

REGISTERED CHARITY NUMBER: 274225

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025
FOR
HERTFORDSHIRE COUNTY GUIDE ASSOCIATION**

HERTFORDSHIRE COUNTY GUIDE ASSOCIATION

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HERTFORDSHIRE COUNTY GUIDE ASSOCIATION

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2025

The trustees present their report with the financial statements of the charity for the year ended 31 December 2025. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and Aims

Hertfordshire County Guides Association known as Girlguiding Hertfordshire is registered with the Charity Commission (No: 274225) and is governed by Royal Charter dated 14 December 1922. As a Charity it is committed to promote Guiding within the County. Hertfordshire Guides adhere to the aims and objectives of The Guide Association as set out in the Policy Statement. The trustees confirm that they have referred to the guidance contained in the Charity Commission general guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities.

Girlguiding - Policy Statement

Girlguiding Hertfordshire is an operating name of the Hertfordshire County Guides Association, Hertfordshire, and is part of Girlguiding, the operating name of the Guide Association.

Statement of Purpose

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

Aim of Guiding

Guiding offers girls and young women opportunities to:

- * be challenged by new adventures and experiences and achieve a sense of pride in accomplishment
- * develop self-awareness, self-respect and self-confidence
- * develop a personal faith and values to give life meaning and direction
- * think for themselves, govern themselves and make their own decisions
- * make friends and have fun in the family of Guiding
- * develop a sense of tolerance, justice, kindness and honour
- * learn teamwork and acquire leadership skills, working with and for others to appreciate the environment and how to live in it
- * understand about the world, its people and cultures

Method

Guiding uses a method with five distinct elements that interlink:

- * Guides work together in small groups
- * Guides are encouraged to govern themselves and make their own decisions
- * Guides have a balanced and varied programme
- * Guides care for the individual
- * Guides share a commitment to a common standard

Membership

Girlguiding is open and inclusive for girls and women from all faiths, cultures and races. The extensive, balanced and varied programme in all sections of Guiding, cover the five outcomes outlined in 'Every Child Matters'.

The Sections

Guiding takes place in four sections:

Rainbow: from fourth birthday

Brownie: from seventh birthday

Guide: from tenth birthday

Ranger: from fourteenth to nineteenth birthday

HERTFORDSHIRE COUNTY GUIDE ASSOCIATION

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2025

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes an unincorporated charity.

Recruitment and appointment of new trustees

Potential new Trustees are nominated by members of the Hertfordshire County Guide Association to the County Commissioner whose duties include the appointment of new Trustees. Before making an appointment, consultation with senior members of the Association is undertaken. The nominee is then approached to ascertain their willingness to become a Trustee and the role and importance of the position is explained. Upon acceptance of the appointment, the nominee is offered Commissioner training.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number 274225

Principal address

County Office
Hertfordshire Guide Centre
Cottered
Buntingford
Hertfordshire
SG9 9QP

Trustees

Mrs S Beswick (resigned 31 January 2026)
Mrs E McLaughlin (resigned 31 January 2026)
Ms N Weisfeld
Mrs J Bushe (resigned 31 January 2026)
Mrs J Eavis
Mrs S Settle (resigned 9 January 2026)
Ms S Hill (resigned 1 May 2025)
Miss E Wilson
Miss K Hunter
Mrs L O'Bryan (resigned 31 January 2026)
Mrs A Johns
Ms K Pett (resigned 31 January 2026)
Mrs C Kemp
Mrs E Pinnington

Independent examiner

Mercer & Hole
Accountants
72 London Road
St Albans
Hertfordshire
AL1 1NS

Approved by order of the board of trustees on 8 September 2026 and signed on its behalf by:



Miss K Hunter - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
HERTFORDSHIRE COUNTY GUIDE ASSOCIATION**

Independent examiner's report to the trustees of Hertfordshire County Guide Association

I report to the charity trustees on my examination of the accounts of the Hertfordshire County Guide Association (the Trust) for the year ended 31 December 2025.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act;
or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of
accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

I confirm that there are no other matters to which your attention should be drawn to enable a proper understanding of the accounts to be reached.



Steve Robinson FCA
Mercer & Hole Chartered Accountants
72 London Road
St Albans
Hertfordshire
AL1 1NS

Date: 11 September 2026

HERTFORDSHIRE COUNTY GUIDE ASSOCIATION

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2025

		Unrestricted funds	Restricted funds	2025 Total funds	2024 Total funds
	Notes	£	£	£	£
INCOME AND ENDOWMENTS FROM					
Donations and legacies		11,821	-	11,821	15,056
Charitable activities					
Direct charitable activities		79,718	16,500	96,218	45,101
Other charitable activities		82,037	-	82,037	76,858
Other trading activities	2	44,441	-	44,441	51,263
Investment income	3	<u>13,217</u>	<u>-</u>	<u>13,217</u>	<u>16,360</u>
Total		231,234	16,500	247,734	204,638
EXPENDITURE ON					
Charitable activities					
Direct charitable activities		-	12,932	12,932	24,135
Other charitable activities		<u>53,663</u>	<u>155,272</u>	<u>208,935</u>	<u>166,239</u>
Total		53,663	168,204	221,867	190,374
NET INCOME/(EXPENDITURE)		<u>177,571</u>	<u>(151,704)</u>	<u>25,867</u>	<u>14,264</u>
Transfers between funds		-	-	-	-
Net movement in funds		<u>177,571</u>	<u>(151,704)</u>	<u>25,867</u>	<u>14,264</u>
RECONCILIATION OF FUNDS					
As previously reported		<u>410,610</u>	<u>306,446</u>	<u>717,056</u>	<u>702,792</u>
TOTAL FUNDS CARRIED FORWARD		<u>588,181</u>	<u>154,742</u>	<u>742,923</u>	<u>717,056</u>

