

REGISTERED CHARITY NUMBER: 274225

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019
FOR
HERTFORDSHIRE COUNTY GUIDE ASSOCIATION**

HERTFORDSHIRE COUNTY GUIDE ASSOCIATION

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FOR THE YEAR ENDED 31 DECEMBER 2019**

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HERTFORDSHIRE COUNTY GUIDE ASSOCIATION

REPORT OF THE TRUSTEES FOR THE YEAR ENDED 31 DECEMBER 2019

The trustees present their report with the financial statements of the charity for the year ended 31 December 2019. 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 1 January 2015).

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 Guide 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 Guide: from fifth birthday

Brownie Guide: from seventh

Birthday Guide: from tenth birthday

Senior Section: from fourteenth to twenty-sixth birthday

HERTFORDSHIRE COUNTY GUIDE ASSOCIATION

**REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2019**

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 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 (retired 31/8/2019)
Mrs J Grahame
Mrs P Johnson
Miss C Noakes
Mrs L O'Bryan
Mrs J Clark
Mrs P Hills
Miss A Perry
Mrs J Smith
Mrs S Sayce
Mrs J Gordon (retired 31/0/2019)
Mrs K Batchford (retired 1/1/2019)
Mrs P Johnson (retired 31/12/2019)
Mrs C Parkes (retired 31/12/2019)
Mrs J Wheeler (appointed 3/9/2019)
Mrs J Maskrey (appointed 1/9/2019)
Mrs A Johns (appointed 1/1/2019)
Mrs K Hunter (appointed 14/3/2020)
Mrs J North (appointed 31/12/2019)

Independent examiner

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

Approved by order of the board of trustees on 2 July 2020 and signed on its behalf by:



Mrs J Maskrey - 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 2019.

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: 22 July 2020

HERTFORDSHIRE COUNTY GUIDE ASSOCIATION

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2019

		Unrestricted Funds	Restricted funds	2019 Total funds	2018 Total funds
	Notes	£	£	£	£
INCOME AND ENDOWMENTS FROM					
Donations and legacies		13,159	11,362	24,521	15,775
Charitable activities					
Direct charitable activities		-	96,816	96,816	38,706
Other charitable activities		97,147	-	97,147	92,677
Other trading activities	2	83,782	-	83,782	24,386
Investment income	3	262	-	262	138
Total		194,350	108,178	302,528	171,682
EXPENDITURE ON					
Charitable activities					
Direct charitable activities		-	82,416	82,416	49,558
Other charitable activities		172,940	8,715	181,655	122,862
Other		1,160	-	1,160	4,060
Total		174,100	91,131	265,231	176,480
NET INCOME/(EXPENDITURE)		20,250	17,047	37,297	(4,798)
RECONCILIATION OF FUNDS					
As previously reported		<u>384,530</u>	<u>20,296</u>	<u>404,826</u>	<u>409,624</u>
TOTAL FUNDS CARRIED FORWARD		<u>404,780</u>	<u>37,343</u>	<u>442,123</u>	<u>404,826</u>

The notes form part of these financial statements

HERTFORDSHIRE COUNTY GUIDE ASSOCIATION

BALANCE SHEET
AT 31 DECEMBER 2019

		2019	2018
	Notes	£	£
FIXED ASSETS			
Tangible assets	8	206,202	213,670
CURRENT ASSETS			
Debtors	9	33,253	46,228
Cash at bank		223,622	183,555
		256,875	229,783
CREDITORS			
Amounts falling due within one year	10	(20,954)	(38,627)
NET CURRENT ASSETS		235,921	191,156
TOTAL ASSETS LESS CURRENT LIABILITIES		442,123	404,826
NET ASSETS		442,123	404,826
FUNDS	12		
Unrestricted funds:			
General Fund		327,117	221,023
Designated International Camp Fund		3,967	3,967
Designated Disabilities Fund		9,122	9,122
Designated Building Equipment Fund		-	83,844
Designated Activity Fund		64,574	64,574
Designated Adventure Fund		-	2,000
		404,780	384,530
Restricted funds:			
Restricted legacy			2,995
New Programme			5,720
Restricted donations		508	508
International Fund		24,973	10,573
Growing Guides		500	500
Training Fund		11,362	-
		37,343	20,296
TOTAL FUNDS		442,123	404,826

The financial statements were approved by the Board of Trustees on 2 July 2020 and were signed on its behalf by:



Mrs J Maskrey -Trustee

The notes form part of these financial statements

HERTFORDSHIRE COUNTY GUIDE ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2019

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 1 January 2015)', 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 2019**

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

	2019	2018
	£	£
Training	80	2,518
County Centre	37,134	10,847
Activities for members	39,622	5,885
Badges	6,940	5,039
Other merchandise	6	97
	83,782	24,386

3. INVESTMENT INCOME

	2019	2018
	£	£
Interest received	262	138

4. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2019 nor for the year ended 31 December 2018.

Trustees' expenses

14 (2018 - 16) Trustees were reimbursed during the year for directly incurred expenditure totalling £3,590 (2018- £3,016).

5. STAFF COSTS

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

	2019	2018
Accounting and secretarial	3	2

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

6. INDEPENDENT EXAMINERS' FEE

The fee for the independent examination was £3,719 (2018: £3,013).

