



Girlguiding Clwyd

Annual Report 2008

Approved by: Lynn Denney
Signed on behalf of the Trustees

Date: 6th April 2009

Author: Vivienne Craig - County Commissioner



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 annual Operational Plan, the objectives of which can be seen in the Appendix at the end of the 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.

Trustees of Girlguiding Clwyd are:

Position	Name
County President	Ruth Griffith
County Commissioner	Vivienne Craig
Assistant County Commissioner	Lynn Denney
Colwyn Bay Division Commissioner	Margaret Lusted
East Flintshire Division Commissioner	Rose Messham
North Denbighshire Division Commissioner	Eileen Hobbis
South Denbighshire Division Commissioner	Wendy Malcolm
West Flintshire Division Commissioner	Ruth Davies
Wrexham Division Commissioner	Janet Hardcastle
Rainbow Adviser	Isabel Blore
Brownie Adviser	Joanne Ellison
Guide Adviser	Alison Willington
Senior Section Adviser (job share)	Kelly Price
Senior Section Adviser (job share)	Megan Jones
Outdoor Adviser	Jane Bevan
International Adviser	Avril Daley
Environment Adviser	Karen Morris
Adviser for Members with Disabilities	Jackie John
Duke of Edinburgh Adviser	Kelly Price
Queens Guide Mentor	Julie Hall
Press and Public Relations Adviser	Chris Jobson
County Trefoil Guild Chairman	Margaret Hipkin (retired June 2008)
County Trefoil Guild Chairman	Marilyn Knowles (appointed June 2008)
Chair of Guiding Development	Ann Ashworth
Llais y Ddraig	Lorna McHugh (retired September 2008)
Llais y Ddraig	Samantha Humphries (appointed September 2008)
Llais y Ddraig	Nichola Hollinworth (retired September 2008)
Llais y Ddraig	Katy Hellen
Llais y Ddraig	Rhian Percival (appointed October 2008)
Ty Clwyd Manager (job share)	Mary Turner
Ty Clwyd Manager (job share)	Kate Mullen

In attendance

Position	Name
Treasurer	Meg Jones
Registration Secretary	Elaine Davies
County Administrator	Margaret Hillman
Centenary Champion	Sarah Thomas
Streamline Coordinator	Karen Evans
Movers and Shakers	Chris Wykes



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 6 Divisions, 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 Ruth Griffiths DL, Past President Mrs June Churchman OBE 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. The President elect is Mrs Mary Steel. Regrettably two of its Vice Presidents Mrs U Briffa and Mrs J Tait passed away during the year and members of the County wish to recognize their great contribution to Guiding in the County.

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 Guiding Development 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
Put a Spring in your step	Donuts and Done its	Project Perception
County Training Day	Outdoor Licences	Food Hygiene
The Out of doors	Mentoring	Project 50K
Adult Leader Qualification	County Training Weekend - First Day of Christmas	March Medley

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 meet the needs of its members ensuring ease of access to such events.

This year the annual County Training weekend held in November on the theme of 'The first day of Christmas'. The event was held at Broneirion, the Headquarters of Girlguiding Cymru. The event started with 'Nine Drummers Drumming' where attendees learnt about the Red Indian attachment to music and the natural world. During the weekend Guiders attended section trainings, and further trainings on 'project streamline', the out of doors and joined in with other activities around the centre. On the Saturday evening ladies sang carols around the Christmas tree, enjoyed a Christmas feast and made and wore hats depicting the theme of 'The first day of Christmas'.

Some 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. Other members have attended Girlguiding UK trainings on 'Project 50K', Project Perception and Project Streamline. Many Guiders have attended trainings provided at Broneirion.

Mentoring continues to be an important means to development within the County for new leaders and commissioners alike. This year 26 leaders completed their Adult Leader qualification, 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 Guiders for their commitment and determination to complete the award. 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. There is still an issue with the number of Mentors in each District so each District has been asked to have at least 2 mentors available at any one time.

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.



