



GIRL GUIDES
AUSTRALIA



GIRL GUIDES AUSTRALIA

ANNUAL REPORT
2019



With ten million Girl Guides and Girl Scouts from 150 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 ■ Myanmar ■ Nepal
New Zealand ■ Pakistan ■ Papua New Guinea
Philippines ■ Singapore ■ Solomon Islands
Sri Lanka ■ Taiwan ■ Thailand ■ Tonga

ARAB REGION

Bahrain ■ Egypt ■ Jordan ■ Kuwait ■ Lebanon
Libya ■ Mauritania ■ Oman ■ Qatar ■ Palestine
Sudan ■ Syria ■ Tunisia ■ United Arab Emirates
Yemen

AFRICA REGION

Benin ■ Botswana ■ Burkina Faso ■ Burundi
Cameroon ■ Central Africa Republic ■ Chad
Congo ■ Congo, The Democratic Republic
Gambia ■ Ghana ■ Guinea ■ Ivory Coast
Kenya ■ Lesotho ■ Liberia ■ Madagascar ■ Malawi
Mauritius ■ Namibia ■ Nigeria ■ Rwanda ■
Senegal ■ Sierra Leone ■ South Africa ■ South
Sudan ■ Swaziland ■ Tanzania ■ Togo ■ Uganda
Zambia ■ Zimbabwe

WESTERN HEMISPHERE REGION

Antigua and Barbuda ■ Argentina ■ Aruba
Bahamas ■ Barbados ■ Belize ■ Bolivia
Brazil ■ Canada ■ Chile ■ Colombia ■ Costa Rica
Curaçao ■ Dominica ■ Dominican Republic
Ecuador ■ El Salvador ■ Grenada ■ Guatemala
Guyana ■ Haiti ■ Honduras ■ Jamaica ■ Mexico
Nicaragua ■ Panama, Republic of ■ Paraguay
Peru ■ Saint Kitts and Nevis ■ Saint Lucia ■ Saint
Vincent and The Grenadines ■ Surinam
Trinidad and Tobago ■ United States of America
Venezuela

EUROPE REGION

Armenia ■ Austria ■ Belarus ■ Belgium ■ Cyprus
Czech Republic ■ Denmark ■ Estonia ■ Finland
France ■ Georgia ■ Germany ■ Greece
Hungary ■ Iceland ■ Ireland ■ Israel ■ Italy
Latvia ■ Liechtenstein ■ Lithuania ■ Luxembourg

Malta ■ Monaco ■ Netherlands ■ Norway
Poland ■ Portugal ■ Romania ■ Russian Federation
San Marino ■ Slovak Republic ■ Slovenia ■ Spain
Sweden ■ Switzerland ■ Turkey ■ Ukraine
United Kingdom

Membership information as per waggs.org/en/our-world/ – May 2019

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Her Excellency Mrs Linda Hurley

Foreword — Girl Guides Australia

Girl Guides camping and outdoors activities around Australia provide girls with a personal development experience and help instil a sense of belonging. The skills and confidence gained by Australian girls and women through Guiding set them on a good path for life.

But it is not only the Guides who benefit from Guiding. It is also society that benefits. The work of Girl Guides Australia through its many and varied activities helps strengthen our communities. We have seen evidence of this during the COVID-19 pandemic where Guides embraced willingly new ways of working and acquired new skills to maintain the effectiveness of programs that benefit community.

One of the highlights of the year for Girl Guides Australia was the successful co-hosting of the Juliette Lowe Seminar Hub in Sydney in November 2019. More than 600 Girl Guides from more than 100 countries gathered in 20 global Hub locations as part of a cross-cultural leadership development experience — a wonderful achievement in itself, and one that augurs well for the betterment of many communities.

None of this would happen if not for the significant contribution of volunteers, especially the volunteer Leaders who oversee the work of the Units and deliver a program that enables girls to have a positive impact in their communities.

David and I are proud to be Patrons of Girl Guides Australia.

As our nation enters a post-COVID-19 world, we want to wish everyone involved in the organisation good health and much success.

L. Hurley

CHIEF COMMISSIONER'S REPORT



Girl Guiding is focussed on giving girls and young women opportunities and space to grow, learn and explore so they can be equipped for all that life will bring them.

As you read this annual report for 2019 it is evident that Girl Guides across Australia have had some wonderful adventures, shared the joy of friendships, and experienced great fun. Volunteer leaders are providing inspiring and relevant programs equipping girls and young women with a variety of skills to as they journey to make a difference in their world.

There remains a focus on the Girl Guide Method whereby there is learning by doing in small groups. A space for girls and young women to support each other, negotiate, make democratic decisions, assert their needs, solve problems together and take the lead.

As an organisation that has a history of more than 100 years it is critical Girl Guiding in Australia remains relevant to today's world. Our Member Organisations, the State Girl Guide Organisations, play a vital role in maintaining this relevancy and in supporting, managing, growing and leading Guiding. Together we all work to empower girls and young women to grow into confident, self-respecting, responsible community members.

Girl Guides Australia welcomed Trish Manten as the Chief Executive Officer early in 2019. I am privileged to work closely with Janet Torney, Chair of Girl Guides Australia and Trish as together we form the senior Leadership Team of Girl Guides Australia.

A journey of transformation continued for Girl Guides Australia through 2019 with the updating of the Girl Guides Australia Governance Framework designed to improve the effectiveness of the delivery of Girl Guiding and enable a collective voice of the leadership of Girl Guiding in Australia. The voice of girls and young women is central to delivering on the vision, mission and strategy of Girl Guides Australia so the updated framework provides increased opportunities to hear the voice of girls and to include young women in decision making.

