



GIRL GUIDES
AUSTRALIA

ANNUAL REPORT
2018



WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

With ten million Girl Guides and Girl Scouts from 150 countries across the world, the World Association of Girl Guides and Girl Scouts (WAGGGS) is the largest voluntary movement dedicated to girls and young women in the world.

ASIA PACIFIC REGION

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

ARAB REGION

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

AFRICA REGION

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

WESTERN HEMISPHERE REGION

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

EUROPE REGION

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

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



Her Excellency Lady Cosgrove



Girl Guides Australia Annual Report 2018

Fun, friendship and adventure—these things so accurately sum up what Guiding means to so many girls and young women across Australia.

Guiding is a friendly, supportive and active environment that provides wonderful opportunities for girls and young women to take on new challenges, explore their strengths and interests and grow into confident, caring and respected members of the community.

From earning badges for all kinds of skills and service, enjoying the great outdoors and even gazing at the stars from around a campfire, to pursuing further achievement through the Queen's Guide Award and Duke of Edinburgh Schemes, Guides is about new challenges, fulfilling potential and being prepared to take your place in the world.

As an inclusive and welcoming organisation, Guides has demonstrated yet again in 2018 just how much it contributes to the development of girls and young women, and in the process, reinforcing their enormous value to our broader society.

I am proud to be the Patron of Girl Guides Australia and wish you well for another successful, and productive year ahead.

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Girl Guides Australia ABN: 50 070 581 770.
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CHIEF COMMISSIONER'S REPORT



Girl Guiding is focussed on giving girls and young women opportunities and space to grow, learn and explore so they can be equipped for all that life will bring them. As you read this annual report for 2018 it is evident that Girl Guides across Australia have had some wonderful adventures, shared the joy of friendships, and experienced great fun. Volunteer leaders are providing inspiring and relevant programs.

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

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

2018 was a journey of transition and transformation for Girl Guides Australia which included the opportunity to set the fundamentals for a new governance and leadership model. Our achievements, highlighted in this report, demonstrate commitment to the agreed strategic goals to ensure Guiding in Australia continues to deliver on its Mission.

- 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 Be an efficient, effective and productive organisation

I was honoured to be appointed to the role of Acting Chief Commissioner while the Board of Girl Guides Australia reviewed the leadership of Girl Guiding in Australia. Following extensive consultations and consideration it was agreed it was beneficial to separate the Chair of Girl Guides Australia function from the Chief Commissioner to create more robust organisational governance. An extensive recruitment process culminated in my appointment as Chief Commissioner and the appointment of Janet Torney as Chair of Girl Guides Australia from 1 December 2018.

Girl Guides Australia also undertook a range of new projects commencing with the independent review of Child Safe Child Friendly practices across Girl Guiding in Australia. This work was spearheaded in the light of the obligations of the National Child Safe Principles on organisations working with children and young people. Girl Guides Australia continues to reflect and enhance its best practices to adhere to our duty of care to our girls and young women.

Commitment to diversity and inclusion is an essential underpinning of the Girl Guide Promise and Guide Law and a fundamental requirement for an organisation seeking to serve the Australian community. The introduction of the Girl Guides Australia Diversity and Inclusion policy demonstrates the intention for the organisation to continue to be diverse and inclusive and recognises the broad array of females who can benefit from the opportunities offered by Girl Guides.

Many operational and system improvements were introduced including consolidation of the Girl Guides Australia finance function and rationalisation of technology with a move toward cloud-based information systems.

A special thankyou is extended to Marianne Karam, Girl Guides Australia Company Secretary, for stepping into the role of Interim Chief Executive Officer for 2018. Marianne's experience, energy and commitment was appreciated by the Board and staff of Girl Guides Australia and contributed to the 2018 achievements.

A special acknowledgement of the National Volunteer Managers who work across Guiding in Australia: Helen Reid (National Program Manager), Jane Boroky (National Learning and Development Manager), Ann Crummy (National Outdoor Manager), Nicole Young (National Olave Program Manager) and Bronwyn Cole (National International Manager). They are each to be commended for their commitment to Guiding in Australia. Their contribution has been substantial. A particular thank you is extended to Helen Reid, Jane Boroky and Nicole Young as they completed their terms of appointment at the end of 2018.

Guiding would simply not exist without the dedicated Leaders, volunteers, supporters and staff who share a passion for the development of girls within our community. To each of you from the Board of Girl Guides Australia - a very sincere THANKYOU.