The notes form part of these financial statements

HERTFORDSHIRE COUNTY GUIDE ASSOCIATION

BALANCE SHEET AT 31 DECEMBER 2025

		2025	2024
	Notes	£	£
FIXED ASSETS			
Tangible assets	8	342,653	182,569
CURRENT ASSETS			
Debtors	9	-	-
Cash at bank		<u>420,080</u>	<u>545,359</u>
		420,080	545,359
CREDITORS			
Amounts falling due within one year	10	(19,810)	(10,872)
NET CURRENT ASSETS		<u>400,270</u>	<u>534,487</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		742,923	717,056
NET ASSETS		742,923	717,056
FUNDS	12		
Unrestricted funds:			
General Fund		464,044	333,694
Designated International Camp Fund		3,767	3,767
Designated Disabilities Fund		-	8,822
Designated Cost of Living Fund		-	355
Designated Activity Fund		75,126	63,972
Designated building fund		45,244	-
		<u>588,181</u>	<u>410,610</u>
Restricted funds:			
Flexible guiding Fund		3,515	3,630
Restricted donations		508	508
International Fund		44,805	41,121
Buildings Fund		41,422	41,422
Disability Fund		64,492	219,765
		<u>154,742</u>	<u>306,446</u>
TOTAL FUNDS		742,923	717,056

The financial statements were approved by the Board of Trustees on 8 September 2026 and were signed on its behalf by:



Miss K Hunter -Trustee

The notes form part of these financial statements

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2025**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective January 2019), Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Financial reporting standard 102 - reduced disclosure exemptions

The charity has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland':

- the requirements of Section 7 Statement of Cash Flows;
- the requirement of Section 3 Financial Statement Presentation paragraph 3.17(d);
the requirements of Section 11 Financial Instruments paragraphs 11.41(b), 11.41(c), 11.41(e), 11.41(f), 11.42, 11.44, 11.45, 11.47, 11.48(a)(iii), 11.48(a)(iv), 11.48(b) and 11.48(c);
- the requirement of Section 33 Related Party Disclosure paragraph 33.7.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Income from grants is recognised on a receivable basis.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Freehold property	- 2% on cost
Fixtures and fittings	- 20% on cost

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

HERTFORDSHIRE COUNTY GUIDE ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED FOR THE YEAR ENDED 31 DECEMBER 2025

1. ACCOUNTING POLICIES - continued

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Grants

Expenditure on grants is recorded once the Charity has made an unconditional commitment to pay the grant and this has been communicated to the beneficiary or the grant has been paid, whichever is the earlier. The Charity has not made any commitments of more than one year.

2. OTHER TRADING ACTIVITIES

	2025	2024
	£	£
County Centre	14,741	20,364
Activities for members	16,608	21,207
Badges	10,351	7,577
Other merchandise	2,741	1,487
Other	-	628
	44,441	51,263

3. INVESTMENT INCOME

	2025	2024
	£	£
Interest received	13,217	16,360

4. TRUSTEES' REMUNERATION AND BENEFITS

One trustee received remuneration or other benefits for the year ended 31 December 2025 totalling £8,731 (2024: £15,055).

Trustees' expenses

14 (2024 - 17) Trustees were reimbursed during the year for directly incurred expenditure totalling £23,556 (2024 - £23,364).

5. STAFF COSTS

The average monthly number of employees during the year was as follows:

	2025	2024
Accounting and secretarial	5	5

No employees received emoluments in excess of £60,000.

6. INDEPENDENT EXAMINERS' FEE

The fee for the independent examination was £3,540 (2024: £3,300).

HERTFORDSHIRE COUNTY GUIDE ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2025

7. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2024

	Unrestricted funds	Restricted funds	Total funds
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations and legacies	15,056	-	15,056
Charitable activities			
Direct charitable activities	-	45,101	45,101
Other charitable activities	76,858	-	76,858
Other trading activities	51,263	-	51,263
Investment income	<u>16,360</u>	-	<u>16,360</u>
Total	159,537	45,101	204,638
 EXPENDITURE ON			
Charitable activities			
Direct charitable activities	-	24,135	24,135
Other charitable activities	158,368	7,871	166,239
Other	-	-	-
Total	158,368	32,006	190,374
 NET INCOME/(EXPENDITURE)	<u>1,169</u>	<u>13,095</u>	<u>14,264</u>
 Transfers between funds	-	-	-
 Net movement in funds	<u>1,169</u>	<u>13,095</u>	<u>14,264</u>
 RECONCILIATION OF FUNDS			
Total funds brought forward	<u>409,441</u>	<u>293,351</u>	<u>702,792</u>
 TOTAL FUNDS CARRIED FORWARD	<u>410,610</u>	<u>306,446</u>	<u>717,056</u>

HERTFORDSHIRE COUNTY GUIDE ASSOCIATION

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2025**

8. TANGIBLE FIXED ASSETS

	Freehold property £	Fixtures and fittings £	Totals £
COST			
At 1 January 2025	357,506	40,534	398,040
Additions	168,098	440	168,538
At 31 December 2025	<u>525,604</u>	<u>40,974</u>	<u>566,578</u>
DEPRECIATION			
At 1 January 2025	175,324	40,147	215,471
Charge for year	<u>7,979</u>	<u>475</u>	<u>8,454</u>
At 31 December 2025	<u>183,303</u>	<u>40,622</u>	<u>223,925</u>
NET BOOK VAL			
At 31 December 2025	<u>342,301</u>	<u>352</u>	<u>342,653</u>
At 31 December 2024	<u>182,182</u>	<u>387</u>	<u>182,569</u>

Included in cost or valuation of land and buildings is freehold land of £24,500 (2024 - £24,500) which is not depreciated.

Ownership of Cottered County Centre shown under the heading Freehold Land & Buildings above is registered with Guide Association Trust Corporation who hold the title as Custodian or Holding Trustees for the Hertfordshire County Guides or the Trusts of the Guide Association 1938 Trust Deed.