The achievements, highlighted in this report, demonstrate commitment to the agreed strategic goals to ensure Guiding in Australia continues to deliver on its Mission.

In our federated Girl Guiding structure all Girl Guide entities in Australia must work collaboratively to allow Australia girls and young women to experience the joys of Girl Guiding and to meet the requirements of the World Association of Girl Guides and Girl Scouts. During 2019, after considerable work and consultation to consider and review the roles and responsibilities of Girl Guides Australia and each of the State Girl Guide Organisation, a new Memorandum of Understanding (MoU) has been agreed. This MoU demonstrates the united commitment to Girl Guiding within Australia and forms a relationship between all Girl Guiding entities in Australia that is necessary to achieve a sustainable future for Australian Girl Guiding.

Girl Guiding in Australia has a demonstrated commitment to being a Child Safe Child Friendly Organisation and continues to reflect and enhance its best practices to adhere to our duty of care to our girls and young women. It is important that all that we do in Girl Guiding is girl focussed. In 2019 the leadership of Girl Guiding in Australia agreed to add a fourth pillar to the Girl Guides Australia Strategic Plan.

The Girl Guides Australia Child Safe Child Friendly Organisation Framework was developed to uphold this strategic pillar with a commitment to be a safe and friendly organisation for all people, particularly Girl Guide Youth Members. This Framework includes a national Child Safe Child Friendly Organisation Policy and an updated national Code of Conduct, to be observed by all volunteers and employees. The implementation of this Framework will commence across Australia during 2020.

The State Girl Guide organisations are instrumental in the delivery of Girl Guiding

in local communities. Following a request from Girl Guides Northern Territory, Girl Guides Australia agreed to a merger of Girl Guides Northern Territory and Girl Guides NSW & ACT. This will facilitate the effective management of Guiding in the Northern Territory. Congratulations to the leadership of both these organisations for their vision and management of this merger. We wish Girl Guides NSW, ACT & NT as they work to provide girls and young women in NSW, ACT and the Northern Territory opportunities to grow in Girl Guiding.

With a change in the office of the Governor General of Australia, we are delighted that the Governor-General, His Excellency General the Honourable David Hurley AC DSC (Retd), and Her Excellency, Mrs Linda Hurley, have agreed be joint patrons of the Girl Guides Australia. Thanks and best wishes are extended to Lady Cosgrove who served as our Patron for the previous five years.

A special acknowledgement of the National Volunteer Managers who worked across Guiding in Australia during the past year: Anne Crummy (National Outdoor Manager), Kate Rumney (National Olave Program Manager), Bronwyn Cole (National International Manager) and Wendy Davis (International Travel Coordinator). They are each to be commended for their commitment to Guiding in Australia.

Guiding would simply not exist without the dedicated Leaders, volunteers, supporters and staff who share a passion for the development of girls within our community.

To each of you from the Board of Girl Guides Australia – a very sincere THANKYOU.



Rosemary Derwin
Chief Commissioner



THE GIRL GUIDE PROMISE

**I promise that
I will do my best**

**To be true to myself
and develop my beliefs**

**To serve my community
and Australia**

And live by the Guide Law

OUR STRATEGY



Nationally our work and activities will be geared to align with four strategic areas:

- Be a child safe, child friendly organisation
- Provide innovative, fun, relevant and high quality non-formal learning for girls and young women
- Deliver high quality volunteer experiences
- Be an efficient, effective and productive organisation

OUR HISTORY

1909 Girl Guides began in England and groups started to meet in Australia the same year

1920 Girl Guide Associations had been formed in six states

1925 First interstate camp for Leaders held in NSW

1926 The State Associations federated and formed a national organisation

1928 Australia became a foundation member of World Association for Girl Guides and Girl Scouts (WAGGGS)

1930 Lady Baden-Powell proclaimed World Chief Guide

1931 Lord and Lady Baden-Powell visited Australia

1943 Guide International Service (GIS) formed in Australia

1946 World Badge adopted at the World Conference in France

1946 Queen's Guide Award introduced

1947 Lady Baden-Powell visited Australia

1947 Guides in Australia collected and sent ingredients for the Queen's wedding cake

1949 Interstate Guide camp held in Victoria

1951 First international Guide camp held in Australia in NSW

1966 Sangam World Centre opened in Pune, India

1976 Australia celebrated 50 years of Guiding with a Ribbon of Gold across the country

1988 Australian bicentenary Guiding celebrations and special events held in all states, with a special camp (Porepunka) in NSW attended by Guides from around the world

1996 The new Australian Guide Program was introduced

1996 The Olave Program was established

2001 National Convention of Guides Australia took place in Tasmania

2005 The Friendship Train traveled around Australia with Guiding participants from around the world

2007 The name 'Girl Guides Australia' officially adopted

2009 The Australian Prime Minister Kevin Rudd announced 2010 to be designated the Year of the Girl Guide, acknowledging the invaluable contribution of Girl Guides Australia over the past century

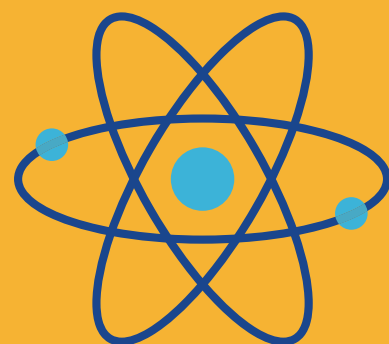
2018 Celebrated 60 years of Girl Guide biscuits

2019 Girl Guides Queensland celebrated 100 years



OUR MISSION

Empowering girls and young women to become confident, self-respecting and responsible community members.