Rosemary Derwin
Chief Commissioner

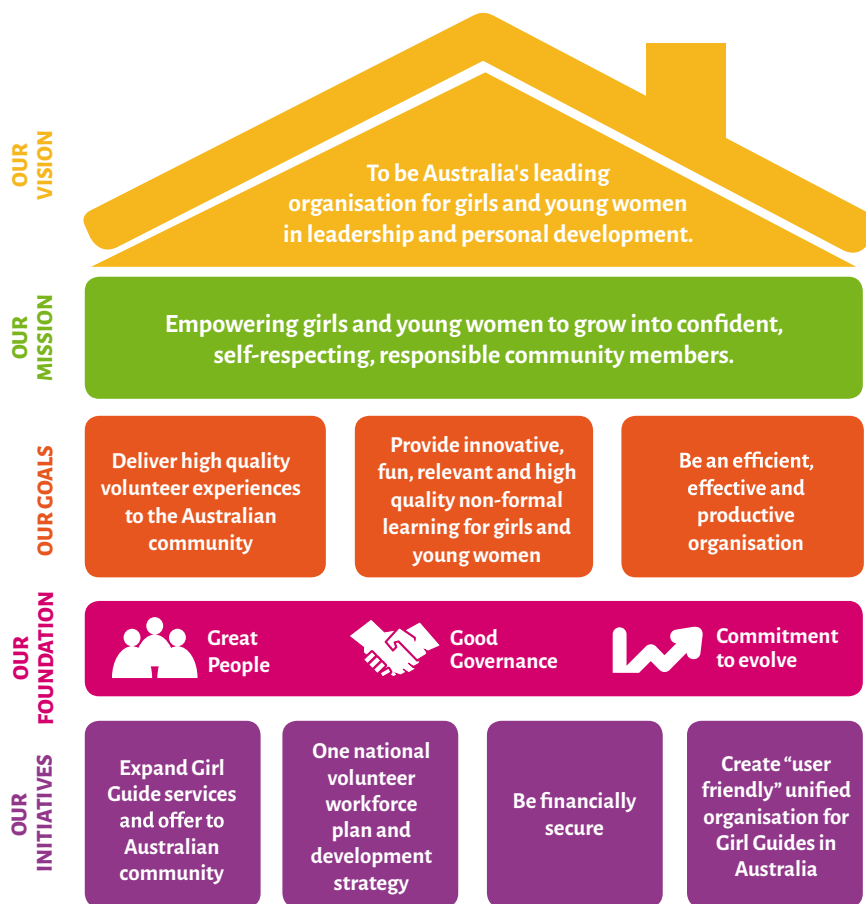
The Guide Promise

*I promise
that I will do my best
To be true to myself and
develop my beliefs
To serve my community
and Australia
And live by the Guide Law*

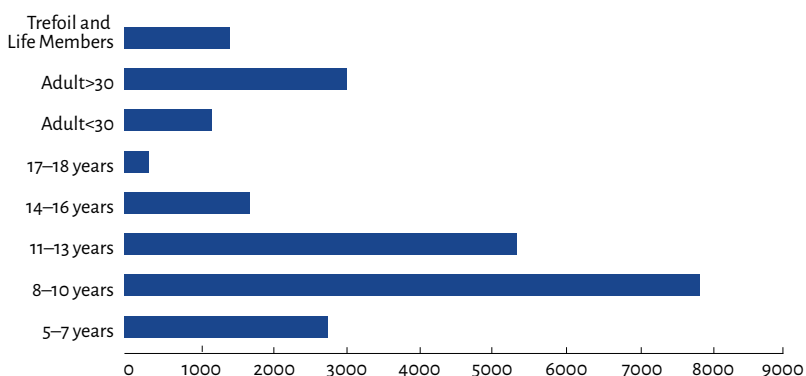
OUR STRATEGY

Our strategy

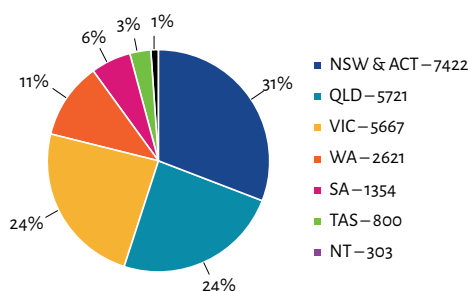
Girl Guides Australia's Strategic Plan for 2020 was created through extensive consultation across Australia with our key stakeholders. A powerful statement for our vision for the future, this strategic plan is designed to set up Guiding in Australia for success.



Girl Guides Australia Membership (total 23,798)



Membership by State & Territory (total 23,798)



ABOUT GIRL GUIDES AUSTRALIA

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

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

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

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

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

Empowering Girls And Young Women

The Australian Guide Program

Girl Guides provides an innovative, relevant and high quality flexible, non-formal educational program for girls and young women, anchored by a shared purpose of making the world a better place. Girl Guides develops leadership skills and a sense of personal responsibility in an inclusive, supportive, safe and friendly girls-only environment.

The Australian Guide Program (AGP) is a non-formal educational program based on shared leadership and decision-making at all ages. The AGP encourages and supports Guides to discover, plan and connect with their community to make a difference.

All the activities Guides do, from weekly meetings, to camps, to expeditions and hikes, are driven by the girls themselves with input and assistance from their Leaders and are planned to match the girls' abilities.

Commonwealth Games Challenge

The Commonwealth Games Challenge was launched at an event on the Gold Coast in February 2018. Girls in all corners of Australia embraced the four elements of the AGP completing challenges in the areas of Physical, People, Practical and Self. Girls in Units and Districts competed in their own version of the Commonwealth Games as they designed their own events, flags, medals and outfits. Learning more about female athletes and other countries competing in the games as well as the mascots and motto of the Games expanded girls' horizons.



Saluting their Service Challenge

As part of their local and State communities, Guides and their Leaders acknowledge the service given by our ANZACs. This year's challenge focused on learning more about what was happening at home to support the war effort. From building planes to growing crops, living on war rations to learning first aid were all a part of home life. This badge remains a popular part of many Guide Units' program and helps girls understand some of our Australian history.