HERTFORDSHIRE COUNTY GUIDE ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2019

7. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds	Restricted funds	Total funds
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations and legacies	409	15,366	15,775
Charitable activities			
Direct charitable activities	-	38,706	38,706
Other charitable activities	92,677	-	92,677
Other trading activities	24,386	-	24,386
Investment income	137	1	138
Total	117,609	54,073	171,682
EXPENDITURE ON			
Charitable activities			
Direct charitable activities	33,695	15,863	49,558
Other charitable activities	94,476	28,386	122,862
Other	4,060	-	4,060
Total	132,231	44,249	176,480
NET INCOME/(EXPENDITURE)	(14,622)	9,824	(4,798)
Transfers between funds	-	-	-
Net movement in funds	(14,622)	9,824	(4,798)
RECONCILIATION OF FUNDS			
Total funds brought forward	399,152	10,472	409,624
TOTAL FUNDS CARRIED FORWARD	384,530	20,296	404,826

HERTFORDSHIRE COUNTY GUIDE ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2019

8. TANGIBLE FIXED ASSETS

	Freehold property £	Fixtures and fittings £	Totals £
COST			
At 1 January 2019	339,703	37,185	376,888
Additions	-	1,408	1,408
At 31 December 2019	<u>339,703</u>	<u>38,593</u>	<u>378,296</u>
DEPRECIATION			
At 1 January 2019	130,105	33,113	163,218
Charge for year	<u>7,160</u>	<u>1,716</u>	<u>8,876</u>
At 31 December 2019	<u>137,265</u>	<u>34,829</u>	<u>172,094</u>
NET BOOK VALUE			
At 31 December 2019	<u>202,438</u>	<u>3,764</u>	<u>206,202</u>
At 31 December 2018	<u>209,598</u>	<u>4,072</u>	<u>213,670</u>

Included in cost or valuation of land and buildings is freehold land of £24,500 (2018 - £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 2019

9. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2019	2018
Other debtors	-	5,720
Prepayments and accrued income	33,253	40,508
	33,253	46,228

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2019	2018
Deferred income	24,225	34,964
Accrued expenses	3,271	3,663
	20,954	38,627

11. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds	Restricted funds	2019 Total funds	2018 Total funds
Fixed assets	206,202	-	206,202	213,670
Current assets	204,114	52,761	256,875	229,783
Current liabilities	(5,536)	(15,418)	(20,954)	(38,627)
	404,780	37,343	442,123	404,826

HERTFORDSHIRE COUNTY GUIDE ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2019

12. MOVEMENT IN FUNDS

	1.1.19	Net movement in funds	Transfers between funds	At 31.12.19
	£	£	£	£
Unrestricted funds				
General Fund	221,023	20,250	85,844	327,717
Designated International Camp Fund	3,967	-	-	3,967
Designated Disabilities Fund	9,122	-	-	9,122
Designated Building Equipment Fund	83,844	-	(83,844)	-
Designated Activity Fund	64,574	-	-	64,574
Designated Adventure Fund	2,000	-	(2,000)	-
	384,530	20,250	-	404,780
Restricted funds				
Restricted legacy	2,995	(2,995)	-	-
New Programme	5,720	(5,720)	-	-
Restricted donations	508	-	-	508
International Fund	10,573	14,400	-	24,973
Growing Guides	500	-	-	500
Training Fund	-	11,362	-	11,362
	20,296	17,048	-	37,343
TOTAL FUNDS	404,826			442,123

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

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General Fund	194,350	(174,100)	20,250
Designated Adventure Fund	-	-	-
	194,350	(174,100)	20,250
Restricted funds			
Restricted legacy	-	(2,995)	(2,995)
New Programme	-	(5,720)	(5,720)
Restricted donations	-	-	-
International Fund	96,816	(82,416)	14,400
Growing Guides	-	-	-
Training Fund	11,362	-	11,362
	108,178	(91,131)	17,047
TOTAL FUNDS	302,528	(265,231)	37,297

HERTFORDSHIRE COUNTY GUIDE ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2019

12. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	As restated 1.1.18	Net Movement in funds	Transfers between funds	At 31.12.18
Unrestricted Funds				
General Fund	237,645	(13,622)	(3,000)	221,023
Designated International Camp Fund	3,967	-	-	3,967
Designated Disabilities Fund	9,122	-	-	9,122
Designated Building Equipment Fund	83,844	-	-	83,844
Designated Activity Fund	64,574	-	-	64,574
Designated Adventure Fund	-	(1,000)	3,000	2,000
	399,152	(14,622)	-	384,530
Restricted Funds				
Restricted legacy	-	2,995	-	2,995
New Programme	-	5,720	-	5,720
Restricted donations	-	508	-	508
International Fund	10,472	101	-	10,472
Growing Guides	-	500	-	500
	10,472	9,824	-	20,296
TOTAL FUNDS	409,624	(4,798)	-	404,826

Comparative net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
Unrestricted funds			
General Fund	117,609	(131,231)	(13,622)
Designated Adventure Fund	-	(1,000)	(1,000)
	117,609	(132,231)	(14,622)
Restricted funds			
Restricted legacy	2,995	-	2,995
New Programme	11,362	(5,642)	5,720
Restricted donations	508	-	508
International Fund	38,708	(38,607)	101
Growing Guides	500	-	500
	54,073	(44,249)	9,824
TOTAL FUNDS	171,682	(176,480)	(4,798)

HERTFORDSHIRE COUNTY GUIDE ASSOCIATION

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2019**

The Building Equipment Fund is represented by capitalised expenditure on the Cottered Centre and the International Camp, Disabilities, Activity and Special Projects funds by bank balances.

The Martin / Hurford Fund came of a legacy from Beryl Martin and a donation by Barbara Hurford with the specific instruction that it be used by means of a bursary to aid Guides going abroad on Guiding "Gold" projects.

13. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 December 2019.

