



**GIRL GUIDES**  
**AUSTRALIA**

ANNUAL REPORT  
**2016**



## **ASIA PACIFIC REGION WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS**

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

### **ASIA PACIFIC REGION**

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

### **ARAB REGION**

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

### **AFRICA REGION**

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

### **WESTERN HEMISPHERE REGION**

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

### **EUROPE REGION**

Armenia · Austria · Belarus · Belgium · Cyprus · Czech Republic · Denmark · Estonia · Finland · France · Georgia · Germany · Greece · Hungary · Iceland · Ireland · Israel · Italy · Latvia · Liechtenstein · Lithuania · Luxembourg · Malta · Monaco · Netherlands · Norway · Poland · Portugal · Romania · Russian Federation · San Marino · Slovak Republic · Slovenia · Spain · Sweden · Switzerland · Turkey · Ukraine · United Kingdom

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# FOREWORD



Girl Guides Australia (GGA) has a proud history stretching over 100 years of empowering girls and young women to develop the skills that are necessary in the society of the day. But the skills that girls need and want to learn in today's world are different in many ways to those considered necessary 100 years ago.

In the 2016 Annual Report, I am proud to present Girl Guides Australia's achievements, with a strong focus on developing and implementing programs and projects to support girls and young women in Australia on issues that are relevant to them, helping them build the skills they need for the future.

Girl Guides Australia continued its rollout of *Free Being Me*, the international body confidence program and planned the roll out of *Voices Against Violence*, a program from the World Association of Girl Guides and Girl Scouts (WAGGGS) to support healthy relationships. Our original program on financial literacy, *Guide Your Money* was piloted in 2016. We piloted our program with girls 5–11 years old focusing on building basic financial knowledge and with our young women aged 18–30 years old with a focus on financial independence.

All our programs utilise the Girl Guide Method in their delivery—girls working in small groups, at their own pace, to explore issues that are important to them in an engaging and interactive way.

Research carried out by Universities of Edinburgh and Glasgow released in 2016 supports what we know from our practice about the long term positive impact of Guiding on health and wellbeing. The study indicates that Girl Guides and Scouts are significantly less likely to suffer from depression and mental illness in adulthood than their peers. Published in the *Journal of Epidemiology and Community Health*, the research suggests that attending Girl Guides or Scouts may help build resilience against common life stressors, or may increase a person's chances of achieving more in life, so that they are less likely to experience such stressors.

Along with these benefits, our Members identify friendship, support and the opportunity to develop strong leadership skills as reasons why they remain in Guiding, developing a supportive peer network.

In the spirit of friendship and support, we continued to foster our engagement with friends and colleagues across the world this year. A delegation of five Members attended the Asia Pacific Region (APR) Conference held in Nepal. The APR is the fastest growing region of WAGGGS and the conference provided an opportunity for GGA to hear from and share with other countries the successes and challenges we all face.

The GGA International Team supported many of our Members as they travelled to camps and events across the world. These opportunities can be life changing. In addition, the International Team find innovative ways to connect girls with their Guiding sisters around the World and to build a real understanding of what it means to belong to a global organisation.

We were delighted that in 2016 so many of our Members were recognized with Asia Pacific Leadership Awards.



Girl Guides Australia continues to support our girls in their love of the outdoors. Many Members undertook the Environmental Challenge and the year saw the launch of the Girl Guides Australia Environment Statement. Guides continue to hike, camp, swim, boat and generally enjoy the outdoors in greater numbers than ever, right across Australia.

The work by the GGA Board and Committees in 2016 has included the release of a *Position Statement on Violence against Girls*, as well as the online launch of our policies and procedures manual, *Guide Lines* [www.guidelinesforgirlguides.org.au](http://www.guidelinesforgirlguides.org.au).

To better support and acknowledge our volunteers, GGA has released the *People and Performance Management Framework*, as well as the *Australian Adult Award Policy*. The importance of the health, safety and wellbeing of our youth Members has been emphasised by continuing attention to our child safe approach.

Work has also commenced on a significant review of the operating model of GGA. Results of the review will be released in 2017.

Family plans to move to Melbourne saw us farewell CEO of three years Kit McMahon. Kit served the organisation tirelessly and with distinction and the Board greatly appreciated all she did in taking the organisation forward. We are grateful to Paul Giles, who stepped off the GGA Board to take on the role of Interim CEO while we commenced recruitment for a new CEO. Many thanks to Kit and Paul for their hard work.

Our volunteers are ably supported by the wonderful team in the office at Woolloomooloo. Their skills, support and commitment to the organisation and the people who work in it are without question.

My term as Chief Commissioner and Chair of the GGA Board ended on 31 December 2016. I would like to take this opportunity to thank everyone for their support and kindness during the most remarkable three years of my life. It has been an honour and privilege to serve the movement and I was humbled by every opportunity I had to represent this wonderful organisation.