Guide Your Money

The Guide Your Money project, established by Girl Guides Australia (GGA) in 2014 and supported by grant funding from Financial Literacy Australia, aimed to deliver financial literacy learning programs for Girl Guides and Olaves to build financial literacy.

This program continued to be available for girls and leaders providing the opportunity for Girl Guides to increase their financial knowledge, skills and confidence in 2018.



Free Being Me – Action on Body Confidence

Free Being Me – Action on Body Confidence is a WAGGGS advocacy program. It is a co-educational program for young people aged 7-25 which supports young people to plan and run their own body confidence advocacy projects.

Through exciting and engaging age-appropriate activities, the biggest body confidence issues in their community are identified, and participants work together to plan a project that raises awareness and asks decision makers for change.



Women in Transport Australia

In 2018 Women in Transport in Australia worked with us to develop an activity book for girls to explore the role women play in keeping Australia moving. Many Guides around Australia challenged themselves with the activities in the book to explore different modes of transport, built their own moving objects, and invited local women in the transport industry to visit their Guide Unit and share their experiences.





Girl Guide Biscuits

2018 was celebrated as the Diamond Anniversary for Girl Guides selling biscuits in Australia. For 60 years Girl Guides have held their annual Girl Guide Biscuit Drive to raise funds for programs and activities that empower girls and young women and throughout 2018 over 350,000 packets of biscuits were sold. During this girl-led campaign, Guides gain skills in money management and team work and actively engage with their local community.



Getting Into Governance

2018 saw the launch of Getting into Governance, aimed at empowering girls and young women aged 16–24 to grow their leadership and governance skills so they can be the next generation of boardroom leaders. The Getting into Governance program, funded by the Australian Government, saw 24 young women from across Australia come together over a weekend to build their skills, confidence and networks. Each participant had the opportunity to work with a mentor to explore their next steps into the boardroom.



INTERNATIONAL DAY OF THE GIRL

Thursday 11 October is a special day - it is marked by the United Nations as the International Day of the Girl Child. The aim is to focus attention on the need to address the challenges girls face and to promote girls' empowerment and the fulfilment of their human rights. This is what we do in Girl Guides every day. Each year WAGGGS celebrates #TeamGirl with a different theme. In 2018 the focus was on the POWER and POTENTIAL of girls. Guides across Australia embraced the superhero theme and participated in a variety of activities to enhance their superhero powers helping them reach their fullest potential.





Girl Guides Go Outdoors

Building Resilience through adventure

Co-Australian of the Year 2019 Dr Richard Harris expressed the need for children and adults to explore the outdoors. In his acceptance speech he said, "I do fear for kids today who, living in a risk-averse society, will not learn to challenge themselves and to earn the grazed knees and stubbed toes that really are necessary to build resilience". Guiding in the outdoors fosters resilience by encouraging the learning of new skills and helps Leaders and Guides to identify and manage risks.

Sydney Jamboree 2018 provided an opportunity for resilience building through adventure for many youth and adult members. Adventures ranged from canyoning, sailing, white water rafting, surfing, caving, hiking and climbing the Sydney Harbour Bridge. Other adventure-based activities undertaken throughout the year by youth and adult members across Australia include land and water expeditions, camping, abseiling and rock climbing, archery and urban based adventures. All these activities provide opportunity for members to challenge themselves, explore the outdoors and have fun. By dealing with unexpected and changing situations leadership skills, self-development and confidence creating a nexus for safe risk taking.

During 2018 Girl Guides Australia renewed and reinvigorated outdoor and environment related relationships with Clean Up Australia Day, Earth Hour, Keep Australia Beautiful and Clean up the World. 224 Guide Units across Australia participated in Clean Up Day. This was a 7% increase from the number that helped Clean Up in 2017. Girl Guides Australia are very proud to have been supporters of Clean Up Australia Day since the program commenced in 1990.

2018 saw an increased interest in environment related activities and advocacy. Girl Guides Australia had two participants attend the Helen Storrow Seminar, a premier event for young women focused on Leadership in the environment sector.

In 2018 there was a focus on establishing a cyclable review of existing adult outdoor qualifications as well as providing feedback to relevant components of the Australian Guide Program including the Girl Recognition System. This work has included collaboration with the Learning & Development and Program teams.

Expansion of the Activity Manual is encouraging Units to participate in a wide and varied range of adventure-based activities that foster and encourage skill development and resilience in a safe environment.

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

SYDNEY JAMBOREE 2018

Thanks is extended to Girl Guides NSW & ACT for hosting the Girl Guides Australia international Jamboree Sydney 2018 in October. A Jamboree is an unforgettable experience. Defined as a large, celebration often in the outdoors - Girl Guides do them well. And Sydney 2018 was no different. More than 1400 Girl Guides and volunteers from around Australia were joined by Guiding members from Canada, New Zealand, UK, Japan, Philippines, USA, Singapore, and Malaysia for a week of fun, friendship and adventure.



OLAVE PROGRAM

The Olave Program is a personal development program for members of Guiding in Australia aged 18 to 30 years. It focuses on the three aspects of community, adventure and self-development.