- Streamline - A special team has been set up to deliver Project Streamline - the new UK wide database. These Key users and coordinators went to UK trainings to gather information on the processes involved and the design of the database, ready to cascade to Clwyd. All members information will be stored on the database and access will only be on a need to know basis. Each leader will be able to see details for their own unit and 5 County leaders will have some access to details of all County Members. The Streamline coordinators have organized trainings around the County for the New Year ready for the launch of the system in 2009.
- 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. 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 problems with some members attending 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 was sent to all adult members of the County, YPPs, Ambassadors, Local Voluntary Councils and Chairs of County Trefoils, by post. 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. This year 4 bulletins were produced and other information such as rising dates and booking forms were sent with the magazine. Senior Section girls now receive the bulletin.
- 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. This year in addition to names and addresses of the Chair of each area Trefoil, a brief description of

relevant roles and appointment dates have also been included. The directory is included in the welcome pack given to all new leaders.

- *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. The Executive is encouraging members to take photographs to be included in the forthcoming IT project. A member of the Reaching Out 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. Leaflets on the 12 hour challenge have been developed from the UK publication and have been translated into Welsh. However, further work needs to be done to produce further marketing material in the Welsh Language.
- *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* - This year the County purchased a Girlguiding UK banner with the County logo, this banner has been used extensively at events around Clwyd.

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, once again not applied for funding for County events but will be applying for support for the launch in 2009. The County needs to establish a system for applying for grants.

Further support has continued to be provided from Flintshire County Council for IT training in development of the county website www.girlguidingclwyd.org.

Funding has been applied for the refurbishment and extension of Ty Clwyd the County House and there has been success in some areas - please refer to section on Ty Clwyd.

Build on and expand the use of Ty Clwyd

The Ty Clwyd team continues to manage the centre, headed by the House Manager. Maintenance has been carried out in the building and the County Commissioner and Assistant County Commissioner continue 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 and this year divisions helped with the 'Spring Clean of the building'.

The house was used most weekends during the year including during the Christmas break. There were 77 lets during 2008, 5 organisations hiring all sites at the same time and four schools have used the full site. Twelve different organizations, 2 less than in 2007, used the campsite during the year whilst 62 have used the house, 2 fewer than in 2007.

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. 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 have kindly funded the purchase of new chairs and storage trolley, and the Friends AGM, at the end of June, was another happy event.

The refurbishment and extension development of Ty Clwyd, was agreed by the County Executive and an Extension plan was ratified in September. A small team has been working on this project. Consultation with members and other stakeholders has been undertaken and the outcomes discussed with our architect. Discussion with GGUK funding adviser and the local Voluntary Services Councils has helped with writing grant funding bids. At the end of 2008 grants of £350 from Shell and £30,000 from WREN had been secured, providing the full funding is secured to complete the whole project. The team will continue to work on the project with the intention of building commencing at the end of September 2009.

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 the North East Wales Institute however there were fewer students who attend the event and only one or two students showed interest in joining the Association. 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. Conwy County Council underwent Estyn inspection during November and were praised by the inspector for their provision.

Members of the County attended the Flint and Denbigh Show in August 2008, where they manned a stall providing hair braiding and outdoor cooking for the general public. Information about volunteering and guiding was also available. Several people showed interest in joining the movement as a leader.



All members of the County Executive continue to be provided with business cards to use as promotional material, this needs to be developed further and in particular the young people in the County should be included.

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. To this end the County has worked hard during the past twelve months to liaise with all local authorities and continues to sit on two committees with Denbighshire Voluntary Services Council, the Participation working group and the Extending Entitlement Group. The County continues to review and up-date its own self assessment identifying good practice and areas for improvement in relation to the Estyn standards. This year the County also prepared a self assessment against the Participation standards and the 14-19 pathway, these assessments feeds into the County operational plan.

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 has once again been included in Girlguiding provision in Clwyd. This year approximately 120 girls who participated in the Pool Party competition were awarded certificates for their contribution to the evening. Further work needs to be done to encourage up-take of this scheme.

Senior Section girls are being encouraged to participate in the Millennium Volunteer scheme, this is being developed in partnership with Flintshire Local Voluntary Council.

