



GIRL GUIDES
AUSTRALIA

ANNUAL REPORT
2015



girls worldwide say

World Association of Girl Guides and Girl Scouts
Association mondiale des Guides et des Eclaireuses
Asociación Mundial de las Guías Scouts

With ten million Girl Guides and Girl Scouts from 146 countries across the world, the World Association of Girl Guides and Girl Scouts (WAGGGS) is the largest voluntary movement dedicated to girls and young women in the world.

ASIA PACIFIC REGION

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FOREWORD

Girl Guides Australia has had a great year and this report shares some of the outstanding achievements resulting from the hard work and dedication of many.

As you read through the report you will be awed by the wonderful work of our volunteer departments who have conducted reviews of the Olave Program and Australian Guide Program, run the body confidence program Free Being Me, produced a new Outdoor Challenge Badge, boating modules and a National Environment Statement, and gained accreditation of our Australian Training Program by the World Association of Girl Guides and Girl Scouts. The Girl Guides Australia Award system is under review, as is our Policy and Procedure process. We have seen at least 150 Members travel to events overseas and hundreds of Peak Achievement Awards achieved. We have undertaken a significant review of our Risk Policy.

Across Australia our movement continues to be challenged to create sustained membership growth and effectively manage and maximise the best use of our resources.

As a movement we are becoming more and more cognisant of the different challenges and opportunities that emerge through changes in the society in which we live. We recognise that if we do not continually review and adjust we are failing to live up to our Motto “Be Prepared”. Implicit in these words is a recognition of the need to change—to ensure that as a movement we remain relevant to the community and society in which we live and play.

By being prepared, Girl Guiding has thrived since the day of the Crystal Palace Rally in 1909 when a group of young women, recognising the fun, adventure and benefits their brothers were gaining from Lord Baden Powell’s (BP) Scouting movement, demanded to be part of it.

At that time BP is known to have suggested that a Guide needed to be useful with her hands and should be able to cook, sew, wash and be good at housework. Although any girl or boy today should be proud to say they can efficiently complete such tasks, if our program continued to hold these as our basics, our relevance to society would be significantly diminished, as would our preparedness to face the technological age we now inhabit.

When Girl Guides Australia adopted its new Promise and Law in 2010, I spoke to Michael Baden Powell, grandson of Lord Baden Powell himself, and we discussed the need for Guiding to change to maintain its relevance in an ever-changing society. The ability of Guiding to open itself up to the diversity of cultures and beliefs we now have in our communities had been one of the drivers of that change. We talked about the fact that his grandfather insisted that we belong to a movement, not an organisation. Inherent in this is the understanding that an organisation need never change but a movement should never stand still and must be prepared to change to meet the needs of its constituency.

So this is the challenge Girl Guiding faces in Australia. Our girls, our wonderful volunteers and our membership tell us how well our program is delivered. Market research tells us we are respected in the community and we all see young women who have grown before our eyes because of the opportunities presented to them through Guiding. What we do is unique! The Girl Guide/Girl Scout method is incredible and the community wants us to continue to deliver it, but they tell us we must be prepared to do so in different ways, at times that work for our changing ways of living and working, and in a manner that more easily meet their needs.

This report records the passion of our volunteers, their skills and their incredible commitment to making a difference



with their girls or the adults with whom they work. But in spite of this tireless energy we know that there are better alternatives to our out-dated ways of work, our cumbersome structures and our duplication of roles and responsibilities across the country. It's time to prepare for change!

Part of our change will require us to look in more detail at the way we operate as a movement. We need to become more flexible, more responsive and more competitive. We need to reduce the duplication and constraints on our people and assets and liberate our great wealth of talent and skills across Australia so that we can grow together.

As one of its three strategic goals, our Strategic Plan 2020 entreats us to be an efficient, effective and productive organisation. To that end, at its final meeting of 2015, the Board of Girl Guides Australia recognised that now is the time to “take the bull by the horns”. There is a recognition that our overarching organisational structure requires review over the coming twelve months with the aim of finding a structure which better suits the needs of our movement in 2017 - and beyond. Simply put, we need to be prepared to change or our rich traditions and heritage will all be for naught. We must see this moment for what it is - a burning platform for change to better utilise our capacity and our capability to be more responsive, more girl-led, to provide more opportunities and create a better world. Change will not happen on its own, but if we work together to be prepared, it will happen!

I would like to take this opportunity to thank all of those people who dedicate their time and energies to ensuring that we deliver the best Guiding possible to the girls and young women in our care. To the Members of the Girl Guides Australia Board and the hard working Board Committees, I say thank you for your commitment,

passion and drive and to the Management Advisory Committee, whose role it is to implement the strategies of the Board, I express my sincere thanks.

Much work is done behind the scenes by the team in the National Office in Woolloomooloo. I recognise and acknowledge their dedicated efforts on our behalf.

To those who make up the National Leadership Team, Assistant Chief Commissioners Susan Campbell and Miranda Cummings and our wonderful CEO Kit McMahon, it would be remiss of me not to acknowledge the unity of this team during this our second year and the support and encouragement provided amongst us is tangible. On behalf of Girl Guiding in Australia I sincerely thank you.

There is a hard road ahead, but the Board and National Leadership Team are ready, willing and prepared to tackle all challenges head on.

Robinette Emonson

Chair of the Board – Girl Guides Australia



WHO WE ARE & WHAT WE DO...

Girl Guides Australia is the peak organisation for girls and young women in Australia. Our mission is to empower girls and young women to become confident, self-respecting, responsible community members.

We provide girls with opportunities to grow, learn and have fun in relevant and meaningful ways. We provide a foundation for girls and young women to be the best that they can be and harness their individual potential to make a difference. We foster personal character based on our values of respect and collaboration to engender leadership qualities.

Girl Guides Australia is building on a 100 year tradition of helping to develop a brighter and better world... Guiding is about friendship, fun and adventure.

We instil in our members a desire to take action on issues they care about and to contribute to the communities around them as a key part of their personal growth.

With over 10 million members in 146 countries, Girl Guides Australia is part of the largest volunteer organisation for girls and young women in the world. We are a founding member of the World Association of Girl Guides and Girl Scouts (WAGGGS) and are involved in the Asia Pacific Region. WAGGGS is a movement providing non-formal education for girls and young women to develop leadership and life skills through self-development, challenge and adventure. Girl Guides and Girl Scouts learn by doing.

THE GIRL GUIDE METHOD FOR GIRLS AND YOUNG WOMEN – CORE CAPABILITY

As our core capability and the activity that all policies and systems must support, the Girl Guide Method is defined by the World Association of Girl Guide and Girl Scouts as: (Verhoeven, 2014)

- **Learning in small groups** to support each other, negotiate, make democratic decisions, assert our needs, solve problems together, take the lead
 - **At the pace and through a pathway that is determined by the girl** to respect individuals, make our own choices, learn in the best way for us, value our achievements, collaborate not compete, be confident
 - **Learning by doing** to take on challenges, learn through experience, take risks, make mistakes, get involved, pay attention
- **Connecting with others** to value others, appreciate diversity, listen, connect, make a difference, develop empathy, communicate
 - **Connecting with the world** to be active citizens, get our hands dirty, enjoy the outdoors, get involved in our community, speak out for change, pay attention to the wider world

Learning is experiential and connected to others with a goal of making the world a better place.

YEAR IN REVIEW



As we take steps to be Australia's leading organisation for girls and young women in leadership and personal development we are challenged to think differently, work collaboratively, celebrate successes and support each other through the inevitable change that comes with achieving a clear mission.

“We cannot solve our problems with the same thinking that we used to create them.”

—Albert Einstein

In reflecting upon the activities, achievements and outcomes across 2015, what becomes clear is that the national movement of Guiding is in the process of renewal, adaptation and change. The capacity and tenacity to see this through will be down to the fearless and able leadership of our Directors, our State Commissioners, our Executive Team, our incredible volunteers, our partners and supporters and all the amazing members of our community who spur us on and inspire us.

From our work across 2015, from the feedback from our parents, our girls, our volunteers and our leadership, we know that the need for a strong, flexible, responsive Girl Guide movement is strong. In fact, more than ever, the realisation of our mission through our core capacity—to empower girls and young women through our program and the Girl Guide method—is more necessary than ever before.

As we seek to understand the way we can do more of our good work, with more girls and young women, in more places and in a range of ways without compromising our mission, we know that adaptation to the diversity of needs in our community will occur across three key areas:

1. By providing innovative, fun, relevant and high quality non-formal learning for girls and young women
2. Through delivering high quality volunteer experiences to the Australian community
3. By being an efficient, effective and productive organisation

These are the keystones of our national strategic plan, they are the organising forces of our change program and the agreed platforms for the growth of our movement to 2020.



“A boat doesn’t go forward if each one is rowing their own way.”

– Swahili Proverb

This annual report is once again a testament to the commitment and spirit of Australian Guiding. Reading through these pages we can all be proud of the significant range of innovative programs that we have introduced and are designing, the reform that is planned for our program, the ongoing reform to our policy and ways of working and the work to truly provide the right platform for our Volunteers to have the best experiences across our movement. I would like to thank the Board of Girl Guides Australia, the Chief Commissioner and Assistant Chief Commissioners for their never-ending support and leadership. They have a clear vision for the potential of our movement, are excited about the future and have the courage and spirit of Girl Guiding to realise our vision.

I would also like to recognise and thank the work of the national team of Australian Guiding. This includes the staff working from our base in Sydney as well as our National Managers, their Assistants, representatives of the

Management Advisory Committee, the Volunteers who sit on the range of project teams and working groups, and the Board Committees. In total, some 55 individual personnel (mainly Volunteers) are working directly together to advance the strategic plan and vision of Australian Guiding. This is a significant team and they deliver an incredible outcome for the whole of the movement.

This report is dedicated to this extraordinary team, the amazing Volunteers and leadership across Australia, our incredible parents and community and all our phenomenal Girl Guides.

Kit McMahon
Chief Executive Officer and Company Secretary

MEMBERSHIP

PARTICIPATION IN OUR MOVEMENT ACROSS AUSTRALIA

Fig 1 – Membership by States

(SA data based on 2014 information)

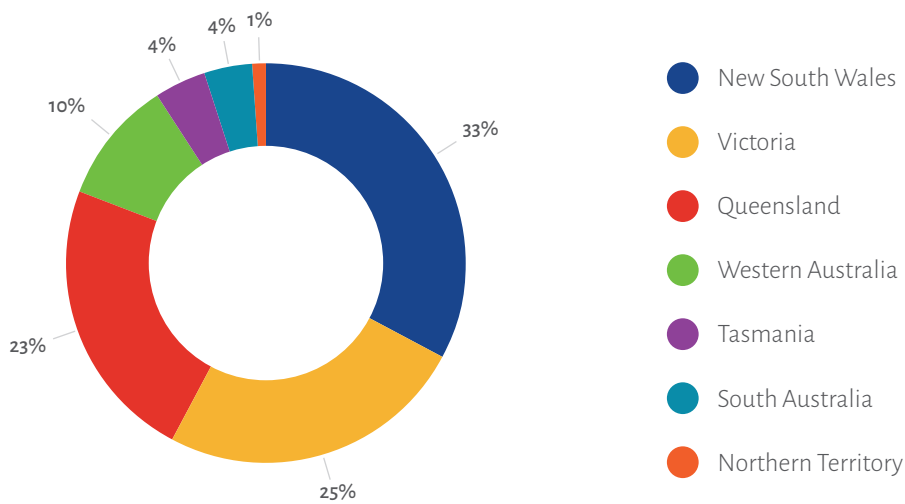


Fig 2 – Adults to Girls Membership

(SA data based on 2014 information)

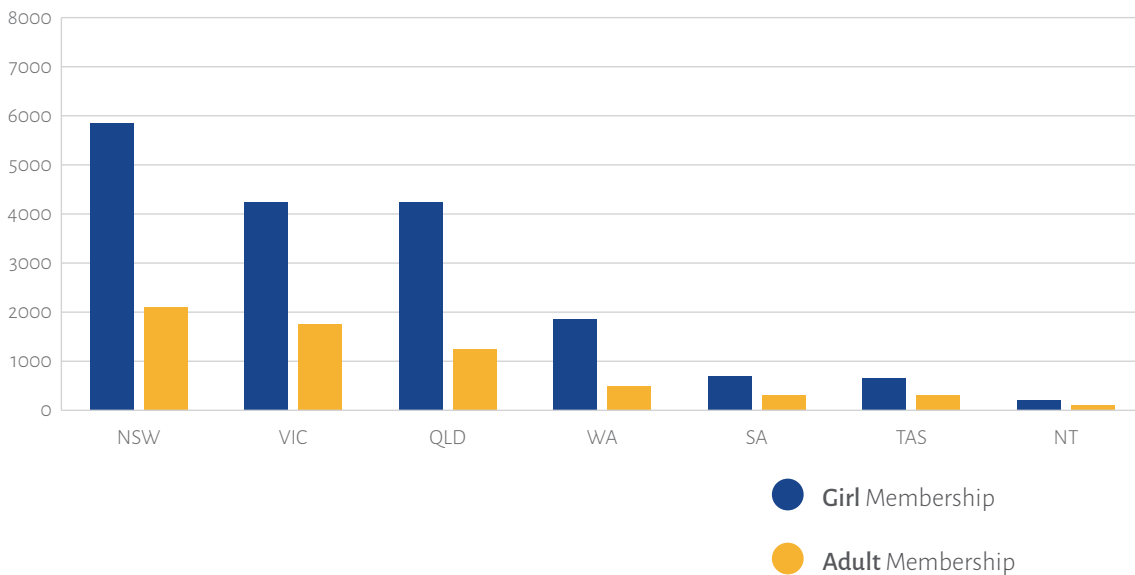




Fig 3 – Membership by Age Group

(SA data based on 2014 information)

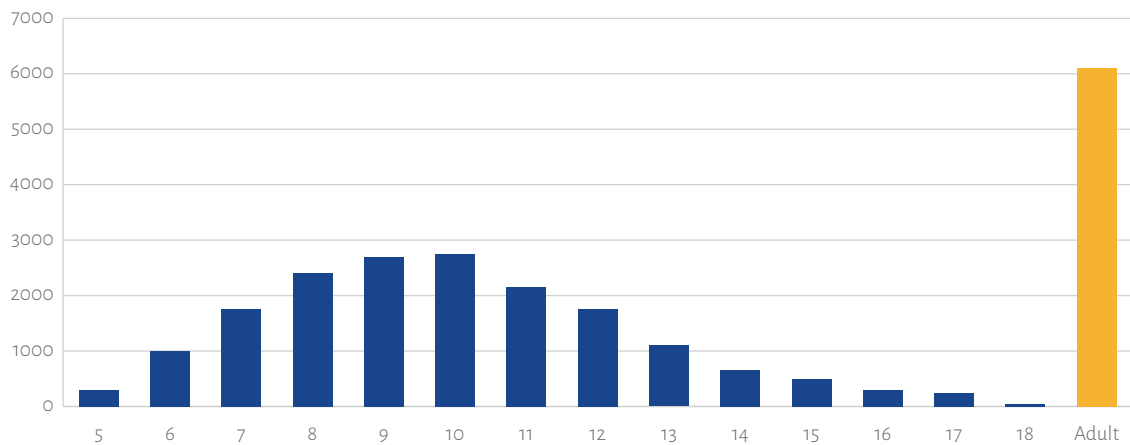
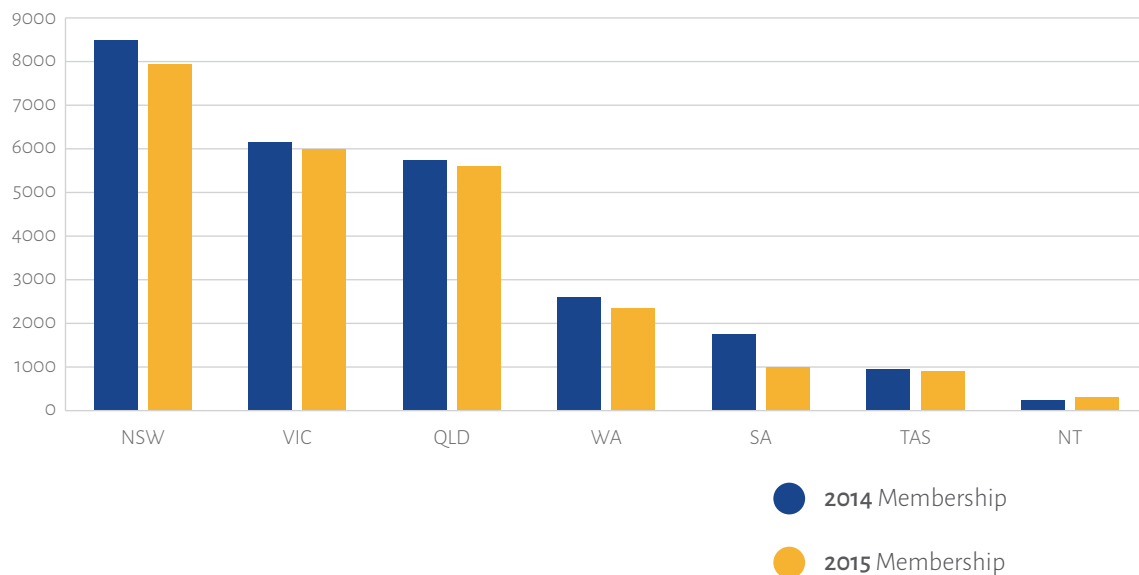


Fig 4 – 2014 to 2015 Membership

(SA data based on 2014 information)





PROVIDE INNOVATIVE, FUN, RELEVANT & HIGH QUALITY NON-FORMAL LEARNING FOR GIRLS & YOUNG WOMEN

AGP REVIEW

In 2015, the National Program team closed off a significant review of the Australian Guide program. This major endeavour of all of Australian Girl Guiding saw wide ranging engagement across Australia on all aspects of our program.

