



Our purpose

Girls' Brigade England & Wales is part of the Girls' Brigade International fellowship, but we operate solely in England and Wales. We have around 300 community groups, each of which is attached to a church, and we contribute to over 800 local communities.

Our purpose is to see lives and communities transformed and enriched as children and young people seek, serve, and follow Christ. Although we are a proudly Christian organisation, we understand and respect that some of our young people and our volunteers have other faiths or no faith. Everyone is welcome. Equity, diversity, inclusion and belonging is at the heart of all we do.

We work primarily with girls and young women between the ages of 4-18, but we gladly work with boys in areas where there's no other youth provision for them. We enable and empower them to live life to the full.

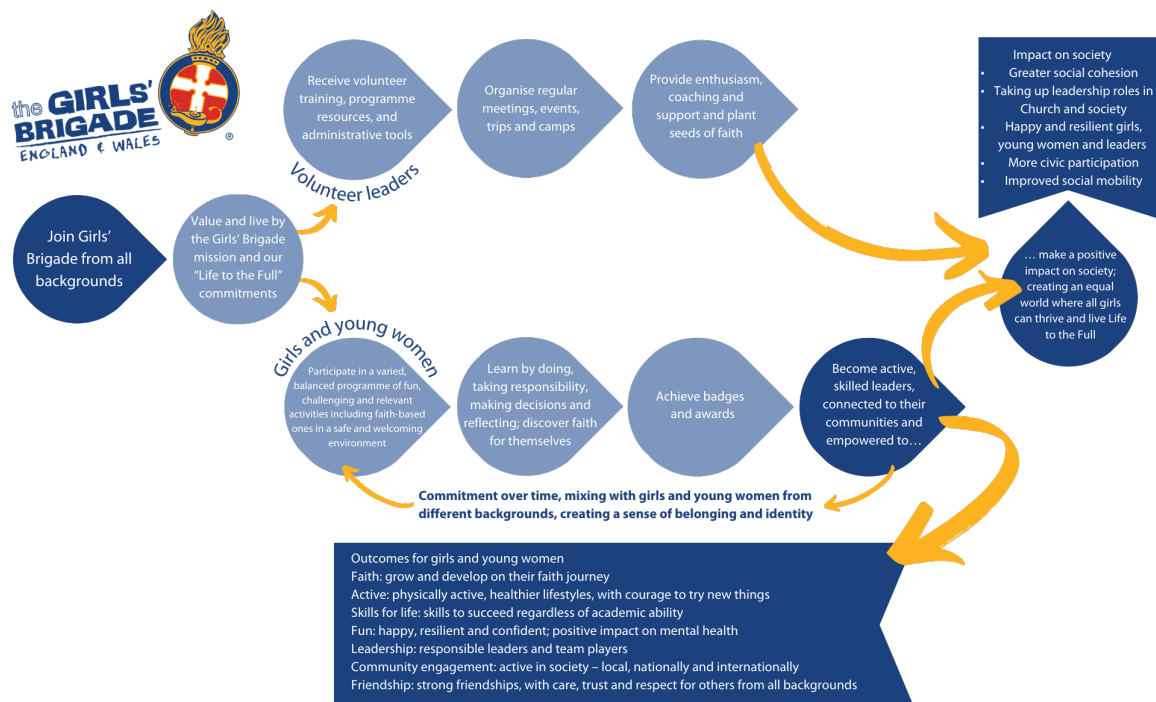
376 volunteer leaders have more than 50 years of service, 528 have more than 40 years, and 932 have more than 20 years of service. The reason our volunteers have "staying power" is that we can clearly see the profound and lasting impact that we have on the lives of children and young people, and the positive contribution that they make to their communities and to society.

We've just celebrated our 130th year, and we're determined to ensure that we empower, equip, and enable girls and young women to build their skills and confidence in contributing to their local communities and to society. We're determined to develop female leaders of the future for generations to come. We've developed and transformed over these 130 years and continue to do so. This ensures that we remain relevant to girls and young women and work with them on the things that matter most to them.

Our strategic direction

Our "theory of change" describes what change we want to see for children and young people in England and Wales. It shows the "what and how" needed to enable children and young people to live their best lives - live life

to the full as set out in scripture. It informs our short-, medium-, and long-term decision making.



The strategic plan developed in 2022 takes account of the tough environment within which uniformed youth charities like Girls' Brigade are operating.

