



**GIRL GUIDES
AUSTRALIA**

2014



GIRL GUIDES AUSTRALIA 2014 ANNUAL REPORT

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

ASIA PACIFIC REGION

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, Arab Republic of · Jordan · Kuwait · Lebanon · Libya · Mauritania · Oman, Sultanate of · Qatar · Sudan · Syria · Tunisia · United Arab Emirates · Yemen Republic

AFRICA REGION

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

WESTERN HEMISPHERE REGION

Antigua and Barbuda · Argentina · Aruba · Bahamas · Barbados · Belize · Bolivia · Brazil · Canada · Chile · Colombia · Costa Rica · Dominica · Dominican Republic · Ecuador · El Salvador · Grenada · Guatemala · Guyana · Haiti · Honduras · Jamaica · Mexico · Netherlands Antilles · 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 · Uruguay · 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 · Russia · San Marino · Slovakia · Slovenia · Spain · Sweden · Switzerland · Turkey · Ukraine · United Kingdom



GIRL GUIDES AUSTRALIA

2014 Annual Report



GIRL GUIDES
AUSTRALIA

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FOREWORD

Chief Commissioner – Robinette Emonson

In a year which included the 35th World Association of Girl Guides and Girl Scouts (WAGGGS) World Conference, it is appropriate to reflect on the global nature of our organisation and the multitude of opportunities open to our members.

In July this year, a team of five delegates, made up of Natasha Hendricks, Robyn Gibbs, Lindsay Tagg, Erin Wicking and myself, headed off to the 35th WAGGGS World Conference in Hong Kong. A full program of work saw us all very busy, dividing our time between the many conference activities and sessions. Along with the fun and friendship of the conference, a highlight for us all was the election of Natasha Hendricks to the World Board and her subsequent selection by the Board as one of two Deputy Chairs. We congratulate Natasha on her election and are confident she will be making a difference to WAGGGS and world Guiding, particularly in membership development, her area of special expertise. There were a number of other Australians working around the conference, including Susan Campbell, who performed the role of MC for all but, the World Board election sessions. Every Australian there contributed significantly to ensuring the success of the Conference and I was very proud to be part of the extended Australian team and reflecting on the esteem in which they are held.

During this year Australia and Japan continued their connection with the Girl Guides from Myanmar. It has been such a privilege to have been part of the team working to support this burgeoning Member Organisation (MO), whose Associate Membership of WAGGGS was presented at the World Conference. Seven Girl Guides Australia members have been part of two training teams in Myanmar this year. The development of Guiding in this country is exponential and we look forward to sharing further with them as they continue to grow.

Continuing on the International theme, we have had more than 100 members representing Girl Guides Australia overseas this year including such diverse activities as Eco Camping in Malaysia, Community Service Projects at Sangam in India, a Borneo Wild Life Experience, the GOLD project in the Cook Islands, training in Cambodia and many, many more. Our international program, so well supported by the International department nationally and through the States, adds great value to the Guiding experience and I thank them for their efforts.

Finally this year, Girl Guides Australia in partnership with Girl Guides Victoria, hosted a remarkable event. The Asia Pacific Region Conference for Leaders of Girls, the first of its kind in the Region, brought together 160+ Leaders from 22 of the 26 member organisations. The colour and movement, engagement and enthusiasm of all the participants was a joy and the 36 Australian participants represented their country with great pride. My thanks to all those who worked so hard to make this a most successful and rewarding event.

At the Annual General Meeting in 2014, changes were made to the Girl Guides Australia constitution. Originally developed in 2010, some modifications were made as a result of the organisation becoming a company limited by guarantee in 2011. Since that time a number of further changes have occurred within the organisation – in policy and procedure – and in the broader community in which Guiding exists, and these drove the need for amendments. The changes ensured that Girl Guides Australia complies with Corporations Law on alternate directors; responded to our members need for flexibility in whom they can nominate to be a national director; and an update to reflect the change to the Promise and Law.

There are many volunteers and others who help ensure that Guiding in Australia continues to be enjoyed by the girls and young women, and I wish to acknowledge and sincerely thank them.

Assistant Chief Commissioner Susan Campbell and I attended the farewell function for the Governor General Quentin Bryce early in the year. We are very grateful for the patronage of the Governor General and were pleased to be able to acknowledge this personally.

This meant we had a need for a new patron and are extremely pleased to welcome Lady Cosgrove to that position. Lady Cosgrove, the wife of the Governor General Sir Peter Cosgrove, made her promise as a Brownie and was excited at the prospect of meeting many of the girls and women in the movement throughout Australia. We have seen her planting a tree in Western Australia and look forward to many other opportunities to share the Guiding spirit with her in the future.

Having just completed the Annual Report to the Asia Pacific Region, I am overwhelmed and excited to see the amazing work being done by our many wonderful volunteers. Apart from the national management projects reported upon by the CEO, Guiding continues to offer a diverse range of wonderful, challenging, and always fun activities to the girls.

I wish therefore, to take this opportunity to thank each and every one of our hardworking volunteers for their dedication and the work they do every week in their units, districts, regions and at state and national level. Without you, your talent, commitment, enthusiasm and resourcefulness, Guiding does not exist.

There are many volunteers and others who help ensure that Guiding in Australia continues to be enjoyed by the girls and young women, and I wish to acknowledge and sincerely thank them. Too numerous to mention individually, they are encompassed as follows:

- The Management Advisory Committee (comprising the National Volunteer Managers and the Executive Officers of the States);
- The Board and all the members of the Board Sub-Committees; and
- The staff of the National Office

Your work may not always be seen, but your dedication, energy and willingness to go the extra mile is what makes Guiding stand apart from other organisations.

It would be remiss of me to close before expressing my gratitude to the great national leadership team, Assistants Miranda Cummings and Susan Campbell and CEO Kit McMahon, all of whom have done a bountiful job during this, our first year in the role. The opportunity to not only share the work, and they have all been willing workers, but to have a sounding board which reflects back good advice, and someone to talk to and share the challenges, along with the joys and excitement, has ensured that this year has been a great one. Thank you all most sincerely.

I know Guiding is in good hands and I look forward to the next twelve exciting months.



Robinette Emonson
Chief Commissioner



WHO WE ARE AND WHAT WE DO...

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

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

Girl Guides Australia is building on a 100 year tradition of helping 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 146 countries, Girl Guides Australia is part of the largest volunteer organisation for girls and young women in the world. We are a founding member of the World Association of Girl Guides and Girl Scouts (WAGGGS) and are involved in the Asia Pacific Region. WAGGGS is a movement providing non-formal education, for girls and young women, to develop leadership and life skills through self-development, challenge and adventure. Girl Guides and Girl Scouts learn by doing.

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

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

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

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



YEAR IN REVIEW

THE JOURNEY CONTINUES FOR GIRL GUIDES AUSTRALIA.

This year represents a significant change for Girl Guides Australia. With the approval of a new strategic plan for 2015, this will be the last year that we report against the 6 key areas:

1. *High quality leaders*
2. *Reinvigorated brand*
3. *Redesigned program experience*
4. *Unified, strong national organisation*
5. *Sustainable funding, new commercial model*
6. *Disciplined change and project management*

The 2014 report yet again describes a year of high levels of activity as the national organisation seeks to provide both the service and leadership to the movement across Australia to enable growth. The key highlights in this report are:

- Release of edition 2 of the Leadership Qualification Passport resulting in improved turnaround time for the development of our Leaders without compromising quality outcomes
- Creation of new outdoor activity modules for camping, expeditions and canoeing plus development of new self-directed learning topics
- Creation of new roles – Outdoor Leaders – and development of the Outdoor Leadership Passport
- Development of new qualifications and learning pathways for District and Region management roles, with updated position descriptions.
- Creation of eight management skills learning topics and the drafting of a specific management handbook for our Management Volunteer roles
- Publication of Guidance Notes booklet for our Learning Partners and Managers
- Development of position descriptions for new roles of Workshop Presenters and Trainers
- Development of the Learning and Development Qualification Passport and associated pathways
- Design of a national Code of Conduct
- Design and release of a Grievance Policy and Procedure for Girl Guides Australia
- Production of an interim report and suggestions from the Review of Adult Awards. This report was based upon significant quality feedback from across the movement and sets up our movement for a more transparent, accessible and supportive way of providing recognition to our amazing volunteers
- Hosting the international Leader of Girls event – Anything's Possible – for over 160 delegates from 22 Asia Pacific Region Member Organisations
- Development and release of a new national style guide
- Advocating directly to our governments on issues for volunteers, non-formal education and the needs for girls and women
- Presenting on the opportunity for better workforce planning and development of Volunteers at the International IAVE conference including the production of a discussion paper which was distributed widely to external stakeholders to build common understanding
- Providing a submission to the Australian Government's review of Australian Curriculum which advocated for better recognition of non-formal learning as per the goals of the Melbourne Declaration
- Participating and supporting the international Girls 20 summit
- Completing the research stage of the Review of the Australian Guide Program. This major piece of work for

*“Alone we can do so little;
together we can do so much”*

Helen Keller



all of Australian Guiding saw the project team interview 13 members of national leadership, hold 6 workshops across Australia with some 250 Leaders and Managers, commission and publish four pieces of research on the Girl Guide movement and deliver a set of suggestions to State Commissioners on a way forward. These suggestions will be tested with the broader movement in 2015.

- Reaching 14,000 girls living in Australia with Free Being Me—a program on body confidence and self-esteem using the Girl Guide method
- Creation of an MOU with the Butterfly Foundation to support our roll out of Free Being Me
- Developing and releasing a framework on Social Partnerships
- Delivery and sign off of a set of recommendations to reform the Olave Program for members of Guiding aged 18 to 30 years.
- Design and roll out of Ready for Action—an International Service Challenge badge program designed to help engage girls in offering service to others around the world.
- Implementation of a new Governance Framework which supports better governance practice across all activities of Australian Girl Guides
- Review of our insurance arrangements and change to a new national broker which delivered improved advice and guidance to our organisations for insurance practice and risk policy
- Implementation of the new iMIS database
- Winning of a significant grant from Financial Literacy Australia to create a Financial Literacy Package using the Girl Guide method
- Establishing a model for sustainable corporate partnerships
- Designing and implementing a project management methodology for all projects and activities run by Girl Guides Australia.

Finally, in November, the Board of Girl Guides Australia signed off on a new Strategic Plan. This key outcome for 2014 will set us up for growth and over the next four years all of Australian Girl Guiding will focus its energies to be Australia's leading organisation for girls and young women in leadership and personal development. This will be achieved by:

- Expanding our services and offering to the Australian Community
- Creating one national volunteer workforce plan and development strategy
- Creating a user friendly unified organisation for Girl Guides in Australia and
- Being financially secure.

The success of 2014 is built upon the tireless work and energies of the volunteers of Australian Guiding and the women and girls who inspire them. It is their hopes and dreams that are the driving force behind the successes of our organisation.

I would like to thank the Board of Girl Guides Australia, the Chief Commissioner and Assistant Chief Commissioners for their never-ending support and leadership.

On behalf of the Board it is my privilege to present this annual report.

A handwritten signature in black ink, appearing to read 'Kit McMahon', written over a light blue grid background.

Kit McMahon

Chief Executive Officer and Company Secretary

MEMBERSHIP

Participation in our movement across Australia.

