

GIRL GUIDES
AUSTRALIA

2013





With ten million Girl Guides and Girl Scouts from 145 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

Australia · Bangladesh · Brunei Darussalam · Cambodia · Cook Islands · Fiji · Hong Kong · India · Japan · Kiribati · Korea · Malaysia · Maldives · Mongolia · Nepal · New Zealand · Pakistan · Papua New Guinea · Philippines · Singapore · Solomon Islands · Sri Lanka · Taiwan · Thailand · Tonga

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AFRICA REGION

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HELEN GEARD
CHIEF COMMISSIONER

FOREWARD

The Girl Guides Australia annual report is packed with stories about the wonderful adventures and activities that happened during 2013. The report also highlights the significant amount of work that was undertaken to ensure administrative and support structures are in place to underpin Guiding well into the future. Guiding however would simply not exist without our dedicated Leaders, volunteers, supporters and staff who share a passion for the development of girls within our community.

The fanTAStic jamboree held during January 2013 was a great experience for everyone involved. Tasmanian weather lived up to expectations throwing everything possible at the jamboree but everyone simply did what they needed to do and had fun! Congratulations to the organising committee for their excellent management of the event and all the positive outcomes for the participants. The following quote from an email one parent sent to her daughter's Leader says it all - "in just one week spent with all you amazing women she has grown into such an independent girl who is ready to get out in the world and fly with her new found confidence".

Prior to fanTAStic parts of Tasmania were devastated by fire. A group of Victorian Guides spent time in an evacuation centre before being able to leave the Tasman Peninsula by boat. The girls and their Leaders did what Guides do and helped in the evacuation centre. They were later thanked by the Lord Mayor of Hobart and have since raised funds to purchase new play ground equipment for the community.

During the year there were other challenges with the Tasmanian Guide office destroyed by fire and the Queensland Guide office again being hit by flooding. As a Guiding community people rallied to assist staff and operations were able to continue. All these events highlight just how strong the Guiding network is and what can be achieved.

One of the key reasons Guiding contributes much to lives of girls and women is a focus on leadership development. It would be impossible to list all the activities that girls across Australia have participated in during the year. Many of those activities were based in the outdoors and outdoor adventures remain a key element of the Guiding experience. Each activity however is building confidence and important life skills while the girls are having fun. There are also events like 'Leading Edge' and activities organised by the Olave Program that focus on developing specific leadership skills for young women to use in different spheres of their lives.

The Learning and Development changes being developed and implemented are focused on how Guiding can support the leadership journey of adult volunteers. The annual report outlines the significant changes that have been made and the positive impact it is having, as demonstrated by the quotes from Leaders. Thank you to Dawn Borchardt, Kim Parish and the wider Learning and Development team for your huge contribution to the development of Guiding within Australia.

Guiding was further strengthened with the much anticipated Girl Guide handbooks being launched and widely distributed early in 2013. It was great to hear so many positive comments about the handbooks. Congratulations to all involved in the development of the books they are a great resource and have been fully embraced by the Guiding community.

As part of a worldwide movement, Guiding in Australia continued to raise awareness of international issues and provide once in a lifetime opportunities for our members to travel to diverse countries. The message for Thinking Day was "Every mother's life and health is precious" and "Together we can save children's lives" based on Millennium Development Goal (MDG) 4: Reduce child mortality and MDG 5: Improve maternal health. A number of girls also participated in the WAGGGS / Alcoa Foundation project and I would recommend that you discover more about this project and international opportunities in this report.

Kit McMahon, commenced her role as National Executive Officer in January 2013 and Guiding in Australia continues to benefit from her professional skills and genuine passion for what Guiding can achieve. Kit and I conducted a 'road show' during the year that involved visiting each State Girl Guide Organisation (SGGO) to talk with Board members, key volunteers and staff members. The visits proved a valuable opportunity for people to meet us and to discuss a range of important issues. The outcomes form part of the 2014 business plan and will also assist with the development of a new strategic plan.

The road show highlighted that Guiding across Australia needs strong supporting infrastructure and governance arrangements; a co-ordinated approach to how we engage with the wider community and the willingness to review how things are currently being undertaken. In the annual report you will read about the extensive work being done in the areas of database management, stakeholder engagement, and relationship with government, marketing, governance structures and important reviews to be completed.

I want to say a huge thank you to the Girl Guides Australia Board, Noella Kershaw, Kit McMahon, Velia Nicholls and all the wonderful people who have supported me during my term as Chief Commissioner. It has been a privilege to lead this wonderful organisation, making a positive difference in the lives of girls and women.

As Robinette Emonson, Susan Campbell and Miranda Cummings commence their journey as the National Team for Girl Guides Australia I wish them all the best. Guiding is in safe hands and a rewarding new chapter for Guiding in Australia begins.

I hope you continue to have fun and enjoy your Guiding adventure!





WHO WE ARE AND WHAT WE DO

Girl Guides Australia is the peak organisation for girls and young women. Girl Guides Australia's mission is to enable 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 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 contribute to the communities around them as a key part of their personal growth.

With over 10 million members in 145 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.

GETTING INVOLVED

Girl Guides welcomes youth members from the age of five years up to 17 years. Youth members participate in the Australian Guide Program, enjoying opportunities to select, plan, implement and evaluate their activities. For 18 – 30 year olds we run the Olave Program. The Olave Program provides young women with an all-female space where they can build confidence through personal development and leadership skills. The focus is on friendship, advocacy, networking, community service and global issues. We also welcome adult members and Trefoil Guild members from the age of 18 years. The Australian Adult Leadership Program provides Leaders and other members with leadership skills and opportunities for further development. Guiding in Australia is supported by a significant number of volunteers who willingly contribute their time and skills for the benefit of the girls. Girl Guides Australia and the State Girl Guide Organisations are volunteer based supported by some employed staff.

YEAR IN REVIEW

"IT'S NOT WHAT WE DO BUT HOW WE DEVELOP SKILLS THAT MAKES THE DIFFERENCE"

JULIE TOWNSEND, WESTERN AUSTRALIA.

The organisation called Girl Guides Australia is known to all Girl Guides across this wide brown land.

Clearly recognised on uniforms, certificates and publications the identity of Girl Guides Australia is often indistinguishable from the range of organisations that make Girl Guiding in Australia happen.

And why should it not be... at the end of the day, the main concern of all individual members of the Australian Girl Guide movement is how we do realise our mission—how do *we enable girls and young women to grow into confident, self-respecting, responsible community members*. Girl Guiding is united by a keen desire and commitment to answer this question and see its realisation.

In 2013, GGA focused on its role and delivering to its mandate in Australian Guiding. We continued the work to achieve the strategic priorities of high quality leadership, reinvigorating our brand, providing a redesigned program experience, developing a unified strong national organisation, creating sustainable funding and new commercial models and finally, created disciplined change and project management processes.

Informed by the key requirements of our membership—the Seven State Girl Guiding Organisations and through them, the individual members across Australia—the activities and actions described in these pages are all driven by what our Guides need to achieve the mission and vision of our GGA. Here are some highlights.

To provide high quality leadership Australian Guiding has:

- Published Leadership Qualification Passports for Assistant Unit Leaders and Unit Leaders

- Developed a new resource library to support our trainers deliver new training courses
- Appointed and trained new Learning Partners—a new role for Girl Guiding in Australia
- Developed and implemented Being Safe (occupational health and safety) training in the Leadership Qualification program, as well as offering it separately to all Leaders
- Developed a range of learning topics for skills development that includes suggested activities, readings, and resources to support Australian Leaders developing their own practice in Australian Guiding
- Redesigned five camping and expedition modules
- Developed and trailed new Outdoors Leader qualification
- Redesigned a number of position descriptions to provide for more flexible and current practice of being a Girl Guide leader
- Instigated and completed the single biggest investigation on the needs of our Adult Leaders—this ground breaking research will provide for a range of opportunities for Australian Guiding to take informed and practical action in 2014 to better support our Leader of Adults
- Across Australia the national training team facilitated 260 course for over 3000 participants
- Invested effort to work towards a national standard for outdoor activities which aims to improve consistent quality practice for risk management and procedures, record keeping, legal and insurance requirements

To reinvigorate our brand we have:

- Commenced work to create stronger relationships with our national political and civic leadership as a way of ensuring that the key priorities. One initiative was the publication of the leadership statement “Building Australia and Contributing to a Better World” which defines consensus priorities for our organisation moving forward in volunteering, education alignment and empowering girls and young women.
- Agreed to create one common branding and style policy. This will see the consistent roll out of a common look and feel for all Australian Guiding for a stronger presence in our community
- Created and published 9 case studies that describe the personal stories of Australian Guides today

Our work to redesign the Guiding program experience saw Australian Guiding:

- Deliver the highly successful fanTAStic Jamboree where over 2000 members of the Australian and international Girl Guide and Girl Scout movement had an amazing experience. Having fun with friends whilst taking on new challenges and adventures, it is a testament to the organisational and creative talent of Australian and Tasmanian Guiding that this event is still referred to with such warmth by many attendees
- Delivered the much loved Australian Guiding Handbooks to all Australian Guides
- Held the successful Leading Edge leadership conference for Guides aged 16 to 20
- Successfully rolled out programs with corporate and social partners such as Unicef and Alcoa
- Provided opportunities for some 150 Girl Guide members to travel overseas to extend their Guiding experience and develop their leadership skills and knowledge of the world
- Launched two new awards for the Olave Program
- Commenced the Review of the Olave Program

To build a unified strong organisation Australian Guiding has:

- Created and released a Stakeholder Engagement Strategy defining our commitment to a set of operating principles and practices which we can be held accountable
- Rolled out one consistent approach to Guiding Orientation by utilising webinars which saw the distribution of this learning program substantially penetrate across Australia and be more readily available

to members

- Take direct action to build more cohesive teams across the areas of Outdoors, Learning and Development, Program, International and Olave Program
- Sent a delegation to support our friends in Myanmar as they seek to re-join the World Association of Girl Guides and Girl Scouts
- Redefined the work of the national management team by updating and revising the terms of reference of the Australian Management Team - the Management Advisory Committee is now geared to provide strategic advice, recommendations and operational input into the National Board and operates on a consensus agenda
- Redesigned the national governance structures for Girl Guides Australia to recognise the two tiers of governance – management and directors as well as the different parts of the movement – Guiding and the business of Guiding

To create a sustainable funding and new commercial model we have:

- Agreed to implement one nationally consistent and up to date database platform that will significantly assist in leveraging our shared brand (through membership portal) and creating a common approach to capturing and utilising data
- Agreeing to take a common approach to establishing partnerships with corporate Australia

It is only through the ongoing collaboration, cooperation and commitment to positive and productive working relationships across and including all of Australian Guiding that Girl Guides Australia achieves its strategic plan – on behalf of and for all of our organisations.

In summary, we are all working to the shared goals of Girl Guides Australia. On behalf of the Board of Girl Guides Australia, I commend this 2013 Annual Report to all of Guiding across Australia.



Kit McMahon
National Executive Officer and Company Secretary



Empowering girls through girl led Guiding

If you talk to Holly Bracken about being a Leader for a Guide Unit in inner city Melbourne, you very quickly become aware of what drives her passion and dedication for Australian Guiding.

For Holly, the Guiding Journey started in rural Tasmania when she was seven and for her it was the opportunity to “practice independence”. Holly recalls clearly the trust that was placed in her at an early age and how it empowered her as a girl and young woman.

“The ability to empower girls and young women is what keeps me leading”

This keen understanding of the powerful effects of trust in young women, is what directs her work today as a Unit Leader at 1st City of Yarra Unit in North Fitzroy Melbourne.

“I love taking my Unit camping and watching them go through a set of challenges. Seeing the girls feel proud of their achievements, and themselves is great!”

On working with girls and young women, Holly describes how “Girl Led Guiding” in Australia works in practice. “We let the girls develop their own program. They decide what they want to run and we are there to support them.”

The benefits of this are clear for Holly and her team: “You see young women sorting their problems out for themselves and negotiate challenges. They may become frustrated with each other but they work it out with smiles and develop those key life skills for living in a community.”

“It is about learning the value of community and the skills required to live in a community. To see other people's point of view. How to get along and bite your tongue. When to stand up for yourself, and when to choose your battles.”