HERTFORDSHIRE COUNTY GUIDE ASSOCIATION

**DETAILED STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2018**

	2019	2018
	£	£
INCOME AND ENDOWMENTS		
Donations and legacies		
Legacies	10,000	2,995
Grants	11,362	11,862
Donations	3,158	918
	24,520	15,775
Other trading activities		
Training	7,545	2,518
County Centre	37,134	10,847
Activities for members	32,157	5,885
Badges	6,940	5,039
Other merchandise	6	97
	83,782	24,386
Investment income		
Interest received	262	138
Charitable activities		
Subscriptions	95,365	91,409
200 Club	1,782	1,268
International trip income	96,816	38,706
	193,963	131,383
Total incoming resources	302,257	171,682
EXPENDITURE		
Charitable activities		
Training	12,748	6,150
Members events	18,032	2,316
New unit grants	-	1,360
County centre	33,897	14,105
County centre repairs	8,193	14,536
Travelling	6,521	6,397
Postage, telephone, printing and stationery	11,089	9,988
Website and internet costs	2,535	612
Share magazine	12,981	11,724
Commissioners and Queens guide grants	1,260	1,840
Leadership	-	6,457
Carried forward	107,256	75,485

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 2018

	2019	2018
	£	£
Charitable activities		
Brought forward	107,256	75,485
Grants	15,567	1,826
Presentations and awards	2,577	3,694
New programme costs	5,720	5,642
Sundry expenditure	5,426	1,663
International trip expenses	82,416	48,748
Badges	7,410	4,032
Depreciation	8,876	8,683
	235,248	149,773
Support costs		
Governance costs		
Wages	23,343	20,502
Social security	234	331
Pensions	210	88
Insurance	1,317	1,653
Independent examiner's fee	3,719	3,013
Secretarial and accounting	1,160	1,120
	29,983	26,707
Total resources expended	265,231	176,480
Net income/(expenditure)	<u>37,297</u>	<u>(4,798)</u>

This page does not form part of the statutory financial statements

HERTFORDSHIRE COUNTY GUIDE ASSOCIATION

COUNTY TREASURER'S REPORT FOR THE YEAR ENDED 31 DECEMBER 2019

The accounts show a net surplus of £37,297 for the year compared to a net deficit in 2018 of £(4,798).

INCOME

Net subscription income was up at £95,365 compared to 2018 (£91,409) due to an increase in the subscription from £8.10 to £8.50 per member.

Other trading activities were considerably higher at £83,782 compared to 2018 (£24,386) largely due to a significant increase in the income from the County Centre and Members Events.

EXPENDITURE

Major expenses during 2019 were:-

- £82,416 (£48,748 in 2018) in International trip expenses — The increase year on year was as a result of two trips (World Scout Jamboree and India) taking place in 2019 compared to one trip (Uganda) taking place in 2018.
- £42,090 (£28,641 in 2018) for the Hertfordshire Guide Centre at Cottered. The increase year on year was largely the result of additional maintenance costs;
- £23,787 (£20,502 in 2018) on Staff costs — largely due to an additional part-time staff member;
- £12,981 (£11,724 in 2018) for SHARE magazine. The increase was due to the larger size of individual editions and additional postage costs;
- £11,089 (£9,988 in 2018) for Postage, Telephone, printing & stationery. The increase is largely due to an increase in the volume of items sent by post;
- £12,748 (£6,150) for Training due to the weekend training held in 2019
- £nil (£6,457 in 2018) for Leadership.
- £6,521 (£6,397 in 2018) on Travel expenses
- £5,720 in costs associated with the introduction of the New programme introduced during 2018.

The Balance Sheet shows Girlguiding Hertfordshire's current worth as £442,123 an increase from 2018 (£404,826). Fixed assets decreased by £7,468 due to depreciation. The cash element of Current Assets increased while both Debtors and Creditors decreased. This resulted in Net Current Assets of £235,921 up £44,765 on 2018. Within the Unrestricted Funds the General fund increased by £20,250 while other funds remained as last year. The Restricted Funds increased from £20,296 in 2018 to £37,343 due largely to the International Fund and restricted grants Training totalling £11,362.

HERTFORDSHIRE COUNTY GUIDE ASSOCIATION

REPORT OF THE COUNTY COMMISSIONER FOR THE YEAR ENDED 31 DECEMBER 2019

2019 has seen changes within the Girlguiding Hertfordshire county team with Jenny Maskrey taking over as County Commissioner and Tina Cornish and Sally Settle as new Assistant County Commissioners with Ruth Ashdown continuing her Assistant County Commissioner role. Other county roles came to an end as a result of the introduction of the new programme last year and new roles have been created: 18-30 Champions, County Safeguarding Adviser and County Wellbeing Adviser.

We are extremely proud of one of our leaders from St Albans division who put her First Response training into practice giving lifesaving CPR to a member of the public who suffered a cardiac arrest at the Alban Arena in St Albans, where she works. She performed CPR until the paramedics arrived and the gentleman survived.

In May we were invited by London Luton Airport to work with them, following their signing of the government's Women in Aviation and Aerospace Charter to help encourage women into the sector, to create an artwork installation for their recently developed Arrivals area in the airport terminal. 19th Harpenden Rainbows, 4th Welwyn Garden City Brownies, 1st Stevenage and 11th Hitchin Guides were chosen to take part as well as a unit in Luton. Some girls together with leaders attended the opening on 30 July and met HRH The Princess Royal who officially opened the artwork.

Rainbows have been working on their Skills Builders including stages 1 in Explore, Feel Good, First Aid, Innovate (earning their Amey Engineering badge), Make change and Network. 7th Ware Rainbows and Rainbows from Hertford district celebrated their 30th birthdays at Paradise Wildlife Park, Broxbourne. Rainbows from Ware district attended the Ware district carnival and 1st Leverstock Green Rainbows did the Essex & Herts Air Ambulance Challenge badge. Rainbows from Central division tried Zumba and 3rd St Alban's Rainbows visited the circus at Sandridge School. Rainbows from St Albans North district participated in a yoga session run by Tilly's Dance and 8th St Albans Rainbows helped switch on the Christmas lights in St Albans and spent a morning at Verulamium museum learning about St Albans' Roman history and making mosaics.