Figure 1
2014 MEMBERSHIP BY STATE

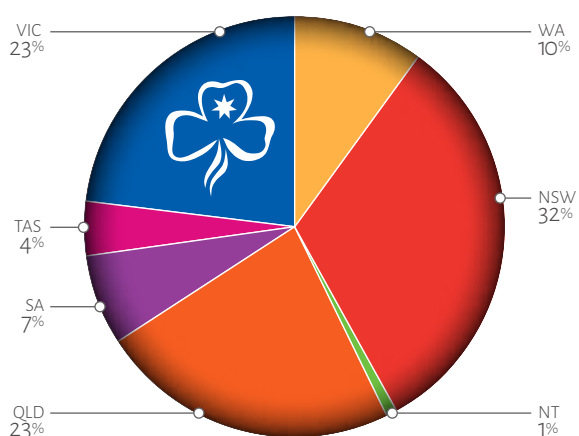
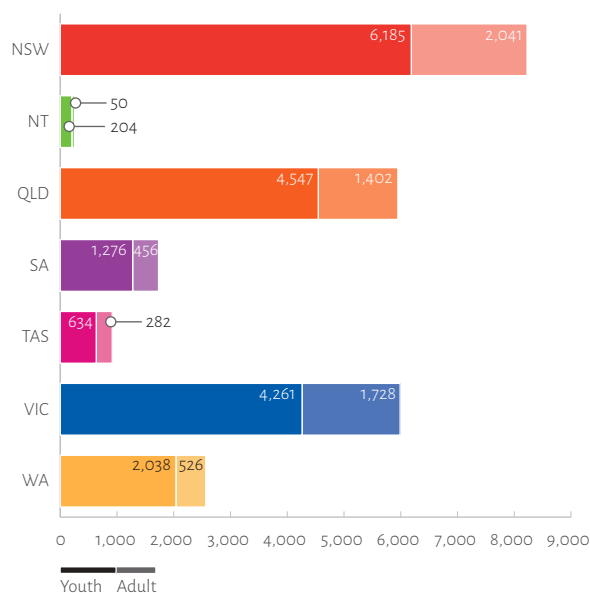


Figure 2
ADULTS TO GIRLS MEMBERSHIP



Guides provides girls and young women with fantastic opportunities to meet personal challenges, to learn team building and leadership skills and to make new friends.

Figure 3
2014 MEMBERSHIP ACROSS AUSTRALIA
BY AGE GROUP

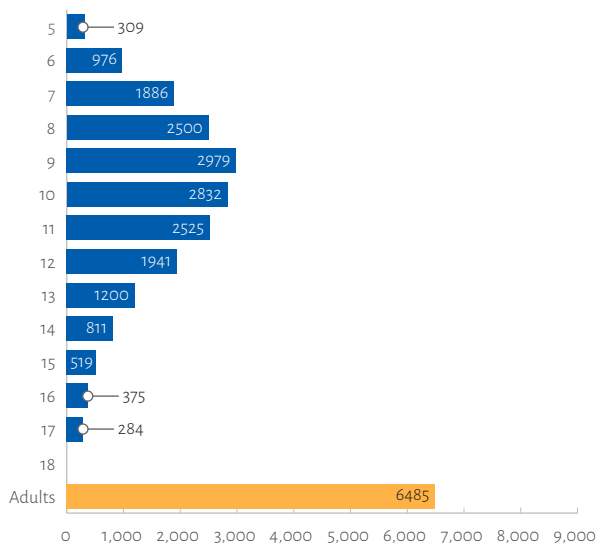
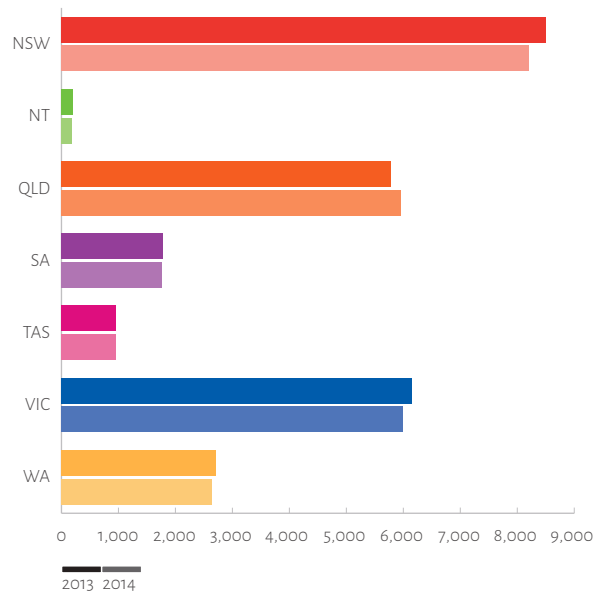


Figure 4
2013 TO 2014 MEMBERSHIP





1 HIGH QUALITY LEADERSHIP

LEARNING AND DEVELOPMENT

In 2014, some key outcomes from the national review of the Girl Guide Learning and Development (L&D) framework were implemented.

Edition 2 of the Leadership Qualification Passport was published in February 2014 with initial results indicating increased effectiveness in training and accrediting skilled Leaders. Our new national Guiding Orientation webinar had 300 people participate, which is a clear indication of the success of the review at this early stage.

The significant work already undertaken indicated we needed further information before addressing the needs of our Leaders of Adults. As a result of research and feedback from members two qualifications were developed for District Managers and Region Managers respectively. With the assistance of the HR Committee, the Position Descriptions were updated. The two Management

Qualification Passports were published in February 2014 and throughout the year the state training teams have trialled and refined the components of the Manager training course. Eight Management Skills Learning Topics have been developed and are available for anyone interested and a specific Managers' Handbook resource has been drafted.

A Guidance Notes booklet, containing information for Learning Partners and Managers was also published in 2014.

The fifth and final phase of the projects focussed on Workshop Presenters and Trainers. Position Descriptions were developed and the Learning & Development Qualification Passport and associated learning pathways developed and implemented. Presenting with Pizzazz training courses were trialled throughout the latter part of the year.



Spotlight on

GIRL GUIDE TRAINERS INTERNATIONALLY

Two Trainers from New Zealand joined us for the National Training for Trainers 2GETHER in Adelaide in April. The focus of the training course was on WAGGGS Adult Training Learning and Development Guidelines, WAGGGS' National Leadership Development Program and implementing these within Girl Guides Australia. This aligns our training framework with WAGGGS philosophy of facilitating learning. These biennial training courses bring Trainers together as a national team and continue to provide excellent value for Girl Guides Australia.

Australian Trainers have also provided leadership training and support to our sisters overseas. Two teams of Trainers went to Myanmar in 2014 to assist with the Asia Pacific initiative of re-establishing Guiding in Myanmar. One team delivered Leadership training and the second team was involved in training Trainers.



OUTDOORS

The first half of 2014 saw the release of the new Outdoor Leader Training Modules and the introduction of Outdoor Skills Assessors. Both these Leader positions allow recognition of the specialised skills many Leaders already have. Being recognised through the Outdoors qualification and program allows Leaders without the time to run a weekly Unit the option to provide valuable Outdoor opportunities within their skills range to both Guides and Leaders alike. Outdoor Skills Assessors are appointed by State Outdoor Managers to mentor and assess Guide Leaders wishing to gain outdoor skills qualifications.

These new positions empower our State Outdoor Managers to encourage and support Leaders to achieve new roles, update their current skills and to in turn encourage and support less qualified Leaders and Guides to experience outdoor opportunities.

CODE OF CONDUCT

During 2014, in response to suggestions for updating it and the final recommendations from the 2013 Learning and Development Review, the national Human Resources (HR) Committee looked at the suitability of the current Code of Conduct. It was important that a new Code of Conduct be developed that made a clear statement about expected standards of behaviour, and the requirement for all adults to treat others with dignity and respect, based on the principles of the Promise and Law.

Girl Guides Australia, and its member State Girl Guide Organisations, want their adult members and managers to be treated respectfully and with dignity, and to treat others this way, as they undertake their leadership roles. Every adult coming into the organisation is asked to endorse the current Code of Conduct, indicating that they know what it contains, and that they will work to ensure it is implemented in their own dealings with others.

The code states that all adult members will:

- 1 Behave in the spirit of the Girl Guide Promise and Law
- 2 Adhere to Girl Guides Australia and the relevant State Member Organisation's policies and procedures
- 3 Treat others fairly, knowing that Girl Guides Australia does not tolerate unlawful discrimination on the basis of age, gender, marital status, national or ethnic origin, sexual orientation, mental or physical ability, political or religious beliefs, social background or health
- 4 Create an environment in which girls and adults are safe from emotional, physical, verbal and sexual abuse
- 5 Respect other's rights to privacy and the confidentiality of their personal information

- 6** Fulfil the roles and responsibilities as stated in their position description (where applicable) and act within the limitations of their authority in performing their duties
- 7** Represent Girl Guiding in the community in a positive light.

GRIEVANCE POLICY AND PROCEDURE

Another key outcome of the L&D Review, was the creation of a national Grievance Policy and Procedure. This was developed and approved in 2014 through the leadership of the HR Committee. The purpose of the new Grievance Resolution Policy and Procedure is to provide a fair, effective and timely process, to investigate, rectify and resolve grievances that arise as close to the source as possible regarding national Guiding matters. This policy applies to matters specifically occurring at the national level and was a key deliverable for the HR Committee in 2014.

REVIEW OF ADULT AWARDS

In 2014, the Board of Girl Guides Australia included in the business plan a key project to review the Australian Adult Awards.

Supported by a great volunteer committee, led by past Chief Commissioner Lynne Price, this project sought to understand the key challenges currently facing the Adult Awards and devise strategies to address these and grow Australian Guiding's use of these key tools for recognition and retention.

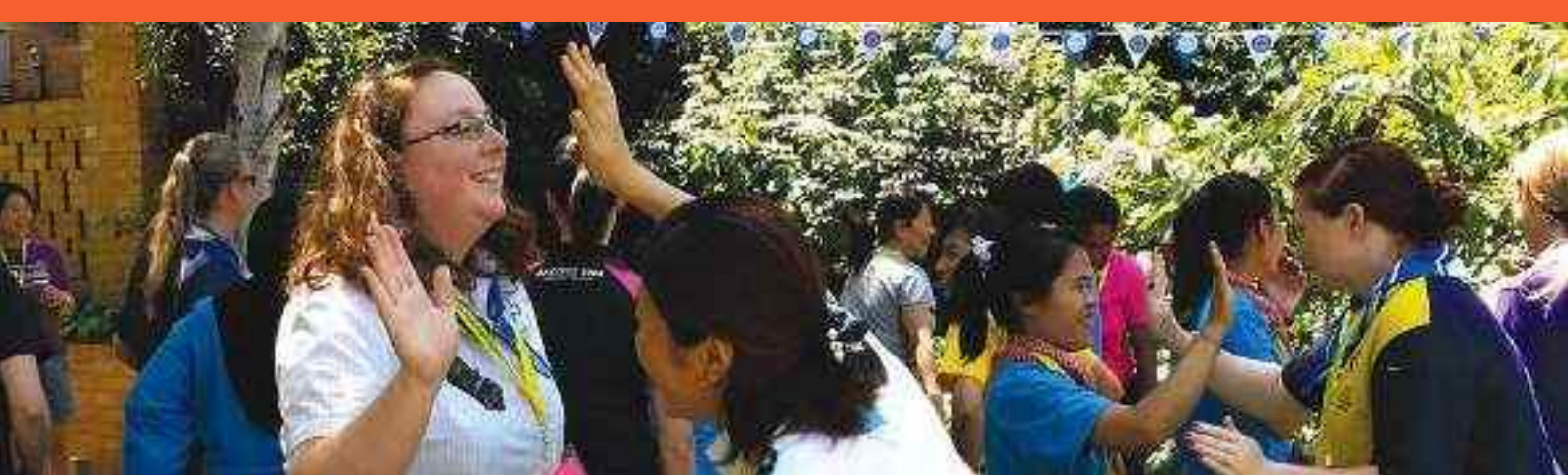
In 2014 the Committee oversaw the first stage which involved:

- Releasing a survey to Australian Girl Guiding members with approximately 3% return rate across the adult membership. The majority of respondents typically had over 20 years' experience across the movement from youth to adult roles
- Interviewing key stakeholders in all states and territories – State Commissioners and Chairs of State Award Committees
- Releasing a set of interim recommendations for feedback. These recommendations were distributed across Australia to State Leadership Teams and Awards committees, and were made publicly available for feedback. Submissions from each state, and individual members of Girl Guides, were still being received at the end of 2014.

The recommendations from the interim report highlight key opportunities to make the Adult Awards:

- More transparent and more accessible to Australian Girl Guiding
- More supportive of the volunteers who make evaluations and decisions on awards through greater levels of collaboration, network and assessment across Australia
- More consistent in its practice in evaluation and application of the Adult Award scheme through the development of helpful resources.

The committee looks forward to presenting its recommendations to the Board in mid-2015 before validation across Girl Guiding and implementation.