ABOUT GIRL GUIDES AUSTRALIA

Girl Guides Australia (GGA) is the peak organisation for girls and young women in Australia. We bring over 18,000 girls and young women together in Guiding and other activities every year with a focus on girls leading their own journey.

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

Girl Guides Australia has seven State Girl Guiding Organisation (SGGO) members who deliver Guiding in every Australian State and Territory. With nearly four thousand adult members and volunteers across the country, our SGGOs deliver Guiding in the city, the country and the bush to all kinds of girls and young women aged 5 to 30 years in ways that respond to their world. We make space for girls to enjoy fun, friendship and adventure through Guiding.

As a founding member of the World Association of Girl Guides and Girl Scouts (WAGGGS) GGA is part of a global movement that brings together more than 10 million members across 150 countries. GGA enables international experiences for Australian girls and women, linking them to their sisters in Guiding all over the world and offering leadership opportunities that inspire them to contribute to creating a better world. As a part of the Asia-Pacific region of WAGGGS we contribute to regional and global activities and events.

Guiding empowers girls and young women to develop leadership and life skills through self-development, challenge and adventure. Girl Guides learn by doing.

Every day, we see girls and young women all over Australia taking the skills Guiding builds and applying them to their lives, their families and their communities. Guiding instils in our members a commitment to acting on issues they care about and contributing to the world around them.

STATE GIRL GUIDING ORGANISATIONS IN 2019:

- Girl Guides NSW & ACT
- Girl Guides Victoria
- Girl Guides Queensland
- Girl guides Western Australia
- Girl Guides South Australia
- Girl Guides Northern Territory
- Girl Guides Tasmania

THE GIRL GUIDE METHOD FOR GIRLS AND YOUNG WOMEN

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

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

LOCAL & GLOBAL CHANGE-MAKERS

23,000+

YOUTH AND ADULT
MEMBERS IN AUSTRALIA

1,400+

GIRL GUIDE UNITS
ACROSS AUSTRALIA

10 MILLION

MEMBERS GLOBALLY

- 150 COUNTRIES
- 5 REGIONS
- 5 WORLD CENTRES

GGA IS A FOUNDING MEMBER OF WAGGGS



GLOBAL INITIATIVES

- **SPEAK OUT FOR HER WORLD**
Girl-led advocacy program
- **CLIMATE CHANGE CHALLENGE**
United Nations Sustainability Goals Badge
- **SURF SMART**
Tools for a safer online experience
- **STOP THE VIOLENCE**
Advocacy program enabling girls and young women to influence policy, and change societal attitudes at local, national and global level





AUSTRALIAN GUIDE PROGRAM

The Australian Guide Program (AGP) is a non-formal educational program based on shared leadership and decision-making at all ages.

THE FOUR MAIN ELEMENTS OF THE AUSTRALIAN GUIDE PROGRAM ARE:

- 1 PHYSICAL
- 2 PEOPLE
- 3 PRACTICAL
- 4 SELF

The program includes a variety of fun activities that focus on self-development in the areas of practical skills, physical development and relationships with people, appropriate to age and interests.

Guides of all ages are involved in decision-making, planning, implementing and evaluating their activities.

Within her Unit, the Guide will be a member of a Patrol (4-8 girls), where experiences are shared. Guiding is about being part of a team. Leadership development begins with the youngest Guides and develops as the girls mature.



THE PROGRAM is based around the seven fundamental concepts of Baden-Powell's philosophy:

- PROMISE + LAW
- WORLD GUIDING
- PATROL SYSTEM
- SERVICE
- OUTDOORS
- GUIDING TRADITIONS
- LEADERSHIP SKILLS

"Look wide, beyond your immediate surroundings and limits, and you see things in their right proportion. Look above the level of things around you and see a higher aim and possibility to your work" Robert Baden - Powell

THE PROCESS used in the Australian Guide Program is:

- DISCOVER
- PLAN
- CHECK
- DECIDE
- DO

A Guide will set herself challenges to carry out to the best of her ability.

There are badges and awards to be gained, however earning badges is only a small part of being a Guide. The girls will participate in many activities that they will enjoy and learn from. Their reward will be a great sense of achievement.

BISCUITS

Girl Guides Australia's much-loved annual Biscuit Fundraiser has been running for over 60 years.

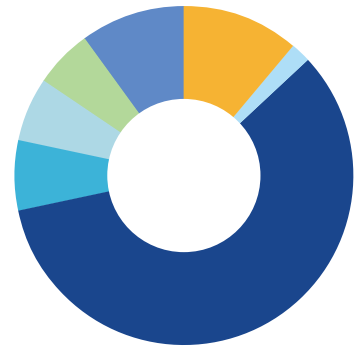
In May 2019, thousands of Girl Guides across Australia joined in the annual fundraiser, helping to raise vital funds to support their Guiding and program activities.

The 2019 biscuit fundraiser celebrated diversity, confidence, and friendship, with 586,900 packets of biscuits being sold nationally. The funds raised help to support vital programs and activities empowering girls and young women to develop leadership and valuable life skills. These programs also respond to important issues including the development of financial literacy, awareness against body image stereotypes and gender-based violence.

Our national PR campaign had an audience of almost 12 million people and we achieved widespread community support, promoting the key message that our biscuit fundraiser is about much "more than a biscuit".

**586,900
PACKETS SOLD
NATIONALLY**

- NSW and ACT
- Northern Territory
- Queensland
- South Australia
- Tasmania
- Victoria
- Western Australia



**Delivered to 455
locations across
Australia**





GIRL RECOGNITION

The Girl Recognition system in Girl Guides encourages girls to set goals, acquire skills and challenge themselves; earning badges and awards as they do.

