

Report and Financial
Statements for the year ended
31 December 2008



World Association
of Girl Guides
and Girl Scouts

Association mondiale
des Guides et des
Eclaireuses

Asociación
Mundial de las
Guías Scouts

girls worldwide say
“together we can change our world”



Our Mission is...

To enable girls and young women to develop their fullest potential as responsible citizens of the world.

Our Vision for 2011 is...

A growing worldwide Movement - the voice of girls and young women who influence issues they care about and build a better world.

The World Association of Girl Guides and Girl Scouts has adopted eight key messages based on the UN's Millennium Development Goals.

girls worldwide say...

“Improving the lives of girls and women is the beginning of a ripple effect. Women’s empowerment through leadership pushes entire families and communities out of poverty and away from hunger. When their voice is heard, it impacts on environmental management and can ensure help reaches those most needy in communities”

girls worldwide say

- 1 “together we can end extreme poverty and hunger”
- 2 “education opens doors for all girls and boys”
- 3 “empowering girls will change our world”
- 4 “together we can save children’s lives”
- 5 “every mother’s life and health is precious”
- 6 “we can stop the spread of AIDS, malaria and other diseases”
- 7 “we can save our planet”
- 8 “we can create peace through partnerships”



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Trustees' Report

The World Board is pleased to present its Annual Report and audited Financial Statements for the World Association of Girl Guides and Girl Scouts for the year to 31 December 2008. These financial statements are prepared in accordance with the Statement of Recommended Practice (SORP) 2005.

Reference and Administrative Details

The World Association of Girl Guides and Girl Scouts is a charity registered with the Charity Commission of England and Wales under number 306125.

The World Bureau serves as the secretariat of the World Association of Girl Guides and Girl Scouts and its address can be found on page 27.

Details of the trustees, senior staff and external advisors who served during the year are set out on page 27.

Structure, Governance and Management

The authority of the World Association of Girl Guides and Girl Scouts is exercised through delegates appointed by Member Organizations of the World Association of Girl Guides and Girl Scouts, meeting at the World Conference. The World Board acts on behalf of the Conference between its meetings and its members are trustees of the Charity. The World Association of Girl Guides and Girl Scouts' governing instrument is the tenth edition of the Constitution and Bye-Laws dated 1936, revised June 1990, July 1993, June 2002, June 2005 and July 2008.

Member Organizations nominate candidates for election to the World Board, the Regional Committees and other Committees and working

groups of the World Board. Prior to elections Member Organizations are circulated with details of experience and specific expertise required from potential candidates so as to have an effective and representative World Board. If the World Board considers there is a lack of a particular expertise, then it may co-opt external expertise to fill the gap.

The World Board consists of 17 members, 12 of whom are elected for a term of six years, by ballot, at the World Conference and the five Chairmen of the Regional Committees, who are elected by ballot at their respective Regional Conferences and serve on the World Board for a period of three years. Regional Chairmen may serve for an additional term of three years if elected by their Region for a second term.

All new trustees are required to undertake an intensive induction programme, which gives them a wide understanding of the various issues facing the World Association of Girl Guides and Girl Scouts. Prior to each World Board meeting a programme of training keeps trustees up to date with new practices and other developments applicable to the World Association of Girl Guides and Girl Scouts' work and the requirements of the charity sector within the UK. This is particularly important given the diverse background of the international World Board.

The full World Board meets in London at the World Bureau once a year for four days. The main purpose of the meeting is to review performance and monitor progress towards the achievement of objectives and targets set in the World Association of Girl Guides and Girl Scouts' Strategic Plan which has been approved by the World Conference.



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In addition, the Board meets prior to, and at the conclusion of, the World Conference. The World Board's responsibilities are detailed in Article VII, Section V of the World Association of Girl Guides and Girl Scouts' Constitution and Bye-Laws.

The World Board is committed to achieving best practice in governance and seeks to ensure that the World Association of Girl Guides and Girl Scouts is efficient and effective in achieving its Object. The 33rd World Conference in 2008 approved the implementation of a process for the removal of non-performing members of the World Board or a Regional Committee requiring a two-thirds majority of the voting members of the World Board or Regional Committee.

A new World Board co-ordinating structure was introduced in 2008, which is comprised of four teams to support the World Board and the delivery of the World Association of Girl Guides and Girl Scouts' Object and Strategic Plan. The teams: Strategy, Development, Global Operations and Business and Support Services are led by the Deputy Chairman and three Board Co-ordinators. Other Committees and Task Groups are formed as appropriate to act in an advisory capacity to the World Board and the staff leadership team. Each group has specific terms of reference and may include specialist members as well as trustees.

The day-to-day running of the World Association of Girl Guides and Girl Scouts, its operational decisions, the implementation of approved strategy and the exercise of executive responsibility is delegated to the Chief Executive and her Senior Leadership Team.

The Chairman, Deputy Chairman and the three Co-ordinators

Oversee and monitor the ongoing work of the World Association of Girl Guides and Girl Scouts between World Board meetings. They are supported by the Chief Executive and meet prior to the World Board and Committee meetings, and for at least one additional meeting during the year, between Board meetings.

The current Teams and Committees are:

Strategy Team

Whose purpose is to lead the development of the Strategic Planning process for Vision 2020 through to the World Conference in 2011, to develop the framework of prioritisation of resource allocation for new and emerging areas of work and to develop a framework for engaging in global strategic partnerships.

Development Team

Whose purpose is to lead in the development of programmes and resources as well as providing expertise, support and advice to the regions in support of the delivery of the World Association of Girl Guides and Girl Scouts Strategic Plan. The team encompasses the work of:

Communications and Advocacy

Responsible for the ongoing development of the World Association of Girl Guides and Girl Scouts' advocacy work, branding and website, merchandising, publications, the World Association of Girl Guides and Girl Scouts' work with the United Nations and relationships with other NGOs.



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Leadership, Programme and Membership Development

Is responsible for the development of programmes including the World Association of Girl Guides and Girl Scouts Leadership Development Programme (WLDP) and Global Action Theme (GAT) and supporting training for Member Organizations to enable them to grow membership.

Constitutions Committee

Looks at issues relating to the World Association of Girl Guides and Girl Scouts' Constitution and Bye-Laws, policies and procedures and advises the World Board on governance issues, including elections, induction, evaluation and training of Board members. It also monitors Member Organizations' constitutions and makes recommendations to the World Board.

Global Operations Team

Responsible for providing guidance to the World Board on the work of the World Association of Girl Guides and Girl Scouts global activities as well as providing support for Member Organizations in the delivery of the World Association of Girl Guides and Girl Scouts Strategic Plan. The team encompasses the work of:

World Centres Committee

Has strategic development responsibility for the World Centres, covering all operational aspects, including finance, programme, communications, risk, health and safety.

Regional Committees

Are responsible for the quality of Girl Guiding/Girl Scouting within their Region, for providing support through agreed activities within the Region to enable Member Organizations to contribute towards the overall achievement of the World Association of Girl Guides and Girl Scouts' strategic objectives.

Business and Support Services Team

Responsible for all the finance, administration and facilitation of the World Association. The team provides advice and assistance to the World Board in the formulation of policy and strategic direction in the areas of finance, audit and human resources. All committees in this team liaise with other teams/committees where there are joint interests, to ensure a cohesive approach. The team encompasses the work of the:

Finance Committee

Formulates and reviews financial policy and financial plans and maintains financial oversight of the strategies and operations of the World Association of Girl Guides and Girl Scouts. The committee recommends the appointment of the World Association of Girl Guides and Girl Scouts' investment managers and monitors the performance of the World Association of Girl Guides and Girl Scouts' investment portfolio. Each year it advises the World Board on the appropriate level of free reserves and the appropriate asset allocation for the World Association of Girl Guides and Girl Scouts' investment portfolio.

Human Resources Committee (reports to the World Board)

Comprises of trustees and two external advisors. It meets at least once a year to review the general remuneration policy and consider Human Resources policies and procedures to ensure that they keep abreast of best practice in comparable organizations in the countries in which staff are employed and comply with relevant employment practices and legislation. The World Board has delegated the authority for decisions on benefits and salaries to the Human Resources Committee which provide regular reports on these decisions to the World Board for their acceptance.



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Audit Committee (reports to the World Board)

Comprises of trustees and other external advisors. It recommends to the World Board the formal approval of the Annual Report and Financial Statements and meets with the external auditors periodically to review the effectiveness of current processes and practice. This committee has responsibility for overseeing the management of risk within the World Association of Girl Guides and Girl Scouts, which has been delegated by the World Board to the Audit Committee.

WAGGGS/WOSM Consultative Committee

Liaises with the World Organization of the Scout Movement (WOSM).

Task/Working Groups

Consist of members who have been selected for their particular expertise in relation to the specific task. The groups report to the relevant team or directly to the World Board, and once their task is completed the group ceases to exist. Examples of these groups are the Fund Development Working Group, the East Asia Advisory Group and the Juliette Low Seminar Planning Teams.

The Olave Baden-Powell Society

Is an international support group dedicated to the development of Girl Guiding and Girl Scouting all over the world cooperating closely with the Fund Development Working Group. The President of the society meets annually with the World Board.

Statement of Trustees' Responsibilities

The World Board (as Trustees) is responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and regulations. Under Charity Law, the Trustees have elected to prepare the financial statements in accordance with United Kingdom generally accepted accounting practice (United Kingdom Accounting Standards and applicable law). The financial statements are required by law to give a true and fair view of the state of affairs of the charity as at the end of the financial year, and of its incoming resources and application of those resources, including income and expenditure for the year. In preparing the financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK accounting standards have been followed, subject to any material departures being disclosed and explained in the financial statements; and
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue its activities.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the World Association of Girl Guides and Girl Scouts and enable them to ensure that the financial statements comply with the Charities Act 1993, the Statement of Recommended Practice, Accounting and Reporting by Charities (SORP) 2005 and the provisions of the



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trust deed. They are also responsible for safeguarding the assets of the charity and for their proper application as required by charity law and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. In so far as the trustees are aware:

- there is no relevant audit information of which the charity's auditors are unaware;
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The trustees are responsible for the maintenance and integrity of the charity and the financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Internal Control

The trustees are responsible for ensuring that the World Association of Girl Guides and Girl Scouts has a sound system of internal control to safeguard its assets and will use their best endeavours to ensure that its policies and procedures are implemented and its aims and objectives are met. It is recognized that the systems can only provide reasonable but not absolute assurance that major risks have been adequately managed. Internal control processes implemented by the trustees include:

- an Audit Committee which meets at least twice a year and is mandated by and reports to the World Board. It is responsible for providing the World Board with:
 - assurance that sound systems and internal controls are embedded in day-to-day processes which can respond to significant risks, and are capable of responding to external and internal changes;
 - evaluation and advice on the effectiveness of the governance arrangements of the World Association of Girl Guides and Girl Scouts;
 - assurance that the World Association of Girl Guides and Girl Scouts' Risk Management Strategy is relevant and adequate to ensure that the major risks identified have been adequately mitigated where necessary.
- a strategic plan approved by the 33rd World Conference, held in Johannesburg in 2008, which covers the aims and objectives of the organization for the 2009 - 2011 triennium. This is used as a basis for annual planning and progress reviews. A review of performance to date against this strategic plan will be undertaken during 2009;
- annual budgets which are prepared in accordance with the strategic plan, and are reviewed and approved by the World Board;
- financial reports which compare the results against budget on a quarterly basis. The Finance Committee reviews these and revised forecasts for the remaining period of the year. Monthly financial reports are prepared and issued to operational managers and budget holders;
- a quarterly review by the World Centres Committee of the World Centres' activities, against their annual operating plans and performance indicators;



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- the World Association of Girl Guides and Girl Scouts' policies and procedures and its financial controls are reviewed on a regular basis by the appropriate committees. All the financial policies were reviewed and approved by the Trustees in September 2007;
- delegation of authority from the trustees to the Chief Executive and the senior managers including the segregation of duties within the organization where practical;
- a continuing risk assessment and management system.