LEADER OF GIRLS – ASIA PACIFIC CONFERENCE, MELBOURNE

In November 2014, the leadership of the Australian Girl Guide organisation was demonstrated and on show as we hosted the Asia Pacific Leader of Girls Event Anything's Possible. We played host to some 160 delegates from over 22 Asia Pacific Member Organisations as well as a program committee made up of members from the Asia Pacific Region and trainers from WAGGGS. Hosted at the University of Melbourne, the program was a dynamic and rich experience for all involved. The success of this event augurs well for Australia being given the opportunity to run similar events in the future.

Full credit must be paid to the amazing volunteers from across Australia who lent their clear passion for Girl Guiding, their time and service to make this event an incredible success.

Conference numbers were boosted on a number of occasions as the 100 participants in an Friends of Asia Pacific WAGGGS (FAPW) event joined the activities. This event, held concurrently with the Leader of Girl Event at a different venue in the centre of Melbourne, also proved a huge success with membership pins being presented by patron Princess Azizah of Malaysia.



Spotlight on

HONORARY AUSTRALIAN ASSOCIATES

The Honorary Australian Associates of Girl Guides Australia – affectionately known as 'HAAs' - form a network of people who have made a significant contribution to Girl Guides Australia at a national level and who are interested in the current and future direction of Girl Guides Australia.

Each year, the Girl Guides Australia Board acknowledges the tireless voluntary contribution of retiring office bearers who have contributed a minimum of three years to the national organisation, by recognising these people as HAAs. During 2014 nineteen leaders who had held various roles within Girl Guides Australia were approved by the Board to become HAAs.

Many HAAs across Australia continue to provide additional service to Guiding – some as Leaders and Managers and others in an ad hoc capacity offering their experience, skills and expertise to support Guiding.

2

REINVIGORATED BRAND

Through a great deal of collaboration, all of Australia's Girl Guiding Organisations came together to develop one consistent look and feel to our branding and image.

NEW NATIONAL STYLE GUIDE

Through a great deal of collaboration, all of Australia's Girl Guiding Organisations came together to develop one consistent look and feel to our branding and image. The new national style guide was released at the end of 2014 and provides Guiding with an updated set of guidelines to achieve a more consistent and professional feel to our promotions and brand. It introduces a range of new colours and styles to our look which are, importantly, supported by all of our members. The creation of the style guide was based upon a stock take of existing practice, collateral and communications tools where it emerged that across Australia, Girl Guiding had in excess of 15 different variations on our core brand. Revisiting the commitments made in 2010, all of the Girl Guide organisations were able to understand the strength that comes from committing to common branding and the benefits of coordinated implementation.

To support the style guide, Girl Guides Australia produced a range of tools which have been made available to Girl Guiding via the State Girl Guide Organisations. The implementation will be supported by the creation of the Marketing and Communication Committee. That will not only drive the consistent implementation of the Style Guide but also evolve the promotions and marketing of our amazing movement to the next level.

POLICY ADVOCACY

Continuing to advocate for positive policy and regulation for Australian Girl Guiding is a crucial ongoing part of the services that we can provide to our members.

Across three clear platforms Girl Guides Australia is seeking to advocate for:

- More supportive policy for **Volunteers**
- Greater recognition of quality **non-formal learning**
- The **rights of girls and women** in our community.

To prosecute the case across these areas, and to build upon the 2013 national statement *Building a Better World*, Girl Guides Australia:

- Presented and participated at the 2014 International Association for Volunteer Effort (IAVE) Conference on volunteering and workforce development
- Put forward a submission to the Senate Committee on Community Affairs requesting investigation into the broader workforce development and planning issues of volunteering
- Provided a submission to the Australian Government Review of Curriculum that advocated for greater recognition of non-formal learning as per the goals of the Melbourne Declaration
- Participated in the Girls20 Summit.

Girl Guides Australia also proudly supported a group of young women across Australia to build a draft statement for Girls and Women. This statement (approved by the Board in 2014) was developed by young women for girls and women and is based upon the clear need to advocate for the rights of the girl-child as well as achieving gender equality.



Girl Guides meet the Ambassador for Women and Girls Natasha Stott-Despoja, Minister for Foreign Affairs Julie Bishop and Minister Assisting the Prime Minister for Women, Michaela Cash at a welcome reception for the Ambassador in March 2014.

GUIDING OVERSEAS LINKED WITH DEVELOPMENT (GOLD)

Girl Guides Australia and GirlGuiding New Zealand joined together to deliver a GOLD Project in the Cook Islands from 2011 – 2014. Teams of up to 8 young women per year from the two organisations worked collaboratively to support Guiding in the Cook Islands (CI) through training and programming opportunities for their Leaders. Each year the combined team challenged themselves to create innovative and interesting activities in Raratonga, CI to empower the Leaders with ideas and knowledge to extend their Guiding programs. Members of our Organisation increased their understanding of another member organisation and how to work in a different cultural setting; they grew in confidence and were introduced to training possibilities.



Spotlight on

GIRL GUIDES AT CSW

The Commission on the Status of Women (CSW) is the principal intergovernmental body exclusively dedicated to the promotion of gender equality and the empowerment of Women. CSW is instrumental in promoting women's rights, documenting the reality of women's lives throughout the world and shaping global standards on gender equality and the empowerment of women

And Girl Guides have been at the centre of it, advocating for the rights of girls and women. Through the World Association of Girl Guides and Girl Scouts (WAGGGS), Girl Guides and Girl Scouts attend the conference each year to ensure that the priorities of the 10 million members of our movement are included in the agreed conclusions. Participation in the delegation is opened up to the world movement and in 2014 Erin Wicking from Victoria was the Youth Delegate (Policy Coordinator) for the 58th CSW. The work of Girl Guides, through individual leaders like Erin, makes a powerful impact upon all of the lives of girls and women around the world. Backed by the world movement, our Youth Delegates at CSW advocate for recognition of the rights of the girl-child, the value of non-formal learning and meaningful policy change to achieve gender equality.

3

A REDESIGNED PROGRAM EXPERIENCE

AGP REVIEW

In 2014 Girl Guides Australia commenced a large formal review of our Australian Guide Program (AGP)

The review aims to ensure that the current and future delivery of the Australian Guide Program (AGP) provides the best possible experience for the girls and young women in Australia in the 21st century and the women who support these girls are in turn supported in its delivery. The AGP review project will determine what is still serving Girl Guiding well in the current AGP; which aspects need changing, and how Girl Guides can best deliver the Program in a way that is meaningful to our youth Members. The review of the AGP actually consists of 3 stages – Research, Consultation and Implementation – and Girl Guides Australia envisage that this project will run from 2014 to 2016.

Key outcomes for this project in 2014 included:

- Contracting the services of Daintree Pty Ltd to lead the research stage of this significant national project. This was in response to the clear call from across Australian Guiding that the project be supported by skilled and experienced external consultancy and was possible thanks to generous support from our colleagues from Girl Guides NSW & ACT.
- Interviews with 13 members of the national leadership including all state commissioners, the Chief Commissioner and her leadership team and the National Volunteer Managers.
- 6 workshops held across Australia that connected with some 250 Girl Guiding leaders and managers
- Commissioning of 4 pieces of research into volunteering, girls' learning and development, girls only environments, and leadership and the Guide movement.
- Delivery of a set of suggestions for moving forward to the Australian Guide Committee (all State Commissioners) in October 2014



The research report, publicly available on the Girl Guides Australia website, is unequivocal in its broad message that what Girl Guiding does is of value and of importance to Australian girls and women and their families. It is unique in the broader

Australian Education landscape for its commitment to the learning of life skills and its focus on girls and women. It reports findings across 5 key areas:

- Leaders' capacity to deliver the AGP as it currently runs and what may be required in the future
- The current structure of the AGP and its impact for the Australian community and families
- The attractiveness of the AGP and the extent that it is girl-driven
- The level of urgency for change
- The identified positives of the AGP – what is working well?

The research also canvassed underpinning issues and opportunities relating to the program framework, measures and reach of impact, relevance and diversification of our program model for broader community take up and engagement.

The project team looks forward to consulting more broadly with Guiding members and community in the first half of 2015, as well as undertaking targeted external research with those members of the community who are not members of Girl Guiding in Australia. With the final set of recommendations due mid 2015, Girl Guides Australia is looking forward to validating and implementing recommendations in the latter half of next year.



FREE BEING ME

Girl Guides Australia was proudly one of the first member organisations to be a part of a global movement for change – the international roll out of the Girl Guide and Girl Scout program on body confidence and self-esteem: Free Being Me.

By the end of 2014, Girl Guides Australia proudly reported to its Board and the World Association of Girl Guides and Girl Scouts that we had reached over 14,000 girls' lives. The success of this program is down to a dynamic and passionate group of Girl Guides who, across Australia, are committed to deliver a program that makes a fundamental difference to how girls see themselves and relate to their bodies.

Free Being Me is being implemented in Australia as a result of a unique partnership between the Dove Self Esteem Fund, the Body Project (Academic Research Network on body confidence) and the World Association of Girl Guides and Girl Scouts.

To support our leaders and movement to implement the program, Girl Guides Australia worked in partnership with its friends at the Butterfly Foundation to create a unique Memorandum of Understanding (MOU). This recognises the strengths and skills of the two organisations and, for Girl Guides Australia, provides ready access to expertise, knowledge and resources to assist in rolling out Free Being Me. The MOU is a continuation of a proud relationship that Australian Guiding has with The Butterfly Foundation.

The members of the inaugural national committee to implement the Free Being Me Program are:

- Robinette Emonson –
Chief Commissioner (Board Sponsor)
- Melissa Reoch (Victoria)
- Catherine Langley (Victoria)
- Elyse Goddard (WA)
- Katherine Jenkins (WA)
- Jessica Rodgers (SA)
- Emma Sheard (SA)
- Brownyn Hughes (NSW & ACT)
- Leslie Miekjohn (NSW & ACT)
- Emily Milton-Smith (NSW & ACT)
- Sarah Hassarati (NSW & ACT)
- Lea Watts (NT)
- Amanda Nicholls (QLD)
- Erin Sanderson (QLD)
- Danielle Hall (TAS)
- Alanna Cannon (TAS)
- Kit McMahon (CEO)





PARTNERSHIPS – FRAMEWORK FOR NATIONAL SOCIAL PARTNERSHIPS

To address the ongoing challenge of creating effective partnerships, Girl Guiding organisations collaborated to develop “A Framework for Social Partnerships”. This framework is a resource for Leaders, Managers and Guiding leadership to assist them in deciding which other charities and not for profits to partner with, and furthermore, which issues to advocate for in our community.

Built from a principle of empowering Girl Guides to make the best decisions for their world, the resource steps members through a series of key questions around partnerships and their value—for themselves, their unit, their organisation and community.

The resource was completed at the end of 2014 and is publicly available on the Girl Guides Australia website.

REVIEW OF OLAVE PROGRAM

The Olave Program had its beginnings in 1996 when the Ranger and Ranger Guide sections ended and a new program for 18–30 year olds began. There has been no substantive review of the Olave Program since 1996. An Olave Program Review was approved as part of the Girl Guides Australia (2014 business plan with the purpose of examining all aspects of the Olave Program to ensure its relevance for both current and future Olaves.

The Review of the Olave program was based upon a comprehensive research program which incorporated desk research, focus groups, consultation meetings and surveys. Thirty two focus groups were held throughout Australia and captured the views of 350 members. The main Olave Program Survey received 435 responses, including 57 youth members, 239 Olaves and 139 adults aged 30 years or over. Secondary desk research was undertaken on a number of

other Girl Guiding and Girl Scouting organisations as well as voluntary youth organisations in Australia. The conclusions of this work include:

- The strategic objectives of the Olave Program should be separated from the individual benefits young women gain from participation and used to guide the changes to the Program.
- The benefits experienced by members should form the basis of the internal and external communication initiatives.
- The current age range of the Olave Program should be retained.
- Addressing the numbers of 14+ Guides is fundamental to increasing the number of Olaves. This is a key priority for the AGP Review to address.
- As part of the revised approach to the Olave Program, consideration should be given to having some kind of induction (further to the AGP-OP Link Badge).
- The Olave Program framework should be simplified and radically updated to focus on four areas: service, advocacy, adventure and talent. It is felt that the areas of Promise and Law and Guiding Traditions should underpin the Program, rather than be an explicit part of the framework.
- Peer Groups should be retained and strengthened. Where there is no physical peer group, the Olave should be able to access an online peer group.
- Peer Groups should have a Mentor to provide additional support and advice. The Mentor could also have a particular responsibility in providing the advice and support to enable younger Olaves to explore and take on project, committee and event management responsibilities.
- Participants in the Olave Program should have their own identity in the movement.

