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**GIRL GUIDES  
AUSTRALIA**

Annual Report



With ten million Girl Guides and Girl Scouts from 152 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.



**WORLD ASSOCIATION  
OF GIRL GUIDES  
AND GIRL SCOUTS**

### **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 ▪ Palestine ▪ Qatar  
Sudan ▪ Syria ▪ Tunisia ▪ United Arab Emirates  
Yemen

### **AFRICA REGION**

Benin ▪ Botswana ▪ Burkina Faso ▪ Burundi  
Cameroon ▪ Central African Republic ▪ Chad ▪ Congo  
Congo, Democratic Republic of ▪ Gambia ▪ Ghana  
Guinea ▪ Ivory Coast ▪ Kenya ▪ Lesotho ▪ Liberia  
Madagascar ▪ Malawi ▪ Mauritius ▪ Namibia  
Niger ▪ 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 ▪ Suriname  
Trinidad and Tobago ▪ United States of America  
Venezuela

### **EUROPE REGION**

Albania ▪ Armenia ▪ Austria ▪ Azerbaijan  
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

# CONTENTS

Foreword by our Patrons .....	5
Chief Commissioner's Report .....	6
Our Strategy .....	8
Our History and Mission .....	10
Local and Global Change-Makers .....	11
About Girl Guides Australia .....	12
Australian Guide Program .....	13
Collaborations.....	14
Girl Recognition .....	16
National Olave Program .....	18
International.....	19

Leader Development .....	20
Trefoil Guild .....	21
Bushfire Relief Fund.....	22
Wall of Support.....	23
Biscuits .....	24
2020 Awards .....	25
Working Together Across Australia .....	26
GGA Board of Directors 2020.....	28
Financial Statements .....	30
Our Partners and Supporters .....	34







His Excellency General the Honourable David Hurley AC DSC (Retd)  
Governor-General of the Commonwealth of Australia

### **Girl Guides Australia Annual Report**

One of the inspirational things to emerge from a year dominated by natural disaster and a pandemic has been the determination of many Australian organisations to find alternative ways to serve their communities. Girl Guides Australia is one of those organisations and by any measure had an outstanding year in 2020.

Girl Guides Australia's response to the 2019-20 bushfires was both quick and effective. Linda and I are informed your Bushfire Relief Fund raised a considerable amount of money for those impacted by the fires and that the support and generosity from the Guiding family in Australia and around the world was overwhelming.

Girl Guides across Australia also continued to meet virtually during COVID-19, testament to the strength of Guide Leaders who, despite all sorts of obstacles, were able to adapt to a new and challenging environment. The efforts of the Guide Leaders cannot be overstated as their actions helped inspire girls and young women and enabled community connections to be maintained.

It was also great to see that the famous Girl Guides Biscuits could be purchased online during the pandemic, given the restrictions on selling them face-to-face. Some things are simply non-negotiable!

It is a pleasure for Linda and me, as Joint Patrons, to help shine a light on the wonderful contribution Girl Guides Australia makes to the development of leadership qualities among Australian girls and young women and to our community.

L. Hurley



## CHIEF COMMISSIONER'S REPORT

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

2020 was a year of challenge like we could not have imagined. Girl Guiding in Australia rose to the challenge and demonstrated our commitment to making a difference in the lives of girls and young women. To all in Girl Guiding in Australia – BRAVO, WELL DONE and THANKYOU.

As the new year unfolded, we were shocked and saddened by the devastation from natural disasters, in particular the bushfires that ravaged our beautiful country. It was tragic. You will read in this annual report of our special '*Hands and Hearts*' badge, our Wall of Support and our Bushfire Emergency Relief Fund. Thanks to so many who generously opened their hands and hearts to provide support in the impacted communities and who have given financially. Girl Guides Australia was overwhelmed at the support offered especially from our global sisters.

Girl Guides Australia were pleased to be a community partner with T20 World Cricket. How wonderful to join with 300 girls and young women from Girl Guides Victoria on International Women's Day in March when the Melbourne Cricket Ground was filled to capacity for a women's sporting match – the World T20 Cricket Final and how proud we were as Girl Guides that our Australian team won.

Had anyone told us as we revelled in those celebrations that we would soon be changing so much

of how we live we would never have believed them! But all the spheres of our life were impacted by the global pandemic and Girl Guiding was no different.

Restriction on face-to-face activities and imposed lockdowns meant some changes to how Guiding could provide a place for girls and young women to belong, where they could continue to discover their potential as leaders of their world and where fun and friendship abound.

Girl Guide Leaders all around Australia took to the challenge and did an AWESOME job. The creativity and resilience shown by Leaders was inspiring. Thank you to each one of them for their efforts to adapt in a changing world as they did their VERY BEST to deliver Girl Guiding. Their amazing ability to think outside the box enabled girls and young women around Australia to continue to experience our great game of Girl Guiding.