The Olave Program empowers young women to further develop as confident, self-respecting, responsible global community members. It also provides a voice for the young women of Guiding.

Participating in the Olave Program provides great opportunities for challenge and adventure, getting involved in the community, meeting new people and developing new skills and abilities.

Community

Olave Program members are visible in their community participating in many different community projects. The focus of these projects include women's empowerment, environmental sustainability, fundraising and supporting Girl Guiding. Whether it be walking in a Cancer Council Relay for Life, collecting and distributing goods for Share the Dignity, joining with Clean-Up Australia, raising awareness and raising funds for Days for Girls, extending the impact of Operation Uplift, and creating trauma teddies, Olave Program members demonstrate their commitment to making a difference in their worlds.

Adventure

Adventure is key for Olave members. The Olave Program provides opportunities to try new things, visit new places, share new experiences. These may be local, state, national or international adventure.

Olaves often have a desire to travel and many Olave members travelled on Girl Guide adventures in 2018 to many countries including Japan, New Zealand, Malaysia, Mexico, Switzerland, Uganda and UK.

Self-Development

Olaves take opportunities to develop skills and knowledge to enable them to grow as individuals. This is a personal challenge. During 2018 Olave Program members from around the country joined together through simultaneous events held in each State with a focus on leadership development.





INTERNATIONAL GUIDING

International experiences with Girl Guides give participants unique and exciting opportunities to explore the wider world while learning more about themselves and others. Many of our young women who participate in international programs highlight the positive and sometimes life changing impact the experience has on them. 2018 saw Australian Girl Guides visit all five of our World Centres participating in a range of programs and volunteering opportunities. In addition to sending contingents to camps hosted by other WAGGGS Member Organisations, Australian Girl Guides welcomed and enjoyed meeting the many international visitors who attended the Sydney Jamboree.

A large contingent of almost fifty Guides and Leaders attended Flight 2018 the New Zealand Ranger Event. Participants thoroughly enjoyed a wide range of adventure based activities and sharing these experiences with Guiding sisters from around the world.

The WAGGGS new Leadership Model based on Mindsets was the focus of the program at many events during 2018. With this in mind the Asia Pacific Region once again offered a Conference for Leaders of Girls led by WAGGGS facilitators. Hosted by the Girl Scouts of the Philippines, Girl Guides Australia were delighted to have five representatives attending this relevant and innovative training event.

In December 2018, Kusafiri World Centre hosted a leadership program to prepare WAGGGS facilitators for the Juliette Low Seminar which will occur simultaneously in twenty hub locations in 2019. Girl Guides Australia are pleased to have been appointed as a hub location for this event. In addition to Australia being well represented in this program, members also attended the Kusafiri cultural programme which immersed participants in the culture, heritage and diversity of Uganda.

International events which Australian Girl Guides attended in 2018 included:

- Flight 2018! New Zealand Ranger Event
- Malaysia George Town camp
- Roverway in the Netherlands
- Malta Mediterranean Jamboree
- Arden in the UK
- Japan exchange with Girl Guides Tasmania
- Asia Pacific Region Leader of Girls Conference in the Philippines
- Reach for the Stars at Sangam World Centre in India
- Day of the Dead at Our Cabana World Centre in Mexico
- Sea Adventure at Our Cabana World Centre in Mexico
- New year's event at Our Cabana World Centre in Mexico
- Uganda Cultural Event at Kusafiri World Centre
- WAGGGS Facilitator Training at Kusafiri World Centre at the time located in Uganda
- Helen Storrow Seminar at Our Chalet World Centre in Switzerland

“Do it! Embrace the opportunities that arise as they can be transformational experiences and open many more amazing doors in Guiding but also beyond.”

– Bronwyn Hughes.





INTERNATIONAL SPOTLIGHT

Juliette Low Seminar – Uganda 2018

In December of 2018 a contingent of six Australians set off to Entebbe, Uganda to attend one of the two WAGGGS events being held at the Girl Guide Kusafiri World Centre. Two participants attended the cultural program which provided the opportunity to experience Ugandan art, people, crafts and traditions. The other was the major international training event for prospective and experienced facilitators of a Girl Guide youth event, the Juliette Low Seminar which is being held in twenty hubs worldwide in November 2019. The training explored the new WAGGGS leadership model and gender equality and created international friendship and connections, and the participants are now prepared to deliver the program.

“This amazing global organisation has opportunities coming up every day. Opportunities to get involved at home, in a service or facilitator team for the Australian JLS hub in Sydney, opportunities to attend the JLS as a participant in one of the twenty hubs, opportunities to volunteer at World Centres and opportunities to camp or jamboree in many, many countries.”

– Rosemarie Waite



Volunteering

Throughout 2018 Guides from Australia have had many opportunities to apply to work as volunteers overseas in the World Centres. In 2018 Louise Pennington volunteered at Sangam and enjoyed the experience so much that she went back to work in an official capacity.

“I’ve found the volunteer experience allowed me a safe passage to experience such a diverse country [India]. I was able to step outside my comfort zone with someone next to me, knowing I was broadening my understanding of people and cultures and enabling others to do the same. It is fascinating and disconcerting to learn how to mould each day based on our surroundings and interactions, each day brings a completely new experience to how I react and process, and it continues to give clarity to the bigger picture.”