The experiences that Holly and the team of Unit leaders at 1st City of Yarra offer their Guides is all about empowerment – something that Holly notes that in her area, is needed for young women and girls to shine. A teacher in training, Holly notes that many girls and young women today lead very busy lives.

“The high school and late primary school years for many of our girls are a time of great change, of great stress with all



"I FIND THAT IF KIDS ARE TOLD THAT THEY CAN'T DO THINGS, THEN HOW CAN THEY BE THEIR BEST? THAT'S WHAT WE TRY DO IN GIRL GUIDES, PROVIDE AN ENVIRONMENT WHERE THEY CAN BE THEIR BEST."

the growing up that occurs. We try to make our Unit a refuge, a constant in their lives and provide an environment where they can be themselves and forge long term friendships."

"We will go to a camp, and the girls will think that they can't do an activity or a task. It is hard to let them go and not interfere. But when the girls get there, and feel so proud of doing something themselves – keeping dry on camp, feeding themselves, completing a hike – you are seeing them grow."

"Look we are not perfect, but what we try to do is provide a space where they can be capable. We make the assumption that the girls do know what to do, and that as leaders, we don't have to know all the answers. As a Unit we operate on the knowledge that together we can work it out."

For Holly and her team, this work of developing the next generation of leaders is all about living the Girl Guide Promise and Law. "It is about 'being your best'. Holly notes that "the current view that I find is that there is an assumption that 'kids can't'. Holly acknowledges that she works with girls and young women who are growing and learning about the world.

However, "this doesn't mean that we assume that children and young people can't do things – you should assume that 'kids can'.

"Having first hand knowledge of Holly and her Unit, you can see the passion and engagement that Holly brings to each meeting," says Wendy Lewis, CEO of Girl Guides Victoria. "The girls are stimulated, enthusiastic and challenged and demonstrate a fantastic example of Guiding in action."

After seven years of being a leader, Holly offers this advice: "It is important to realise that girls are capable and that the success of a Unit is on everybody's shoulders – girls, Unit, parents and district. Good Units thrive when you are all in it together and that means letting go of the control."

At the moment, Holly relishes her role as a leader and a newly appointed Learning Partner and looks forward to other possible roles in Guiding in the future. "Working as a Leader of Adults interests me, but not at the moment ..."

Holly's passion for Girl Guides and first hand knowledge of the benefits of what it can provide to the girls and young women of Australia are clearly evident. She describes herself as a "first rate recruiter" for the organisation. "I would definitely recommend it to anyone considering getting involved. I talk to lots of parents about the profound and positive impact that it has on girls all the time."

"As the saying goes, it takes a village to raise a child, and we know this to be true in Girl Guides," says State Commissioner, Robinette Emonson. "Clearly, we rely on talented volunteers like Holly and her team to deliver great opportunities for girls. It is this team, that includes the parents and supporters of a Unit, that make for a successful Unit – and the great outcomes for girls that Guiding achieves just wouldn't happen without them"

A STORY FROM THE INNER CITY
HOLLY BRACKEN

HIGH QUALITY LEADERSHIP

For Girl Guides Australia, providing high quality leadership is about enabling our volunteers to be the best leaders that they can be. For Girl Guides Australia this means that we:

- Provide best practice, nationally consistent learning and development programs to support and retain volunteers
- Implement effective performance management processes
- Dedicate resources to attract, select, allocate and retain volunteers
- Establish and utilise more flexible adult volunteer roles.

The focus for this strategic priority area has been the implementation of recommendations from the Learning and Development review project and the establishment in 2013 of the National Human Resource Committee. This newly created Board Committee will oversee the ongoing implementation of recommendations arising from the Learning and Development project, and more broadly seek to ensure that best practice services, products, policies and procedures are available to Australian Guiding to develop high quality leadership with increased support and flexibility.

LEARNING AND DEVELOPMENT

The Learning & Development Committee has been working in this strategic area implementing the Australian Learning & Qualification Program. The development of the GGA Australian Learning & Qualification Program is based on recommendations from the Learning & Development Review and delivers key actions of the strategic priorities – high quality leadership and redesigned program experience.

“

My new young Unit Leader came bounding into Guides on Tuesday night with so much energy and enthusiasm after the weekend training!
- Leader from Queensland

I just thought I should say WOW! What a fantastic amount of work you and your team have done with the new Learning and Development material. Such detail. Amazing. Well done and thank you. - Julie

”

In March, 2013 the Leadership Qualification Passport for Assistant Unit Leaders and Unit Leaders was published. To support learning, a national training course was developed and the materials made accessible to all Trainers via a new resource library on the GGA website. Learning Partners have been trained and appointed to support new Leaders.

Being Safe training is incorporated into the Leadership Qualification training course and during 2013 was offered separately to existing Leaders.

The national Learning & Development, Program, and Outdoor Activities committees worked closely to develop Learning Topics to encourage ongoing learning. Based on Guiding knowledge and skills, the Learning Topics comprise suggested activities, reading and resources to promote self-directed learning.

“What an exciting development! I think my older Guides might even like these!”

Most of the five camping and expedition Outdoor Modules have been reviewed and redesigned and will be published in February 2014. Ultimately, Leaders and Managers gaining these modules will be in a position to provide enhanced outdoor experiences for Guides.

Both the Learning Topics and Outdoor Modules are outcomes of the strategic priorities of High Quality Leadership and its redesigned program experience.

The role of Outdoors Leader is an exciting, flexible leadership option for adults wanting to lead our youth members doing outdoor activities. Development and trials for the Outdoors Leader Qualification Passport were completed and finalised for publishing in February 2014.

GGA undertook further research into the role of Leaders of Adults and the research provided excellent feedback to guide the development of the learning path for these critical roles. The new *Management Qualification Passports* reflect the management tasks and people management skills required to fulfil these roles successfully. Changing the role titles from District or Region Leader to Manager better reflects the actual role and is more easily understood by the community.

During 2013, the State Girl Guide organisations facilitated over 260 training courses for over 3000 participants across Australia.

OUTDOORS

The forums at the **Australian Outdoor Convention in 2008** identified the need for improved communication, ease of access using information technology, national documents and forms, electronic submission of forms, online directories for activities and camping and insurance and legal requirements clarified and effectively communicated. They also wanted more specific outdoor training, and more advanced skills and training to be more practical than theoretical.

2013 has seen the achievement of many of these goals.

The Australian Outdoor Activities Committee has been successful in promoting best practice and developing a national standard for outdoor activities, developing the first Australian Outdoor forms, attaining clarity for Adventure Activities in risk management and procedures, record keeping, insurance and legal requirements. Online lists of ratified campsites, qualified instructors and ratified venues are almost completed in all States. An electronic equipment management system will help to evidence maintenance checks and replacement points and will be an excellent risk management tool for Adventure Activities. The committee has been working to provide an up to date, modern range

of Adventure Activities and encourage Leaders to provide these opportunities. Clear online guide lines and procedures are necessary to give leaders accurate and up to date information.

Outdoor Leader: The Learning and Development Review identified the need for a more flexible role for delivering outdoor activities and the new position of Outdoor Leader was developed. For young Leaders with limited time for commitment and other leaders who wish to share their love of the outdoors this new role will give the Unit Leader the opportunity to offer activities, camping and adventure activities while giving herself time to develop these outdoor skills. The new role is being trialled in 2014.

Significant effort and work occurred in 2013 in reviewing and updating the **camping and expedition modules, water modules and learning topics**. A key goal of this work is to offer the modules in an easily understood format that still maintains the rigour and professionalism required to deliver our outdoor activities program in a safe way. Our special method of camping develops so much of the program and mission – patrol system, shared decision making, relationships challenges and fun and we need to encourage Leaders to provide the girls with these experiences and develop resilience in our girls.



REINVIGORATED BRAND

Strengthening and reviving the Girl Guide brand in Australia involved Girl Guides Australia working with its member organisations to target media, key external community stakeholders and leaders across Australia to promote the work of Girl Guides in Australia.

MARKETING AND COMMUNICATIONS

All Girl Guide organisations in Australia agreed to work together to achieve one common look and brand. With a delivery date of April 2014, State Girl Guide Organisations and GGA made agreements to ensure that in 2014 our branding, marketing and media would all come from a common set of principles and policy. This agreement by the Girl Guide Organisations will play a significant role in leveraging our presence in the Australian community.

GOVERNMENT ENGAGEMENT

In 2013, Girl Guides Australia facilitated the development of a national statement on policy priorities. Called “Building Australia and Contributing to a Better World” this document was signed by all State Commissioners and their Executive Officers, as well as by the Chief Commissioner and National Executive Officer of Girl Guides Australia.

The document is a statement of priorities for inclusion in current and future Girl Guides Australia public policy and reflects over a century of work and understanding of the Girl Guide Movement nationally. The statements seeks to make a contribution to national policy settings and describes that Girl Guides are:

- Concerned for the future of our natural environment and want ongoing action to address climate change
- Advocating for the empowerment of girls and women for better personal safety, education and health across the world and locally
- Supporting the United Nations’ Millennium Development Goals to lift the world’s poorest out of poverty

The statement outlines the following policy opportunities:

Volunteering

We know that the future of not only our organisation but the not-for-profit sector broadly is faced with a set of critical and strategic challenges that together need to be addressed.

These include:

- Changing demographic of volunteers and changes in volunteer participation patterns and expectations
- The ongoing need to support volunteer utilising organisations (VUOs) to adapt to change, improve productivity and effectively plan for the future of its volunteer workforce

To address these challenges, Girl Guides Australia applauds the work being undertaken to support the not-for-profit sector. Our own position statement calls for a national conversation and work to:

- Identify and address productivity challenges facing volunteer utilising organisations specifically the development of sustainable and suitable workplace practices; better pathways for young
- volunteers that meet their needs and better recognition of the economic benefit of volunteer work
- Ensure that skills policy better recognises the development of skills through volunteering in a consistent way to support the increasingly mobile volunteer workforce (nationally and internationally)

“

The achievements of Girl Guides Australia play a valuable role in the community by developing the leadership potential of our young women and girls.

Office for Women

”

Empowering Girls and Young Women

Australian Guiding knows that the achievement of better outcomes for women and girls is about access to quality education that empowers and develops the skills for the future. Girl Guides Australia is committed to this and has a long history of developing and implementing skill programs for girls and young women to build life and advocacy skills. These skills enable our Guides to speak for the needs of themselves and their colleagues locally and around the world.

The statement calls for a better research and understanding into the needs of Australian girls and young women so that their voices are heard in future policy settings and that our leaders of tomorrow are provided with skill pathways today.

“

I would like to thank you for sharing your statement of priorities with the Government and assure you that your views will be considered carefully. The Australian Government shares many of your priorities, including addressing environmental issues, climate change, helping to implement the United Nation's Millennium Development Goals to address global poverty and empowering women and girls, including supporting gender equality.

The Hon. Mark Butler MP Minister for Social Inclusion

”

ACTION FOR CHANGE

In 2013, Girl Guides Australia started to engage with the Federal Government on these and other key issues and look forward to building upon this in 2014 and beyond.

Case Study: Trefoil achieves national common brand

In 2013, a significant amount of work occurred to update and reinvigorate the brand of the Trefoil Guild across Australia. Handbooks, publicity brochures, posters, websites, logos and a range of other collateral were harmonised and coordinated to produce a distinctive and recognisable identity for this part of the Australian Guiding Movement.

LEARNING AND DEVELOPMENT

The National Learning & Development Committee produced several brochures as an aid to recruiting new Leaders and Managers. Guiding for Adults particularly targets adults considering Leadership and can be downloaded from the GGA website. One-page summaries of each of the Qualifications are designed to share the details on the GGA training required for specific roles and can be used to support adult recruitment.

Wow!!!! What a crowd at the pick up point in Launceston today..... All the guides were excited They will have a fantastic time... hoping the weather is not too hot and the activities could go on despite some areas that are affected and in close range with the bushfires..... Well done leaders and volunteers..... You have done a great job indeed!!



Finding Home

A Story of Belonging through Guiding

The story that Lindsay Tagg tells of her Guiding journey is not one that others tell. Many in Guiding will tell a story of Lindsay that speaks of public accolades, high profile positions in the community, of being Youth Lord Mayor, of participating in national Government Committees or contributing to youth parliaments.