Thanks also to the leadership of each State Girl Guide organisation who worked tirelessly from when COVID-19 loomed on our doorsteps. Girl Guides Australia provided support to State Girl Guide Organisations in numerous ways including reduced membership fees and funding access to digital platforms.

The pandemic created a whole new virtual world for us – from Board meetings, State events, Girl Guide TV, Unit meetings with Promise Ceremonies, pet shows,

obstacle challenges, yoga, craft, cooking, connecting with Guides in other Units around Australia, campfires, to camps and so much more – all VIRTUAL!

The Girl Guides Australia theme badge for 2020 was Guides Connect – so relevant for a year where connection was so important. It was popular with many of our Guides as while adjusting to the restrictions of the pandemic it was the perfect time for Guides to explore ways to Connect at home, Connect to their community, Connect to Australia and to Connect to their world. I know there was great excitement building as the date approached when Guides around Australia could start to return to meeting together, sharing in outdoor adventures and connect face-to-face.

Whilst we have had many adjustments and challenges in Guiding in Australia, Guiding is a global movement and many of our sister Girl Guides and Girl Scouts around the world have experienced and continue to experience a far greater impact of the pandemic on their everyday lives. Our World Centres remain closed, and many are still unable to meet together. We continue to think of our Girl Guiding and Girl Scouting sisters all around the world.

I was pleased to welcome two new Assistant Chief Commissioners in 2020 with Miranda Cummings, Assistant Chief Commissioner (International) and Micheala Collins, Assistant Chief Commissioner



(Young Women). We also welcomed Wendy Kirk, National Coordinator – Youth; Nicola Jones, National Coordinator – Olave; Joy Ord, National Coordinator – International to the national team.

A strength of 2020 for Girl Guides Australia was the establishment of the Girl Guides Australia Young Women's Forum. We are an organisation for girls and young women, and it is important the decision making within the organisation includes perspective from our young women. Micheala Collins chairs the Young Women's Forum which has ten representatives aged between 16 and 30 from our State Girl Guide Organisations. The Young Women's Forum will provide input to GGA Board discussions and be consulted by the GGA Board to support decision making and national Guiding initiatives.

Thank you to all those who contribute to global Girl Guiding and Girl Scouting and share their skills, time and experience with other Member Organisations of WAGGGS. In particular I acknowledge:

- Natasha Hendrick who was awarded a Silver Kangaroo in 2020 for her sustained and significant service to global Girl Guiding and Girl Scouting. Natasha completed a six-year term on the WAGGGS Board in 2020 and was awarded a WAGGGS Medal of Service.

- Susan Campbell, Chair of the Olave Baden-Powell Society. Susan was also awarded a WAGGGS Medal of Service for her long-term contribution to WAGGGS.
- Bronwyn Hughes who was appointed as Chair of the Asia Pacific Regional Committee and appointed as a trustee of the WAGGGS Board.

I am privileged to share the leadership of Girl Guides Australia with Janet Torney, Chair and Trish Manten, Chief Executive Officer and I thank them for their continued energy and enthusiasm for Girl Guiding.

Whilst 2020 was definitely challenging, our volunteers and staff across Australia demonstrated their commitment to empower girls and young women to be confident, self-respecting, responsible community members. 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



## GIRL GUIDE PROMISE

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

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

**To serve my community  
and Australia**

**And live by the Guide Law**

# OUR STRATEGY

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

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









## OUR HISTORY

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

**1920** Girl Guide Associations had been formed in six states

**1925** First interstate camp for Leaders held in NSW

**1926** The State Associations federated and formed a national organisation

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

**1930** Lady Baden-Powell proclaimed World Chief Guide

**1931** Lord and Lady Baden-Powell visited Australia

**1943** Guide International Service (GIS) formed in Australia

**1946** World Badge adopted at the World Conference in France

**1946** Queen's Guide Award introduced

**1947** Lady Baden-Powell visited Australia

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

**1949** Interstate Guide camp held in Victoria

**1951** First international Guide camp held in Australia in NSW

**1966** Sangam World Centre opened in Pune, India

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

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

**1996** The new Australian Guide Program was introduced

**1996** The Olave Program was established

**2001** National Convention of Guides Australia took place in Tasmania

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

**2007** The name 'Girl Guides Australia' officially adopted

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

**2018** Celebrated 60 years of Girl Guide biscuits

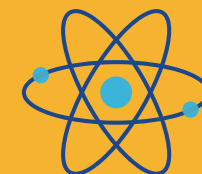
**2019** Girl Guides Queensland celebrated 100 years

**2020** Girl Guiding in Australia pivots to online Guiding to support ongoing girl-led connections during the global pandemic