A Redesigned Program Experience continued

- State activities (or Region activities in larger States) provide a very important mechanism for involving Olaves, particularly where they are not members of Peer Groups. Ideally any generic State or Region event should also have a component targeted at Olaves. Events for Olaves should have a high priority as part of State and Region events calendars.
- The Olave Program should have a higher degree of organisation and visibility than presently. Peer Groups should be registered and members linked to them on the database. Each Peer Group should have a point of contact for communication purposes and report annually to their District or Region on activities.
- Olave Program resources should be online.
- The current awards will need to be evaluated to identify if they fit with the revised framework. Ideally they should be simple, clear and relevant to Olave Program activities.

READY FOR ACTION

READY for Action, an International Service Challenge, helped to engage girls, as members of their patrols, to learn through practical and fun activities to offer service to others around the world. They learnt about and engaged in advocating for what they believe in; confidence and self-esteem grew as they came to realise that they could be instrumental in making changes for a better world

For over 100 years Guides have provided service to their local, Australian or global communities. Girl Guides develop strong and clear personal values as they help others to enjoy improvements in their lives.

READY for Action supported International Service Providers whose work in the global humanitarian field is admired by many.

The purpose of this challenge was to provide service opportunities for the youth members of Girl Guides Australia. A secondary purpose was to introduce the skills of project management to all ages using the Patrol System as the basis for the planning and implementation. Outcomes included:

- Leadership skills
- Communication skills
- Organisational skills
- Project management skills
- How a Guide can help to make the world a better place

“READY for Action program, is really valuable in promoting community awareness and an understanding of international humanitarian values. Programs like READY for Action are of particular interest, because of the focus on self-development and being proactive in the community.”

Nicole Baker

Red Cross Australia

“1600 birthing kits (which means Guides raised \$3900) have been donated by Girl Guides”.

Fiona Smith

Birthing Kit Foundation Australia

“I thought it was such a wonderful project to become involved in”.

Georgie Gibbon

Mother of two Guides from Maddington Sunshine Girl Guide Unit, WA who chose the Dress a Girl Around the World project as their service for Ready for Action.





Spotlight on

SERVICE TO THE COMMUNITY THROUGH THE OLAVE PROGRAM

Olaves around Australia participated in a variety of service projects throughout 2014. Service to Guiding was carried out by Olaves in WA who ran the annual 14+ leadership weekend "In the Lead", and by Olaves in NSW & ACT who attended a number of events at regional Guiding properties and undertook various service projects at those campsites. Victorian Olaves also supported the Britannia Park campsite through their Mad Mystery Mayhem event.

A team of three Australian Olaves (together with three young women from Girlguiding NZ) travelled 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 Guide organisations in less developed countries. In 2014, the GOLD participants led evening training sessions for Guides and for Leaders and also attended local schools.

In 2014, Olaves were also involved in service projects to assist local community organisations. In Queensland, the Olaves ran the 'Chain of Cardboard Cities' event to give Guides a taste of living on the streets, and raised over \$1200 to assist with the alleviation of homelessness.



INTERNATIONAL:

Providing our Girl Guides with growth and leadership development opportunities overseas

Girl Guides Australia encourages personal growth and increased skill level through extensive program opportunities for Guides, Leaders and volunteers. Involvement in the international program offered by the Association demonstrates the extent of this statement. In 2014 over 200 Guides and adult members attended overseas international events, including a contingent of 58 heading to New Zealand for Flame Ranger Event. On their return participants are asked:

Some of the events that our Australian Girl Guides participated in across 2014 include:

- Alpine Adventure Week 2014 – Our Chalet Switzerland
- ARDEN 2014 - UK
- Arts ExChange – Sangam India
- Be the Change: MDG3 (2014) - Sangam India
- Be the Change: MDG6 in India (2014) - Sangam India
- Borneo Eco Camp - Malaysia
- COLD project – Cook Islands
- Helen Storrow Seminar 2014 – Our Chalet Switzerland
- Mexican Fiestas and traditions (2014) - Our Cabana Mexico
- New Zealand International Ranger Event – New Zealand
- NORJAM 2014 - UK
- Reach for the Stars 2014 - Sangam India
- Sangam Community Program
 - 12 weeks, 3 weeks and 4 weeks
- Xplore in Ireland
- Tour of Europe including UK and Our Chalet
- Tour of Mexico and Cuba including Our Cabana
- Service Project with the Orangutans in Malaysia
- Running Training for Guiding in Cambodia

What did you gain from attending an overseas international event?

4

UNIFIED STRONG NATIONAL ORGANISATION

NEW STRATEGIC PLAN

Significantly, Girl Guides Australia facilitated the development of a new national strategic plan. Approved by the Board in November 2014, the plan brought together all the Girl Guiding Organisations to contribute to a common and more cohesive set of activities and work plan over the forward 5 years.

The final plan was developed over three key phases:

1. *Consultation and member feedback* – building engagement with the members of Girl Guides Australia on the next strategic plan and receiving feedback through the Board, SGOs and MAC. Also broad consultation via the online consultation hub.
2. *National Strategic Plan Workshop* – held in Sydney on the 14th of June, this workshop included over 30 members of Guiding leadership from across Australia. Facilitated by colleagues at Bain and Co., the outcomes of this day significantly shaped the next stage.
3. *Member Engagement* – a road show across Australia to present broad findings and outcomes from the planning day resulted in final findings which were presented to the Board of Girl Guides Australia in October.

The Board of Girl Guides Australia oversaw delivery of the final strategic plan with the following key milestones.

- *August 10* – The Board of Girl Guides Australia was presented with a report on outcomes of the process and recommendations on what the plan needs to achieve.
- *September* – Girl Guides Australia held a road show across Australia with the State Girl Guide Organisations which discussed and received feedback on the nature of the next plan.

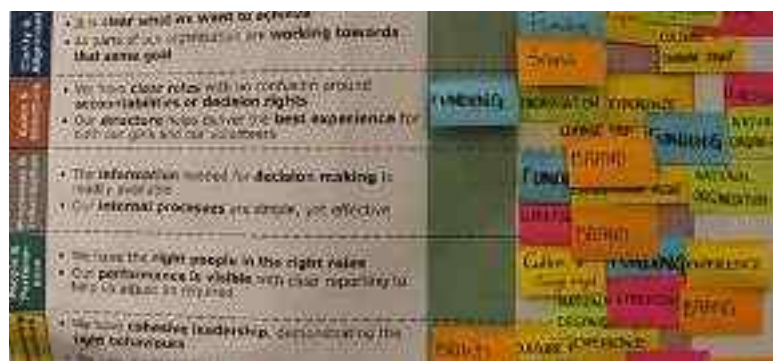
- *October 19* – after the road show, a draft plan, which incorporated feedback from the meetings across Australia, was presented to the Board.
- *November 30* – Board of Girl Guides Australia signed off on the next National Strategic Plan.

In developing the plan, Girl Guides Australia needed to address three key areas for our members:

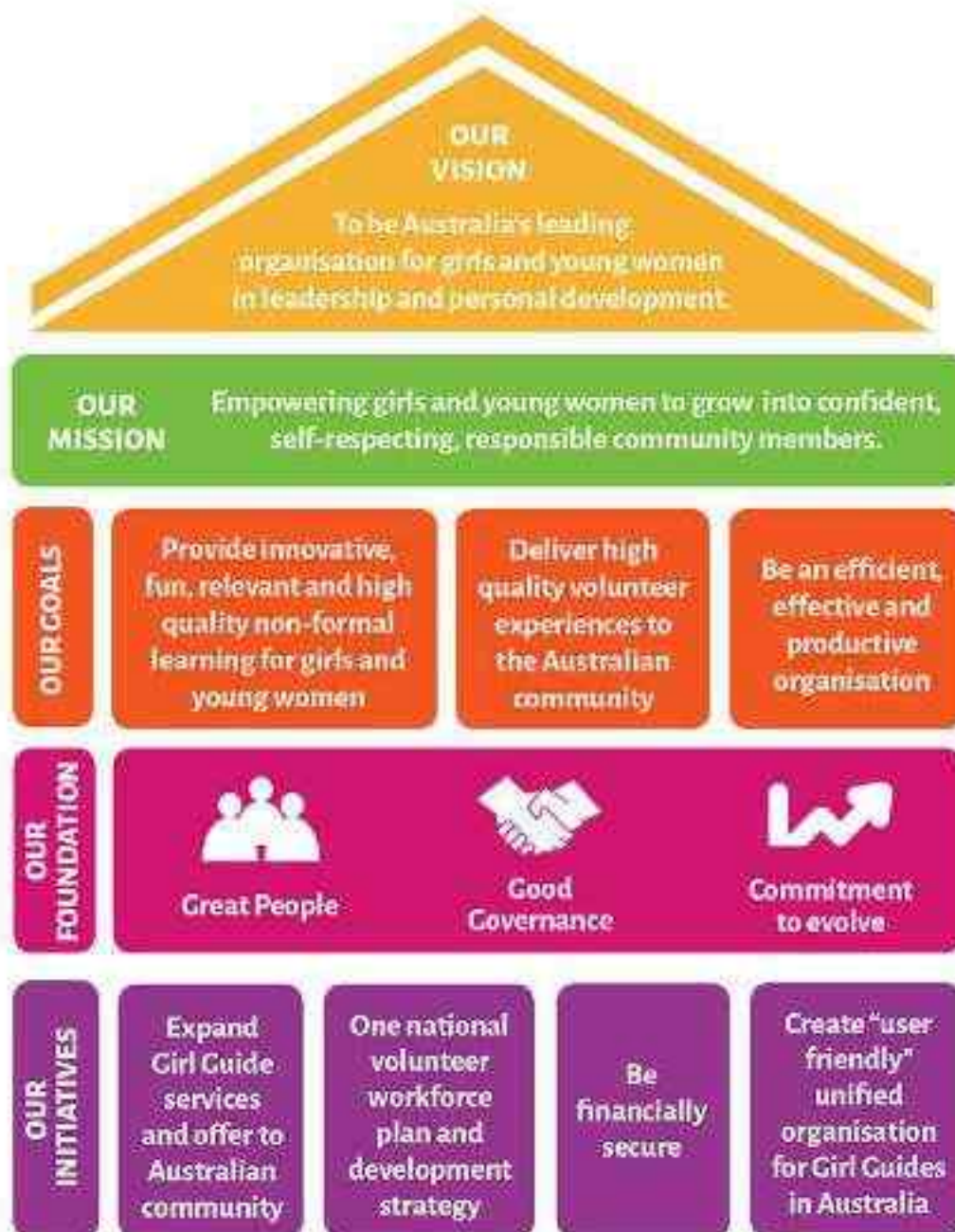
1. Guiding needs to be leaner, more productive, effective and efficient as an organisation.
2. Australian Guiding should be known as a provider of high quality and relevant volunteer experiences for the Australian Community.
3. Australian Guiding should deliver the best community based, non-formal education for girls and women.

The final plan which was supported across Australia empowers our organisation to:

- Improve the way that our organisation supports our core capability
- Strengthens our capability so that its differentiation in the market is clearer and we are more competitive
- Improves the value chain so that we can attract, retain and support our most precious source of growth – volunteers.



The strategy is:





The goals are underpinned by four interconnected strategic initiatives.