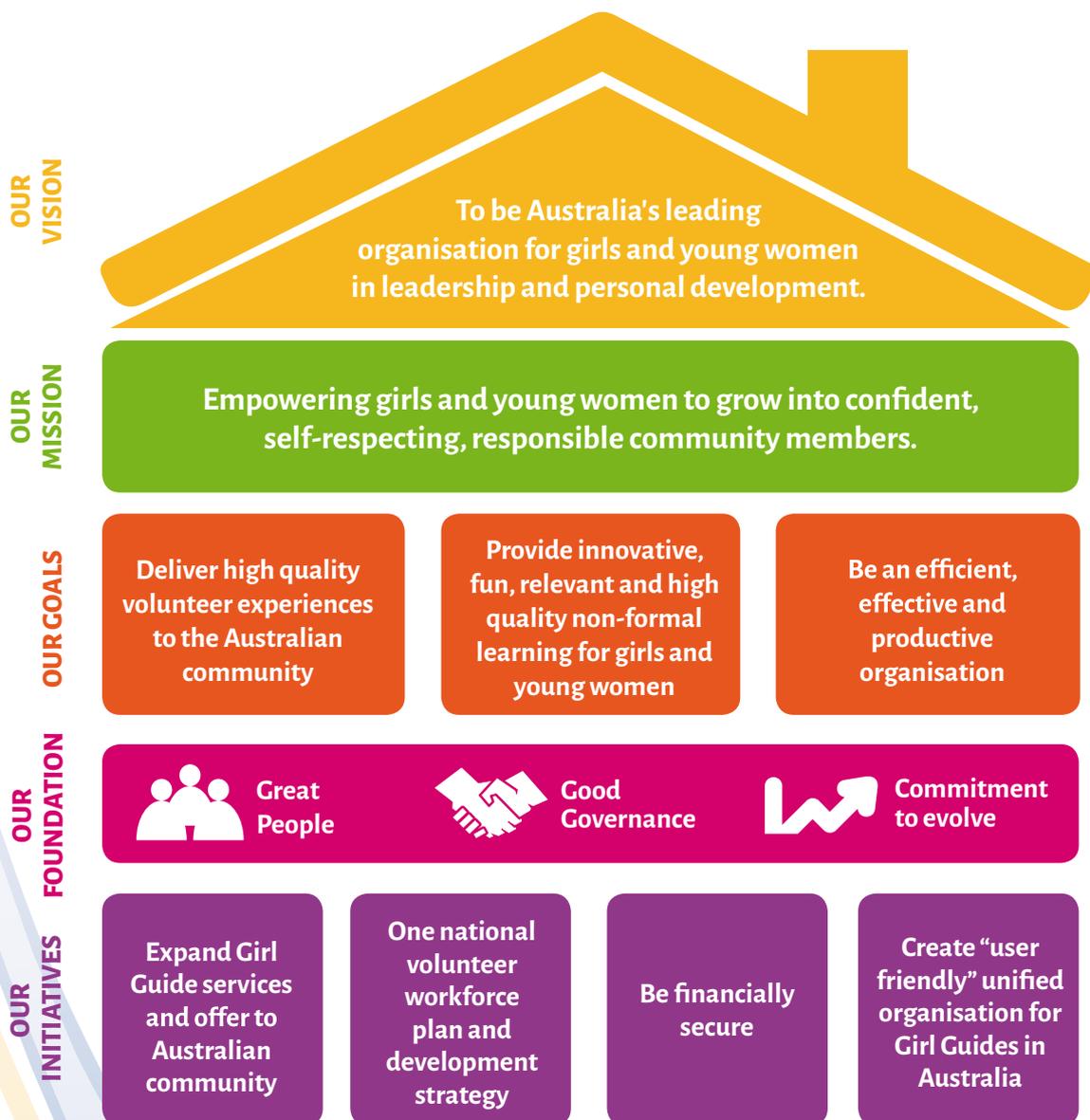
My two Assistant Chief Commissioners, Susan Campbell and Miranda Cummings, have been alongside me the entire time. We have grown into a strong and resilient team that has taken on the challenges presented to us with courage and a determination. We have made sure the decisions taken were always in the best interests of the girls and women we served.

And last, but by no means least, thank you to all our dedicated Leaders who provide a wonderful Guiding experience to girls across Australia.

**Robinette Emonson**  
Chief Commissioner and Chair  
Girl Guides Australia

# OUR STRATEGY

Girl Guides Australia's Strategic Plan for 2020 was created through extensive consultation across Australia with our key stakeholders. A powerful statement for our vision for the future, this strategic plan is designed to set up Guiding in Australia for success.



# REPORT FROM THE CHIEF EXECUTIVE OFFICER



In a year that saw the challenges girls and women face on the road to gender equality as a centrepiece of public conversation, Girl Guides Australia focused on building our membership and relevance to Australian girls and young women. We listened to girls and young women and heard from our volunteers about how we can make our programs relevant to their daily lives.

We sought to increase our social impact by designing and implementing high quality programs that can be rolled out by volunteers in local Girl Guide Units in postcodes all over the country. We successfully increased our resources for this work with grants from the Department of Prime Minister and Cabinet—Office for Women and Financial Literacy Australia. These resources will help us address key issues facing Australian girls and women—violence against girls and women, financial literacy and security and pathways into governance and leadership.

We continued to focus on our strategic directions, delivering tangible outcomes. This report shows our achievements in these three areas:

- 1 Providing innovative, fun, relevant and high quality non-formal learning for girls and young women
- 2 Delivering high quality volunteer experiences to the Australian community
- 3 Being an efficient, effective and productive organisation

It was also a fast-paced year for not for profit organisations in Australia, characterised by digital disruption, increasing expectations of governance and a focus on impact. In this context, the GGA Board and our organisations committed to a challenging program of organisational change. Our focus on implementing changes to the Australian Guiding Program continued and we agreed as a movement to examine our governance and service delivery structure and identify options for the future in the best interests of girls, young women and Guiding.

The State Girl Guiding Organisations, the Members of Girl Guides Australia, have continued to focus their attention on building the reach of Guiding, enabling access by a more diverse group of girls and young women, nurturing and supporting our adult volunteers and ensuring that resources are directed tightly to our purpose. I congratulate them on their hard work and achievements.

The GGA team, including the staff at national office, our five National Managers and their assistants (all volunteers) and the people who serve on a range of project teams and committees, have continued to pursue our mission with zeal and influence. The Management Advisory Committee, made up of our National Managers and the Senior Executive Officers of each SGGO collaborate and drive projects and initiatives across the country. We focus on delivering high quality experiences with strong policy and procedures in place to keep all our Members safe.

I'd like to acknowledge the Executive leadership of Girl Guides Australia in 2016. Kit McMahon finished her time as CEO in July 2016 and Paul Giles ably led the organisation as Interim CEO from September 2016.

The GGA Board continued to focus on core strategic questions and to drive the organisation forward. Many thanks to the Board, Executive and Committee members for their hard work.

A handwritten signature in black ink that reads "Karen Bevan". The signature is written in a cursive, flowing style.

**Karen Bevan**  
Chief Executive Officer

# ABOUT GIRL GUIDES AUSTRALIA

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

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

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

As a founding member of the World Association of Girl Guides and Girl Scouts (WAGGGS) GGA is part of a global movement that brings together more than 10 million Members across 146 countries. GGA enables international experiences for Australian girls and women, linking them to their sisters in Guiding all over the world and offering leadership opportunities that inspire them to contribute to creating a better world. As a part of the Asia-Pacific region of WAGGGS we contribute to regional activities and events as well as global activities.