Many Brownies have been working on their Skills Builders such as Communicate, Innovate (earning their Amey Engineering badge), Lead Skills Stages 2 and 3 and Make Change and achieving Interest badges including Science Investigator, Stargazer and Aviation. Brownies and Guides from St Albans division made their #PlasticPromise to reduce single-use plastics and 2nd Thorley Brownies completed their Future Girl acts badge looking at food mileage and single use plastic. Most Brownies from Hertford district achieved their Be Well Theme award as well as some competing in the British Legion Cup with a selection of team based activities, this year the selection was from the new programme. 5th Ware Brownies celebrated their 40th birthday with a silent disco and Brownies from Ware district also attended the Ware Kidzania district event. Over 100 Brownies from Bishop's Stortford West district attended Scout Adventures Gilwell 24. 1st Harpenden Brownies had a day trip on the canal with the Waterways Experience Charity at Nash Mills. Brownies from Central and St Albans divisions went to Icando and in St Albans division Brownies visited Lush and the Refill (as part of Sustainable St Albans Week), the Houses of Parliament and the Royal Mews, the Pudding Stop for chocolate brownies, the Space Voyage Events at St Albans Cathedral and Metro Bank to learn about managing money; went on a bat hunt in Highfield park and painted poppy rocks for the St Albans Rocks Poppy Line around the war memorial at St Peter's.

Guides from many divisions have attended national events such as Big Gig, Wellies and Wristbands, the County run Great Patrol Hunt and Supanova as well as international trips to Switzerland. Guides from Ware District joined with Hertford district Scouts and took part in the British Legion camp; it was the largest camp for years. Guides have been achieving their Skills Builders including stages 3 in Feel Good and Lead, stage 4 in Camp, Communicate, stages 4 and 6 in Innovate and Explorer Stages 4 and 5. Ware Guides attended and won the Scout and Guide Swimming Gala in July and took part in their district rounder's evening. Many Guides have achieved their Baden Powell Challenge award. Guides from Buntingford district sold fudge at Standon May Day and attended the lightweight camping and hiking competition. Radlett district Guides went to Scotland and 4th Goffs Oak Guides went to Disneyland Paris. Hertford Guides competed with Scouts for the coveted rolling pin in Ready Steady Cook. The 19th St Albans Guides went geocaching and den building at Nomansland. Several Guide and Brownie units from St Albans division took part in the Girlguiding Anglia resource for Parliament Week, helping the girls learn about citizenship and our Parliament.

HERTFORDSHIRE COUNTY GUIDE ASSOCIATION

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Many Ranger members have been on international trips this year including the Haarlem Jamborette, the World Scout Jamboree, Switzerland and Sangam in India. Rangers in Hertford district have been on a photography scavenger hunt and held a mental health evening and Rangers from Ware district won the heavyweight camping competition in September. 4 Rangers from Bishop's Stortford West district achieved their Commonwealth Award and 7 Rangers from Central division gained their Chief Guide's Challenge award. Rangers from Central division entered teams in the Peak Assault and Mid Herts Nike Hike and over 40 Rangers and Guides from St Albans division went to Thorpe Park for fright night in October. Rangers from Royston district completed a monopoly run around London during the summer.

Radlett district celebrated their centenary this year and held an event each month, including walking across the London bridges, relay walk along the parish boundary, district activity day, a trampoline party, a Rainbow sleepover at a RAF museum and a Guiding traditions day for girls and parents. Royston district celebrated their centenary on 7th July and girls from all sections had a go at some old activities including semaphore, putting up ridge tents and toasting marshmallows.

Thinking Day events were held across the County. 70 girls from Hemel Hempstead North West district attended a Thinking Day event with an activities afternoon where they made Australian Boomerangs, Mexican God's eyes, tasted foods from Australia, did origami, made peace doves and played games from Switzerland and the UK. Units from South West division held Thinking Day activities from WAGGS Impact Resources and units from Central division held Thinking Day events including slime making and indoor archery competitions. 29th Abbey Brownies made friendship bracelets. Hitchin West district held a sleepover for 30 Brownies at the County Centre in Cottered followed by a craft and activity afternoon for all sections, which included making pompoms and a recycling activity. There was even a chance to see vintage Guiding memorabilia, try on some old-style Brownie uniforms and try to identify the photos of leaders from when they were Brownies or Guides. A donation from the event of £100 was sent to WAGGS. Stevenage Division's Thinking Day event was well attended with just under 200 members earning the WAGGS World Thinking Day badge, taking part in crafts, activities and tasks, prayers and retaking the Promise.

Some units have been fortunate to have had visits throughout the year from Police dogs, local MPs, Guide Dogs for the blind and Easyjet pilots. Rainbow units from Bishop's Stortford East district received visits from a hedgehog charity and a youth international Judo athlete. 2nd Thorley Brownies were visited by an instructor from Bishop's Stortford Lifesaving Club and completed their Water Safety badge. 1st Apsley End Brownies received visits from an NHS disability champion to talk about her cerebral palsy. Guide units from South West division received visits from the Watford Talking Newspaper and the Phoenix Charity. 2nd Thorley Guides had a visit from a physiotherapist. A Brownie unit from Hitchin West district received a visit from a nurse who demonstrated bandaging to assist with their First Aid skills builder.

Members of all sections have been out in the community: raising awareness at village fetes across the county, litter picking and attending Remembrance parades; with Brownies from Hertford district personalising crosses and putting them on the village memorial. Hertford district Rainbows attended a service at St Peter's Village Church where unit Remembrance art work was displayed. Guides from Bishop's Stortford East District laid wreaths and marched and 3rd Adeyfield Brownies made poppies to wear. Many divisions took part in St George's Day parades with units from Hertford district attending a parade and joint Scouting event at Hertford Castle. Units from Hitchin East and West districts joined Hitchin Scouts for their annual parade with one girl from each of Rainbows, Brownies and Guides leading the renewal of Promises. 2nd Ware Brownies went to Tesco and purchased items for the Christ Church Harvest gifts for the food bank and units have visited residential, care and nursing homes. The 16th St Albans Guides have been collecting food, toiletries, socks, gloves etc for St Albans Action for Homeless.