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. This year all members of the County were again consulted on the Operation Plan and were given the opportunity to comment before it was approved by the County Executive. Copies of the final plan were then provided for members. Over the next few months advisers and their teams will be working together to develop their terms of reference and job descriptions to be submitted to the executive in spring of 2009. Objectives identified in the plan need to be regularly visited and up-dated 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 task and finish group has been asked to continue for the time being to ensure that the systems under development are well incorporated into County processes. Further work needs to include encouraging ladies to help in units on an occasional basis to provide support for local Guiders.

Several initiatives have been launched by Girlguiding UK and Girlguiding Clwyd have introduced these into the County.

Project 50K - Initial plan devised and undertaken after launch in Broneirion. Plans introduced to the County but little work undertaken to implement. Plans reviewed at second meeting of Region. Decision undertaken to look at the Boundaries and consultation with County members is still underway. All other plans are undertaken by the Reaching Out team.

Project Perception - Perception training undertaken at launch in Broneirion and this was then cascaded to the County. Development of strategies to change the perception of the general public of Girlguiding are needed to be further cascaded in County.

Succession Planning - A Task and Finish Group has been set up to look at ways in which succession planning can be implemented and how Guiders who reach the age of 65 may continue to be involved in Guiding within Clwyd. One group has started providing 'Brownie Traditions' across the County.

Project Streamline - (please refer to communication strategies)

Switch - The county has started working to try and encourage new units to be set up in community first areas - the new Rainbow unit continues in Gronant, but further work needs to be done to increase new units in these areas.

Tables that indicate progress towards team objectives set and agreed at county level, for this year, 2008, can be seen at the end of this report.

EVENTS

The County Review

The County Review was held at Ty Clwyd. The event was hosted by Conwy Division. The theme of the evening was Think Pink. The High Sheriff of Clwyd and his wife attended the evening and was introduced to members of the Senior Section. 5th Rhyl Brownies and Dyserth Guides provided entertainment. Brownies showed a digital story that they had designed whilst the Guides performed their 'Yellow' themed songs. The Senior Section chose the county's annual community project 'Think Pink' and they launched the project during the evening. Refreshments were served on the lawn after the event.

The County Dinner

The County dinner was held at Rhuddlan Golf Club. North Denbighshire Division being the hosts. Approximately 100 attended the evening of which many were members gaining long service awards, qualification certificates or County Thanks badges. Lynn Denney was presented with the Laurel Award - one of the highest honours in Guiding.

Awards

During 2008 many people within the County gained awards and it was particularly exciting to see Mrs Margaret Hillman, Mrs Ann Ashworth and Mrs Margaret Hipkin being presented with the Chief Commissioners Award. 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.



No	Award	Name		
1	Long Service Award, 40 years	June Churchman OBE DL		
1	Long Service Award, 30 years	Christine Langton		
12	Long Service Award, 20 years	Liz Williams Alison Marsh Ruth Davies Susan Hughes	Meg Jones Aletia Messhan Delyth James Samantha Clarke	Cath Binns Jennifer Grey Kathleen Brooks Merisa Edwards
9	Long Service Award, 10 years	Gemma Flannagan Isobel Edge Joanne Viner	Diane Pierce Jacqueline Knight Catriona Basey	Michelle Morris Emma Lloyd Elizabeth Povey
24	Long Service Award, 5 years	Rachel Cutler Jane Wilkinson Jacqueline Power Kyrstie Elleby Sarah Thoma Charlotte McGuire Elizabeth Naylor Ceri Phillips	Alison Henson Emma Webb Ann Lovatt Elizabeth Evans Donna Griffiths Katie Wooding Judith Hudson Eleanor Blore	Kathryn Grey Eleanor Cartwright Tracey Johnson Angela Tatton Sharon Frobisher Adele Randles Glenyz Davies Debra Smith

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. Thirty one girls in Clwyd gained their awards in 2008