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

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

State Girl Guiding Organisations:

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

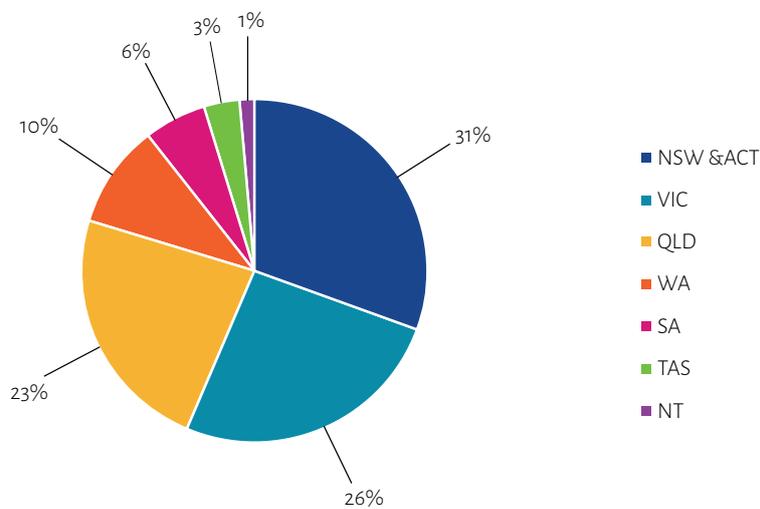
## **The Girl Guide Method for Girls and Young Women**

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

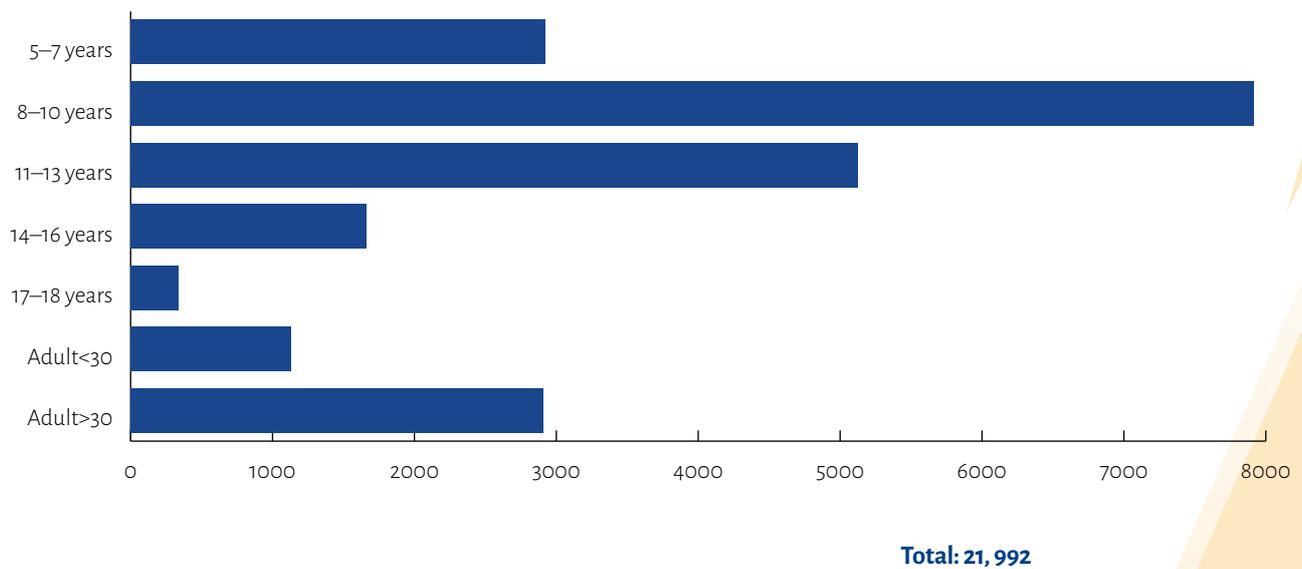
- Learning in small groups to support each other, negotiate, make democratic decisions, assert our needs, solve problems together, take the lead
- At the pace and through a pathway that is determined by the girl to respect individuals, make our own choices, learn in the best way for us, value our achievements,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

# MEMBERSHIP

## Membership by State & Territory



## Girl Guides Australia Membership 2016



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

## GROWING & DEVELOPING THE AUSTRALIAN GUIDING PROGRAM

The Australian Guiding Program (AGP) continues to put the Girl Guide Method into action, creating programs that offer fun, friendship and adventure to girls and young women on their journey to empowerment and leadership. While continuing to implement the recommendations of the AGP Review in 2015, we've also built new programs and expanded our work to link with issues that are impacting girls and young women in their communities right now.

The National Program Committee also led the development of high quality badges and resources for girls and Leaders to incorporate into their Unit programs. These included the WAGGGS Thinking Day programs, the *Saluting their Service* badge to coincide with ANZAC day and the Day of the Girl program.

### National Events

#### Leading Edge: Leadership in Action

Bringing 20 young women from around Australia, and one participant from New Zealand together in Alice Springs, *Leading Edge* was an event with a purpose— leadership development. For a week in July, these young women explored areas such as personal development, leadership styles, communication skills and project management, while exploring the diversity of Alice. Visits to the Royal Flying Doctor Service, School of the Air and the local Wildlife Reserve helped the participants think through their approach to leadership. Each participant gave of themselves during the week and left the Red Centre with a plan for a project to enact back in their community, from event management to resource development.

#### Be the Leader: Growing Leaders

Despite some challenging weather 50 Guides aged 11–13 came together for a national leadership event in South Australia. This event was an opportunity for girls to develop confidence and skills while meeting like minded girls from around Australia. Through a series of activities and challenges girls developed skills in communication, self-esteem, building confidence and resilience and how to share their experience with others.

Feedback from one Unit Leader shows what the girls achieved together at Be The Leader.

*"Their leadership skills have increased dramatically and still continue to improve well after their attendance at the camp.*

*... the highlight of the term was the Leadership Night that these two Guides ran for the Unit which they organised totally by themselves, playing fun games and activities and also running some discussions etc on what leadership means. I have been a Leader for a long time and I was so impressed by the maturity and skills they displayed that night. Incredible for 13 year olds".*





## OUR PROGRAMS

### Promoting Body Confidence: Free Being Me 2016

Girl Guide Units around Australia continued to implement the *Free Being Me Program* promoting body confidence and self-esteem for girls aged 7–14 years.