– Louise Pennington

Nations Framework Convention on Climate Change 2018

The 24th Conference of the Parties to the United Nations Framework Convention on Climate Change (COP24) was held and Emily Milton Smith (Girl Guides NSW & ACT) mentored the delegation of young women from WAGGGS who participated in the global forum.

“Girl Guides has been an incredible learning space where I’ve grown and become the person I am today. Girl Guides is #ForHerWorld ... we want a world where girls are valued. Where their voices are heard, and people listen; where they are empowered. The UN is a global stage. I take the responsibility seriously: to speak out for girls and young women while also helping them to raise their voice and be heard. Getting decision-makers to agreement is difficult, but it’s one key area to get commitments from our world’s leaders: the folk who then go back to realise those commitments in their home countries. Girl Guides is global, so we have a huge infrastructure to be able to connect with girls as young as 5 years old and ensure they have opportunities to feed in. Impact is borne out of inspiration and action, influencing change for a better world!”

– Emily Milton Smith

DELIVER HIGH QUALITY VOLUNTEER EXPERIENCES TO THE AUSTRALIAN COMMUNITY

LEARNING & DEVELOPMENT

During 2018 the national Learning and Development team, continued their focus on ensuring the Girl Guides Australia Learning and Qualification Program was delivered across Australia to ensure leaders were equipped with the necessary skills and resources to facilitate the delivery of the Australian Guide Program.

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

To reach this goal some particular areas of focus in 2018 were:

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

Some feedback received during the year from Leaders following participation in training includes:

Why did you become an adult member of Girl Guides?

- *I loved my time as a Girl Guide and wanted to contribute*
- *I thought I should help out. However, once I started I couldn't imagine leaving the girls, and nearly 25 years later, here I still am...*

Comments about Leadership Qualification training:

- *Wonderful when I go, fabulous resources are on offer, a great time to meet other leaders and ask questions*
- *I think it is good that it is more flexible now in terms of being spread over multiple weekends and having online modules.*

More than 400 adult members completed a Girl Guides Australia leadership qualification in 2018. The number of training events held across Australia exceeded 800. Thanks is extended to all volunteers who are involved with Learning and Development of the leaders of Girl Guides Australia for their commitment and passion to ensure Girl Guides Australia deliver high quality volunteer experiences to the Australian community.



TREFOIL GUILD

Trefoil Guilds around Australia continue to be active socially as well as supporting Guiding in various ways including helping Guides learn new skills, provide financial support and to share their Guiding experiences.

Service: Trefoil Guild members support the community by raising funds for various charities, providing assistance for events and practical support for projects such as Days for Girls. During 2018 Trefoil Guilds donated \$64,765 to Guiding and their communities. \$31,131 of these funds were used to support Girl Guiding both locally and internationally with the balance supporting other charities.

Southern Cross Challenge: This Challenge was launched on Thinking Day and is for Trefoil Guild members over 18 years to encourage personal development.

23rd Biennial Australian Trefoil Guild Gathering: Held in Tasmania in May this event provided a wonderful opportunity to celebrate Trefoil Guilds, to plan future service projects, share friendship and fellowship together and consider ways Trefoil Guild members can support Girl Guiding in Australia. The Governor of Tasmania, Her Excellency Professor Kate Warner AC, welcomed the Trefoil Guild members to Tasmania.

At the Gathering, Sally Thornton was 'Thanked and Farewelled' as she completed her three-year appointment as NSW&ACT State Trefoil Guild Adviser. Sharyn Smith-Anderson was 'Welcomed' as the newly appointed NSW&ACT State Trefoil Guild Adviser.

International: Trefoil Guild members also continue to be involved in international events such as the Friends of Asia Pacific WAGGGS event organised by Girl Scouts Mongolia and visits to the World Centres such as Sangam in India.

FUTURE PLANS

The 2019 Australian Trefoil Guild Good Turn will encourage members to donate 'Care Packs' to their local refuges for women, men and children.

2020 will see Australia Trefoil Guilds celebrating 75 years of Trefoil Guilds in Australia and the next National Gathering will be held in Perth in September 2020.

THANKS AND CONGRATULATIONS

Barbara Fairbairn completed her three-year term as Australian Trefoil Guild Adviser in September 2018. Thanks is extended to Barbara for her commitment and leadership. Thanks is also extended to the team who supported Barbara in the role: Julia Morgan, Heather Baker, Lorraine Buchanan, Faye Croft and Barbara Dean.

Congratulation is extended to Barbara Fairbairn on the award of Grey Kangaroo to acknowledge her significant contribution to Girl Guiding.

Congratulations to Marcia Andrews on her appointment as the Australian Trefoil Guild Adviser from September 2018. Best wishes is extended to Marcia and her team as they work to support Trefoil Guild across Australia over the next three years.



HONORARY AUSTRALIAN ASSOCIATES

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

During 2018, seven adult members who have held various roles within Girl Guides Australia were approved to become Honorary Australian Associates. These members are:

- Kathleen Barrington
- Sue Carr
- Katie Conroy
- Cassie Robbins
- Sally Thornton
- Rosemarie Waite
- Louisa Watts

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

Girl Guides Australia pays tribute to members of the Australian Guiding family and community who have been recognised by awards and honours in 2018. The recognition of the members of our community and the good work that they undertake on a daily basis, is as humbling as it is inspiring to the National Guiding Movement. Congratulations to all recipients.