HERTFORDSHIRE COUNTY GUIDE ASSOCIATION

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2025**

9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
Other debtors	-	-
Prepayments and accrued income	<u>-</u>	<u>-</u>
	-	-

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025	2024
Trade creditors	198	108
Deferred income	5,135	3,985
Accrued expenses	3,827	3,683
Other creditors	<u>10,650</u>	<u>3,096</u>
	19,810	10,872

11. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds	Restricted funds	2025 Total funds	2024 Total funds
Fixed assets	331,773	10,880	342,653	182,569
Current assets	260,055	160,025	420,080	545,359
Current liabilities	<u>(3,647)</u>	<u>(16,163)</u>	<u>(19,810)</u>	<u>(10,872)</u>
	588,181	154,742	742,923	717,056

HERTFORDSHIRE COUNTY GUIDE ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2025

12. MOVEMENT IN FUNDS

	1.1.25	Net movement in funds	Transfers between funds	At 31.12.25
	£	£	£	£
Unrestricted funds				
General Fund	333,694	175,239	(44,889)	464,044
Designated International Camp Fund	3,767	-	-	3,767
Designated Disabilities Fund	8,822	(8,822)	-	-
Designated Cost of Living Fund	355	-	(355)	-
Designated Activity Fund	<u>63,972</u>	<u>11,154</u>	-	<u>75,126</u>
Designated Building Fund	-	-	<u>45,244</u>	<u>45,244</u>
	410,610	177,571	-	588,181
Restricted funds				
Restricted donations	508	-	-	508
International Fund	41,121	3,684	-	44,805
Flexible Guiding Fund	3,630	(115)	-	3,515
Disability Fund	219,765	(155,273)	-	64,492
Buildings Fund	<u>41,422</u>	-	-	<u>41,422</u>
	306,446	(151,704)	-	154,742
TOTAL FUNDS	717,056	25,867	-	742,923

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General Fund	220,002	(44,763)	20,474
Designated International Camp Fund	-	-	-
Designated Disabilities Fund	-	(8,822)	(8,822)
Designated Cost of Living Fund	-	-	-
Designated Activity Fund	11,232	(78)	11,154
	231,234	(53,663)	177,571
Restricted funds			
International Fund	16,500	(12,816)	3,684
Restricted Donations	-	-	-
Flexible Guiding Fund	-	(115)	(115)
Disability Fund	-	(155,273)	(155,273)
Buildings Fund	-	-	-
	16,500	(168,204)	(151,704)
TOTAL FUNDS	247,734	(221,867)	25,867

HERTFORDSHIRE COUNTY GUIDE ASSOCIATION

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2025**

12. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.1.24	Net Movement in funds	Transfers between funds	At 31.12.24
Unrestricted Funds				
General Fund	332,197	1,477	20	333,694
Designated International Camp Fund	3,767	-	-	3,767
Designated Disabilities Fund	8,822	-	-	8,822
Designated Cost of Living Fund	1,027	(672)	-	355
Designated Activity Fund	<u>63,628</u>	364	<u>(20)</u>	<u>63,972</u>
	409,441	1,169	-	410,610
Restricted Funds				
Restricted donations	508	-	-	508
International Fund	20,155	20,966	-	41,121
Flexible Guiding Fund	3,684	(54)	-	3,630
Disability Fund	226,354	(6,589)	-	219,765
Buildings Fund	<u>42,650</u>	<u>(1,228)</u>	-	<u>41,422</u>
	293,351	13,095	-	306,446
TOTAL FUNDS	702,792	14,264	-	717,056

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General Fund	158,215	(156,738)	1,477
Designated International Camp Fund	-	-	-
Designated Disabilities Fund	-	-	-
Designated Cost of Living Fund	958	(1,630)	(672)
Designated Activity Fund	364	-	364
	159,537	(158,368)	1,169
Restricted funds			
International Fund	45,101	(24,135)	20,966
Growing Guides	-	-	-
Flexible Guiding Fund	-	(54)	(54)
Disability Fund	-	(6,589)	(6,589)
Buildings Fund	-	(1,228)	(1,228)
	45,101	(32,006)	13,095
TOTAL FUNDS	205,638	(190,374)	14,264

HERTFORDSHIRE COUNTY GUIDE ASSOCIATION

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2025**

13. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 December 2025.

HERTFORDSHIRE COUNTY GUIDE ASSOCIATION
DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2025

	2025	2024
	£	£
INCOME AND ENDOWMENTS		
Donations and legacies		
Legacies	2,000	-
Grants	6,207	1,400
Donations	3,614	13,656
	11,821	15,056
Other trading activities		
County Centre	14,741	21,207
Activities for members	16,608	20,364
Badges	10,351	7,577
Other merchandise	2,741	1,487
Other	-	628
	44,441	51,263
Investment income		
Interest received	13,217	16,360
Charitable activities		
Subscriptions	82,037	76,858
International trip income	96,218	45,101
	178,255	121,959
Total incoming resources	247,734	204,638
EXPENDITURE		
Charitable activities		
Training	3,943	3,206
Members events	9,355	7,018
County centre	42,422	51,799
Travelling	3,940	21,743
Postage, telephone, printing and stationery	1,661	1,215
Website and internet costs	865	804
Commissioners and Queens guide grants	-	990
Carried forward	62,186	86,775

This page does not form part of the statutory financial statements

HERTFORDSHIRE COUNTY GUIDE ASSOCIATION
DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2025

	2025	2024
	£	£
Charitable activities		
Brought forward	62,186	86,775
Grants	990	3,800
Presentations and awards	3,009	1,594
Sundry expenditure	6,663	1,398
International trip expenses	81,413	24,135
Badges	6,859	8,516
Rent	3,629	3,600
200 Club	-	100
Advertising	1,759	1,623
Depreciation	8,454	8,277
	174,962	139,818
Support costs		
Governance costs		
Wages	38,009	42,120
Social security	2,484	1,044
Pensions	290	349
Insurance	2,460	2,223
Independent examiner's fee	3,540	3,300
Secretarial and accounting	-	1,400
Bank charges	122	120
	46,905	50,556
Total resources expended	221,867	190,374
Net income/(expenditure)	<u>25,867</u>	<u>14,264</u>

HERTFORDSHIRE COUNTY GUIDE ASSOCIATION

COUNTY TREASURER'S REPORT FOR THE YEAR ENDED 31 DECEMBER 2025

The accounts show a net surplus of £25,867 for the year compared to a net surplus in 2024 of £14,264.