## OUR MISSION

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



## LOCAL & GLOBAL CHANGE-MAKERS

**19,000+**

YOUTH AND ADULT  
MEMBERS IN AUSTRALIA



**10 MILLION**  
MEMBERS GLOBALLY



■ **152 COUNTRIES**

■ **5 REGIONS**

■ **5 WORLD CENTERS**

**1,400+**

GIRL GUIDE UNITS  
ACROSS AUSTRALIA



## GLOBAL INITIATIVES

### ■ **SPEAK OUT FOR HER WORLD**

Girl-led advocacy program

### ■ **CLIMATE CHANGE CHALLENGE**

United Nations Sustainability Goals Badge

### ■ **SURF SMART**

Tools for a safer online experience

### ■ **STOP THE VIOLENCE**

Advocacy program enabling girls and young women to influence policy, and change societal attitudes at local, national and global level

### ■ **GIRL POWERED NUTRITION**

Every girl needs good nutrition but she doesn't always get good nutrition. Malnutrition is both a cause and effect of gender inequality.





# ABOUT GIRL GUIDES AUSTRALIA

Girl Guides Australia (GGA) is the peak organisation for Girl Guiding 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.

With nearly four thousand adult members and volunteers across the country, our State Girl Guiding Organisations (SGGOs) deliver Guiding from metropolitan locations through to regional towns. Meeting each week, bringing girls and young women aged 5 to 30 years together to meeting, learn and discover. 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 152 countries. GGA enables international experiences for Australian girls and women, linking them to their sisters in Guiding all over the world and offering leadership opportunities that inspire them to contribute to creating a better world. As a part of the Asia-Pacific Region of WAGGGS we contribute to regional and global activities and events.

Guiding empowers girls and young women to develop leadership and life skills through self-development,



challenge and adventure. Girl Guides learn by doing.

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

## STATE GIRL GUIDING ORGANISATIONS IN 2020:

- Girl Guides NSW, ACT & NT
- Girl Guides Victoria
- Girl Guides Queensland
- Girl guides Western Australia
- Girl Guides South Australia
- 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.

# AUSTRALIAN GUIDE PROGRAM

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

## THE FOUR MAIN ELEMENTS OF THE AUSTRALIAN GUIDE PROGRAM ARE:

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

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

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

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



## 2,321 GUIDES WENT ON CAMPS + EXPEDITIONS



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

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

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

THE PROCESS used in the Australian Guide Program is:

- DISCOVER
- PLAN
- CHECK
- DECIDE
- DO

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

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



THE AGP IS A COMPREHENSIVE PROCESS that shows you the best way to to engage young girls, while learning new skills yourself along the way.

- Amelia, Guides Leader



# COLLABORATIONS

In 2020 Girl Guides Australia collaborated with a range of organisations and publications to promote Girl Guiding. These partnerships provided Guides from different Units the opportunity to share why Girl Guiding is so much fun and the value it brings to communities.



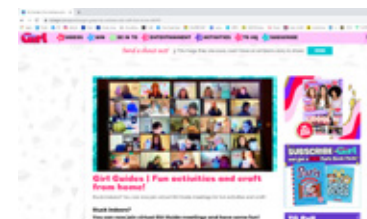
## ICC WOMEN'S T20 WORLD CUP 2020

Girl Guides Australia supported the International Cricket Council (ICC) Women's T20 World Cup hosted by Australia in 2020. Girl Guides from across the country had opportunity to be part the excitement which culminated in Australia winning the tournament in Melbourne on International Women's Day 2020.



## TOTAL GIRL

Total Girl Magazine celebrates everything that's great about being a girl, speaking to girls in their language and always being fun, positive, stimulating and safe. Helen, a Leader from WA, and her Unit shared what they did for ANZAC day and how despite the COVID-19 closures just how Guiding continued to meet each week, share friendships and support their communities.





## NAT GEO KIDS

Nat Geo Kids had a double page spread on what makes Guiding so amazing. Girl Guides Australia had the opportunity to share some of the fantastic things Guides across Australia get to partake in. From Snooze Fest to helping koalas to the Scout Guide Regatta, there were stories to share from across Guiding.



## KOOKIE

Kookie is a magazine with a mission to celebrate All a girl can be. Whether passionate about science or sport, art or astronomy, history or hip hop, every girl is going to love Kookie. A Unit from Victoria teamed up with Kookie Magazine and become editors-at-large. The Unit, were tasked with the challenge of researching for their amazing and inspiring interviewee, Yasmin Poole. In 2021, Yasmin was awarded Youth Influencer of the Year by The Martin Luther King Jr Center and also been named as one of the Australian Financial Review's 100 Women of Influence and 40 Under 40 Asian Australians. The Guides were able to interview Yasmin and assist in the development of the editorial for print. As part of the article a Unit from New South Wales were also able to be part of editorial and were able to share voices to what they wanted from their futures.



## THE AUSTRALIAN WOMEN'S WEEKLY

The Australian Women's Weekly Christmas special included Girl Guides Australia both in their print edition but also as part of the Channel 10 Christmas TV Special. Guides from across Australia were able to share their ambitions for the future.