But this is not Lindsay's own story of Guiding. Her story is one of finding a home. Guiding for Lindsay started with a bunch of friends. "We were all at the same school - they were older and went to High School but we needed something we could keep doing together." Her friends were going to Girl Guides and invited Lindsay along to keep the connection.

"I went along and knew from the first moment that this was the place for me"

In reflecting upon her struggles growing up, Lindsay describes what Guiding provided for her and other girls and young women. "Guides provided the space where everyone is equal and you can mix with a range of girls in a vibrant environment"

In describing the role of Girl Guides in our Community, Lindsay reflects on her time as a leader of a Unit in Southern Sydney.

"It gives a sense of belonging - if I look at girls in my Guide Unit they often weren't the most popular girls, or the greatest achievers."

"There was a good mix of girls with a range of experiences of Guiding. We had the girls that were being bullied at school, the nerds and the over achievers. They all found a safe environment where you can be who you want to be because there is no judgement about where you have come from and which school you went to."

"There were times when we all had difficult situations to deal with in the Unit - girls going through different life experiences. We went through it together and as a family. We are all one community and could all relate to each other."

For Lindsay personally the constancy of Guides through her life as a girl was crucial for her wellbeing. She understands that for many girls the "Tuesday at 6pm" Unit meeting is a bed rock - "If I didn't have Guides I don't know where I would be today".

For Lindsay, the movement has provided opportunities that to this day she shares and encourages other young Guides to explore and take advantage of.



“THE SENSE OF CONNECTION
THAT YOU FORM WITH YOUR FRIENDS IN GUIDES
LASTS A LIFETIME.
THERE IS A REAL SENSE OF BEING PROUD
OF WHERE YOU COME FROM AS A GUIDE.”

“Guides go places and the opportunities for you to participate in a range of opportunities is amazing”

Lindsay recalls the first international camp that she went to in Sweden. “In 2007 another Guide and myself went to Jiingi Jamborree and met up with 25,000 other Guides. The concept of what a camp is was completely rewritten for me! It was phenomenal!” Lindsay remembers coming back one afternoon during the camp to find a queue of Guides lined up to meet her. “They were keen to meet someone from Australia who had travelled half way around the world to come to camp. When you talk to them there is no barrier—you have Guiding in common and this builds bridges.”

Whilst she no longer has her own Unit, she is still strongly connected to the women she mentored and worked with.

These days Lindsay takes time to talk to young Guides about pursuing their dreams and ambitions.

“Life is ever-changing and a lot of the time you can't control the things that happen. But you do have the chance to decide the direction that you want to take and who you want to be. You can make these decisions in Guiding. I look at the girls in my Unit and everyone is so dynamic and they all contribute to the whole. They all take different paths.

“In Guiding you can go from a Patrol leader to a world leader; you can go through the badges or not.”

“We are the platform for building world leaders, we have discussions on world issues with 5 year olds, and we are about progressing women. We provide a platform for self-development and the opportunity to support our girls chase whatever their dream is.”

For Lindsay, this commitment to support the realisation of the hopes and dreams of girls is a daily embodiment of the Guide Promise and Law.

“If we don't mentor and support young women then what are we doing? The Guide Laws are things that you do every day. It becomes so much a part of you that it is you and yet it is an unconscious part of your world.”

“In order for me to do my best, my role as a leader of girls and young women is understanding the different paths that people take and providing flexibility to deliver an experience that is meaningful to those girls.”

“Guiding is an opportunity for Girls and opens doors. It is the friends that you make and you are part of a family of 10 million people.”

LINDSAY TAG
NEW SOUTH WALES

A REDESIGNED PROGRAM EXPERIENCE

Providing high quality non-formal learning opportunities for youth members is a core responsibility for Girl Guides Australia. Key to this being delivered to youth members is:

- The improvement of our learning and development strategy to enable high quality and inclusive delivery of youth programs
- The development and rollout of relevant program resources as well as expanding community engagement activities and partnerships
- The introduction of flexible delivery of approved guide programs

PROGRAM

FANTASTIC 2013

From the 6th to the 12th of January 2013, at Quercus Park in Tasmania, Girl Guides Australia and Girl Guides Tasmania hosted the International Jamboree FanTASTic.

For 7 days, in January, attendees at the International Jamboree were treated to a uniquely Tasmanian experience, focusing on fun, friendship and new adventures. In the spirit of all good Jamborees, those present met Guides from all over Australia as well as Girl Guides and Girl Scouts from overseas.

The Jamboree was held at an agricultural field day site about 30 km from Launceston. There were 8 Group camps with a total of 42 Sub-camps for participants, and an extra Group camp for Management/Jamboree Assistants. Each Sub-camp contained about 36 Guides and 6 Leaders.

The program organisers provided a variety of experience for the girls and events ranged from visits and walks to Cradle Mountain, the Tamar River, Forestry Tasmania's Holly Bank, Old Mac's Farm and Fishery and Hobart, through to learning about making music, theatre, dancing, craft and cooking. The purpose of the program was to provide an opportunity for those attending to develop their leadership, decision making and life skills in the unique values based learning environment provided through the Girl Guide and Girl Scout method. Overseas visitors also met the famed Tassie Devil. During this time Tasmania was experiencing the devastating impact of bush fire. The organizers showed an amazing ability to react and reorganize planned activities and the girls were able to demonstrate their great spirit of community service.

The hard working and dedicated team of volunteers and staff, ably lead by Julie Miller introduced a range of innovations in running a Jamboree including:

- Offsite mini-expeditions for 14 to 17 year olds providing them with the opportunity to develop independence and exposure to more challenging learning experiences.
- Off sight tailored overnight camping for 10 to 13 year olds which – amongst other things – provided Guides with the opportunity to reflect on the plights and needs of refugees and to develop an understanding of some of the Millennium Development Goals (MDGs).
- Extensive use of social media with specific Facebook pages created as well as Twitter feeds and conversations encouraged. The social media was run across the 7 days by two young women members.
- For the first time, registration for the Jamboree occurred electronically and there was a dedicated event database. The database was tailored for the Guide experience and was also invaluable for registering delegates in and out of activities, events and the campsite itself. This provided a great benefit to the risk management procedures for the event. The database was invaluable in saving many hours of volunteer time (to input data) and also provided the Jamboree with the ability to produce reports for leaders and event managers. The online registration also enabled those attending to enrol in the activities they preferred at time of registration.

“

We watched the DVD today. What a great time the girls have had. You have created a wonderful memory for the girls. I watched the delight on my daughters face when she remembered all the fun she had. A big thank you to her leaders and the organisers this is an experience she will cherish all her life.

Going to have one happy daughter when she gets in from school her DVD is here shhhhhhhhhh I've watched it already it's AWESOMELY AWESOME!! Was great to actually see her on the Hollybank Treetops Adventure just hanging there so proud!! Thankyou.

Parents reliving the memories of a great Jamboree...

”

GUIDE HANDBOOKS

2013 saw the launch of the new Girl handbooks. These books were based on the education principles of five developmental stages across the age range of 5-17. They are written in a format that supports the Australian Guide Program Fundamentals and include an age related progression challenge based on the AGP Elements and focused on teaching guiding skills across the lifetime of a girl's experience.

These handbooks were warmly received across Australia with stocks being distributed widely to provide easy access to this high quality resource for leaders and youth members.

These five books are supported by the Leader's Handbook that assists leaders across Australia to facilitate the delivery of the Australian Guide Program (AGP) to girls.

Supporting badge books, Look Wide, and Look Wider Still have been updated ready for reprinting early 2014.

"I couldn't bring my handbook this week because Mum's reading it to find out what we do" - Carrie 12

"My handbook's great. I use it at home and when I go camping with my family it helps" - Bella 15

"Amazing, best book ever. It helped me learn the guide song" - Abby 9

LEADING EDGE 2013

This program was offered to Guides aged 16-20 from across Australia, with the aim being to increase the leadership skills of young women who have demonstrated leadership potential as members of Girl Guides Australia. The purpose of the program was to develop their self-confidence, build self-esteem and enhance various aspects of personal development.

The program was delivered over a seven day period and included the following practical learning areas:

- goal-setting;
- effective decision-making;
- team-building;
- leadership;
- communication;
- conflict resolution;
- problem solving;
- financial planning;
- time management;
- managing stress;
- project planning; and
- mentoring

Participants planned and then carried out leadership projects in their local communities following the training. The success of the program has meant that it will be delivered again in 2014.

Leading Edge 2013 Participant Quotes

Leading Edge 2013 provided an amazing and informative week for me that changed the way that I view things on a personal level but also how I interact with other people... Skills I developed and the friendships and understanding of others that I gained are something that I will never forget.

My Leading Edge experience was unforgettable. I made many new friends, and I am still in contact with them. Some have not only helped me with Guide related questions but also personal and school related ones. I think the participants make an excellent support group and would recommend anyone to participate in future leading edge events.

Coming from a remote Guiding district, I feel that events like this that give you enthusiasm, confidence and contacts with other young leaders, are few and far between. This seminar has set a high standard I will now find myself wishing every other course I attend will be just like it.

PHOTOGRAPHY FOR SOCIAL CHANGE

Established as an e-learning package, Photography for Social Change is currently being piloted with members in six of our seven states. It is hoped to have a wider delivery once the pilot program has been evaluated.

HONOURING THE SPIRIT RESOURCE

"Honouring the Spirit", is designed to encourage Guides to conduct research or undertake activities to increase their understanding of the sacrifice and service of Australian Veterans in times of conflict. This program was launched in April 2013.

PARTNERSHIPS

ALCOA PARTNERSHIP WITH USA: TOGETHER GREENING PROJECTS

In 2013, the World Association of Girl Guides and Girl Scouts partnered with the ALCOA Foundation to develop and deliver global environmental Take Action projects.

The project – called Together Greening – involved 20 Girl Scouts USA Councils, and another 20 groups around the world, collaborating to deliver combined “twinning” projects.

Australia was proud to be a part of this project and produced three pieces of work as part of the project;

- Recycling Education Project – Raising awareness and garnering commitment to recycling generally
- The Lemon Tree Project – Creating sustainable community food banks
- Recycling batteries Project – Environmental impact in minimising waste and energy saving

Over 150 young people and approximately 50 adult volunteers have been actively engaged in our Together Greening projects.

Girl Guides have achieved visible recognition as sustainable leaders in their community. The connection between Guiding and the wider community has been strengthened.

Case Study – Lemon Tree Project

The Lemon Tree Project Pop-up Festival was developed so that we could spread the word of the project to a greater audience and create 500 new Lemon Tree Project Communities.

We had 3 stalls in the middle of the City Square in Melbourne CBD – Ourselves (The Lemon Tree Project), Girl Guides Victoria and Rooftop Honey. Rooftop Honey is a local community group who promotes the use of rooftops to keep bees – they currently have nine beehives on Federation Square and over 150 beehives in the Melbourne CBD.

On the 26th of June we started promoting the event through social media and by the end of the first day we had over 16,000 hits on our online ad.

CLEAN UP AUSTRALIA DAY

Girl Guides across Australia continue to contribute to the Australian community through such great events as Clean Up Australia day. This provides our Guides with a wonderful opportunity to demonstrate their concern about their environment and take practical action to address these concerns. Girl Guides Australia is delighted to continue with this important social partnership with the Clean Up Australia Day movement.

UNICEF

Since 2011, Girl Guides across Australia have joined every year with UNICEF to raise funds and awareness of the need to address the plight of children in poverty. In 2013, the theme of the campaign was on Maternal Health and Child Survival. Girl Guides across Australia raised \$13,000 for this worldwide organisation.

UNICEF developed an activity kit for Australian Guides and, through the UNICEF website, Units from across Australia could register their interest and to raise funds.

OUTDOOR ACTIVITIES

Girls want camping, adventure activities, campfires and environmental meaning in their lives (Guides Say 2010). In Australia we have the great advantage of varied weather, varied environments and the opportunity to make the most of being outdoors to keep us all healthy and fit. The best skill we can give our girls is to develop resilience through outdoor activities, through trying new skills and through testing their boundaries.

The goal to increase the number of girls experiencing outdoor activities requires more leaders who are qualified to deliver such activities. The Australian Learning and Development Committee streamlined outdoor training in 2013 to make sure all Leaders receive the same outdoor training throughout Australia. This is very important in maintaining standards.