Risk Management

The Audit Committee oversees the World Association of Girl Guides and Girl Scouts' Risk Management Strategy and monitors the risk management process, reporting annually to the World Board on the World Association of Girl Guides and Girl Scouts risk assessment.

The World Board has defined a major risk for the World Association of Girl Guides and Girl Scouts as any event that may affect the ability of the World Association of Girl Guides and Girl Scouts to survive and compete with other youth organizations (or any other group considered to be a competitor to the World Association of Girl Guides and Girl Scouts), maintain its financial strength, retain its positive public image and keep up the overall quality of the services that it provides through its volunteers and staff.

Risk may arise from failure to exploit opportunities as well as from exposure to loss. It is inevitable that some risks will be taken in order to pursue the World Association of Girl Guides and Girl Scouts' Mission. The avoidance of all risk would ultimately lead to stagnation and the cost of managing every potential risk needs to be balanced against the overall cost to the World

Association of Girl Guides and Girl Scouts should it arise. It is essential that the process should not lead to added bureaucracy without adding value. The World Association of Girl Guides and Girl Scouts' Risk Management Policy

is to accept the risk -

- when it is believed that the cost of managing the risk is greater than the cost that would arise if the risk were to materialise

or

- when the World Association of Girl Guides and Girl Scouts ability to reduce the incidence and impact is minimal.

proactively manage the risk -

- where the risk is likely to potentially damage the World Association of Girl Guides and Girl Scouts' profile and reputation
- when it is believed that it is cost effective to take some action to manage the risk.

The World Board reviews this strategy and policy each triennium and last did so in October 2008.

A risk management culture, which also incorporates health and safety requirements, is firmly embedded within the organization. The Audit Committee reports to the World Board each year providing an update on progress on key areas of risk and the actions to be undertaken in the forthcoming year.

Through the risk management processes that have been established, the World Board is satisfied that the major risks identified have been adequately mitigated where necessary.



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Objectives and Activities

The World Association of Girl Guides and Girl Scouts is a worldwide Movement providing non-formal education where girls and young women develop leadership and life skills through self-development, challenge and adventure. Girl Guides and Girl Scouts learn by doing.

Our Mission is:

to enable girls and young women to develop their fullest potential as responsible citizens of the world.

Our Vision for 2011 is:

a growing worldwide Movement - the voice of girls and young women who influence issues they care about and build a better world.

We aim to do this through the achievement of the three strategic goals which were agreed at the 32nd World Conference in 2005 and reinforced at the 33rd World Conference held in July 2008.

- **Goal 1 - Leadership Development**
- **Goal 2 - Strong and Growing Member Organizations**
- **Goal 3 - The Voice of Girls and Young Women**

The goals will be achieved by working at many different levels throughout the Movement to meet and support the Member Organizations and regional needs, by being more aspirational, and by working

with some of the best experts to develop our programmes, especially in respect of leadership. The Mission, Vision and the goals support the World Association of Girl Guides and Girl Scouts' Object* which is to:

- **promote, throughout the world, unity of purpose and common understanding based on the Fundamental Principles;**
- **further the aim of the Girl Guide and Girl Scout Movement, which is to provide girls and young women with opportunities for self-training in the development of character, responsible citizenship and service in their own and world communities;**
- **encourage friendship among girls and young women of all nations within countries and worldwide.**

To do this it is important to recognize that, in addition to finance, there are enormous resources of volunteer time and talent at every level of the Movement that contribute to achieving our Goals and delivering our Mission. While these resources are hard to quantify, they are critical to the World Association of Girl Guides and Girl Scouts' success.

*per the World Association of Girl Guides and Girl Scouts' Constitution and Bye-Laws in ninth edition, June 1990



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“Girl Guiding has given me the confidence to make my own decisions, which has helped my personal and professional life to improve greatly. It is very important to develop leadership skills in women as they are the very foundation that society is built on.”

Ruchira Jayasinghe, Girl Guide from Sri Lanka



Trustees' Report

Highlights of the Year

One key priority for 2008 was undoubtedly the **33rd World Conference**. In July nearly 500 delegates representing 115 countries participated in the conference hosted by the Girl Guides of South Africa in Johannesburg with the theme of **"join in, reach out, change lives"**.

We welcomed Burundi, Chad, Dominica, Hungary, Malawi and Russia as new Full Members of the World Association of Girl Guides and Girl Scouts and the Democratic Republic of Congo (DRC), Lithuania and Syria as new Associate Members.

Six new World Board members were elected for a six-year term; Camilla Lindquist (Sweden), Sapreet Saluja (USA), Nadine El Achy (Lebanon), Wamuyu Mahinda (Kenya), Zahara Mavani (Pakistan) and Gabriela Derosa (Argentina); with Cristina Yuson (Philippines) and Eugenia Mbekeni (South Africa) as substitutes for a three year term. The composition of the new World Board makes it the youngest in the history of the World Association of Girl Guides and Girl Scouts.

During the conference we learned about the many challenges facing our Member Organizations and the innovative approaches being used to address issues facing girls and young women in the world today. At every level, we continue to focus on how to provide new and more opportunities for girls and young women to develop, to realize their potential and make a difference in the world.

There was the sense that significant progress had been made towards achieving our Vision for 2011 which had been set at the 32nd World Conference in Jordan in 2005. This sense was supported by the pre conference evaluation of progress to the end of 2007 against the outcomes and objectives set, as well as the further work being undertaken in 2008

to strengthen the opportunities to achieve our targets. The 2006-2008 triennium ended in December 2008 and the full evaluation of the outcomes will be collated during 2009. The importance of continuing the six year strategic plan running through to 2011 was confirmed as we continue our efforts to grow our modern and dynamic organization enabling it to become the voice of girls and young women worldwide.

Building upon the work of the 2006-2008 triennium the conference approved the strategic direction and the financial budget for 2009-2011 which will enable us to deliver the Vision for 2011. During 2009-2011 the World Association of Girl Guides and Girl Scouts will:

Goal 1

- **Strengthen the leadership of Member Organizations so they are recognised nationally as models of excellence**
- **Be recognised as providing an innovative learning environment for tomorrow's women leaders**

Goal 2

- **Strengthen the quality of Member Organizations, enabling them to grow**
- **Be recognised as a dynamic and relevant organization for girls and young women**

Goal 3

- **Enable Member Organization and their members to influence policy decisions on women's and girls' issues at national and international level**
- **Be recognised internationally as leading voice on girls' and women's issues with effective influence on policy decisions**

As the successful triennial theme 'Our Rights, Our Responsibilities', launched in 2002, comes to a close the World Association of Girl Guides and Girl



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Scouts announced its new **Global Action Theme** (GAT) girls worldwide say “**together we can change our world**”. It focuses on the United Nation’s Millennium Development Goals (MDGs). The theme encourages girls, young women and members of all ages to make a personal commitment to change the world around them. It also affirms the World Association of Girl Guides and Girl Scouts’ commitment to the MDGs. The GAT will run through all of the World Association of Girl Guides and Girl Scouts’ work including projects, events and advocacy until 2015.

The World Association of Girl Guides and Girl Scouts highest honour - the World Citizen Award was awarded to Graça Machel in recognition of her work as an international advocate for children’s and women’s rights. In her keynote address she shared some of her early experiences, and how they affected her determination to fight for the rights of women. She went on to emphasize how Girl Guides and Girl Scouts have the capacity to make a difference in the world and how important it is to set about tackling the major global issues of abuse, health, HIV and education.

The World Association of Girl Guides and Girl Scouts **Leadership Development Programme** (WLDP) was introduced to the conference as one of our strongest resources of excellence in leadership training for the future. During 2006-2008 the World Association of Girl Guides and Girl Scouts has been developing and testing ideas and concepts in consultation with institutions, such as Exeter University, and other leading authorities on leadership development. Training modules have been developed and refined after being piloted with young women at a number of workshops. These resources provide a good base for developing sound leadership practices among leaders at national, regional and world level. As with any new initiative there will be further modifications as we learn from the roll out process. More of the activities in support of the programme can be seen on page 14.

Two new toolkits were launched in 2008. The innovative HIV and AIDS training toolkit supported by UNAIDS, aims to improve knowledge of HIV and AIDS, to empower girls and young women to deal with HIV and AIDS in their own lives, and to break down the stigma that still attaches to people affected by the virus. The new advocacy toolkit produced with the support of the European Youth Foundation of the Council of Europe provides guidance for Member Organizations in developing an advocacy project at a national or local level.

As well as reviewing the last three years work and agreeing our future direction, the conference provided an opportunity for delegates to participate in a series of interactive learning sessions, attend workshops covering some sixteen topics and to share best practice with each other.

The 33rd World Conference came to an end with Elspeth Henderson, the outgoing World Board Chairman, being awarded the World Association of Girl Guides and Girl Scouts highest award the Silver Medal for her “extraordinary service to the World Association of Girl Guides and Girl Scouts and to Girl Guides and Girl Scouts throughout the world” for more than three decades.

The 34th World Conference will be held in Edinburgh in 2011 hosted by Girlguiding UK and will celebrate the 100th anniversary of the birth of Girl Guiding and Girl Scouting.

Throughout the year we have been working with fund development consultants to create a **Fund Development Strategy** which will support the work of the 2009-2011 triennium. A sound income stream is vital to the successful completion of the strategy and achievement of our 2011 Vision. To this end we are finalising our strategy to enable the World Association of Girl Guides and Girl Scouts to create a step change focusing on strengthening the resources, people and systems needed to develop the organization and increase our capacity



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to support Member Organizations. Part of this overall strategy will be a centenary campaign which will be part of the centenary celebrations throughout 2009-2012.

The World Thinking Day theme for 2008 focused on water's importance to health and on the issues of access to clean water and water conservation. The World Thinking Day website contains many stories of the different activities carried out by our Member Organizations.

A successful BBC Radio 4 Campaign on Easter Sunday was made by Baroness Betty Boothroyd, former Brownie and the first female Speaker of the Houses of Parliament, who encouraged BBC radio and online listeners to contribute money to help the World Association of Girl Guides and Girl Scouts continue to change lives.

The Friends of Our Cabaña celebrated their 50th Anniversary in 2008. Formed with the aim of fundraising to supplement Our Cabaña programme, site development and promotion they have an active membership and continue to provide significant support to the Cabaña.

We have continued building our **Global partnerships** enabling the World Association of Girl Guides and Girl Scouts to increase its profile worldwide. Our relationship with UPS continues to strengthen through the second phase of the Global Signature Programme with Eduardo Martinez (Director, Programs and Corporate Relations- The UPS Foundation) attending the workshop in London to evaluate and share progress on the various projects being undertaken through Member Organizations in Brazil, Hong Kong, Malaysia, Mexico and South Africa. In his presentation at

the World Conference Eduardo confirmed how pleased UPS is to have a shared, common vision of encouraging the next generation of women in global business and promoting opportunities for youth through education. He also visited one of the projects in South Africa. We are also pleased to have secured three years funding from the Baring Foundation and John Ellerman Foundation under their Joint International Development Programme to support a project to address migration and displacement of girls and young women in the Democratic Republic of Chad. Some of the key activities with other NGOs can be found under the review of Goal 3 objectives on page 17.