More than 600 girls completed the program in the second year of the national roll out, spreading the important message of loving yourself as you are and helping celebrate every girl's unique abilities and strengths. The program has a 'take action' component and all the girls who received the *Free Being Me* badge contributed to their community, challenging myths about body image and sharing the positive message from the program with others.

*Free Being Me* is a program developed by WAGGGS. It is evolving and being updated with the latest research and resources to stay relevant to Australian girls.



### Keeping the Flavour: Girl Guide Biscuits

Girl Guide Biscuits are a key fundraiser and community engagement activity for Guiding across Australia. In 2016 we launched our new biscuit range, distributing more than 600,000 packets of biscuits across the country, fundraising for local Girl Guide units and Girl Guide organisations.

After an extensive tender process, Girl Guides Australia was delighted to commence a new partnership with Australian biscuit manufacturer, Modern Baking Company (MBC) to bake and distribute our biscuits. With MBC we updated and refreshed our biscuit range, retaining our core and much-loved product, the Girl Guide Traditional vanilla biscuit. Working with MBC and courier company TOLL, we delivered biscuits to more than 600 drop off points all over Australia.

As well as our Traditional biscuit, we introduced a Triple Choc biscuit, mini chocolate Bush Buddies biscuit pack and a Gluten Free buttery shortbread to the range. Excitement over the new biscuits led to over 600,000 packets of biscuits being ordered by Girl Guides Units. The overall feedback on the new range was very positive and the new Gluten Free shortbread proved to be a very popular seller.

We welcomed our new Girl Guide Biscuit mascots, Ollie and Aggy, named by Girl Guides in a popularity contest run through social media and launched a new website, [www.girlguidebiscuits.com.au](http://www.girlguidebiscuits.com.au), dedicated to Girl Guide biscuits in early 2016.

Biscuit day 2016 was held on Saturday, 14 May and Bunnings continued to partner with Girl Guides by offering sales space at individual stores. A media campaign resulted in national television coverage on Channel 7 and shout outs on several radio stations and social media platforms.



## NEW PROGRAMS

### Financial Literacy Skills: Guide Your Money

In 2016 Girl Guides Australia secured funding from Financial Literacy Australia to develop *Guide Your Money*. This is a new program focused on developing life skills in financial literacy and supporting positive mind-sets, knowledge and understanding of how financial literacy can enable an independent and secure future.

In 2016 GGA brought together a project team from across the country to drive the development of two programs:

- *Foundations Program*—aimed at girls aged 7–12 years
- *Independence Program*—focused on young women in our Olaves program, aged 18–30 years.

The Foundations program explores skills and knowledge in budgeting, saving, investing and goal setting through games and creative activities. In 2016, we developed the program and resources required to implement across the country in 2017.

In 2016 we developed the online resource to support the Independence Program, which focusses on knowledge and skills development in areas such as saving, investing, car and home loans, comparison shopping and planning for the financial future.

*Guide Your Money* will be rolled out across Australia in 2017.



### Voices Against Violence

In 2016 Girl Guides Australia commenced implementing this important program focused on respectful relationships and addressing gender inequality and violence against women and girls. Securing support and resources from the Department of Prime Minister and Cabinet—Office for Women, CGA commenced the work to pilot the program in Girl Guide units in NSW, Queensland and Victoria.

Voices Against Violence is an international, non-formal education program developed by UN Women and WAGGGS to build awareness of acceptable and unacceptable behaviours through activities that empower girls to find their values, understand the causes of violence, recognise their rights and develop the skills and confidence to stand up and advocate for an end to violence in their community.

In 2016, with the support of the Board of Directors and all State Commissioners, the Voices Against Violence project team focused on the policies and procedures for the delivery of the Voices Against Violence pilot study program.

The Voices Against Violence Project Team, took the project from idea to reality in 2016 setting up the infrastructure to roll the program out in 2017:

- Recruited volunteers required for the pilot sessions
- Devised a training program for Australian facilitators with assistance from a WAGGGS accredited trainer from Girl Guides New Zealand
- Implemented two-day training sessions in each of the three pilot states, with other state organisations invited to attend and learn more about the program
- Developed resources to support the curriculum and the training sessions
- Worked with State Commissioners from the pilot states to plan the curriculum delivery.



## GUIDES GO OUTDOORS

Outdoors activities are a well-loved and important part of Guiding. With a focus on the importance of physical activity and outdoor adventure, Girl Guides Australia implemented a national program to get more girls outdoors connecting with the natural environment, learning new skills and trying new activities. Over 7,000 Girl Guides across Australia participated in the newly designed *Guides go Outdoors Challenge*. A follow up challenge focusing on the environment, again with new program resources, has been released for 2017.

To support our Leaders to get more girls outdoors, the Outdoors team developed new, complementary resources with exciting ideas on how the Australian Guiding Program can be delivered in the outdoors.

Our National Outdoors Committee continued to focus on policies and procedures, including a revised transport policy and a major review of youth to adult ratios. The outdoors-related content of *Guide Lines* has been updated to reflect the needs of Guiding today, and is available on the new *Guide Lines* website. The revised policies acknowledge the many types of volunteers that enable Guiding activities to take place, and ensure that Guiding is a safe environment for all Members.

The Committee released a new suite of adult qualification modules for sailing, recognising the varied water activities members participate in and acknowledging training and experience from other organisations. Work has also commenced on the *Adventure Activity Manual*, which will be an online one stop shop for information about organising and participating in adventure-based activities.



“You'll always find adventure in Guiding”

## INTERNATIONAL GUIDING

Learning about the world through international Guiding becomes more relevant each year. Greater and easier access to international experiences through travel and easier communication with others regardless of distance makes this engagement so relevant for girls. Learning about others and the diversity of people of our world, fosters not only friendship now, but also understanding and tolerance into the future.

Over 150 youth and adult Girl Guide Members attended events throughout the world in 2016. WAGGGS World Centres once again proved very popular. Some Members attended events while others committed to longer visits, sometimes volunteering their time for several months in a variety of different roles. Regardless of the duration or type of event they attend Guides return with memories, experiences and skills for life. They return having learned not only about other countries and cultures but about themselves. Many return changed from their experiences, ready for the next challenge.