ADVENTURE ACTIVITIES

Several new activities have been identified during 2013. Exciting activities include Zorbing, Aqua balling, Dragon boating, Paddle boarding, Circus skills, Camel riding, and Laser skirmish.

Once complete, the online National Adventure Manual will give Leaders immediate access to guide lines and Procedures for all activities.

ENVIRONMENT:

The increased focus on the environment led to the development of a renewed policy, position statement and procedures for the environment and its care. During 2013 these documents have been circulated for approval. As an example of the range of activities that our Guides participate in, during 2013 youth members have included:

- Clean Up Australia Day
- Great Northern Clean-up
- Earth Hour
- World Environment Day
- National Tree Day
- Save the Koala
- Night Stalk
- Earth Education

YOUTH MEMBER AWARDS

AWARD	NSW	NT	QLD	SA	TAS	VIC	WA	TOTAL
Badges/Awards								
Junior BP Award	119	12	193	91	15	70	16	516
BP Award	69	9	77	22	6	51	22	256
Queen's Guide Award	24	4	11	3	2	15	3	62
Youth Leadership Skills Trainings (14+)								
Number of trainings	2		1	1	1	1	2	8
Number of participants	36		19	39	15	22	25	136
Junior Leaders (14+)								
Number of Junior Leaders	131	1	85	10	14	36	20	

INTERNATIONAL INVOLVEMENT

During 2013 Australian Guides have a great opportunity to further their involvement and understanding of the Girl Guide and Girl Scout movement by participating in overseas activities and events.

A variety of international activities are offered to Girl Guides and Girl Scouts and Australian Guides are enthusiastic participants in these activities. A natural extension to the domestic program, the International Program is led by GGA on behalf of the State Girl Guides Organisations.

Our involvement in these events continued to increase and GGA is happy to report the following participation.

Camps and Member Organisation events	Attendees
Giggles – UK	7
NZ North Island Tour	4
Persatuan Pandu Puteri (Brunei)	1
Planet 13 Austria	2
Poacher UK	1
Stavanger Norway	5
USA ALCOA Project (16 applicants)	8
Ancient Antics UK	5

WAGGGS/UN Seminars	Attendees
Stop the Violence Sangam India	2
Stop the Violence Rwanda (6 applicants)	2
Commission for the Status of Women New York 2013	1
WAGGGS Photography Training MDC4 in London	1
WAGGGS UN General Assembly Delegation New York	1
Inter-Agency Network on Youth Development	1

World Centre Events	Attendees
Sangam India	9
Sangam TARE 4 weeks	6
Helen Storrow at Our Chalet in Switzerland	1
Our Cabana Mexico	1
Individual Volunteers at World Centres	8
Stavanger Norway	5
USA ALCOA Project (16 applicants)	8
Ancient Antics UK	5

Training Events	Attendees
Myanmar (13 applicants)	2
Stop the Violence London	1
WAGGGS Leadership Development Program Denmark (property & governance)	1
PNG Training	2
GOLD (8 applicants) in the Cook Islands	3
WAGGGS Education & Learning and Development think tank	1
International travel organised through State Organisations	24
Asia Pacific Conference held in Japan	5
Friends of Asia Pacific travel	10
Olave Baden-Powell Society Annual event in Switzerland	28

TOTAL	141 travellers
Australian Staff at World Centres	3

INTERNATIONAL EVENTS IN AUSTRALIA

In 2013, Girl Guides Australia hosted international members of the movement in Australia for a range of events. Such hosting is a key contribution of the Australian Guiding organisation to the world movement.

International Events in Australia	Attendees
FanTASTic 2013	118
Pacific Strategy Meeting – Brisbane	22
Asia Pacific Region Leader of Youth Planning Meeting Victoria	8
Overseas Transfers:	3

GGA can also report the ongoing success of our International Database. This online application and information system has been a great resource for GGA and the members of Australian Guiding. 2013 also saw the publication of two significant documents to support the International Program. "Travel with Girl Guides" for Contingent Leaders and Girl Guides will be released in early 2014 and will provide a clear and helpful resource to all those involved in overseas trips on an International Guiding journey.

Our members of the Trefoil Guild continue to provide opportunities for its members to have flexible programs with a strong emphasis on fellowship, fund and service to Guiding, community and our international family. A significant amount of energy is being put into planning for a successful 21st National Trefoil Guild Gathering in 2014 with anticipated involvement from over 11 countries. Trefoil Guild Australia is also delighted to be a part of the organising committee to support the 27th International Scout Guide Fellowship World Conference October 2014 hosted by the National Scout Guide Fellowship Australia in Sydney



OLAVE PROGRAM

The National Olave Program Committee (NOPC) was very pleased to welcome a State Manager from Girl Guides Northern Territory to the committee to fill a previously vacant position. The Olave Program in Tasmania has also been growing over the course of 2013 with the establishment of a number of new Peer Groups, and will shortly be nominating a State Manager.

SERVICE IN THE OLAVE PROGRAM

One of the key aspects of the Olave Program is service, and 2013 saw a team of three Australian Olaves (together with three young women from Girlguiding New Zealand) travel to the Cook Islands for the GOLD Project in October 2013. GOLD (Guiding Overseas Linked with Development) enables young women in Guiding to assist the growth and development of Guiding organisations in less developed countries. In 2013, the GOLD participants assisted in running an indoor camp for youth members and leaders in the Cook Islands, and also enjoyed an overnight visit to Motu Island.

Olaves across Australia have also been involved in a variety of other services projects, including connecting with young women who have experienced homelessness (Queensland), participating in Relay for Life to raise funds and awareness for the Cancer Council (Victoria), creating care packages for women's refugees (WA), volunteering at the annual City to Bay run (SA) and working with local Zonta groups to collate and pack birthing kits (NSW & ACT).

OLAVE PROGRAM AWARDS STRUCTURE

The NOPC launched two new awards in 2013 – the Olave Challenge and Olave Pathways. The existing Olave Baden-Powell Award and the AGP-OP Link Badge complete the Olave Program Awards Structure. Many Olaves also choose to work towards the Commonwealth Award or participate in the Duke of Edinburgh's Award Scheme.

The Olave Challenge, in recognition of the focus upon service in the Olave Program, requires participants to undertake a service project together with two additional challenges related to other areas of the Olave Program Framework.

The Olave Pathways provide opportunities for members to undertake large-scale projects in an aspect of their choice from the Olave Program Framework. This enables Olaves with a special interest in, for example, the Outdoors or International Guiding to develop long-term projects and receive recognition for their work.

Olave Program Review

The Olave Program Review was launched by the NOPC in late 2013. Essentially, the purpose of the Olave Program Review is to examine all aspects of the Olave Program to ensure that it is:

- Relevant for both current and future Olaves;
- Broadly consistent with the AGP and the ALQP;
- A reason why young women choose to become or stay involved in Guiding;
- Flexible and accessible to a wide variety of young women;
- A place for effective personal leadership development;
- Well-regarded and understood by the wider Guiding community;
- A truly national program with consistent delivery; and
- Supported by appropriate resources which are widely available, well-known and contain relevant and useful information for members/participants.

The Olave Program Review will investigate whether the Olave Program is achieving these goals, and if not, what could be improved to ensure a better experience. To date, the NOPC have released an information paper regarding the context and scope of the review, established the website <http://girlguidesau.engagementhq.com> to act as a focal point for everything connected with the Review and launched an online survey for all members of Guiding to have their say about the Olave Program.

This work will continue in 2014, with focus groups and online discussions continuing conversations with members of Guiding across Australia regarding the Olave Program. The data and feedback received will be collated, together with some external and international research. A report will be produced which outlines the findings of the Review and sets out recommendations for the Olave Program. Key stakeholders will then be consulted in relation to the recommendations and any required changes will be clearly communicated to the Guiding public.

INTERNATIONAL OPPORTUNITIES

A number of Olaves from across Australia participated in some amazing international opportunities in 2013. They attended WAGGGS seminars including Stop the Violence in Rwanda, the Juliette Low Seminar at Our Cabana in Mexico and 'Be the Change' at Sangam in India. Others volunteered or took intern positions at the WAGGGS World Centres in Switzerland, England, India and Mexico.



Building the Independence of Girls Developing Life Skills

"It's not what we do but how we develop skills that makes the difference" says Julie Townsend, from Western Australia. "I think it's very important to understand this". As an Educational and Developmental Psychologist, and a Girl Guide Unit leader with 25 years experience, (currently Julie runs a unit of 24 girls between the ages of 10 and 14 years), she understands clearly the developmental needs of growing girls and young women

With this perspective, Julie appreciates how the lives of Australian girls have changed, and how they have stayed the same. "In some ways many things don't change", she says. "The girls have always enjoyed "patrol nights" where they decide what they can do – it usually involves food, being together, having silly games and dressing in pjs!

What has changed is the pace of life. Schools are noticing this too. Technology is making life move faster and young people don't have the time to develop those less tangible skills.

It is much harder than 15 to 20 years ago. We see that kids just want to do something quickly. With modern technology and things being so quick, people haven't learnt to persist and develop grit."

Julie notes the impact of home life can sometimes not provide the right context for developing life skills. "Sometimes at home life is too busy and it is easier to do the thing yourself."

"Our mission as Girl Guides is to develop girls who are confident and have self-respect and are part of a community. These are not quick things to learn – they take time. We need to provide girls with the time to learn these skills – the way that their neurology develops is through repeated learning opportunities. Guiding is a way to do this."

"The Guiding way is to develop the girls to be independent. These are the skills that are important for adult life and the best predictors for success in life. We know that being able to plan, being organised and being able to control our impulses are better predictors of success in life than intelligence or good school grades. Guiding provides the opportunities to learn and practice these skills."

Julie sees the clear connection between the way that Guiding develops its girls and young women and the Promise and Law that all Girl Guides make. "Implicit in our Promise and Law is learning to make wise choices, being considerate and learning self-control. It is about knowing when is the right time to speak and when to say something, and when not to - waiting to take your turn.



WE PROVIDE THE GIRLS
WITH THE OPPORTUNITY TO DECIDE THINGS FOR THEMSELVES,
SHOW LEADERSHIP AND WHERE THE GIRLS HAVE TO
STICK AT THINGS AND DEVELOP PERSISTENCE.”

It's about knowing and learning that if you make a mess, then you have to clean it up and nobody is going to do that for you. For some girls, that is a real challenge but we remind them about the Promise and Law in relation to their behaviour; about being respectful and thoughtful.”

“We have some great activities and make the connections between those activities and developing life skills. We explicitly link them for the girls and keep making the connections and slowly these young girls start to make them for themselves

“A large part of the ‘how’ of Guiding is to enable the girls to make those decisions and plan for themselves rather than handing it to them on a plate. Clearly, there is a safety net, but the little failures are a part of the learning—you have to let the girls understand the reason why the cake didn't rise properly (because not all the ingredients were used), or why you missed out on that activity (because you didn't pack up your camp in time).”

“You give the prompts but if other teams have managed to do their work on time, then there are natural consequences presented that young people learn from.”

Julie is driven by her life-long love of guiding and the experiences it has provided her with. She has travelled with Girl Guides internationally and has built up a strong network of friends across the world. It is this potential

for such lasting friendships that she is keen to share and extend. “Guiding opportunities is what keeps me going and I hope that my Guides can experience this.” As a young girl, moving across Australia with her family, Girl Guides provided an “instant” friendship network. “It's a friendship network all across the world—the Guiding spirit and bond is there, and people from all over the world have the same ideals—they are there wherever you go.”

“What is important to realise is that Guiding in Australia is based on the principle of “Girl Led” Guiding. What this means is that we empower girls and young women to make decisions about their world in a safe environment” says Brenda Hamlett, the State Commissioner of Girl Guides Western Australia. “What we learn from Julie's practice is that this is a great environment for growth and learning.”

Julie's advice to new leaders is simple: “Don't think you have to know everything. Listen to the girls and know that you don't have to come up with the perfect program. Brain storming with the girls gives you some good ideas. Also, remember that you are surrounded by a whole lot of other leaders who are willing to share. Everyone has got great ideas and tapping into some of the existing resources is good.”

JULIE TOWNSEND
WESTERN AUSTRALIA

UNIFIED STRONG NATIONAL ORGANISATION

STAKEHOLDER ENGAGEMENT

In 2013, Girl Guides Australia affirmed its role and services to its membership through the release of a Stakeholder Engagement Strategy.