After over 3000 inputs, 4 commissioned pieces of research, some 13 interviews with national leadership, and 6 workshops across Australia with 250 Guide Leaders and Managers, the team arrived at a set of recommendations that was approved by all State Commissioners and the Board of Girl Guides Australia on 28 and 29 November 2015.

Girl Guiding learned an enormous amount from the review. It is clear that our program is highly valued by our community, Volunteers and girls. It is also clear that these same stakeholders see opportunities to evolve and improve our program. Broadly, Guiding's highest priorities are to:

- Increase the quality and consistency of our Program, focusing on delivering a truly girl-led Guiding experience
- Increase the diversity and flexibility of our Program, strengthening our opportunities to reach more girls
- Do more to support and strengthen Leaders—helping them to build skills to deliver the Program
- Communicate who we are and what we offer more effectively to the Australian community

The strategy that the Board of Girl Guides Australia and State Commissioners have endorsed is based upon the implementation over the next three years of the following recommendations:

1. Develop clear narratives for Guiding, maximising the value of a “girls only” Program in marketing and communications
2. Review the Girl Recognition System
3. Develop a range of flexible delivery options for the AGP
4. Renew the foundations of the AGP (currently defined as the Fundamentals and Elements) incorporating WAGGGS Skills for the 21st Century, and define a clear set of outcomes for the AGP
5. Develop more flexible leadership roles and structures to improve the experience of Leaders and Managers and support improved recruitment and retention
6. Develop a range of innovative Guiding programs and partnerships to address the needs of girls across the breadth of the Australian community

“This was a huge piece of work and we want to thank all those who contributed again for your ideas and support. We literally couldn't have done it without you!

We are also grateful for the support and contributions of the Girl Guides Australia Board, the Chief Commissioner, Assistant Chief Commissioners and State Commissioners.”

Helen Reid, National Program Manager, Nov 2015

BUILDING OUR FUTURE – LOOKING FORWARD

The realisation of these 6 recommendations will occur through an implementation strategy that will run from 2016 to 2018 across 6 areas of work. Each of these areas will have its own project team and timeline and will draw more deeply on the wealth of information from research.

The six work streams are:

Developing clear narratives to communicate who we are and what we offer more effectively to the Australian community.

We know we need to maximise the value of our “girls only” Program in our marketing and communications. This is what sets us apart from other community organisations and is what binds us to a world movement of Girl Guides and Girls Scouts working to empower girls and young women. We also need to better communicate our Program aims to Members, Volunteers, parents, and Guides themselves, and to reach further into our Australian community. This project will focus on developing new narratives and a diverse range of new multi-lingual materials.

Renew the Girl Recognition System

Through the AGP Review, Leaders and parents told us that the Girl Recognition System is not working well for them. Inconsistent application and standards, lack of clear progression, and problems with peer assessment are among the concerns. This is a large piece of work which will require the team to go back and dig deep into the data from the Review and possibly even to do further research. The project will produce a non-formal learning framework that links and makes clear the progression through our current recognition system. This is at least an 18 month project to ensure that any developments are well supported with resources and explanations. As the project progresses and the Australian Program Team develop the support materials to assist Leaders, parents and girls, these will be made available.

Develop flexible delivery options for the AGP

This project is focused on making it possible for more girls to get involved and stay involved with Guiding and on attracting Volunteers by providing diverse volunteering experiences. This project will draw on existing innovative practice and will pilot a wide range of options across all States and Territories.

Renew the foundations and define a clear set of outcomes for the AGP.

The Review findings made it clear that although Leaders value the Fundamentals and Elements, there is also confusion and a view that they could be improved. The focus of this project will be to update them, honouring tradition and linking Guiding to the needs of our 21st century community. Proposed changes will be put to the Australian Guiding Committee for approval in mid-2016. Any implementation of changes will be supported by clear explanations and resources. It is understood that any changes will effect a variety of current resources and this will all be considered as part of any implementation plan.

Develop more flexible leadership roles and structures; improve the experience of Leaders and Managers.

Delivering a consistent, high-quality Program means we must address Volunteer workloads, and build and support Leaders' skills. Creating an improved volunteering experience will help to support recruitment and retention of Volunteers. This project will align with the flexible delivery project and similarly, will pilot a wide range of options in States and Territories.

Develop programs and partnerships to address the needs of girls across the breadth of the Australian community

This project will harness Guiding's untapped potential to reach out to diverse groups in the Australian community. It will be one of the longest running, as we seek to build links with a range of groups and organisations in the community to support us in reaching more girls and more Volunteers.



OLAVE PROGRAM IGNITE

In 2014 and 2015, the National Olave Program Review Committee produced its final report and recommendations. After nearly 18 months of work by the young women of Australian Guiding, the outcomes and recommendations were approved by the State Commissioners and the Girl Guides Australia Board. The implementation of these recommendations started in 2015 under a project which was named “Olave Program Ignite”.

September 2015 saw the delivery of the first phase of Olave Program Ignite. This phase included a brand new framework for the Olave Program, a new online, mobile device friendly resource, a new tagline and a program to foster links between youth Members and Olave.

To launch the first phase of Olave Program Ignite, “Spark!” events were held across the country. These events had a common national component to ensure the messaging and information were consistent across the country. On the same weekend that most of the events were held, all the new information became accessible on the GGA website and was launched on social media. The Olave Program was also showcased at Guiding at the House and, later in October, Olaves in NSW and ACT held a very successful Spark! webinar.

Key achievements were:

Development of the online Olave Program Resource:

This provides relevant information for Olaves in the most accessible and convenient way. It contains all the information that Olaves, and those interested in the Olave Program, need to know about Peer Groups, the new Framework and Olave Program history as well as links to many useful Guiding resources.

Olave Program Inspire:

This new program was created to build stronger relationships at Unit level between Olaves and Guides of all ages. It provides Olaves with the opportunity to run a Unit program for one meeting, highlights to the Guides that they have a bright future in Guiding and links the Olaves into their local Guiding community.

A new tagline “Live for the Challenge” was developed and also launched in September.

SPOTLIGHT ON

The Olave Framework

The new Olave Program framework comprises three aspects and provides focus and clarity on what is really important to Olaves and to Guiding.

The first aspect of the new Olave Program Framework is **community**. Olaves take opportunities to make a positive difference in their communities through volunteering, service and advocacy. This can involve developing an understanding of global issues and sharing that knowledge with others, connecting with a range of diverse groups within the community such as refugees and homeless youth, and working in partnerships with other organisations to implement positive change.

The second aspect of the new Olave Program Framework is **adventure**! Olaves take opportunities to challenge themselves through new experiences especially in the outdoors and internationally. This develops self-confidence through exploring natural and urban environments and participating in opportunities and programs at international level through the World Association of Girl Guides and Girl Scouts.

The third aspect of our Framework is **self-development**. Olaves take opportunities to develop skills and knowledge to enable them to grow as individuals, which could involve practical skills, leadership and management skills, goal-setting and the achievement of challenges, contributing to the development of others and exploring new interests. All this takes place in a supportive all-female environment, which connects young women across cultures, ages and backgrounds.

DELIVERING SERVICE AND BUILDING COMMUNITIES – OUR OLAVES IN ACTION ACROSS 2015

Service has continued to be a focus for Olaves across the country in 2015.

Service to Guiding was carried out by Olaves assisting at a variety of events. In NSW-ACT service was carried out at a number of Girl Guide properties, as well as by Olaves assisting at a zoo sleepout by coordinating registrations and water and as leaders at an arts camp. Olaves in Tasmania assisted with a State 10–17 event and in WA the annual 14+ leadership weekend “In the Lead” was organised by Olaves as was an activity site during WA’s Centenary event.

Olaves were also involved in service projects to assist local community groups. A peer group in NSW-ACT organised a trivia night for the Cancer Council and in WA a service project run by Olaves created journals for the Department of Women’s Health.

In 2015 both NSW-ACT and Queensland held Olave Program Conferences. The conferences provides a great opportunity for Olaves to gather together and learn about developments and opportunities in Guiding, share their experiences and expand their Guiding networks by catching up with old friends and making new ones.

In late January, QUEENSLAND held their inaugural Olave Program Conference “Alive, Alert, Awake” at Kindilan. Registrations were welcomed from across the country and participants included Olaves from NSW-ACT and WA. Participants had the opportunity to attend a wine tour and lunch as part of the pre-conference program on the Friday of the weekend. The conference program included networking, information sessions on Olave Program specific topics and the Free Being Me program, abseiling, geocaching, trivia and Laughter Yoga. Participants also took part in a service project making dresses for the Dress a Girl Around the World project.

In February 2015, the annual NSW-ACT Olave Program Conference “Reignite” was held. During the weekend skill focussed sessions were held such as car maintenance, herb planting, public speaking, tai chi and women’s health. Participants were updated on state and national projects and held a #GuidingLight indoor campfire. The weekend also included service activities: collecting 800 bras for the Uplift Project, a Region Property Challenge clearing overgrown paths, sourcing and stacking woodpiles and other garden maintenance and fundraising for Sangam’s pool.

FREE BEING ME

The great work that commenced in 2014 with Free Being Me continued through 2015 with the team supporting greater levels of engagement and understanding of this powerful program to build body confidence in Girls.

By the end of 2015, Girl Guides Australia had reached some 17,000 lives across Australia and we were well on the way to successfully achieving our agreed target of 26,000 lives by mid-2016.

Congratulations must be given to the great national team of coordinators who together have really led the way not only on this program but also in new ways of working across Australian Guiding. These women are:

- Robinette Emonson
Chief Commissioner (Board Project Sponsor)
- Melissa Reoch (Victoria)

- Elyse Goddard (WA)
- Katherine Jenkins (WA)
- Emma Sheard (SA)
- Brownyn Hughes (NSW & ACT)
- Leslie Micklejohn (NSW & ACT)
- Sarah Hassarati (NSW & ACT)
- Amanda Nicholls (QLD)
- Danielle Hall (TAS)
- Alanna Cannon (TAS)
- Kit McMahon (CEO)



GUIDE YOUR MONEY

Guide Your Money is a new program for Australian Girl Guides which will empower girls and young women with skills and knowledge to make better financial decisions for a more secure financial future.

The goals of the program are to:

- Support transformational change in the lives of girls and young women and provide access to understanding the value of positive personal money management
- Develop a financial literacy program that covers key life stages of girls and young women and, through that, provide our Guide Leaders access to financial literacy development

Funded by Financial Literacy Australia, this project will deliver to Girl Guides:

1. Financial literacy program for girls aged 7 to 11 to be delivered by Volunteers (working title “Foundations Program”)
2. Financial literacy program for Olave Program Members (aged 18 to 30 years) to be delivered by Volunteers/Peer Educators (working title “Independence Program”)

Through an appropriate Girl Guide, non-formal learning program, this program will:

- Create life skills in girls and young women and create moments of choice by raising awareness of informed financial decisions
- Empower girls and young women to know where they can seek information and to be mindful about the role of money and finance in their life
- Develop positive mind-sets, knowledge and understanding on how financial literacy can empower their future
- Create a “pause point” in a girl or young woman’s life when financial decisions are made, so that she can consider how her decision on her personal finance can contribute to financial independence
- Provide opportunities for girls and young women to take a moment to envision their financial future and understand what action they can take to realise that

- Strengthen their own financial literacy resilience when the context of the girls and young women may not be conducive to financial empowering behaviours

Learning Philosophy and Framework

Foundations Program – Girls aged 7 to 11 years

Based on the Girl Guide non-formal learning methodology which emphasises learning through experience, building confidence and lifelong skills, the girls will cover the following topic areas:

- Money choices
- Budgeting
- Shopping savvy
- Saving and borrowing
- Investing
- Goal setting



The expected outcomes of the learning approach are:

- Develop awareness of the impact of money decisions (7–10 years)
- Develop capacity to make conscious money decisions (11–12 years)

Achievement of these outcomes may be impacted by the gap between financial behaviours modelled in the ‘Guide Your Money’ program and financial behaviours that are modelled within each Guide’s family.

Independence Program – Olaves aged 18 to 35 years

As with the Foundations Program, this part of the strategy will be based on the Girl Guide method emphasising learning through experience and will demystify key financial concepts, focus on decision making skills and strategies that are appropriate for life stages of this age group and provide sign posts for further discovery. The topic areas covered by the Independence program are:

- Personal attitudes to money choices
- Creating positive behaviours

- » Budgeting
- » Saving for a goal
- » Pause points
- » Borrowing
- Working my money
 - » Investing
 - » Superannuation
- Protecting my money
- My future goals

The envisaged outcomes of the program are:

- Creating in young women of Girl Guides an awareness of the impact of money decisions
- Creating capacity for Girl Guide young women to make 'conscious' money decisions
- Ensuring that young women participating in the program to know where to go for impartial information

The project team through 2015 for this key piece of work was:

- Janet Torney, Girl Guides Australia Director and Treasurer (Board Project Sponsor)
- Colleen Fitzgerald, National Project and Change Manager

- Sharon O'Brien, Program Team
- Jess Bailey, Olave Program Representative
- Emma Gillett, Olave Program Representative
- Judith Bowler, Instructional Designer
- Jill Pleban, Content expertise in Financial Literacy
- Monica Gyoery, Content expertise in Financial Literacy

In 2015 the team:

- Undertook research into the key priorities of Australian girls and young women when it comes to financial literacy including peer reviewed research, ABS and Australian and New Zealand research, review of similar programs from other Girl Guide MOs
- Sought out feedback from Olaves on their key priorities
- Designed the delivery strategy
- Developed module outlines for 6 programs for young girls (Foundations)
- Developed module outlines for 10 programs for Olaves (Independence)





VOICES AGAINST VIOLENCE

Voices against Violence (VAV) is a non-formal learning program for boys and girls that has been developed by UN Women and the World Association of Girl Guides and Girl Scouts (WAGGGS). The initiative is designed to help young people learn to talk about violence, understand its root causes, recognise their rights and develop the skills and confidence to access those rights for themselves and others.

The program is interactive, child and youth centred and provides opportunities within a safe and supportive environment for our Guides to talk about relationships, gender equality and abuse.

The curriculum is divided into four age groups each supported by specific program with age appropriate activities and sessions.

- Early (aged 5 to 7),
- Young (aged 8 to 11),
- Middle (aged 12 to 16) and
- Older (aged 17 to 25)



With the approval of the National Board and all State Commissioners, a national project team has been formed to plan for delivery of a pilot program to ensure that the

right policies and procedures are in place, that risks are mitigated and that the program beyond the pilot, is adequately resourced.

This team currently consists of Members from the Victorian, NSW/ACT and Queensland organisations who will focus on creating the right approach to trial delivery of the program in 2016.

- Velia Nicholls – State Commissioner of Girl Guides Queensland and Director of GGA (Board Project Sponsor)
- Emily Milton Smith – Girl Guides NSW and ACT
- Kate Jenkin – Girl Guides NSW and ACT
- Orla McGovern – Girl Guides NSW and ACT
- Greta Keating – Girl Guides Queensland
- Kathryn Gorton – Girl Guides Queensland
- Erin Wicking – Girl Guides Victoria
- Claire Bickell – Girl Guides Victoria
- Kit McMahon – Girl Guides Australia

In 2015, Girl Guides Australia were fortunate to receive funding from the Australian Government Office for Women to assist with the planning of the project establishing the pilots. To date the project team has:

- Instigated partnership discussions with three key leading organisations in Australia in the area of gender based violence – Our Watch, The Rosie Batty Foundation, 1800 Respect
- Drafted a Statement on Gender Based Violence to explicitly define the rationale for delivering the program in Australia, which will be put to the States and GGA Board in 2016 for support
- Drafted a national policy on Child Protection which is currently being tested with external partners/ stakeholders who have expertise in the field of child protection and will be distributed to State Organisations in 2016 for feedback prior to being put to the Board for approval
- Developed three position descriptions for key volunteer roles to run and implement the program: a national oversight role, coordinators for each state, delivery/ facilitators and evaluators

- Drafted a recruitment strategy for the roles
- Designed a training and induction process for the Volunteers involved in the program
- Drafted a broad advocacy campaign to incorporate with the program
- Developed an internal and external communications strategy

In 2016 the team will also:

- Design resources and materials to assist Volunteers to implement the program in Australia which will customise the program to the Australian context based upon the input from our partners
- Seek out opportunities to have our program evaluated by external research assistance so that our work can contribute on an ongoing basis to social policy across Australia, and help Girl Guides improve what it does for girls and young women

SPOTLIGHT ON

International Day of the Girl Child

To celebrate 2015 International Day of the Girl Child, Girl Guides Australia, in partnership with colleagues from UN Women, facilitated an afternoon tea at Parliament House. Hosted by the Minister for Women, Michaelia Cash, we were pleased to have representation from a broad range of key leadership including Senator Claire Moore (Opposition spokesperson for Women), Senator Larissa Waters (Co-Deputy Leader of the Australian Greens) and other parliamentary dignitaries. We also had a great level of support from the team and members of UN Women Australia and great credit should be given to the Girl Guides and Leaders of the ACT Region who came out in force and did the movement proud on the day.

The team were delighted that Susan Campbell could facilitate the event for GGA and as well as hosting Susan was able to chair a panel consisting of Emily Milton Smith and representation from UN Women.



OUTDOOR ACTIVITIES AND EVENTS

The National Outdoors Team continued to show the true Girl Guiding spirit in 2015 and build upon their successes of previous years. The team spent an enormous amount of time and energy providing input and support into some of the major policy and procedure reforms that are a key part of the national strategic plan.

The national partnership with Clean Up Australia Day continued as the national event celebrated its 25th Anniversary. A specific badge celebrating the incredible service provided to the Australian community by this annual event, and its partnership with Australian Girl Guiding, was released.

The Outdoors Team also welcomed the approval of the National Environmental Statement which was the result of a significant amount of work by all of the national team.

As a consequence of her attendance at a Juliette Low Seminar, the National Outdoors Assistant Manager Ally Hooper was supported to develop a specific challenge program that builds skills in the leadership of girls in the outdoors using the patrol system. This challenge is supported by a new “Let’s go Outdoors” resource and the new “Lightweight Camping & Hiking” resource developed with the support of the Program and Outdoor team.

The Outdoors team were also pleased to release a suite of modules for rowing and develop a Girl Guides Australia Boating log. These resources and tools are part of the continuing effort to encourage Girl Guides and Leaders to participate in outdoor activities.





SPOTLIGHT ON

Great Bunya Gathering

The Great Bunya Gathering (GBC) was the highpoint of 2015 for all Guides and Leaders relating to participation in the Outdoors. 1500 Guides and Leaders spent eight days participating in activities from paddle boarding and night kayaking to archery and mountain bike riding. Run by a brilliant group of hard working, dedicated Volunteers, this great celebration of all things Girl Guiding was held at the picturesque and splendidly beautiful Lake Somerset, 1.5 hours from Brisbane in sunny Queensland. Participants enjoyed a wide variety of activities across 6 wonderfully created worlds:

1. **SQUISH:** Activities included croquet, swimming, water inflatables, Aqua Balls, messy area, water guns, wet volleyball, Frisbee golf
2. **SPLASH:** Activities included canoeing, kayaking, rafting, water toys, coracles, water obstacle course, paddle boarding
3. **SQUIRM:** Where girls could enjoy a great mud obstacle course
4. **SPLAT:** Activities included circus skills, clowns, face painting
5. **SPLINTER:** Participants could enjoy musical instrument making, tent painting, tie dying, clay modelling, scroll working
6. **SWING:** Where a great time was had with activities such as high ropes, low ropes, abseiling, rock wall climbing, crate climbing, archery

In addition to these onsite activities, Girl Guides also involved themselves in a great set of offsite activities at Dreamworld, Australia Zoo, Brisbane City and South Bank. A well supported set of overnight activities was also run for the older Girl Guides (14+) and included surfing, paddle boarding, abseiling in the Glasshouse Mountains, kayaking, photography and bush hiking.

A key highlight of GBC was the Youth Forum which formally introduced the new Sustainable Development Goals to Australian Guiding. Through a series of activities, Girl Guides were asked which Goal they thought was the most important for Australia and GGA to focus on for a better future.

A big BRAVO to all involved in the running of this spectacular event. The legacy of great Girl Guide Jamborees continues and we look forward to the fun times of the next Jamboree in NSW-ACT in 2018.



INTERNATIONAL

The International Program managed by Girl Guides Australia continues to provide significant and incredibly beneficial activities and events for Australian Girl Guides. Renowned for taking the experience of our Girl Guides to the next level, the international program is seen by all as a crucial part of our vibrant Australian Girl Guide program,

In 2015 over 150 Guides and adult Members attended overseas international events including a large group travelling the world visiting the World Centres. Some of the events that our Australian Girl Guides participated in across 2015 included:

- Japan Sai No Kuni Girl Scout Camp
- Korea International Jamboree
- Our Chalet Christmas in the Alps
- Our Chalet Alpine Adventure week
- Our Chalet Walking Week
- Sangam 4 week Community Programme
- Sangam Amy Bush Bursary
- Sangam Essence of India
- Sangam Free Being Me Festival
- Sangam Silver and Gold
- Sangam Be the Change
- Sangam Be the Change MDG3 in India
- Sangam Be the Change: MDG6 in India
- Sangam Essence of India I
- Sangam Gifts for Change
- Sangam Reach for the Stars and Children's fun days
- UK Fun
- UK Peak
- USA California Dreaming 2
- WAGGGS Juliette Low Seminar
- WAGGGS Oman GCGS Experience Forum
- WAGGGS Train the Trainer, New Zealand
- WAGGGS Women in the World
- WAGGGS Facilitator Training



“Staying at a world centre has changed my view of society, privilege and how privilege works. One of the most eye opening moments for me was when we were discussing sexual education and a few of the ladies mentioned that they had never received any, and were completely in the dark about their periods, which to us seems like a complete non-issue but these ladies literally had no idea about it when it first happened which as they said was terrifying. It made me realise that although we seem to have come a long way to equality we still have a distance to go.”

Natasha Payne, South Australia

SPOTLIGHT ON

Juliette Low Seminar “Dream. Dare. Do.”: Allison Hooper

Allison Hooper of Girl Guides Australia wrote about her experience at the Juliette Low Seminar in Sangam World Centre in February 2015.

DREAM. DARE. DO.—A powerful theme for a week long journey in leadership, self-discovery, cultural learning and friendship. A giant banner hanging from Sangam's iconic water tower challenged 50 young women from 47 countries to become the leaders we want to be at the 2015 Juliette Low Seminar, held in India from 8-14 February.

The journey started with ‘dreaming’ of leaders of yesterday, today and tomorrow, reflecting on how we saw ourselves as leaders, and then testing our leadership abilities by undertaking the Pune Challenge. In groups of three we explored Pune city, finding landmarks, learning of its history, and trying to find lunch for 28 rupees each—the amount of money someone living below the poverty line in India has to live on each day.

From dreaming we started to ‘dare’, challenging ourselves through physical and mental challenges in and around Sangam. There was a stream of abseilers off the Sangam water tower, an exercise boot camp, snake petting, housecleaning and taking a local bus to a nearby town centre and buying food. Some people even decided to do this without talking. We also had the opportunity to visit with some of Sangam's community partners, to witness firsthand the impact of those leaders who did dare to make a change.

And then we were challenged to ‘do’, with the opportunity to meet and discuss with a variety of leaders their journeys and the steps they took to get where they are—including a Skype interview with the Chair of the World Board for WAGGGS, Nicola Grinstead. We were introduced to the book and documentary ‘Half the Sky’, which highlights the exploitation of women in all corners of the globe. We also got started on our action plans for how we could implement our new-found skills and confidence at home.

But some of the best times were out of session. One of my favourite moments is braving the cool water of the Sangam pool to help teach another participant how to swim during afternoon break. I've never taught someone to swim before, but my new friend challenged herself just by putting on a swimming costume. There was also learning about other cultures, trying different foods, sari shopping and singing happy birthday to other restaurant diners, and being part of one of the best international concerts ever. But all good things must surely come to an end, and what better way to celebrate new friendships and to finish another successful JLS than by sharing our Guiding Light at a campfire. Everyone holds the key to their future, they just need to use it to unlock their potential..

PUBLICATIONS, PROGRAMS AND PARTICIPATION

It is resources and programs such as these that seek to increase the relevance of our program to girls and young women today. Importantly they are all developed by our amazing Volunteers without whom our movement would not be here today.

Girl Guides Australia produced a range of high quality and positively received programs and resources through 2015. Highlights were:

- Celebration of a Centenary of Service by the ANZACs that came with a special badge worn proudly by girls around the country as they took part in services and parades to celebrate this special event.
- A resource to support the United Nations International Year of Light and Light Technologies. This resource provided Girl Guides and Leaders with a variety of new ways to explore ‘Light’ across our Program, be it through science, art or in our community.
- Release of the Lightweight Camping and Hiking Resource to promote and support Guides and their Leaders to take their love of the outdoors to the next step.

PEAK ACHIEVEMENT AWARDS

Girl Guides Australia provides a range of peak achievement awards for our Girl Guides. The completion of these awards is a major achievement for any Girl Guide. We all celebrate with our Girl Guides when they proudly wear their recognition (badge) of their achievement. Assessed by themselves and their peers, our peak achievement awards provide a tangible, practical way for girls to set and achieve their own learning and growth pathway. By setting personal challenges Girl Guides set their own course, discover their own pathway for learning, learn to lead and appreciate the benefits that comes from personal growth and a sense of completion.

“Have courage in seeing problems as opportunities.”

– Lady Baden Powell

Junior Baden-Powell Award

The Junior BP Award is the Peak Achievement Award for girls aged 7+. It aims to provide an extra challenge for Girl Guides within the seven Fundamental areas of Guiding. The challenges should extend a skill or knowledge area, help the Girl Guide work on something that needs improvement, extend her social network and provide an opportunity to feel a sense of personal achievement when the challenge is completed. A Girl Guide may start this Award after her 7th Birthday.

Junior Baden Powell Awards in 2015 – 606

Baden Powell Award

This peak achievement award is for girls aged above 10 years of age and provides further challenges for Guides in our seven fundamental areas of Guiding – Promise and Law, Outdoors, Service, World Guiding, Guiding Traditions, Patrol System and Leadership Development.

Baden Powell Awards in 2015 – 241

Queen's Guide Award

Those who achieve a Queen's Guide Award have taken the highest leadership and personal development path for youth in Australian Guiding. It is an opportunity for extraordinary personal development and greater self-awareness for Guides between the age of 14 and 18 years of age. The Queen's Guide

Award is more than just the challenges that the young woman sets out to achieve. It is about the Guide challenging herself to do her best in her way. The Award is recognised in the community – in fact it is given credit in many of Australia's secondary school systems. Queen's Guides uphold the standing of this significant Award in everything they think, say and do.

Queen's Guide Awards in 2015 – 68



“The only standard that counts is the amount of effort on the part of the individual.”

– Lord Robert Baden-Powell

DELIVER HIGH QUALITY VOLUNTEER EXPERIENCES TO THE AUSTRALIAN COMMUNITY

LEARNING AND DEVELOPMENT

A key highlight for 2015 was the successful accreditation of the Australian Learning and Qualification Program (ALQP) by the World Association of Girl Guides and Girl Scouts—a significant milestone for all of Australian Guiding. Resources were reviewed for currency and relevance including the Leader and Manager Passports, the Passport Guidance Notes and the Promise and Law Session notes in the Leadership Qualification Training, with the “Becoming a Manager” and “Leading Volunteers” training programs updated to meet the needs of new Managers.

The significance of the work of the L&D team continues to grow as the role of an effective and efficient learning and development framework to our national strategic plan becomes even more crucial. 2015 saw great collaboration with other national teams including the Risk Management Committee with the preparation of tools and resources to update Leaders and Managers in the new Risk Management implementation, and the HR Committee of the Board as we prepare for the release of our national People Management Framework. The L&D team continues to strive to ensure

that our Volunteers are supported to grow through quality learning opportunities and were able to work closely with colleagues within the Outdoors team to clarify the Outdoors Leader role and to cooperate with the provision of campcraft and water activities trainings in several states.

A key outcome for 2015 was trialling of the Learning and Development Passport which is designed to increase the trainer resources available to Girl Guiding. The Facilitation Skills Learning Topic was finalised and released onto the GGA website. Some concerns with the role of the Learning Partner were addressed and work was undertaken to encourage District Managers to facilitate the qualification of new Leaders in conjunction with qualified Learning Partners.

GGA was delighted that five Australian Trainers were able to attend the National Learning and Development Program of WAGGGS in New Zealand and we look forward to 2016 with the national Training for Trainers conference in Tasmania in October.

REVIEW OF ADULT AWARDS

Continuing on from the great work in 2014, the National Team that was established to review the Australian Adult Awards completed its work. On 19 July, the Board of Girl Guides Australia approved a set of 11 recommendations that would reform the way that the Australian Adult Awards are led and managed across Australia.

The recommendations are:

- That Girl Guides Australia develops a policy statement on the role, purpose, value and intent of Adult Awards, and that this policy provides for the adoption by all States of one set of agreed national procedures to support consistent implementation of the Awards Policy
- That a revised Framework for Volunteer Awards be adopted as part of that policy, and a detailed set of criteria be developed to support this framework
- That a series of new awards be created:
 - » A new award with a bar to be inserted between the Bar to the Wattle and the Emu
 - » A new award to be inserted between the Bar to the Emu and Red Kangaroo, and that this new award be known as the Grey Kangaroo Award
- That the current Long Service Awards be deleted, and that an award for Years of Membership, known as the Membership Bar, be introduced that is presented after one year of membership, with additional recognition made after three years, then five years, then at five yearly intervals
- That the Star of Merit and Letter of Commendation be deleted, with the Gilt Cross, Silver Cross and Bronze Cross retained in their current format



- That the Supporter's Badge and Thanks Plaque and Banner be deleted
- That the Thanks Badge be retained, and a Thanks Certificate be introduced as a separate award to the Thanks Badge
- That an award for Years of Support Group Membership be introduced.
- That a national network comprising the State Awards Chairs and coordinated by the National Awards Chair be established.

In addition to this, a number of specific recommendations designed to improve the current procedures and process for Guiding Awards were also endorsed. These were:

- That Girl Guides Australia allocates finances to develop resources and material to support the implementation of the outcomes of the Adult Awards Review
- That a new project team (Awards Implementation Team) be appointed to implement the recommendations. This team will continue to report to the HRC and build on the experience of the previous committee. The new team will include some members of the review team and a wider representation to strengthen the skill set.
- That the CEO works with the Awards Implementation Team and key stakeholders to develop a project plan and change strategy to support the implementation of the recommendations in this report
- That a purpose statement is created for a National Awards Network which aims to collaboratively share information

- That new Position Descriptions be prepared for the Chair of the Australian Awards Committee and for State Chairs responsible for Awards, that are consistent and aligned with the new Framework
- That under the agreed national procedures, a consistent set of assessment principles and supporting resources for Awards Committees be developed
- That under the agreed national procedures, a consistent set of application principles and supporting resources for Members be developed
- That a Membership Bar design be considered, along with an attachable number chain with numerals 3, 5, 10, 15, 20 and so on
- That the current GGA Awards Certificate is redesigned

Congratulations must go to the great team that brought this significant piece of work to a close:

- Lynne Price
- Janet Simmons
- Lauren Brincat
- Wendy Leabeater

In 2016 a working group will be formed to implement these recommendations.



GROWTH ROUND TABLE – LONDON

The World Association of Girl Guides and Girl Scouts (WAGGGS) held the inaugural Growth Round Table: A Movement of Ideas for Growth Results (Growth RT) from the 5 - 8 November in London UK. With the generous support from both the Irene Fairbairn Fund and WAGGGS, our CEO Kit McMahon was nominated by GGA to attend as a delegate.

The aim of this innovative conference for World Guiding was to “empower Member Organisations with knowledge and tools for membership growth”. Specifically it aimed to provide:

1. Member Organisations (MO) with a chance to engage with each other,
2. Delegates with a range of relevant external experts and speakers who spoke to good practices in membership growth, and
3. The opportunity for delegates to make connections and contacts for further collaboration in areas that promote growth.

The event was aimed at high level decision makers who had the ability to influence and effect change. In the end 116 delegates from 42 Member Organisations around the world participated, including Nigeria, Zambia, Norway, Finland, United States of America, United Kingdom, Rwanda, New Zealand, Canada, United Arab Emirates and Jordan as well as involvement from countries who are looking to be a part of Guiding such as Ethiopia.

Girl Guides Australia connected and learned from colleagues in other MOs about the strategies that they are implementing to grow Guiding across the world. Whilst the contexts and environments vary, the encouraging reality is that there are clear common themes across World Guiding to adapt and grow our movement. The common areas of strategy are:

- Adapting the model of volunteerism in guiding to suit current and future society needs
- Being responsive to the need to deliver relevant programs to girls and young women
- Having organisations that are agile, adaptive, change-ready and mission focused on Members, Volunteers and the cause of Girl Guiding

Importantly, these three areas align strongly to the Girl Guides Australia strategic plan. For GGA the key outcomes of the event were:

- Opportunities to provide key input into the growth of World Guiding and present our own strategy to colleagues
- Strong positive learning and development opportunities to expand knowledge and practice on key topic areas – brand, strategic planning, diversity and volunteerism
- Clear understanding that the strategic priorities that Australia is working towards align well to support growth in comparison to other MOs
- Opportunities to connect with WAGGGS on the nature of the 2016 Partnership visit to support the GGA strategic objectives



CULTURE REVIEW

In April 2015, the Board of Girl Guides Australia endorsed a project to commence a review of the culture of Girl Guides Australia. First proposed by the Management Advisory Committee, the project aims to align the culture of our organisation to the strategic plan. The first stages of this review will start with the Board, Board Committees and Management Advisory Committee after which consideration will be given to the value of advocating such a review to our State Members. In this way, the GGA organisational review can act as a pilot to model a potential approach for a broader review. Utilising the Organisational Culture Assessment Instrument (OCAI) the first set of tools were distributed to stakeholders in the fourth quarter of 2015 with the view that a first report on outcomes is provided to the May 2016 Board for consideration.

The reality is that to adapt and modify our culture will take as long as our strategic plan to achieve. It will include many

inputs – not only the OCAI tool at this level, but also such items as any relevant outcomes from the AGP Review, Olave Review and other past research/projects. Any project to change culture has to provide Guiding itself with time to appreciate what culture they need to have to honour the strategic plan and achieve growth. Changing the culture (once we have defined where we want to go) may also involve undertaking pilots. These will need to be identified. The pilots will also assist Guiding to understand what we mean by the preferred culture state, so that the preferred state is understood and owned by Guiding.

The start of this process though, begins with asking the Board and its sub-committees to complete the OCAI tool as presented so we can articulate our initial baseline. This is the beginning of a broader change process.





TREFOIL GUILD

With members ranging in age from 21 to 109 years of age, Trefoil Guilds run across Australia and are a crucial part of the national Guiding Movement. Activities of our Guild members cover an amazing variety of events including assisting local Guides both physically and financially, donating, making helpful articles such as breast care bags and crochet rugs for Nursing Homes and Cancer Care Wards, and helping out at community events.

An important part of the Trefoil Guild is their biennial Gathering which enthuses and inspires all involved. A significant activity through 2015 was the planning of the 2016 Gathering in Adelaide, South Australia and already

there are 200 registered delegates including overseas representation from United Kingdom, Canada, New Zealand and United States of America.

2015 also marked a significant transition in the leadership of the Trefoil Guild as the national movement said a fond thank you to Barbara Dean and a welcome to Barbara Fairbairn in the role of National Trefoil Guild Adviser. During these important transitions in volunteer leadership it is important that we welcome new ideas and vision as well as pay our sincere thanks to the incredible work and legacy of those outgoing. All of Australian Girl Guides say a big #Bravo to Barbara Dean.

SPOTLIGHT ON

Honorary Australian Associates

The Board of Girl Guides Australia acknowledges the members who have provided a significant contribution to the national organisation for a minimum of three years. These retiring office bearers join hundreds of their colleagues by becoming an Honorary Australian Associate (HAA) of Girl Guides Australia.

During 2015, thirteen leaders who had held various roles within Girl Guides Australia were approved by the GGA Board to become HAAs. These members are:

- Phyllis Salmon (SA) SA Outdoor Activities Manager
- Nicole Young (SA) SA Olave Manager
- Miranda Cummings (WA) National Olave Program Manager
- Pamela Denny (WA) Assistant State Commissioner WA
- Kristina Nilsson (WA) Assistant State Commissioner WA
- Carmel Stefanoff (WA) Assistant State Commissioner WA
- Rosalind Farley (NSW) State Trefoil Guild Adviser
- Lea Watts (NT) State Learning and Development Manager NT
- Jill Ribbons (SA) Centenary Coordinator
- Narelle Anderson (VIC) Learning and Development Manager VIC
- Joy Ord (QLD) State International Adviser-QLD
- Sue Crombie (WA) Assistant State Commissioner WA
- Margaret Devlin (VIC) Girl Guides Victoria

HAA activities provide the opportunity for these people to continue their involvement in Guiding by being updated on the future direction of GGA. Many remain actively involved as Unit Leaders, Managers and Committee members in their own States thus continuing to share their experience, skills and expertise, and their passion for Guiding. Additionally they are provided with occasions to meet together to uphold the Guiding Spirit. #Bravo

SPECIAL FUNDS REPORT

Girl Guides Australia are indebted to a number of generous donors who, through their vision have created a legacy that for many years has empowered girls and young women.

The funds named in this report have been created to support the realisation of the mission of Girl Guides Australia. The Board, Executive and all of Australian Guiding are grateful for the ongoing support that these gifts provide for a range of Girl Guide activities across Australia. The vision of these donors to support the ongoing growth of the Australian movement is one that we celebrate and recognise in this report.

The special funds are administered by the Special Funds Committee who, under their Charter, are responsible for the day to day prudential management of the funds distribution. They report through the CEO to the Finance and Risk Committee (a Committee of the Board) and all special funds are externally audited as part of the annual GGA Audit plan.

During 2015, the Funds Administration Committee reviewed applications and allocated funding of \$15,784.58 from four Girl Guides Australia Funds. Distributing amounts of money tells one story but the benefits to the Members concerned, as well as to Guiding in general, tell another. Sometimes funding has supported younger Members by supplementing their own fundraising efforts to fulfil long-held dreams to attend an international event or volunteer at a World Centre. On other occasions, funding has enabled Girl Guides Australia to be represented at United Nations and World Guiding seminars and conferences, which in turn builds capacity in our own Members. Developing the skills and knowledge of our Leader Trainers by attending a WAGGGS Train the Trainer event has been of additional benefit to Guiding in Australia.

Here are explanations of the origins of the Funds and some of the stories related to their implementation, particularly in 2015.

Gregory Fellowship Fund – funds projects to benefit Guiding.

The Gregory Fellowship Fund was established in 1991 by Mr Reg Gregory with a donation of \$100,000 from the Sidney Myer Fund. Mr Gregory was Treasurer of the Girl Guides Association of Victoria, and a foundation member and director of the Olave Baden-Powell Society.

- WAGGGS Growth Round Table: A Movement of Ideas for Growth Results: The Chief Executive Officer of GGA attended this inaugural event in the United Kingdom that was aimed at “high level decision-makers who have the ability to influence and effect change”. Outcomes of the event for GGA were the opportunity to network with Leaders from other Member Organisations; increased knowledge in key areas of brand, strategic planning, diversity and volunteerism; comparisons with the experiences of other Member Organisations; connecting with WAGGGS, particularly in relation to the forthcoming triennium visit; and reassurance that GGA has appropriate strategic priorities for growth.





Irene Fairbairn Fund – funds young Members to attend International events.

The Irene Fairbairn Travel Fund was established in 1955 in recognition of Irene Florence Fairbairn, CBE, Honorary Federal Secretary from 1938 to 1947, first Federal Commissioner of Girl Guides Australia from 1947 to 1952 and Chief Commissioner of Girl Guides Australia from 1952 to 1955.

- 10 youth Members (aged 13 to 18 years) and 5 adult Members received assistance to attend international events in Australia, New Zealand, USA, and Switzerland.
 - » Tiffany Woods (WA) attended the Australian International Jamboree 2015:

“Queensland Jamboree is an experience that I will never be able to forget. It was a great experience. It was my first time out of Western Australia and my first time on a plane. So it was thrilling and terrifying at the same time... This experience has been a great one and I will never forget the trip and the friends I made. And I'll never forget all the help I had so I could experience it. So thank you.”
- 4 adult Members (aged 18 to 30 years) received assistance towards becoming volunteers at three World Centres – Sangam (India), Our Chalet (Switzerland), and Our Cabana (Mexico).
 - » Kate Turner (NSW-ACT) was a volunteer at Sangam:

“India has absolutely changed my life. In the time I was away, I found my work with children to be so important to me that I started my adult leadership training to lead Junior Guides nearer to home. I also changed my major at University from Sociology to International Development Studies.”
- 5 adult Members (three aged 18 to 35 years, two aged over 35 years) received funding for international conferences after being selected to attend:
 - » WAGGGS Be The Change: MDG6 in India 2015 – Natasha Payne (SA)
 - » WAGGGS Oman Experience Forum 2015 – Bronwyn Hughes and Luisa Simeonidis from GGNSW-ACT, and Bronwyn Cole (VIC):

“Girl Guides Australia presented the first MO led session titled ‘Facing the Future – Girl Guiding into

the 22nd Century’...Overall the learning experience and information gained from this forum was highly significant.”

- » UN Commission on the Status of Women (CSW60) 2016 as a WAGGGS representative – Hannah Woodward (WA)
- Report from Tara Witney, funded in 2014 to attend the New Year’s Event at Our Cabana 2014-2015:

“Our Cabana is a beautiful Girl Guiding World Centre and I was honoured to represent Australia in Mexico... I have made friends to last a lifetime, and I have memories that will last forever.”
- Report from Allison Hooper (NT) funded in 2014 to attend the Juliette Low Seminar 2015 at Sangam:

“The theme of the seminar was ‘Dream.Dare.Do’. A powerful theme for a week long journey in leadership, self discovery, cultural learning and friendship. ... The JLS project that I have chosen is to design and implement an outdoors challenge badge for youth Members.”

Wilma Torney Fund – established 2000 to assist Leader training.

Wilma Torney was a Guide Leader in Victoria and Queensland for 30 years from 1946. Trainer (especially in campcraft), District, Division and Region Commissioner, Region Training Adviser in Queensland then Australian Post Box Secretary. Wilma was a member of the Queensland State Council for 18 years and of their Executive for 8 years.

- WAGGGS National Leadership Development Program: Train the Trainer in New Zealand. WAGGGS facilitators led this event on facilitation skills and a learner-centred approach, including those skills required for NLDP leadership. Participants were expected to create training plans and implement NLDP modules in their training on their return to Australia. They achieved the WAGGGS qualification NLDP Trainer Certificate. Four Australian Trainers were assisted by the Wilma Torney Fund to attend this event.
 - » “The event gave all a wider picture of training and training styles and more awareness of looking for the needs of the learner. A great week, well worth it!”

Eleanor Manning Fund—established 1988 to assist Australian trainers to attend training events in the Asia Pacific Region.

The Fund was established in memory of Eleanor Manning, OBE. Miss Manning was Chief Commissioner of Girl Guides Australia from 1955 to 1962. She was the first Australian to become a member of the Executive Committee of the World Association of Girl Guides and Girl Scouts from 1960 to 1969 and was Acting Director of the World Bureau from January to August, 1969.

- WAGGS National Leadership Development Program: Train the Trainer in New Zealand. Two Australian Trainers were assisted by the Eleanor Manning Fund to attend this event.

Amy Bush Fund—established 1988 to assist Leaders over 35 years old to attend training.

Amy Bush was a trainer and the Australian member of the World Committee of the International Fellowship of Scouts and Guides (IFOSAC).



GGA SPECIAL PURPOSE FUNDS

Following an extensive consultation process, the Board of Girl Guides Australia decided to combine all of the current Funds into one named the GGA Special Purpose Fund. This will allow greater flexibility in allocating funding where it will be of the greatest benefit to Guiding and Members of GGA. The funding for special purposes will be provided by the award of grants, which will be in keeping with the intent of the Business or Strategic Plan of Girl Guides Australia or the World Association of Girl Guides and Girl Scouts. Reflecting the intent of the previous Funds, the new Special Purpose Fund will have three main priorities for the awarding of grants:

- Projects related to people rather than buildings, which will be for the long term benefit of the Girl Guide Movement, both in Australia and throughout the world (examples of appropriate projects include bringing a trainer from overseas, developing a training resource, international service, community service, advocacy, research, and pilot projects)

- Members between the ages of 13 and 35 years to attend a State, national or international event;
- Members to attend events organised by the World Association of Girl Guides and Girl Scouts, Member Organisations, Girl Guides Australia, government and non-government organisations (examples of appropriate events include United Nations events, WAGGGS events, Juliette Low Seminars, Helen Storrow Seminars, Asia Pacific Region events, national and international camps, conferences and trainings for trainers and Leaders).

The Funds Administration Committee will be re-named the Special Purpose Funds Executive Committee and will commence operations under its Charter for the financial year commencing 1 January 2016.

The table below indicates how funding was allocated in 2015, according to the priorities of the GGA Special Purpose Funds.

SPECIAL PURPOSE FUNDS	DETAILS	GGA FUND (2015)	ALLOCATED (2015)	% OF TOTAL ALLOCATIONS
Priority: Projects (for people rather than buildings)	Project beneficial to Guiding in Australia or the world.	Gregory Fellowship Fund (Projects)	\$2,366.58	
		Sub-total	\$2,366.58	15.0%
Priority: Events (Members aged 13-35 years)	Attend a State, National or International event.	Irene Fairbairn Fund (International events)	\$9,700.00	
		Sub-total	\$9,700.00	61.5%
Priority: Events (internal & external organisations Members over 35 years)	Attend events by GGA, MO, WAGGGS, government & non-government organisations.	Irene Fairbairn Fund	\$2,240.00	
		Wilma Torney Fund (Leader training)	\$535.00	
		Eleanor Manning Fund (Training events)	\$943.00	
		Sub-total	\$3,718.00	23.5%
		Total (2015)	\$15,784.58	100%
		Budget (2015)	\$19,920.00	
		Variance (Budget - Allocation)	\$3,135.42	

BE AN EFFICIENT, EFFECTIVE & PRODUCTIVE ORGANISATION

GUIDING AT THE HOUSE

“Congratulations on a fantastic morning yesterday. If the rest of the weekend was as exciting (and from what I have heard, it was) – you should be thrilled.”

“The young women were incredible and I so enjoyed catching up with so many people – some I haven’t seen for years.”

“Thankyou for including the HAAS in such an exciting occasion. I was so pleased to be included.”

Guiding at the House (GATH) was a collaboratively delivered, GGA coordinated and supported strategic event at Parliament House in Canberra on 14 September. The goals of the event were to

1. Build strategic relationships between Australian Guiding and key national political leadership
2. Develop knowledge of Australian Guiding across national civic and community leadership and position the movement as a key contributor to national agenda and policy outcomes
3. Provide the leadership of Australian Guiding with an opportunity to experience a well-coordinated and managed engagement opportunity at the strategic level that provides them with opportunities to establish key connections with our national leaders

The full day of activities involved:

- Show case Morning Tea for the whole Girl Guide movement which launched the new Olave Program with a key note address by Minister Michaela Cash and chaired by our Assistant Chief Commissioner Miranda Cummings
- Girl Guide discovery program providing the opportunity for around 25 young Guides from the ACT Region to learn

and engage with the peak legislative decision making body of the nation. Our Guides took a tour of Parliament House, attended question time, met the Prime Minister of Australia and held a forum with Senator Gallagher, Senator Hansen Young and Linda Reynolds

- Some 50 meetings between the leadership of Australian Girl Guiding and parliamentarians including Ministers on the collaborative advocacy agenda
- Private dinner with the Board of Guides Australia, Minister Cash and representatives of Australian Parliament on our priorities for women and girls

“Just a quick email to say a big Thank you for all your hard work in pulling the Guiding at the House together.”

“It was an amazing experience for me personally (it’s all about me!) but also the contacts we made will be good for GGT and enables us to have a toe in a few doors. The feedback from Social media posts has been great too.”





Building on past collaborative advocacy

“Thank you for your great work putting it all together. It was amazing and to be there while history was being made was also icing on the cake.”

“I think this is the beginning of great things with all the advocacy we did and the follow up will be next!”

Guiding at the House was, in effect, part of the journey of Australian Guiding to develop and advocate on a common platform for change. Commencing in May 2013, with a national statement released to tie into the Federal Election of that year, the work since that time has been aligned to the three agreed priorities of Australian Girl Guiding:

- **Supporting our World**—supporting the UN Goals for addressing poverty, giving priority for girls and women to access quality health care, education and live in a world free from violence, and taking action on climate change
- **Future proofing our volunteer culture**—by better planning and development of the volunteer workforce, positioning the future of volunteering as a national productivity issue and strategically connecting for better recognition of the learning that occurs in the community (including Guiding) within the national education system
- **Understanding and supporting girls and young women**—through sponsoring leadership pathways for our future female leaders, valuing the issues and needs of Australian girls and young women through better research and legitimate policy dialogue and recognition of outdoor adventure education as a key development strategy for girls to mature, develop resilience and understand risk.

Since the release of this statement, GGA has used it as the primary organising architecture for our engagement with policy makers and corporate Australia—as both an advocacy tool and a tool for informing the public about our priorities moving forward.

Since then some areas of the statement have been deepened through production of other public statements such as:

- **Empowering Girls and Women**—Empowering our Future was developed by young women of Guiding across Australia for the anniversary of Beijing 20 and endorsed by the Board of GGA on 3 May.
- **Environmental Statement**—a statement on our environment was developed by the National Outdoors team and endorsed by the Board on 3 May.

“Thank you both for your amazing vision and courage to make it all happen—it was a very special day and I am very privileged to have been part of it. Thank you!”

“Thank you so much! I cannot believe the amazing time I had at the AGP review and at Guiding at the House! I can’t thank you enough for giving me such an amazing opportunity. I feel so lucky to have been given this chance and to have met all the amazing women who attended!”

“Thank you for everything and I can’t wait for the new things to come.”



FACE & SOUTH EAST DISTRICT
SOUTH EAST DISTRICT

Sophie Calko

SPOTLIGHT ON



Our Incredible Support Team

Guiding at the House could not have happened without the extraordinary input and support from all those involved. A special tribute must be paid to the incredible young women from across Australia who acted as our support team. Led by past Chief Commissioner Helen Geard, these women were proactive, professional and irreplaceable – certainly a group of young women to watch out for in the future.

- Ally Hooper NT
- Sarah Ashe SA
- Anna Cook ACT
- Amy Campbell VIC
- Hannah Woodward WA
- Kate Rumney TAS
- Amberlei Beresford TAS
- Bronte Snowden QLD
- Jessica Spence QLD

SUCCESS

“What a weekend and in particular Guiding in the House! Thank you for your wonderful efforts in making this all happen – no easy job and to think it could have been hijacked at the last minute by the leadership challenge! It was an amazing experience for everyone but in particular the young women who attended – you could see how excited they were and we need to keep this going.”

This was the first time that Australian Girl Guiding had engaged in such a significant positioning and advocacy event and it was a huge success for all concerned. The value of the event was measured across the four areas of:

Positioning: We were able to significantly contribute to building our position with our parliamentary leadership which will only continue if time and effort is put into continuing these relationships.

Advocacy: The understanding of the broad agenda of Australian Guiding was well prosecuted on the day but will need to be continuously promoted over the medium and longer term. Significantly, the ongoing work here needs to be coordinated and well organised to leverage opportunities where they arise.

Development: The day provided a significant opportunity to build our organisational capacity and capability in government engagement. Not only did we build skills across generations, we also built them across the country for a common cause. Ensuring that opportunities continue to be provided to build on these skills will be important in the future to both retain our skilled Volunteers and also to grow our organisational knowledge.

Unified approach: Australian Girl Guiding was able to develop a consistent understanding of the national agenda as well as how this applies across the various regions, states and territories. We were able to use a common framework which accommodated regional variability.

HARMONISATION OF POLICY AND PRACTICE

2015 saw significant amounts of work across Australian Guiding as the movement sought to reform its ways of work and provide a strong foundation for growth.

This reform work includes developing new policy and process as well as significantly changing the way that we review and implement our existing policy and agreed practice.

Guide Lines – Changing the way we define our policy and practice

In early 2014, Girl Guides Australia commenced significant work to harmonise the way that policy and procedure occurred around Australia. In recognition that sustainable growth will be better served by harmonising our ways of work more effectively, a team lead by our past Chief Commissioner Helen Geard and current Treasurer and Director Janet Torney commenced to review our national policy and procedure framework.

Consultation and research across Australia identified that reform in this area needed to ensure that:

- Policy and procedure was complete, accessible, credible and current
- Any framework for our policy and procedure is strong enough to support a nationally consistent program and Guiding experience, whilst allowing for regional flexibility and adaptability on the ground in keeping with our girl-led mission
- Ways of working reduce duplication, better define policy from process and reduce confusion in the field on what is required to support a quality experience for girls and Volunteers
- The approach provides certainty to the user of what is expected of them whilst at the same time promotes a positive culture and ways of work that are consistently understood
- Australian Guiding has a strong structure of policy and process from which to grow





With these key issues and opportunities defined by the Leadership of Australian Guiding, the national team rolled out a survey across Australian Guiding to get an understanding of what the broad Membership thought about policies and procedures and to identify the key issues in the field. The survey was well received and with some 435 responses provided an excellent insight into the views of our Volunteers.

The result of this work was the release to our State Members of a final report including some 11 recommendations which were approved in May 2015. In summary the recommendations will deliver:

- A unified framework for policies and procedures. Documentation and approach will be standardised across GGA and State Members, under one Guiding banner with similar look and feel, and duplication will be reduced. Furthermore there will be a new way that policies and procedures are classified: this classification will reflect the national governance structure.
- Separate policies and procedures documents. Policies specify the principles and governance framework on particular matters and are approved at Board level. Procedures are the channel through which policies are implemented and are the responsibility of management/executive teams and will vary across States. Ownership needs to be clear.
- An online policy and procedure portal for Guide Lines. This iconic platform for our policies will remain but be transferred into an electronic format that is more accessible and able to be more up-to-date and responsive than the current hard copy approach. The new format will have stronger version control, implementation and expiry information, and allow for hyperlinking to relevant forms and supporting documentation.
- Greater levels of transparency on Guiding policies and procedures with open access to stakeholders of Australian Guiding. Specifically, all password access to our policies and procedures will be removed from our website.
- More support to Guiding to assist in understanding the policies and procedures. An “Ask a Guru” support mechanism will be established and include an FAQ system as well as a facility for Members to raise questions on our policy and procedures.

To implement the final recommendations a working committee was formed comprising of:

- Helen Geard, Chair (TAS);
- Elizabeth Adnams (VIC);
- Eboney Fromm (NT)
- Paulette Huggins (QLD)
- Jenny Mirto (QLD)
- Sarah Mylotte (WA)
- Selina Thomas (NSW-ACT)

In 2015 work commenced to build the online site and www.guidelinesforgirlguides.org.au was created. This independent, platform responsive portal will be the primary site for all policies and procedures. An email hotline was also established as an interim measure before the formal portal is live in 2016.

In relation to the broader framework and ways of developing policy and procedure, by the end of 2015 a new framework for policy and procedure was formulated which:

- Classified the broader structure of policy as it relates to the governance of our organisation
- Defined a specific process for designing, reviewing and implementing policy which was trialled throughout 2015

Creating a better Risk Environment

In February 2015 a national forum was held to commence a review of the national Risk Policy. In attendance were members of the Girl Guides Australia Board, the national Risk Team, the national Management Team as well as external partners. Facilitated by our national Risk Advisers, this workshop was the start of 12 months of intensive work to strengthen our risk policy and deliver a better framework on risk to Guiding that would strengthen the risk settings as well as empower Guiding at the local level to make decisions on activities and programs that meet the needs of the local community.

At the end of 2015, after a full year of work with leadership across all States and Territories, the Board of Girl Guides Australia signed off on a new Risk Management Policy. Whilst some parts of this policy have not changed, the new policy formalises processes already in place, consolidates some processes that have sat outside risk management into a new framework, and aligns our risk practices to the national standard for Risk Management.

In the policy there are four key areas that have changed for Risk Management within Guiding:

1. We have updated our risk appetite.
2. Responsibilities for all stakeholders in managing risk are defined.
3. There is a new classification for risks.
4. The way that risk is assessed has changed.

Importantly the Risk Policy is one part of how Guiding will be better supported on the ground to manage and mitigate hazards. Across 2016 two other key pieces of work will come together to create policy settings that are in keeping with our reform work. To create a positive risk environment that is clear, transparent, accessible, credible and usable the Risk Policy will:

- Be implemented with specific tools suitable for the different levels of Guiding, from international and national, including abolishing the need to have local Leaders complete multiple copies of forms for basic activities
- Create a set of resources and guidance notes for each activity that clearly show the ratios, expectations and preparation required for our AGP to thrive. Based on the successful Girl Guides Queensland activities manual, this will be a resource that encourages diversity of the Guiding program and shows the opportunities rather than telling our Leaders what they cannot do.

Another important part of our work in 2015 has been to review our policy as it relates to the ratios of adults to children. The work has not only affirmed the nationwide commitment to maintaining our high standards of supervision, but also provided an opportunity to more clearly articulate the application of our ratio policy across different parts of our program.

The outcomes of this work will profoundly transform the way we provide our program to our community from one that is driven by “what cannot be done” to a program that is about “what can be done”. In keeping with our Guiding spirit and mission, it will put in place the required foundations and pillars that empower our Leaders, at what every level of the organisation, to know what decisions can be made at what time to really provide a dynamic and empowering Girl Guide program for all Australian girls and young women.

Implementation of the full Risk Management policy framework is occurring across 2016.



BISCUITS

In July 2015, the Board of Girl Guides Australia was asked to approve a proposal that would see a significant change to national biscuit fundraising. They agreed to change to a new Australian Supplier and with that, to create a new range and new invigorated campaign.

This proposal was based on 12 months of considered collaborative work across all aspects of Australian Guiding.

From 2016, the premier annual fundraising drive of Australian Girl Guiding will be undertaken in partnership with the Melbourne based and Australian owned Modern Baking Company. To arrive at this decision a nationally supported Evaluation Committee consisting of national Directors, State Girl Guide Manager, State Directors and lead Managers oversaw a national EOI and tender selection process that evaluated five potential suppliers against the following criteria:

- Capacity to provide required minimum levels of revenue/profit to the organisation at all levels
- Capacity to provide high levels of customer service including effective account management, quality delivery strategy, support for marketing and promotion, Australian branding and packaging that supports agreed identity
- High quality product and suitable range
- Opportunities to improve the capacity and capability of Guiding in Australia and raise income levels
- Previous experience of undertaking similar partnerships
- Alignment and support of Girl Guide values and mission

Congratulations and sincere thanks must go to the Evaluation Team that contributed a great deal of time and thought to making sure that all of Australian Guiding benefited from this process and the outcome. The team was:

- Viv Rylance – SEO Girl Guides Tasmania
- Paul Nicholls – SEO Girl Guides Queensland
- Tess Davies – Governance Chair, Girl Guides Victoria and Director of Girl Guides Australia. Tess is also a member of the GGA Guiding Operations Committee

- Lynne Emblin – State Commissioner of Girl Guides Victoria and member of the GGA Australian Guiding Committee

- Rosemary Derwin – Member of GGA Finance and Risk Committee and Treasurer and Director of Girl Guides NSW-ACT.

In 2016 our new range will be refreshed. It will be keeping the favourites while adding some new, exciting variants.

- Original: The classic Girl Guides Australia biscuit; baked to the traditional recipe, they will be sure to please Girl Guide biscuit lovers.
- Triple Choc: New to the range, this is a biscuit with three types of chocolate and a soft choc centre.
- Gluten free: New to the range this year, this is a delicious shortbread-style biscuit. A delectably buttery biscuit, it's a yummy treat everyone can eat!
- Bush Buddies: Another new creation, Bush Buddies are mini choc-flavoured biscuits in Australian animal shapes (cockatoo, koala, kangaroo, wombat and platypus). Each pack of Bush Buddies contains eight lunchbox-ready snack packs, making them a convenient and yummy treat.

Already our decision to work with a new partner is providing some benefits with new ranges and products being planned for 2017 onwards.



AUSTRALIAN AWARDS

Girl Guides Australia pays tribute to all those members of the Australian Guiding family and community who have been recognised in awards and honours in 2015.

The recognition of the members of our community and the good works that they undertake on a daily basis, is as humbling as it is inspiring to the national Guiding movement.

AUSTRALIA DAY HONOURS 2015

Medal (OAM) of the Order of Australia in the General Division:

Mrs Joan Elizabeth BARNES

Mrs June Lorraine RETALLACK

Mr William Bernard CARRINGTON

Mrs Pamela Rosemary THOMAS

Mrs Valerie Joan PELL

Mrs Dorothea Olive WORBOYS

QUEEN'S BIRTHDAY HONOURS

Member (AM) in the General Division of the Order of Australia:

The Honourable Susan Lynette SMITH

Medal (OAM) of the Order of Australia in the General Division:

Mrs Lynne Maree EMBLIN

Mrs Elisabeth Lilian SADLER

Mrs Yvonne Dian BOOTH

Mrs Joan VOGELS

Mrs Elise Jane CROFTS

Dr Susan Quilford WHITE

Ms Jan Margaret MACINTYRE

GOOD SERVICE AWARDS

Red Kangaroo:

Awarded for outstanding service to Girl Guides Australia.

Jill Ribbons (South Australia)



ASIA PACIFIC LEADERSHIP AWARD

The Asia Pacific Leadership Award is to recognise the achievement of Leaders in the Member Organisations of the Asia Pacific Region. It is awarded in three categories: Unit Leaders; District, Division and Region Managers and State Commissioners; Service to Guiding.

Asia Pacific Leadership Award for Unit Leaders:

Lenelle Anderson (Queensland)

Katrina Arnold (Queensland)

Pauline Davidson (New South Wales)

Annette Drewett (New South Wales)

Eileen Emery (Queensland)

Leisa Evans (New South Wales)

Emily Milton Smith (New South Wales)

Charlotte Firth (South Australia)

Susanne Phillips (Queensland)

Rochelle Reed (New South Wales)

Asia Pacific Leadership Award for District, Division, or Region Managers and State Commissioners:

Dawn Borchardt (South Australia)

Helen Hargreaves (New South Wales)

Anne Hyland (South Australia)

Faye Lawson (Queensland)

Cynthia Murphy (New South Wales)

Asia Pacific Leadership Award for Service to Girl Guiding:

Margaret Bunting (Western Australia)

Vivienne Stone (New South Wales)

OUR TEAM & SUPPORTERS

OUR SUPPORTERS

“No matter what accomplishments you make, somebody helped you.”

—Althea Gibson

Girl Guides Australia sincerely thanks our supporters who have provided great assistance to our organisation in 2015. These organisations have been a part of supporting the growth of Guiding and importantly supporting the empowerment of girls and women across Australia. To them we say “Bravo”.

1. Westpac Banking Corporation for their ongoing positive partnership with Girl Guiding and their support of our organisation
2. Griffins Food Limited for supply of the national stock and support for our annual biscuit campaign which has been a key fundraising activity for our whole movement every year
3. Daintree Ltd for providing support and ongoing guidance as part of their consultancy and partnership with Girl Guides Australia for the Review of the Australian Guide Program; for being a key part of our team, holding us to account, asking hard questions and keeping our eye focused on our mission and role
4. Davelcorp for invaluable and ongoing partnership to support the growth of our organisation, and high quality advice and professional service on our national insurance program
5. Affinity Risk Management for ongoing advice, support and partnership to improve our risk policies and procedures; for generously sharing knowledge with our organisation to improve the way we work
6. Financial Literacy Australia for graciously awarding Girl Guides Australia a significant grant to support the development of a national financial literacy strategy for girls using the Girl Guide method
7. 50 Acres for providing invaluable support and guidance on our public relations and advocacy activity with governments
8. Dove Global Self-Esteem Fund through our friends at the World Association of Girl Guides and Girl Scouts, for supporting our organisation and great team of Volunteers to be part of the global movement for Free Being Me.

 Westpac



Daintree Residential Pty Ltd





OUR TEAM

Girl Guides Australia is supported by many Volunteers across Australia. Their energies, leadership, and activity are supported and coordinated through a small team, based in Sydney.

National Girl Guide Leadership Team

NAME	ROLE
Robinette Emonson	Chief Commissioner and Chair of the Board
Susan Campbell	Assistant Chief Commissioner
Miranda Cummings	Assistant Chief Commissioner
Kit McMahon	Chief Executive Officer and Company Secretary

National Office Staff

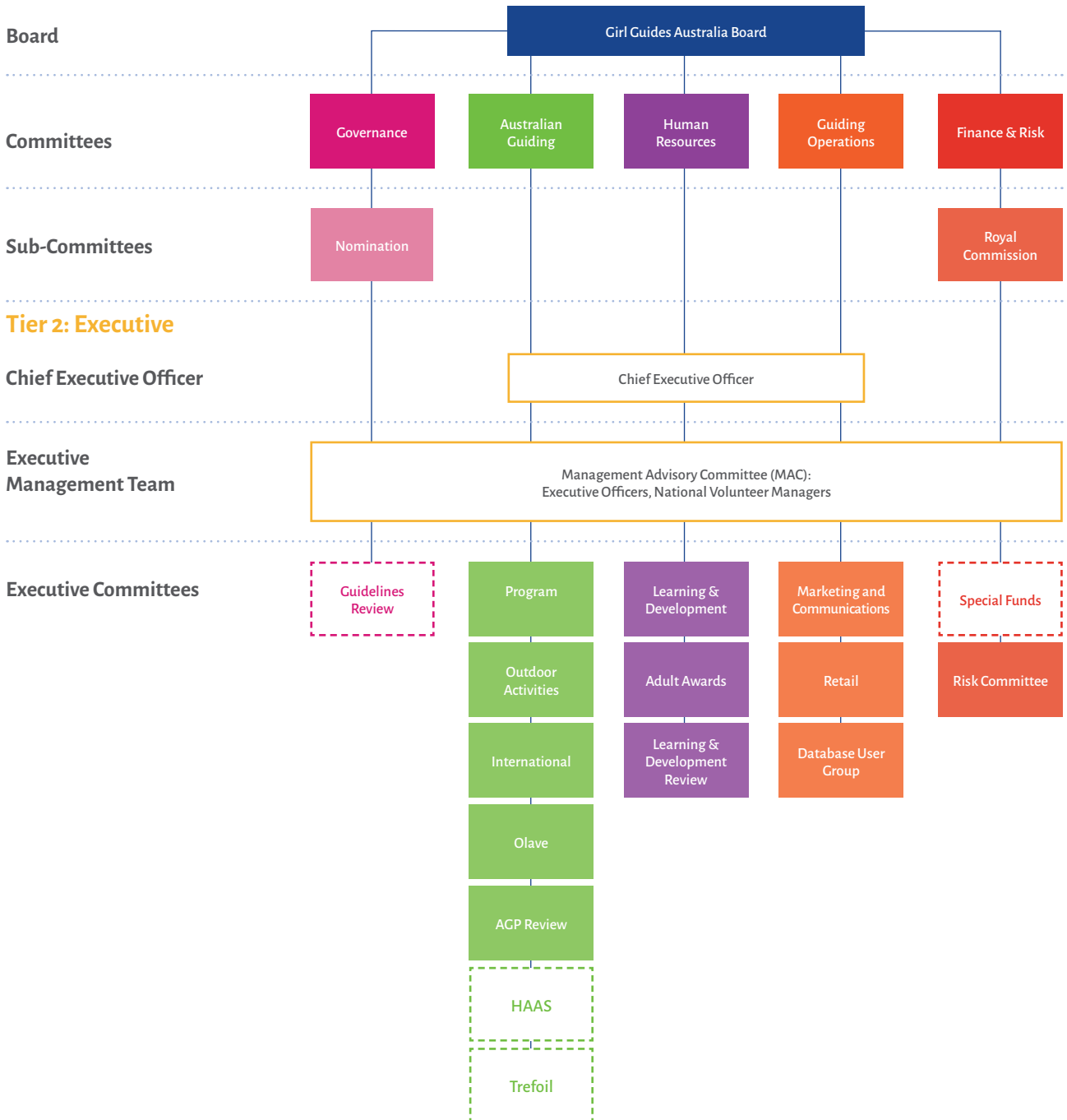
NAME	ROLE
Traci Scott James	National Operations Manager
Louise Greig	Acting National Volunteer Coordinator (12 months through 2015)
Colleen Fitzgerald	National Project and Change Manager
Tiana Froget	National Finance Administrator
Gabrielle Callaghan	National Finance Administrator (12 month Maternity Leave from 16 Sept 2015)
Sandra McKnight	National Office Administrator

Department and Committee Leadership

NAME	ROLE
Helen Reid	National Program Manager
Jane Boroky	National Learning and Development Manager
Miranda Cummings	National Olave Program Manager (outgoing from 12 October 2015)
Nicole Young	National Olave Program Manager (incoming from 12 October 2015)
Anne Crummy	National Outdoors Manager
Joan Bunker	National International Manager
Wendy Hall	Chair, Risk Management Committee
Barbara Dean	National Trefoil Adviser to 18 September 2015
Barbara Fairbairn	National Trefoil Adviser from 18 September 2015
VACANT	Australian Archivist
Lynne Price	Chair, Honorary Australian Associates

NATIONAL GOVERNANCE & MANAGEMENT STRUCTURE

Tier 1: Board



BOARD & EXECUTIVE

BOARD OF GIRL GUIDES AUSTRALIA

As determined by the constitution of Girl Guides Australia, the Board of Girl Guides Australia is comprised of a minimum of six directors and a maximum of sixteen and includes:

- Seven Directors each of whom is nominated by a State Girl Guide Organisation
- Two Appointed Directors
- The Treasurer
- The Chief Commissioner and Chair of the Girl Guides Australia Board – in 2015 this was Robinette Emonson

The Board is supported by five Board committees:

- Australian Guiding: Chairman, Susan Campbell (Assistant Chief Commissioner)
- Governance: Chairman, Tess Davies (Nominated Director Girl Guides Victoria)
- Guiding Operations: Chairman, Brenda Hamlett (State Commissioner and Nominated Director from Girl Guides Western Australia)
- Human Resources: Chairman, Susan Campbell (Assistant Chief Commissioner)
- Finance and Risk: Chairman, Janet Torney (Treasurer)

EXECUTIVE

The Executive is responsible for the implementation of the national strategic plan, the annual business plan and the day-to-day operations of Guiding across Australia. Its role is to provide strategic advice to Girl Guides Australia and support the development and implementation of its strategic plan and to facilitate achievement of the mission, aims, objectives and programs of Girl Guides Australia as part of delivering Guiding to the Members of the State Girl Guide Organisations. This is led by the Chief Executive Officer with the Management Advisory Committee (MAC).

The MAC is designed to support the work of Girl Guides Australia and realise the commitment that all State Girl Guide Organisations have made to the national mission of Guiding in Australia.

Acting within the boundaries of the Girl Guides Australia strategic plan, and using this plan to provide direction to the work of the committee, the MAC consists of:

- Senior staff from State Girl Guide Organisations:
 - » Victoria – CEO
 - » NSW & ACT – CEO
 - » Queensland – SEO
 - » Northern Territory – SEO (or equivalent)
 - » Western Australia – SEO (or equivalent)
 - » South Australia – SEO
 - » Tasmania – SEO
- National Managers
 - » Program
 - » International
 - » Learning and Development
 - » Olave Program
 - » Outdoor Activities Program
- Chief Executive Officer, Girl Guides Australia who is also the Chair



GIRL GUIDES AUSTRALIA

Financial Statements for the Year Ended 31 December 2015



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DIRECTORS' REPORT

31 December 2015

The directors present their report on Girl Guides Australia for the financial year ended 31 December 2015.

DIRECTORS

The names of the directors in office at any time during or since the end of the year are:

Names	Appointed/Resigned
Robinette Emonson	Appointed 5 February 2012
Jane Dent	Resigned 23 March 2016
Brenda Hamlett	Resigned 1 January 2016
Michelle Stone	Resigned 9 October 2015
Virginia Radford	Resigned 1 July 2015
Janet Torney	Appointed 1 July 2013
Alpha Gould	Resigned 2 September 2015
Theresa Davies	Appointed 23 January 2014
Linda Elezovich	Appointed 1 January 2016
Velia Nicholls	Appointed 1 April 2014
Gillian Garcia	Resigned 5 November 2015
Isabelle Skinner	Resigned 29 May 2015
Rocio Verastegui	Appointed 7 September 2015
Paul Giles	Appointed 8 September 2015
Dawn Borchardt	Appointed 6 October 2015
Ann Lilley	Appointed 29 May 2015
Rosemary Derwin	Appointed 5 November 2015
Kate Alcorso	Appointed 4 April 2016

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

PRINCIPAL ACTIVITIES

The principal continuing activity of the company during the year was to be part of a worldwide voluntary organisation which promotes and encourages the development of girls and women as responsible community members through a program of activities and service and a commitment to the Guide Promise.

No significant changes in the nature of the Company's activity occurred during the financial year.

SHORT TERM AND LONG TERM OBJECTIVES

The company's purposes are to promote throughout the Commonwealth of Australia and its Territories unity of purpose and common understanding of the fundamental principles of the World Association of Girl Guides and Girl Scouts (WAGGGS) as expressed in the Promise and Law, as amended by the company from time to time.

DIRECTORS' REPORT

31 December 2015

STRATEGY FOR ACHIEVING THE OBJECTIVES

The company's strategic plan is aligned to that of WAGGGS and focuses on three strategic objectives:

- leadership development
- growing the membership base to revitalise the Girl Guides Movement
- providing a voice for girls and young women.

PERFORMANCE MEASURES

The following measures are used within the Company to monitor performance:

- Australian Guides Program for youth members to enjoy opportunities to select, plan, implement and evaluate their activities.
- Olave Program for women aged 18-29 years to build confidence through personal development and leadership skills, focussing on advocacy and community service.
- Australian Leadership and Qualification Program to provide leaders and other members with leadership skills and further development.
- Significant number of volunteers who willingly contribute their time and skills for the benefit of the girls.

MEMBERS GUARANTEE

Girl Guides Australia is a company limited by guarantee. In the event of, and for the purpose of winding up of the company, the constitution states that each member is required to contribute a maximum of \$10 each towards meeting any outstanding obligations of the entity. At 31 December 2015, the total amount that members of the company are liable to contribute if the company is wound up is \$70.00 (2014: \$70.00).

DIRECTORS' REPORT

31 December 2015

MEETINGS OF DIRECTORS

During the financial year, 6 meetings of directors and 25 committee meetings were held. Attendances by each director during the year were as follows:

	Directors' Meetings		Committee Meetings	
	Number eligible to attend	Number attended	Number eligible to attend	Number attended
Robinette Emonson	6	6	16	14
Jane Dent	6	6	5	4
Brenda Hamlett	6	6	11	11
Michelle Stone	5	5	7	7
Virginia Radford	3	2	6	5
Janet Torney	6	6	10	10
Alpha Gould	4	2	8	5
Theressa Davies	6	6	10	10
Linda Elezovich	1	1	1	1
Velia Nicholls	6	5	10	9
Gillian Garcia	5	5	5	5
Isabelle Skinner	3	1	2	1
Rocio Verastegui	2	2	2	1
Paul Giles	2	2	2	2
Dawn Borchardt	1	1	4	4
Ann Lilley	3	2	-	-
Rosemary Derwin	1	1	5	5
Kate Alcorso	-	-	-	-

DIRECTORS' REPORT

31 December 2015

AUDITOR'S INDEPENDENCE DECLARATION

The lead auditor's independence declaration in accordance with the Australian Charities and Not-for-profits Commission Act 2012 for the year ended 31 December 2015 has been received and can be found below of the financial report.

Signed in accordance with a resolution of the Board of Directors:



Robinette Emonson
Director

17th day of April 2016

Dated

AUDITORS INDEPENDENCE DECLARATION UNDER SECTION 307C OF THE CORPORATIONS ACT 2001 TO THE DIRECTORS OF GIRL GUIDES AUSTRALIA

I declare that, to the best of my knowledge and belief, during the year ended 31 December 2015, there have been:

- (i) no contraventions of the auditor independence requirements as set out in the Australian Charities and Not-for-profits Commission Act 2012 in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.



PKF
Chartered Accountants
Level 8, 1 O'Connell Street
Sydney NSW 2000



Scott Tobutt
Partner

17th day of April 2016

Dated

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

For the Year Ended 31 December 2015

	Note	2015 \$	2014 \$
Revenue from continuing operations	2	2,647,923	2,908,648
Changes in inventories		(10,580)	(978)
Purchases for resale		(1,139,692)	(1,176,809)
Employee benefits expense		(416,576)	(435,804)
Depreciation expense	3	(7,403)	(7,838)
Grant expenditure		(113,270)	(46,874)
Insurance		(330,386)	(319,041)
Travel and accommodation		(179,289)	(273,037)
Other expenses		(303,751)	(253,857)
Surplus before income tax		19,552	102,578
Income tax expense	1(b)	-	-
Surplus for the year		19,552	102,578
Other comprehensive income			
Net gain/(loss) on revaluation of financial assets		(50,921)	95,004
Total comprehensive income/(loss) for the year		(31,369)	197,582

STATEMENT OF FINANCIAL POSITION

For the Year Ended 31 December 2015

	Note	2015 \$	2014 \$
Assets			
CURRENT ASSETS			
Cash and cash equivalents	4	830,236	830,236
Trade and other receivables	5	189,097	167,760
Inventories	6	20,229	9,649
Financial assets	8	1,524,411	1,361,046
Other assets	7	57,572	109,084
TOTAL CURRENT ASSETS		2,621,545	2,595,756
NON-CURRENT ASSETS			
Financial assets	8	1,331,849	1,442,841
Property, plant and equipment	9	8,152	15,555
TOTAL NON-CURRENT ASSETS		1,340,001	1,458,396
TOTAL ASSETS		3,961,546	4,054,152
Liabilities			
CURRENT LIABILITIES			
Trade and other payables	10	100,508	240,310
Employee benefits	11	22,377	29,107
Other liabilities	12	224,521	143,619
TOTAL CURRENT LIABILITIES		347,406	413,036
TOTAL LIABILITIES		347,406	413,036
NET ASSETS		3,614,140	3,641,116
Equity			
Reserves	13(a)	346,930	397,851
Accumulated funds	13(b)	3,267,210	3,243,265
TOTAL EQUITY		3,614,140	3,641,116

STATEMENT OF CHANGES IN EQUITY

For the Year Ended 31 December 2015

	Accumulated Funds \$	Investment Revaluation Reserve \$	Total \$
Balance at 1 January 2015	3,243,265	397,851	3,641,116
Surplus for the year	19,552	-	19,552
Total other comprehensive income for the year	-	(50,921)	(50,921)
Transfer from (to) funds for trusts and projects	4,393	-	4,393
Balance at 31 December 2015	3,267,210	346,930	3,614,140
Balance at 1 January 2014	3,139,988	302,847	3,442,835
Surplus for the year	102,578	-	102,578
Total other comprehensive income for the year	-	95,004	95,004
Transfer from (to) funds for trusts and projects	699	-	699
Balance at 31 December 2014	3,243,265	397,851	3,641,116

STATEMENT OF CASHFLOWS

For the Year Ended 31 December 2015

	Note	2015 \$	2014 \$
Cash flows from operating activities:			
Administration income received		52,645	8,765
Subscriptions, membership, publications and sales income received		1,886,061	2,021,435
Payments to suppliers and employees (inclusive of goods and services tax)		(2,738,801)	(2,605,523)
Interest, distributions and dividends received		158,369	178,553
Donations received		2,585	4,403
Other revenue		624,454	858,934
Net cash provided by/(used in) operating activities	17(b)	(14,687)	466,567
Cash flows from investing activities:			
Payment for plant and equipment		-	(1,980)
Proceeds from sale/redemption of investments		-	196,600
Purchase of investments		(104,604)	(195,883)
Net cash used by investing activities		(104,604)	(1,263)
Net increase/(decrease) in cash and cash equivalents held		(119,291)	465,304
Cash and cash equivalents at beginning of year		955,368	490,064
Cash and cash equivalents at end of financial year	17(a)	836,077	955,368

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2015

The financial report covers Girl Guides Australia as an individual entity. Girl Guides Australia is a not-for-profit Company limited by guarantee, incorporated under the Australian Charities and Not-for-profits Commission Act 2012 and domiciled in Australia.

BASIS OF PREPARATION

The financial statements are general purpose financial statements that have been prepared in accordance with the Australian Accounting Standards - Reduced Disclosure Requirements, Australian Accounting Interpretations, other authoritative pronouncements of the Australian Accounting Standards Board and the Australian Charities and Not-for-profits Commission Act 2012 and the Charitable Fundraising Act 1991 (NSW).

The financial statements have been prepared on an accruals basis and are based on historical costs modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

Significant accounting policies adopted in the preparation of these financial statements are presented below and are consistent with prior reporting periods unless otherwise stated.

The financial statements were authorised for issue on 17 April 2016 by the directors of the company.

1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

(a) Revenue and other income

Revenue is recognised when the amount of the revenue can be measured reliably, it is probable that economic benefits associated with the transaction will flow to the Company and specific criteria relating to the type of revenue as noted below, has been satisfied.

Grant revenue

Non-reciprocal grant revenue is recognised in the statement of comprehensive income when the entity obtains control of the grant and it is probable that the economic benefits gained from the grant will flow to the entity and the amount of the grant can be measured reliably.

If conditions are attached to the grant which must be satisfied before it is eligible to receive the contribution, the recognition of the grant as revenue will be deferred until those conditions are satisfied.

When grant revenue is received whereby the entity incurs an obligation to deliver economic value directly back to the contributor, this is considered a reciprocal transaction and the grant revenue is recognised in the statement of financial position as a liability until the service has been delivered to the contributor, otherwise the grant is recognised as income on receipt.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2015

1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

(a) Revenue and other income (continued)

Donations and bequests

Donations and bequests are recognised as revenue when received. Interest revenue is recognised using the effective interest method. Divided revenue is recognised when the right to receive a dividend has been established.

Sale of goods

Revenue is recognised on transfer of goods to the customer as this is deemed to be the point in time when risks and rewards are transferred and there is no longer any ownership or effective control over the goods.

Interest and dividend revenue

Interest is recognised using the effective interest method. Dividend revenue is recognised when the right to receive a dividend has been established.

Revenue from rendering of services

Revenue from the rendering of services is recognised on delivery of the service. All revenue is stated net of GST.

(b) Income Tax

The Company is exempt from income tax under Division 50 of the *Income Tax Assessment Act 1997*.

(c) Leases

Lease payments for operating leases, where substantially all of the risks and benefits remain with the lessor, are charged as expenses on a straight-line basis over the life of the lease term.

(d) Impairment of non-financial assets

At the end of each reporting period the Company determines whether there is an evidence of an impairment indicator for non-financial assets.

Where this indicator exists and regardless for goodwill, indefinite life intangible assets and intangible assets not yet available for use, the recoverable amount of the asset is estimated.

Where assets do not operate independently of other assets, the recoverable amount of the relevant cash-generating unit (CGU) is estimated.

The recoverable amount of an asset or CGU is the higher of the fair value less costs of disposal and the value in use. Value in use is the present value of the future cash flows expected to be derived from an asset or cash-generating unit.

Where the recoverable amount is less than the carrying amount, an impairment loss is recognised in profit or loss.

Reversal indicators are considered in subsequent periods for all assets which have suffered an impairment loss, except for goodwill.

(e) Cash and cash equivalents

Cash and cash equivalents comprises cash on hand, demand deposits and short-term investments which are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value.

(f) Goods and Services Tax (GST)

Revenue, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payable are stated inclusive of GST.

The net amount of GST recoverable from, or payable to, the ATO is included as part of receivables or payables in the statement of financial position.

Cash flows in the statement of cash flows are included on a gross basis and the GST component of cash flows arising from investing and financing activities which is recoverable from, or payable to, the taxation authority is classified as operating cash flows.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2015

1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

(g) Trade receivables

Trade receivables are recognised at fair value less provision for doubtful debts. Trade receivables are due for settlement no more than 30 days from the date of recognition.

Collectability of trade receivables is reviewed on an ongoing basis. Debts which are known to be uncollectable are written off. A provision for doubtful receivables is established when there is objective evidence that the Company will not be able to collect all amounts due according to the original terms of receivables. The amount of the provision is the difference between the carrying amount of the asset and the total of estimated future cash flows. The amount of the provision is recognised in the income statement.

(h) Inventories

Inventories are measured at the lower of cost and net realisable value. Cost of inventory is determined using the first-in-first-out basis and is net of any rebates and discounts received.

INet realisable value is the estimated selling price in the ordinary course of business, less the estimated costs of completion and the costs necessary to make the sale. Net realisable value is estimated using the most reliable evidence available at the reporting date and inventory is written down through an obsolescence provision if necessary.

(i) Investments and other financial assets

The Company classifies its investments in the category of available-for-sale financial assets. The classification depends on the purpose for which the investments was acquired. Management determines the classification of its investments at initial recognition and reevaluates this designation at each reporting date.

Available-for-sale financial assets

Available-for-sale financial assets, comprising marketable trust units, are non-derivatives that are designated in this category. They are included in non-current assets unless management intends to dispose of the investment within 12 months of the balance sheet date.

Investments are initially recognised at fair value plus transaction costs for all financial assets not carried at fair value through the income statement. Available-for-sale financial assets are subsequently carried at fair value. Unrealised gains and losses arising from changes in the fair value of non monetary securities classified as available-for-sale are recognised in members' funds in the available-for-sale investments revaluation reserve. When securities classified as available-for-sale are sold or impaired, the accumulated fair value adjustments are included in the income statement as gains and losses from investment securities.

The fair values of quoted investments are based on current bid prices.

The Company assesses at each balance date whether there is objective evidence that a financial asset or group of financial assets is impaired. In the case of trust securities classified as available-for-sale, a significant or prolonged decline in the fair value of a security below its cost is considered in determining whether the security is impaired. If any such evidence exists for available-for-sale financial assets, the cumulative loss - measured as the difference between the acquisition cost and the current fair value, less any impairment loss on that financial asset previously recognised in the income statement - is removed from members' funds and recognised in the income statement. Impairment losses recognised in the income statement on equity instruments are not reversed through the income statement.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2015

1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Fair value

The fair value of financial assets and financial liabilities must be estimated for recognition and measurement or for disclosure purposes.

The fair value of financial instruments traded in active markets (such as available-for-sale securities) is based on quoted market prices at the balance sheet date. The quoted market price used for financial assets held by the Association is the current bid price.

The nominal value less estimated credit adjustments of trade receivables and payables are assumed to approximate their fair values. The fair value of financial liabilities for disclosure purposes is estimated by totalling future contractual cash flows.

(j) Property, Plant and Equipment

No land or buildings are owned by the company. All other property, plant and equipment is stated at historical cost less depreciation. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Subsequent costs are included in the carrying amount of the asset or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the company and the cost of the item can be measured reliably. All other repairs and maintenance are charged to the income statement during the financial period in which they are incurred.

Depreciation

Plant and equipment is depreciated on a straight-line basis over the assets useful life to the Company, commencing when the asset is ready for use.

Leased assets and leasehold improvements are amortised over the shorter of either the unexpired period of the lease or their estimated useful life.

(i) Depreciation Rates

The depreciation rates used for each class of depreciable asset are shown below:

Fixed asset class	Depreciation rate
Plant and Equipment	3-20 years

At the end of each annual reporting period, the depreciation method, useful life and residual value of each asset is reviewed. Any revisions are accounted for prospectively as a change in estimate.

The carrying amount of an asset is written down immediately to its recoverable amount if its carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with carrying amount. These are included in the Statement of Profit or Loss and Other Comprehensive Income.

(k) Trade and other payables

These amounts represent liabilities for goods and services provided to the Company prior to the end of the financial year and other amounts which are unpaid. The amounts are unsecured and are usually paid within 30 days of recognition.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2015

1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

(l) Employee benefits

Provision is made for the Company's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be wholly settled within one year have been measured at the amounts expected to be paid when the liability is settled.

Employee benefits expected to be settled more than twelve months after the end of the reporting period have been measured at the present value of the estimated future cash outflows to be made for those benefits. In determining the liability, consideration is given to employee wage increases and the probability that the employee may satisfy vesting requirements. Cashflows are discounted using market yields on national government bonds with terms to maturity that match the expected timing of cashflows. Changes in the measurement of the liability are recognised in profit or loss.

Employee benefits are presented as current liabilities in the statement of financial position if the Company does not have an unconditional right to defer settlement of the liability for at least 12 months after the reporting date regardless of the classification of the liability for measurement purposes under AASB 119.

(m) Financial instruments

Financial instruments are recognised initially using trade date accounting, i.e. on the date that the Company becomes party to the contractual provisions of the instrument.

On initial recognition, all financial instruments are measured at fair value plus transaction costs (except for

instruments measured at fair value through profit or loss where transaction costs are expensed as incurred).

Impairment of financial assets

At the end of the reporting period the Company assesses whether there is any objective evidence that a financial asset or group of financial assets is impaired.

Financial assets at amortised cost

If there is objective evidence that an impairment loss on financial assets carried at amortised cost has been incurred, the amount of the loss is measured as the difference between the asset's carrying amount and the present value of the estimated future cash flows discounted at the financial assets original effective interest rate.

Impairment on loans and receivables is reduced through the use of an allowance accounts, all other impairment losses on financial assets at amortised cost are taken directly to the asset.

Subsequent recoveries of amounts previously written off are credited against other expenses in profit or loss.

Available-for-sale financial assets

A significant or prolonged decline in value of an available-for-sale asset below its cost is objective evidence of impairment, in this case, the cumulative loss that has been recognised in other comprehensive income is reclassified from equity to profit or loss as a reclassification adjustment. Any subsequent increase in the value of the asset is taken directly to other comprehensive income.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2015

1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

(n) Critical accounting estimates and judgments

The directors make estimates and judgements during the preparation of these financial statements regarding assumptions about current and future events affecting transactions and balances.

These estimates and judgements are based on the best information available at the time of preparing the financial statements, however as additional information is known then the actual results may differ from the estimates.

