to support Guiders in the County		✓	
• Co-ordinate the annual County Review		✓	

• Co-ordinate the annual Social 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		✓	
• Restructure of County Roles			✓
• Ensure the CRB process is maintained		✓	

End.

APPENDIX 1 - Awards and Qualifications

<p>Chief Commissioner Award</p> <p>Denise Morris Karen Evans</p> <p>Good Service Award</p> <p>Sarah Thomas Mary (Fred) Turner</p> <p>County Award of Merit</p> <p>Catriona Duffield – 3rd Mold Brownies Francesca Shallcross – Rainbow Ceri Jane Shirvington – 1st Wepre Guides</p>	<p>County Thanks Badge</p> <p>Carla Smith Kerry Lawrence Linda Clews Sandra Wallace Mr Nigel Evans Julia Murphy Jan Wintle Claire Evans Kathryn Parry Ralphs Kathryn Hughes Jenny Maxwell Jane Barham Paula Jones Maralyn Knowles</p>	<p>Commissioner Training Completion</p> <p>Emma Hatton - DC Offas Dyke Jan Cocking - DC Flint Helen Barham - DC Connahs Quay Chris Dwerryhouse - DC Buckley Anna Patterson - DC Rhyl</p> <p>Donna Jones Divison Comm. West Flintshire</p> <p>Helene Wilce (Warren) Division Comm. East Flintshire</p> <p>Chief Guide Challenge</p> <p>Rebeca Vale Nia Jones Rosemarie Lovegroove Annest Jones Rhian Percival</p>
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<p>Adult Leader Qualification</p> <p>Dorothy Perston Charmain Breeze Laurie Summers Ashlea Smith Anglea Durkin Jackie Burnham Gillian Anisworth Elan Hughes Nia Jones Ruth Archer Emma Rimmer Heather Quayle Kathryn Parry-Ralphs Nancy Orme Joy Pingham Ceri Brand Susan Johnson Kirty Hughes Jackie Morgan Eirian Freeman Gemma Wood Elaine Roberts Kirsty Newell</p>	<p>Adult Leader Qualification</p> <p>Sain Peydderch Tamara Fenton Linda Bennett Wendy Price Alex Jane Burden Hope Jones Emma Williams Trudi Roberts Sara Bather Kim Savage Judy Brown Jodie Barlow Nicola Barlow Danielle Griffith Lawrie Summers Jackie Burham Angela Duckham Gillian Anisworth Lesley Roberts Emma Bonnett Lin Bonnett Rosemarie Lovegroove Kellie Davies</p>
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5 years Long Service Award	10 years Long Service Award	40 years Long Service Award
<p>Amy Kelly Natalie Louise Allpress David Allen Lovatt Tracy Victoria Noakes Janet Elizabeth Royle Helen Mary Smith Linzi Jade Thomas Susan Ann Bentley Michael Brand Laurel Chalk Paula Jane Chester Geraldine Cox Anthony John Craig Kirsty Williams Emma Ledden Simona Jane English Heather Ellingham Susan Heyward Nikki Tennant Glenys Davies Judith Hudson Danielle Ellen Griffiths</p>	<p>Debra Smith Clare Louise Evans Jennifer Chadwick Stephanie Ellen Alger Catriona Basey Cathrin Davies Eva Edwards Alexandria Fairclough Patricia Forshaw Lynn Jones Janette Kennedy Emma Louise Lloyd Lorna McHugh Alison Kathryn Owen Anna Patterson Elizabeth Povey Rachel Mary Smith Kathleen Mary Welch</p>	<p>Ruth Griffith June Marjorie Hughes Barbara Barkley</p>
	<p>20 years Long Service Award</p>	<p>Young Leaders Badge</p>
	<p>Delyth James Brenda Lewis Ann Ashworth Joanne Ellison Paulette Gower Susan Jones Ayesha Collins</p>	<p>Courtney Aspinall Danni Moore</p>
	<p>30 years Long Service Award</p>	<p>Baden Powell Challenge</p>
	<p>Karen Bagley Kathleen Benison Margaret Hipkin Sylvia Clara Owens Cath Moore</p>	<p><u>Leeswood</u> Jamie Cresswell Megan Weetman Emily Harkin</p>
		<p><u>Connah's Quay</u> Sharman Collins Sara Beth Winter</p>
		<p><u>Hope</u> Kathryn Lovatt</p>
		<p><u>Mynydd Isa</u> Ashleigh Woodhouse</p>
		<p><u>Wrexham</u> Rebecca Overthrow Alex Day Emily Cartwright Myra Booth Cockcroft Lizzle Shone</p>
		<p><u>Chirk</u> Leah Cooke Larissa Davies Polly Harrison Kitty Cartwright Alys Jones Ruth Hall</p>