This document describes and defines the Stakeholder Engagement Strategy for Girl Guides Australia. It outlines the broad array of approaches used to generate effective communication and interaction between Girl Guides Australia and its stakeholders - to facilitate engagement between our varying groups of stakeholders for the benefit of girls and young women in Australia.

Girl Guides Australia has developed a set of principles upon which we operate and can be held accountable. Girl Guides Australia will ensure that its stakeholder engagement is:

Transparent

We will engage with stakeholders in an open process, with transparent purpose, goals, accountabilities, expectations and constraints. Girl Guides Australia will be open about how feedback and information provided to the organisation will be used in decision-making.

Timely

We will engage with stakeholders to allow sufficient time for meaningful dialogue, consultation and modifications.

Inclusive

We will seek to engage with individuals and organisations that represent the full diversity of those who have a stake in, or will be affected by, our work. We will provide access to information and encourage participation in our activities. We will seek advice on issues from key stakeholders with experience in dealing with diverse community groups and issues.

Appropriate

We will use levels and methods of engagement that best suit both the group being consulted and the goals of the engagement.

Accessible

We will provide clear, timely, accessible and comprehensive information to stakeholders in order to facilitate their involvement with Girl Guides Australia.

Balanced

We will attempt to balance the participation and influence of stakeholder groups, while clearly noting that the needs of Girl Guides Australia is our primary focus.

Accountable

We will monitor the effectiveness of these stakeholder engagement strategies and implement improvements where needed.

As summary of this strategy was made available on the Girl Guides Australia website for its members in October 2013.

LEARNING AND DEVELOPMENT

Making better use of technology, the Learning & Development Committee produced a webinar to introduce new adult members to Guiding. The Guiding Orientation webinar ran weekly throughout 2013 with over 350 members participating. The webinar was hosted by each State in turn, working as a unified national organisation and delivering a consistent message to all participants.

“

Being a Qualified Assistant Guide Leader in the UK, this was an experience that I shall definitely be taking back to the UK to see about incorporating it into a Qualification Program, when I return in a year. Very informative. Gave me a sense of belonging! - Fay UK

I love the webinar idea. I think it's fantastic for training, and it's interactive as well if you have any questions just type them in. I love it. I would love to see more of this type of thing happening & the fact it can be done at home without the need to travel anywhere & find babysitters, it's great. - Amanda NT

”

The work of the Learning & Development Committee over the last two years has transformed a group of individual State department managers into a cohesive team thinking and working as part of a unified national organisation. Each team member has learnt about project management, marketing and change management and put the learning into practice as they implemented changes in their State. Our focus on training Leaders has been transformed to valuing all learning and will make a significant impact in achieving our mission and vision.

GGA has supported WAGGGS and the Asia Pacific Region in a joint project with Girl Scouts of Japan, sending experienced Trainers to Myanmar to support the re-development of Guiding. The trainers were part of a team delivering a training course aimed at developing the Myanmar educational program and providing new Leaders with the skills to deliver Guiding in their schools.

“

Over 100 Guide Leaders made their Promise on the last day of our training – 85 teachers and volunteers, supporters and others that helped with the logistics of the training.

This ceremony followed the ‘installation’ of the Chief Commissioner and Assistant Chief Commissioner – who both renewed their Promise (in English as this was what they had learnt when a Guide) and then made the Chief Commissioner/Assistant Chief Commissioner Pledge (based on Australia’s Patrol Leader pledge). This ceremony was amazing and special and there are not enough words to capture the significance and special-ness of it. A truly amazing experience!

- Karen Chatto (Victoria.)

”

Australian Trainers have also participated in WAGGGS Leadership Development Program courses or assisted with their delivery, and delivered campcraft training to Leaders of Papua New Guinea Girl Guides.

GOVERNANCE

The Board of Girl Guides Australia agreed to a new governance structure in November 2013 which will see a complete replacement of the current range of committees with five, agenda specific and strategically aligned, Board Committees.

The governance framework is:

- Built upon describing the core areas of Girl Guides Australia and its work and will be reflected in future business plans
- Based on two tiers of governance – tier one that work on the business, and tier two that works in the business
- Separates the “Guiding” parts of the business into two parts – Membership issues (Australian National Guiding

Committee) and “middle office work” required to deliver services and products to the membership (Guiding Operations)

The framework provides clear decision making pathways and processes, a better way to activate and work with State teams, and will provide pathways for leadership development.

MANAGEMENT ADVISORY COMMITTEE

In addition to the revised Governance Framework, in 2013, GGA worked with its State Colleagues and National Volunteer Managers to revise and update the terms of reference for the Australian Management Team. Retitled the Management Advisory Committee (MAC), this peak committee of operational and Guiding knowledge will

- Provide strategic advice to GGA to assist in the planning and execution of business, projects and the broader strategic plan of GGA
- Collaborate at a strategic level across the different parts of the movement to build sustainable growth
- Operate on a consensus agenda – to achieve a consensus position on key issues and activities impacting upon the successful implementation of GGA’s strategic plan
- Contribute to the work of the MAC in a constructive manner that ensures the successful execution of the agreed GGA Strategic Plan
- Work in a way that is in the spirit of the Memorandum of Understanding and the agreement of a national organization
- Contribute to the development of the agenda for each meeting through the National Executive Officer



SUSTAINABLE FUNDING AND NEW COMMERCIAL MODELS

Girl Guiding's future growth will be based upon successful realisation of all the strategic priorities. The need to ensure sustainable funding and new commercial models is about:

- Identifying new income streams
- Exploring the establishment of a national "future" fund
- Implementing a national business/management information system and
- Working towards establishing a philanthropic culture

A number of significant activities took place in 2013 to contribute to this strategic priority.

NATIONAL DATABASE PLATFORM

For some time, the database systems used by Girl Guide organisations in Australia have been in need of upgrade.

In late 2012 a project was initiated to develop a technology and database solution that would replace that of several State Girl Guide Organisations. This was an urgent matter as the data integrity of many of the State Girl Guide Organisations was under question – with the exception of Girl Guides Victoria (GCV) who had a newly developed and implemented database which was working, and continues to work effectively.

A process commenced to examine the range of options available to Girl Guiding organisations and also to determine the opportunities for there to be one nationally consistent database and membership platform. A national project team was established and surveying the needs of the State Girl Guide Organisations occurred to identify a set of functional requirement specifications (FRS). On this the team released a Request for Information (RFI) to the open market against this FRS.

Following evaluation of short listed respondents to the (RFI) it was decided that the national technology solution limit its scope to the implementation of a nationally consistent membership database and web interface solution, with each State having the option of adding other modules (e.g. retail, finance) that meet the specific needs of that organisation.

With time pressing – due to the increasingly outdated database systems – and the need to mitigate risk to Australian Girl Guiding, it was decided to move to an IMIS platform and mirror the approach currently in use by Girl Guides Victoria. In this way, Girl Guiding across Australia would in effect have one nationally consistent and current database system for its membership.

To arrive at this decision, all Girl Guide Organisations across Australia undertook significant due diligence including an assessment of the Girl Guides Victoria solution.

From this process the project team recommended to the Board of Girl Guides Australia that the IMIS solution (as used by Girl Guides Victoria) would meet the need of every State Girl Guide Organisation represented.

With this decision, all State Boards were asked to agree to the recommendation and in November 2013, GGA signed off on licences and agreements to purchase access to the new database. The implementation of this will occur in 2014.

CORPORATE PARTNERSHIPS

To prepare the organisation for growth, GGA was delighted to participate in a training event in 2013 designed to develop in not for profit organisations, skills and processes in building corporate partnerships. Called "Heartsmart" the process designed by Hailey Cavill provided GGA with the opportunity to build foundations and a quality framework on which to approach corporations to draw/attract funding for Australian Guiding.

To implement the process GGA worked with the State Girl Guiding Organisations and National Volunteer Managers to develop a national asset register and define our brand proposition.

The significant investment in time by GGA and the State Girl Guide Organisations to develop this brand statement will not only pay dividends in terms of having a clear offer to corporates, it has also provided the bedrock for Australian Guiding to develop one nationally consistent marketing and communications strategy.

DISCIPLINED CHANGE MANAGEMENT AND PROJECT MANAGEMENT

To achieve this strategic priority, Girl Guides Australia will:

- Establish a dedicated resource to oversee change and project management for all national projects and major national changes
- Undertaken a national roadshow and
- Seek to realign culture, values and behaviours

NATIONAL ROAD SHOW

In May and June of 2013, Girl Guides Australia undertook a roadshow across Australia and the following meetings were held. They were attended by members of the State Girl Guide Organisation (SGGO) Boards and committees and the State Managers.

Girl Guides Victoria - 21st March
Girl Guides Western Australia - 16th May
Girl Guides Tasmania - 18th May
Girl Guides Queensland - 22nd May
Girl Guides South Australia - 24th May
Girl Guides NSW ACT - 20th June
Girl Guides NT - 5th June

In all, GGA met with more than 80 stakeholders and it provided an excellent opportunity for the national organisation to understand the issues facing each state organisation, and to discuss the priorities of the GGA strategic plan.

Invaluable feedback from the Roadshow was incorporated into the 2014 Business Plan and will also be incorporated into planning for the review of the Strategic Plan – due to commence in 2014.

Key themes emerging included:

- Improved/further resources and support for better engaging with our community and families are required
- There is a need to create a more consistent and congruent marketing and communications strategy
- There is strong support for the external review of Guiding programs including policy and procedures and
- Strong support for greater collaboration between Girl Guides Australia and State Girl Guide Organisations

ALIGNMENT OF CULTURE AND VALUES

As part of the work to develop the 2014 Business Plan, the Management Advisory Committee identified as a top priority, the need to address our culture and align behaviours and values as a key area of improvement. In September 2013, the Learning and Development Project presented to the GGA Board, findings from its research into Leaders of Adults.

This key research was on key issues and opportunities facing Australian Guiding as it seeks to grow its membership base. In all, this report made some 20 recommendations to the national Board which covered:

- The need to respond to the complexity and demanding nature of the Leader of Adults Role
- How to ensure that our Leader of Adults roles are structured for future sustainability of our organisation, the volunteers and their teams
- The need to develop a talent strategy covering recruitment, selection, induction, recognition
- Improving the L&D program so that it is practical, tailored to the needs of the individual and delivered when and where it is required
- Addressing and supporting the motivation of leaders of Adults

The recommendations for this research were accepted by the Board and will be responded to and implemented in 2014. In 2013, the recommendations resulted in:

- Change of position description for Leaders of Adults
- Tailored training for the Management Qualification – Management Skills, Property Management, Financial Management and Risk Management
- Two management qualification passports for District and Region Management

In addition to this, the inception of the National HR Committee will provide key strategic oversight and accountability to ensure that the issues raised by our current operations and through the Leader of Adults research are delivered and responded to in a way that meets the needs of Australian Guiding.

CHANGE AND PROJECT MANAGEMENT

Towards the end of 2013, GGA recruited a National Project Manager to assist in developing organisational capacity and capability for national projects. In addition to this, GGA commenced the development of processes and a framework to deliver projects of national significance including developing communications strategies that would realise GGA's principles of work as described in the National Stakeholder Engagement Strategy, released in October 2013.

This approach, based on the steps of the AGP and also, Prince 2 Project Management methodology will be released in early 2014 for Australian Guiding stakeholders and will be the primary architecture for all projects of national significance.



Making the Guiding World Turn

Guide Supporters and Helpers

Walk into any Girl Guide Unit on any night of the week and you will see parents and supporters dropping off their daughters, staying around to catch up and finding out what events are coming up. What is often not seen is the considerable behind the scenes work that many parents and friends of Girl Guides do, to keep Guiding available for girls.

Sarah Hugen is a perfect example of this. Having been a part of the Girl Guide community since 2007, Sarah knows how important it is to have dedicated volunteers for community organisations.

"I love being a part of a community organisation and have some friends in the Support Group of our local Unit. I know that volunteers who are committed and take an interest are hard to come by."

Not only a part of the Girl Guide community, Sarah combines her two to three hours a month of Girl Guide activity with commitments to the local Little Athletics club, her local Netball Association and her daughter's High School.

