



20
21

**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

Algeria ▪ 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 ▪ Mozambique
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
Luxembourg ▪ Malta ▪ Monaco ▪ Montenegro
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	National Olave Program	19
Chief Commissioner's Report	6	Adults in Guiding.....	20
Chair's Report	7	Trefoil Guild	22
Strategy 2021-2025	8	International.....	23
About Girl Guides Australia	9	Bushfire Relief Fund.....	24
A Child Safe Child Friendly Community.....	10	2021 Awards	27
Local and Global Change-Makers	12	GGA Board of Directors 2021.....	28
Australian Guide Program	13	Working Together Across Australia	29
Girl Guiding in Practise.....	14	Financial Statements	31
LEGO®	16	Our Partners and Supporters	34
Young Women's Forum	18	Our History and Girl Guide Promise	36





Her Excellency Mrs Linda Hurley

Girl Guides Australia 2021 Annual Report

David and I love being involved with Girl Guides Australia. It is a wonderful organisation. Not only does it develop leadership qualities amongst Australian girls and young women, but its many and varied activities help strengthen our communities.

For the second year in a row, Girl Guides Australia has performed remarkably well against the backdrop of the pandemic. Despite the many difficulties of living and working in 2020-21, Girl Guides Australia, with the support of Guide Leaders and Girl Guides, continued to serve the community strongly whilst also planning for its future.

Integral to that future is a new Mission Statement for Girl Guiding in Australia. 'Empowering girls and young women to discover their potential as leaders of their world' reflects the Girl Guiding experience and endorses the value of Guiding.

The launch of the Child Safe Child Friendly Framework signals Girl Guides Australia's ongoing commitment to provide girls and young women with an environment where they are safe, protected and respected.

One of the highlights of the reporting period was the 37th WAGGGS World [virtual] Conference in July. Girl Guides Australia was one of 130 participating member organisations that worked through key decisions to help shape the future of Guiding.

David and I, as Joint Patrons of Girl Guides Australia, continue to delight in the outstanding contribution the organisation makes to our community and its investment in our girls and young women.

CHIEF COMMISSIONER'S REPORT



2021 saw Girl Guides Australia continue on a journey of transformation which included consideration of our strategic priorities for the next five years. Woven into our considerations we questioned our Mission; the Mission that Girl Guiding across Australia embraces.

We know that through girl-led programs championing fun, friendship and adventure, