

A

START-UP GUIDE

to setting up new

GIRLS' BRIGADE

community groups





Welcome to the Girls' Brigade (GB) family and thank you for the important part that you're playing in helping to see the lives of children and young people transformed and enriched, through the development of new GB groups.

GB groups are a key part of the wider church family and its mission amongst those in the local community.

In this guide you'll find out some initial information about starting up a new GB group in your church and community. If you require any further information, please don't hesitate to contact the GB Support Centre (gbco@gb-ministries.org, 01246 582322).

GB England & Wales

What is GB?

The Girls' Brigade is an international mission movement founded in Ireland in 1893 and, in 2021, will celebrate its 128th anniversary of pioneering work amongst girls and young women operating in more than 50 countries with a membership of over 100,000.

GB in England and Wales was formed in 1902 as the Girls' Life Brigade and in 1965 three organisations – the Girls' Life Brigade, Girls' Guildry in Scotland and the Girls' Brigade in Ireland – came together to create one international organisation – The Girls' Brigade.

Today GB is arguably the church's most prominent international youth movement for girls and its longevity can be attributed to its ability to remain relevant and responsive to meet the needs of the current generation whilst continuing to remain rooted in unchanging values of the Christian faith.

GB England & Wales (GBEW) provides local groups, in partnership with local churches, where girls and young women (aged 4-30) may gather, grow and make a difference – we have over 9,000 members in over 400 churches across England and Wales.



GBEW's vision and mission

Our vision is 'Lives and communities transformed and enriched as generations seek, serve and follow Jesus Christ.'

The work of GBEW is underpinned by our Christian faith:

Discovering Life: Seeking Christ

- Developing relationships with those around us.
- Going into and being a part of the community.
- Helping young people to develop confidence, resilience, wellbeing and life skills.
- Supporting and developing emerging leaders.



Reaching Out: Serving Christ

- Being contextually and culturally relevant to the current generation and local communities.
- Developing a holistic awareness of people and their needs.
- Raising awareness of the issues affecting girls and young women and helping others to turn up the volume of hope for this generation.

Leading Others: Following Christ

- Meeting needs and enabling others to find wholeness.
- Evoking people's consciousness to the life available through Jesus.
- Equipping and empowering one another to be a people of transformation.



Launching GB in your church

By setting up a GB group, what is your church and GB team committing to doing?

You'll be asked to complete a franchise agreement and mission relationship document stating that in order to ensure that the quality of GB's ministry is maintained and enhanced, the church and GB team agree to:

- Live out and promote the Christian mission and vision of GB
- Help those involved to seek, serve and follow Jesus
- Use the names, logos and material associated with GB as advised and in a way which honours the Christian ethos of the ministry
- Adheres with any quality control guidelines as directed by GB
- Conduct its affairs in a lawful and appropriate manner as is consistent with the values of GB
- Comply with the child protection, health and safety and insurance policies of the church for whom they operate, the place in which they meet and the GB guidelines where required
- Pay membership subscriptions and costs as required
- Be responsible for their financial viability and agree to keep proper accounts
- Conduct their ministry in a way which is honouring to God; reflecting His love into the world.

How does GB's Support Centre agree to support your GB group?

GB's Support Centre agrees to support your GB group by providing:

- Advice and support from the national support team and regional networks
- Access to events and equipping run by GB
- Access to web-based and electronic material/resources and regular e-news
- Access to an online registration and group administration system
- Information and resources on good practice
- Usage of the associated logos and branding
- Insurance
- Access to exclusive resources/uniform etc. from GB Trading
- Opportunity to be part of a worldwide GB family
- Ongoing prayer for your local GB group and activities.

What are the three steps to developing GB teams?

Three straightforward steps help develop GB groups and enable them to be relational, relevant and responsive as they get stuck in to developing new GB:

1. Gather	2. Grow	3. Go
Understand local opportunities, develop vision and begin to create a team	Equip the team to develop their new GB group(s) and programmes/activities	Empower the team to get going!

What do I need to do in order to set up a GB group?

After your church has agreed to progress forward you first need to find your volunteer leadership team. See our *Exploring Volunteering* handout for more details. After you've found your team, there are two practical steps to take:

DBS

Volunteers are required to have an enhanced disclosure for working with children. This could be applied for through the church or through GB. If you could encourage the new leaders to register for the DBS update service, this means that we can, with their permission, check their DBS status online.

As these are voluntary roles then there is no charge but your new leaders should ensure that they check the correct boxes to say that they're a volunteer and they do need to register for the update service within 30 days of the date of issued printed on the certificate.

n:fluence 18+ leadership training

With the support of your local GB district, all volunteer leaders will need to undertake GB's **n:fluence 18+** training which has been designed to reflect some of the key foundational elements in mission among children and young people and running a GB group. Training can be delivered in a day or over two or three evenings.

Due to child protection guidelines and good practice, GB groups require at least two leaders to be trained and registered. There also needs to be a trained first aider present at all GB activities. You can read more about the requirements for this in our *Life to the Full* policy booklet.



After completing the DBS check and leadership training, what do I do now?

After the training and DBS check have been successfully completed and returned to GB, please complete:

- **Volunteer registration form:** This is required for those who have trained to be a volunteer leader
- **Mission relationship and registration:** This outlines our commitment to working together
- **Franchise agreement:** This formalises the working agreement with GB (please complete and return two copies of this – we'll then sign them and return one for your records).

In order to send you the franchise agreement, we need the following information:

- The specific sections that you're launching i.e. **n:vestigage; n:gage; n:counta; n:spire**
- The day and time the group plan to meet
- The name of the person who will take up the role of team leader
- The name and address of the church which the group belongs to
- The name and address, phone number and email address of the minister.

Once we have the information above we can get these forms sent out to you.

When can I organise the first GB meeting?

You're able to start meeting under GB insurance, when the following is in place/ the necessary requirements are met:

- At least two volunteer leaders have been fully trained and the GB Support Centre has confirmed their leadership status, having received their registration forms and verification of DBS clearance
- The mission relationship and registration document, along with the franchise agreements, have been completed, signed, returned to, and approved by, the GB Support Centre.

Following successful approval, we'll then be able to send to you written confirmation, and an insurance certificate, showing that you can officially meet under the umbrella of GB and its insurance.



Practical info about GB

What support is available?

There are two main ways the GB Support Centre in Derbyshire can support you:

- a) The first way is during the set-up stage of your group. Here you'll have the opportunity to meet with a member of the leadership team or to talk through how groups can be developed. You'll have explained the training/requirements re starting up a new group/s and the resource material available to support you in this outreach.
- b) After the setting-up stage, GB's Support Centre team offers on-going support and advice on a variety of issues including mission development, resources and uniform, admin, media, membership, marketing and training.

GB is a registered charity so, although it can't support local teams financially, it can offer advice through the Support Centre and the networks of which the team is a part.

How do I purchase uniform and resources?

GB Trading is the online shop of GB Ministries (www.girlsbrigadetrading.com). It exists to add value to the lives of girls and boys and teenage girls and young women. Once the GB group is registered and leaders have completed training, GB Trading will create an account for the group so you can order uniform, programme resources and gifts.

What is GB uniform?

For children and young people:

- Poloshirts – each age group has its own colour! The colour is intentionally tied in to key colours used in the age-specific programme resources and relevant badges:
 - Red for **n:vestigate**
 - Blue for **n:gage**
 - Jade for **n:counta**
 - Purple for **n:spire**.
- They have GB's official logo on the front and the relevant programme logo on the reverse.

For leaders:

- Any of the four coloured poloshirts. These have the GB logo on the front but a blank reverse (all leaders are commissioned to lead across all GB age groups)
- Or a fitted blouse in blue or white is also available. This will have the GB logo on the front
- Navy or black trousers/skirts – the only items not supplied by GB Trading.

Outerwear

Choose from a range of navy outerwear items:

- Children and young people:
 - V-neck sweatshirt
 - Full-zip fleece top
 - Hoody.
 - All have GB's official logo on the front, and a specific age group on the back.
- Leaders:
 - Outerwear as above
 - Navy zip jacket – including GB's official logo on the front
 - GB suit.

The uniform is available from our webshop – www.girlsbrigadetrading.com – and orders can be placed online, via email to orders@gb-ministries.org or by telephone on **01246 582322**. Please note that leaders can only order uniform once their team is a fully affiliated member.



What is the GB programme?

GB has produced four innovative, fun and holistic programmes for different age groups.

n:vestigate is GB's programme for four to eight year olds and it focuses on helping children to 'join the journey' that is following Jesus.



n:gage is GB's programme for 7 to 11 year olds and it focuses on helping them to discover the adventure.



n:counta is GB's programme for 10 to 14 year olds and it focuses on helping them to meet real life head on.



n:spire is GB's programme for 13 to 18 year olds and helps them experience challenges they set themselves.



All of GB's activities help children to explore and develop their understanding of themselves, the world around them and the Christian faith. Once a team is fully affiliated to GB, leaders can order each programme pack for £50 each. Each pack contains at least three years' worth of programme.

Membership and finance

Membership

GB is a membership organisation and, every year, local teams pay subscriptions to the Support Centre. This is usually done in March/April.

The current fee rates for 2020/21:

Girls	Group	Leader	Helper
£30.50	£30.50	£23.50	£6.10

Most groups also charge an extra amount to help cover material and activity costs.

Subscriptions are used for things such as the following:

- **Public liability insurance** – so any GB based activity is covered (as long as the safeguarding/relevant requirements are met). This includes a contribution to the national premium, as well as the administration involved in arranging the policy, claims processing and responding to insurance queries from local groups and districts.
- **Volunteer and group support** – providing practical advice and pastoral support for groups and leaders, administration of leader registrations and awards, and DBS.





- **Governance costs** – every charity has these and it includes the trustees’ expenses and legal requirements that GB has to meet such as that relating to audit, Charity Commission and Companies House.
- **Programme development and delivery** – to ensure GB continues to be relevant in this fast-moving culture, development is always taking place. We also offer programmes and services such as the Duke of Edinburgh’s Award, Queen’s Award and Residential Events.
- **Volunteer equipping** – GB holds three conferences a year but also offers training and equipping events and resources to support our volunteers.
- **Enabling new mission opportunities** – money is used to help develop new opportunities for churches to connect with children and young people in their communities.
- **International GB costs** – being part of the international family, working together in mission.
- **Communications, media and networking** – making sure GB maintains a good presence in the public eye, on the internet, and within the youth sector as well as providing regular communications to our leaders.

Different GB groups manage subscriptions in different ways:

- Charge a small lump sum to parents at the beginning of the term and then a weekly rate of £2.00/£2.50 or split the cost over three terms
- In some cases, the church will help subsidise fees or even cover the whole amount in recognition that GB is a missional tool of the church
- GB has a fundraising toolkit which provides some ideas for how to fundraise
- One way of boosting your group’s finances is by tapping into small grants from local councils and grant-making trusts. To register your interest and be contacted with possibilities for your area, check out Funding Central:

www.fundingcentral.org.uk/

How can you, the church, support a new group?

As GB groups are part of the wider mission of your church, it's great to help support them with your time, encouragement, prayers and giving. Here are a few ideas:

- Have a special Sunday/service with the theme of mission among children/young people. Use this to share some of the stories of how God is using GB in your local community to transform lives. Encourage prayer for the year ahead and provide people with the opportunity to give – perhaps a percentage of the collection from this could be given to GB?
- At church vision days, why not provide people with the opportunity to 'sponsor a place/opportunity' for a local child/young person to get involved in GB? Money for this could be used to subsidise subscriptions.
- Why not host a community event with the wider church? The proceeds of which could be used to support local charities, like GB.
- Giving envelopes are a great way to encourage either one-off or regular giving – and are a useful way for claiming Gift Aid on the donated money. Could these be used for GB after a special event, in the seats at church or as part of a church weekend away?

Thank you for your support of your new GB group; we're looking forward to working with them and you to see even more lives transformed and enriched. We hope that you have found this guide helpful. If you have any questions please do feel free to get in contact with the Support Centre.





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The Girls' Brigade England & Wales is part of GB Ministries – a Christian movement transforming lives and communities. Registered charity number 206655.