Key judgments provision for impairment of receivables

The value of the provision for impairment of receivables is estimated by considering the ageing of receivables, communication with the debtors and prior history.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2015

2 REVENUE AND OTHER INCOME

Revenue from continuing operations

	2015 \$	2014 \$
Revenue		
Sales revenue	1,207,761	1,179,345
Services administration	52,645	8,765
memberships	556,750	638,325
	1,817,156	1,826,435
Other		
Interest	11,376	12,604
Managed fund income	146,993	155,112
Donations	2,585	4,403
Sponsorship	45,359	51,160
Recoupments	394,064	374,156
Other income	230,390	484,778
	830,767	1,082,213
	2,647,923	2,908,648

3 RESULT FOR THE YEAR

Expenses

	2015 \$	2014 \$
Depreciation		
Plant and equipment	7,403	7,838
Rental expense relating to operating leases		
Minimum lease payments	53,965	55,293
Loss on disposal of investments		
	-	5,788
Employee benefits expense		
Contributions to defined contribution superannuation funds	36,498	35,640

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2015

4 CASH AND CASH EQUIVALENTS

	2015 \$	2014 \$
Cash at bank and on hand	830,236	948,217

5 TRADE RECEIVABLES

	2015 \$	2014 \$
Current		
Trade receivables	189,097	167,760

6 INVENTORIES

	2015 \$	2014 \$
Current		
Stock on hand - at cost	20,229	9,649

Inventory expense

Inventory purchases recognised as expenses during the year ended 31 December 2015 amounted to \$1,139,692 (2014: \$1,173,785).

7 OTHER ASSETS

	2015 \$	2014 \$
Current		
Prepayments	21,509	60,788
Franking credits	36,063	48,296
	57,572	109,084

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2015

8 FINANCIAL ASSETS

	2015 \$	2014 \$
Current		
Bank deposits, term deposits etc. with financial institutions	35,135	36,540
Available for sale financial assets	1,489,276	1,324,506
	1,524,411	1,361,046
Non-Current		
Available for sale financial assets	1,331,849	1,442,841

(a) Available-for-sale Financial Assets

Available-for-sale financial assets comprise listed equities, managed funds & fixed interest securities - at fair value.

Available for sale financial assets - current	1,489,276	1,324,506
Available for sale financial assets - non current	1,331,849	1,442,841
	2,821,125	2,767,347

(b) Financial assets are held on behalf of the following funds

Girl Guides Australia	2,347,417	2,308,313
Irene Fairbairn Fund	270,819	264,286
Eleanor Manning Fund	45,281	45,496
Wilma Torney Fund	12,309	11,668
Gregory Fellowship	115,281	115,776
Andrew Thyne Reid Trust	21,018	21,808
	2,812,125	2,767,347

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2015

9 PROPERTY, PLANT AND EQUIPMENT

	2015 \$	2014 \$
Plant and equipment		
At cost	99,559	99,559
Accumulated depreciation	(91,407)	(84,004)
	8,152	15,555

Movements in Carrying Amounts

Movement in the carrying amounts for each class of plant and equipment between the beginning and the end of the current financial year:

	Plant and equipment \$	Total \$
Year ended 31 December 2015		
Balance at the beginning of year	15,555	15,555
Depreciation expense	(7,403)	(7,403)
Balance at the end of the year	8,152	8,152

10 TRADE AND OTHER PAYABLES

	2015 \$	2014 \$
Current		
Trade payables	75,804	240,310
Accrued Expenses	24,704	-
	100,508	240,310

11 EMPLOYEE BENEFITS

	2015 \$	2014 \$
Current		
Employee benefits	22,377	29,107

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2015

12 OTHER LIABILITIES

	2015 \$	2014 \$
Current		
Funds for trusts and projects:		
International funds	37,363	22,849
Received for special purposes	23,423	120,770
Other deferred income	163,735	-
	224,521	143,619

13 RESERVES AND ACCUMULATED FUNDS

	2015 \$	2014 \$
(a) Reserves		
The Investment revaluation reserve records fair value movements on available for sale investments.		
Available-for-sale investments revaluation reserve		
Balance as at the beginning of the financial year	397,851	302,847
Revaluation	(50,921)	95,004
Balance as at the end of the financial year	346,930	397,851
(b) Accumulated funds		
Movements in accumulated funds were as follows:		
Balance as at the beginning of the financial year	3,243,265	3,139,988
Net surplus (deficit) for the year	19,552	102,578
Transfer from (to) funds for trusts and projects	4,393	699
Balance as at the end of the financial year	3,267,210	3,243,265

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2015

14 CAPITAL AND LEASING COMMITMENTS

	2015 \$	2014 \$
Operating Leases		
Minimum lease payments under non-cancellable operating leases:		
- not later than one year	27,375	67,329
- between one year and five years	-	99,942
	27,375	167,271

Operating leases have been taken out in relation to the lease over the rental property which is due to terminate on 31st May 2016.

15 REMUNERATION OF AUDITORS

	2015 \$	2014 \$
During the year the following fees were paid or payable for services provided by the auditor of the Company:		
- auditing or reviewing the financial statements	10,500	11,000

16 RELATED PARTIES

(a) Board members:

The names of persons who were directors of the Company at any time during the financial year are as follows: Robinette Emonson, Andrew Fairall, Alpha Gould, Jane Dent, Brenda Hamlett, Michelle Stone, Virginia Radford, Janet Torney, Alpha Gould, Theresa Davies, Linda Elezovich, Velia Nicholls, Gillian Garcia, Isabelle Skinner, Rocio Verastegui, Paul Giles, Dawn Borchardt, Ann Lilley, Rosemary Derwin.

(b) Key management and personnel compensation

Key management personnel compensation for the years ended 31 December 2015 and 2014 is set out below. The key management personnel are all the directors of the Company and the executive with the greatest authority for the strategic direction and management of the Company.

	2015 \$	2014 \$
Short-term employee benefits	140,198	137,010
Director honorariums	6,600	4,100
Post-employment benefits	-	12,853
	146,798	153,963

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2015

17 CASH FLOW INFORMATION

	2015 \$	2014 \$
(a) Reconciliation of cash		
Cash and cash equivalents	830,236	948,217
Other cash trusts included in financial assets	5,841	7,151
	836,077	955,368
(b) Reconciliation of result for the year to cashflows from operating activities		
Surplus for the year	19,552	102,578
Cash flows excluded from profit attributable to operating activities		
Non-cash flows in profit:		
- depreciation	7,403	7,838
- transfer from funds to trusts and projects	4,393	-
- realised net (gain)/loss on disposal of investments	-	960
- realised net (gain)/loss on disposal of fixed assets	-	4,828
Changes in assets and liabilities, net of the effects of purchase and disposal of subsidiaries:		
- (increase)/decrease in interest and distributions accrued	-	1,561
- (increase)/decrease in debtors and other assets	30,175	152,605
- (increase)/decrease in stock on hand	(10,580)	978
- increase/(decrease) in payables, provisions and other	(65,630)	195,219
Cashflow from operations	(14,687)	466,567

18 CONTINGENCIES

In the opinion of the Directors, the Company did not have any contingencies at 31 December 2015 (31 December 2014: None).

19 OPERATING SEGMENTS

The Company operated predominately as a community organisation within Australia.

20 EVENTS OCCURRING AFTER THE REPORTING DATE

The financial report was authorised for issue on 17 April 2016 by the Board of Directors.

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Company, the results of those operations or the state of affairs of the Company in future financial years.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2015

21 CAPITAL MANAGEMENT

The board control the capital of the Company in order to maintain a zero gearing ratio and to ensure that the Company can fund its operations and continue as a going concern.

The Company's capital includes financial liabilities, supported by financial assets. There are no externally imposed capital requirements.

The board effectively manage the Company's capital by assessing the Company's financial risks and adjusting its capital structure in response to changes in these risks and in the market.

There have been no changes in the strategy adopted by the board to control the capital of the Company since the prior year. This strategy is to ensure that there is sufficient cash to meet trade and sundry payables.

22 FINANCIAL RISK MANAGEMENT

The main risks Girl Guides Australia is exposed to through its financial instruments are credit risk, liquidity risk and market risk consisting of interest rate risk.

The Company's financial instruments consist mainly of deposits with banks, local money market instruments, short-term investments, accounts receivable and payable, and leases.

The totals for each category of financial instruments, measured in accordance with AASB 139 as detailed in the accounting policies to these financial statements, are as follows:

	Note	2015 \$	2014 \$
Financial Assets			
Cash and cash equivalents	4	830,236	948,217
Loans and receivables	5	189,097	167,760
Available for sale financial assets	8	2,821,125	2,767,347
Total financial assets		3,840,458	3,883,324
Financial Liabilities			
Trade and other payables	10	100,508	240,310
Total financial liabilities		100,508	240,310

Fair values

- (i) For listed available-for-sale financial assets, the fair values have been based on closing quoted bid prices at the end of the reporting period. In determining the fair values of the unlisted available-for-sale assets, the directors have used inputs that are observable either directly (as prices) or indirectly (derived from prices).
- (ii) Fair values of held-to-maturity investments are based on quoted market prices at the end of the reporting period.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2015

23 ADDITIONAL INFORMATION TO BE FURNISHED UNDER THE CHARITABLE FUNDRAISING ACT, 1991

Declaration by Chief Commissioner as required by the Charitable Fundraising Act 1991 (NSW)

I, Robinette Emonson, Chief Commissioner of Girl Guides Australia, declare that in my opinion:

- (a) the accounts for the year ended 31 December 2015, give a true and fair view of all income and expenditure of Girl Guides Australia with respect to fundraising appeals, and
- (b) the Statement of Financial Position as at 31 December 2015, gives a true and fair view of the state of affairs with respect to fundraising appeals, and
- (c) the provisions of the Charitable Fundraising Act 1991 (NSW), the regulations under the Act and the conditions attached to the authority have been complied with, and
- (d) the internal controls exercised by Girl Guides Australia are appropriate and effective in accounting for all income received and applied from any of its fundraising appeals.



Robinette Emonson
Chief Commissioner

17th day of April 2016

Dated

DIRECTORS' DECLARATION

31 December 2015

The directors of the Company declare that:

1. The financial statements and notes, as set out on pages 5 to 20, are in accordance with the *Australian Charities and Not-for-profits Commission Act 2012* and:
 - a. comply with Accounting Standards - Reduced Disclosure Requirements; and
 - b. give a true and fair view of the financial position as at 31 December 2015 and of the performance for the year ended on that date of the Company.
2. In the directors' opinion, there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.



Robinette Emonson
Director

17th day of April 2016

Dated

INDEPENDENT AUDIT REPORT TO THE MEMBERS OF GIRL GUIDES AUSTRALIA

REPORT ON THE FINANCIAL REPORT

We have audited the accompanying financial report of Girl Guides Australia, which comprises the statement of financial position as at 31 December 2015, the detailed income statement and statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the directors' declaration.

Directors' Responsibility for the Financial Report

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards - Reduced Disclosure Requirements and the *Australian Charities and Not-for-profits Commission Act 2012* and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Company's preparation of the financial report that gives a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Independence

In conducting our audit, we have complied with the independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012*. We confirm that the independence declaration required by the Australian Charities and Not-for-profits Commission Act 2012, which has been given to the directors of Girl Guides Australia, would be in the same terms if given to the directors as at the time of this auditor's report.

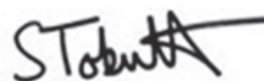
INDEPENDENT AUDIT REPORT TO THE MEMBERS OF GIRL GUIDES AUSTRALIA

Opinion

- A. In our opinion the financial report of Girl Guides Australia has been prepared in accordance in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*; including:
- (i) giving a true and fair view of the Company's financial position as at 31 December 2015 and of its performance and cash flows for the year ended on that date; and
 - (ii) complying with Australian Accounting Standards - Reduced Disclosure Requirements and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2013.
- B. In our opinion:
- (iii) the financial report gives a true and fair view of the financial result of fundraising appeals for the year;
 - (iv) the financial report and associated records of Girl Guides Australia have been properly kept during the year in accordance with the New South Wales Charitable Fundraising Act 1991 and the regulations;
 - (v) money received as a result of fundraising appeals conducted during the year has been properly accounted for in accordance with the New South Wales Charitable Fundraising Act 1991 and regulations; and
 - (vi) there are reasonable grounds to believe that the Company will be able to pay its debts as and when they fall due.



PKF
Chartered Accountants
Level 8, 1 O'Connell Street
Sydney NSW 2000



Scott Tobutt
Partner

17th day of April 2016

Dated

GENERAL FUND DETAILED INCOME STATEMENT

	2015 \$	2014 \$
Revenue		
Administration	52,645	8,765
Memberships Australian	556,750	638,325
Sales	1,207,761	1,179,345
Interest	11,376	12,604
Managed fund income	96,792	129,308
Donations	2,585	4,403
Sponsorship	45,359	51,160
National Events income	36,233	115,955
Insurance recoveries	3,245	6,059
Contributions from Members	66,621	278,389
Grant income	112,338	46,874
Other income	25,372	26,664
Expenses recouped	394,064	374,156
	2,611,141	2,872,007
Expenses		
Cost of sales	1,150,272	1,177,788
Projects and events	1,420	7,253
Administration		
Administration staffing	442,412	435,804
Membership & subscriptions	5,689	2,990
Honorarium - office bearers	6,600	6,600
Audit and accountancy fees	11,038	13,550
Bank charges	1,729	1,270
Computer expenses and IT support	12,444	14,924
Conferences & meetings	19,026	23,808
Depreciation	7,403	7,838
Fund manager expenses	18,136	11,936

GENERAL FUND DETAILED INCOME STATEMENT

	2015 \$	2014 \$
Expenses		
Administration (continued)		
Donations paid	550	876
Insurances	330,386	319,041
Legal fees	6,941	956
Loss on disposal of investments	0	4,828
Office furniture and equipment	2,970	1,669
Postage and communication	40,321	41,028
Printing and stationery	32,267	23,356
Program and training expenses	0	424
Consultancy fees	180,207	291,832
Electricity	6,559	6,490
Publications	7,374	27
Rent	53,965	53,307
Rent - Archives	0	1,985
Repairs and maintenance	1,274	511
Interest paid	0	2,682
Sundry expenses	20,926	8,899
Travel and accommodation	225,744	302,759
World Association quota	23,856	22,021
	2,609,509	2,786,453
Surplus/(deficit) before income tax	6,025	85,554

DETAILED INCOME STATEMENT

ANDREW THYNE REID TRUST

	2015 \$	2014 \$
Revenue		
Managed fund income	1,196	1,397
	1,196	1,397
Expenses		
Event funding grants	1,134	6,000
Fund manager expenses	129	144
Loss on disposal of investments	0	46
	1,263	6,189
Surplus/(deficit) before income tax	(67)	(4,793)

ELEANOR MANNING FUND

	2014 \$	2013 \$
Revenue		
Managed fund income	2,368	2,556
	2,368	2,556
Expenses		
Event funding grants	2,086	1,558
Fund manager expenses	259	265
Loss on disposal of investments	0	95
	2,345	1,198
Surplus before income tax	23	638

DETAILED INCOME STATEMENT

GREGORY FELLOWSHIP

	2015 \$	2014 \$
Revenue		
Managed fund income	6,154	6,545
	6,154	6,545
Expenses		
Event funding grants	2,367	2,175
Fund manager expenses	673	677
Loss on disposal of investments	0	242
	3,040	3,094
Surplus before income tax	3,114	3,451

IRENE FAIRBAIRN FUND

	2015 \$	2014 \$
Revenue		
Contributions	10,995	9,552
Managed fund income	14,078	14,650
Event levy	1,375	205
	26,448	25,487
Expenses		
Fund manager expenses	1,539	1,513
Loss on disposal of investments	0	553
IFF Selected event	10,073	5,855
	11,612	7,920
Surplus before income tax	14,836	17,567

DETAILED INCOME STATEMENT

WILMA TORNEY FUND

	2015 \$	2014 \$
Revenue		
Managed fund income	616	655
	616	655
Expenses		
Fund manager expenses	67	68
Loss on disposal of investments	0	24
Event funding	535	401
	602	493
Surplus/(deficit) before income tax	14	162



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GIRL GUIDES
A U S T R A L I A

Our mission is to empower girls
and young women to grow
into confident, self-respecting,
responsible community members.

www.girlguides.org.au