As mentioned earlier, it is vital that we understand and **measure the outcomes** and ultimately the impact of our work to ensure that the Vision for 2011 is achieved. Working with external consultants new methodologies to monitor progress were piloted. A new monitoring and evaluation system was finalised in 2008 and a full set of performance indicators to measure progress directly against the 2009-2011 strategic plan have been put in place. The new system takes effect from January 2009.

Objectives

The following pages detail our progress against the objectives we set for 2008. A full evaluation of the objectives set for the 2006-2008 triennium will be completed in 2009.



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“The knowledge of all the things I did and learned at the Juliette Low Seminar (JLS) along with the knowledge of what other girls my age around the world can do and are doing in their communities makes me feel much stronger and believe that anything is possible if you just keep trying.” **Sam Knight, JLS 2008 participant from Australia**



Trustees' Report

Progress against the Objectives we set ourselves for 2008

Goal 1 - Leadership - Capacity Building

We said we would -

Launch the World Association of Girl Guides and Girl Scouts Leadership Development Programme (WLDP) at the World Conference.

Finalise the World Association of Girl Guides and Girl Scouts Leadership Development Programme material for implementation in 2009-2011.

Develop trainers expert in delivering international leadership training.

We have -

Achieved these objectives. As the programme is rolled out we will refine the material based on the experience at the various trainings and will continue to grow the number of expert trainers.

We said we would -

Provide tailor-made training at regional, sub-regional and national levels, as part of our ongoing strategic leadership work.

We have -

Carried out a number of tailor made workshops and trainings during the year which included:

Women from 12 Arab countries gathered in Sharjah (UAE) for a leadership development training programme setting out fresh guidelines for young leaders and identifying the profile for an Arab trainer and the training resources required to support the trainer.

Gathering of the World Association of Girl Guides and Girl Scouts trainers from the English - speaking Member Organizations in Africa, in Uganda, and French - speaking African Member Organizations in Togo to improve training skills

providing an opportunity for growth and development of the World Association of Girl Guides and Girl Scouts training teams in Africa.

Held a seminar on 'Leading teams and cultural diversity' for 25 participants from 16 countries at Our Cabaña. - The women were led in themed sessions based on WLDP programmes, delivered by a team of facilitators, from all over the world. Subjects included team development and roles, team values and beliefs, developing a diversity strategy and cross cultural understanding. This also provided an opportunity for 52 leaders from all over Mexico to participate in part of the programme.

We said we would -

Develop a mentoring programme for young women in leadership in the Africa Region.

We have -

Rescheduled the mentoring programme launch to June 2009. However the benefits from the Africa youth network which links young women across Africa are being seen as women from the network are now in decision making positions in their Member Organizations.

We said we would -

Hold the Juliette Low Seminar in Africa focusing on international leadership, encouraging more participants from underrepresented countries.

The seminar was due to be held in Kenya in March but had to be postponed due to the political unrest in the country following the disputed presidential elections. It has now been rescheduled to take place in August 2009.



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We have -

Held the seminar instead at Our Chalet in Switzerland.

In November 2008, 52 young women joined forces in a quest to become leaders at the Juliette Low seminar to develop their leadership skills and learn how to affect global agendas. 'Peak experiences in leadership development' was the theme, with strong leadership as an integral part of positive global change, the nine-day event provided an opportunity to introduce the World Association of Girl Guides and Girl Scouts new Global Action Theme (GAT) – girls worldwide say "together we can change our world". The programme was built upon three of the WLDP modules and focussed on the main areas of leadership: personal, leading others, leading in actions on a global level.

We said we would -

Exchange of best practices at the Central American gathering in Panama and the Caribbean Link Conference for the Western Hemisphere Region.

We have -

Exchanged best practices at the very successful Central American gathering.

Carried out water projects in Central American countries in conjunction with the Red Cross and the Scouts. As a result of these successful projects, a young girl guide from El Salvador has been invited by the Regional Committee on Hydraulic Resources of the Central American Isthmus (CRRH) to attend the 5th World Water Forum, Istanbul, March 2009.

Celebrated the 50th birthday of the Caribbean Link of Guiding which consists of twenty one Guide associations throughout the Caribbean including independent countries as well as the British overseas territories, coordinated by Girlguiding UK.

The evaluations and learning from each of the events will be used to further refine the WLDP training modules in 2009.

Goal 2 - Strong and Growing Member Organizations - Revitalising the Movement

We said we would -

Undertake more research in order to inform recruitment, retention and educational programmes within Member Organization building upon the outcome of the volunteerism survey.

We have -

Implemented a "learnship" programme in South Africa where Girl Guides can apply to UPS to do internships.

Implemented a train the trainers programme on volunteerism, increasing the number of volunteers on initiatives such as the diversification of Guiding into socially disadvantaged and rural communities in Mexico.

Trained Girl Scout leaders in Brazil to further implement the pilot programme "Mad about Reading," a literacy programme initially run in Salvador.

We said we would -

Launch twinning between Girl Scouts USA and five Latin American Member Organizations.

We have -

Held a number of follow up meetings at the GSUSA Convention in November and the twinning has proved to be very successful.



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Trustees' Report

Progress against the objectives we set ourselves for 2008

We said we would -

Hold a dynamic event for 14-16 year-olds, to explore new and attractive ways of recruiting and retaining members of this age group in Asia Pacific Region.

Unfortunately this event, which was scheduled to be held at Sangam, was postponed to 2009 following the bombings in Mumbai.

We said we would -

Hold a round table on membership in the Europe Region.

We have -

Organized European round tables on Membership and Diversity in November in Sweden. This was held in conjunction with the European Scout Region with the support of Svenska Scouterad. The round tables were an opportunity for European Guide and Scout Associations to discuss and share best practice on recruitment and retention and examining the relationship between these issues and the development of inclusion strategies in their Associations. Quality was the focus across all the discussions and activities, and participants agreed that good programmes are the keys for growth.

A number of activities support both Goals 1 and 2 and these included:

Twenty-six participants from nine countries were involved in discussion and training modules at an event in Hungary addressing expanding Member Organizations in Europe. The event covered areas such as membership and advocacy and was designed to help support the strategic development of each association.

In November, 44 Girl Guides and Girl Scouts from 25 countries across the Western Hemisphere congregated in Costa Rica for a seven-day event focused on training Young Guiding Ambassadors. As well, through specific assignments from three distance learning modules the young women got involved in a youth community project to promote the Millennium Development Goals.

The youth programme for Guides aged 18 to 24 was finalized at the Arab Region's 2nd annual round table, which took place in Cairo in August. Fifty participants from all Member Organizations of the Arab Region attended the event focused on developing young leaders' skills and competencies so that they can build and apply the programme further in the coming years.

Europe Region's new training and workshop model was launched at the Pick and Mix training seminar at Pax Lodge in March. Forty participants from 17 European countries chose from a variety of training models dubbed 'learning tracks', to suit their particular interest and needs.

Representatives from eight European countries participated in a seminar on Youth Participation, engaging with experts and youth involvement practitioners and joining forces to formulate project proposals related to involvement through democratic participation and citizenship education.



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Goal 3 - The Voice of Girls and Young Women - Building a Better World

We said we would -

Test the concept of a Global Day of Action by piloting on World Health Day. The six UN teams will be active in the cities where they are based and will reach out to Member Organizations through the website. This will serve as a forerunner to Global Action Days in 2010 and 2012 marking the Guiding centenary.

We have -

Used World Health Day in April as an opportunity to speak out and raise awareness about the World Association of Girl Guides and Girl Scouts' work on girls' health. The six teams representing the World Association of Girl Guides and Girl Scouts at the UN were to take action at the UN agencies based in their cities. The concept had a mixed reception. In Rome they played an active role at the Food and Agriculture Organization of the United Nations (FAO) high level seminar on 'Climate change: challenges and opportunities for men and women farmers'. The Nairobi team had planned an amazing activity 'bringing Sara to life' but unfortunately this couldn't be put into action due to the political unrest in Kenya earlier in the year.

We said we would -

Launch the new HIV and AIDS training toolkit at the International AIDS Conference in Mexico City in August 2008. This will enable the World Association of Girl Guides and Girl Scouts to increase its capacity to train girls and young women to be peer educators on HIV prevention and stigma reduction.

We have -

Had a strong presence at the XVII International AIDS Conference held in Mexico City with the global launch of its new HIV and AIDS training toolkit. Five young representatives from the 11 member the World Association of Girl Guides and Girl Scouts delegation joined the First Lady of Mexico, Margarita Zavala, to promote the innovative AIDS toolkit. The young delegates were very active at the Global Village, a public space which aimed to share knowledge and skills and promote interactive learning among communities affected by HIV and AIDS. The World Association of Girl Guides and Girl Scouts ran a stand and a workshop for youth and held media interviews with national radio and press.

Presented the training tool kit to the 5th reunion of the Coalition of First Ladies and Women Leaders of Latin America on Women and AIDS which preceded the AIDS conference following the invitation to the Chief Executive Mary Mc Phail by Mrs Zavala. The meeting brought together more than 150 women leaders and activists from across Latin America.

We said we would -

Undertake research on the trafficking of girls and young women with an aim to forging strategic alliances and securing resources for the planned global Tackling Trafficking project. Member Organizations will initially work in teams to deliver the project.

We have -

Undertaken research on trafficking and addressed delegates at the Organization for Security and Co-operation in Europe Conference (OSCE) in Vienna. Our Member Organization in the UK is working with Belarus whilst the USA is working with Honduras as part of pilot study.



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Progress against the objectives we set ourselves for 2008

We said we would -

Continue to work on developing advocacy plans with Member Organizations and we will provide them with a toolkit to enable them to develop their own advocacy work.

We have -

Launched the toolkit at the conference and work on developing plans will be ongoing.

Used the toolkit training materials at the Sangam Peace and Advocacy seminar in Sangam.

Put into practice the advocacy project that each Member Organization had created during the distance learning process connected to the Young Guiding Ambassadors event in Costa Rica (see Goal 2). These were based on the new advocacy toolkit.

We said we would -

Increase networking with relevant NGO coalitions that support our advocacy priorities, including the Alliance of Youth CEOs and the Leadership Council of the Global Coalition on Women and AIDS.

We have -

Presented the World Association of Girl Guides and Girl Scouts' peace projects from around the world to the 52nd session of The Commission on the Status of Women in New York this had the theme 'Women's equal participation in conflict prevention, management and conflict resolution and in post-conflict peace building'. Nine young World Association of Girl Guides and Girl Scouts representatives from the Girl Scouts of USA formed the core of the delegation of young women. They and a delegate from Association des Guides du Burundi, presented projects which included building Peace among Children a collaboration between the World Association of Girl Guides and Girl Scouts and Soroptimist International.

Undertaken to support The Alliance of Youth CEOs in their work on a toolkit on the impact of climate change that could be used as a resource for young leaders to work with other young leaders.

Held meetings with the International Award Association to strengthen the cooperation between our two organizations in countries already involved with the international award scheme and to agree ways of work with new Spanish speaking Member Organizations in the Western Hemisphere region.