Name	Division/Unit	Name	Divison/Unit
Bethan Nock	East Flintshire	Katy Skeats-Jones	West Flintshire
Bethan Jenkins	East Flintshire	Sheila Owen	East Flintshire
Courtney Lightfoot	East Flintshire	Nicola Peate	East Flintshire
Hannah Meyrick	East Flintshire	Elen Hughes	East Flintshire
Laura Hollinworth	North Denbighshire	Erica Draper	North Denbighshire
Natalie Pownall	North Denbighshire	Hannah Greenfield	North Denbighshire
Shona Stockton	North Denbighshire	Katie Tickle	Wrexham
Michaela Blackwell	Wrexham	Lydia Tunley	Wrexham
Rae Parry Jones	Wrexham	Ruth Ng	South Denbighshire
Jennifer Selby	Wrexham	Sophie Clark	Wrexham
Catrin Henderson	South Denbighshire	Lisa Hughes	Wrexham
Victoria Burton	Wrexham	Hannah Lewis	Wrexham
Nicole Hudson	Wrexham	Hannah Davies	South Denbighshire
Emily Peasley	South Denbighshire	Kellie Parsons	South Denbighshire
Stephanie Redfern-Joes	South Denbighshire	Annie Lewis	South Denbighshire
Toni Emery	South Denbighshire		

The Pantomime

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

Brownie holidays, camps and sleepovers

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. Greater numbers of girls have had a residential experience in 2008, more than in 2007 increasing by 15%.

	Rainbows	Brownies	Guides	Senior section	Guide Leaders	Women	Men	Other Children	Totals
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

Travelling in and out of County

Camping out of County			
9 th Wrexham Guides	Cumbria	1 st Acton Guides	Bromsgrove
Connah's Quay Rangers	Staffordshire	4 th Wrexham Guides	Bromsgrove
Out of county camping in County			
Wirral Guiders	Chirk	Hinderton Division Guides	Chirk
19 th Wigan Town Guides	Prestatyn	2 nd Christilton Guides	Holt
1 st Upton Guides	Ty Clwyd	1 st Tilston Guides	Ty Clwyd
10 th West Kirby	Ty Clwyd	1 st Prenton	Ty Clwyd
Travelling Abroad			
1 st Wepre Guides		Eurodisney	
1 st Meliden Guides		Eurodisney	
5 th Wrexham Bishops Own Guides		Switzerland	
1 st Mynydd Isa Guides		Switzerland	

Licences

Several licences were gained in County during the year; Guiders gaining qualifications to enable girls to be taken on 'holiday'.

Year	Nos	Licence	District	Name	2007	2006
2008	2	Brownie Holiday	Rhyl	Carol Hughes	4	3
			Deeside	Linda Langton		
	1	Guide Camp	Nannerch	Delyth James	1	1
	2	Guide Holiday	Yale	Alison Williams	2	
			Hawarden	Bev Davies		
	3	Overnight	Buckley	Trish Bailey	3	
			Clwyd Vale	Alice Lovegrove-Jones		
			Prestatyn	Sharon Frobisher		
		Caterer			2	3
	1	Health and Hygiene			1	1
	1	First Aid			1	
	2	Travelling Abroad	Yale	Dianeke McHugh		
			Prestatyn	Sarah Thomas		
	3	Large Scale Events	Buckley	Jane Bevan		

			Ruabon	Alison Willington		
			Ruabon	Karen Evans		
	6	Guide Camp Permit	Deeside	Samantha Sharpe		
			Deeside	Mary-Louise Jenkins		
			Yale	Ruth Cowlshaw		
			Ruabon	Cara White		
			Yale	Jade Marvin		
			Ruabon	Shannon Tennant		
Total	21				14	8

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 bulbs for Marie Curie	Talent shows
Cheeky monkey challenge	Raising money for Leukemia	IT Digital Story Telling
Bag Packing	Litter picking	Raising Money for Breast Cancer
Participating in the GGUK 'Change the World' Project	Planting Trees	Putting dormouse boxes into woods
Working with the Woodland Trust		

FINANCES

Accounts

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

NUMBERS

Total numbers in County have decreased a little this year, whilst adults have increased by one. It appears that once again Brownie numbers have gone down again but other sections numbers have also decreased this year.