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Many fundraising activities have taken place. Brownie units from Hertford district raised over £200 for the Royal British Legion selling poppies. Rainbow and Brownies units in Ware district attended the Friends of Guiding disco fundraising event. Guides from Buntingford District raised £93 from a Macmillan bake sale. 8th Rickmansworth Guides celebrated their 60th birthday with a Macmillan coffee evening and raised £260. Many units from Harpenden & Redbourn division took part in the Anglia/Macmillan fundraising event over the summer and 1st

New Mill Brownies held a MacMillan coffee evening. A leader from 2nd Hockerill Brownies planned many fundraising events across the district for her China Girlguiding Great Wall of China Trek. 10th Harpenden Guides held a coffee morning to raise money for the Hygiene Bank and 1st Thorley Rainbows held a fundraising event for Children in Need. Rainbows from St Alban's division completed the Macmillan Mile Challenge. Guides from 1st Abbots Langley Brownie and Guide unit did a bag pack at Asda to help with fundraising for their Disney Trip this year. South West division held a "Curry for Cottered" fundraiser social for leaders which raised £258. A Rainbow unit from Hitchin West district did a sponsored skip to raise money for British Heart Foundation. Units from Croxley Green district raised £409 for district funds with a Girlguiding stall at Croxley Revels. 1st Park Street Guides held a cake sale as part of their Take Action GFI to raise money for the homeless in St Albans and they visited Open Door and St Albans Homeless project. 4th St Alban's Brownies organised a fundraising sale in aid of charity chosen by the girls – in sixes they organised stalls to which they invited Rainbows and parents to. Rainbows and Brownies from St Albans East district supported St Luke's Shoebox Appeal to give Christmas presents to those in other countries that otherwise could not afford them. Royston district completed lots of fundraising including bag packing, stalls at markets and running the catering at the Royston Baby Show. All monies raised went towards their centenary. Rangers from Stevenage Division designed a Panto badge and held a raffle at the Annual Cub and Brownie Entertainers Day to raise funds for international trips.

This year there have been trips to Waterford Heath Nature Reserve, Panshanger Park, Hartham Common, Paradise Wildlife Park, libraries, the zoo, Santa's grottos, Waitrose, Hoddesdon Tennis Club providing tennis taster sessions, fire stations, cinema, bowling, ESSA to do boating activities and canoeing on the River Stort, Stanborough Lakes, Hillingdon Outdoor Centre for paddle boarding, Boxmoor Trust for a bat walk, the Pottery Project in Berkhamsted, Science Museum, Cadbury World, the ballet, the Roald Dahl Museum, the Pump House Theatre in Watford, Rock Up in Watford, Fabio's Gelato in Hitchin, Letchworth paddling pool, Bayfordbury Observatory, Jump City and various pantomimes. Girls from Brownie and Guide units in St Albans division went to the St Albans Museum trial night for youth groups, an opportunity hoped to be rolled out across the division and around 50 Guides and Rangers from St Albans Division participated in the St Albans Scout and Guide Gang Show. St Albans division also organised a division adult trip to Our Chalet which was attended by 9 leaders who made new guiding friends from around the world. Radlett district celebrated their centenary this year and held an event each month, including walking across the London bridges, relay walk along the parish boundary, district activity day, a trampoline party, a Rainbow sleepover at a RAF museum and a Guiding traditions day for girls and parents. Royston district celebrated their centenary this year with a district trip to the Sealife Centre in Birmingham to sleepover in a tunnel with the sharks swimming overhead whilst they slept.

Holidays, camps and sleepovers have taken place across the county with themes such as the Greatest Showman, Disney, get messy, mermaids, Aladdin and murder on the high seas. Hertford district Guides and Rangers took part in a district camp with a theme of Around the World in 44 hours. 40 members camped, more than in previous years.

As well as campsites and residential centres, sleepovers have been held at the Natural History Museum, Science Museum, Tring Museum, RAF museum and the HMS Belfast.

HERTFORDSHIRE COUNTY GUIDE ASSOCIATION

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Guiding Development

There was no Spring County Training Day this year, however, an overnight training was held in May at Kents Hill Park in Milton Keynes. The training sessions were run by a team from Midlands region and were well received by the 60 or so leaders who attended. The feedback was generally positive with happy people leaving on Sunday afternoon.

Our evening programme trainings are less well utilised due to the upsurge in online completion so it has been agreed to offer 1 per term which are better taken up.

Many divisions have set programme sessions within their areas, supported by the Training Team to cascade out information on changes to the programme. These will continue as long as the divisions are asking for them.⁷

Level 1 A Safe Space training is now completed online and level 2 can be online or face to face, although, again, the online training is well utilised. The removal of the need to have a “conversation” post online training has made it easier to complete. Divisions are being encouraged to provide a date for level 3 trainings and the Training Team will provide a training. Several commissioners from Hertfordshire have attended level 4 training.

Four further evening trainings on section programme were provided during the year for new and returning leaders working towards their Leadership qualification, with venues all around the county. On the whole, the evening trainings are well attended and we estimate some 100 leaders have received programme trainings through this route.

First aid trainings are provided regularly around the county with special thanks to Val Morey, Verity Maclachlan and Lynne Kirby for organising. We have identified a need for new first aid trainers and are actively seeking people to assist.

Commissioner support days provided by region have been attended by several of our new commissioners. Commissioner support sessions have also been run alongside Leadership qualification training evenings and proven to be very popular.