STRATEGIC INITIATIVE A:

Expand Girl Guide services and offer to Australian community

- I. Create one seamless membership experience for Australian Guides, regardless of age, location, cultural or socio-economic background
- II. Develop new products and services to meet the needs of the Australian community, its variety and changing needs
- III. Build knowledge on the wellness, expectations and needs of girls and young women living in Australia
- IV. Create a national social inclusion strategy

STRATEGIC INITIATIVE C:

Create a “user friendly” unified organisation for Girl Guides in Australia

- I. Achieve agreement on strategic project to investigate steps towards national organisation
- II. Create common governance structures across Australia
- III. Harmonise policy and procedure structures
- IV. Develop a best practice model for Girl Guides in Australia across customer service, information sharing and access

STRATEGIC INITIATIVE B:

One national volunteer workforce plan and development strategy

- I. Create best practice model for volunteer support across Australian Guiding
- II. Create national protocols to forecast volunteer labour needs for strategic goals and initiative
- III. Ensure all national projects have recommendations for workforce development and planning
- IV. Develop and implement one national performance management framework for Girl Guides in Australia including Guiding career path

STRATEGIC INITIATIVE D:

Be financially secure

- I. Create a common financial management policy and framework
- II. Create a national policy for property and physical asset holdings, maintenance and investments
- III. Create a purchasing and distribution policy that will maximise utilisation of resources and cost efficiency for Australian Guiding across retail, uniform, marketing and professional services
- IV. Increase revenue generation for Girl Guides in Australia

The new governance structure seeks to improve the productivity of the national organisation and moving forward will inform the broad “key areas of work”

NEW GOVERNANCE FRAMEWORK

At the end of 2013, the Board of Girl Guides Australia supported a review and restructure of the organisation's Governance arrangements. A new framework for the Governance of Girl Guides Australia was designed and implemented which sought to:

- Make clearer the distinction between activities which relate to management, and those which relate to governance
- Reform the way that the national Guiding organisation leads in terms of best practice governance
- Empower the national organisation to position itself for a broader and deeper agenda of matters moving forward for the next Strategic Plan.

2014 saw the implementation of this new structure which included:

- The creation of 5 specific board sub committees – Finance and Risk, Australian Guiding, Guiding Operations, Human Resources and Governance
- A new set of policies and charters to underpin these committees
- Opening up the Governance structure to include a broader and more robust set of skills for better decision making
- A clearly defined national schedule of meetings and activities which forms the backbone of Girl Guides Australia decisions and work.

The new governance structure seeks to improve the productivity of the national organisation and moving forward will inform the broad “key areas of work”. Most immediately, the business plan identifies the achievement of strategic outcomes against the board sub-committee work areas, and to this extent they have become organising mechanisms for the broader work plan of Girl Guides Australia.

With many lessons learned over 2014, Girl Guides Australia is proud of the significant transformation of its organisational governance and thanks its volunteers and stakeholders for going on this reform journey with us.

COLLABORATIVE APPROACH ACROSS MANAGEMENT

Our year continued to see great collaborative work across the management and executive of Australian Girl Guiding. All of the Girl Guiding organisations worked hard to maximise the opportunities to improve the productivity and effectiveness of our business and management. In addition to outcomes such as agreement on a national style guide and combined energies on the review of Olave and AGP and other policy action, other highlights include:

- *Updating our insurance arrangements* - a national committee representing all parts of Australian Girl Guides came together to review our current insurance services and, with support from all our members, moved to a new insurance provider.
- *Ongoing implementation of the new database* – 2014 saw the implementation and roll out of the new iMIS database in each State Girl Guide Organisation. The team across Australia dealt with many significant challenges that a large change over project such as this can involve. Looking forward, the full implementation of the new database will realise improved ways of working and greater efficiencies. These will be achieved through ongoing collaboration and ongoing commitment to share knowledge and grow our capacity.



Spotlight on

TREFOIL GUILD: 21ST AUSTRALIAN TREFOIL GUILD GATHERING 26TH TO 29TH SEPTEMBER 2014

Recollections of a great event retold by overseas delegate Billie Ann Williams, Chairman Trefoil Guild Gwent (Wales UK)

It was a most enjoyable weekend and I was made very welcome. I was one of 2 members representing the UK and the only Welsh representative, the other being from the Isle of Man. There were members from Canada and New Zealand as well as from all states in Australia, 215 in total.

We held an opening ceremony with the parading of flags and banners from the various Australian states, and warm welcomes were extended to everyone from the Chief Guide, Trefoil co-coordinator, the Mayor of Toowoomba and the assistant Dean of the venue – Downlands College.

Toowoomba is known as the flower capital of Queensland and as such a film show was presented by the Minister for Tourism showing all the beautiful floral displays in and around the city with a short history of the city itself.

There were many trading tables present for members to purchase all kinds of merchandise and badges, together with raffle stalls to raise money for local charities.

Our activities were well organised with wide games in the afternoon and craft during the day; many members made soft toys from socks. There was a wide variety of finished items all to go to a local children's cancer charity.

A gala dinner was held on the Saturday evening followed by entertainment 60's style. A beautiful suitably decorated celebration cake was made by a member and duly tasted by all. The table decorations were very attractive and we were all allowed to take them with us as a souvenir.

Sunday was outing day, when everyone went on a coach trip of their choice to see the sights of Toowoomba. We returned in time for dinner which was followed by a closing ceremony, where official farewells were said and gifts were presented to the overseas visitors - a goodie-bag containing a variety of Guiding/Trefoil and Australian items.

After breakfast on Monday, personal farewells were said and everyone left to return home, many overseas visitors like myself, were travelling on to visit other parts of Australia.

There was much fun and friendship over the 4 days and meeting Trefoil members from all over Australia, and the Canadian and Kiwi members will be something I will remember for a long time.



5

SUSTAINABLE FUNDING AND NEW COMMERCIAL MODELS

FINANCIAL LITERACY AUSTRALIA FUNDING

At the end of 2014, Girl Guides Australia were delighted to be awarded a grant from Financial Literacy Australia to develop a program that builds financial literacy across our movement and community. The grant supports the creation of a financial literacy strategy for Australian Girl Guides. Built from the Girl Guide and Girl Scout non-formal learning method, the program will develop financial literacy skills in three key target groups:

- Foundation program for girls aged 7 to 12
- Financial independence program for young women aged 18 to 30
- Program to skill our volunteer Leaders to support the program roll out

The grant – totalling some \$229,000 over 2½ years – will be vital in supporting our organisation to address the crucial issue of the financial literacy of women and girls and empower our girls and volunteers.

CORPORATE PARTNERSHIPS

Girl Guides Australia finalised a model which positions our organisation to partner with for profit organisations. Our intention with this model is to develop sustainable partnerships that are based on common values, that support girls and young women and that empower our organisation to support its members.

Girl Guides Australia is committed to providing members of the business community with meaningful and relevant partnership opportunities and to that end, the model supports collaborations that can be tailored for mutually beneficial outcomes.

The framework is based on our understanding that support to our organisation can come in a wide variety of ways – financial and in kind support.

A Friend of Girl Guides – As a valued friend of Girl Guides we will benefit from the short term, event-tied financial support that your organisation will provide. In return we can provide you with event specific copy for internal communication and employee engagement purposes and branding

Girl Guides Australia Mentor – it is important that our Girl Guides across Australia have access to ongoing development and leadership opportunities. As mentors, our partners provide channels and support for this development to continue and to promote the work of Australian Guiding. In return Guiding in Australia provides access to tailored branding, copy and images for return to the organisations corporate social responsibility contribution and, category exclusivity.

Advocate of Australian Girl Guides – Advocates provide 'in kind' goods and services to Australian Guiding from specific expertise (marketing, legal, finance, IT) through to assistance in raising our profile. In return Australian Guiding will provide access to the use of the Girl Guides Australia logo, promotion as an Advocate for Australian Guiding with category exclusivity and the opportunity for tailored employee engagement programs to be developed.

Champion of Australian Girl Guides – as a Champion, you have the opportunity to be the lead partner to support the growth of girls and young women in Australia over the longer term. You will be supporting our movement to provide more opportunities for Australian girls and young women to become confident, self-respecting responsible community members. In return Girl Guides Australia will provide high level of access and support to ensure that this partnership is tailored and promoted across Australian Guides and the business community as well as to your employees and stakeholders.



Spotlight on

OPERATION UPLIFT

In February 2014, the NSW & ACT Olave Program Conference 'Operation Uplift' was held at the beautiful property of Glengarry, 40 minutes outside of Sydney. For the first time, this annual conference was open to Olaves from across Australia, and participants came from WA and Queensland as well as NSW & ACT.

The conference provided a great opportunity for Olaves to gather together and learn about developments and opportunities in Guiding, share their experiences, and expand their Guiding networks through catching up with old friends and making new ones. During the weekend participants also took part in two service projects; donating and sorting 400+ bras for the Uplift Project and sewing 260 breast care bags for donation to Chris O'Brien Lifehouse Centre to assist women following surgery for breast cancer.

There were sessions which focused on imparting new skills and information, and the topics included the WAGGGS Stop the Violence campaign, the concept of global citizenship and a very practical session on goal setting and how to provide feedback to others. Participants also heard detailed information about the opportunities currently available to Olaves, including the various Olave Program Awards, the new Peer Education Program being developed by Girl Guides Australia and the international Free Being Me project with Dove.

On the Saturday night a formal 'white ribbon' dinner was held which included two special guests; Greg McCallum, White Ribbon Ambassador and Robinette Emonson, Girl Guides Australia Chief Commissioner.

6

DISCIPLINED CHANGE MANAGEMENT AND PROJECT MANAGEMENT

In 2014 we released a methodology and approach for national projects.

PROJECT MANAGEMENT METHODOLOGY

In reviewing our past work for future success, it became apparent that developing an easily understood approach to the way that national strategic initiatives are run was crucial to better manage the resources of Australian Girl Guiding. What also became important, was that as Girl Guiding undertook its work, we needed to be better structured to provide the learning opportunities for our members that undertaking national projects can offer.

Based on combining the best outcomes of the Girl Guide method and contemporary best practice project management theory, the methodology is now being used across all national projects. It asks teams to work through four key stages.

Set-Up Stage

Once the idea for a particular Project has been approved by the relevant state or national Board, the first step is to establish the bare bones of the Project. This Set-Up Stage involves:

- *Appointing a Project Manager*
(one individual to take responsibility for the Project)
- *Agreeing the Project Controls*
(identifying the reporting requirements and nominating a member of the relevant Board to be the Project Sponsor and have oversight of the Project)
- *Preparing a Project Brief*
(briefly outlining the expected scope, objectives, risks, costs and timing of the Project)
- *Reviewing lessons* learned from any previous Projects which may be relevant.

Planning Stage

The Planning Stage starts once the Project Sponsor has indicated that he or she is satisfied that the Set-Up Stage is complete. The Planning Stage involves doing detailed planning for each of the aspects identified in the Project Brief, namely:

- Appointing a Project Team
- Writing a Project Plan (including setting out details of the objectives and scope of the Project)
- Agreeing an Action Plan and Timeline (what needs to be done, by whom and when)
- Putting together a detailed Budget
- Completing a Risk Register
- Writing a Communications Plan (who needs to be told about what, and when/how do they need to be told).

Delivery Stage

Once all the aspects of the Planning Stage are complete, the next step is to implement the Project. The Delivery Stage involves the Project Team working together to achieve the objectives set out in the Project Plan, which will include:

- Undertaking the activities set out in the Action Plan
- Moving in accordance with the Timeline
- Managing the risks identified in the Risk Register
- Working within the Budget
- Ensuring relevant people are kept informed according to the Communications Plan
- Reporting regularly to the Project Sponsor.

Close Stage

The last stage is the Close Stage which involves evaluating the Project and finalising all aspects of it. The key activities at this stage are:

- Ensuring that all objectives have been met, that relevant documents and reports are completed and that these are handed over to the organisation
- Issuing final communications to relevant people involved in or affected by the Project
- Conducting an evaluation of the Project to ensure that others can benefit from the experience
- Celebrating the achievements of the Project
- Completing a final report to the Board.
- The development of this methodology has already proved its benefits to our organisation and stakeholders. Furthermore commitment to its future use will reap rewards for Girl Guide organisations and also for our members as we provide positive experiential based learning opportunities for our members.



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 2014.