There are lots of different badges a Guide can earn as a reward for completing the challenges in the Girl Recognition System.

Members can choose to work towards any combination of:

- EXPLORE A CHALLENGE
- CREATE A CHALLENGE
- ACHIEVE A CHALLENGE
- DISCOVER A CHALLENGE

And four peak achievement awards to work towards:

- JUNIOR BP (BADEN-POWELL) AWARD
- BP (BADEN-POWELL) AWARD
- QUEEN'S GUIDE AWARD
- DUKE OF EDINBURGH AWARD



7,611 ANZAC CHALLENGES

were completed to commemorate the ANZACs service and sacrifice



2,401

GIRLS AND YOUNG

WOMEN set goals, worked hard and achieved awards acknowledging personal growth and community service through:

- The BP Awards
- Duke of Edinburgh Award
- Queen's Guide Award

OUTDOOR ACTIVITIES

GIRL GUIDES AND THE OUTDOORS ARE SYNONYMOUS.

The outdoors has always been a substantial element of Guiding and is a fundamental focus of the Australian Guide Program. Over the past decade the importance and relationship of the natural environment has grown significantly. Interest and passion in this area has grown since the Guides Say project in 2007 when our Youth Members identified that their major concerns were climate change, water and the environment. This interest and passion remains unchanged in 2019.

Being in the outdoors allows Girl Guides to discover the foundations for a physically active lifestyle, and to explore and discover the wonders of the natural world. This results in our members becoming motivated, more self-aware, learning new ways of communication, problem solving and cooperative skills.

In 2019 the resources and information available to support Leaders share the programs in the outdoors with Guides were reviewed and updated to enable Leaders to be kept up to date and to follow the new Australian Adventure Activity standards and best practises.

The Girl Guides Australia participants at the 2019 Helen Storrow Seminar, held annually at Our Chalet in Switzerland which focuses on the environment returned home with great enthusiasm to raise environmental awareness within Guiding.

These actions are supporting the achievement of our goals in delivering to the needs and aspirations of our girls, volunteers and the organisation.



GIRL GUIDES AUSTRALIA OFFERS OPPORTUNITIES FOR OUR MEMBERS TO PARTICIPATE IN AND ENJOY THE OUTDOORS BY:

- Developing outdoor, camping and valuable basic survival skills
- Providing opportunities to physically challenge themselves
- Encouraging their passion for the environment both locally and globally



NATIONAL OLAVE PROGRAM

In January 2019, the National Olave Program Manager changed hands from Nicole Young to Kate Rumney. Nicole completed her 3 year term after supporting the finalisation of the National Olave Program Review.

There have been many highlights across the Olave Program Framework of:

- **SELF-DEVELOPMENT**
- **COMMUNITY**
- **ADVENTURE**

Olave Program Members completed Olave Program Awards including the Olave Baden-Powell Award, Olave Challenge and Olaves Take Action. They attended many International Events, including the Juliette Low Seminar all across the world.

The Gang Show was also an exciting event for many Olaves across the country.

Several new Peer Groups have been formed around Australia.. These continue to provide fantastic participation opportunities for Olaves to engage in adventurous activities, state events, service projects, self-development opportunities; and create and develop community connections.

2019 HIGHLIGHTS

SOUTH AUSTRALIA The Race with Olaves, an event for Olave Program Members and 14+ Australian Guide Program Members with strong foundations in the framework elements of community and adventure. Olave Program Members and Girl Guides raced around the CBD of Adelaide to build connections and have fun.

WESTERN AUSTRALIA The Olave Summer Camp and High Ropes event was a huge success.

NEW SOUTH WALES - AUSTRALIAN CAPITAL TERRITORY - NORTHERN TERRITORY

Olaves collected 4,000 bras through their service project. 14+ Australian Guide Program Members and Olave Program members connected through their MOOT.

TASMANIA The Great Olave Chase connected Olave Program Members from around the state in an Amazing Race Style event. Participants were challenged in many ways with a fantastic adventure. Peer groups participated in a Reclaim the Night March, focusing on advocating for the safety of women.

QUEENSLAND The Annual Olave Conference; this coincided with the Girl Guides Queensland Centenary Dinner.

VICTORIA The Annual Olave Campfire connected members. Olave Program Members also participated in Girls Rock 2019.





JULIETTE LOW SEMINAR

This year, 600 Girl Guides and Girl Scouts aged 20–30 years from over 100 countries gathered in 18 global hub locations to develop leadership skills and tackle gender barriers in their communities. Returning home, all participants were responsible for establishing a project aimed at impacting 100 girls in their local community.

Australia proudly hosted a Juliette Low Seminar Hub in Sydney forming part of the global project impacting the lives of up to 60,000 girls and young women. The program's aim was to support the development of life skills to assist them to break down gender barriers to leadership.

The theme for JLS2019 was Lead Out Loud and that is what all the young women will continue to do as they return home. Each participant is required to complete a 100 Girl Project – a plan to reach 100 girls. On returning home, each participant developed a plan to reach 100 girls from their local community, aged between 12–18, with a view to imparting practices to build their confidence as everyday leaders. This will benefit up to 60,000 girls across the globe.

Funds from the Girl Guides Australia Young Women In Leadership Fund were used to financially support Australian young women to attend. Additionally \$7,000 from the Fund, supported four young women from the Cook Islands to attend the Australia JLS Hub. The Cook island Girl Guides were extremely grateful for this and so thank you to all who contributed to the Fund.



