



Kenya Girl Guides Association

BRAVO GUIDES POLICY HANDBOOK

1. WHO IS A BRAVO GUIDE.

Bravo Guides is one of the branches that form the sisterhood of Girls and Women in the Kenya Girl Guide Association (KGGGA).

Bravos are women between the ages of 35-60 years, who are enrolled Girl Guides and have paid their annual membership fees.

Bravos have fun as they empower each other and others as **'Guiding is Fun, if it is not fun it is not Guiding'**.

2. THE PURPOSE OF BRAVO GUIDES.

The purpose of Bravo Guides is to create a supportive and empowering community that:

- Uplifts Women and Girls;
- Fosters personal growth, and
- Promotes Gender Equality.

Bravo Guides aim to address the unique challenges and issues faced by women in society, and to provide a platform for women to share their experiences, seek guidance, and develop the skills necessary to thrive in various aspects of life.

3. THE FUNCTIONS OF BRAVO GUIDES.

Bravo Guides strive to create an environment where women can develop their full potential, gain confidence and become agents of positive change in their own lives and in society. This is done in 8 main ways:

- (i) **Support and Encouragement:** Bravo Guides provide a safe and inclusive space for women to support and encourage each other. Members can share their achievements, challenges, and aspirations, and receive empathy, advice and motivation from others who understand their experiences.
- (ii) **Skill Development:** Bravo Guides offer workshops, training sessions, and Educational programs to enhance the skills and knowledge of its members. This includes topics such as leadership development, communication skills, negotiation tactics, financial literacy, digital skills and career advancement strategies.
- (iii) **Mentorship and Guidance:** Bravo Guides mentorship programs facilitate the exchange of wisdom and guidance between experienced women and those seeking support. Mentors can provide insights, share their own experiences, and offer advice on navigating professional and personal challenges.
- (iv) **Advocacy and Activism:** Bravo Guides engage in advocacy efforts to promote gender equality and address systemic issues that affect women. This involves organizing awareness campaigns, lobbying for policy changes, participating in community initiatives, and supporting other organizations working towards women's rights and empowerment.



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- (v) **Networking and Collaboration:** Bravo Guides facilitate networking opportunities for its members, enabling them to connect with like-minded individuals, professionals, entrepreneurs, and potential mentors or collaborators. Networking events, guest speaker sessions, and online platforms can help build a strong support network and create opportunities for personal and professional growth.
- (vi) **Self-Care and Wellness:** Recognizing the importance of self-care, Bravo Guides promotes overall well-being by organizing activities focused on mental, emotional, and physical health. This may include meditation sessions, fitness classes, hikes, stress management workshops, and discussions on maintaining work-life balance.
- (vii) **Community Outreach:** Bravo Guides extend their empowerment efforts to their local community by organizing workshops, seminars, and awareness campaigns on topics such as gender equality, women's rights, and combating gender-based violence. They may collaborate with local organizations to provide resources and support to girls and women in need.
- (viii) **Personal Development and Empowerment:** Through workshops, seminars, and personal growth activities, Bravo Guides empowers women to discover their strengths, build self-confidence, set goals, and overcome societal barriers. It focuses on cultivating skills such as assertiveness, self-advocacy, and resilience to help women navigate personal and professional challenges.

4. THE GOALS OF BRAVO GUIDES WITHIN THE KGGGA SISTERHOOD.

From when a girl joins KGGGA as a Rainbow, aged 3 – 6 years to when they graduate to the Trefoil Guild at over 60 years, a lifelong sisterhood is created as Guides. Bravos have specific goals in the KGGGA sisterhood that includes:

- Acting as a bridge from the Young Leaders program to Trefoil Guild.
- Promoting KGGGA Projects and WAGGGS initiatives.
- Volunteering to start and/or assist in running a KGGGA unit.
- Supporting KGGGA's fundraising & networking initiatives.
- Providing mentorship and guidance to the Young Girls and Women who are members of KGGGA.
- Volunteering to take up leadership roles at any level of the Local, Regional and International Girl Guide Associations.
- Becoming members of their respective counties / sub-counties' KGGGA teams.
- The requirement to participate in KGGGA meetings and events in their respective counties and at the national level.



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5. MEMBERSHIP.

Bravo membership is attained in two ways:

- (i) Through enrolment as a member of KGGA.
- (ii) By graduating from the Young Leaders Branch to the Bravo Guide branch at the age of 35 years.