## LEGO® FRIENDS



Girl Guides Australia and LEGO® Friends have partnered to create LEGO® Friends themed challenges that can be completed from home, virtually or face-to-face in appropriate locations. The Girl Guides Australia LEGO® Friends themed challenges encapsulate the values of Girl Guides – fun, adventure and friendship, whilst also bringing the spirit of the outdoors inside, through imagination and creativity. Guides from across Australia could take part in this exciting new challenge.





## GIRL RECOGNITION

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

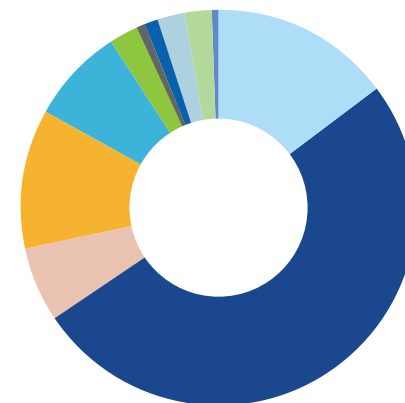
There are lots of different badges a Guide can earn as a reward for completing the challenges in the Girl Recognition System.

Members can choose to work towards any combination of:

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

And three peak achievement awards to work towards:

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



**30,089**  
**BADGES EARNED**  
**NATIONALLY**

- Explore a Challenge
- Create a Challenge
- Discover a Challenge
- Achieve a Challenge: Trefoil 1 + 2 + 3
- Focus Challenge
- Action Guide
- Triple Treat Badges
- Service Flash 1 + 2 + 3
- Junior BP and BP Awards
- Endeavour – Bronze, Silver and Gold
- Queen's Guide Award

## THE BEST THING I LIKE ABOUT GUIDES IS...

*I make a lot of friends,*  
have great memories and get to  
do great things like tree climbing,  
ice blocking and going on camp.

Sophie (aged 11)



It's all about

**HELPING PEOPLE  
AND NATURE**

Elisse (aged 8)

*The way my Leaders are  
doing so many fun things*  
the fun things we do and almost  
everything they do, actually everything!"

Emily (aged 6)





# NATIONAL OLAVE PROGRAM

**The Olave Program is for Australian Girl Guide members aged 18–29 years. The program focuses on the three aspects of community, adventure and self-development.**

2020 saw many changes to how Olave Program members participate in Guiding events. The move to online forums facilitated continued connection, meaning the continuation of a vibrant program. The success of these online events means future planning now includes both online and face to face events, to ensure accessibility to opportunities.

## 2020 HIGHLIGHTS

**COMMUNITY** Olaves take opportunities to make a positive difference in their communities through volunteering, service and advocacy. This was done by:

- Adapting annual face to face events for an online platform. NSW, ACT and NT moved their annual conference online, and Western Australia took the opportunity to start a biannual Olave Forum
- Reaching out to the wider Guiding community through online events. Olaves in Victoria led and participated in online events and forums engaging with Guides across the state
- Organising online events such as trivia, board games, cooking competitions, landscape painting tutorials, and yoga. These have become very popular and are set to continue
- Undertaking key governance and leadership roles beyond the Olave Program within Girl Guiding in Australia eg. as members of boards, working groups and external forums

**ADVENTURE** Olaves take opportunities to challenge themselves through new experiences especially in the outdoors and internationally

- Events held for Olave Program members in early 2020 include the Summer Camp in Western Australia, and the state-wide annual Scout-Guide Regatta in Tasmania
- Olave Program members have taken the opportunity to start planning their future overseas trips, road trips in their local areas, and other local and state events

**SELF-DEVELOPMENT** Olaves take opportunities to develop skills and knowledge to enable them to grow as individuals.

- All Olave Program members engaged with Guiding in a new way through learning how to adapt to and succeed with engagement using online forums and online events. For example, Queensland has successfully increased its member engagement through social media
- 2020 saw an increase in the number of young women taking on the challenge to join the Olave Program committee in their State Girl Guide organisation.

**RECOGNITION** There are a number of different awards that Olaves may choose to work towards during their time in the Olave Program. These awards provide opportunities to Olaves to challenge themselves in different areas and be recognised for their achievements.



***“Olaves allows for personal development and is a great place for developing professional networks.”***



# INTERNATIONAL

**Girl Guiding and Girl Scouting is global and many from Girl Guiding in Australia are enriched each year through international adventures. These travel adventures may be to one of the five WAGGGS World Centres – Pax Lodge, Our Chalet, Our Cabana, Sangam and Kusafiri; to WAGGGS conferences and events; or to camps and events hosted by another Member Organisations.**

Learning about the world through international Guiding enables learning about others and the diversity of people of our world, fostering not only friendships, but also understanding and tolerance into the future.