INCOME

Net subscription income was up at £82,037 compared to 2024 (£76,858).

Other trading activities was lower at £44,441 compared to 2024 (£51,263) largely due to an increase in the use of the County Centre in 2024.

Donations and legacies were lower. One legacy of £2,000 was received in the year whilst no legacy was received in the prior year.

EXPENDITURE

Major expenses during 2025 were:

- £81,413 (£24,135 in 2024) on international trip expenses – the increase is due to the increase in international trips in 2025.
- £9,355 (£7,018 in 2024) on members events – The increase in the year was largely the result of increased events in the year.

The Balance Sheet shows Girlguiding Hertfordshire's current worth as £742,923, a increase from 2024 (£717,056). Fixed assets increased by £160,084 due to the building refurbishment costs. The cash element of Current Assets increased while Creditors increased. This resulted in Net Current Assets of £400,270 down from £534,487 in 2024. The Unrestricted Funds remained similar to last year. The Restricted Funds decreased from £306,446 in 2024 to £154,742 due to movements on the Disability Fund.

HERTFORDSHIRE COUNTY GUIDE ASSOCIATION

REPORT OF THE COUNTY COMMISSIONER FOR THE YEAR ENDED 31 DECEMBER 2025

Our county in numbers

Divisions 10		Districts 46		Units 439
				Comparison to 2024
Young members	6676		↓	350
Volunteer members	1446		↓	190
Rainbows	1483		↓	127
Brownies	3115		↓	200
Guides	1802		↓	39
Rangers	276		↑	16

Mission

Working in conjunction with the mission statements of Girlguiding UK and Girlguiding Anglia region we aim to ensure young members have a relaxed, welcoming, non-judgemental space where they feel safe to be themselves, voice their opinions and support each other. We listen to what girls tell us excites and challenges them to guide us in what we offer them.

Our values

Through providing a fun, inclusive and safe environment surrounded by inspiring and caring volunteers, friendships are formed and girls empowered to find their voices and challenged to become the best they can be.

Girlguiding shared goals

Create unrivalled experiences for girls, led by girls

Ensuring an amazing, girl-led journey for our young members which continues to evolve with their needs, empowering their confidence, and championing their wellbeing every step of the way.



Develop a rewarding and flexible volunteer experience

Making volunteering easier and more enjoyable with streamlined processes, allowing volunteers to focus on what they enjoy in guiding and flexibility, so guiding fits around daily life.

Be more inclusive, impactful and visible, so we're accessible to more girls

Engaging girls from diverse backgrounds, promoting an inclusive culture and adapting guiding to meet young members' needs so more girls feel Girlguiding is a place for them.

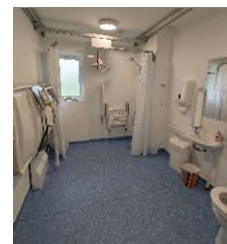


Create a sustainable, efficient organisation

Implementing sustainable practices and increasing the use of digital tools to ensure we are efficient and future-ready.

2025 aims and objectives

The refurbishment of Hertfordshire Guide Centre has taken centre stage year. Making the site more accessible was long overdue and after a lot of work behind the scenes, phase 1 works, including the addition of a hoist bedroom and a hoist and adult size changing table in an ensuite wet as well as a wheelchair ramp to the new main entrance, commenced.



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Company volunteers joined some of our members on working party days and decorated, worked in the garden and built furniture. Hertfordshire Trefoil Guild members provided invaluable help on several days as well. Grants were used to purchase new patio tables made of recycled plastic bottles, and should last many years longer than previous wooden tables.

Veolia supported the Centre to be compliant with new recycling regulations by providing large and small bins plus a grant to purchase a trolley for campers to move full bins around the site.

Lots of fundraising took place across the county to support the works. Frog quest challenge badge and county Christmas badge were also with profits going towards the refurbishment.



A county
created

New branded merchandise was added to the Hertfordshire Guide Centre shop and proved very popular. As well as being available to Centre hirers and leaders around the county the shop was taken to the Hertfordshire county Brownie activity day and Girlguiding Anglia's Hertfordshire Zoo takeover, where an enormous number of items were sold.

The Centre re-opened in September with several bookings for the end part of the year and into 2026.

Both Hertford and Ware district reached their milestone 100th anniversaries. Hertford celebrating with a weekend at their Guide Hut and Ware with a successful exhibition about 100 years of guiding in the district held at the local library.

As a thank you to leaders and volunteers, past and present, South East division held an afternoon tea and 50 adult leaders from St Albans division had a fun evening of friendship and games at Pax Lodge.

Some of our young members were lucky enough to be selected to take part in the National Scout and Guide Orchestra during the summer, where they performed at the Nottingham Albert Hall and the Birmingham Symphony Hall.

Supporting the community

50 members from all sections in St Albans division took part in the annual St George's Day parade in the town centre with the Scouts. It was the first time in its history that Girlguiding had been invited.



Members from Ware district proudly marched down the High Street in their annual St George's day parade led by Rangers carrying the Union Flag.