Her first introduction to Girl Guides was watching her daughter's Leader (Possum) working with the girls. "She was so calm and respected as a Leader, which I thought was great! She kept the girls engaged." Sarah recalls that her daughter was happy as part of the Unit and over time Sarah became more involved. From helping the girls sell their Guide Biscuits door to door, through assisting with

the financial accounts and updating the processes and procedures.

"Hopefully my contribution shows other people that you don't need to have a daughter in Girl Guides to be part of the organisation."

Whilst Sarah's daughter is not in Girl Guides any more, Sarah is still committed to ensuring that the programs that were available for her family, are available to others.

"It is nice to know that you are helping an organisation that needs help." Sarah is currently the Secretary of the Unit managing the minutes and writing up the Unit newsletter once a month. Sarah is also the Unit's biscuit coordinator – a job that she finds very easy to blend with her role as Secretary and previously Treasurer.

"There is more to life than what is going on with your life" says Sarah. Volunteering is getting harder these days – we have fundraisers and sausage sizzles and it is important to know that the Units and Halls need funds to keep the buildings going and the girls supported."

Sarah speaks highly of the dedication and work of the local Unit Leaders and is clearly driven by seeing their motivation and energy. "The Leaders need our time to help Girl Guides to keep going – the parents and the working bees are important. The organisation can't run without volunteers."



“THERE IS A BIG WORLD OUT THERE
AND THE WORLD DOESN'T WORK
WITHOUT PEOPLE WHO CARE.”

Sarah recommends being part of the Girl Guide community to her friends and family and is always advocating for them to become more involved. Sarah speaks highly of the opportunities to become involved in Girl Guides as a Leader of adults.

“There is a range of activities that volunteers and parents can do for a Unit” she says. “It's not only turning up every week to help out at a meeting (although that is really helpful!) You can be an office bearer on the Unit committee, write grants, and help out with hall maintenance and working bees. There is something for everyone.”

Sarah puts the role of volunteering in context: “With organisations such as Girl Guides and Little Athletics the members of the groups are children, so they rely on Leaders and parents to help keep them running, the children cannot do it by themselves.

This is in total contrast to other organisations who have adults for their members. By parents volunteering, they are setting a great example to their children and creating positive role models.”

She loves doing the sausage sizzle down at the local supermarket and sees it as an opportunity to catch up with friends and people you haven't seen for a while.

Sarah has many memories with her fondest being most recently when the unit went abseiling.

“We were like mountain goats getting there” she says. “It was amazing to watch the girls overcome their fears – they started at the top being frightened and got to the bottom and were pumped – then went back to the top and they did it again!”

“In our world, Sarah is just plain good soil” says Viv Rylance, State Executive Officer of Girl Guides Tasmania. “Our Units just wouldn't survive if we didn't have the teams of volunteers – parents and friends helping out.”

“They are amazing and I know that they don't do it for the public accolades but words cannot express how much we value them”

“We know that members of our community are looking for ways to volunteer” said Jane Dent, State Commissioner of Girl Guides Tasmania. “There are so many ways that parents and friends can contribute to the good work of Girl Guiding in Australia and also have a great community based volunteering experience where they know they are contributing to a better future.”

“Being acknowledged is a bit embarrassing,” says Sarah. “It's not a big thing for me. I do it because I like to volunteer and it is something that I enjoy doing”

Bravo

SARAH HUGEN
UNIT SUPPORT GROUP, TASMANIA

AUSTRALIAN AWARDS

Girl Guides Australia pays tribute to all those members of the Australian Guiding Family and Community who have been recognised in the awards and honours in 2013.

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

AUSTRALIAN DAY HONOURS 2013

MEMBER (AM) IN THE GENERAL DIVISION OF THE ORDER OF AUSTRALIA

The Honourable John Joseph AQUILINA

Mrs Margaret Ann DEVLIN

MEDAL (OAM) OF THE ORDER OF AUSTRALIA IN THE GENERAL DIVISION

Mrs Susan Louise WAKEFIELD

Mr John Geoffrey ADNAMS

Mrs Juanita Mary FIELD

Mr Frank Arthur ROBERTS

Dr Miriam Frances HOLMES

Mrs Joan WALLIS

QUEEN'S BIRTHDAY HONOURS

MEMBER (AM) IN THE GENERAL DIVISION OF THE ORDER OF AUSTRALIA

Mrs Susan Craig MAPLE-BROWN

MEDAL (OAM) OF THE ORDER OF AUSTRALIA IN THE GENERAL DIVISION

Mrs Margaret ADCOCK

Mr Kenneth Frederick ANDERSON APM

Mrs Nea Barrie ARMSTRONG

Mr Arthur John CARRUTHERS

Mrs Shirley Margaret COLEMAN

Mrs Deadre Joan HAM

Mrs Jean Winton JANSEN

Mrs Cecily May PRENTICE

Mrs Margaret Allison SEDGWICK

Miss Dallas Ann LANGDON

Miss Marian Fay LANGDON

Mrs Ronda Lee NIX

“

In the arena of human life the honours and rewards fall to those who show their good qualities in action.

- Aristotle

”

GOOD SERVICE AWARDS

RED KANGAROO

Mrs Julie Miller

Tasmania

ASIA PACIFIC AWARD NOMINATIONS 2013

Girl Guides Australia is proud to list the following recipients of awards for service as recognised by the Asia Pacific Region of the World Organisation of Girl Guides and Girl Scouts.

ASIA PACIFIC ADULT LEADERS ACHIEVEMENT AWARD FOR UNIT LEADERS

Mrs Rosey Donnelly-Grubb South Australia

Mrs Janice Dutton Queensland

Ms Robyn Harte Queensland

Mrs Siegrid Matheve Queensland

Mrs Carole Anne Murray Queensland

Miss Kathleen Petersen Queensland

Mrs Leonie Woolschot Queensland

ASIA PACIFIC ADULT LEADERS ACHIEVEMENT AWARD FOR DISTRICT, DIVISION OR REGION LEADERS AND STATE COMMISSIONERS

Mrs Mavis Alderton South Australia

Mrs Catherine Crittenden Queensland

Mrs Alison Kearney Queensland

Mrs Beverley Neilsen Queensland

Dr Michelle Winn South Australia

ASIA PACIFIC ADULT LEADERSHIP AWARD FOR STAFF

Mrs Velia Nicholls Queensland

Mrs Kirsty Wood Lancashire Queensland

OUR SUPPORTERS

“ Unless commitment is made, there are only promises and hopes; but no plans.
Peter F. Drucker ”

Girl Guides Australia sincerely thanks our supporters who have provided great assistance to our organisation in 2013.



McCullough Robertson
for legal advice and support



Griffins Food Limited
for the supply of the national stock for
our annual biscuit campaign



Cavill and Co
for support to assist Girl Guides
Australia develop capacity
to attract sponsorship from
corporate partners



Westpac Banking Corporation
for support and supply of services for our banking requirements



FINANCE AND DIRECTORS REPORT

FINANCIAL REPORT
FOR THE YEAR ENDED 31 DECEMBER 2013

GIRL GUIDES AUSTRALIA
ABN 50 070 581 770

DIRECTORS' REPORT

Your directors present this report on the company for the financial year ended 31 December 2013.

DIRECTORS

The following persons were directors of the company during or since the end of the year. Directors have been in office since the start of the financial year to the date of this report unless otherwise stated:

Robinette Emonson
Monica Elliott
Belinda Allen
Jane Dent
Brenda Hamlett
Michelle Stone
Virginia Radford
Linda Durran
Janet Torney (from 1 July 2013)
Alpha Gould (from 1 July 2013)
Theresa Davies (from 23 January 2014)
Helen Geard (until 1 January 2014)
Katherine O'Reilly (until 1 July 2013)
David McDowell (until 12 April 2013)
Joanne Muller (Alternate until 3 February 2014)
Deborah Camilleri (Alternate until 3 February 2014)

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.

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.

STRATEGIES

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.

KEY PERFORMANCE MEASURES

- 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 Adult Leadership Program to provide leaders and other members with leadership skills and further development, including working towards nationally accredited workplace qualifications in leadership and frontline management.
- Significant number of volunteers who willingly contribute their time and skills for the benefit of the girls.

DIRECTORS' MEETINGS

During the financial year, six meetings of directors were held. Attendances by each director were as follows:

	Number eligible to attend	Number attended
Robinette Emonson	6	5
Belinda Allen	6	5
Jane Dent	6	6
Monica Elliott	6	6
Brenda Hamlett	6	6
Michelle Stone	6	6
Virginia Radford	6	5
Linda Durran	6	6
Janet Torney (from 1 July 2013)	3	3
Alpha Gould (from 1 July 2013)	3	3
Theresa Davies (from 23 January 2014)	0	0
Helen Geard (until 1 January 2014)	6	6
Katherine O'Reilly (until 1 July 2013)	3	2
David McDowell (until 12 April 2013)	3	1
Joanne Muller (Alternate until 3 Feb 2014)	1	0
Deborah Camilleri (Alternate until 3 Feb 2014)	0	0

The company is incorporated under the Corporations Act 2001 and is a company limited by guarantee. If the company is wound up, 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 2013, the total amount that members of the company are liable to contribute if the company is wound up is \$70.00 (2012: \$70.00).

AUDITOR'S INDEPENDENCE DECLARATION

The auditor's independence declaration for the year ended 31 December 2013 has been received and can be found on page 4 of the financial report.

This directors' report is signed in accordance with a resolution of the Board of Directors.



R Emonson
Chief Commissioner
6 April 2014

AUDITOR'S INDEPENDANCE DECLARATION

Auditor's Independence Declaration under S 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 2013 there have been;

- i. no contraventions of the auditor independence requirements as set out in the Corporations Act 2001 in relation to the audit; and
- ii. no contraventions of any applicable code of professional conduct in relation to the audit.

Travis & Travis



A. J. Fairall

Date 4 April 2014

Address 1/114 Longueville Road
Lane Cove NSW 2066

STATEMENT OF COMPREHENSIVE INCOME

Statement of Comprehensive Income for the year ended 31 December 2013

	Notes	2013 \$	2012 \$
Revenue from continuing operations	2	1,909,365	1,749,297
Changes in inventories		(3,507)	(91,898)
Purchases for resale		(814,932)	(772,766)
Employee benefits expense		(311,550)	(321,271)
Depreciation expenses	3	(7,213)	(7,886)
Grant expenditure		(52,643)	(8,927)
Other expenses		(649,083)	(472,191)
Surplus (deficit) before income tax		70,437	74,358
Income tax expense	1(d)	-	-
Surplus (deficit) for the year		70,437	74,358
Other comprehensive income			
Net gain (loss) on revaluation of financial assets		214,188	97,563
Total comprehensive income for the year		284,625	171,922

STATEMENT OF FINANCIAL POSITION

Statement of Financial Position as at 31 December 2013

	Notes	2013 \$	2012 \$
ASSETS			
Current assets			
Cash and cash equivalents	4	447,292	529,525
Receivables	5	431,010	325,705
Inventories	6	10,627	14,134
Financial assets	8	1,341,124	1,480,092
Other assets	7	-	12,908
Total current assets		2,230,053	2,362,364
Non-current assets			
Financial assets	8	1,409,886	1,090,536
Property, plant and equipment	9	21,413	17,548
Total non-current assets		1,431,299	1,108,084
Total assets		3,661,352	3,470,448
LIABILITIES			
Current liabilities			
Payables	16	169,746	279,875
Provisions	17	15,350	3,800
Other	18	33,421	23,473
Total current liabilities		218,517	307,148
Non-current liabilities			
Provisions	19	-	-
		-	-
Total liabilities		218,517	307,148
Net assets		3,442,835	3,163,300
EQUITY			
Reserves	20(a)	302,847	88,660
Accumulated funds	20(b)	3,139,988	3,074,640
Total equity		3,442,835	3,163,300

STATEMENT OF CHANGES IN EQUITY

Statement of Changes in Equity for the year ended 31 December 2013

	Accumulated Funds \$	Investment Revaluation Reserve \$	Total \$
Balance at 1 January 2012	2,996,438	(8,903)	2,987,535
Surplus (deficit) for the year	74,358	-	74,358
Total other comprehensive income for the year	-	97,563	97,563
Transfer from funds for trusts and projects	3,844	-	3,844
Balance at 31 December 2012	3,074,640	88,660	3,163,300
Surplus (deficit) for the year	70,437	-	70,437
Total other comprehensive income for the year	-	214,188	214,188
Transfer from (to) funds for trusts and projects	(5,089)	-	(5,089)
Balance at 31 December 2013	3,139,988	302,847	3,442,835

STATEMENT OF CASH FLOWS

Statement of Cash Flows for the year ended 31 December 2013

	Notes	2013 \$	2012 \$
Cash flows from operating activities			
Administration income received		99,663	5,363
Subscriptions, membership, publications and sales income received		1,510,463	1,708,612
Payments to suppliers and employees (inclusive of goods and services tax)		(2,125,589)	(1,589,197)
		(515,463)	124,778
Interest, distributions and dividends received		146,099	188,241
Donations received		1,610	9,866
Other revenue		265,747	103,832
Net cash inflow from operating activities	26	(102,007)	426,717
Cash flows from investing activities			
Payment for plant and equipment		(12,720)	-
Proceeds from sale/redemption of investments		678,391	745,437
Purchase of investments		(671,845)	(1,054,114)
Net cash (outflow) / inflow from investing activities		(6,174)	(308,677)
Net increase / (decrease) in cash and cash equivalents		(108,181)	118,040
Cash and cash equivalents at the beginning of the financial year		598,245	480,205
Cash and cash equivalents at the end of the financial year	27	490,064	598,245

The above statement of comprehensive income should be read in conjunction with the accompanying notes.