Some of the events Australian Girl Guides attended in 2016:

- Asia Pacific Regional Conference in Nepal
- Canada Guiding Mosaic
- Finland Finnjamboree
- Hong Kong Centenary Camp
- Malaysia Centenary Camp
- New Zealand International Jamboree
- Our Chalet Swiss Challenge
- Sangam Community Programmes throughout the year
- Sangam Arts 4 Change
- Sangam Asia Pacific Region celebration 50 years
- Sangam 50th Birthday Celebrations
- Sangam Essence of India
- Sangam Love, Dance and Yoga
- Schoolies at Sangam
- Thailand 60th Anniversary camp
- UK Charnwood International Jamboree
- UK Flame
- CSW 60 at the United Nations in New York
- WAGGGS Juliette Low Seminar held in Ghana
- WAGGGS Helen Storrow Seminar at Our Chalet

*“I will never forget the friends I've made, the sights I've seen and the food I've tasted”*

— Nicole Dohrman, 17



## INTERNATIONAL SPOTLIGHT

### Homegrown Leaders go Global: The Juliet Lowe Seminar in Kusafiri Ghana

Girl Guides Australia selected two delegates to the WAGGGS flagship leadership development program for young women, the Juliette Lowe Seminar held in Kusafiri, Ghana. The program provides opportunities for young women to develop their leadership skills in a creative, supportive and inspirational international environment.

In 2016 the JL Seminar focus was *Transforming Our World*. Australian participants Emma Sheard (South Australia) and Kate Rumney (Tasmania) were selected from a strong field of young Leaders in Australian Guiding. With 65 Girl Guides and Girl Scouts from around the world over eight days, Emma and Kate participated in a challenging leadership program that focussed on developing their personal leadership skills, creating transformation in their community and being a change agent for good.

Emma says her experience was life changing. By experiencing life in a different country and building friendships and relationships with other young women from around the world, she says she sees an opportunity to make an impact she had not imagined she could make before.

*“I formed some amazing friendships with inspiring women which reinforced the global Guiding sisterhood ...”*

*“I came to JLS thinking that I wanted to make some small changes within Girl Guides Australia. I now know I want to transform how we work as a global organisation to make better use of our resources so we can reach out to more girls and young women.”*

– Emma Sheard

Kate’s journey not only helped her overcome her fear of public speaking, but opened her thinking about working cross culturally, collaboration and the process of creating change.

*“I learnt to believe in myself even if others doubt me or my plans. By the end of the seminar I was talking in to a microphone in front of over 65 people. From (WAGGGS Leadership and Programme Development Director) Lydia Mutare [I learned] that when developing a plan of action, you need to create small wins as well as the big win when the project is successful. This means you don’t have to wait to eat your cake, you can enjoy a small slice with every small win, instead of waiting to each the whole cake at once when you have a big win.”*

– Kate Rumney

### CSW60 (Commission on the Status of Women)

It was fantastic to see Australia yet again represented on the WAGGGS delegation to the 60th session of Commission on the Status of Women, at UN headquarters in New York. Hannah Woodward (Western Australia) ably represented Girl Guides Australia at CSW 60, taking on the role within the WAGGGS delegation to advocate, lobby, and ensure that girls and young women (and their priorities) were included in the agenda. WAGGGS demonstrated to the UN, governments and Civil Society Organisations that girls and young women are informed and capable, have something vital to contribute and deserve a seat at the table.

*“It was an amazing opportunity to get a better understanding of and contribute to WAGGGS’ advocacy work on the world stage, and meet fantastic Girl Guiding and Girl Scouting people from all over the world”.*

– Hannah Woodward.



## CELEBRATING 20 YEARS OF THE OLAVE PROGRAM

The Olave Program turned 20 in June 2016 and continued to focus its energy on growing its membership base and building relationships between our Olaves and youth Members.

Named after Guiding co-Founder Lady Olave Baden-Powell, the Olave Program is a uniquely Australian way for Guiding members aged 18–30 years to stay engaged and contribute to Guiding.

Through the program, Members take opportunities to:

- make a positive difference in their communities through volunteering, service and advocacy
- challenge themselves through new experiences, especially in the outdoors and internationally
- develop skills and knowledge to enable them to grow as individuals.

Service continued as a focus in 2016 with fundraising for good causes, leadership with younger Guides, and volunteering to improve amenities at Girl Guide facilities just some of the ways Olaves made a positive difference. Some highlights of Olave service activities in 2016:

- supporting the *Share the Dignity* campaign by donating handbags filled with feminine hygiene and sanitary products
- *uplift Bra* project to collect bras and raise money to assist the organisation that distributes them. In 2016 over 1,400 bras were collected and \$250 raised
- assisting with National and State events such as *Be the Leader*, *Patchawee* (Patrol challenge weekend), *Girls Rock* (Victorian event) and State Regattas.

The INSPIRE program fosters links between youth Members and Olaves. Across the country, States and individuals have taken up the challenge to connect and support youth Members, focusing especially on 14–17 year olds. In several States, Olaves play a part in running or assisting at the annual youth leadership weekend required for the Queen's Guide award, further strengthening the links with 14–17 year olds.

Olaves challenged themselves by participating in:

- *Race with Olaves* and *ROAR (Ranger Olave Amazing Rave)*, Amazing Race style scavenger hunt linking Olaves with Guides aged 14 years and over
- Regattas, including events in NSW & ACT and Tasmania;
- *Leading Edge* national youth leadership event in Alice Springs
- peer group activities such as hiking, rock climbing, abseiling, high ropes and aerial yoga.

During 2016 Olave peer groups piloted the *Guide your Money* Independence Program and provided valuable feedback to assist with the development of this important program.



# DELIVER HIGH QUALITY VOLUNTEER EXPERIENCES TO THE AUSTRALIAN COMMUNITY

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## LEARNING & DEVELOPMENT

The Australian Leadership Qualification Program (ALQP) continues to drive excellence in Guiding across Australia. With a focus on supporting and mentoring leaders to learn core skills in Guiding leadership, grow in their engagement with girls and continually improve management of their Guiding Units, our learning and development approach continues to deliver for youth and adult Members.

In 2016 almost 200 Leaders achieved their Leadership Qualification via the *Leaders Passport* and 27 Managers achieved a Management Qualification. At least 91 adult Members have attended Learning and Development courses and webinars, leading to three achieving qualifications as Workshop Presenters, five as Trainers and seven as Training Partners. The ALQP is accredited by WAGGGS.