Since last year

- Rainbow numbers have decreased by 5%
(Total 11.6% decrease in past 3 years)
- Brownie numbers have decreased by 3%
(Total 13.8% decrease in past 3 years)
- Guide numbers have increased by 6%
(Total 4.2% decrease in past 3 years)

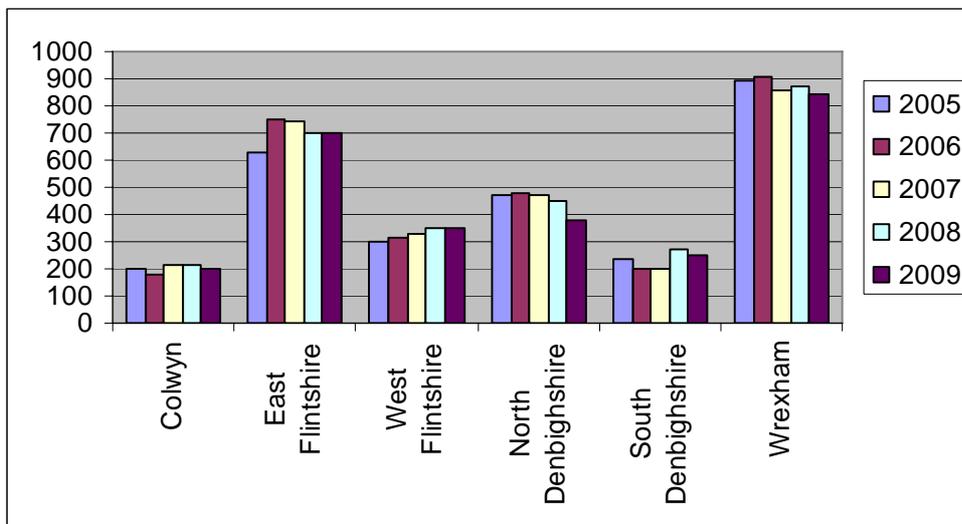
- Senior Section numbers have also decreased by 4%
(Total 67% increase in past 3 years)
 - Adult numbers have decreased by 15%
(Total 13% decrease in past 3 years)
- However numbers helping who are not members have increased by 25%

Numbers on joining lists show:-

Rainbows			Brownies			Guides			Senior Section		
2008	2007	2006	2008	2007	2006	2008	2007	2006	2008	2007	2006
81	96	122	200	200	176	26	38	55	-	6	2

Numbers in Divisions are shown in the chart below.

Division numbers -
Girls and young women



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

	2004	2005	2006	2007	2008	2009
Commissioners	29	28	23	27	23	13
Guiders	332	330	341	337	341	342
Appointment Holders	5	8	7	12	24	37
Unit Helpers	10	13	7	16	29	24
Others	3	12	35	23	13	12
Non members			117	105	73	91
Y/L - Rangers	26	14	16	18	34	31
Y/L not Rangers	51	51	57	49	48	40
Rangers	24	15	45	49	62	67
Guides	732	792	793	791	807	756
Brownies	1690	1581	1657	1611	1485	1440
Rainbows	417	400	435	432	408	389
Totals	3319	3244	3416	3470	3347	3242

Of the numbers registered in the County the following table shows first languages other than English

	Chinese	French	Gaelic	German	Hindi	Polish	Portuguese	Punjabi	Spanish	Turkish	Welsh	Other
Rainbows											26	
Brownies											72	1
Guides											34	
Senior Section											6	
Adults											9	

PROGRAMME

Rainbows

2008 has been the 21st Birthday for Rainbows. The girls continue to enjoy their programme with its theme of Look, Learn, Laugh and Love. Girls in Clwyd have been involved in

Parties	Sleepovers	Dancing
Games	Rainbow Roundabouts	Parachute games
Craft	Fun out of doors	Healthy Eating
Chats	Thinking Day Celebrations	21 st Birthday Parties
Raising money for Think Pink	Digital Story Telling	

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

Visiting parks	Thinking Day celebrations	Pack Holidays
Treasure Hunts	Chinese New Year	Sleepovers
Young friends day - Bron	Cheeky Monkey Challenge	Fashion shows
Digital Story Telling	Building Dormouse boxes	Litter picks
Pow wows	Traditions of Guiding	Walks
Cooking	Visiting other units	Raising money for Think Pink

Guides

Guides have been very busy during the year and have participated in a County Camp and a County Pool Party. The Camp was held at Ty Clwyd with the theme of 'One World, One Future'

In February 2008 16 girls from across Clwyd took part in a BP Adventure at Nantyr. They slept in Chirk bunkhouse and travelled to Nantyr to take part in team building sessions, rope skills and the leap of faith.