Strengthened our links with the International Co-ordination Meeting of Youth Organizations (ICMYO) through the identification of young representatives for international events. In particular a young woman from South Africa has attended the UNFPA Global Youth Advisory Panel.

We said we would -

The Africa Region will be furthering its partnership with the African Union.

We have -

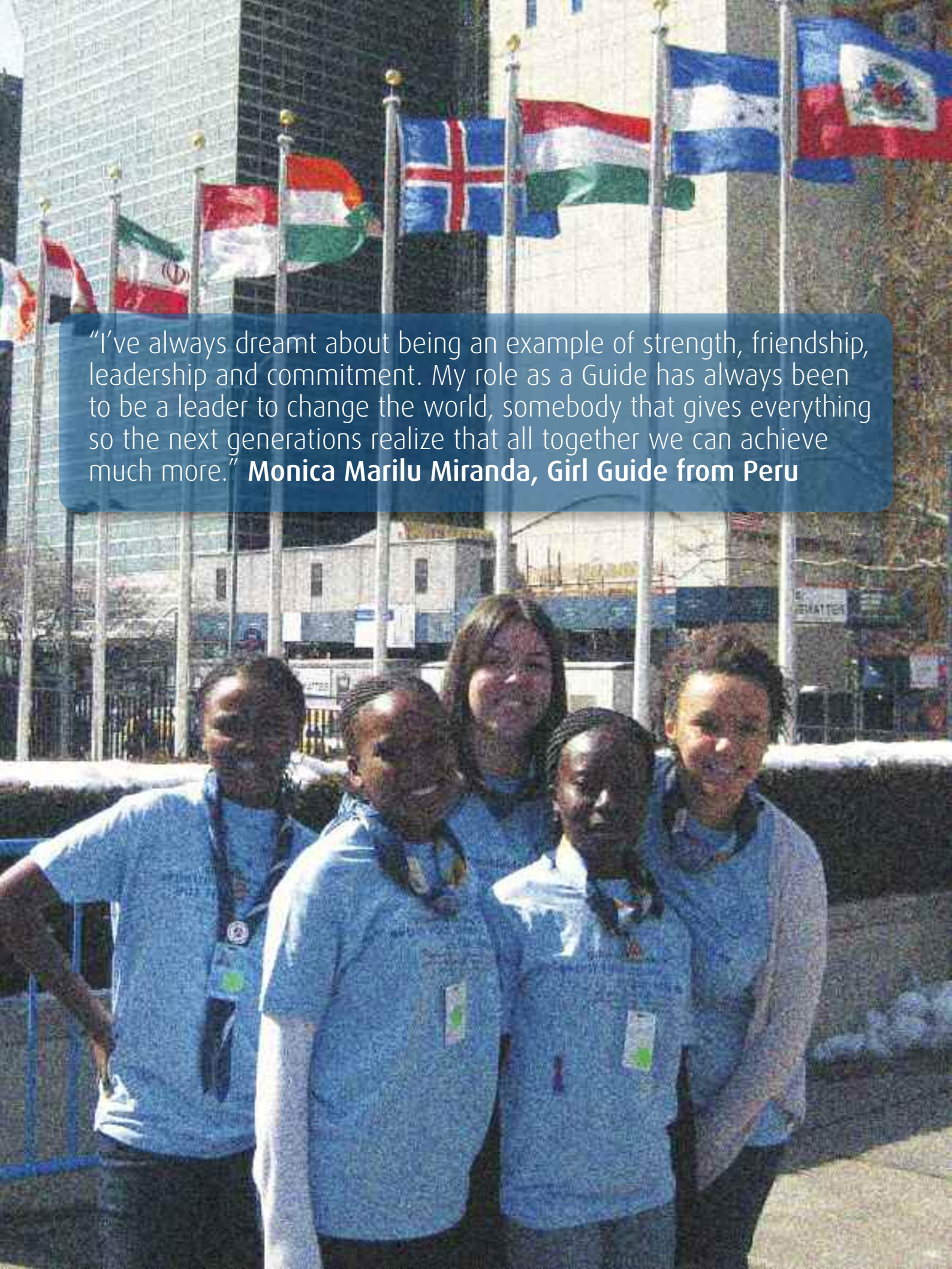
Worked with the African Union on the rights of children. In addition the Vice Chairman of the Africa Committee attended the 7th Pan African Conference of the Red Cross and Red Crescent Societies with the theme of "Together for Action in Africa". It is recommended that the World Association of Girl Guides and Girl Scouts should collaborate with the Red Cross and Red Crescent Societies in African countries as they work toward a common goal. In particular, they have prioritised MDGs which are related to the GAT and key messages adopted by the World Association of Girl Guides and Girl Scouts.



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A group of five young women, likely Girl Guides, are standing in front of a row of international flags. They are wearing blue short-sleeved shirts with neckerchiefs and badges. The flags include those of the United States, Canada, Mexico, India, the United Kingdom, Hungary, and Haiti. The background shows a large building with a grid-like facade.

“I’ve always dreamt about being an example of strength, friendship, leadership and commitment. My role as a Guide has always been to be a leader to change the world, somebody that gives everything so the next generations realize that all together we can achieve much more.” **Monica Marilu Miranda, Girl Guide from Peru**



Trustees' Report

Financial Review

Where did our total income come from?

Total income from all sources increased by 9% (£506K) to £5,970K in 2008 (2007: £5,464K). Activities at the four World Centres generated operating income of £1,457K an increase of £95K over 2007. Grants for specific projects decreased by £266K to £556K (2007: £822K) partially due to the completion of a number of projects in 2008. Membership fees (quota) remained at the same level as 2007 as set at the 32nd World Conference but the overall reliance on quota has been marginally reduced in the year to 28% of total income. This was achieved as a result of a significant increase (37%) in voluntary income £1,634K (2007:1,192). The Olave Baden-Powell Society generated donations of £362K an increase of 39% compared to 2007 (£261K). World Thinking Day income grew by 25% (£45K) over 2007. Other donations including those to World Centres, the Regions and the sale of materials and goods raised £1,126K an increase of £328K (41%) compared to 2007.

How the money was used to support the World Association of Girl Guides and Girl Scouts' Goals:

When compared to 2007 we spent an additional £740K (14%) on all activities in 2008 with total expenditure amounting to £6,126K (2007: £5,386K). Overall 91% (£5,585K) was spent in direct support of the World Association of Girl Guides and Girl Scouts' three strategic goals and direct operational support for these activities. This compares with £4,898K in 2007.

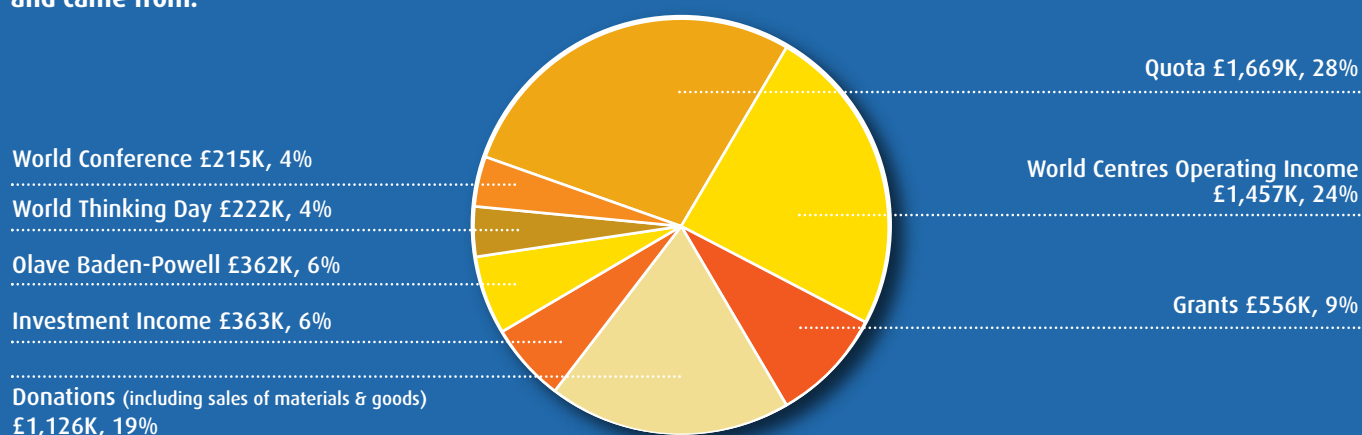


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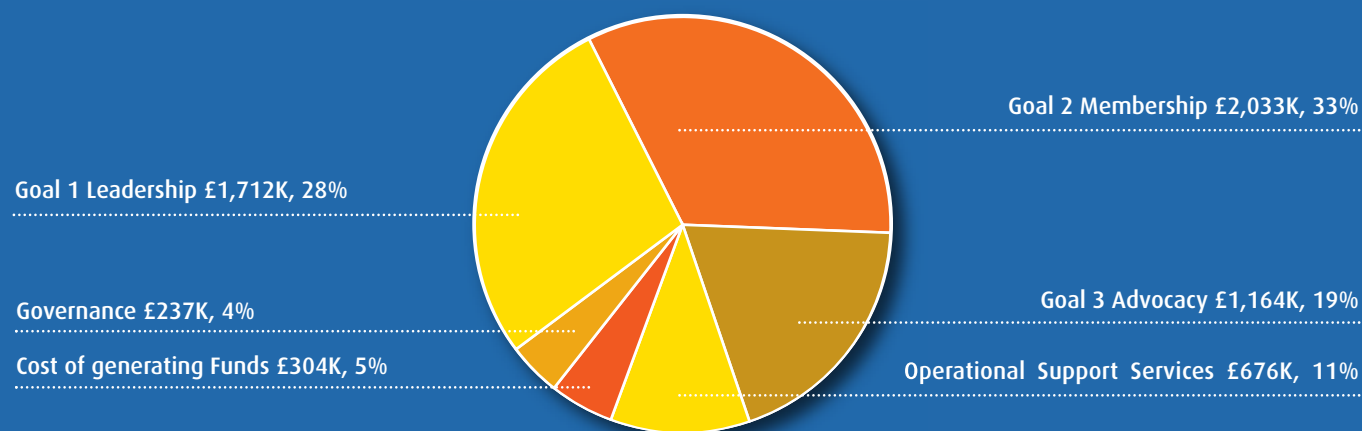
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The World Association of Girl Guides and Girl Scouts income from all sources amounted to £6.0 million and came from:



£6.1 million was spent on the following activities:



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There was a deficit of income over expenditure of £279K (2007: deficit of £187K) in unrestricted income, surpluses of £64K to restricted funds (2007: surplus of £189K) and £59K to the Endowment Fund (2007: £76K). The overall deficit for the year amounted to £156K (2007: surplus of £78K).

2008 has seen significant volatility in the world's financial markets and economic conditions which have impacted the performance of investments listed on the UK Stock Market. This has resulted in an unrealised loss in the value of the World Association of Girl Guides and Girl Scouts' investment portfolio of £1,488K as at 31 December 2008 (2007: gain of £77K). This is the amount that the World Association of Girl Guides and Girl Scouts would have realised had the entire investment portfolio been sold on 31 December 2008. During the year a loss of £398K was incurred on the sale of investments as part of the overall long term management of the portfolio rather than the need to sell investments in order to fund operational expenditure. Partially offsetting these losses were revaluation and exchange movements of £571K (2007: £39K) on the translation of assets at the World Centres.