Units from across the county took part in Remembrance Day parades, wreaths. 1st Grovehill Guides attended the Leverstock Green Remembrance Memorial Service and crafted their own poppies in honour of those named local war memorial. 3rd Hertford Brownies made a wreath with Hama bead poppies.



laying
on the

Units from Royston district were invited to sing and represent Girlguiding at Royston Town Mayor's 'Carols with the Mayor' event in December and 1st Holtsmere End Brownies visited a local care home to sing carols and made Christmas table decorations to take with them. Rangers from Harpenden and Redbourn division helped with the Santa sleigh alongside Harpenden's Round Table.

There were lots of fundraising events held across the county during the year. In March, Royston District held a Spring Fayre which was a great success and raised £2,491.65. They also supported the 'Bee Part of It' event in the Priory Memorial Gardens by selling burgers. The Royston May Fayre saw the return of the district's 'Crumble in the Park' stall, which sold out by 3.30pm and raised £396.36. 2nd Royston Brownies went out litter picking to tidy up the local area. Goffs Oak Rangers fundraised for Women's Shelters in Cheshunt. 6th Welwyn Garden City Brownies donated pencils, rubbers, sharpeners and much more for the school in Sabi Sands, South Africa. 2 Brownies from 1st Gaddesdon Brownie unit raised £140.23 for the Cats Protection by organising a cookie sale, including cat shaped biscuits. 3rd Baldock Guides ran a bake sale and raffle and raised £123 which was split between Macmillan and Dementia UK. Harpenden Redbourn division Rangers ran a pop-up coffee shop and cakes to support the Ollie Foundation, raising £205 as part skills builders. 9 Guides from 2nd Royston Guides took part in Rotary Club's annual swimathon, raising £632.50 with going to the Make a Wish Foundation.



and baked of their the £316.25

1st Abbots Langley Rainbows completed a sponsored mile around their local playing fields to support their leader who was running the London Marathon in April, in aid of Rennie Grove Peace Hospice Care.

Rainbows, Brownies, Guides and Rangers

Girls from all sections have worked hard this year and completed lots of interest badges and achieved their Gold, Silver and Bronze section awards.

Units from all sections celebrated Diwali and Chinese New Year. 1st Royston Rainbows made a huge Chinese dragon, learnt how to move as a team and tried prawn crackers.



3 young members from Croxley Green district and St Albans South district attended Orbit 2025, an international trip hosted by Irish Girl Guides, as part of the International Service Team, to volunteer at the camp.

Several units reached milestone birthdays in 2025. 6th Hoddesdon Brownies celebrated their 50th birthday with a tea party for and ex-Brownies, previous leaders, parents and volunteers and 22nd Stevenage Brownies celebrated their 60th birthday marking the occasion with a fun filled evening attended by past and present members. Party games were played and stories shared, and of course



current

there was cake! 1st Bricket Wood Guides celebrated their 70th birthday, marking the occasion with a party at which they enjoyed 1950s party food, including marmite sandwiches and cheese and pineapple hedgehogs. They also planted a shrub and a time capsule. 7th Bishop's Stortford Guides celebrated their 80th birthday in October and held a gathering at a local community centre. 60 people, from



current Guides to former leaders and members, got together to reminisce and honour the unit's long history. It was an afternoon filled with chat, craft activities and delicious cake. The ceremonial cake cutting was performed by a former member who joined as a Guide in 1948 and was the unit leader from 1959 – 2003. The current unit filled and buried a time capsule for future generations to discover and planted a celebratory rose in the community centre garden. The Guides further celebrated

by going on a surprise international trip to Brussels, Belgium, in the summer. No one knew where they were going until they set off! They participated in a waffle-making workshop, enjoyed an open-top bus tour of the city and concluded their trip with a tour, demonstration and tasting at a chocolate museum.

Sawbridgeworth and High Wych district joined together with the Scouts for VE Day, playing war games in their hut.

2nd Sawbridgeworth Brownies won the 2025 Great St Mary's, Sawbridgeworth Christmas Tree festival. They made a tee-pee with leave made from cut outs hands and decorated wooden ornaments and stamped their own wrapped



Rainbows and Brownies from Ware district won the Original Theme shield at Ware's carnival. The theme Colour Rush and their entry was The Emerald City.



of their paper.

Most was

4 Rangers from Buntingford and Ware districts competed as a visiting team in the Hertfordshire Scouts Peak Assault in Dartmoor and did amazingly well, winning the visitors trophy. Teams navigated to check points around a course, and collected as many points as possible over the weekend.

Guides and Rangers from Radlett district spent a weekend in Scotland in the Summer. They visited the Bird of Prey centre, Balloch 'beach' and completed the Splash Challenge badge and made it to the peak of Ben Lomond.

In Harpenden and Redbourn division, Brownies took part in the Harpenden Carnival procession, where they were warmly applauded. Guides explored different cultures through a lively African drumming session, and learnt both practical skills and the cultural significance behind the music and Rangers took part in several creative workshops giving them the chance to try new techniques, including chocolate making and designing glass mosaic coasters.

Brownies from Croxley Green district did a fantastic job with the maypole at Croxley Green's annual Revels, and Guides helped on the hoopla stall and badge making stall.

More fun.....



There have been trips to ARM to learn coding, Jurassic Golf Course in Melbourn, local chip shops putting navigation skills in to practice and completing the Chippy Hike badge, No. 3 in Royston, Royston Caves, local swimming pools, London to watch Six the musical, Brighton, Rock Up in Watford, pantomimes, raft building at Stanborough, Rickmansworth Aquadrome, local escape rooms, Brownsea Island, Hertford Rugby Club, London Science Museum and Bayford

Observatory. 10th Goffs Oak all ages unit hired 2 CanalAbility boats in the setting off from Harlow, to explore the Herts and Essex countryside along Stort. 2nd Royston Guides visited a local book shop as part of a trial for new Girlguiding bookworm badge, in which they had to read books and feedback.