QUEEN'S BIRTHDAY HONOURS

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

- Elizabeth Butson – Western Australia

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

- Dr Beverley Begg – Victoria
- Rosemary Costar – NSW
- Janice Flett – Western Australia
- Doris Hoffman – NSW
- Jan Rose – Western Australia
- Margaret Taylor – Victoria

GOOD SERVICE AWARDS

Grey Kangaroo

- Lynne Emblin OAM – Victoria
- Barbara Fairbairn – NSW
- Jan Forrest – South Australia
- Anne Lee – South Australia
- Anne Lilley – NT
- Fiona Thomson – South Australia

Red Kangaroo

- Janet Simmons – South Australia
- Annette Swaffield – Victoria

Silver Kangaroo

- Fiona Bennett - Victoria
- Margaret Devlin - Victoria

GGA also recognises and congratulates adult Volunteers who have been recognised by their SGGO with a Good Service Award.

ASIA PACIFIC AWARDS

The Asia Pacific Leadership Award is to recognise achievement of Leaders in the Member Organisations of the Asia Pacific Region.

It is awarded in three categories namely Unit Leaders; District and Region and State Commissioners; and Service to Guiding.

Asia Pacific Leadership Award for Unit Leaders

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

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

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

Asia Pacific Leadership Award for Service to Girl Guiding:

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

BE AN EFFICIENT, EFFECTIVE & PRODUCTIVE ORGANISATION

DIVERSITY AND INCLUSION

Commitment to diversity and inclusion is an essential underpinning of the Girl Guide Promise and Guide Law and a fundamental requirement for an organisation seeking to serve the Australian community.

Girl Guides Australia is committed to providing a respectful, open and safe environment where:

- All people are treated equitably and with mutual respect regardless of their background, ethnicity, culture, language, beliefs, gender identity, sexual orientation, age, socio-economic status, level of ability, additional needs, family structure or lifestyle; and
- Inclusive practices actively support diversity and counteract bias and prejudice.

2018 saw the launch of the Girl Guides Australia Diversity and Inclusion policy. Membership of Girl Guides Australia and the State Girl Guides organisations is limited to girls and women. Under the terms of the Diversity and Inclusion Policy, 'girls and women' includes persons who identify as, and live their lives as, females. This policy recognises the broad array of females who can benefit from the opportunities offered by Girl Guides and encourages members of Guiding to proactively aim for inclusive practices.

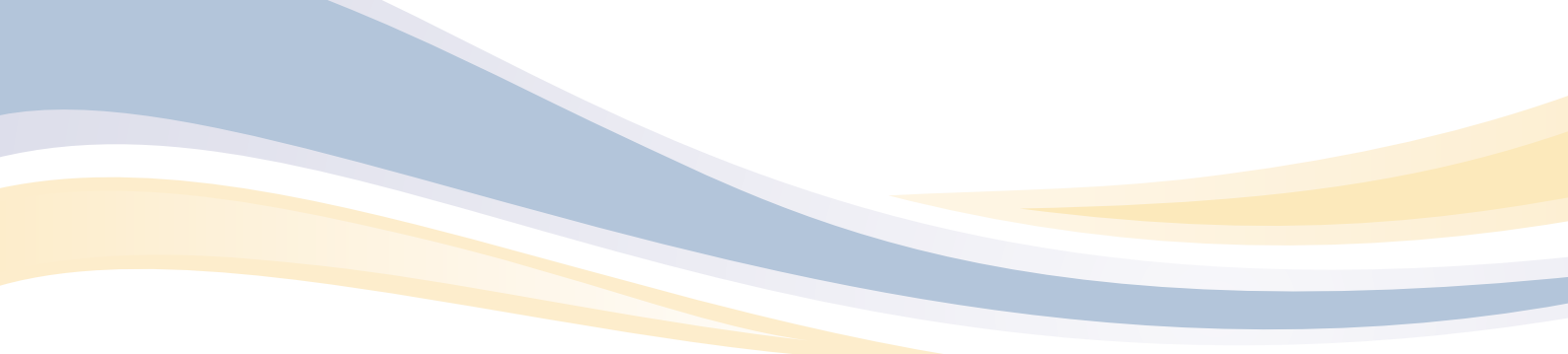
LEADERSHIP OF GIRL GUIDES AUSTRALIA

During 2018, the Board of Girl Guides Australia commenced a review of the governance structure of the organisation. One of the areas considered early in the review was the role of the Chief Commissioner primarily considering the size and scope of the role. Following the review, the Board agreed that it was not tenable for the organisation to continue to expect one person to fulfil both the role of the Chief Commissioner and the Chair.

At the Annual General Meeting of Girl Guides Australia on 2 June, the proposed resolutions to split the role of the Chief Commissioner and Chair of Girl Guides Australia were approved. This was an important decision to ensure GGA took steps, so the role of Chief Commissioner would be manageable and future recruitment of the Chief Commissioner role assured. The Chief Commissioner and the Chair of Girl Guides Australia will work collaboratively with the Chief Executive Officer to lead Girl Guiding in Australia.