After taking into consideration the gains and losses on investments and exchange rate movements there has been a reduction in total funds of £1,471K compared to an increase of £182K in 2007.

Fund Development Activities

In 2008 we have started investing in building a new fund development team. This strategic resourcing period reflects our recognition of the importance of developing a robust fund development function within the organization as we focus on our new centenary campaign activity for the period 2009 - 2014. It has been a challenging year for funders globally with a tightening of the markets impacting on available funds, however working alongside consultants and with an active Fund Development working group in place, we have sought to identify potential areas of development as we move into 2009. This includes a focus on institutional donors, an increased emphasis on World Thinking Day and the development of a centenary campaign strategy. Friends groups around the world continue to generate significant voluntary income in support of the World Centres and the regions.

Olave Baden-Powell Society

The Olave Baden-Powell Society continues to be a very significant supporter of the World Association of Girl Guides and Girl Scouts through the donations of its individual members. With 60 new members in 2008, OB-PS members donated £209K towards unrestricted funds and £153K to the Endowment Fund, a total of £362K making 2008 a record year for contributions. Income raised for specific projects, including the Juliette Low Seminar amounted to £66K. In addition financial support was also given to assist ten young women to attend the 33rd World Conference in Johannesburg and for six young women to attend the 17th UNAIDS Conference in Mexico. A further 13 young women were given funding to pursue activities related to the goals and mission of the World Association of Girl Guides and Girl Scouts. The Princess Benedikte Award, which recognizes donors who have made cumulative gifts of £25,000 or more to the World Association of Girl Guides and Girl Scouts, was



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presented to four generous supporters in 2008 making thirteen awardees to date. The proportion the World Association of Girl Guides and Girl Scouts total income generated by OB-PS members continues to increase with the total amount raised for the World Association of Girl Guides and Girl Scouts through OB-PS members in 2008 was £428K.

Reserves

The World Association of Girl Guides and Girl Scouts aims to retain sufficient free reserves to ensure that contractual commitments to staff, for premises and programme work can be made with reasonable confidence. The appropriateness of the Reserves Policy is reviewed each triennium in conjunction with the World Association of Girl Guides and Girl Scouts' Strategic Plan and the degree of risk associated with each of the World Association of Girl Guides and Girl Scouts' target income sources and the level of the Endowment Fund. For the 2009 - 2011 triennium, the World Board has concluded that the overall level of the World Association of Girl Guides and Girl Scouts' unrestricted free reserves should be maintained at a level of three to six months of annual unrestricted expenditure. The continued appropriateness of the policy is reviewed annually by the Finance Committee throughout each triennium.

Free reserves available for use by the World Association of Girl Guides and Girl Scouts are those that are readily realisable, less funds whose use are restricted or have been designated for particular purposes.

As at 31 December 2008 the World Association of Girl Guides and Girl Scouts' free reserves amounted to £1,930K (2007: £2,232K) represented by Investments and Net Current Assets (see Note 14). This is approximately 40% of the total anticipated operational expenditure in 2009, which is in line with the policy.

Designated Funds

These reserves are shown in note 13 on page 00 and are allocated against specific activities scheduled to take place over a period of time and are expected to be used within the next two years. During the year funds were used towards the 33rd World Conference held in Johannesburg, South Africa in July 2008 and building maintenance at the World Bureau. Further funds have been set aside to support the five Regional Conferences to be held in 2010, for major activities under the three strategic goals and towards the World Association of Girl Guides and Girl Scouts centenary celebrations.

Investment Policies and Performance

The World Association of Girl Guides and Girl Scouts' Constitution enables the World Board to invest any funds which are not immediately required for its purposes in such investments as may be thought fit, subject to any conditions and consents as may be required by law. The World Board has set a clear ethical investment policy which is driven by the World Association of Girl Guides and Girl Scouts' principles. This policy is reviewed annually and is consistent with Trustees' responsibilities under the Charities Act. Our Investment Managers, Merrill Lynch Portfolio Managers, are instructed to take all reasonable measures to avoid investing in companies where it is possible to determine that a material proportion of their revenues are derived from the following activities: tobacco, alcohol, illicit drugs, gambling, armaments or war producing items.



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In addition, our investment managers are aware that the World Association of Girl Guides and Girl Scouts wishes to avoid investment in regions or companies that have material dealings that breach human rights, particularly those of women and girls.

In setting the performance criteria against which the performance of the investment portfolio is managed, consideration is given to achieving capital growth for the World Association of Girl Guides and Girl Scouts' Endowment Fund and the need to provide up to 5% of the World Association of the Girl Guides and Girl Scouts' total income requirements in the year. The actual allocation of assets is reviewed each year taking into account advice from the Investment Manager and the degree of risk considered appropriate for the World Association of Girl Guides and Girl Scouts' investments. The current asset allocation has been set as equities 50%, fixed income/cash instruments 40%, and property/cash 10%. The performance of the portfolio is measured against the following criteria:

- Fixed income return is measured against the FTA Government Under 15 Years Index;
- Equity return is measured against the FTSE All - Share Index;
- The total portfolio's return is measured against the indexed returns of the underlying asset classes weighted by the asset allocation percentages established by the Finance Committee;
- The current performance target is set at 100 basis points above the Indices over a five-year period.

The portfolio declined by 15.07% on a total return basis compared to the benchmark fall of 12.77% during the period. This is the first year since the current benchmark was set when the portfolio has not outperformed the benchmark. Despite the disappointing return in 2008 the cumulative total return on the portfolio has been 29.81% against the benchmark of 15.2% over the past five years.

As at 31 December 2008 there was an unrealised loss on the portfolio of £1,488K (2007: gain of £77K).



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The Future

Our priorities for the 2009-2011 triennium were set at the 33rd World Conference in 2008. As part of this overall strategy, our prime objectives for 2009 are shown below.

- Consult with members across the world and undertake an external scan to inform work on our future strategy and Vision
- Finalise planning and begin work on our centenary campaign to raise funds to strengthen the World Association of Girl Guides and Girl Scouts and our Member Organizations
- Launch the World Association of Girl Guides and Girl Scouts centenary celebration material and activities

Goal 1 - Leadership Development - Capacity Building

- Fully Implement the World Association of Girl Guides and Girl Scouts Leadership Development Programme
- Host with Girlguiding UK a round table on Inclusion
- Hold the Juliette Low Seminar in Africa for the first time: 'A safari...in leadership'

Goal 2 - Strong and Growing Member Organizations- Revitalising the Movement

- Hold a summit for the leaders of our Member Organizations in the Asia Pacific Region
- Hold a cross regional seminar - 'Lead, train and advocate'
- Provide networking opportunities for Chief Executives to share best practice (Europe Region)
- Develop the East Asia Strategy

Goal 3 - The Voice of Girls and Young Women - Building a Better World

- Research, develop and launch educational resource materials for Member Organizations to support the World Association of Girl Guides and Girl Scouts Global Action Theme
- Bring together a delegation of young women to actively participate in the International Colloquium on Women's Empowerment, Leadership Development, International Peace and Security
- Provide opportunities for young women to represent the World Association of Girl Guides and Girl Scouts at a minimum of two high profile global events on issues which affect their lives
- Develop the concepts and implementation plan for the Global Advocacy Campaign

The achievement of the World Association of Girl Guides and Girl Scouts' Mission, to enable girls and young women to develop their fullest potential as responsible citizens of the world, depends upon the dedication and hard work of all our volunteers and other supportive individuals as well as the professionalism of its entire staff throughout the World.

Approved and authorised for issue by the Board of Trustees on 27 May 2009 and signed on its behalf by



Margaret Treloar
(Chairman of the World Board)



Della Salway
(Treasurer)



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Trustees' Report

Independent Auditor's Report to Trustees

Independent Auditor's Report to the Trustees of the World Association of Girl Guides and Girl Scouts

We have audited the financial statements on pages 28 to 44.

This report is made solely to the charity's trustees as a body, in accordance with the Charities Act 1993. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditors

The trustees' responsibilities for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) are set out in the Statement of Trustees' Responsibilities.

We have been appointed as auditors under section 43 of the Charities Act 1993 and report in accordance with regulations made under section 44 of that Act. Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Charities Act 1993. We also report to you if, in our opinion, the Trustees' Report is not consistent with the financial statements, if the charity has not kept proper accounting records, or if we have not received all the information and explanations we require for our audit.

We read other information contained in the Trustees' Report, and consider whether it is consistent with the audited financial statements. This other information comprises only the Trustees' Report.

We consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the financial statements. Our responsibilities do not extend to any other information.

Basis of audit opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgments made by the trustees in the preparation of the financial statements, and of whether the accounting policies are appropriate to the charity's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

Opinion

In our opinion the financial statements give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice of the state of the charity's affairs as at 31 December 2008 and of its incoming resources and application of resources in the year then ended and have been properly prepared in accordance with the Charities Act 1993.

Baker Tilly UK Audit LLP

Baker Tilly UK Audit LLP

Registered Auditor
Chartered Accountants
1st Floor, 46 Clarendon Road
Watford, Herts, WD17 1JJ

22 June 2009



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Trustees, Officers and Professional Advisors

World Board

Chairman

Margaret Treloar (from 11/7/08)

Deputy Chairman

Linden Edgell (from 11/7/08)

Treasurer

Della Salway

Strategy

Wamuyu Mahinda (from 11/7/08)

Sapreet Saluja (from 11/7/08)

Development

Camilla Lindquist (from 11/7/08)

Rehana Banoo

Gabriela Derosa (from 11/7/08)

Nadine El Achy (from 11/7/08)

Zahara Mavani (from 11/7/08)

Finance, Business and Support Services

Della Salway

Global Operations

Linden Edgell

Liesbeth Lijnzaad

Chairman World Centres Committee

Lucía Piñeiro Gastañeta

Regional Chairmen

Africa Region

Marie-Anne Tofani-Fofana

Arab Region

Essia Fathallah

Asia Pacific Region

June Cameron

Europe Region

Fabiola Canavesi

Western Hemisphere Region

María Elena Murillo Echeverría

Substitute Members

Cristina Lim-Yuson (from 11/7/08)

Eugenia Mbekeni (from 11/7/08)

World Board until 11 July 2008

Elsbeth Henderson
(Chairman)

Mary Lynn Myers
(Deputy Chairman)

Mette Grønvold
Fatimah Mohamed
Magda Murr

Marjorie Samudzimu

Lida Jacob
(Substitute Member)
Thérèse Hode
(Substitute Member)

Staff Leadership Team

Chief Executive

Mary Mc Phail

Human Resources Director

Lorraine Dixon

Finance Director

Vi Jensen

Fund Development Director

Laura McVeigh
(appointed 12/1/09)

Communications & Advocacy Director

Rebecca Munro
(appointed 13/1/09)

Leadership, Programme and Membership Development Director

Lydia Mutare

Global Operations Director

Sally O'Neill

Deputy Global Operations Director

Françoise Cosgrove

Olave Baden-Powell Society

Patron

HRH Princess Benedikte of
Denmark

President

Charlotte Christ-Weber

Bankers and Professional Advisors

Bankers

National Westminster Bank plc
141 Ebury Street
London SW1W 9QP

Auditors

Baker Tilly UK Audit LLP
Registered Auditor
Chartered Accountants
1st Floor, 46 Clarendon Road
Watford
Herts. WD17 1JJ