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

AUSTRALIA DAY HONOURS 2014

*Member (AM) in the general division
of the order of Australia*

Mrs Robyn Mary GASPARI

*Medal (OAM) of the order of Australia
in the general division*

Mr Adrian Brett FARQUHARSON

Mrs Roslyn Mary JOSLIN

Mrs Nellie LEE

Mr Alan Frederick SHERLOCK OBE

Mrs Helen Marion WALKER

QUEEN'S BIRTHDAY HONOURS

*Officer (AO) in the general division
of the order of Australia*

Mrs Philippa Aird SMITH

*Member (AM) in the general division
of the order of Australia*

Professor Samina YASMEEN

*Medal (OAM) of the order of Australia
in the general division*

Ms Anne Elizabeth BROWN

Mrs Margaret Ann FLANNERY

Ms Judith May (Judy) MAGUB

Mrs Ann Charlton MILLER

Mrs Shirley Elva TEMPLETON

Mrs Marjorie Myrtle VOSS

GOOD SERVICE AWARDS

Red Kangaroo:

Awarded for outstanding service to Girl Guides Australia.

Mrs Belinda Allen	NSW & ACT
Mrs Dawn Borchardt	South Australia
Miss Helen Geard	Tasmania
Mrs Janet Withers	Victoria

Emu:

Awarded for excellent service to the National Girl Guide organisation.

Please note State Girl Guide Organisations also award the Emu for excellent service at the State level.

Amanda Doxatt-Pratt	NSW & ACT
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Thanks Badge:

The Thanks Badge is awarded by any Member, Region, District or Support Group wishing to recognise the good service of a non-member.

Kim Parrish	NSW & ACT
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There were a number of Asia Pacific Adult Leadership Awards in awarded two categories:

Asia Pacific Adult Leadership Award

For Unit Leaders:

Wendy Hall	Queensland
Anne Hyland	South Australia
Golda Munro	South Australia
Kim McNaught	NSW & ACT

Asia Pacific Adult Leadership Awards

For District, Division, or Region Managers and State Commissioners:

Narelle Allison	Victoria
Susan Belling	NSW & ACT
Susan Carr	NSW & ACT
Dot Dalglish	Queensland
Amanda Doxatt-Pratt	NSW & ACT
Jeanette Druce	NSW & ACT
Tammy Flett	Western Australia
Kath Follers	NSW & ACT
Robyn Gibbs	Queensland
Barbara Harrisson	Tasmania
Dianne Hodgson	Western Australia
Roslyn Sim	NSW & ACT
Wendy Pittendrigh	Western Australia (posthumously)
Jeanne Lea Watts	Northern Territory
Kerrey Williams	NSW & ACT

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



OUR SUPPORTERS AND TEAM

OUR SUPPORTERS

Girl Guides Australia sincerely thanks our supporters who have provided great assistance to our organisation in 2014. These organisations have been a part of supporting the growth of our organisation and importantly supporting the empowerment of girls and women across Australia. To them we say “Bravo”.

1. *Westpac Banking Corporation*

We appreciate our ongoing positive partnership with the team at Westpac and their support of our organisation

2. *Griffins Food Limited*

Supply of the national stock and support for our annual biscuit campaign – a key fundraising activity for our whole movement every year

3. *Daintree Ltd*

Providing support and ongoing guidance as part of their consultancy and partnership with Girl Guides Australia for the Review of the Australian Guide Program. For being a key part of our team, holding us to account, asking hard questions and keeping our eye focused on our mission and role

4. *Davelcorp*

For invaluable and ongoing partnership to support the growth of our organisation, high quality advice and professional service on our national insurance program.

5. *Affinity Risk Management*

For ongoing advice, support and partnership to improve

our risk policies and procedures. For generously sharing knowledge with our organisation to improve the way we work.

6. *Financial Literacy Australia*

For graciously awarding Girl Guides Australia a significant grant to support the development of a national financial literacy strategy for girls in the girl guide method

7. *Fifty Acres*

For providing invaluable support and guidance on our public relations and advocacy activity with governments

8. *Dove Global Self-Esteem Fund*

Through our friends at the World Association of Girl Guides and Girl Scouts, support our organisation and great team of volunteers to be part of the global movement for - Free Being Me.

9. *McCulloch Robertson*

For their ongoing professional support and advice to Girl Guides on legal issues and patient support with ongoing work to improve our governance and constitution.



Daintree Residential Pty Ltd



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

Althea Gibson



OUR TEAM

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

National Girl Guide Leadership Team

[Robinette Emonson](#)

Chief Commissioner and Chair of the Board

[Susan Campbell](#)

Assistant Chief Commissioner

[Miranda Cummings](#)

Assistant Chief Commissioner

[Kit McMahon](#)

Chief Executive Officer and Company Secretary

National Office Staff

[Traci Scott James](#)

National Operations Manager

[Wendy Plunket](#)

National Volunteer Coordinator

[Camilla Martin](#)

National Project and Change Officer

[Tiana Froget](#)

National Finance Administrator

[Sandra McKnight](#)

National Office Administrator

Department and Committee Leadership

[Helen Reid](#)

National Program Manager

[Dawn Borchardt](#)

National Learning and Development Manager

[Miranda Cummings](#)

National Olave Program Manager

[Anne Crummy](#)

National Outdoors Manager

[Joan Bunker](#)

National International Manager

[Wendy Hall](#)

Chair, Risk Management Committee

[Barbara Dean](#)

National Trefoil Advisor

[Margaret Norris](#)

Australian Archivist

[Lynne Price](#)

Chair, Honorary Australian Associates

NATIONAL GOVERNANCE AND MANAGEMENT STRUCTURE

Tier 1: Board

Board

Committees

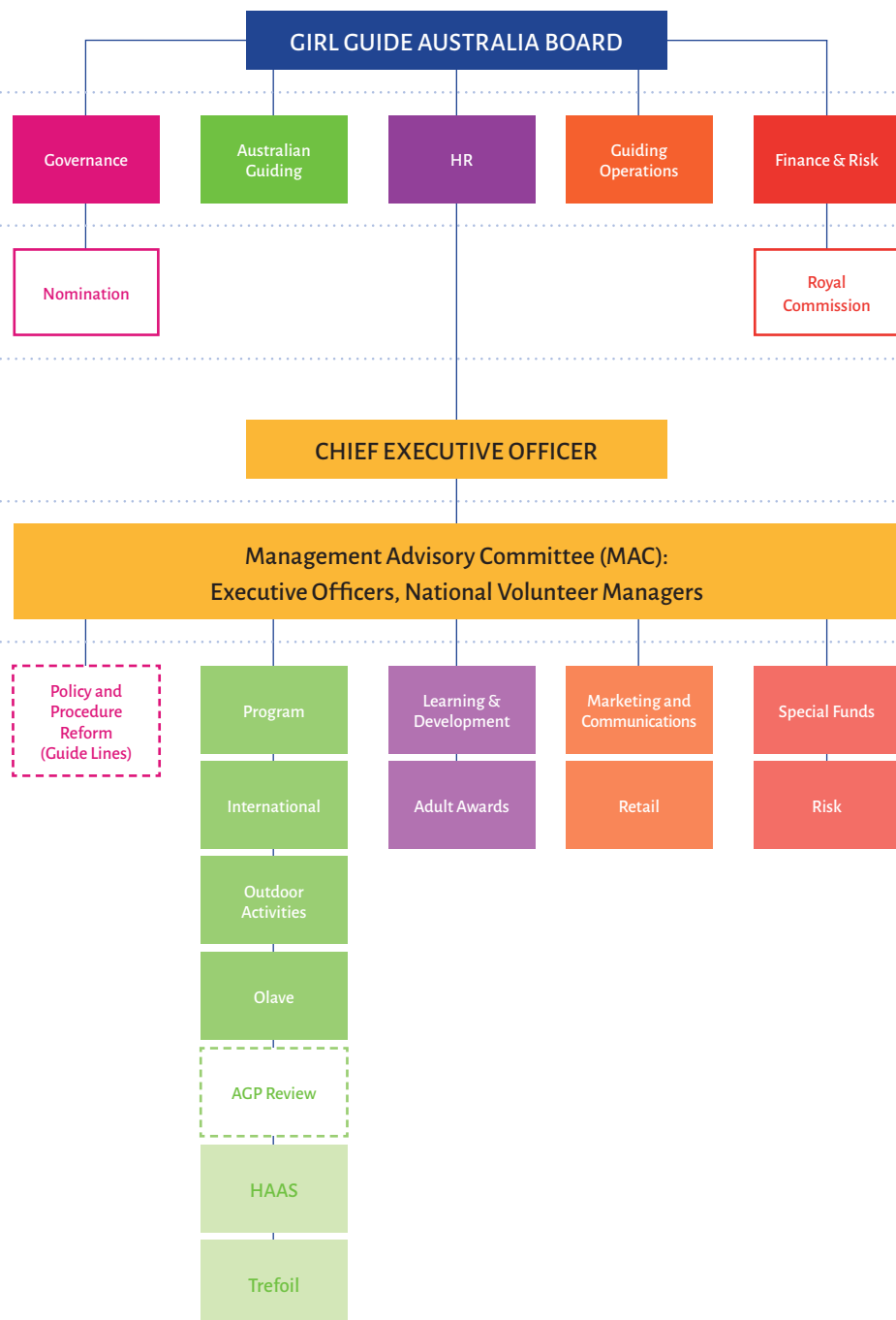
Sub-Committees

Tier 2: Executive

Chief Executive Officer

Executive Management Team

Executive Committees



GIRL GUIDES AUSTRALIA

BOARD OF GIRL GUIDES AUSTRALIA

As determined by the constitution of Girl Guides Australia, the Board of Girl Guides Australia is comprised as follows:

- A minimum of six directors and a maximum of sixteen or less directors
- Each of the seven members of Girl Guides Australia nominate a director who is typically the State Commissioner of the State Girl Guiding Organisation
- One of the directors is the Chief Commissioner and Chair of the Girl Guides Australia Board – in 2014 this was Mrs Robinette Emonson.

The Board is supported by 5 committees which are:

- *Finance and Risk*
Chair, Janet Torney (Treasurer)
- *Australian Guiding*
Chair, Susan Campbell (Assistant Chief Commissioner)
- *Governance*
Chair, Ginny Radford (Appointed Director)
- *Guiding Operations*
Chair, Brenda Hamlett (State Commissioner, Girl Guides WA and nominated director from GGWA)
- *Human Resources*
Chair, Susan Campbell (Assistant Chief Commissioner)

EXECUTIVE

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

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

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

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



GIRL GUIDES AUSTRALIA

*Financial Statements for the
Year Ended 31 December 2014*



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DIRECTORS' REPORT

31 December 2014

The directors present their report on Girl Guides Australia for the financial year ended 31 December 2014.

DIRECTORS

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

Names	Appointed/Resigned
Robinette Emonson	
Monica Elliott	Resigned 1 April 2014
Belinda Allen	Resigned 13 September 2014
Jane Dent	
Brenda Hamlett	
Michelle Stone	
Virginia Radford	
Linda Durran	Resigned 30 September 2014
Janet Torney	
Alpha Gould	
Theressa Davies	Appointed 23 January 2014
Helen Geard	Resigned 1 January 2014
Joanne Muller	Alternate until 3 February 2014
Deborah Camilleri	Alternate until 3 February 2014
Velia Nicholls	Appointed 1 April 2014
Gillian Garsia	Appointed 14 September 2014
Isabelle Skinner	Appointed 18 October 2014

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

PRINCIPAL ACTIVITIES

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

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

SHORT TERM AND LONG TERM OBJECTIVES

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

DIRECTORS' REPORT

31 December 2014

STRATEGY FOR ACHIEVING THE OBJECTIVES

The company's strategic plan to 2014 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.

The Board of Girl Guides Australia signed off on a new strategic plan in November 2014, the goals of which are:

- provide innovative, fun, relevant and high quality non-formal learning for girls and young women
- Deliver high quality volunteer experiences to the Australian community
- Be an efficient, effective and productive organisation.

PERFORMANCE MEASURES

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

- Australian Guides Program for youth members to enjoy opportunities to select, plan, implement and evaluate their activities.
- Olave Program for women aged 18-29 years to build confidence through personal development and leadership skills, focussing on advocacy and community service.
- Australian 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.