In October 2016, our Learning and Development team planned an exciting event for GGA trainers and international colleagues at the Orana camp site in Hobart, Tasmania. The *Training for Trainers* event brought together 44 trainers from Australia with eight trainers from New Zealand and Singapore. Over three days they explored facilitation skills with Maia Faulkner, a WAGGGS Leadership Development Programme Trainer, using social media in training, developing e-learning opportunities and enhancing their own Guiding skills. Many thanks to the wonderful hosts from Girl Guides Tasmania. Overwhelmingly positive evaluations from the participants underscore the value of these opportunities and the importance of investing in our trainers.

The Learning and Development Team supports new and experienced Leaders and Managers with resources and training courses to assist them to build their knowledge and skill to better deliver the Australian Guiding Program.

Evaluation of what we do is vital and gives us direction when reviewing the course session notes, content of the Passports and implementing new initiatives. Both positive and constructive comments from participants in the courses enable us to improve learning for all.

*I have a lot to take home and implement. It covered a wide variety of guiding and after leader quals it is a great follow up course.*

— GGA Training Participant, March 2016

This year the Learning and Development Team continued its rigorous focus on quality including:

- rewriting the Promise and Law session in the Unit Leadership Qualification course to better focus on Guiding Promise and Law as part of daily life
- collaborating with the Program, Outdoors, Olave, and International committees ensuring current information is included in all our courses
- continuing to facilitate the *Guiding Orientation* webinar for all those new to Guiding and the *Managing Organisational Risk* webinar for Managers
- Reviewing and adjusting the Learning Passports for all roles.



## TREFOIL GUILD

2016 was an exciting and eventful year for Trefoil Guilds across Australia. In October the 22nd Australian Trefoil Guild Biennial Gathering *Butterflies and Beyond* was held in Adelaide with 205 Members attending from all Australian States, the United Kingdom, New Zealand and Canada. The Opening and Closing Ceremonies were spectacular, as was the thought-provoking *Guides Own* held in the beautiful Pulteney Grammar School Chapel. A series of well organised activities was offered by the Gathering Committee with Chairman Ann Lee. The previous Trefoil Guild Adviser, Barbara Dean, was recognised for her fantastic and selfless work with the Bar to the Emu Award presented by Robinette Emonson, Chief Commissioner of Girl Guides Australia.

Trefoil Guild Advisers Alma Brand (Victoria), Sue Hawkins (Queensland) and Leonie Brit Howard (Tasmania) were farewelled and thanked with a Membership of FAPW (Friends of Asia Pacific WAGGGS) at State Handover Ceremonies. As the Queensland position was vacant for nearly six months, a big thank you went to Margaret Blake for temporarily filling the role until the appointment of Joan Gleeson. In Victoria and Tasmania, Rhona Wiedemann and Bev Brooke were welcomed respectively to the positions of advisers.

In 2016 the Australian Trefoil Guild Thank You Badge was introduced to recognise a Trefoil Guild Member or member of the public who has supported the Trefoil Guild over a period of time. State Advisers were issued with application forms, Certificates of Appreciation, badges and guide lines on presentations. State Trefoil Guilds were also provided with promotional tools including a Trefoil Guild Banner and a supply of Trefoil Guild bookmarks printed with the State Adviser's contact details, for distribution to friends and the community.

The Trefoil Guild Good Turn for 2016 supported the *Days for Girls* Charity which helps girls in developing countries with personal hygiene. The charity in Australia has been most impressed with our generous financial and in kind support. Many Trefoil Guilds are continuing their support as their ongoing Community Good Turn.

During 2016 Trefoil Guild Members over the age of 50 worked on a variety of personal challenges for The Dark Horse Venture under the guidance of Faye Croft, ATG DHV Coordinator.

Our membership during the year was 2,047, with members ranging from 18 to 109 years. Sadly we farewelled Georgie Jeffries, our oldest member, who passed away at 109.

For 2017 we look forward to continuing to plan for the 23rd and 24th Biennial Gatherings in Hobart (2018) and Perth (2020). Trefoil Guilds will also be participating in the 2017 Guild Good Turn Award Liaison which assists Members in nominating worthy recipients of community awards.

**Barbara Fairbairn**  
Australian Trefoil Guild Adviser



# HONORARY AUSTRALIAN ASSOCIATES

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The Board of Girl Guides Australia acknowledges the Members who have provided a significant contribution to the national organisation for a minimum of three years.

These retiring office bearers join hundreds of their colleagues by becoming an Honorary Australian Associate (HAA) of Girl Guides Australia.

During 2016, ten Leaders who had held various roles within Girl Guides Australia were approved by the GGA Board to become HAAs. These members are:

- Anna Branch
- Alma Brand
- Joan Bunker
- Glenorchy Cummings-Summors
- Robyn Gibbs
- Wendy Hall
- Susan Hawkins
- Carol Meiklejohn
- Mary Perkins
- Kerrey Williams

As part of the HAAs these fantastic women continue their national involvement in Guiding through their ongoing connection with GGA. Many remain actively involved as Unit Leaders, Managers and Committee members in their own States, sharing their experience, skills and expertise and their passion for Guiding.

# AUSTRALIAN AWARDS

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Girl Guides Australia pays tribute to Members of the Australian Guiding family and community who have been recognised by awards and honours in 2016. The recognition of the members of our community and the good work they do daily is humbling and inspiring to the national Guiding movement.

## AUSTRALIA DAY HONOURS 2016

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

- Mrs Winifred Mary Dunnachie (VIC)
- Mrs Joy Elaine Jarman (VIC)
- Mrs Jennifer Anne Loughman (VIC)
- Mrs Colleen Mary McCormack (TAS)

## QUEEN'S BIRTHDAY HONOURS 2016

### Officer (AO) in the General Division of the Order of Australia:

- The Honourable Dr Kay Christine Patterson (VIC)

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

- Mrs Noreen Elva Fielding (NSW)
- Mrs Jessie Ann Gibbes (QLD)
- Mrs Valerie Irene Hamilton (NT)
- Mr Douglas George Hardgrave (QLD)
- Mrs Barbara Erica Kregor (TAS)
- Mrs Jean Douglas Paterson (QLD)
- Mrs Elaine Helen Spring (NSW)

## GOOD SERVICE AWARDS

### Red Kangaroo:

awarded for outstanding service to Girl Guides Australia.

- Mrs Joan Bunker, Tasmania

### Bar to the Emu:

for continuation of excellent service to Guiding in various appointments or areas at State or National Level.