NOTES TO THE FINANCIAL STATEMENTS

Notes to the Financial Statements for the year ended 31 December 2013

The financial statements cover Girl Guides Australia as an individual entity.

The company is incorporated under the Corporations Act 2001 as a company limited by guarantee.

The entity was previously operated as an incorporated association. On 14 February 2012 the company assumed the operations, assets and liabilities of the Association. Consequently, the comparative figures include both the operations of the Association up to 14 February 2012 and the operations of the company from that date.

NOTE 1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Preparation

Girl Guides Australia has elected to early adopt the Australian Accounting Standards - Reduced Disclosure Requirements as set out in AASB 1053: *Application of Tiers of Australian Accounting Standards* and AASB 2010-2: *Amendments to Australian Accounting Standards arising from Reduced Disclosure Requirements*. The company has also adopted AASB 2011-2: *Amendments to Australian Accounting Standards arising from the Trans-Tasman Convergence Project - Reduced Disclosure Requirements* and AASB 2012-7: *Amendments to Australian Accounting Standards arising from Reduced Disclosure Requirements*.

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards - Reduced Disclosure Requirements of the Australian Accounting Standards Board (AASB) and the Corporations Act 2001. The company is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in financial statements containing relevant and reliable information about transactions, events and conditions. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless otherwise stated.

The financial statements, except for the cash flow information, 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. The amounts presented in the financial statements have been rounded to the nearest dollar.

The financial statements were authorised for issue on 6 April 2014 by the directors of the company.

Accounting Policies

(a) 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.

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

(b) Association details

Girl Guides Australia is a Company limited by guarantee and domiciled in Australia. Its registered office and principal place of business is:

Girl Guides Australia Suite 103, Level 1
100 William Street
Woolloomooloo NSW 2011

The financial report was authorised for issue by the Board members 6 April 2014.

(c) Foreign currency translation

(i) Functional and presentation currency

Items included in the financial statements of each of the Company's operations are measured using the currency of the primary economic environment in which it operates ('the functional currency'). The financial statements are presented in Australian dollars, which is the functional and presentation currency of the Company.

(ii) Transactions and balances

Foreign currency transactions are translated into the functional currency using the exchange rates prevailing at the dates of the transactions. Foreign exchange gains and losses resulting from the settlement of such transactions are recognised in the income statement.

(d) Income tax

No provision is made for income tax as the Company is exempt from income tax pursuant to Income Tax Assessment Act 1997.

(e) Leases

Leases in which a significant portion of the risks and rewards of ownership are retained by the lessor are classified as operating leases. Payments made under operating leases are charged to the income statement on a straight-line basis over the period of the lease.

(f) Impairment of assets

Assets that have an indefinite useful life are not subject to amortisation and are tested annually for impairment. Assets that are subject to amortisation are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the carrying amount of an asset exceeds its recoverable amount. The recoverable amount is the higher of the fair value of an asset less costs to sell and its value in use. For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash flows (cash generating units).

(g) Cash and cash equivalents

Cash and cash equivalents includes cash on hand and other at call investments with financial institutions and which are subject to an insignificant risk of changes in value.

(h) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the statement of financial position. Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to, the ATO are presented as operating cash flows included in receipts from customers or payments to suppliers.

(i) 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 uncollectible 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.

(j) Inventories

Finished goods

Finished goods are stated at the lower of cost and net realisable value. Net realisable value is the estimated selling price in the ordinary course of business less the estimated costs of completion and the estimated costs necessary to make the sale.

(k) 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 re-evaluates 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.

(l) Fair value estimation

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.

(m) 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.

Land is not depreciated. Depreciation on other assets is calculated using the straight line or diminishing value method to allocate their cost, net of their residual values, over their estimated useful lives, as follows:

Plant and equipment	3 - 20 years
---------------------	--------------

Residual values and useful lives of the assets are reviewed, and adjusted if appropriate, at each balance sheet date.

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 income statement.

(n) 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.

(o) Employee benefits

(i) Annual leave

The liability for annual leave expected to be settled within 12 months of the reporting date is recognised in the provisions for employee benefits in respect of services provided by employees up to the reporting date and is measured at the amounts expected to be paid when the liability is settled.

As it is expected that most employees will not use all of their annual leave entitlements in the same year in which they are earned or during the 12

month period that follows, the directors believe that obligations for annual leave entitlements satisfy the definition of other long-term employee benefits and, therefore, are required to be measured at the present value of the expected future payments to be made to employees.

(ii) Long service leave

The liability for long service leave is recognised in the provisions for employee benefits and measured at the amounts expected to be paid when the liability is settled in respect of services provided by employees up to the reporting date. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service.

(iii) Superannuation

The Company makes fixed contributions to superannuation fund(s) and its legal or constructive obligation is limited to these contributions. Contributions are recognised as an expense as they become payable.

NOTE 2. REVENUE

From continuing operations	2013 \$	2012 \$
<i>Sales revenue</i>	821,259	849,539
Services - Administration	99,663	5,363
- memberships	542,900	553,586
	1,463,822	1,408,488
<i>Other revenue</i>		
Interest	32,425	22,172
Distributions and dividends	-	-
Managed fund income	113,697	146,303
Realised gain on disposal of investments	-	27,859
Donations	1,610	9,866
Copyright licence fees	-	19,548
Promotional income	-	2,899
Sponsorship	32,064	30,777
Others	265,747	81,385
	1,909,365	1,749,297

NOTE 3. SURPLUS (DEFICIT) FOR THE YEAR

	2013 \$	2012 \$
(a) Expenses		
<i>Depreciation</i>		
Plant and equipment	7,213	7,886
Total depreciation	7,213	7,886
<i>Rental expense relating to operating leases</i>		
Minimum lease payments	60,309	53,041
Loss on disposal of investments	1,310	-
Employee benefits expense		
Contributions to defined contribution superannuation funds	21,756	13,105

NOTE 4. CURRENT ASSETS - CASH AND CASH EQUIVALENTS

	2013 \$	2012 \$
Cash at bank and on hand	447,292	529,525

NOTE 5. CURRENT ASSETS - RECEIVABLES

	2013 \$	2012 \$
Trade receivables	416,834	309,010
Interest receivable	1,561	3,618
Other receivables	-	10
Prepayments	12,615	13,067
	431,010	325,705

NOTE 6. CURRENT ASSETS - INVENTORIES

	2013 \$	2012 \$
Stock on hand - at cost	10,627	14,134
Inventory expense		
Inventory purchases recognised as expenses during the year ended 31 December 2013 amounted to \$814,932 (2012: \$772,766).		

NOTE 7. CURRENT ASSETS - OTHER

	2013 \$	2012 \$
Deposits	-	12,908

NOTE 8. FINANCIAL ASSETS

	2013 \$	2012 \$
Bank deposits, term deposits etc. with financial institutions	187,217	300,593
Available for sale financial assets	2,563,793	2,270,035
	2,751,010	2,570,628
Less non current portion	1,409,886	1,090,536
Current portion	1,341,124	1,480,092
(a) Available for sale financial assets comprise		
Listed equities, managed funds & fixed interest securities - at fair value	2,563,793	2,270,035
(b) Financial assets are held on behalf of the following funds		
Girl Guides Australia	2,137,582	2,196,390
Irene Fairbairn Fund (Note 14)	237,661	199,442
Four World Centres Fund (Note 12)	-	-
Eleanor Manning Fund (Note 11)	43,300	38,068
Wilma Torney Fund (Note 15)	11,105	9,763
Gregory Fellowship (Note 13)	108,339	95,723
Andrew Thyne Reid Trust (Note 10)	25,806	31,242
	2,563,793	2,570,628

NOTE 9. NON-CURRENT ASSETS - PROPERTY, PLANT AND EQUIPMENT

	Land \$	Buildings \$	Plant and equipment \$	Total \$
At 1 January 2012				
Cost	-	-	105,934	105,934
Accumulated depreciation	-	-	(80,500)	(80,500)
Net book amount	-	-	25,434	25,434
Year ended 31 December 2012				
Opening net book amount	-	-	25,434	25,434
Additions	-	-	-	-
Disposals	-	-	-	-
Depreciation charge	-	-	(7,886)	(7,886)
Closing net book amount	-	-	17,548	17,548
At 31 December 2012				
Cost	-	-	105,934	105,934
Accumulated depreciation	-	-	(88,386)	(88,386)
Net book amount	-	-	17,548	17,548
Year ended 31 December 2013				
Opening net book amount	-	-	17,548	17,548
Additions	-	-	12,720	12,720
Disposals	-	-	(1,642)	(1,642)
Depreciation charge	-	-	(7,213)	(7,213)
Closing net book amount	-	-	21,413	21,413
At 31 December 2013				
Cost	-	-	97,579	97,579
Accumulated depreciation	-	-	(76,166)	(76,166)
Net book amount	-	-	21,413	21,413

	2013 \$	2012 \$
NOTE 10. ANDREW THYNE REID TRUST		
Funds under management	25,806	31,242
	25,806	31,242

NOTE 11. ELEANOR MANNING FUND		
Funds under management	43,300	38,068
	43,300	38,068

NOTE 12. FOUR WORLD CENTRES FUND		
Funds under management	-	-
	-	-

NOTE 13. GREGORY FELLOWSHIP		
Funds under management	108,339	95,723
	108,339	95,723

NOTE 14. IRENE FAIRBAIRN FUND		
Funds under management	237,661	199,442
	237,661	199,442
Provision for allocation to states for individual assistance		-
	237,661	199,442

NOTE 15. WILMA TORNEY FUND		
Funds under management	11,105	9,763
	11,105	9,763

NOTE 16. CURRENT LIABILITIES - PAYABLES		
Trade and other payables	169,746	279,875

NOTE 17. CURRENT LIABILITIES - PROVISIONS		
Employee benefits	15,350	3,800
	15,350	3,800

	2013 \$	2012 \$
NOTE 18. CURRENT LIABILITIES - OTHER		
Funds for trusts and projects	24,890	9,193
International funds	8,531	14,280
Received for special purposes	33,421	23,473

NOTE 19. NON-CURRENT LIABILITIES - PROVISIONS

Employee benefits	-	-
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NOTE 20. RESERVES AND ACCUMULATED FUNDS

a) Reserves		
Available-for-sale investments revaluation reserve	302,847	88,660
	302,847	88,660
Movements:		
<i>Available-for-sale investments revaluation reserve</i>		
Balance as at the beginning of the financial year	88,660	(8,903)
Revaluation	214,187	97,563
Impairment write down expensed to income statement	-	-
Balance as at the end of the financial year	302,847	88,660
b) Accumulated funds		
Movements in accumulated funds were as follows:		
Balance as at the beginning of the financial year	3,074,640	2,996,438
Net surplus (deficit) for the year	70,437	74,358
Transfer from (to) funds for trusts and projects	(5,089)	3,844
Balance as at the end of the financial year	3,139,988	3,074,640

NOTE 21. REMUNERATION OF AUDITORS

During the year the following fees were paid or payable for services provided by the auditor of the Company:		
Assurance services		
<i>Audit services</i>		
Audit and review of financial reports and other audit work	11,000	11,500

NOTE 22. CONTINGENCIES

There were no contingent liabilities nor contingent assets as at the end of the financial year.