MEMBERS GUARANTEE

Girl Guides Australia is a company limited by guarantee.

In the event of and for the purpose of winding up of the company, the constitution states that each member is required to contribute a maximum of \$10 each towards meeting any outstanding obligations of the entity. At 31 December 2014, the total amount that members of the company are liable to contribute if the company is wound up is \$70.00 (2013: \$70.00).

DIRECTORS' REPORT

31 December 2014

MEETINGS OF DIRECTORS

During the financial year, a number of Board and committee meetings were held. Attendances by each director during the year were as follows:

	Directors' Meetings		Finance and Risk Committee Meetings		Australian Guiding Committee Meetings	
	Number eligible to attend	Number attended	Number eligible to attend	Number attended	Number eligible to attend	Number attended
Robinette Emonson	7	7	5	5	5	5
Monica Elliott	1	1	-	-	-	-
Belinda Allen	5	5	4	4	3	3
Jane Dent	7	7	5	5	-	-
Brenda Hamlett	7	7	-	-	5	5
Michelle Stone	7	7	-	-	5	5
Virginia Radford	7	6	-	-	-	-
Linda Durran	5	3	-	-	3	2
Janet Torney	7	7	5	5	-	-
Alpha Gould	7	5	5	2	-	-
Theressa Davies	7	7	-	-	-	-
Helen Geard	-	-	-	-	-	-
Joanne Muller	-	-	-	-	-	-
Deborah Camilleri	-	-	-	-	-	-
Velia Nicholls	6	5	-	-	5	4
Gillian Garsia	2	2	-	-	2	2
Isabelle Skinner	2	2	-	-	2	2
Non-director committee members:						
Susan Campbell	7	5	-	-	5	4
Miranda Cummings	7	7	-	-	-	-
Wendy Hall	-	-	5	5	-	-
Rosemary Derwin	-	-	1	1	-	-
Lynne Emblin	-	-	-	-	5	5
Mary Laing	-	-	-	-	5	5

DIRECTORS' REPORT

31 December 2014

	Governance Committee Meetings		Human Resource Committee Meetings		Guiding Operations Committee Meetings	
	Number eligible to attend	Number attended	Number eligible to attend	Number attended	Number eligible to attend	Number attended
Robinette Emonson	5	5	11	8	-	-
Monica Elliott	-	-	-	-	-	-
Belinda Allen	-	-	-	-	-	-
Jane Dent	-	-	-	-	-	-
Brenda Hamlett	-	-	-	-	5	5
Michelle Stone	-	-	-	-	5	4
Virginia Radford	5	5	8	7	-	-
Linda Durran	-	-	-	-	3	2
Janet Torney	5	5	-	-	-	-
Alpha Gould	5	4	-	-	-	-
Theressa Davies	5	5	-	-	5	4
Helen Geard	-	-	-	-	-	-
Joanne Muller	-	-	-	-	-	-
Deborah Camilleri	-	-	-	-	-	-
Velia Nicholls	-	-	11	9	-	-
Gillian Garsia	-	-	-	-	-	-
Isabelle Skinner	-	-	-	-	-	-
Non-director committee members:						
Susan Campbell	-	-	11	10	-	-
Miranda Cummings	-	-	-	-	5	5
Cassie Robins	-	-	11	10	-	-
Marg Devlin	-	-	11	10	-	-
Camilla Martin	-	-	11	11	-	-

DIRECTORS' REPORT

31 December 2014

AUDITOR'S INDEPENDENCE DECLARATION

The lead auditor's independence declaration in accordance with section 307C of the Corporations Act 2001, for the year ended 31 December 2014 has been received and can be found on page 4 of the financial report.

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



Robinette Emonson

Director

19th day of April 2015

Dated

Girl Guides Australia

ACN 070 581 770

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

I declare that, to the best of my knowledge and belief, during the year ended 31 December 2014, 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.



A.J. Fairall

TRAVIS & TRAVIS

Chartered Accountants

1/114 Longueville Road

Lane Cove NSW 2066

17 April 2015

Dated

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

For the Year Ended 31 December 2014

	Note	2014 \$	2013 \$
Revenue from continuing operations	2	2,908,648	1,909,365
Changes in inventories		(978)	(3,507)
Purchases for resale		(1,176,809)	(814,932)
Employee benefits expense		(435,804)	(311,550)
Depreciation expense	3	(7,838)	(7,213)
Grant expenditure		(46,874)	(52,643)
Other expenses		(1,137,767)	(649,083)
Surplus before income tax		102,578	70,437
Income tax expense	1(c)	-	-
Surplus for the year		102,578	70,437
Other comprehensive income			
Net gain on revaluation of financial assets		95,004	214,188
Total comprehensive income for the year		197,582	284,625

STATEMENT OF FINANCIAL POSITION

31 December 2014

	Note	2014 \$	2013 \$
Assets			
CURRENT ASSETS			
Cash and cash equivalents	4	948,217	447,292
Trade and other receivables	5	276,844	431,010
Inventories	6	9,649	10,627
Financial assets	7	1,361,046	1,341,124
TOTAL CURRENT ASSETS		2,595,756	2,230,053
NON-CURRENT ASSETS			
Financial assets	7	1,442,841	1,409,886
Property, plant and equipment	13	15,555	21,413
TOTAL NON-CURRENT ASSETS		1,458,396	1,431,299
TOTAL ASSETS		4,054,152	3,661,352
Liabilities			
CURRENT LIABILITIES			
Trade and other payables	14	240,310	169,746
Employee benefits	15	29,107	15,350
Other liabilities	16	143,619	33,421
TOTAL CURRENT LIABILITIES		413,036	218,517
TOTAL LIABILITIES		413,036	218,517
NET ASSETS		3,641,116	3,442,835
Equity			
Reserves	17(a)	397,851	302,847
Accumulated funds	17(b)	3,243,265	3,139,988
TOTAL EQUITY		3,641,116	3,442,835

STATEMENT OF CHANGES IN EQUITY

For the Year Ended 31 December 2014

	Accumulated Funds \$	Investment Revaluation Reserve \$	Total \$
Balance at 1 January 2014	3,139,988	302,847	3,442,835
Surplus for the year	102,578	-	102,578
Total other comprehensive income for the year	-	95,004	95,004
Transfer from (to) funds for trusts and projects	699	-	699
Balance at 31 December 2014	3,243,265	397,851	3,641,116
Balance at 1 January 2013	3,074,640	88,659	3,163,299
Surplus 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

For the Year Ended 31 December 2014

	Note	2014 \$	2013 \$
Cash flows from operating activities:			
Administration income received		8,765	99,663
Subscriptions, membership, publications and sales income received		2,307,655	1,510,463
Payments to suppliers and employees (inclusive of goods and services tax)		(2,857,757)	(2,125,589)
Interest, distributions and dividends received		144,567	146,099
Donations received		4,403	1,610
Other revenue		858,934	265,747
Net cash provided by/(used in) operating activities	21(b)	466,567	(102,007)
Cash flows from investing activities:			
Payment for plant and equipment		(1,980)	(12,720)
Proceeds from sale/redemption of investments		196,600	678,391
Purchase of investments		(195,883)	(671,845)
Net cash used by investing activities		(1,263)	(6,174)
Net increase/(decrease) in cash and cash equivalents held		465,304	(108,181)
Cash and cash equivalents at beginning of year		490,064	598,245
Cash and cash equivalents at end of financial year	21(a)	955,368	490,064

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2014

The financial report covers Girl Guides Australia as an individual entity. Girl Guides Australia is a not-for-profit Company limited by guarantee, incorporated under the Corporations Act 2001 and domiciled in Australia.

BASIS OF PREPARATION

The financial statements are general purpose financial statements that have been prepared in accordance with the Australian Accounting Standards - Reduced Disclosure Requirements, Australian Accounting Interpretations, other authoritative pronouncements of the Australian Accounting Standards Board and the Corporations Act 2001.

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

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

The financial statements were authorised for issue on 19 April 2015 by the directors of the company.

1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

(a) Revenue and other income

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

Grant revenue

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

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

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

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2014

1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

(a) Revenue and other income (continued)

Donations and bequests

Donations and bequests are recognised as revenue when received

Sale of goods

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

Interest and dividend revenue

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

Revenue from rendering of services

Revenue from the rendering of services is recognised on delivery of the service.

All revenue is stated net of GST.

(b) Foreign currency transactions and balances

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.

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.

(c) Income Tax

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

(d) Leases

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

(e) Impairment of non-financial assets

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

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

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

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

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

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

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2014

1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

(f) Cash and cash equivalents

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

(g) Goods and Services Tax (GST)

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

Receivables and payable are stated inclusive of GST.

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

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

(h) 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.

(i) Inventories

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

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

(j) 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.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2014

1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

(j) Investments and other financial assets (continued)

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.

Fair value

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

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

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

(k) 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.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2014

1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

(k) Property, Plant and Equipment (continued)

Depreciation

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

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

(i) Depreciation Rates

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

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

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

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

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

(l) 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.

(m) Employee benefits

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

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

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

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2014

1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

(n) Financial instruments

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

On initial recognition, all financial instruments are measured at fair value plus transaction costs (except for instruments measured at fair value through profit or loss where transaction costs are expensed as incurred).

Impairment of financial assets

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

Financial assets at amortised cost

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

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

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

Available-for-sale financial assets

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

(o) Critical accounting estimates and judgments

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

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

Key judgments provision for impairment of receivables

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

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2014

2 REVENUE AND OTHER INCOME

Revenue from continuing operations

	2014 \$	2013 \$
Revenue		
Sales revenue	1,179,345	821,259
Services administration	8,765	99,663
memberships	638,325	542,900
	1,826,435	1,463,822
Other income		
Interest	12,604	16,041
Managed fund income	155,112	113,697
Donations	4,403	1,610
Sponsorship	51,160	32,064
Recoupments from State Girl Guides Organisations	374,156	-
Other income	484,778	282,131
	1,082,213	445,543
	2,908,648	1,909,365

3 RESULT FOR THE YEAR

Expenses

	2014 \$	2013 \$
Depreciation		
Plant and equipment	7,838	7,213
Rental expense relating to operating leases		
Minimum lease payments	55,293	60,309
Loss on disposal of investments	5,788	1,310
Employee benefits expense		
Contributions to defined contribution superannuation funds	35,640	21,756

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2014

4 CASH AND CASH EQUIVALENTS

	2014 \$	2013 \$
Cash at bank and on hand	948,217	447,292

5 TRADE AND OTHER RECEIVABLES

	2014 \$	2013 \$
Current		
Trade receivables	216,056	416,834
Interest receivable	-	1,561
Prepayments	60,788	12,615
	276,844	431,010

6 INVENTORIES

	2014 \$	2013 \$
Current		
Stock on hand - at cost	9,649	10,627

Inventory expense

Inventory purchases recognised as expenses during the year ended 31 December 2014 amounted to \$1,173,875 2013: \$814,932.