Summer, the River one of the give

Sleepovers have taken place at Shepreth Wildlife Park, the Clip n' Climb Centre in Cambridge, Whipsnade Zoo, Lees Wood Scout Camp, Thriftwood Scout Camp and Gilwell Park. Themes included Harry Potter and The Traitors which involved an escape room, string mazes and lots of other challenges to gain gold coins.

Goffs Oak Guides and Rangers enjoyed a week in Adelboden in Switzerland and visited Our Chalet.

Trooping the Colour

For the third year in a row, Girlguiding Hertfordshire was invited to attend Trooping the Colour in London as guests of Herts Youth United. In June, a selection of Brownies and Guides together with accompanying leaders, attended The Colonel's Review and HM King Charles' Birthday Parade, watching the events from Uniformed Youth Groups enclosure, with prime views of proceedings from the Horse Guards' junction with The Mall.



Celebrating Thinking Day

Young members and leaders from across Hertfordshire county celebrated World Thinking Day by taking part in Girlguiding Anglia region's Pyjama Party, an amazing region-wide sleepover. St Albans East district stayed overnight at Jump in Trampoline Park in Elstree, South West division had a huge sleepover at Little Green Junior School. Radlett and Elstree and Borehamwood districts visited de Havilland aircraft museum and 1st Bishop's Stortford Brownies along with 7th Bishop's Stortford Guides celebrated at Ninja Warrior in Chelmsford. Rainbows from St Albans division celebrated 100 years of Thinking Day with a Rainbow Romp and 30th St Albans SEND Guides carried their Guides flag at the Thinking Day church parade.

Visits from the community

During 2025, 46 units across the county were been visited by a Scout and learnt whittling and leathercraft skills.



volunteer

In Royston district, 1st Royston Rainbows received a visit from a tutor who taught them some signing and 2nd Royston Guides were visited by a Penguin Books employee.

Makaton

Broxbourne district's animal fun day was joined by Cedars Nature Centre attended and girls got to hold and stroke a variety of small animals the Centre brought along.



Bespoke Petals and Memories visited lots of Rainbow, Brownie and Guide units running paper flower making workshops.

2nd Northchurch Brownies welcomed Councillor Catherine McArevey to discuss debating and making decisions in councils or parliament.

2nd Bengeo Brownies held a bee meeting to celebrate National Bee Day and were visited by a bee keeper.



Glass

4th Croxley Guides welcomed Heartwood Glass to their unit meeting for a Fusion Workshop.

1st Park Street Rainbows enjoyed a visit from Daisy Cooper, Liberal Democrat Deputy Leader and Treasury Spokesperson, and had their own vote about biscuits.

Guiding development



The team organised a very successful networking and development day in March which was attended by over 120 volunteers. The majority of county teams ran stalls at a marketplace during the day. The neurodiversity session proved so popular that a further day focusing on solely on this topic was held in October, ensuring everyone who was not able to attend the sessions at the network and development day were able to join.

Finance training has been a focus this year, with finance and budgeting sessions for county level budget holders taking place, and in November 2 general finance training sessions for leaders and new leaders were held. More sessions will run in 2026.

The training team continued providing first aid training to members and volunteers, using both Girlguiding trainers and approved external companies. In total 15 courses were run in 2025 and over 250 volunteers achieved the qualification.

In 2025 there were 8 qualified Girlguiding trainers and 5 volunteers working towards achieving the trainer qualification.

Outdoor and residential

Girls from all sections have enjoyed a variety of opportunities outside of their usual unit meetings.



From the highly popular annual Great Patrol Hunt, Introduction to the Hills (a joint event with Scouts), Mountain Experience and Duke of Edinburgh expeditions to camps, residentials, walking events and activity days.

250 Brownies visited Cuffley Active Learning Centre for an action-packed day of activities including crate stacking, zip line, climbing, postman's walk and archery.



in May

In June, 42 Guides, Rangers and young leaders came together for a camp weekend at Morven Guide HQ in Potters Bar, achieving their Stage 4 Camp skills builder, cooking over wood fires, whittling, playing wide games and gadget making.

skills



In partnership with Hertfordshire Golf, 4 evening sessions for young members were held at golf clubs in Hertfordshire. Girls took part in golfing activities including putting, puzzles and the driving range. These very popular events resulted in some girls joining the clubs to take golf lessons or completing the Girls Golf challenge badge with their units.

Following the reopening of the county centre in September, a county Guide permit and lead away permit assessment weekend was held on the camping field. Guides planned their own camp: budget, menu and activities. Patrol leaders leading the camp gained a qualification giving the opportunity to organise their own camp in the future.



camp

them

Guides from across Hertfordshire came together in October for round 1 of the 2025-2026 Great Patrol Hunt, which had an Earth, Wind and Fire-themed adventure. Girls pruned hedges and cleared nettles to care for the environment, built popcorn nets and cooked over open flames and crafted paper boats, launching them with sea shanties. This was the first of 3 rounds for this academic year, with the following rounds taking place in March and June of 2026.

November brought 85 Rainbows together for an autumn adventure day in Wheathampstead, full of crafts, games, songs and stories.

The walking team have continued to run many events for both young members and adults, including a Sensory Safari day for Rainbows and Brownies in Broxbourne Woods in October where girls completed a multitude of activities using their 5 senses and earned their Nature Walk badge. In September, older Brownies, Guides, Rangers and adults joined the team for a London bridges walk, completing a 10km route from Vauxhall Pleasure Gardens and crossing 10 of the most iconic bridges, whilst completing a treasure hunt. A variety of social walks for leaders, some of which incorporated geocaching, have taken place throughout the year as well as walking scheme and water safety training days to enable adult members to feel more confident about taking girls out and about.