Investment Managers

Merrill Lynch Portfolio Managers
Limited
2 King Edward Street
London EC1A 1HA

Solicitors

Bircham, Dyson Bell LLP
50 Broadway
Westminster
London SW1H 0BL

World Bureau

Olave Centre
12c Lyndhurst Road
London
NW3 5PQ
England



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Statement of Financial Activities

for the year ended 31 December 2008

	Notes	Unrestricted Funds £'000	Restricted Funds £'000	Endowment Fund £'000	Total Funds 2008 £'000	Total Funds 2007 £'000
Incoming resources						
Voluntary income	2	1,076	405	153	1,634	1,192
Investment income	2	363	-	-	363	375
Incoming resources from generated funds		1,439	405	153	1,997	1,567
Incoming resources from charitable activities	3	3,580	393	-	3,973	3,897
Total incoming resources		5,019	798	153	5,970	5,464
Resources Expended						
Cost of generating voluntary income	4	251	-	-	251	243
Investment management costs	4	10	-	43	53	54
Costs of generating funds		261	-	43	304	297
Charitable activities	4	4,800	734	51	5,585	4,898
Governance costs	4	237	-	-	237	191
Total resources expended		5,298	734	94	6,126	5,386
Net (Expenditure)/Income						
before transfers and other gains & losses		(279)	64	59	(156)	78
Transfer between funds	13	-	-	-	-	-
Other (losses)/gains	6	(47)	107	(1,375)	(1,315)	104
Net Movement in Funds		(326)	171	(1,316)	(1,471)	182
Total Funds brought forward at 1 January		3,678	4,614	5,324	13,616	13,434
Total Funds carried forward at 31 December		3,352	4,785	4,008	12,145	13,616

The notes on pages 32 to 44 form an integral part of these financial statements. All activities are classed as continuing

Balance Sheet

as at 31 December 2008

	Notes	2008 £'000	2007 £'000
Fixed Assets			
Tangible Assets	7	3,946	3,924
Investments	8	6,335	8,069
Total fixed assets		10,281	11,993
Current Assets			
Stocks	9	165	129
Debtors	10	627	410
Short Term investments		2,108	1,895
Cash at Bank and in hand		35	59
		2,935	2,493
Creditors - amounts falling due within one year	11	(1,071)	(870)
Net Current Assets		1,864	1,623
Net Assets		12,145	13,616
Funds of the Charity			
Endowment Fund	12	4,008	5,324
Restricted Funds	12	4,785	4,614
Unrestricted			
General Funds	13	1,930	2,232
Designated	13	1,422	1,446
Total Unrestricted		3,352	3,678
Total Funds	14	12,145	13,616

Approved and authorised for issue by the Board of Trustees on 27 May 2009 and signed on its behalf by:



Margaret Treloar (Chairman of the World Board)

The notes on pages 32 to 44 form an integral part of these financial statements

Cash Flow Statement

for the year ended 31 December 2008

	Notes	2008 £'000	2007 £'000
Net cash inflow/(outflow) from operating activities	A	4	(387)
Returns on investments and servicing of finance	B	363	375
Capital expenditure and financial investment	C	(391)	20
(Decrease)/Increase in cash	D	(24)	8

Notes to the Cash Flow Statement

A) Reconciliation of net (outgoing)/incoming resources to net cash inflow/(outflow) from operating activities

Net (outgoing)/ incoming resources	(156)	78
Exchange and revaluation movements	466	43
Less: Investment income	(363)	(375)
Depreciation	109	106
(Increase) in stock	(36)	(56)
(Increase) in debtors	(217)	(155)
Increase/(Decrease) in creditors	201	(28)

Net cash inflow/(outflow) from operating activities	4	(387)
--	----------	--------------

B) Returns on Investments and servicing of Finance

Dividends received	294	279
Interest received	69	96

Total	363	375
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C) Capital Expenditure and Financial Investment

Purchase of tangible fixed assets	(101)	(24)
Purchase of investments	(1,680)	(2,440)
Sale of investments	1,603	1,550
(Increase)/ Decrease in short term investments	(213)	934

Total	(391)	20
--------------	--------------	-----------

Cash Flow Statement...cont/	2008 £'000	2007 £'000	
D) Reconciliation of Net Cash Flow to Movement in Net Funds			
(Decrease)/ Increase in cash	(24)	8	
Increase/(Decrease) in Short Term Deposits	213	(934)	
Change in Net Funds	189	(926)	
Net Funds brought forward	1,954	2,880	
Net Funds carried forward	2,143	1,954	
E) Analysis of changes in Net Funds			
	1 January 2008 £'000	Cash Flow £'000	31 December 2008 £'000
Cash at Bank and in Hand	59	(24)	35
Short Term deposits	1,895	213	2,108
Total	1,954	189	2,143

Notes to the Accounts

for the year ended 31 December 2008

1. Accounting Policies

1.1 Basis of Accounting

The financial statements have been prepared under the historical cost convention, with the exception of listed investments, which are included on market value basis. The financial statements have been prepared in accordance with the Charity Commission for England and Wales Statement of Recommended Practice on Accounting and Reporting by Charities (SORP 2005), the Charities Act 1993 and applicable United Kingdom accounting standards. The financial statements present information about the World Association of Girl Guides and Girl Scouts as an individual undertaking. Group financial statements are not prepared as its subsidiary undertaking is not considered material.

The particular accounting policies adopted by the Trustees are described below and have been applied consistently throughout the current year and preceding year.

1.2 Fund Accounting

Restricted Funds - these funds are subject to specific conditions imposed by the donors. The purposes and uses of these funds are set out on page 43 in the notes accounts.

Endowment Fund - this is an expendable endowment fund established by a resolution of the World Conference in 1999. Its aim is to provide a fund, the income of which can be used to safeguard the continuing development, promotion and expansion of the World Association of Girl Guides and Girl Scouts.

General Funds - these are funds which are available for use at the discretion of the World Board in the furtherance of the World Association of Girl Guides and Girl Scouts' Object.

Designated Funds - these funds have been set aside out of General funds, at the discretion of the World Board, for specific purposes. The Finance Committee reviews the status and adequacy of the individual designated funds in relation to the achievement of the World Association of Girl Guides and Girl Scouts' Strategic Goals and the need to provide for activities which are held at different stages of the Triennium. The purposes and uses of these funds are set out on page 43 in the notes accounts.

1.3 Incoming Resources

All incoming resources are included in the accounts when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies apply to categories of income.

- Quota income relates to the annual fee payable by Member Organizations as a condition of membership. This is accounted for on a receivable basis, net of provisions.
- Legacy entitlement is taken as the earlier of the cash being received or estate accounts being settled.
- Donations are accounted for where there is adequate certainty of receipt.
- Grants for specific purposes are recognized as income when received and are shown as restricted income. The exception to this rule is where grants are received with preconditions attached, and where the preconditions have not been met by the balance sheet date. Such grants are included in creditors.
- Investment income, primarily from dividends and interest, is included gross and accounted for when receivable.

Incoming Resources...cont/

- Charitable trading income includes the sale of publications, uniform and other items purely for charitable purposes by the World Bureau.
- World Centres Operating Income consists primarily of receipts for board and lodging. This is accounted for on an accruals basis.
- Donated services, where material, measurable and readily identifiable are included at the value of the service received by the charity.

1.4 Resources Expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category, inclusive of any irrecoverable VAT.

The allocation of staff salaries and overheads not directly attributable to a particular functional activity are apportioned over the relevant categories on the basis of management estimates of time spent by individual staff on various activities in support of the World Association of Girl Guides and Girl Scouts' goals.

Cost of Generating Funds includes those expenses which are directly attributable to the generation of funds. These include Investment Managers fees and the salaries and overheads of the staff that directly undertake fundraising activities plus allocated support costs.

Charitable Activities expenditure is allocated against goals and activities on the basis noted above.

Activities include:

Operational Support Services represent the central costs not directly attributable to the World Association of Girl Guides and Girl Scouts' goals but are in support of the World Association of Girl Guides and Girl Scouts' charitable activities. Further details of items included in operational support are included in the notes to the financial statements.

Governance costs include the direct costs of the administration of the World Association of Girl Guides and Girl Scouts and compliance with constitutional and statutory requirements including an appropriate share of support costs. These costs include audit, legal advice for trustees and costs associated with Board meetings, the governance element of the World Conference and the preparation of the statutory accounts.

Triennial Expenditure. The cost of the World Conference and Regional Conferences which take place on a triennial basis, are met from designated funds built up by annual transfers from General Funds.

Pensions are provided through money purchase schemes and costs recognized when payments into those schemes are due and payable.

1.5 Foreign Currencies

Assets and liabilities denominated in foreign currencies and the results of overseas operations are translated at the rates of exchange ruling at the balance sheet date. Exchange differences arising from the retranslation of opening net investment in overseas operations are dealt with as a movement in the funds within other gains and losses. Within other gains and losses transactions in foreign currencies are recorded at the rate ruling at the date of the transactions and exchange differences are dealt with through the Statement of Financial Activities.

Notes to the Accounts

1.6 Tangible Fixed Assets and Depreciation

Freehold properties are stated in the balance sheet at cost, net of depreciation with the exception of 'Our Cabaña' in Mexico which is based on the net book value of the building at 30 September 1999. Freehold land is not depreciated. Other tangible fixed assets are stated at cost, net of depreciation.

Impairment of Freehold Property assets

Freehold property and leasehold buildings, where the length of the lease is in excess of 50 years, are subject to an impairment review in accordance with "Financial Reporting Standard (FRS)11 Impairment of Fixed Assets and Goodwill" They are stated in the balance sheet at cost less provision for any impairment in value. Any impairment is recognised in the accounts in the year in which it occurs.

Depreciation is provided in equal annual instalments over the estimated useful lives of the assets as follows:

- Freehold Buildings - 50 years
- Leasehold Buildings - the length of the lease
- Leasehold improvements - 20 years or length of remaining lease if shorter
- Fixtures and fittings - 5 years
- Office equipment other than computers - 5 years
- Computer equipment - 3 years
- Database management system - 5 years

All tangible fixed assets are capitalised subject to a cost threshold of £1,000.

1.7 Investments

Investments listed on a recognised stock exchange are stated at market value. Unrealised gains and losses arising from the revaluation of the investment portfolio are shown in the appropriate section of the Statement of Financial Activities.

1.8 Stocks

Stocks are valued at the lower of cost and net realisable value. Cost comprises purchase of materials.

1.9 Taxation

No taxation is payable due to the charitable status of the organization.