NOTE 23. SEGMENT REPORTING

The Company operated predominately as a community organisation within Australia.

NOTE 24. RELATED PARTY TRANSACTIONS
(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, Belinda Allen, Jane Dent, Monica Elliott, Brenda Hamlett, Michelle Stone, Virginia Radford, Linda Durran, Janet Torney, Alpha Gould, Helen Geard, Katherine O'Reilly, David McDowell, Joanne Muller and Deborah Camilleri.

(b) Key management and personnel compensation

Key management personnel compensation for the years ended 31 December 2013 and 2012 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.

	Short-term benefits \$	Post-employment benefits \$	Termination benefits \$	Total \$
2013	120,000	10,962	0	130,962
2012	0	0	0	0

NOTE 25. EVENTS OCCURRING AFTER THE BALANCE SHEET DATE

There have been no significant events occurring subsequent to 31 December 2013.

NOTE 26. RECONCILIATION OF SURPLUS AFTER INCOME TAX TO NET CASH INFLOW FROM OPERATING ACTIVITIES

	2013 \$	2012 \$
Surplus (deficit) for the year	70,437	74,359
Depreciation	7,213	7,886
Realised (gain) loss on disposal of investments	1,310	(27,859)
Realised (gain) loss on disposal of fixed assets	1,643	-
Change in operating assets and liabilities		
(Increase) / decrease in interest and distributions accrued	(23)	19,766
(Increase) / decrease in debtors and other assets	(92,375)	83,867
(Increase) / decrease in stock on hand	3,507	91,898
Increase / (decrease) in payables, provisions and other	(93,719)	176,802
Net cash inflow from operating activities	(102,007)	426,719

NOTE 27. RECONCILIATION OF CASH

Cash at bank and on hand	447,292	529,525
Other cash trusts included in financial assets	42,772	68,720
	490,064	598,245

NOTE 28. 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.

NOTE 29 FINANCIAL RISK MANAGEMENT

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 carrying amount 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 29. FINANCIAL RISK MANAGEMENT

Financial assets	Note	2013 \$	2012 \$
Cash and cash equivalents	4	447,292	529,525
Loans and receivables	5	431,010	325,705
Available-for-sale financial assets	8	2,563,793	2,270,035
Held-to-maturity investments		-	-
Total financial assets		3,442,095	3,125,265
Financial liabilities			
Financial liability at amortised cost:			
Trade and other payables	16	169,746	279,875
Borrowings		-	-
Total financial liabilities		169,746	279,875

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.

NOTE 30. FUNDRAISING INCOME AND EXPENSES

Details of aggregate gross income and total expenses in fundraising appeals

	2013 \$	2012 \$
Gross proceeds from fundraising appeals	5,053	-
Less: Total costs of fundraising	-	-
Net surplus from fundraising	5,053	-

During the year the company achieved a net surplus of \$5,053 from fundraising activities defined under the Charitable Fundraising Act. The appeal conducted was to raise funds to support the Girl Guides movement in the Philippines in their response to Typhoon Haiyan.

Fundraising conducted jointly with traders

No appeals were conducted jointly with traders during the year ended 31 December 2013.

Gross Comparisons	\$	%
Total cost of fundraising/ gross income from fundraising	0/5,053	0
Net surplus from fundraising/ gross income from fundraising	5,053/5,053	100

NOTE 31 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:

- the accounts for the year ended 31 December 2013, give a true and fair view of all income and expenditure of Girl Guides Australia with respect to fundraising appeals, and
- the Statement of Financial Position as at 31 December 2013, gives a true and fair view of the state of affairs with respect to fundraising appeals, and
- 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
- 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.




R Emonson
Chief Commissioner
6 April 2014

DIRECTORS' DECLARATION

In accordance with a resolution of the directors of Girl Guides Australia, the directors of the company declare that:

1. The financial statements and notes, set out on pages 9 to 29, are in accordance with the Corporations Act 2001 and:
 - a. comply with Australian Accounting Standards - Reduced Disclosure Requirements; and
 - b. give a true and fair view of the financial position of the company as at 31 December 2013 and of its performance for the year ended on that date.
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.

A handwritten signature in black ink, appearing to read 'R Emonson', with a large, stylized loop at the beginning.

R Emonson
Chief Commissioner
6 April 2014

**INDEPENDENT AUDITOR'S REPORT TO THE
MEMBERS OF
GIRL GUIDES AUSTRALIA**

Independence

In conducting our audit we have complied with the independence requirements of the Corporations Act 2001. We confirm that the independence declaration required by the Corporations Act 2001, 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.

Opinion

- A. In our opinion the financial report of Girl Guides Australia is in accordance with the Corporations Act 2001, including:
- (i) giving a true and fair view of the Company's financial position as at 31 December 2013 and of its performance for the year ended on that date; and
 - (ii) complying with Australian Accounting Standards - Reduced Disclosure Requirements and the Corporations Regulations 2001.
- B. In our opinion:
- (a) the financial report gives a true and fair view of the financial result of fund raising appeals for the year;
 - (b) 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;
 - (c) 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
 - (d) there are reasonable grounds to believe that the Company will be able to pay its debts as and when they fall due.

TRAVIS & TRAVIS



A J Fairall
Chartered Accountants

1/114 Longueville Road
Lane Cove NSW 2066
6 April 2014

DISCLAIMER

To The Members of Girl Guides Australia

The additional financial data presented in the following pages is in accordance with the books and records of Girl Guides Australia (the Company) which have been subjected to the auditing procedures applied in our statutory audit of the Company for the year ended 31 December 2013.

It will be appreciated that our statutory audit did not cover all details of the additional financial data. Accordingly, we do not express an opinion on such financial data and no warranty of accuracy or reliability is given.

Neither the firm nor any member or employee of the firm undertakes responsibility in any way whatsoever to any person (other than the Company) in respect of such data, including errors or omissions therein however caused.

TRAVIS & TRAVIS



A J Fairall
Chartered Accountants

1/114 Longueville Road
Lane Cove NSW 2066
6 April 2014

GENERAL FUND

Detailed income statement for the year ended 31 December 2013 .

Revenue	2013 \$	2012 \$
Administration	99,663	5,363
Memberships		
Australian	542,900	553,586
Sales	821,259	849,539
Interest	16,041	21,623
Managed fund income	94,404	122,022
Donations	1,610	3,144
Donations received from States	0	6,722
Sponsorship	32,064	30,777
Copyright licence fees	0	19,548
Events surplus	0	15,815
Insurance recoveries	8,073	3,927
Promotional income	0	2,899
Levies - Biscuits, Cork and Events	37,821	50,288
Grant income	52,642	10,000
Handbook strategic funding	147,045	0
Other income	20,165	1,355
Profit on disposal of investments	0	23,336
	1,873,687	1,719,944

This is the additional financial data referred to in the Travis & Travis disclaimer dated 6 April 2014.

FINANCIAL REPORT FOR THE YEAR ENDED 31 DECEMBER 2013

GENERAL FUND

Detailed income statement for the year ended 31 December 2013.

Expenses	2013 \$	2012 \$
Cost of sales	818,438	864,664
Projects and events	31,534	29,561
Administration		
Administration staffing	311,550	321,271
Affiliation fees	941	4,276
Allowances - office bearers	7,500	5,601
Audit and accountancy fees	86,950	35,900
Bank charges	272	297
Computer expenses and IT support	12,550	4,521
Conferences & meetings	55,953	58,683
Depreciation	7,213	7,886
Fund manager expenses	11,619	10,299
Grant acquittals - other	52,643	8,927
Insurances	8,648	7,433
Legal fees	11,698	45,065
Logo and trademark	600	0
Loss on disposal of fixed assets	1,643	0
Loss on disposal of investments	1,093	0
Office amenities	828	990
Office furniture and equipment	90	335
Office moving expenses	20,142	0
Postage and communication	43,039	46,384
Printing and stationery	8,624	3,886
Program and training expenses	2,174	3,554
Projects	129,594	68,728
Promotions and public relations	44,891	14,667
Property expenses	8,739	8,954
Publications	5,391	219
Rent	56,388	49,659
Rent - Archives	3,920	3,382
Repairs and maintenance	356	240
Sundry expenses	15,223	5,180
Travel and accommodation	38,418	19,385
Uniform	2,489	440
World Association quota	17,745	17,967
	1,818,896	1,648,354
Surplus/(deficit) before income tax	54,791	71,590

This is the additional financial data referred to in the Travis & Travis disclaimer dated 6 April 2014.

ANDREW THYNE REID TRUST

Detailed income statement for the year ended 31 December 2013.

	2013 \$	2012 \$
Revenue		
Managed fund income	1,477	2110
Profit on disposal of investments		378
	1,477	2,488
Expenses		
Funding grants	9,352	2,785
Fund manager expenses	198	196
Loss on disposal of investments	13	-
	9,563	2,981
Surplus/(deficit) before income tax	(8,086)	(493)

ELEANOR MANNING FUND

Detailed income statement for the year ended 31 December 2013.

	2013 \$	2012 \$
Revenue		
Managed fund income	1,908	2,427
Profit on disposal of investments		460
	1,908	2,887
Expenses		
Funding grants	-	1,541
Fund manager expenses	264	231
Loss on disposal of investments	22	-
	286	1,772
Surplus before income tax	1,622	1,115

This is the additional financial data referred to in the Travis & Travis disclaimer dated 6 April 2014.

FOUR WORLD CENTRES FUND

Detailed income statement for the year ended 31 December 2013.

	2013 \$	2012 \$
Revenue		
Managed fund income	-	71
Profit on disposal of investments	-	-
	-	71
Expenses		
Funding grants	-	6
Fund manager expenses	-	-
Loss on disposal of investments	-	2,286
	-	2,292
Surplus/(deficit) before income tax	-	(2,221)

GREGORY FELLOWSHIP

Detailed income statement for the year ended 31 December 2013.

	2013 \$	2012 \$
Revenue		
Managed fund income	4,790	6,246
Interest	-	-
Profit on disposal of investments	-	1,157
	4,790	7,403
Expenses		
Event funding grants	500	6,206
Fund manager expenses	663	590
Loss on disposal of investments	55	-
	1,218	6,796
Surplus before income tax	3,572	607

This is the additional financial data referred to in the Travis & Travis disclaimer dated 6 April 2014.

IRENE FAIRBAIRN FUND

Detailed income statement for the year ended 31 December 2013.

	2013 \$	2012 \$
Revenue		
Contributions		
New South Wales & ACT	-	-
Queensland	-	-
South Australia	-	-
Tasmania	-	-
Victoria	-	-
Western Australia	444	-
Managed fund income	10,629	12,804
Provision write back	-	-
Event levy	15,940	548
Profit on disposal of investments	-	2,410
	27,013	15,762
Expenses		
Fund manager expenses	1,469	1,214
Loss on disposal of investments	121	-
Provision for distribution	-	-
IFF Selected event	7,300	11,062
	8,891	12,276
Surplus before income tax	18,122	3,486

This is the additional financial data referred to in the Travis & Travis disclaimer dated 6 April 2014.

WILMA TORNEY FUND

Detailed income statement for the year ended 31 December 2013.

	2013 \$	2012 \$
Revenue		
Managed fund income	489	622
Profit on disposal of investments	-	118
	489	740
Expenses		
Fund manager expenses	67	59
Loss on disposal of investments Event funding	6	-
	-	407
	73	466
Surplus before income tax	416	274

This is the additional financial data referred to in the Travis & Travis disclaimer dated 6 April 2014.

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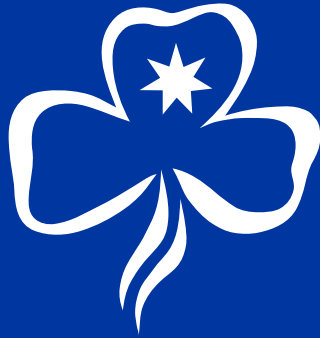
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GIRL GUIDES
A U S T R A L I A

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

www.girlguides.org.au