Prior to March 2021 groups of Guides and their Leaders travelled to various parts of the world including Pax Lodge, Our Chalet, and Sangam.

Sadly, these international opportunities were severely impacted by the global pandemic. From March all travel adventures were cancelled. This included groups attending the Poland Jamboree, SOAR in Canada, events in Japan and at all World Centres. International exchanges moved to digital platforms.

The World Centres went virtual and Units from around Australia joined in virtual programs. Guide Units connected using various forms of technology with Girl Guides and Girl Scouts in other countries including New Zealand, Pakistan, Japan and South Africa.



A highlight for many was the Global World Centres Campfire in April when more than 3,000 Guiding sisters from around the world joined in campfire fun and friendship. Later in the year Australian Girl Guides shared in the WAGGGS Global International Night which included the release of a special song Share the Light. This song was composed by Guides from around the world, including Australia, with the view to help Girl Guides and Girl Scouts feel more connected to each other and to our Movement for girls and women and it reminds us of our collective power to change the world. Australian Girl Guides were part of the digital global choir of more than 109 people from 20 countries across all WAGGGS Regions.

The WAGGGS World Conference, due to be held in Uganda in July 2020 was also cancelled. The Girl Guides Australia World Conference delegation of Rosemary Derwin, Miranda Cummings, Kate Alcorso, Wendy Kirk and Emily Milton Smith will join representatives from other Member Organisations at a virtual WAGGGS World Conference over five days in July 2021.

Girl Guides Australia were invited to participate in G.I.R.L. 2020, a Girl Scouts USA Global Roundtable. Whilst the event was unable to go ahead, the pre-event Hosting Program was held virtually. The delegation from each Member Organisation was paired with a Girl Scouts USA branch. Our delegation worked with Girl Scouts who live in China, Japan and Germany who are members of the Girl Scouts USA Overseas Branch to Take Action on Gender Equality.

In a time of restrictions on face-to-face Guiding and lockdowns, the annual digital event Jamboree on the Air and Jamboree on the Internet (JOTA/JOTI) provided girls and young women the opportunity to connect with Scouts and Guides all around the world.

We look forward to when international travel again allows Australian Guides to share experiences with their sister Girl Guides and Girl Scouts.





# LEADER DEVELOPMENT

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

Thanks is extended to all volunteers who are involved with Learning and Development of the Leaders, for their commitment and passion to ensure Girl Guiding in Australia delivers high quality volunteer experiences to the Australian community.



***"The ALQP is a great way to ensure all leaders have the same knowledge, skills and qualifications and can further their skills".***

*- Courtney, Guide Leader*

## EGUIDING

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

**1,600**  
**LEADERSHIP**  
**MODULES** completed



**1,900**  
**MANAGEMENT**  
**MODULES** completed



**500**  
**MENTAL HEALTH**  
**MODULES** completed





# TREFOIL GUILD

Trefoil Guild looks to connect women who are either actively involved in Guiding or have a history with Guiding. The Australian Trefoil Guild (ATG) is a member of the World Association of Girl Guides and Girl Scouts (WAGGGS) and the International Scout and Guide Fellowship (ISGF).

## THE AUSTRALIAN TREFOIL GUILD GOOD TURN

The 'Good Turn' for 2020 was 'Caring and Sharing in the Community' which saw cash or goods donations provided according to the needs of those members local communities. Certain States also supported specific causes such as CWA Drought Relief in NSW, ACT & NT, Esther Foundation in Western Australia and CWA- Public Rural Crisis Fund in Queensland.

**TREFOIL GUILD  
RAISED + DONATED**

<b>\$31,066</b>	<b>\$35,987</b>
<b>TO AUSTRALIAN + INTERNATIONAL GUIDING</b>	<b>TO AUSTRALIAN + INTERNATIONAL COMMUNITIES</b>

## TECHNOLOGY

Guild AGMs were held differently in 2020 with technology playing a big role in maintaining the connection between members. There was an inspirational depth of camaraderie, sense of purpose and Guiding Spirit maintained across the country in 2020, all with the help of many forms of technology.

## 75 YEARS OF TREFOIL GUILDS IN AUSTRALIA

To celebrate 75 Years of Trefoil Guilds in Australia, a Challenge Booklet, cloth badge and metal badge was given to each member. Celebratory Australia-wide Campfires were to be held in May, however Guilds still aim to hopefully host them in the future.

South Australia also used this Anniversary year as an opportunity to update their History Booklet which is inspiring other states to create their own history records.

## 25TH AUSTRALIAN TREFOIL GUILD GATHERING

Though the 24th ATG Gathering was canceled due to COVID, arrangements continue to be made for the 25th Australian Trefoil Guild Gathering to be held in New South Wales in 2022.

## AWARDS AND CHALLENGES

The Dark Horse Venture Program requires participants to try something new and set goals within their chosen activity over at least 12 months. There were 139 Trefoil Guild members enrolled in the Dark Horse Venture program in 2020.