Following a recruitment process during 2018, Rosemary Derwin was appointed as Chief Commissioner of Girl Guides Australia and Janet Torney was appointed as Chair of Girl Guides Australia. Both appointments are for a three year term and commenced on 1 December 2018.

As Chief Commissioner, Rosemary leads Guiding in Australia and is the external face of Girl Guides Australia and Guiding in Australia. Rosemary has wide Guiding experience having held senior Guiding appointments at both state and national level. Rosemary was the Acting Chief Commissioner for Girl Guides Australia from 1 January 2018.



As Chair of Girl Guides Australia, Janet is responsible for leading the Board in the proper governance and effective administration of Girl Guides Australia as a Member Organisation of the World Association of Girl Guides and Girl Scouts. Janet is an experienced Board Chair and Director with significant experience and is a Member and Director of Girl Guides Australia and brings a wealth of independent and Guiding knowledge to the table. Janet is a former Girl Guide and her family has a rich history in Guiding.

LISTENING TO OUR YOUTH MEMBERS

At the Sydney Jamboree we took the opportunity to hear the voice of Guides. Why they initially joined Girl Guides and why they continue to be part of the Guiding community?

The young women spoke about the opportunities Girl Guides offer them to develop new connections and relationships, build the confidence and resilience of themselves and other Guides, and challenge themselves through a variety of activities and programs.

'I cannot believe the sorts of things we get to do as Guides. I have had so much fun but have also pushed myself to do things that years ago would have freaked me out.'

They also spoke about the benefits of being part of an organisation where they are safe to be themselves without judgement or criticism, and to support other young women to do the same.

'At school, everyone is hassled to look the same and like the same things. None of that matters when I am at Guides. I can be me.'

Many also spoke about Guiding being misunderstood in the broader community, including by other girls and young women.

'People need to realise that Guides is more than just being nice to people and selling biscuits. We fly planes, jump off cliffs, have heaps of fun, and learn how to be strong and independent at the same time.'

STANDING UP FOR GENDER EQUALITY

In July 2018, Girl Guides Australia joined Young Women Speak Out, Jasiri Australia, Share the Dignity and 15 other young women's organisations calling for the federal government to *Stop Taxing Our Periods*. This stance aligned with the WAGGGS position at the UN Commission on the Status of Women, and the commitment many individual Guide Units have demonstrated with their support of the Share the Dignity drive. The *Axe The Tax* campaign was successful and in October, Coalition Of Australian Governments unanimously agreed to pass changes to remove GST from sanitary products from 1 January 2019.

Girl Guides Australia are members of the Equality Rights Alliance (ERA) which is Australia's largest network advocating for women's equality, women's leadership and recognition of women's diversity. 61 non-government organisations and social enterprises concentrate on the impact of policy or service delivery on women, advocating for gender equality, women's leadership and government policy responses that support women's diversity – including a focus on girls and young women. Hannah Woodward (Girl Guides WA) is on the ERA Steering Committee as a representative of young women and took part in the ERA Day of Delegation event; meeting with Federal members prior to the Federal budget with a view to strengthen gender responsive policy development within Government.

GGA SPECIAL PURPOSE FUNDS

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

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

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

Special Purpose Funds	Details	Number	Allocated (2018) \$	% Of Total Allocations
Priority: Projects (for people rather than buildings)	Project beneficial to Guiding in Australia or the world.	0	0.00	0.0%
Priority: Events for younger Members (members aged 13-35 years)	Attend a State, National or International event.	16	8,200.00	52.0%
Priority: Events representing GGA (internal & external organisations)	Attend events by GGA, MO, WAGGGS, gov't & non-gov't organisations.	6	7,700.00	48.0%
	TOTAL	61	\$15,900.00	100%
	BUDGET		\$15,900.00	
	VARIANCE (Budget – Allocations)		\$ 0.00	

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

Dorothy Lapham

Chair of Girl Guides Australia Special Purpose Funds Executive Committee

31 December 2018

“This was a life changing week in the Swiss Alps with new friendships, mind-sets, experiences and a reignited passion for Guiding and the environment. We will be running state camps in Australia with a focus on the sustainable development goals.”

– Jessica, Helen Storrow Seminar

WORKING TOGETHER ACROSS AUSTRALIA

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

Girl 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 2018

Name	Role
Rosemary Derwin (to 30 November 2018)	Acting Chief Commissioner and Chair of the Board
Rosemary Derwin (from 1 December 2018)	Chief Commissioner
Janet Torney (from 1 December 2018)	Chair of Girl Guides Australia
Karen Bevan	Chief Executive Officer (to January 2018)
Marianne Karam	Interim Chief Executive Officer (from February 2018)

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 SGGOs 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. CGA thanks the members of MAC for their hard work and support throughout 2018.