Girls have been working towards Baden Powell Awards and have started on Duke of Edinburgh Schemes. Two units went overseas to 'Our Chalet' in Switzerland. During the year guides have had fun and participated by

Learning sign language	Sleeping-over with other guides	Camping
Guide Pool Party	BIG GIG	Camp Fire Singing
Bag Packing	Rounders competition	Digital Story Telling
Swimming	Go For it Chocolate	Raising money for Think Pink



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 and work on the Junior Council, which they have now renamed 'Clecs Clwyd'. 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. This year Clecs Clwyd were given the task to choose the County Community Challenge and chose 'Think Pink' for Breast Cancer and launched the challenge at the Annual Review.

After attending 'International Selection', several girls represented Wales at International events including America, Scotland, Holland and Sweden. Leaders are also being encouraged to take girls on International Adventures and the County supports those leaders.

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. Guilds across the County have pledged to provide a dishwasher for the new kitchen in Ty Clwyd.

SUMMARY

There continues to be exciting new developments in Clwyd. It is especially pleasing to see that Guide and Senior Section numbers have increased. Members of Girlguiding Clwyd have worked extremely hard throughout the past year continuing to achieve many of the goals that were set at the beginning of the year. Girls throughout the County have been encouraged to meet the 5 Essentials of Guiding whilst having fun and experiencing friendship. The websites continue to provide a means of communication and the majority of all reservations at our county house are made on line. The exciting project, 'Raise the Roof', for our County House, Ty Clwyd, has started and the county is looking forward to the development of the facility. The County Executive will work with dedication and enthusiasm towards increasing its share of the voluntary sector over the next few years and to working towards participation and partnership with local Unitary Authorities. 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			
• Develop a County Rainbow Adviser job description and term of reference		✓	
• Liaise with Divisions to find representatives for the Rainbow Adviser Team		✓	
• Organise a Rainbow 18 th Birthday party with other advisers from across North Wales	✓		
• Organise a Rainbow 21 st Birthday party in 2008	✓		
• Organise an 'air and share' for Rainbow Guiders		✓	
• Provide advice and support to Rainbow Guiders		✓	
• Arrange a Rainbow trip to the Zoo in 2007	✓		
• Attend Welsh Adviser meetings when appropriate		✓	
• Help with a the arrangements for the 2010 celebrations		✓	
Brownies			
• Develop a County Guider job description - terms of reference	✓		
• Co-ordinate the 2005 Brownie Quiz within the County	✓		
• Liaise with Divisions to find representatives for the Brownie Adviser team		✓	
• Co-ordinate a County 'Design a Calendar' competition 2008	✓		
• Provide advice and support to Brownie Guiders		✓	
• Organise 2 'air and shares' for Brownie Guiders	✓		
• Arrange a rounders competition in 2007	✓		
• Co-ordinate UK Brownie evaluation in County	✓		
• Attend Welsh Brownie Adviser meetings as appropriate		✓	
• Co-ordinate Welsh Brownie tea towel competition in County	✓		
• Help with the arrangements for the 2010 celebrations			✓
Guides			
• Develop a County Guider job description - terms of reference	✓		
• Co-ordinate a Guide Quiz for the Kenney Shield in 2005	✓		
• Co-ordinate a Guide Quiz for the Kenney Shield in 2008	✓		
• Organise a talent show in 2006	✓		
• Arrange a County rounder competition in 2006	✓		
• Advise and support Guide guiders where relevant		✓	
• Arrange a County Bowling competition 2006	✓		
• Arrange a County Bowling competition 2007	✓		
• Organise a County Photographic competition 2007	✓		
• Help organize a Guiding Star competition 2007	✓		
• Coordinate the Baden Powell Award		✓	
• Help with organising County Camp 2008	✓		
• Arrange an Easter card competition			✓
• Attend Welsh Guide Adviser meetings as appropriate		✓	
• Help with arrangements for the 2010 celebrations		✓	