The Southern Cross Challenge continues to engage ATG members. This challenge has six categories within which members set targets of achievement to earn the award. The booklet has been revamped and distributed to Challenge members.

## THANKS AND CONGRATULATIONS

Joan Gleeson handed over the role of Queensland Trefoil Guild Adviser to Margie Reid in March, while in June Helen Pointon handed over the role of State Trefoil Guild Adviser to Lee Camburn in South Australia. Thank you to Joan and Helen and welcome Margie and Lee.

Thank you very much to Sue Jenkins, Secretary, Sylvia Pearce, Treasurer, Julie Minici, Retail Co-coordinator, Barbara Dean, International Secretary, Faye Croft, Southern Cross Challenge Coordinator and Margaret Priestley, Dark Horse Venture Coordinator.



# BUSHFIRE RELIEF FUND

**\$70,000+**   
**PAID OUT IN GRANTS**

Girl Guides Australia has established the Bushfire Relief Fund to:

- Support Guides affected by the fires; or
- Fund Girl Guide programs supporting communities to rebuild after the bushfires

**12 GRANTS**



## ACROSS 3 IMPACTED STATES INITIATIVES FUNDED BY THE FUND:

- Guides attendance at camps and wellness activities aimed at connecting girls and families from bushfire impacted areas
- Fire prevention upgrade to Girl Guide property in bushfire impacted area
- Funds to support Units continue to offer Girl Guiding programs and to support members remaining in Girl Guiding when family incomes had been reduced following the fires

## THANK YOU FROM THE CHIEF COMMISSIONER

Thank you to everyone who took the time to support communities impacted by bushfires as they recover and rebuild. People all over the world rallied together to raise funds and slowly but surely Girl Guides Australia is sending those funds to those who need it. This wonderful example of community spirit is really making a difference so once again, thank you.



**Rosemary Derwin**  
Chief Commissioner

"Once again we thank you for everything that has been done for our unit with the bushfire grant after our horrific start to 2020.

### THE PRESSURE HAS BEEN TAKEN OFF OUR SMALL GROUP IMMENSELY IN ASSISTING US TO KEEP THE UNIT OPEN.

With the after effects of the fire came much uncertainty with families and the town, as many jobs rely heavily on the industries such as forestry and orchards. Unfortunately, the recovery will be ongoing for many years to come. The whole town has been struggling and fundraising opportunities are scarce both due to lack of money within the town."

- Debbie Batlow Girl Guides

## ELANORA GIRL GUIDES CASE STUDY

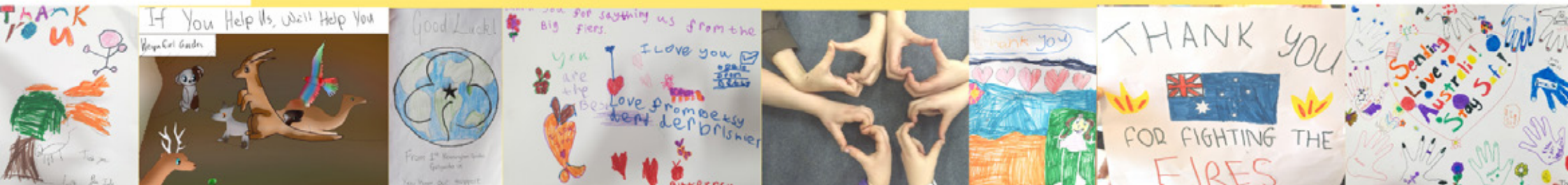


Guides in Elanora in Sydney's north received a grant to purchase the materials to build possum dreys for impacted wildlife. Guides donated 10 dreys and 3 possum boxes to Sydney Wildlife, a charity working from their mobile unit to rescue and treat wildlife along the South Coast.



# Wall of Support

2019-2020 Australian Bushfire Crisis



"I've been working with the Girl Guides of Australia to help the koalas that were injured and displaced after the bushfires. I made koala mittens and took donations from my cookie booth selling cookies. I'm also having a raffle and donating the proceeds to the Girl Guides. A sister to every Scout."

- Grace, Girl Scout USA

**THANK YOU, THANK YOU, THANK YOU**





# BISCUITS

The 2020 Girl Guide Biscuit Campaign was launched online direct to the public. This allowed Girl Guide Biscuits to respond to the implications of COVID-19.

Girl Guides and their local communities across the nation joined in the annual fundraiser, helping to raise vital funds to support Guiding and program activities across Australia.

The 2020 Girl Guide Biscuits fundraiser included a new range of gourmet biscuits, supplied by the Australian biscuit manufacturer, Snowy Mountains Cookies. The 2020 biscuit range was proudly made with premium ingredients that are free from artificial flavours, colours, additives, and preservatives, as well as being palm oil free.