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2014

7 FINANCIAL ASSETS

	2014 \$	2013 \$
Current		
Bank deposits, term deposits etc. with financial institutions	36,540	187,217
Available for sale financial assets	1,324,506	1,153,907
	1,361,046	1,341,124
Non-Current		
Available for sale financial assets	1,442,841	1,409,886
(a) Available-for-sale Financial Assets		
Available-for-sale financial assets comprise listed equities, managed funds & fixed interest securities - at fair value.		
Available for sale financial assets - current	1,324,506	1,153,907
Available for sale financial assets - non current	1,442,841	1,409,886
	2,767,347	2,563,793
(b) Financial assets are held on behalf of the following funds		
Girl Guides Australia	2,308,313	2,137,582
Irene Fairbairn Fund (Note 12)	264,286	237,661
Four World Centres Fund	-	-
Eleanor Manning Fund (Note 9)	45,496	43,300
Wilma Torney Fund (Note 11)	11,668	11,105
Gregory Fellowship (Note 10)	115,776	108,339
Andrew Thyne Reid Trust (Note 8)	21,808	25,806
	2,767,347	2,563,793

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2014

8 ANDREW THYNE REID TRUST

	2014 \$	2013 \$
Funds under management	21,808	25,806

9 ELEANOR MANNING FUND

	2014 \$	2013 \$
Funds under management	45,496	43,300

10 GREGORY FELLOWSHIP

	2014 \$	2013 \$
Funds under management	115,776	108,339

11 WILMA TORNEY FUND

	2014 \$	2013 \$
Funds under management	11,668	11,105

12 IRENE FAIRBAIRN FUND

	2014 \$	2013 \$
Funds under management	264,286	237,661
Provision for allocation to states for individual assistance	-	-
	264,286	237,661

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2014

13 PROPERTY, PLANT AND EQUIPMENT

	2014 \$	2013 \$
Plant and equipment		
At cost	99,559	97,579
Accumulated depreciation	(84,004)	(76,166)
	15,555	21,413

Movements in Carrying Amounts

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

	Plant and equipment \$	Total \$
Year ended 31 December 2014		
Balance at the beginning of year	21,413	21,413
Additions	1,980	1,980
Depreciation expense	(7,838)	(7,838)
Balance at the end of the year	15,555	15,555

14 TRADE AND OTHER PAYABLES

	2014 \$	2013 \$
Current		
Trade payables	240,310	169,746

15 EMPLOYEE BENEFITS

	2014 \$	2013 \$
Current		
Employee benefits	29,107	15,350

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2014

16 OTHER LIABILITIES

	2014 \$	2013 \$
Current		
Funds for trusts and projects:		
International funds	22,849	24,890
Received for special purposes	120,770	8,531
	143,619	33,421

17 RESERVES AND ACCUMULATED FUNDS

	2014 \$	2013 \$
(a) Reserves		
The Investment revaluation reserve records fair value movements on available for sale investments.		
Available-for-sale investments revaluation reserve		
Balance as at the beginning of the financial year	302,847	88,659
Revaluation	95,004	214,188
Impairment write down expensed to income statement	-	-
Balance as at the end of the financial year	397,851	302,847
(b) Accumulated funds		
Movements in accumulated funds were as follows:		
Balance as at the beginning of the financial year	3,139,988	3,074,640
Net surplus (deficit) for the year	102,578	70,437
Transfer from (to) funds for trusts and projects	699	(5,089)
Balance as at the end of the financial year	3,243,265	3,139,988

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2014

18 CAPITAL AND LEASING COMMITMENTS

	2014 \$	2013 \$
Operating Leases		
Minimum lease payments under non-cancellable operating leases:		
- not later than one year	67,329	38,325
- between one year and five years	99,942	167,271
	167,271	205,596

19 REMUNERATION OF AUDITORS

	2014 \$	2013 \$
During the year the following fees were paid or payable for services provided by the auditor of the Company:		
- auditing or reviewing the financial statements	11,000	11,000

20 RELATED PARTIES

(a) Board members:

The names of persons who were directors of the Company at any time during the financial year are as follows: Robinette Emonson, Belinda Allen, Jane Dent, Monica Elliott, Brenda Hamlett, Michelle Stone, Virginia Radford, Linda Durran, Janet Torney, Alpha Gould, Helen Geard, Joanne Muller, Deborah Camilleri, Theresa Davies, Velia Nicholls, Gillian Garsia and Isabelle Skinner.

(b) Key management and personnel compensation

Key management personnel compensation for the years ended 31 December 2014 and 2013 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.

	2014 \$	2013 \$
Short-term employee benefits	137,010	120,000
Director honorariums	4,100	4,200
Post-employment benefits	12,853	10,962
Termination benefits	-	-
	153,963	135,162

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2014

21 CASH FLOW INFORMATION

	2014 \$	2013 \$
(a) Reconciliation of cash		
Cash and cash equivalents	948,217	447,292
Other cash trusts included in financial assets	7,151	42,772
	955,368	490,064
(b) Reconciliation of result for the year to cashflows from operating activities		
Profit for the year	102,578	70,437
Cash flows excluded from profit attributable to operating activities		
Non-cash flows in profit:		
- depreciation	7,838	7,213
- realised net (gain)/loss on disposal of investments	5,788	1,310
- realised net (gain)/loss on disposal of fixed assets	-	1,643
Changes in assets and liabilities, net of the effects of purchase and disposal of subsidiaries:		
- (increase)/decrease in interest and distributions accrued	1,561	(23)
- (increase)/decrease in debtors and other assets	152,605	(92,375)
- (increase)/decrease in stock on hand	978	3,507
- increase/(decrease) in payables, provisions and other	195,219	(93,719)
Cashflow from operations	466,567	(102,007)

22 CONTINGENCIES

In the opinion of the Directors, the Company did not have any contingencies at 31 December 2014 (31 December 2013: None).

23 OPERATING SEGMENTS

The Company operated predominately as a community organisation within Australia.

24 EVENTS OCCURRING AFTER THE REPORTING DATE

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

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

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2014

25 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.

26 FINANCIAL RISK MANAGEMENT

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

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

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

	Note	2014 \$	2013 \$
Financial Assets			
Cash and cash equivalents	4	948,217	447,292
Loans and receivables	5	276,844	431,010
Available for sale financial assets	7	2,767,347	2,563,793
Total financial assets		3,992,408	3,442,095
Financial Liabilities			
Trade and other payables	14	240,310	169,746
Total financial liabilities		240,310	169,746

Fair values

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

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2014

27 FUNDRAISING INCOME AND EXPENSES

	2014 \$	2013 \$
Details of aggregate gross income and total expenses in fundraising appeals		
Gross proceeds from fundraising appeals	527	5,053
Less: Total costs of fundraising	-	-
Net surplus from fundraising	527	5,053

During the year the company achieved a net surplus of \$527 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 2014.

	Gross Comparison \$	Gross Comparison %
Total cost of fundraising/ gross income from fundraising	0/527	-
Net surplus from fundraising/ gross income from fundraising	527/527	100

NOTES TO THE FINANCIAL STATEMENTS

For the Year Ended 31 December 2014

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

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

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

- (a) the accounts for the year ended 31 December 2014, give a true and fair view of all income and expenditure of Girl Guides Australia with respect to fundraising appeals, and
- (b) the Statement of Financial Position as at 31 December 2014, gives a true and fair view of the state of affairs with respect to fundraising appeals, and
- (c) the provisions of the Charitable Fundraising Act 1991 (NSW), the regulations under the Act and the conditions attached to the authority have been complied with, and
- (d) the internal controls exercised by Girl Guides Australia are appropriate and effective in accounting for all income received and applied from any of its fundraising appeals.



Robinette Emonson
Chief Commissioner

19th day of April 2015

Dated

DIRECTORS' DECLARATION

The directors of the Company declare that:

1. The financial statements and notes, as set out on pages 47 to 67, are in accordance with the Corporations Act 2001 and:
 - a. comply with Accounting Standards - Reduced Disclosure Requirements; and
 - b. give a true and fair view of the financial position as at 31 December 2014 and of the performance for the year ended on that date of the Company.
2. In the directors' opinion, there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.


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



Robinette Emonson
Director

19th day of April 2015

Dated



Janet Torrey
Director

19th day of April 2015

Dated

INDEPENDENT AUDIT REPORT TO THE MEMBERS OF GIRL GUIDES AUSTRALIA

REPORT ON THE FINANCIAL REPORT

We have audited the accompanying financial report of Girl Guides Australia for the financial year ended 31 December 2014 which comprises the statement of profit or loss and other comprehensive income, statement of financial position, statement of changes in equity, statement of cash flows, notes comprising a summary of significant accounting policies and other explanatory information, and the directors' declaration.

Directors' Responsibility for the Financial Report

The Directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards - Reduced Disclosure Requirements and the Corporations Act 2001 and for such internal control as the Directors determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

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

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

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

Independence

In conducting our audit we have complied with the independence requirements of the 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.

INDEPENDENT AUDIT REPORT TO THE MEMBERS OF GIRL GUIDES AUSTRALIA

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 2014 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 fundraising 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.



A.J. Fairall

TRAVIS & TRAVIS
Chartered Accountants
1/114 Longueville Road
Lane Cove NSW 2066

20th day of April 2015

Dated

DISCLAIMER

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 2014.

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.



A.J. Fairall

TRAVIS & TRAVIS
Chartered Accountants
1/114 Longueville Road
Lane Cove NSW 2066

20th day of April 2015

Dated

GENERAL FUND

DETAILED INCOME STATEMENT

	2014 \$	2013 \$
Revenue		
Administration	8,765	99,663
Memberships Australian	638,325	542,900
Sales	1,179,345	821,259
Interest	12,604	16,041
Managed fund income	129,308	94,404
Donations	4,403	1,610
Sponsorship	51,160	32,064
National Events income	115,955	0
Insurance recoveries	6,059	8,073
Contributions from Members	278,389	184,866
Grant income	46,874	52,642
Other income	26,664	20,165
Expenses recouped from State Girl Guides Organisations	374,156	0
	2,872,007	1,873,687
Expenses		
Cost of sales	1,177,788	818,438
Projects and events	7,253	31,534
Administration		
Administration staffing	435,804	311,550
Membership & subscriptions	2,990	941
Honorarium - office bearers	6,600	7,500
Audit and accountancy fees	13,550	86,950
Bank charges	1,270	272
Computer expenses and IT support	14,924	12,550
Conferences & meetings	23,808	55,953
Depreciation	7,838	7,213
Fund manager expenses	11,936	11,619

GENERAL FUND DETAILED INCOME STATEMENT

	2014 \$	2013 \$
Expenses		
Administration (continued)		
Grant acquittals - other	0	52,643
Donations paid	876	0
Insurances	319,041	8,648
Legal fees	956	11,698
Logo and trademark	0	600
Loss on disposal of fixed assets	0	1,643
Loss on disposal of investments	4,828	1,093
Office amenities	0	828
Office furniture and equipment	1,669	90
Office moving expenses	0	20,142
Postage and communication	41,028	43,039
Printing and stationery	23,356	8,624
Program and training expenses	424	2,174
Consultancy fees	291,832	174,485
Electricity	6,490	8,739
Publications	27	5,391
Rent	53,307	56,388
Rent - Archives	1,985	3,920
Repairs and maintenance	512	356
Interest paid	2,682	0
Sundry expenses	8,899	16,275
Travel and accommodation	302,759	39,855
World Association quota	22,021	17,745
	2,786,453	1,818,896
Surplus/(deficit) before income tax	85,554	54,791

DETAILED INCOME STATEMENT

ANDREW THYNE REID TRUST

	2014 \$	2013 \$
Revenue		
Managed fund income	1,397	1,477
	1,397	1,477
Expenses		
Event funding grants	6,000	9,352
Fund manager expenses	144	198
Loss on disposal of investments	46	13
	6,190	9,563
Surplus/(deficit) before income tax	(4,793)	(8,086)

ELEANOR MANNING FUND

	2014 \$	2013 \$
Revenue		
Managed fund income	2,556	1,908
	2,556	1,908
Expenses		
Event funding grants	1,558	-
Fund manager expenses	265	264
Loss on disposal of investments	95	22
	1,918	286
Surplus before income tax	638	1,622

DETAILED INCOME STATEMENT

GREGORY FELLOWSHIP

	2014 \$	2013 \$
Revenue		
Managed fund income	6,545	4,790
	6,545	4,790
Expenses		
Event funding grants	2,175	500
Fund manager expenses	677	663
Loss on disposal of investments	242	55
	3,094	1,218
Surplus before income tax	3,451	3,572

IRENE FAIRBAIRN FUND

	2014 \$	2013 \$
Revenue		
Contributions		
New South Wales & ACT	9,552	-
Queensland	-	-
South Australia	-	-
Tasmania	-	-
Victoria	-	-
Western Australia	1,080	444
Managed fund income	14,650	10,629
Event levy	205	15,940
	25,487	27,013
Expenses		
Fund manager expenses	1,513	1,469
Loss on disposal of investments	553	121
IFF Selected event	5,855	7,300
	7,921	8,891
Surplus before income tax	17,566	18,122

DETAILED INCOME STATEMENT

WILMA TORNEY FUND

	2014 \$	2013 \$
Revenue		
Managed fund income	655	489
	655	489
Expenses		
Fund manager expenses	68	67
Loss on disposal of investments	24	6
Event funding	401	-
	493	73
Surplus before income tax	162	416

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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