- Mrs Barbara Dean, Queensland

# ASIA PACIFIC AWARDS

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

## **Asia Pacific Leadership Award for Unit Leaders:**

- Amanda Farrell, Queensland
- Donna Gallehawk, Queensland
- Emma Gillett , South Australia
- Helen Gray, Queensland
- Catherine Hancock, South Australia
- Annette Harper, Queensland
- Amanda Nicholls , Queensland
- Lesleigh Petersen, Queensland
- Emma Sheard, South Australia

## **Asia Pacific Leadership Award for District, Division, or Region Leaders and State Commissioners:**

- Heather Barnes, South Australia
- Jennifer Coleman, South Australia
- Marilyn Cunningham, Victoria
- Barbara Dean, Queensland
- Dorami Keyt, Queensland
- Jill Livingston, Victoria
- Carmel Stefanoff, Western Australia
- Angela Wareing, South Australia
- Jennifer Wood, South Australia

## **Asia Pacific Leadership Award for Service to Girl Guiding:**

- Bernadette Agostino, South Australia
- Jen Barron, Sangam, Pune, India/Tasmania
- Jane Pennington, Victoria

## **Asia Pacific Appreciation Awards:**

- Dallas Langdon, Queensland
- Marion Langdon (posthumously), Queensland
- Joy Ord

# GGA SPECIAL PURPOSE FUNDS

In 2016, after a review of the operation of our Special Funds, Girl Guides Australia combined and created a new approach to the GGA Special Purpose Funds (SPF).

The combined SPF commenced operation from 1 January 2016 and awarded thirteen grants to youth and adult Members of GGA. These grants supported girls and adult Members to engage more deeply in Guiding and to contribute to the movement in Australia and internationally.

SPF grants are awarded for activities that are in keeping with the intent of the Business or Strategic Plan of Girl Guides Australia or WAGGGS, reflecting the purposes of the previous Funds.

The Funds brought together are:

- Gregory Fellowship
- Irene Fairbairn Fund
- Wilma Torney Fund
- Eleanor Manning Fund
- Amy Bush Fund

The new Special Purpose Funds have three main priorities for awarding grants:

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

We recognise the origins of our Special Purpose Funds and the people that they honoured, with deep thanks.

**Dorothy Lapham**  
Chair of Girl Guides Australia Special Purpose Funds  
Executive Committee

Special Purpose Funds	Details	Number	Allocated (2016) \$	% Of Total Allocations
<b>Priority: Projects</b> (for people rather than buildings)	Project beneficial to Guiding in Australia or the world.	2	2,280.74	25.4%
<b>Priority: Events for younger Members</b> (Members aged 13–35 years)	Attend a State, National or International event.	8	2,210.00	24.6%
<b>Priority: Events representing GGA</b> (internal & external organisations)	Attend events by GGA, MO, WAGGGS, gov't & non-gov't organisations.	3	4,500.00	50.0%
		<b>TOTAL</b>	<b>8,990.74</b>	<b>100%</b>
		<b>BUDGET</b>	<b>9,000.00</b>	

# BE AN EFFICIENT, EFFECTIVE & PRODUCTIVE ORGANISATION

## Guide Lines: our source of truth

In June 2016 we launched our *Guide Lines* website [www.guidelinesforgirlguides.org.au](http://www.guidelinesforgirlguides.org.au) replacing all hard copy forms and policy manuals.

*Guide Lines* is the package of policies, procedures and forms used by Guiding across Australia.

Establishing the dedicated *Guide Lines* website is already delivering significant benefits to Guiding. Guiding Members and supporters have easy online access to the information they need immediately to create safe environments and deliver our fantastic, positive programs.

The investment in the dedicated website means that our Members can easily find what they need from a central on-line location. National co-ordination means key policies and procedures are developed, updated and distributed in one process stream, saving time and resources.

CGA continues to work to ensure that information is easy to find, easy to understand, consistent, accurate, current and most importantly, can be actioned by local Unit Leaders. The seamless access to this information (key policies, procedures and forms that support Guiding) is being driven by three key elements—great people, technology and national co-ordination.

The development of the website was a recommendation from the 2015 CGA Policy and Procedures Review. The review included extensive consultation with individual Members and SCGOs.

Many thanks to the team of skilled and passionate people across Australia that has been working together to ensure Guiding is supported by the best information possible.

The 'send feedback' button on the *Guide Lines* website has proved invaluable. Our Members are able to provide comment or ask questions as they engage with the material. We track the responses, answer questions and make changes so that the information is clear and easily understood.



# WORKING TOGETHER ACROSS AUSTRALIA

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Girl Guides Australia works closely with our SGGO members and our national workforce (Managers, Advisors and Committees) so that we have strong and consistent leadership across the country. Girl Guides Australia is supported by many volunteers across Australia and we thank them for their generous contributions, expertise and time.

## Girl Guides Australia Leadership Team 2016

Name	Role
Robinette Emonson	Chief Commissioner and Chair of the Board
Susan Campbell	Assistant Chief Commissioner
Miranda Cummings	Assistant Chief Commissioner
Kit McMahon	Chief Executive Officer (to July 2016)
Paul Giles	Interim Chief Executive Officer (September – December 2016)

## Management Advisory Committee

The Management Advisory Committee is designed to support the Chief Executive Officer and 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.

The Management Advisory Committee consists of the National Department Managers (all volunteers) and Senior Executive Officers from each of our SGGOs. The MAC works to implement the GGA strategic directions, support the efficient and effective operation of Guiding nationally and promotes collaboration, support and sharing of resources.

GGA thanks the members of MAC for their hard work and support throughout 2016.

## National Departmental Managers 2016

Name	Role
Helen Reid	National Program Manager
Jane Boroky	National Learning and Development Manager
Nicole Young	National Olave Program Manager
Anne Crummy	National Outdoors Manager
Bronwyn Cole	National International Manager

## State Executive Officers 2016

Name	Role
Jennifer Fleming	CEO, Girl Guides Victoria
Peta Gillies (until October 2016)	CEO, Girl Guides NSW & ACT
Matthew Maxted	General Manager, Girl Guides Western Australia
Paul Nicholls	SEO, Girl Guides Queensland
Jane Rudwick	Office Manager, Girl Guides NT
Viv Rylance	SEO, Girl Guides Tasmania
Helen McLean (until July 2016) Sandra Turner (from July 2016)	CEO, Girl Guides South Australia

## Advisors and Committee Leadership

GGA also thanks our Advisors and Committee leadership who contribute to important areas of work such as arranging international travel, managing operational risk and maintaining contact with our Guiding Alumni through the Trefoil Guild and Honorary Australian Associates.