Girl Guides Australia received national publicity for this new range of biscuits sold online including a segment about Girl Guiding and our new biscuit fundraiser aired on the Channel 9 news, where the interviewer Mike Dalton spoke to our Chief Commissioner, Rosemary Derwin, and some of our youngest Guide members, about the importance of Girl Guiding in our community.



# SUPPORT

Girls + Young Women

# 2020 AWARDS

**Girl Guides Australia pays tribute to members of the Australian Guiding family and community who have been recognised by awards and honours in 2020 for the good work they undertake on a daily basis. Congratulations to all recipients.**

## QUEEN'S BIRTHDAY HONOURS

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

- Mrs Eulalie Brewester, Victoria
- Ms Tammy Flett, Western Australia
- Mrs Elizabeth Hern, Queensland

### Member (AM) of The Order of Australia

- Mrs Jeanette Anictomatis, Northern Territory

## MEDAL OF SERVICE AWARDS

### Medal of Service of the World Association of Girl Guides and Girl Scouts

- Susan Campbell, Victoria
- Natasha Hendrick, Queensland

## GOOD SERVICE AWARDS

### Grey Kangaroo

- Golda Munro, South Australia

### Red Kangaroo

- Bronwyn Cole, Victoria
- Anne Crummy, Tasmania
- Wendy Davis, South Australia
- Linda Elezovich, Western Australia
- Joanne Muller, New South Wales
- Velia Nicolls, Queensland
- Helen Reid, Victoria

### Silver Kangaroo

- Natasha Hendrick, Queensland

## ASIA PACIFIC AWARDS

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

### Asia Pacific Award for Unit Leaders

- Melanie Davis, NSW, ACT & NT
- Jane Dent, Tasmania
- Elizabeth Elliot, NSW, ACT & NT
- Jennifer Furner, NSW, ACT & NT
- Sally Ritz, NSW, ACT & NT
- Luisa Simeonidis, NSW, ACT & NT
- Nicole Young, South Australia

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

- Julie Ahrens, South Australia
- Ann Archer, NSW, ACT & NT
- Dianne Bailey, NSW, ACT & NT
- Margaret Blake, Queensland
- Linda Elezovich, Western Australia
- Karen Finch, NSW, ACT & NT
- Brenda Hamlett, Western Australia
- Margo Hebbard, NSW, ACT & NT
- Sarah Neill, NSW, ACT & NT
- Susan Ride, NSW, ACT & NT
- Margaret Rudwick, NSW, ACT & NT

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

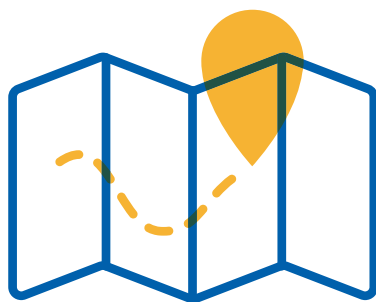
- Belinda Allen, NSW, ACT & NT
- Lenore Chambers, Queensland
- Lynette Lawry, Tasmania
- Joanne Muller, NSW, ACT & NT
- Janet Torney, Girl Guides Australia



# WORKING TOGETHER ACROSS AUSTRALIA

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

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



## GIRL GUIDES AUSTRALIA LEADERSHIP TEAM 2020

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

## NATIONAL VOLUNTEERS 2020

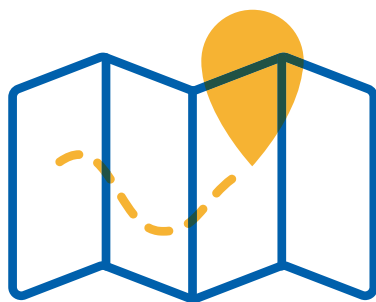
NAME	ROLE
Micheala Collins	Assistant Chief Commissioner – Young Women
Miranda Cummings	Assistant Chief Commissioner – International
Wendy Kirk	National Coordinator – Youth
Joy Ord	National Coordinator – International
Kate Rumney	National Coordinator – Olave Program
Wendy Davis	National Travel Consultant



# WORKING TOGETHER ACROSS AUSTRALIA

## STATE EXECUTIVE OFFICERS 2020

NAME	ROLE
Shannon Cheal	CEO, Girls Guides Victoria
Helen White	CEO, Girl Guides NSW, ACT & NT
Kim Harrington	CEO, Girl Guides Queensland
Kerrie Akkermans	CEO, Girl Guides South Australia
Mary Coulson	SEO, Girl Guides Tasmania (until October)
Katrina Spark	SEO, Girl Guides Tasmania (from November)
Paul Hetherington	General Manager, Girl Guides Western Australia