Senior Section			
• Set up a Young Friends of Ty Clwyd	✓		
• Keep in contact with members of the Senior Section		✓	
• Develop a County Guider job description - terms of reference		✓	
• Provide advice and support to Senior Section Guiders within the county		✓	
• Organise a Young Friends of Ty Clwyd Day	✓		
• Encourage Clwyd SS to attend 'Teen and Twenties' at Bron	✓	✓	
• Help with supporting the Junior Council		✓	
• Attend Welsh Senior Section Advisers meetings as appropriate		✓	
• Continue to get together as County Senior Section Guiders and organize events together		✓	
• Help with arrangements for the 2010 celebrations		✓	
Environment			
• Develop a County Environment job description - terms of reference		✓	
• Liaise with Divisions to find representatives for the County Environment Adviser		✓	
• Work with TY Clwyd Management to develop an environment policy			✓
• Co-ordinate a 'Send a Cow' challenge within the County	✓		
• Provide advice and support to all Guiders within the county		✓	
• Develop a 'Fair Trade' Policy in the County			✓
• Help with arrangements for the 2010 celebrations		✓	
Duke of Edinburgh			
• Develop a County D o E job description - terms of reference		✓	
• Attend D o E Welsh Adviser meetings		✓	
• Develop the County D o E team		✓	
• Liaise with other advisers in the county to help those working on the D o E scheme		✓	
• Provide help and support to Guiders within the County		✓	
• Encourage girls to take the D o E award		✓	
• Join Queens Guide and SS events to include D o E		✓	
• Help with arrangements for the 2010 celebrations		✓	
Divisions			
• Liaise with Districts and disseminate information		✓	
• Ensure Census data is returned to County Registration Secretary		✓	
• Introduce Division event for West Flintshire Division girls	✓		
• Ensure that succession planning is included in meetings		✓	
• Encourage trainings within Divisions		✓	
• Organise a Division campfire for South Denbighshire	✓		
• Colwyn Bay to maintain Headquarters		✓	
• Ensure Community First Areas implement the Digital Story project	✓		
• Ensure that there is adequate succession planning for District Commissioners		✓	
• Organisation of Swimming/Netball and Section fundays/activities		✓	

• Organise Social evening for Guiders and families-Wrexham		✓	
• Ensure Continuance of Wrexham Guide Shop service		✓	
Queens Guide			
• Develop a County Queens Guide job description - terms of reference		✓	
• Liaise with Divisions to recruit members to become members of the Queens Guide Adviser team		✓	
• Heighten the profile of the Queens Guide Award in County		✓	
• Visit SS and Mentors/Unit Guiders to provide help and support regarding the Queens Guide Award		✓	
• Encourage girls to register for the award		✓	
• Seek out Mentors/Assessors and opportunities to fulfill criteria for the Award		✓	
• Provide Advice and support to All Guiders within the County		✓	
• Attend Welsh Queens Guide meetings		✓	
• Help with arrangements for the 2010 celebrations			✓
Marketing and External Relations (Reaching Out)			
• 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		✓	
• Develop a County Reaching Out Team Job description	✓		
• Support the County 'Go Girlguiding' awareness campaign	✓		
• 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		✓	
• Co-ordinate the County review documents		✓	
• 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		✓	
• Encourage Guiders to take photographs and send to press		✓	
• Attend Welsh PR meetings		✓	
• Help with arrangements for the 2010 celebrations		✓	
Archives			
• Check uniform housed at Ty Clwyd and deal with accordingly	✓		
• Continue to catalogue and file documents		✓	
• Develop a County Archivist Adviser Job 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		✓	