Name	Role
Wendy Davis	International Travel Consultant
Wendy Hall	Chair, Risk Management Committee (to November 2016)
Janelle Howell	Chair, Risk Management Committee (from November 2016)
Barbara Fairbairn	National Trefoil Advisor
Lynne Price	Chair, Honorary Australian Associates
VACANT	Australian Archivist

# GGA BOARD OF DIRECTORS 2016

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

- Seven Directors nominated by a State Girl Guide Organisation
- Two Appointed Directors
- The Treasurer
- The Chief Commissioner and Chair of the Girl Guides Australia Board.

The Board is supported by five Board committees:

- Australian Guiding Council – Chair, Susan Campbell (Assistant Chief Commissioner)
- Governance – Chair, Miranda Cummings (Assistant Chief Commissioner)
- Guiding Operations – Chair, Theresa Davies
- Human Resources – Chair, Susan Campbell (Assistant Chief Commissioner)
- Finance and Risk – Chair, Janet Torney (Treasurer)

Director	Appointed/Resigned
Robinette Emonson (Chair)	Resigned 31/12/2016
Jane Dent	Resigned 23/03/2016
Janet Torney (Treasurer)	Appointed 01/07/2013
Theresa Davies	Resigned 31/12/2016
Velia Nicholls	Appointed 01/04/2014
Ann Lilley	Appointed 29/05/2015
Rocio Verastegui (Appointed Director)	Appointed 07/09/2015
Paul Giles* (Appointed Director)	Appointed 08/09/2015
Dawn Borchart	Appointed 06/10/2015
Rosemary Derwin	Appointed 05/11/2015
Linda Elezovich	Appointed 01/01/2016
Kate Alcorso	Appointed 04/04/2016
Helen Geard	Appointed 01/01/2017

\*Mr Giles took a leave of absence from the GGA Board from September 2016 to December 2016 while in the role of Interim Chief Executive Officer of GGA.

# MEETINGS OF DIRECTORS

During 2016, nine meetings of Directors and 21 committee meetings were held.

Attendance by each Director during the year were as follows:

Directors	Directors Meetings		Committee Meetings	
	Number eligible to attend	Number attended	Number eligible to attend	Number attended
Kate Alcorso	8	7	1	1
Dawn Borchart	9	8	8	7
Theresa Davies	9	8	7	7
Jane Dent	1	1	2	2
Rosemary Derwin	9	9	5	5
Linda Elezovich	9	9	7	7
Robinette Emonson	8	7	19	14
Paul Giles	4	3	13	12
Ann Lilley	9	7	6	6
Velia Nicholls	9	7	6	6
Elizabeth Starr			2	2
Janet Torney	9	9	5	5
Rocio Verstagui	9	5	7	6

# OUR SUPPORTERS

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Girl Guides Australia sincerely thanks our supporters who have provided funding or assistance, resources and expertise pro bono to our organisation in 2016.

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*.



Australian Government  
Department of the Prime Minister and Cabinet

# FINANCIAL STATEMENTS

## Statement of Profit or Loss and Other Comprehensive Income For the Year Ended 31 December 2016

	2016	2015
Note	\$	\$
Revenue from continuing operations	2,943,992	2,647,923
Changes in inventories	(9,342)	(10,580)
Purchases for resale	(1,354,081)	(1,139,692)
Employee benefits expense	(513,783)	(416,576)
Depreciation expense	(3,998)	(7,403)
Grant expenditure	(189,839)	(113,270)
Consultancy fees	(47,110)	(127,424)
Insurance	(311,852)	(330,386)
Travel and accommodation	(158,382)	(174,896)
Other expenses	(314,762)	(303,751)
<b>Surplus before income tax</b>	<b>40,843</b>	<b>23,945</b>
Income tax expense	-	-
<b>Surplus for the year</b>	<b>40,843</b>	<b>23,945</b>
<b>Other comprehensive income</b>		
Net loss on revaluation of financial assets	(26,173)	(50,921)
<b>Total comprehensive income/(loss) for the year</b>	<b>14,670</b>	<b>(26,976)</b>

# FINANCIAL STATEMENTS

## Statement of Financial Position 31 December 2016

	Note	2016 \$	2015 \$
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	4	771,434	830,236
Trade and other receivables	5	164,177	189,431
Inventories	6	11,455	19,895
Financial assets	8	207,660	240,379
Other assets	7	57,180	57,572
<b>TOTAL CURRENT ASSETS</b>		<b>1,211,906</b>	<b>1,337,513</b>
<b>NON-CURRENT ASSETS</b>			
Financial assets	8	2,763,350	2,615,881
Property, plant and equipment	9	4,154	8,152
<b>TOTAL NON-CURRENT ASSETS</b>		<b>2,767,504</b>	<b>2,624,033</b>
<b>TOTAL ASSETS</b>		<b>3,979,410</b>	<b>3,961,546</b>
<b>LIABILITIES</b>			
<b>CURRENT LIABILITIES</b>			
Trade and other payables	10	143,209	100,508
Employee benefits	11	19,862	22,377
Other liabilities	12	188,733	220,130
<b>TOTAL CURRENT LIABILITIES</b>		<b>351,804</b>	<b>343,015</b>
<b>NON-CURRENT LIABILITIES</b>			
Employee benefits	11	1,847	-
<b>TOTAL NON-CURRENT LIABILITIES</b>		<b>1,847</b>	<b>-</b>
<b>TOTAL LIABILITIES</b>		<b>353,651</b>	<b>343,015</b>
<b>NET ASSETS</b>		<b>3,625,759</b>	<b>3,618,531</b>
<b>EQUITY</b>			
Reserves	13(a)	320,757	346,930
Accumulated funds	13(b)	3,305,002	3,271,601
<b>TOTAL EQUITY</b>		<b>3,625,759</b>	<b>3,618,531</b>

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

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**GIRL GUIDES**  
**A U S T R A L I A**

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

[www.girlguides.org.au](http://www.girlguides.org.au)