## ADVISORS AND COMMITTEE LEADERSHIP 2020

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

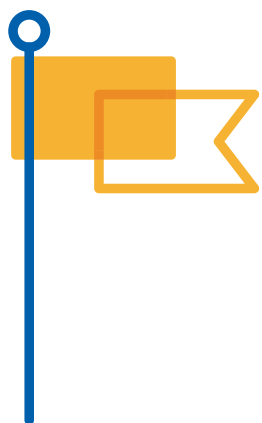
NAME	ROLE
Robinette Emonson	Chair, Awards
Lynne Price	Chair, Honorary Australian Associates
Marcia Andrews	National Trefoil Guild Advisor

# GGA BOARD OF DIRECTORS 2020

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

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

**The names of the directors in office at any time during 2020 are:**



NAME	APPOINTED / RESIGNED
Janet Torney	Appointed 01/07/2013
Rosemary Derwin	Appointed 05/11/2015
Kate Alcorso	Resigned 8/04/2021
Kate Alcorso	Appointed 09/04/2021
Heather Barnes	Appointed 26/11/2018
Laura Hume	Appointed 01/10/2019
Debra Jakes	Appointed 25/08/2019
Katrina Lane	Appointed 01/07/2019
Sarah Neill	Appointed 01/01/2018
Katherine Raskob	Appointed 01/01/2018
Helen Reid	Appointed 1/02/2021
Michele Stokes	Resigned 31/01/2021
Tara Waniganayaka	Resigned 06/10/2020







# FINANCIAL STATEMENTS



STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME		
For the Year Ended 31 December 2020	2020 \$	2019 \$
Revenue from continuing operations	1,763,808	2,879,348
Changes in inventories	(12,590)	(2,201)
Purchases for resale	(395,921)	(1,377,511)
Employee benefits expense	(537,274)	(411,081)
Contractor costs	(77,191)	(104,189)
Depreciation and amortisation expense	(50,149)	(147,677)
Consultancy fees	(145,175)	(48,734)
Insurance	(315,025)	(318,723)
Travel and accommodation	(8,784)	(106,473)
Other operating expenses	(550,163)	(346,084)
Gain on sale of investments	-	39,667
<b>(Loss) / Surplus before income tax</b>	<b>(328,464)</b>	56,342
Income tax expense	-	-
<b>(Loss) / Surplus for the year</b>	<b>(328,464)</b>	56,342
<b>Other comprehensive income</b>		
Net gain/(loss) on financial assets fair value through other comprehensive income	(41,656)	190,278
<b>Total comprehensive income/(loss) for the year</b>	<b>(370,120)</b>	246,620

# FINANCIAL STATEMENTS



## STATEMENT OF FINANCIAL POSITION

31 December 2020	2020 \$	2019 \$
<b>ASSETS</b>		
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	<b>385,033</b>	519,600
Trade and other receivables	<b>139,576</b>	163,020
Inventories	<b>28,232</b>	11,692
Financial assets	<b>203,105</b>	253,991
Other assets	<b>43,014</b>	83,756
<b>TOTAL CURRENT ASSETS</b>	<b>798,960</b>	1,032,059
<b>NON-CURRENT ASSETS</b>		
Financial assets	<b>3,186,375</b>	3,268,875
Property, plant and equipment	<b>4,062</b>	12,146
Right of use asset	-	46,633
<b>TOTAL NON-CURRENT ASSETS</b>	<b>3,190,437</b>	3,327,654
<b>TOTAL ASSETS</b>	<b>3,989,397</b>	4,359,713

# FINANCIAL STATEMENTS



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

## STATEMENT OF FINANCIAL POSITION

31 December 2020	2020 \$	2019 \$
<b>LIABILITIES</b>		
<b>CURRENT LIABILITIES</b>		
Trade and other payables	132,313	100,709
Lease liabilities	-	29,188
Short-term provisions	-	80,000
Employee benefits	18,710	27,384
Other liabilities	232,766	138,892
<b>TOTAL CURRENT LIABILITIES</b>	<b>383,789</b>	376,173
<b>NON-CURRENT LIABILITIES</b>		
Employee benefits	6,422	12,926
<b>TOTAL NON-CURRENT LIABILITIES</b>	<b>6,422</b>	12,926
<b>TOTAL LIABILITIES</b>	<b>390,211</b>	389,099
<b>NET ASSETS</b>	<b>3,599,186</b>	3,970,614
<b>EQUITY</b>		
Reserves	346,386	388,042
Accumulated funds	3,252,800	3,582,572
<b>TOTAL EQUITY</b>	<b>3,599,186</b>	<b>3,970,614</b>







## OUR PARTNERS AND SUPPORTERS

Girl Guides Australia sincerely thanks our supporters who have provided assistance, resources and expertise pro bono to our organisation in 2020. These organisations have been a part of supporting the growth of our organisation and importantly supporting the empowerment of girls and women across Australia.

We would like to acknowledge Bunnings, Dove, Financial Literacy Australia, Jala Design, McCullough Robertson Lawyers, Kookie, Initiative and Lego®.







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

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