International



The international team ran 2 international experiences in August, 1 to Jersey and the other to India. 16 Guides, aged 12 – 14 years accompanied by 4 leaders went on the Jersey trip, giving them a taste of an international by flying on a plane without being too far from home. The Guides spent the week trying new activities such as Blokarting, Mega SUPs, coasteering and foraging. They got to explore the town of St Helier and visit Jersey Zoo. The group were lucky enough to experience the Battle of the Flowers Festival, attending both the daytime and night-time parades. Many of the young members who attended the Jersey trip applied and were selected for international trips in 2026 and 2027 which shows the closer to home international experiences provide a stepping stone to help our young members have the confidence to attend international trips in the future.

16 Rangers/young leaders and 4 leaders travelled to India in August to the Brave Space II programme at Sangam. They got to take part in a community action project, explore the local area of Pune and make friends from around the world. The group ended their trip by travelling to Agra to visit the Taj Mahal.



attend
friends
visit the

Several young members and adults from Hertfordshire county also attended Girlguiding Anglia region's international summer trips to Morocco and the Azores

Planning got underway for future county international trips to Croatia in August 2026, Iceland in April 2027 for Guides/Rangers aged 12 – 15 and Uganda for Rangers aged 15+ in August 2027.

Youth opportunities

The team have been able to provide impactful and inclusive opportunities for girls across Hertfordshire and beyond and have supported unit volunteers in finding resources to make their guiding experience even more rewarding when supporting their young members.

The team have continued to give girls an exceptional guiding experience through the additional opportunities and schemes provided. Whether that was supporting young leaders in units or giving girls the opportunity of expeditions on their Duke of Edinburgh's Awards. The Inspire uptake increased during the year and there was more access to a variety of events which meant the team were able to not only support members under the age of 18 but also members aged 18–30.

Inspire

The Inspire program for members aged 18–30 in Hertfordshire county made significant progress in establishing a foundation for growth and increasing its visibility to members. Activities and events were run throughout the year, creating a community between members and giving them unique opportunities.



Events included volunteering at Ardley Farm and an online Burns Night celebration themed around the WAGGS UN Nutrition Badge. In February, a Chinese New Year cultural trip to London gave members the chance to explore the city's parade, visit a Buddhist temple, and enjoy a shared meal and cultural experiences. In the summer the team organised a walk and visit to Brookmans Park and at the theatre to see *Girl from the North Country*. The mix of



a night
virtual

and in-person events has meant more members have been able to participate.



The team attended the county network and development day and launched Inspire marketing postcards to encourage wider awareness and local promotion of Inspire.

The use of social media across multiple platforms increased visibility across a wider range of members, events were shared more efficiently and engagement increased.

The end of the year saw a change in team leadership with 1 of the joint Inspire co-ordination lead volunteers coming to the end of their term and a successor being appointed.

The balanced age range of the team members enabled Inspire to better cater to the diverse needs, interests, and experiences of young women at different stages of their guiding journey, creating a program that is relevant and engaging for all.

The team aims to expand participation, increase regular engagement, and deliver an exciting programme that empowers young women to thrive in guiding and beyond.

Trefoil Guild

This year saw the opening of a new guild in Welwyn Garden City and the national Trefoil Guild chair and the region chair both attended one of the early meetings. Of course, all the guilds held their monthly meetings throughout the county.

Members ran 4 craft sessions at the county's network and development day in March and provided some wonderful crafts for Guide leaders to enjoy, together with ideas and templates to take back to their units.

In Spring 16 members went on an amazing international trip to Lorne, the Trefoil Guild international centre, in Northern Ireland. They visited the Giants Causeway, Belfast, The Titanic Museum and explored the area around Lorne.

The Annual General Meeting was held in April and was well attended with entertainment and a sing-along provided by a local ukulele group.

An outing to College Lakes near Tring took place in the Summer, and for those who like walking the county walking lead volunteer led a day's trek around the Lea Valley, starting in Wheathampstead.

In October a day in Hemel Hempstead aimed at providing something for everyone, entitled "Autumn Allsorts" was attended by 90 members. This included craft, hand bell ringing, an astronomy session and croquet for those who ventured outside.

Trefoil members helped at several working days at Hertfordshire Guide Centre to prepare for its reopening and provided refreshments at the open day in November.

Finally, the Trefoil Guild hosted a traditional carol service in London Colney, followed by mince pies and coffee.

Inclusion

A member of the inclusions teams delivered the extremely popular neurodiversity training at March's county network and development day and as a result, 2 members of the team delivered a second day devoted entirely to the topic in October, which covered supporting members of all ages with neurodiverse needs and provided practical support and ideas for leaders and unit helpers. In addition to these formal trainings, members of the team have undertaken unit visits and advisory meetings and responded to queries.

As a result of youth membership being capped once a member reaches their 19th birthday, 2025 saw several leaders and members of county SEND units open Trefoil Guilds to ensure young members could continue their guiding experience.

The team supported adult members by raising issues around accessibility, including issues with reading newsletters and emails with text to speak software for visually impaired volunteers. They have helped several units in supporting members with autism, ADHD and those exhibiting neurodiversity without a diagnosis and provided practical advice for leaders, helping with adjustment plans, speaking to parents of children with additional needs and offering ideas and resources.

team visited the refurbished county centre and tested out wheelchair accessibility and hoists and made suggestions for further improvement benefit young members and their carers.

supported questions from leaders about supporting gender-questioning and Rangers, allowing them to continue offering a safe space to young members.



The
to
We have
Guides

Members of the team and a leader from St Albans represented Girlguiding at Herts Pride in August and promoted youth and adult membership at the event.

Membership support

All long service awards due up to the end of the year were delivered to division commissioners for presentation. This included 2 x 60-year awards, 5 x 40-year awards, 7 x 30-year awards, 27 x 20-year awards, 42 year awards and 42 x 5-year awards.



x 10-

A contribution to the county's Essential News e-newsletter was submitted most months which helped keep members up to date with changes affecting policies and the use of GO, the Girlguiding membership system.