2. Analysis of income from generated funds

	Unrestricted Funds	Restricted Funds	Endowment Fund 2008	Total Funds 2008	Total 2007
	£'000	£'000	£'000	£'000	£'000
Voluntary Income					
Donations	105	266	-	371	37
World Thinking Day	222	-	-	222	177
Olave Baden-Powell Society	209	-	153	362	261
Regions	363	-	-	363	286
World Centres	177	139	-	316	431
Total voluntary income	1,076	405	153	1,634	1,192
Investment income					
Dividend income	294	-	-	294	279
Interest	69	-	-	69	96
Total investment income	363	-	-	363	375

3. Analysis of income from charitable activities

	Unrestricted Funds	Restricted Funds	Endowment Fund	Total Funds 2008	Total 2007
	£'000	£'000	£'000	£'000	£'000
Quota (Fees payable by Member Organizations)	1,669	-	-	1,669	1,669
World Centres Operating income	1,457	-	-	1,457	1,362
Sale of materials and goods	76	-	-	76	44
Grants for general and specific programmes	163	393	-	556	822
World Conference	215	-	-	215	-
Total income from charitable activities	3,580	393	-	3,973	3,897

Notes to the Accounts

4. Analysis of total resources expended

	Unrestricted Funds £'000	Restricted Funds £'000	Endowment Fund £'000	Total 2008 £'000	Total 2007 £'000
Cost of generating Funds					
Direct cost of generating funds	25	-	-	25	62
Fundraising management and support	224	-	-	224	181
Investment Manager's Fees	2	-	43	45	44
Management of investments	10	-	-	10	10
Total cost of generating funds	261	-	43	304	297
Charitable Activities					
Goal 1 - Leadership					
Supporting and working with Member Organizations	232	11	-	243	235
Workshops/Seminars and Training	108	-	-	108	130
World Conference	89	-	-	89	30
Triennial Theme and Publications	12	-	-	12	9
Supporting and working with regions	7	-	-	7	7
Regional Conferences	21	-	-	21	67
World Centres - Operating Costs	988	109	-	1,097	874
Supporting and working with World Centres	101	-	-	101	103
Promoting the World Association of Girl Guides and Girl Scouts	34	-	-	34	41
Total	1,592	120	-	1,712	1,496
Goal 2 - Membership					
Supporting and working with Member Organizations	551	378	-	929	771
Workshops/Seminars and Training	163	-	-	163	139
World Conference	62	95	-	157	29
Supporting and working with regions	21	-	-	21	35
Regional Conferences	21	-	-	21	20
World Centres - Operating Costs	443	65	-	508	387
Supporting and working with World Centres	47	-	-	47	47
Promoting the World Association of Girl Guides and Girl Scouts	127	-	-	127	112
Charitable Trading	60	-	-	60	21
Total	1,495	538	-	2,033	1,561

4. Analysis of total resources expended...cont/

	Unrestricted Funds £'000	Restricted Funds £'000	Endowment Fund £'000	Total 2008 £'000	Total 2007 £'000
Goal 3 - Advocacy					
Supporting and working with Member Organizations	147	18	-	165	188
Workshops/Seminars and Training	53	-	-	53	18
World Conference	89	-	-	89	10
Supporting and working with regions	9	-	-	9	7
Regional Conferences	21	-	-	21	39
World Centres - Operating Costs	573	44	-	617	488
Supporting and working with World Centres	60	-	-	60	62
Promoting the World Association of Girl Guides and Girl Scouts	150	-	-	150	109
Total	1,102	62	-	1,164	921
Operational Support Services					
Supporting World Board	120	-	-	120	130
Regional Committees support	153	-	-	153	165
Regional Conferences	-	-	-	-	207
Olave Baden-Powell Society	41	-	51	92	81
General and Financial Management	297	14	-	311	337
Total	611	14	51	676	920
Total Expenditure on Charitable Activities	4,800	734	51	5,585	4,898
Governance					
World Board and Committees	37	-	-	37	48
World Conference	91	-	-	91	25
Statutory Costs	88	-	-	88	116
Strategic Direction	21	-	-	21	2
Total	237	-	-	237	191
Total Resources Expended	5,298	734	94	6,126	5,386

Support costs not directly attributable to the charitable activities, generating funds and governance, have been allocated to each of the categories shown below on the basis of estimated time and number of staff employed during the year on each of the relevant activities.

Notes to the Accounts

4. Analysis of total resources by category of expenditure

	Direct Costs £'000	Direct Costs £'000	Support Costs £'000	Total 2008 £'000	Total 2007 £'000
Cost of Generating Funds	160	109	35	304	297
Goal 1 - Leadership	931	674	107	1,712	1,496
Goal 2 - Membership	1,373	535	125	2,033	1,561
Goal 3 - Advocacy	547	513	104	1,164	921
Operational Support Services	84	434	158	676	920
Governance	122	85	30	237	191
Total Resources Expended	3,217	2,350	559	6,126	5,386

The support costs shown above comprise of; the cost of management time in overseeing these activities, office costs cover the cost of the World Bureau and the Europe Office including maintenance and running of the offices, personnel costs include staff training and other central staff related expenses and IT and communication costs include all general IT support and other communication costs.

Analysis of support costs by functional expenditure

	Management Costs £'000	Office Costs £'000	Personnel Costs £'000	IT and Comms Costs £'000	Total Support Costs 2008 £'000
Cost of Generating Funds	4	12	10	9	35
Goal 1 - Leadership	10	35	36	26	107
Goal 2 - Membership	12	44	39	30	125
Goal 3 - Advocacy	9	34	35	26	104
Operational Support Services	14	48	56	40	158
Governance	3	10	10	7	30
Total Resources Expended	52	183	186	138	559

5. Employees

Total staff costs	2008 £'000	2007 £'000
Wages and salaries	2,102	1,926
Social security costs	252	228
Pension costs	275	93
Total	2,629	2,247

5. Employees...cont/

Remuneration policy and benefits

The Association bases its reward policies and strategies on the needs of the organization. Salaries are benchmarked against other comparable organizations to ensure that it pays a suitable rate of pay to all the staff in relation to the environment in which they work. The Association has a separate Group personal pension plan set up in 1998 with Norwich Union Life, which is a contributory money purchase scheme to which the majority of staff belong. A small number of staff contribute to the money purchase pension scheme with Save & Prosper Group Ltd., which commenced in 1984. The assets of both schemes are in independently administered funds. Contributions totalling £9K (2007:£2K) were payable at the year end and are included in the creditors. Where appropriate the World Centres contribute to local pension arrangements for senior staff.

Average number of Full-Time Equivalent Employees

	2008	2007
	Number	Number
World Bureau	44	46
World Centres	46	46
Total	90	92

The number of employees whose emoluments as defined for taxation purposes amounted to over £60,000

	2008	2007
	Number	Number
£90,001 - £100,000	1	-
£80,001 - £90,000	-	1
£70,001 - £80,000	-	-
£60,001 - £70,000	3	3

Pension contributions of £22K were paid in 2008 (2007:£22K) to all four (2007: 4) employees earning more than £60,000 within the year.

The trustees did not receive any remuneration or benefits in kind, other than the reimbursement of expenses. During the year 23 (2007:17) trustees were reimbursed for travelling and accommodation expense incurred on the Association's business which amounted to £37K (2007:£43K).

Auditors' Remuneration

Audit fees payable for the year ended 31 December 2008 were £32K (2007: £33K). No fees were payable for non audit work in the year.

Notes to the Accounts

6. Other Gains

	Unrestricted Funds	Restricted Funds	Endowment Fund	Total Funds 2008	Total 2007
	£'000	£'000	£'000	£'000	£'000
(Loss) on Sale of Capital Investments	(94)	-	(304)	(398)	(12)
Unrealised (Loss)/ Gain on Investments	(417)	-	(1,071)	(1,488)	77
Exchange and Revaluation Movements	464	107	-	571	39
Total Other (Loss)/ Gains	(47)	107	(1,375)	(1,315)	104

7. Tangible Fixed Assets

	Freehold Land & Buildings	Long Leasehold Land & Buildings	Furniture & Equipment	Data Management System	Total
	£'000	£'000	£'000	£'000	£'000
Cost or Valuation					
Brought forward 1 January 2008	700	4,354	630	130	5,814
Additions	-	-	101	-	101
Exchange difference	63	-	46	-	109
Carried forward 31 December 2008	763	4,354	777	130	6,024
Accumulated Depreciation					
Brought forward 1 January 2008	468	741	572	109	1,890
Charge for year	14	32	42	21	109
Exchange difference	42	-	37	-	79
Carried forward 31 December 2008	524	773	651	130	2,078
Net Book Value:					
31 December 2008	239	3,581	126	-	3,946
31 December 2007	232	3,613	58	21	3,924

There were no disposals in the year. The total value of land that is not depreciated is £55K.

In accordance with FRS 11 an impairment review has been carried out in respect of freehold property and leasehold property where the lease is in excess of 50 years to ensure that the assets are not overvalued. Consideration was given to the overall condition of the properties, their facilities and their ongoing appropriateness to meet the needs of the World Association of Girl Guides and Girl Scouts activities. It is not practicable to determine the market values due to the specialist nature of the properties and there is no intention to sell these properties. It was not considered necessary to provide for any impairment during 2008.

8. Investments

	Total 2008 £'000	Total 2007 £'000
Market value at 1 January 2008	8,069	7,118
Purchases at cost	1,680	2,440
Disposals at book value	(2,013)	(1,562)
Exchange difference	87	(4)
Net unrealised (loss)/gain on revaluation	(1,488)	77
Market value as at 31 December 2008	6,335	8,069

At the balance sheet date, the portfolio was invested as follows

UK Equity shares	2,218	3,352
UK Fixed Interest Bonds and Deposits	1,427	2,823
UK Unit Trusts	293	214
Property Unit trusts	309	532
Overseas Mutual Funds	224	230
Overseas Fixed Interest Bonds and Deposits	1,164	13
Money Market Instruments	700	905
Market value as at 31 December 2008	6,335	8,069

There are no restrictions on the realization of any of the investments.

Investments listed on the UK Stock Exchange amount to £4,247K (2007:£6,921K)

The World Association of Girl Guides and Girl Scouts has a wholly owned dormant subsidiary, (WAGGGS MEX Limited) (incorporated in Great Britain). The entity has not traded in the year and has £3 of share capital. Consolidated accounts have not been prepared as the subsidiary undertaking is immaterial to the group.

9. Stock

	Total 2008 £'000	Total 2007 £'000
Uniforms, publications, badges and souvenirs	155	119
Other	10	10
Total Stocks	165	129

10. Debtors

	Total 2008 £'000	Total 2007 £'000
Other debtors	557	307
Prepayments	70	103
Total Debtors	627	410

Notes to the Accounts

Debtors...cont/

Outstanding quota payable by Member Organizations of £70K (2007: £108K) is included within other debtors. The World Board has agreed rescheduled payment schemes with some Member Organizations in respect of their outstanding quota. The World Association of Girl Guides and Girl Scouts has been notified of legacies which have not been recognised as income in the accounts as at 31 December 2008 because no notice of impending distribution or approval of estate accounts has been received.

11. Creditors: Amounts Falling Due Within One Year

	Total 2008 £'000	Total 2007 £'000
Accounts payable	145	131
Owed to Member Organizations	7	14
Employees' salaries provision	63	63
Deferred Income	261	167
Tax and Social Security	52	52
Other creditors	543	443
Total Creditors	1,071	870

Employees' salaries provision reserve represents monies set aside in lieu of pension contributions for employees who are not European Union nationals, and which will be paid to them on termination of employment.

Deferred income relates to potentially refundable income received for future events. Each year's deferred income brought forward is fully released in the year.

12. Analysis of Movements of Funds

	Balance 2007 £'000	Incoming Funds £'000	Outgoing Funds £'000	Transfer between Funds £'000	Balance 2008 £'000
Endowment Fund	5,324	153	(1,469)	-	4,008

Restricted Funds - comprise of the following unexpended balances on donations and grants given for specific purposes. The purpose of each fund can be found on page 44.