60,000 GIRLS WORLDWIDE =
600 participants x 100 girls in
their communities

- **600 YOUNG WOMEN**
- **7 LANGUAGES**
- **107 COUNTRIES**
- **18 HUBS**
- **30 YOUNG WOMEN
IN AUSTRALIAN HUB**



INTERNATIONAL TRAVEL



104 OVERSEAS TRIPS

- 1 11 - 14 year olds
- 11 14 - 17 year olds
- 6 18-30 year olds
- 14 Olave
- 72 Leaders



INTERNATIONAL EVENTS ATTENDED BY AUSTRALIAN GIRL GUIDES IN 2019

- Japan International Youth Event
- Monarch Butterflies and World Thinking Day at Our Cabana Mexico
- Jambrownee at Pax Lodge UK
- Canadian National Trefoil Gathering
- Leadership in Action Workshop at Our Cabana, Mexico
- Charnwood Scout and Guide Jamboree in UK
- Swiss Experience session at Our Chalet, Switzerland
- World Centres tour of Our Cabana, Pax Lodge, Our Chalet and Sangam
- UK National Trefoil Gathering
- Day of the Dead session at Our Cabana, Mexico
- Discover Your Potential session
- FAPW (Friends of Asia Pacific WAGGGS) conference in Taiwan
- Asia Pacific Regional Conference in Taiwan
- Haberfield, (GG NSW-ACT) Guides and leaders visited Fiji

Australian members also volunteered at Sangam, Our Chalet, Our Cabana and Pax Lodge.

LEADER DEVELOPMENT

During 2019 the national Learning and Development team, maintained their focus on ensuring the Australian Learning and Qualification Program (ALQP) was delivered across Australia to ensure leaders were equipped with the necessary skills and resources to facilitate the delivery of the Australian Guide Program.

Girl Guides Australia acknowledge the vastness of our country, the geographical barriers and the individual demands on the time of our volunteers so it is important to look for ways to make training more accessible to more leaders and provide more flexibility.

TO REACH THIS GOAL SOME PARTICULAR AREAS OF FOCUS IN 2019 WERE:

- A simplified Unit Leadership passport
 - Revised Management and Outdoors Leadership passports
- Passports are the portfolio Guide Leaders and Managers use to record their progress towards qualification*
- Additional support for adult members to support new Guide Leaders and Managers in their leadership journey
 - Development of training to take into account leaders in remote areas
 - Taking the Girl-Led Experience workshop, developed by Girl Guides Victoria, to a wider audience across Australia
 - Providing flexibility to access training opportunities across state borders

More than 400 adult members completed a Girl Guides Australia leadership qualification in 2019. The number of training events held across Australia exceeded 800. Thanks is extended to all volunteers who are involved with Learning and Development of the Leaders, for their commitment and passion to ensure Girl Guiding in Australia delivers high quality volunteer experiences to the Australian community.



EGUIDING

Launched in September 2019, eGuiding is a dynamic and flexible online learning platform providing soft skill courses for Guiding. eGuiding integrates a blended learning approach to the training and development of adult members and volunteers, designed to ensure that all aspiring Leaders are able to qualify with a more flexible approach which requires less face-to-face training.

**25 DIFFERENT
MODULES WERE
COMPLETED BY
791 LEADERS**



WHAT DO YOU LOVE ABOUT THE ALQP?

"Wonderful when I go, fabulous resources are on offer, a great time to meet other leaders and ask questions".

"I think it is good that it is more flexible now in terms of being spread over multiple weekends and having online modules"



13TH ASIA PACIFIC REGIONAL CONFERENCE

The Australian delegation joined 120 conference participants from 22 Member Organisations (MOs) across the Asia Pacific Region. The Conference was held in Taiwan on the 13th to 17th August 2019.

There were fantastic opportunities to network with key representatives across the region and across WAGGGS.

The conference sessions provided us with insights into the direction of WAGGGS including some significant recent changes. These sessions were shared with members of Friends of Asia Pacific WAGGGS which also included a number of Australians. FAPW provide significant financial support to Girl Guiding and Girl Scouting in the AP Region.

WAGGGS CEO, Sarah Nancollas, presented the new WAGGGS strategic planning process. Conference delegates also worked in groups to contribute new ideas to Asia Pacific action plans for 2020 and 2021. It was inspiring to see how the young women at the

conference embraced their new opportunity to engage in regional governance by proposing two motions for consideration.

GGA conducted a workshop on child safe organisations that was well attended by a variety of MOs from across the region. Miranda Cummings took the lead in creating and delivering the workshop while the others in the delegation facilitated discussion among participants in small groups. Bronwyn Hughes also led a forum session on the new WAGGGS leadership model.

The Conference debated various motions, including some put forward by the young women of the AP Region. There was significant support for the WAGGGS work to ensure more young women consider governance opportunities, including on the World Board.

Bronwyn Hughes was elected as a member and Vice Chair of the Asia Pacific Regional Committee for 2019–2022. Bronwyn was very well received and respected by other MOs and had many opportunities throughout the conference to demonstrate her leadership, teamwork and management skills.

Susan Campbell was honoured with an Asia Pacific Region Appreciation Award during the Closing Ceremony. The conference was officially closed and the flag handed over to Thailand who will be hosting the 2022 Asia Pacific Regional Conference.

THE 2019 MEMBERS OF THE GIRL GUIDES AUSTRALIA DELEGATION WERE:

- Rosemary Derwin
- Miranda Cummings
- Bronwyn Hughes
- Larissa Saywell
- Bronwyn Cole





Trefoil Guilds around Australia continue to be active socially as well as supporting Guiding and the community. There are 160 Trefoil Guilds with 1821 members and 46 “Honorary” members across Australia, making a total of 1867 members.