National Departmental Managers 2018

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 2018

Name	Role
Jennifer Fleming (to January 2018) Amanda Kelly (from February 2018)	CEO, Girl Guides Victoria
Helen White	CEO, Girl Guides NSW & ACT
Jane Rudwick (to July 2018) Cathy Reeves (from August 2018)	Office Manager, Girl Guides NT
Daille Kelleher (to April 2018) Kim Harrington (from May 2018)	SEO, Girl Guides Queensland
Kerrie Akkermans	CEO, Girl Guides South Australia
Carol Rawnsley (to November 2018)	SEO, Girl Guides Tasmania
Matthew Maxted (to January 2018) Paul Hetherington (from June 2018)	General Manager, Girl Guides Western Australia

Advisors and Committee Leadership

GGA also thank our Advisors and Committee leadership who contribute to important areas of work such as overseeing the GGA Awards, and maintaining contact with our Guiding Alumni through the Trefoil Guild and Honorary Australian Associates.

Name	Role
Robinette Emonson	Chair, Awards
Lynne Price	Chair, Honorary Australian Associates
Barbara Fairbairn (to September 2018) Marcia Andrews (from September 2018)	National Trefoil Guild Advisor

GGA BOARD OF DIRECTORS 2018

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:

- Chair;
- Chief Commissioner;
- Seven Directors nominated by a State Girl Guide Organisation;
- Treasurer; and
- Two Appointed Directors.

(Note: The Constitution was amended on 2 June 2018 to allow for the Chair and the Chief Commissioner roles being two separate positions on the Board)

The names of the directors in office at any time during 2018 are:

Director	Appointed/Resigned
Kate Alcorso	Appointed 04/04/2016
Dawn Borchardt	Resigned 26/11/2018
Rosemary Derwin	Appointed 05/11/2015
Linda Elezovich	Appointed 01/01/2016
Heather Barnes	Appointed 26/11/2018
Janelle Howell	Appointed 01/01/2017
Ann Lilley	Resigned 23/12/2018
Velia Nicholls	Appointed 01/04/2014
Janet Torney	Appointed 01/07/2013
Sarah Neill	Appointed 01/01/2018
Katherine Raskob	Appointed 01/01/2018
Tara Waniganayaka	Appointed 01/01/2018

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

OUR SUPPORTERS

Girl Guides Australia sincerely thanks our supporters who have provided assistance, resources and expertise pro bono to our organisation in 2018. These organisations have been a part of supporting the growth of our organisation and importantly supporting the empowerment of girls and women across Australia.

We would like to acknowledge Dove, Bunnings, McCullough Robertson Lawyers, Hancock Creative, Financial Literacy Australia, Jala Design, Transport Women Australia and the Office for Women, Department of the Prime Minister and Cabinet.



FINANCIAL STATEMENTS

Statement of Profit or Loss and Other Comprehensive Income For the Year Ended 31 December 2018

	2018	2017
Note	\$	\$
Revenue from continuing operations	5 2,803,872	2,514,706
Changes in inventories	(453)	(6,401)
Purchases for resale	(949,732)	(1,048,072)
Employee benefits expense	(536,711)	(514,327)
Depreciation and amortisation expense	6 (86,277)	(3,183)
Grant expenditure	(125,064)	(116,180)
Consultancy fees	(68,410)	(97,074)
Insurance	(338,932)	(323,615)
Travel and accommodation	(105,259)	(151,679)
Other operating expenses	(268,878)	(338,622)
Loss on sale of investments	(13,203)	-
Surplus/(loss) before income tax	310,953	(84,447)
Income tax expense	3(b) -	-
Surplus/(loss) for the year	310,953	(84,447)
Other comprehensive income		
Net (loss)/gain on available for sale financial assets	(201,600)	78,607
Total comprehensive income/(loss) for the year	109,353	(5,840)

Statement of Financial Position

31 December 2018

	Note	2018 \$	2017 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	7	446,362	654,215
Trade and other receivables	8	273,112	132,214
Inventories	9	11,814	6,218
Financial assets	10	292,543	248,814
Other assets	13	54,993	54,252
TOTAL CURRENT ASSETS		1,078,824	1,095,713
NON-CURRENT ASSETS			
Financial assets	10	2,837,976	2,925,601
Property, plant and equipment	11	12,517	5,535
Right of use asset	12	109,689	-
TOTAL NON-CURRENT ASSETS		2,960,182	2,931,136
TOTAL ASSETS		4,039,006	4,026,849
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	14	77,982	76,445
Lease liabilities	15	81,874	-
Employee benefits	17	21,280	36,502
Other liabilities	16	98,281	296,435
TOTAL CURRENT LIABILITIES		279,417	409,382
NON-CURRENT LIABILITIES			
Lease liabilities	15	27,226	-
Employee benefits	17	5,589	1,941
TOTAL NON-CURRENT LIABILITIES		32,815	1,941
TOTAL LIABILITIES		312,232	411,323
NET ASSETS		3,726,774	3,615,526
EQUITY			
Reserves	18	197,764	399,364
Accumulated funds	18	3,529,010	3,216,162
TOTAL EQUITY		3,726,774	3,615,526

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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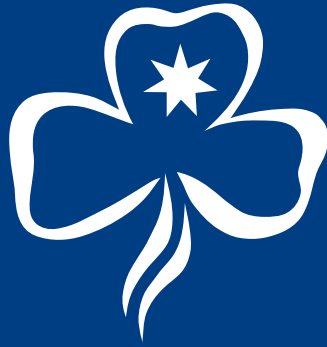
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GIRL GUIDES
A U S T R A L I A

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

www.girlguides.org.au