Girlguiding

Clwyd

*merched ar y blaen
girls in the lead*

• 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 job description - terms of reference		✓	
• Encourage Guiders 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	✓	✓	
• Attend Welsh International meetings		✓	
• Help with arrangements for the 2010 celebrations		✓	
Llais y Ddraig/Junior Council			
• Develop a County Llais y Ddraig job description - terms of reference for the County	✓		
• Develop and co-ordinate a Junior Council within the County		✓	
• Liaise with Divisions to find representatives for the Junior Council/LLais y Ddraig team		✓	
• Attend Welsh Llais y Ddraig meetings	✓	✓	
• Liaise with SS members		✓	
• Help develop Young Friends of Ty Clwyd		✓	
• Organise a Brownie Fun afternoon at Ty Clwyd 2007	✓		
• Work with SS, D o E, and Queens Guide advisers		✓	
• Help Organise 'Wacky Races' event to London	✓		
• Help with arrangements for the 2010 celebrations			✓
Mentor			
• Develop a County Mentor job description - terms of reference		✓	
• Support new Guiders on the Leadership Scheme		✓	
• Liaise with Divisions to find representatives for the Mentor Adviser team		✓	
• Provide on-going support with one to one meetings, Wine and 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, Registration Secretary and County administrator		✓	
• Attend Welsh Mentor meetings		✓	
• Encourage new Mentors to join the Mentor team		✓	

Outdoor			
• Develop a County Outdoor job description - terms of reference	✓		
• Organise and co-ordinate the 2005 Clwyd County Camp 'Surprise Yourself 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		✓	
• Organise a County camp in 2008	✓		
• Liaise with Ty Clwyd Management		✓	
• Maintain County outdoor equipment	✓	✓	
• Encourage succession planning		✓	
• Attend Welsh Outdoor Adviser meetings		✓	
• Help with arrangements for the 2010 celebrations		✓	
Arts			
• Develop a County Arts job description - terms of reference		✓	
• Assist with any arts aspect of training at County level as and when requested		✓	
• Liaise, co-ordinate with Division art representatives to plan and carry out art aspect of training when requested		✓	
• Plan, set-up and carry out section weekends as requested, e.g. Pamper, Arts, Drama		✓	
• Provide advice as requested		✓	
• Identify resource items held by Arts Adviser		✓	
• To produce a variety of fact sheets and handouts to assist Guiders in getting girls through badges in arts at all levels	✓	✓	
• To provide all Guiders with handy art based websites for them to use as reference for all levels	✓	✓	
• Provide Guiders, Rangers and Guide Training days in county			✓
• To look into Photography badges for Guides and Brownies and to produce an ideas sheet. Use digital equipment and wet film			✓
• Rainbows - to produce a booklet of ideas based around the Rainbow jigsaw and roundabout that may be art of craft ideas	✓	✓	
• Thinking Day craft and Art activities booklet for reference to all Guiders		✓	
• Information training for senior section for money making			✓

and fun day activities			
• Develop a Guide County mural challenge			✓
• Attend Welsh Arts Advisers Meetings		✓	
• Help with arrangements for the 2010 celebrations		✓	
Guiding Development			
• Develop a County G&D job description - terms of reference	✓		
• Liase with other G&D team members		✓	
• Recruit more Trainers for Clwyd	✓	✓	
• Attend Welsh Guiding Development Meetings		✓	
• Plan and organise a 'County Training Weekend' at Broneirion in 2005	✓		
• Plan and organise a 'County Training Weekend' at Broneirion in 2006	✓		
• Plan and organise a 'County Training Weekend' at Netherud in 2007	✓		
• Plan and organise a 'County Training Weekend' at Broneirion for late 2008	✓		
• Plan and organize a 'County Training Weekend' at Lorne in June 2009		✓	
• Plan and organize a 'County Training Weekend' at Ty Clwyd in September 2009		✓	
• Provide specialist trainings as appropriate		✓	
• 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		✓	
• Provide appropriate training to support Guiders gain the necessary qualifications		✓	
• Develop a Guiding Light system in the County			✓
• Develop a Commissioner Mentoring team to work with new Commissioners		✓	
Ty Clwyd Centre			
• Develop terms of reference for Ty Clwyd Management	✓		
• 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	✓		
• Replace sit on mower	✓		
• Ensure maintenance is carried out on a cyclical basis		✓	
• Provide a cupboard for the entrance hall	✓		
• Plant new hedging and daffodils	✓		
• 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		✓	
• 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 Dinner		✓	
• 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		✓	
• Liaise with Divisions and Districts to ensure that Digital Story project is implemented		✓	
• Support and encourage new volunteers		✓	
• Implement Girlguiding UK projects	✓	✓	
• Plan and develop Project 50K challenge within the County		✓	
• Plan and develop Project Perception challenge within the County		✓	
• 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.