TREFOIL GUILD AND THE COMMUNITY

The Guilds raised and donated \$42,000 to Australian and International Guiding and raised and donated \$38,000 to Australian and International Communities. The Good Turn for 2019 was “Care Packs for Refuges”, with all states contributing to support local communities.

WORLD THINKING DAY CRUISES

The Guild held successful “World Thinking Day at Sea” cruises in February/March 2019 with Special Thinking Day Services on each of the Sydney to New Zealand and Sydney to Hobart sectors.

INTERNATIONAL CONTINGENTS

In 2019 two Contingents of Trefoil Guild Members attended International Trefoil Guild Gatherings. The first went to Sudbury, Ontario in Canada in June and the second went to Swanwick, Derbyshire in England in September.

UPCOMING EVENTS

The Australia Trefoil Guild will be celebrating their 75th anniversary in 2020.

**TREFOIL GUILD
DONATED
\$38,000
TO AUSTRALIAN +
INTERNATIONAL
COMMUNITIES**



THANKS AND CONGRATULATIONS

In Western Australia Kay Arrantash handed over the role of State Trefoil Guild Adviser to Carmel Stefanoff in June while in August Rhonda Wiedemann handed over the role of State Trefoil Guild Adviser to Sue Viney in Victoria. Thanks and congratulations is extended to these Trefoil Guild members.

Trefoil Guilds provide a wonderful opportunity to continue Guiding friendships. Thankyou to all Trefoil Members for the support you provide Girl Guiding in Australia.

2019 AWARDS

Girl Guides Australia pays tribute to members of the Australian Guiding family and community who have been recognised by awards and honours in 2019 for the good work they undertake on a daily basis. Congratulations to all recipients.



QUEEN'S BIRTHDAY HONOURS

Medal (OAM) of The Order Of Australia In The General Division

- Mrs Carolyn Diane BROWN, Victoria
- Mr Christopher John DENNY, Western Australia
- Mrs Maureen Joy DILLON, New South Wales
- Mrs Margaret Sydney EZZY, New South Wales
- Mrs Joyce Irene HYLES, Australian Capital Territory
- Mr Christopher David HOLSTEIN, New South Wales
- Mrs Jill PARKER, Victoria

HONORARY AUSTRALIAN ASSOCIATES

- Danielle Smith
- Elizabeth Baker
- Emily Milton-Smith
- Emma Vine
- Helen Reid
- Linda Elezovich

GOOD SERVICE AWARDS

Grey Kangaroo

- Dianne Paterson, Victoria

ASIA PACIFIC AWARDS

The Asia Pacific Leadership Award is to recognise achievement of Leaders in the Member Organisations of the Asia Pacific Region. It is awarded in three categories:

Asia Pacific Award for Unit Leaders

- Anna Branch, Tasmania
- Anne Smith, NSW & ACT
- Yvonne Holcott, NSW & ACT
- Chris Glasheen, NSW & ACT
- Beverley Lloyd, Queensland
- Janet Mitchell, Queensland
- Cathy O'Brien, Victoria
- Kate Turner, South Australia
- Kristy Lees, South Australia
- Linda MacGillivray, South Australia

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

- Denise Wheeler, Queensland
- Frances Burns, Queensland
- Heidi McKellar, Queensland
- Jennifer Nielsen, Queensland
- Roslyn Diachkoff, Queensland
- Yvette Morgan, Queensland
- Robyn Midson, Tasmania
- Roslyn Steel, NSW & ACT
- Sandra Herbert, NSW & ACT

Asia Pacific Leadership Award for Service to Girl Guiding:

- Janice Forrest, South Australia
- Rhonda Wiedemann, Victoria
- Margaret (Margie) Reid, Queensland

Asia Pacific Appreciation Award:

- Susan Campbell, Victoria





BE AN EFFICIENT, EFFECTIVE & PRODUCTIVE ORGANISATION

THE GIRL GUIDES AUSTRALIA GOVERNANCE FRAMEWORK

The updated Governance Framework has been designed to improve the effectiveness of the delivery of Girl Guiding and to provide the opportunity for a collective voice of the leadership of Girl Guiding in Australia. The voices of girls and young women is central to delivering on the vision, mission and strategy of Girl Guides Australia. The updated framework affords increased opportunities to hear the voice of girls and include young women in the decision-making process.

Included is a summary of each of the elements of the Girl Guides Australia Governance Framework.

Girl Guide Australia Board is responsible for the overall oversight, strategy and corporate governance of Girl Guides Australia. It is comprised of; the Chair, the Chief Commissioner, a nominated director from each SGGO and three Appointed Directors.

GGA Board Committees assist the GGA Board in carrying out its responsibilities. The GGA Board has four Board Committees; Australian Guiding Committee (AGC), Governance and People, Membership Strategy and Finance and Risk. Each committee is chaired by a member of the Board and includes at least one member under the age of thirty.

GGA Forums facilitate consultation with SGGOs on GGA direction and decisions and to enable the State perspective on the impact on Girl Guiding in Australia to be considered. The Forums are; a Commissioners'

Forum, a Chairs' Forum, a Young Women's Forum and a CEOs' Forum. The Forums provide a framework to share experiences and raise priorities, whilst enabling open communication between the leadership groups in Girl Guiding in Australia.

National Coordinators are national volunteers appointed with the responsibility for the broad areas of Youth, Adult, Olave Program and International.