World Bureau

Property	1,739	-	(14)	-	1,725
Goal 1- Leadership	94	79	(8)	-	165
Goal 2- Membership	81	71	(114)	-	38
Goal 3- Advocacy	-	8	(8)	-	-
UPS Signature Programme	95	268	(314)	-	49
Tsunami and other disaster funds	9	-	-	-	9
World Conference and other travel grants	67	35	(55)	-	47
K Fitzgerald- Reynolds restricted fund	-	198	-	-	198
Other Donations	17	-	(8)	-	9
Europe Region	-	-	-	-	-
	2,102	659	(521)	-	2,240

12. Analysis of Movements of Funds...cont/

	Balance 2007	Incoming Funds	Outgoing Funds	Transfer between Funds	Balance 2008
	£'000	£'000	£'000	£'000	£'000
World Centres					
Pax Lodge - Property	1,873	-	(19)	-	1,854
Pax Lodge - Other donations	18	22	(14)	-	26
Our Cabaña - Property	350	31	-	-	381
Our Cabaña - Other donations	43	71	(82)	-	32
Our Chalet	132	86	(38)	-	180
Sangam	96	36	(60)	-	72
	2,512	246	(213)	-	2,545
Total Restricted Funds	4,614	905	(734)	-	4,785

13. Unrestricted Funds

General	2,232	4,709	(4,837)	(174)	1,930
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Designated Funds - comprise of the following funds which have been set aside to cover specific costs. The purpose of each significant fund can be found on page 43. Funds have been transferred between designated and general funds following the review of the specific costs for the World Association of Girl Guides and Girl Scouts future needs, releasing those no longer required and setting aside additional funding where appropriate.

Conferences and Round tables	354	215	(298)	146	417
Regional Funds	454	503	(420)	-	537
Property Maintenance	193	24	(74)	9	152
Specific Goal related activities	140	-	(26)	23	137
IT enhancement	28	-	-	55	83
Others	277	32	(154)	(59)	96
Total Designated Funds	1,446	774	(972)	174	1,422
Total Unrestricted Funds	3,678	5,483	(5,809)	-	3,352

14. Analysis of Net Assets Between Funds

	Tangible Fixed		Net Current		Total
	Assets	Investments	Assets		Total
	£'000	£'000	£'000	£'000	£'000
Endowment	-	4,008	-	-	4,008
Restricted	3,946	689	150	-	4,785
General	-	413	1,517	-	1,930
Designated	-	1,225	197	-	1,422
	3,946	6,335	1,864	-	12,145

Notes to the Accounts

Analysis of Net Assets Between Funds...cont/

The prime purpose of the Restricted and Designated funds shown on pages 42 and 43 and the estimated timeframe in which these funds are expected to be utilised are shown below.

Name of Fund	Purpose	Period to be used
Restricted Funds		
Property	To be used for the up keep and depreciation of the World Bureau.	Over the period of the remaining lease
Goal 1- Leadership	Primarily for workshops, seminars and training.	Within 1 to 2 years
Goal 2- Membership	Primarily for workshops, seminars and training.	Within 1 to 2 years
Goal 3 - Advocacy	Primarily for workshops, seminars and training.	Within 1 to 2 years
UPS Signature Programme	Major project on volunteerism.	Within 1 year
Tsunami and other disaster funds	Specific funds to aid disaster areas.	Within 1 year
K Fitzgerald - Reynolds restricted fund	To be used for development, promotion, training and projects	Within 1 to 2 years
Other Donations	Includes an amount to deal with emergencies and other strategic related issues not specifically in relation to Goals.	Within 1 to 2 years
World Centres		
Pax Lodge, and Our Cabaña - Property	To be used for the up keep and depreciation of the Centres.	Over the period of the remaining lease or life of the property
World Centres other Restricted funds	Primarily for the provision of scholarships and support for training events held the Centres.	Between 1 and 3 years
Designated Funds		
Conferences and Round tables	These funds cover events such as World and Regional Conferences which may take place only once in the triennium and the fund is built up evenly over the triennium for use in the triennium	Between 1 and 3 years
Regional Funds	These are funds given to support the World Association of Girl Guides and Girl Scouts activities and have been allocated to specific regions to use within the region.	Between 1 and 3 years
Property Maintenance	Funds set aside for major maintenance of the World Bureau and World Centres.	Between 1 and 5 years
Specific Goal related activities	Funds set aside for approved activities within the Strategic plan which span more than one year.	Within 2 years
IT enhancement	Provision to upgrade IT equipment etc.	Within 1 to 2 years
Other	Funds set aside to cover legal, specific emergencies and other strategic activities	Within 1 to 2 years

Acknowledgements

Thank you to

The Princess Benedikte Awardees in 2008

Kathy Webb
Doris Riehm
Philip Smith
Vibeke Halberg

Our many supporters including

Many volunteers serving on Committees,
working groups, training pools etc.
Friends of the World Centres, Regions and the World Association of Girl Guides and Girl Scouts
International Scout and Guide Fellowship
Member Organizations
Olave Baden-Powell Society
World Foundation for Girl Guides and Girl Scouts Inc.

and our many partners including

Baring Foundation and John Ellerman Foundation
Edmiston Family Charitable Trust
Exeter University
Food and Agricultural Organization of the United Nations
International Award Association
International Federation of the Red Cross & Red Crescent
Lord Cozens-Hardy Charitable Trust
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World Organization of the Scout Movement
World YWCA
YMCA



World Association
of Girl Guides
and Girl Scouts

Association mondiale
des Guides et des
Eclaireuses

Asociación
Mundial de las
Guías Scouts

The World Association of Girl Guides and Girl Scouts is committed to empowering girls and young women to change their world for the better.

Help us transform lives by pledging today...

Please change lives by pledging today. Please pledge your support at **www.wagggsworld.org**. Or email us at **changinglives@wagggsworld.org** to find out how you can get involved.

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Registered Charity No. 306125 in England and Wales

Report and Financial
Statements for the year ended
31 December 2008

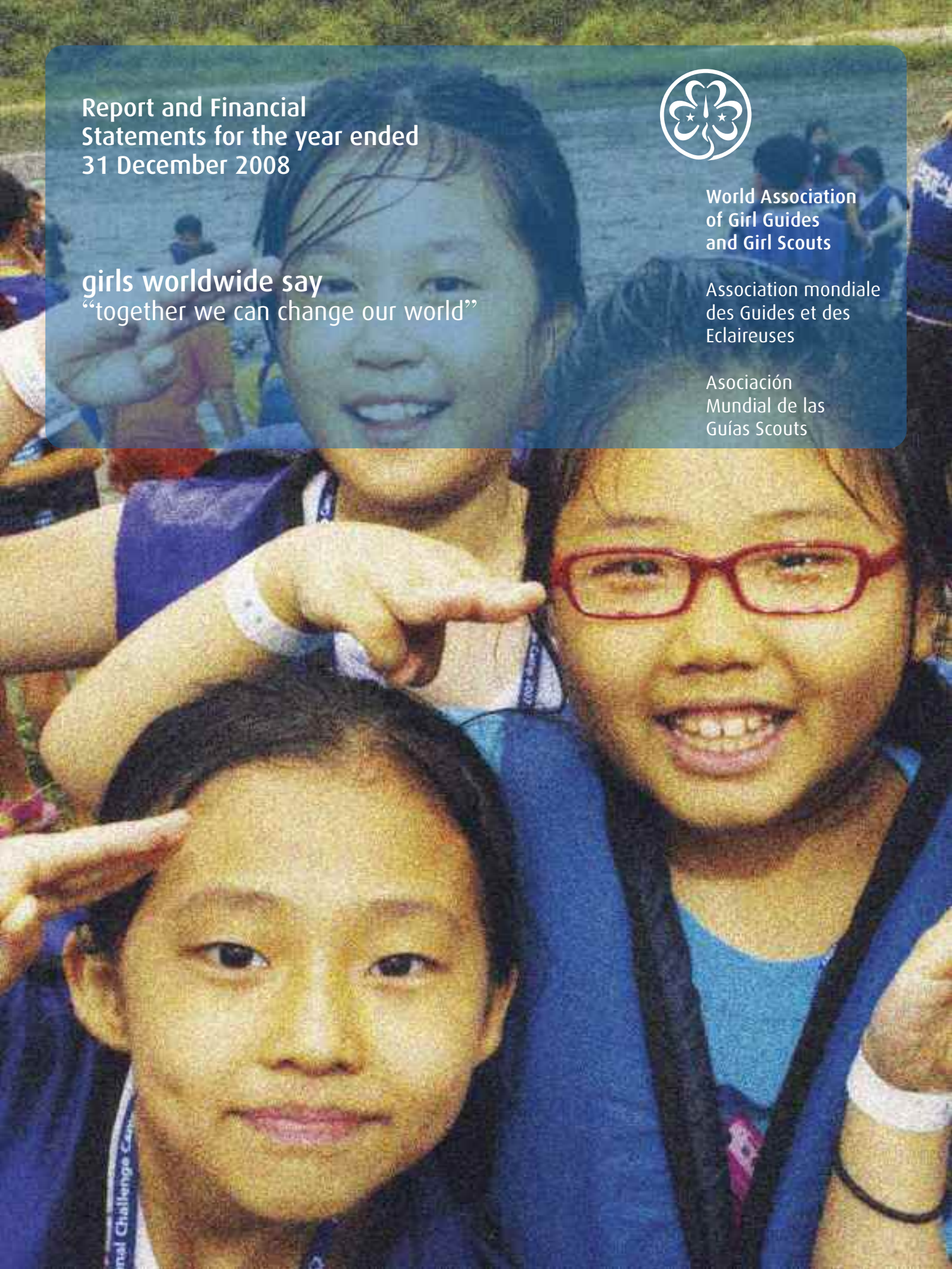


World Association
of Girl Guides
and Girl Scouts

Association mondiale
des Guides et des
Eclaireuses

Asociación
Mundial de las
Guías Scouts

girls worldwide say
“together we can change our world”



Our Mission is...

To enable girls and young women to develop their fullest potential as responsible citizens of the world.

Our Vision for 2011 is...

A growing worldwide Movement - the voice of girls and young women who influence issues they care about and build a better world.

The World Association of Girl Guides and Girl Scouts has adopted eight key messages based on the UN's Millennium Development Goals.

girls worldwide say...

“Improving the lives of girls and women is the beginning of a ripple effect. Women’s empowerment through leadership pushes entire families and communities out of poverty and away from hunger. When their voice is heard, it impacts on environmental management and can ensure help reaches those most needy in communities”

girls worldwide say

- 1 “together we can end extreme poverty and hunger”
- 2 “education opens doors for all girls and boys”
- 3 “empowering girls will change our world”
- 4 “together we can save children’s lives”
- 5 “every mother’s life and health is precious”
- 6 “we can stop the spread of AIDS, malaria and other diseases”
- 7 “we can save our planet”
- 8 “we can create peace through partnerships”

Acknowledgements

Thank you to

The Princess Benedikte Awardees in 2008

Kathy Webb
Doris Riehm
Philip Smith
Vibeke Halberg

Our many supporters including

Many volunteers serving on Committees,
working groups, training pools etc.
Friends of the World Centres, Regions and the World Association of Girl Guides and Girl Scouts
International Scout and Guide Fellowship
Member Organizations
Olave Baden-Powell Society
World Foundation for Girl Guides and Girl Scouts Inc.

and our many partners including

Baring Foundation and John Ellerman Foundation
Edmiston Family Charitable Trust
Exeter University
Food and Agricultural Organization of the United Nations
International Award Association
International Federation of the Red Cross & Red Crescent
Lord Cozens-Hardy Charitable Trust
Millennium Campaign
Mutual of America
Plan International and Plan UK
Save the Children
Soroptimist International
Trefoil House (Edinburgh)
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YMCA