The training team have met for their Trainer Support Group meetings three times this year. Penny Parr continues her work as a Prospective Trainer alongside Claire Kemp. Unfortunately Michelle Parry-Slater and Karin Hunter have stepped back from the qualification but will be welcome back, if they choose, in the future. We were pleased to congratulate Amy Gilbert on the completion of her training qualification as she continues to support the team providing access to learning around the county.

Training team: Sue Beswick, Lynne Griffiths, Jan Mackenzie, Verity Maclachlan, Penny Parr, Julie Richards, Lesley Townley, Amy Gilbert, Claire Kemp. Guiding Development Adviser: Tricia Botten

Outdoor Activities

It's been another busy year helping members of Girlguiding Hertfordshire to get out and about and experience adventure, and also supporting the new programme.

The year began with the annual Going away with Training held at the Guide Centre, Cottered, attended by leaders from all sections, many of whom have gone on to complete a Going Away with qualification, enabling them to take their young members away. It's been great to see so many camps and holidays throughout the year. To support the new programme, we ran a day based on the Camp skills builders. We offered fire lighting, cardboard box ovens, backwoods cooking and tent pitching. 10 leaders came along and really enjoyed the activities.

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In addition, Karen Lennarddo and I attended the region outdoors meeting and had a useful discussion about the new forms and various health and safety updates. The message was that we should all do our best to help leaders to take girls away and be as flexible as possible.

The walking team continues to be very active and it's very inspiring to see adults and young women acting as role models promoting both adventure and fitness in this way. There is a programme of social walks in Hertfordshire that is helping leaders to build walking and leadership skills, and these have been well attended throughout the year. In addition, leaders continue to build more technical skills in challenging terrain, with a social weekend in the Lake District, and many leaders from Hertfordshire attended Level 2 training and assessment weekends and also the Mountain Leader award was gained.

The Mountain Experience weekend to help train Rangers for Peak Assault ran again this year and was very enjoyable. The training certainly paid off as we had two winning teams in Hertfordshire Scout's Peak Assault this year – congratulations!

Introduction to the Hills is still proving to be a very popular weekend for Guides and Scouts to participate in walking, climbing, cycling and caving and once again was fully booked. The team also ran a Yorkshire 3 Peaks Challenge with 4 Rangers, 10 adults and 5 social walkers.

Exciting water activity events were held this year, including the fantastic Brownie water day at Herts Young Mariner Base for almost 160 girls, run on two different weekends. The Brownies tried out rafting, kayaking and canoeing. We were also invited to visit to South West Herts Narrowboat Centre to see whether we could jointly explore narrowboat training and encourage Girlguiding Hertfordshire to use their boats. It is certainly something to be explored more in 2020.

Thank you to all the leaders in the county who ensure that the girls and young women have such fantastic opportunities and to all the outdoor team, for the fantastic role that you play in this.

International

Another busy year for the International team with two groups going overseas. The first was a leader plus Ranger members who attended the World Scout Jamboree in the USA as part of the Hertfordshire Scout contingent. We also had leaders and girls visit the Guide World Centre in Sangam followed by a tour of the Golden Triangle to finalise a very successful county trip. We have also had units travel overseas with Brownies visiting Euro Disney, Ranger units going to the Harlem Jamboree and a Group of Guides and leaders visiting Our Chalet. We were also lucky to be able to send a group of 18 - 25 year olds travelling with a leader to participate in a project in the Gambia at Easter.

We have been pleased to award two International qualifications this year and have leaders currently hoping to finish this module in 2020. This year saw the current International teams' term of office come to an end with the new team taking over in September.

Looking forward to 2020 we hope to be able to develop the International opportunities that are offered within the county in order that more members can experience the wonderful opportunities International Guiding has to offer.

HERTFORDSHIRE COUNTY GUIDE ASSOCIATION

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Rangers

It is so important to retain young members who have enjoyed their guiding and still have much both to give and enjoy. Rangers include girls aged 14+ who can be young leaders and/or Rangers.

Young leaders continue to be an asset with nearly 200 helping in units throughout the county. Many go on to take their Young Leader qualification, showing their skills as a leader, understanding how to help the girls and providing lots of games and activities for their enjoyment.

The Rangers have been embracing the Guiding programme since the beginning of the year. Whilst some finished their Chief Guide's Challenge award, which is now no longer available, many are now looking to complete the Commonwealth Award. Participating in camps, district days, walks, internationals days from Scotland to Sangam, India, and many other activities; the Rangers have an exciting range of opportunities and challenges provided by their leaders and county projects.

These will continue as the 18-30 programme becomes established, continuing to provide Guiding in a flexible and enjoyable way suitable to these young women in today's modern society.

Trefoil Guild

We have 21 Guilds at present with 375 members at the census in February and we are in the process of exploring starting a new Guild for the 18-30s, a Countywide Occasional Guild.

Our year started in April with the Annual Review held at Welwyn Civic Centre. This was Ann Newman's last event as Chairman and she was presented with a Trefoil Guild Thanks Badge and Certificate along with other gifts. The speaker was Stewart Linford who entertained and informed us with an excellent talk on The Windsor Chair. Stewart had brought along a number of different examples of Windsor Chairs which we were able to sit in afterwards. The talk was followed by tea. Girls attending overseas camps put up displays and had stalls raising funds for their trips.

July saw the county team organise a day at College Lakes, Tring. A volunteer gave us a short and informative talk about the Lakes – how they were formed and the management of them and then we were free to walk round exploring, visiting the bird hides or just sitting by the lake and enjoying the surroundings. We all met up in the café afterwards for lunch and no-one was in any hurry to leave as it was a most beautiful afternoon.