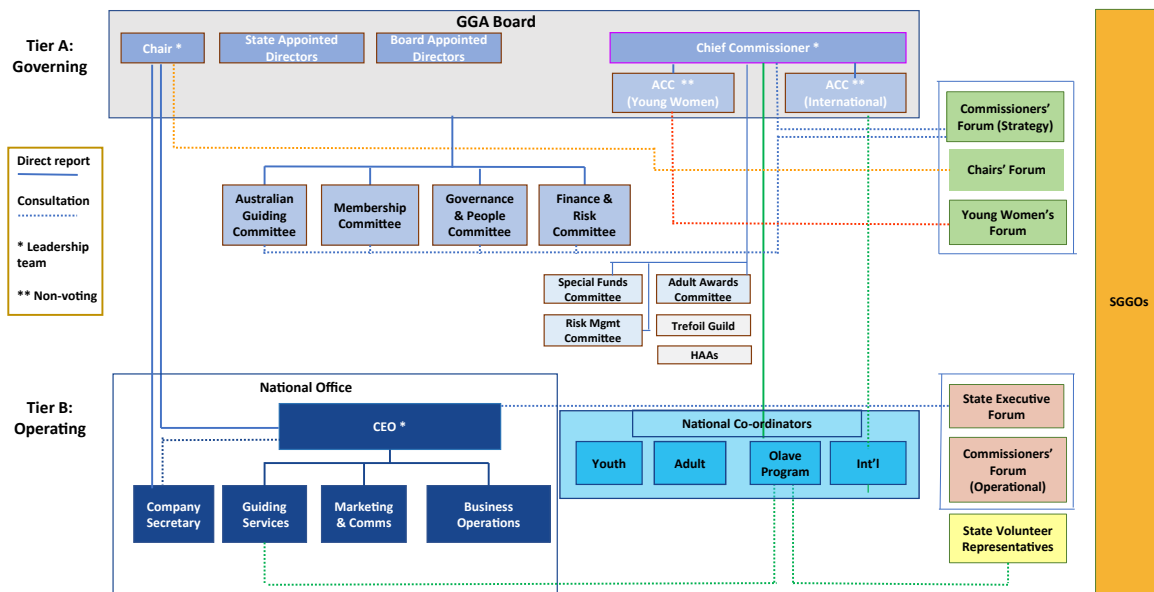
The National Coordinators will report directly to the Chief Commissioner. The roles will work with a nominated counterpart in each SGGO to deliver on their purpose and strengthen Girl Guiding across Australia. It is noted that there are different management structures in each organisation. Therefore, SGGOs will be asked to nominate the most appropriate representative from their organisation to collaborate, share experiences, resources and work to support the practise of Guiding across Australia with the respective National Team.

The National Coordinator International role will also oversee the functions of Travel, Post Box, JOTA-JOTI and Friends of World Centres.

Other GAA Committees, Trefoil Guild and HAAs are integral to Girl Guiding in Australia and the Chief Commissioner has oversight of these functions. The committees include Adult Awards, Special Funds, and Risk Management.

Girl Guides Australia National Office supports the operations of Girl Guides Australia and assists in the implementation of strategy and corporate governance.

GIRL GUIDES GOVERNANCE STRUCTURE



WORKING TOGETHER ACROSS AUSTRALIA

Girl Guides Australia works closely with our State Girl Guide Organisations (SGGO) members and our national volunteers and Committees so that we have strong and consistent leadership across the country.

Girl Guiding in Australia is supported by many volunteers across Australia and we thank them for their generous contributions, expertise and time.

GIRL GUIDES AUSTRALIA LEADERSHIP TEAM 2019

NAME	ROLE
Rosemary Derwin	Chief Commissioner
Janet Torney	Chair
Trish Manten	Chief Executive Officer



NATIONAL DEPARTMENTAL MANAGERS 2019

NAME	ROLE
Anne Crummy	National Outdoors Manger
Bronwyn Cole	National International Manager
Kate Rumney	National Olave Program Manger

STATE EXECUTIVE OFFICERS 2019

NAME	ROLE
Amanda Kelly	CEO, Girl Guides Victoria (January - June)
Lenore Cairney	Acting CEO, Girl Guides Victoria (June - July)
Shannon Cheal	CEO, Girl Guides Victoria (August - December)
Helen White	CEO, Girl Guides NSW, ACT & NT
Cathy Reeves	Office Manager, Northern Territory
Kim Harrington	CEO, Girl Guides Queensland
Kerrie Akkermans	CEO, Girl Guides South Australia
Carol Rawnsley	SEO, Girl Guides Tasmania (January - May)
Mary Coulson	SEO, Girl Guides Tasmania (May - Current)
Paul Hetherington	General Manager, Girl Guides Western Australia

ADVISORS AND COMMITTEE LEADERSHIP

GGA also thanks all who contribute leadership to important areas of work such as overseeing awards and maintaining contact with our Guiding Alumni through the Trefoil Guild and Honorary Australian Associates.

NAME	ROLE
Robinette Emonson	Chair, Awards
Lynne Price	Chair, Honorary Australian Associates
Marcia Andrews	National Trefoil Guild Advisor

GGA SPECIAL PURPOSE FUNDS

The funding for special purposes is provided by the award of grants, which are in keeping with the intent of the Business or Strategic Plan of Girl Guides Australia or the World Association of Girl Guides and Girl Scouts.