Work on compliance issues and the data integrity of GO continued throughout the year. Following the introduction of the safer guiding training at the end of 2024, support with the new compliance process continued.

A workshop focusing on GO for leaders was run at the county's network and development day.

Media and communications

The media and communications team had another busy year, attending events, sharing stories to help grow membership and generally promote Girlguiding across Hertfordshire.



young

There was a lot to shout out about on the county's social media channels including, sharing about international opportunities our members and leaders were involved in, celebrating the reopening of the Hertfordshire Guide Centre, numerous big birthdays and winning the visitors trophy at Peak Assault. The team also shared stories of how members got involved in their local communities.

The team has continued to work with the wider county team creating a social media plan to help track future events which assisted with collaborative working. A series of recruitment campaigns were run and the refurbishment project at the county centre was supported.

County's social media accounts continued to attract members from both Hertfordshire (and further afield), with engagement on Facebook up by 40% over the past year. Both the county Instagram and LinkedIn accounts continued to grow with 1,010 and 128 followers respectively.

The media and communications team continued to foster good relationships with local journalists, particularly MyNews and captured the attention of Bishops Stortford Independent, following on from 7th Bishops Stortford Guides surprise trip to Belgium.

This year mini microphones were purchased to help capture audio and hi vis jackets to help with the team's visibility at events.

Growth and retention



The year started with preparation for Herts County Show in May. Our volunteers again helped on the gates and this year supported with a County Show President treasure hunt. More younger members volunteered to help out on the stand this year. It was great to see them

interacting and promoting Girlguiding.



county

2 stalls were present at the county network and development day marketplace; 1 full of PR material for units and districts to help themselves to and the other providing information about holding stands also was available for generic discussions about growth, including discussion with volunteers about the leader development programme.

There has been an increase of stands throughout the county, hosted by local volunteers, at events such as local school fairs, churches, unit own fundraising and volunteer fairs.

Awards

The annual awards ceremony held on 11 October at Katherine Warrington School in Harpenden was attended by 120 guiding members and their guests. The following awards were presented by the Lord Lieutenant of Hertfordshire, Robert Voss:

County Thanks award

4

County Good Guiding award

3

County Good Service award

6

County Team Thanks award

(new award for 2025)

2

County Youth award

4

Hero award

1

Queens Guide award

1

Anglia brooch

2

National Good Service award

1

The following long service awards (presented locally), were also celebrated at the event:

60 years

2

40 years

7

30 years

14

An afternoon tea followed the formal presentation and attendees mingled, meeting old friends and making new ones.

Archives

Many donations were received and work on archiving continued despite the temporary closure of Hertfordshire Guide Centre (HGC), where the archives are kept. The joint county archivists continued to answer queries and provide display and activity materials.

A stall at the county network and development day marketplace included a display of pictures of flags and standards in the hope that they might be identified and their current whereabouts found – there was much interest, 2 were identified and 1 located.

The county trustees agreed that the Hertfordshire fire screen, made specifically for The Barn and donated to Foxlease in 1935 and which reclaimed when Girlguiding closed Foxlease, could be offered to Foxlease Park on indefinite loan.



was

In July a display of recent acquisitions was taken along to a meeting of Potters Bar Trefoil Guild and members were very interested to hear about the county and national archives.

Training was undertaken throughout the year on skills including book repair and taking oral histories. One of the archivists attended a course on mitigating and managing mould in collections run by The National Archives.

The annual Anglia Archivists weekend took place at Hautbois where various topics were discussed, with a focus on the Guide International Service (GIS) and a talk about the Girlguiding national archive was given by Hannah Jenkinson, the Girlguiding national archivist.

1 of the joint county archivists assisted the national archivist and had the opportunity to glean some interesting information from the national archive about Guiding in Hertfordshire, including

newspaper cuttings, flags and standards, people and events and recent research into the early Hertfordshire county commissioners.

Badges and depots

2025 saw the introduction of the new Eco Award badges and, as units achieve the award and awareness of it continues to grow, it become a more established part of unit programmes.



more
will

At the county network and development day a stall offering county and the remaining Bronze, Silver and Gold section awards, was very well received.

badges,

The new constitution for shops was released in June, bringing to a close an extensive project of over 12 months rewriting the document and incorporating updates from HQ. Shops across the county started working towards implementing the changes by the end of 2026.

Conclusion

As I reflect on 2025, I feel incredibly proud of what we have achieved together across Girlguiding Hertfordshire. This year has shown, once again, the strength of our community and the passion that runs through every unit, district, and division. Whether it was the long-awaited refurbishment of the Hertfordshire Guide Centre, the countless adventures our girls enjoyed, or the phenomenal commitment of our volunteers, the dedication I've witnessed has been nothing short of inspiring.

Our volunteers continue to be the heart of everything we do. Their willingness to give time, energy, and creativity ensures that every girl—no matter her background or needs—has a place where she can grow in confidence, try new things, and feel truly supported. I want to extend my sincere thanks to each volunteer. The impact you make cannot be overstated, and our successes this year are a testament to your commitment.

This report celebrates the achievements of thousands of girls across the county: badges earned, challenges taken on, communities supported, friendships formed, and memories made. It also highlights the strength of our emerging leaders, the growth in opportunities through Inspire, and the enthusiasm with which members embraced everything from international travel to local service projects.

As we look ahead, we do so with optimism and ambition. We remain committed to creating an inclusive, welcoming, and empowering space for all girls—one that evolves with their needs and continues to reflect the diversity of our county. With such a dedicated team of volunteers and such vibrant energy from our young members, I am confident that 2026 will bring even more opportunities for growth, adventure, and connection.

Karin Hunter
County commissioner Girlguiding Hertfordshire