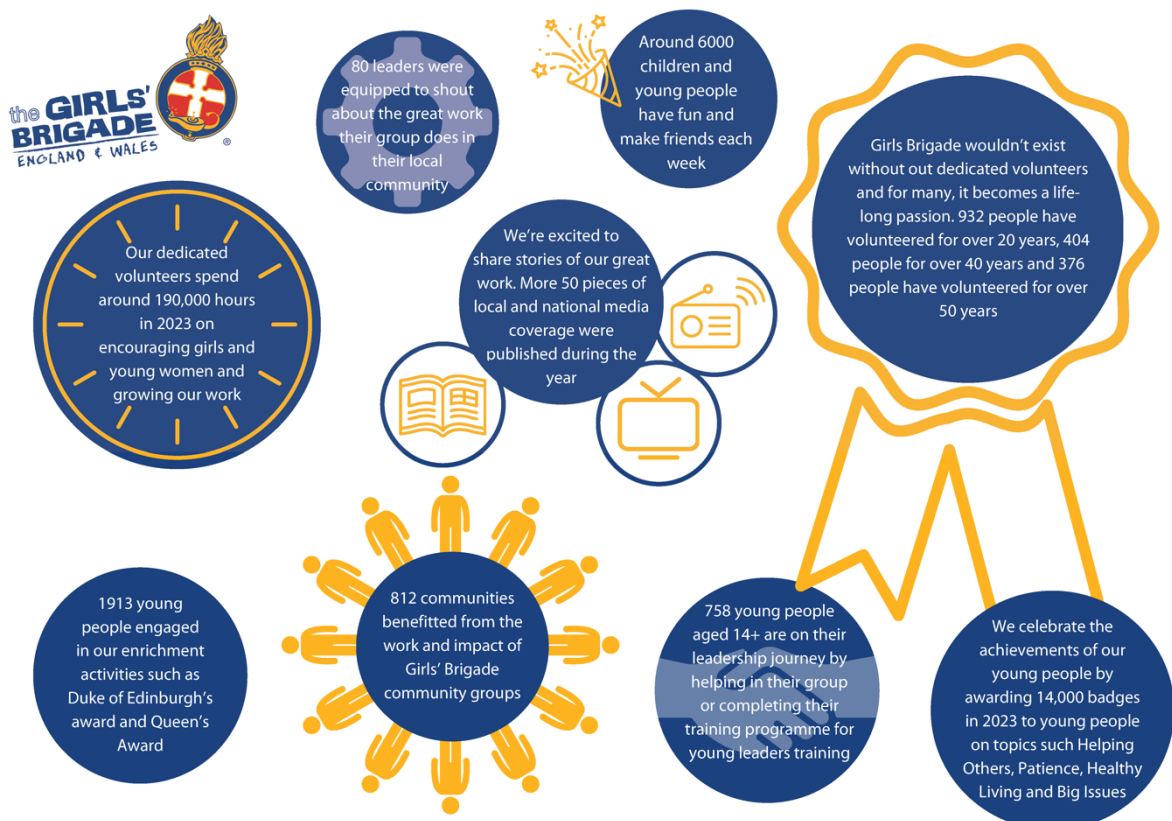
- **People.** We continuously celebrate the achievements of our girls and the contribution of our volunteers and leaders. We are committed to always improving the volunteer experience to ensure that our retention of volunteers remains high. We provide top quality training to our volunteers on youth work and safeguarding so that they provide an environment that is safe and well managed.
- **Profile.** We are raising our profile, shouting about our work, and sharing stories that evidence the transformational impact that we have on the lives of girls and young women.
- **Sustainability.** We are seeking to increase our income so that we can invest more in our programme work – how we build girls' and young women's skills and confidence and develop their leadership skills.

Our impact

The impact of our work is powerful as these two case studies illustrate:

Steph Davies joined Girls' Brigade at 4 years of age. She faced many challenges in growing up – she's registered severely sight impaired, has ME, depression, emotionally unstable personality disorder and a history of anorexia. The group made various adjustments over the years to enable her participation including obtaining a sofa for her to lie down when things got too much for her. Steph says that Girls' Brigade sees her as a whole person, not just through the lens of her disabilities. She's now 25 and is a leader at our 8th Portsmouth community group in Hampshire and is helping other youngsters develop leadership skills and overcome challenges. Read more [here](#).

Lucie Kemp, 30, joined Girls' Brigade at 5 years of age. She says that Girls' Brigade influenced her choice of career because there is such a focus on helping others. Less than 10 months after qualifying as a pharmacist she took on a sink or swim role as manager of an under-performing pharmacy. Without the leadership skills she learnt in Girls' Brigade she says that she wouldn't have had the knowledge, experience and confidence needed to do the management role and turn the branch around. Lucie says "Girls' Brigade gives you the chance to lead activities and to learn how to delegate, and helps you step out of your comfort zone. As a Team Leader seeing smiles from the girls each week gives you such a boost as you can see they're enjoying being at Girls' Brigade and having you around". Read more [here](#).



Governance

Girls' Brigade Ministries is a registered charity and company registered with Charity Commission and Companies House. Girls' Brigade England & Wales is our operating name. We are part of the Girls' Brigade International and have representation on the Girls' Brigade Europe and International fellowships. The board focuses on strategy, fiduciary duties and compliance.

In line with Charity Commission guidance, there is a lead trustee for oversight of safeguarding.

The Network Executive is appointed by the board to oversee the uniformed youth work.

Our board is currently all female, as are all current office bearers. A number of trustee roles are ringfenced for young women under 30 years of age. See [Hayley Flint's story](#).

We have had male office holders in the past (and may do so again in the future) but we find no difficulty in recruiting women with the right skills and experience for these board roles.

We are currently searching for a new President for Girls' Brigade England & Wales.

Our constitution can be found [HERE](#) and our articles of association can be found [HERE](#).

Web and Social Media

[Girls' Brigade Ministries \(girlsbrigadeministries.org.uk\)](http://girlsbrigadeministries.org.uk)

[Facebook](#)

[Instagram](#)