Reflecting the purposes of the Funds (Gregory Fellowship, Irene Fairbairn Fund, Wilma Torney Fund, Eleanor Manning Fund, Amy Bush Fund), the Special Purpose Funds have three main priorities for the awarding of grants:

- selected projects related to people rather than buildings, which will be for the long term benefit of the Girl Guide Movement, both in Australia and throughout the world
- members between the ages of 13 and 35 years to attend a State, national or international event
- members to attend events organised by the World Association of Girl Guides and Girl Scouts, Member Organisations, Girl Guides Australia, government and non-government organisations.

In 2019, Australian JLS participants received financial support to attend JLS events around the world from the GGA Special Purpose Funds.

SPECIAL PURPOSE FUNDS	DETAILS	ALLOCATED (2018) \$	% OF TOTAL ALLOCATIONS
Priority: Projects (for people rather than buildings)	Project beneficial to Guiding in Australia or the world.	0	0%
Priority: Events for younger Members (members aged 13-35 years)	Attend a State, National or International event.	\$8,200	52%
Priority: Events representing GGA (internal & external organisations)	Attend events by GGA, MO, WAGGGS, gov't & non-gov't organisations.	\$7,700	48%
TOTAL		\$15,900	100%

The grant allocations continue to support Guiding in Australia and overseas as envisaged by the founders of the Funds.

Dorothy Lapham

Chair of Girl Guides Australia
Special Purpose Funds Executive Committee
31 December 2019

"JLS is an amazing experience to push yourself and develop your leadership skills further all within a supportive and uplifting environment. I walked away with not only a new perspective on leadership but with 28 everlasting sisters in Guiding from around the globe."
- Claire-Marie Pepper -

GGA BOARD OF DIRECTORS 2019

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

- Chair
- Chief Commissioner
- Six Directors nominated by a State Girl Guide Organisation
- Three Appointed Directors

(Note: The Constitution was amended on 1 June 2019 to remove the role of Treasurer and allow a third Appointed Director to be added)

The names of the directors in office at any time during 2019 are:

NAME	APPOINTED / RESIGNED
Kate Alcorso	Appointed 04/04/2016
Rosemary Derwin	Appointed 05/11/2015
Sarah Neill	Appointed 01/01/2018
Katherine Raskob	Appointed 01/01/2018
Janet Torney	Appointed 01/07/2013
Tara Waniganayaka	Appointed 01/01/2018
Laura Hume	Appointed 01/10/2019
Debra Jakes	Appointed 25/08/2019
Heather Barnes	Appointed 26/11/2018
Katrina Lane	Appointed 01/07/2019
Michele Stokes	Appointed 16/09/2019
Linda Elezovich	Resigned 30/06/2019
Janelle Howell	Resigned 15/09/2019
Velia Nicholls	Resigned 24/08/2019

FINANCIAL STATEMENTS

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

31 December 2019	2019 \$	2018 \$
Revenue from continuing operations	2,879,348	2,803,872
Changes in inventories	(2,201)	(453)
Purchases for resale	(1,377,511)	(949,732)
Employee benefits expense	(515,270)	(536,711)
Depreciation and amortisation expense	(147,677)	(86,277)
Grant expenditure	-	(125,064)
Consultancy fees	(48,734)	(68,410)
Insurance	(318,723)	(338,932)
Travel and accommodation	(106,473)	(105,259)
Other operating expenses	(346,084)	(268,878)
Gain/(loss) on sale of investments	39,667	(13,203)
Surplus/(loss) before income tax	56,342	310,953
Income tax expense	-	-
Surplus/(loss) for the year	56,342	310,953
Other comprehensive income		
Net gain/(loss) on financial assets fair value through other comprehensive income	190,278	(201,600)
Total comprehensive income/(loss) for the year	246,620	109,353

The above summary is a true representation of the detailed, audited financial report and should be read in conjunction with the accompanying notes, a copy of which is available upon request.

STATEMENT OF FINANCIAL POSITION

31 December 2019	2019 \$	2018 \$
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	519,600	446,362
Trade and other receivables	163,020	273,112
Inventories	11,692	11,814
Financial assets	253,991	292,543
Other assets	83,756	54,993
TOTAL CURRENT ASSETS	1,032,059	1,078,824
NON-CURRENT ASSETS		
Financial assets	3,268,875	2,837,976
Property, plant and equipment	12,146	12,517
Right of use asset	46,633	109,689
TOTAL NON-CURRENT ASSETS	3,327,654	2,960,182
TOTAL ASSETS	4,359,713	4,039,006
LIABILITIES		
CURRENT LIABILITIES		
Trade and other payables	100,709	77,982
Lease liabilities	29,188	81,874
Short-term provisions	80,000	-
Employee benefits	27,384	21,280
Other liabilities	138,892	98,281
TOTAL CURRENT LIABILITIES	376,173	279,417
NON-CURRENT LIABILITIES		
Lease liabilities	-	27,226
Employee benefits	12,926	5,589
TOTAL NON-CURRENT LIABILITIES	12,926	32,815
TOTAL LIABILITIES	389,099	312,232
NET ASSETS	3,970,614	3,726,774
EQUITY		
Reserves	388,042	197,764
Accumulated funds	3,582,572	3,529,010
TOTAL EQUITY	3,970,614	3,726,774

OUR PARTNERS AND SUPPORTERS

Girl Guides Australia sincerely thanks our supporters who have provided assistance, resources and expertise pro bono to our organisation in 2019. These organisations have been a part of supporting the growth of our organisation and importantly supporting the empowerment of girls and women across Australia.

We would like to acknowledge Bunnings, Dove, Financial Literacy Australia, Hancock Creative, Jala Design, Jeep and World Surf League and McCullough Robertson Lawyers.



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GIRL GUIDES
A U S T R A L I A