One qualifies for Bravo Guides membership if they are a woman between the ages 35-60 years and they:

- (i) Subscribe to the aims and objectives of KGGA.
- (ii) Are able and willing to make the Guide Promise. The Guide Promise must be made to a Guide Commissioner before admission to Bravo Guides membership if they were not a Guide prior to joining Bravo.
- (iii) Are registered as a member of KGGA and have a valid membership card with all requisite annual subscription fees fully paid up.
- (iv) Are willing, committed and available to participate in the KGGA programmes and activities.

6. ENROLLMENT.

Girl Guide enrollment refers to the process of joining or registering as a member of the Girl Guides, an international organization for Girls and Young Women. Girl Guides aim to empower girls, provide opportunities for personal development, and promote leadership skills, community service, and outdoor activities. Bravo Guides would enroll as members of KGGA.

In order to qualify for enrollment a Bravo must:

- (i) Understand the fundamental principles of Guiding.
- (ii) Make the Promise or Re-affirm that they are already a Guide.

The Girl Guides Promise

**“I Promise on my honor that I will do my best
To do my duty to God and my Country,
To help other people at all times,
And to obey the Guide Law”**

- (iii) Agree to always adhere to the Guide Laws.

The Guides Law.

1. A Guide's honor is to be trusted.
2. A Guide is loyal.
3. A Guide's duty is to be useful and to help others.
4. A Guide is a friend to all and a sister to every other Guide.
5. A Guide is polite and considerate.
6. A Guide is preserves and loves nature.
7. A Guide is obedient and has respect for others.
8. A Guide is courageous and should be cheerful under all circumstances.
9. A Guide is careful and avoids wastefulness.
10. A Guide is pure in thought, word and deed.



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(iv) Possess the Bravo uniform and wear it for official Bravo or KGGA events.

7. BRAVO GUIDES GOVERNANCE STRUCTURE:

The Bravo Guides shall have a Bravo Advisor nominated by the National Board and appointed by the National Council.

The Bravo Guides shall be governed by a committee comprising of:

- (i) The Bravo Advisor.
- (ii) Bravo Secretary.
- (iii) Bravo Treasurer.
- (iv) Bravo Events Coordinator.
- (v) Three Committee Members.

Committee members by the Bravo Advisor shall be nominated and voted for at Bravo meetings and shall hold office for a term of three (3) years with an option to renew their term in office for one more term.

Committee members can be removed from office by a vote at a Bravo meeting:

- (i) Upon their written request to step down.
- (ii) If they fail to attend three (3) consecutive Bravo meetings without apologies.
- (iii) If they fail to honor their role in the Bravo Committee to the detriment of Bravo Guides.
- (iv) If they are deemed to subscribe to anything that goes against the aims and objectives of KGGA.

8. MEETINGS.

The Bravo Guide members will meet at least once every quarter. The minutes of all meetings will be recorded and filed by the Bravo Secretary.

9. BRAVO GUIDES QUARTERLY AND ANNUAL REPORTS.

The Bravo Advisor will prepare quarterly and annual reports of the Bravo activities and submit them in a timely manner to the KGGA Secretariat for inclusion in the KGGA reports/newsletters.

10. AWARDS

Awards will be given to Bravo Guide members on completion of designated Bravo Guide activities. During planning of the said activities, Bravo Guide members will agree on the award to present for the particular activity. Bravo Guide members will volunteer to support the award system in kind or via a monetary donation to purchase the same.

For more information and registration visit our website www.kgga.co.ke.



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ANNEXES

ANNEX 1: GUIDE ACTIVITY CONSENT FORM.

Dear Bravo Guide,

Please fill the form below to consent /self as eligible to participate in Girl Guiding Activities organized by the Association or invited by other Association partners.

Type of event (tick all that apply)

- Camp
- Joint event with other Girl Guiding members
- Rally
- Joint event with another organization

Participant Information

Full Name of Participant:

Home Address

County: Sub County:

Ward

Health Issues/Allergies

Next of Kin Information

Name:

Phone Number: Alternative Number

Email Address:

I hereby therefore consent to participate in the above selected activity.

Name: Sign:

Date:

NOTE:

This form an individual or their legally authorized representative without undue inducement or any element of force, fraud, duress or any other form of constraint or coercion. Sufficient information that a reasonable person would want to have in order to make an informed decision about whether to participate must be presented in understandable language such that the potential subject can make an informed judgment about participation. During out activities we shall take photos, and videos which will be shared with public on the KGGA social media pages. This is meant to reach out to the other Young Women who may not know about Girl Guiding.