<p>Rainbow Overnight Licence Rebecca Parry - Bromfield Rainbows</p> <p>Brownie Holiday Licence Sian Davies - 11th Rhyl St Thomas Kirsty Edwards - Acrefair Margaret Hinton - 1st Connahs Quay Brownies Hannah Hopwood - 2nd Gresford Brownies - Wrexham Anna Patterson - 4th Rhyl Brownies Alison Wheetman - 1st Leeswood Brownies</p> <p>Guide Holiday Licence Laura Dreiling - Clwyd D of E Adviser</p>	<p>Guide Camp Licence Emma Lloyd - 2nd Chirk Guides</p> <p>Senior Section Camp Permit Alison Dren - Bishops Own Guides</p> <p>Large Scale Endorsement Chris Dwerryhouse - Buckley District Barbara Jones - Wrexham Division Louise Clark - Berwyn Division Megan Jones - County</p>
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<p>Food Hygiene</p> <p>Julia Jones Suzanna Jones Adele Kennedy Janette Kennedy Jennifer Maxwell Anne McLaren Catherine Moore Kathryn Parry-Ralphs Lindsey Piper Carla Smith Debra Smith Mary Steele Norma Clarke Margaret Hillman Kate Burgess Linda Roberts Audrey Jarvis Brenda Trickett Maureen Poole Linda Roberts Josie Cook</p>	<p>Food Hygiene</p> <p>Stephanie Alger Paula Kelly Pam Sharp Barbara Jones Paula Jones Dianeka McHugh Brianna Sutton Laura Rowlands Alison Williams Joanne Bebb Mary Turner Kim Savage Alex Fairclough Annie Holdsworth Clair Evans Annie Paterson Merle Cooke Barbara Lewis-Jones Viv Craig Joy Ahern Patricia Jane Bailey</p>	<p>Food Hygiene</p> <p>Natalie Brown Marie Carrington Sally Daly Alison Drew Jacqueline Duffield Chris Dwerryhouse Clair Evens Samantha Hayward-Baker Donna Jones</p> <p>Caterer Qualification Cheryl Francis Diane Spencer</p>
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First Response	First Response	First Response
<p><u>Buckly</u> Chris Dwerryhouse Jenette Kennedy Sally Daly Lynne Ingman Rachel Dwerryhouse Suzanne Jones Lesley Davies Trish Bailey Helen Bailey Clair Woodland Ashleigh Woodland Jenny Maxwell Cerys Jones Julia Leonard Joy Ahern Patricia Jane Bailey Natalie Brown Marie Carrington Alison Drew Jacqueline Duffield Clair Evens Samantha Hayward-Baker</p>	<p><u>Mold & Fammau</u> Viv Craig Sue Clair Owen</p> <p><u>North Denbighshire</u> Teresa O’Gorman Linda Roberts Clair Roberts Katy Skeat Jones Liz Griffin Tracy Davies Ruth Archer Emma Jacobsen Emily Lewis Harriet Frobisher Alice Frobisher Sandra Cook Jane McGregor Eileen Hobbis Nadine Atkinson</p> <p><u>Ceriog Valley</u> Stephanie Masters</p>	<p><u>Overton</u> Chris Jobson Amy Chiver Samantha Clarke</p> <p><u>Johnstown</u> Pam Sharp Stacey Sievewright Rebecca Sievewright Heather Ellingham</p> <p><u>Brynteg</u> Barbara Jones</p> <p><u>Offa’s Dyke</u> Samantha William’s Kath Jackson Stacey Lawson Ashley Parry Kay Jones Nicholas Blore</p>
<p><u>Llangollen</u> Lorenza Lockyer Donna Jones Joy Pingham Sarah Stanton</p>	<p><u>West Flintshire</u> Nicola Wotherspoon Ann Wotherspoon</p>	<p><u>Yale</u> Hannah Lewis Brenda Tricket</p>
<p><u>Clwyd Vale</u> Rosemarie Lovegrove Kellie Davies</p>	<p><u>Hope</u> Louise Gillespie Jayne Hall</p>	