In September the team organised an Activity Day attended by over 50 members. In the morning after coffee, 25 walked to Cromer windmill, where they had a talk and guided tour of the windmill. Those who remained enjoyed archery, pond dipping and large games such as chess and snakes and ladders whilst others enjoyed encaustic art, crochet, knitting other crafts and a good chat. After lunch most people went outside to participate in rounders or French cricket or to do archery whilst others watched or continued with their crafts. Later we all came together for a camp fire led by Mary Willatt. The afternoon ended with tea and cakes.

Also in September Wymondley Wood Camp held its 50th Anniversary Camp. This was enjoyed by all who attended.

A new venture in September was in the introduction of a 'fireside chat' training for chairman and secretaries. This proved popular and we hope to repeat it annually in different parts of the county to enable different Guilds to attend. Apart from giving chairman and secretaries a chance to ask questions and to get a feel of how the county runs and events going on both locally and within region and nationally, it was also an opportunity for the county team to get to know them.

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Over the year the Guilds have raised over £2000 for Charity and this does not include many charitable donations given to speakers who give their time freely to speak at a Guild meeting but ask for a donation to their charity. Final figure will not be known until the end of the year.

Alongside this Guild members are saving bottle tops, stamps and postcards which are used by charities to raise funds. Members are also knitting for deprived children, supporting the Shoebox scheme and many other different charities throughout the year that cannot be quantified financially.

Guilds are always ready to support young people going on overseas trips or to Jamborees in this County when there is a financial need. They also raised money for WAGGGS.

Guilds have had a huge variety of speakers and done many different, interesting and challenging things at their monthly meeting. These are too extensive to list but they have included garden visits, archery at Knebworth House, visiting various stately homes and gardens, and handbells. Talks have been given on bee keeping, Royal palaces, how to recycle, Police dog trainer, crafts and many other activities. A lot of cream teas, lunches and bbqs have also been enjoyed.

During the year, three Guilds have taken part in Church flower festivals.

We have started a second singing group to enable more people to join. The original one is in the west of the county and meets in the evening whereas the new one is central and meets in the afternoon. We hope this way it is easier for people to get to one or both at a time and day that suits them.

Most Guilds have been a part of Thinking Day Celebrations within their district and have also taken part in St Georges Day parades and Remembrance Day parades and helped at local Scout and Guide Carol services.

Guild members continue to support Girlguiding units by helping at weekly meetings regularly or on an ad hoc basis as well as helping at district events, camps and activity days.

Members with Special Needs

The 1st Goffs Oak all age special needs unit celebrated their 1st birthday. The day was full of fun with lots of activities organised and a big chocolate cake with a 1 candle on was enjoyed by all. This unit has gone from strength to strength and it also includes girls through the county who attend Happy Hearts fun days and residential weekends to meet up with their friends should they want to go along for the morning.

6th Welwyn Garden City all age special needs unit ended the summer with a visit from a team that have owls and birds of prey. Most of the girls loved holding the birds and the huge eagle they brought out at the end was the favourite. The unit is also visiting the World Guide Centres with lots of fun dressing up and experience eating the different foods.

Happy Hearts residential weekend this year took place at Wymondley Wood, a favourite place for our girls. We went to Greece as a theme. An ABBA tribute band visited us which sent the girls into a frenzy and then the fab disco at the end of the evening had microphones for the girls to sing into; most sang the wrong words (if any) to the wrong tune but had an absolute ball in doing it. They danced the night away well until 9pm. On the Sunday a lady came to do bubbles. I favoured this activity for our girls with severe additional needs they just love bubbles and to see their eyes follow the bubbles and their faces light up in wonder is such a lovely activity to do for them.

HERTFORDSHIRE COUNTY GUIDE ASSOCIATION

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Membership Support

The current Girlguiding membership system Guiding Organiser (GO) has now been in operation for just over two years. Whilst most, if not all, of the initial bugs have been cleared we do still find odd things creeping in, to keep us on our toes.

The job of data cleansing continues, as ever. There are always active-pending roles or DBS checks to chase. Data is monitored at all levels and corrected with help from local commissioners, administrators and leaders. Some new help files have been added on GO and others have been updated. These contain a lot of helpful information.

The new programme became mandatory in September for all units. The recognition that not all girls will be able to achieve the new Gold Awards prompted the introduction of the Bronze and Silver Awards, which will be available from January 2020. There is now more administration required of unit leaders and the introduction of the new programme recording has been met with a mixed response. This has challenged leaders with many finding that the appointment of a unit administrator, to deal with the added load, is the way forward.

As part of the new programme there have been changes to The Senior Section, which is being phased out. Senior Section units have been renamed as Ranger units for the 14-18-year-old age group and girls are now known as Rangers. The name and offerings for the 18-30 age group have still to be confirmed.

Sadly, we have closed more units this year than we have opened new ones. Our waiting lists for Rainbows and Brownies continue to be high and we are desperately in need of new volunteers to sustain existing and to open new units.

We continue to offer one to one training for new commissioners and their teams as well as sessions for new leaders and administrators. There have only been minor changes to the system this year resulting in less call for trainings and this year these have been delivered as one-to-one or in small groups at people's houses or at Hertfordshire Guide Centre at Cottered. This enables us to train and address issues using local data. In addition, some districts and divisions offer local training for their unit leaders and leaders in training. GO trainings will continue to be offered for all volunteers in 2020.

Growth and Retention

The Growth and Retention Team has met during the last year with most divisions represented at every meeting. Over the year districts, divisions and units have taken part in lots of local events. It is great to see so many groups out promoting Girlguiding. As part of these events we want to have the most current marketing items available to be borrowed from the county store so a review of the existing marketing materials will be completed.

Over the year we have seen over 50 new adult volunteers sign up but unfortunately there has also been a large number of volunteers leave. This decrease in numbers has also been noticeable in units across Rainbows, Brownies and Guides. Rangers have seen an increase of members.

One of the Growth and Retention aims for 2020 will be aiming marketing at girls and adult volunteers to help all areas across the County grow.

Awards

We held a very successful Awards night at Holiday Inn, Elstree. We were pleased to be joined by Tracy Foster, Chief Commissioner for Anglia region and Andrea Oughton, Deputy Chief Commissioner along with Carol Roberts, Chair of Awards for Anglia Girlguiding, Vice Presidents Mrs Barbara Hurford and Mrs Valerie Morey, Councillor Eric Silver, Mayor of Elstree & Borehamwood and other invited guests.

HERTFORDSHIRE COUNTY GUIDE ASSOCIATION

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The long service of members was acknowledged with the presentation of Member and Long Service Brooches. County Thanks Certificates and County Good Service Certificates were presented to members and volunteers in recognition of their service given over and above that expected in their guiding roles. Nominations for these awards are made by their peers. Presentations were also made of the Hertfordshire Good Guiding Badge and Certificate recognising the continued delivery of outstanding guiding to girls. A number of Good Service Brooches were also awarded.

Following the presentation of the awards a very interesting and inspiring presentation was given by the 2018 Uganda international trip leaders and girls.

The total number of Awards presented during the evening by the Chief Commissioner for Anglia region included:

Member and Long Service Brooch 30 years - Joan Anderson, Jean Bellis, Patricia Botten, Stef Campbell, Annie Cunningham, Nicola Day, Mary Dobbie, Catherine Farman, Celia Gardner, Helen Harper, Gwen Kates, Stella MacDougall, Sian Roberts, Nicky Roche, Toni Roles

Member and Long Service Brooch 40 years – Anni Kelly, Marion Kett, Ann Newman, Mary Underwood, Judith Wheeler

Member and Long Service Brooch 50 years - Miriam Dobson

MBE – Louise Purser

County Thanks Certificate (awarded to people who have supported units, districts and county over the years in various roles) – Christine Allsopp, Julia Bamford, Jean Banks, Stephen Banks, Pamela Clubb, Helen Cooper, Christine Emsley, Natalie Inder, Caroline Martin, Yvonne Myall, Vivien Plummer, Friends of Gaddesden Row members: Margaret Cox, Margaret D Cox and Janet Guilbert

County Good Service Certificate - Tina Bailey, Sonia Cousins, Katie Goodair, Vicky Green, Linda Marsh, Yvonne Pettingill, Natalie Samuel

Good Service Brooch and Certificate - Amy Gilbert

Anglia Brooch and Certificate (Awarded for outstanding commitment to Girlguiding Hertfordshire within Anglia region) - Lorraine England, Marion Kett, Gill Park

Hertfordshire Good Guiding Badge and Certificate (in recognition of being a role model for Girlguiding and continually delivering exceptionally 'good guiding' experiences to members of Girlguiding Hertfordshire) – Sue Beswick on completion of her term of office as County Commissioner, Karen Clout, Jo Evans, Carol Hildrop, Angela Hooker, Sarah Kempster, Val Millington and Eleanor Thomas

Queen's Guide Award - Charlotte Day, Annabel Jennings, Katie Tyley

Gold Duke of Edinburgh Award - Laura Hooper

Anglia Buddy Award - Eleanor Thomas, Ayala Brooks, Caira Brooks

As you can see Girlguiding Hertfordshire has a lot to be proud of. All those who received Awards had demonstrated to their peers their outstanding commitment to not only the movement of Girlguiding, but more especially to the girls in the units, who are the reason so many are totally committed to delivering a 'good guiding experience' to those we are fortunate enough to work with.

HERTFORDSHIRE COUNTY GUIDE ASSOCIATION

REPORT OF THE COUNTY COMMISSIONER FOR THE YEAR ENDED 31 DECEMBER 2019 – CONTINUED

Archivist

We continue to receive donations faster than we can deal with them. The walkway in the cupboard, that was once clear, is now packed again with little room for adding more. We are considering asking whether space could be found to store/display handling boxes elsewhere.

The change to the new Girlguiding programme has created an influx of old resources and badges. Our local West Herts depot has been very generous in donating copies of all their unsold resources and obsolete badges. We have also purchased some discontinued giftware at a greatly reduced price, having realised that we lacked items other than uniform and books to make displays more interesting.

We have spent considerable time listing and sorting all our books into marked crates so that we can find them when we need them and are now in the process of cataloguing. Best copies have been kept in the store and display copies have been put in cabinets for use by users of the Centre. We're hoping that they don't walk!

We have started work on putting together history/handling boxes for use within units and separating out display items. We have also made a lot of progress with listing and sorting the mountain of badges. These still need to be catalogued but at least we have a better idea of what we have and have not.

We both attended the annual Anglia archivists meeting at Hautbois, always great for picking up ideas and discussing all things archive related. We were very pleased to be joined by Julie MacDonald, Lead Volunteer for the National Archive Project who updated us on the progress made so far.

Having had a beetle outbreak on the far side of the Herts Guide Centre building where the archives are stored we thought it wise to put down some traps. Unfortunately, these have revealed the presence of carpet beetle larvae so we now need to try to do what we can to minimise any further infestation and damage. What fun!

Conclusion

Girlguiding Hertfordshire continues to offer outstanding and varied activities and opportunities to its members. We are very fortunate to have a very committed team of volunteers, many of whom have given years of service and undertake a number of roles within the movement.

The Rainbows, Brownies, Guides and Rangers get involved at unit, district, division and county levels and we plan to open up more opportunities to them in the coming years to enable every girl to have an equal opportunity to take part in activities such as residential events.

Our amazing volunteers work tirelessly to provide a great programme to the young people. We look forward to celebrating their commitment and help them develop and experience great things as individuals. We are looking to increase our numbers but also recognise that retention is as important.

We are excited to see the new strategy from Girlguiding UK in the coming months which will be a great foundation for our own plans for the county.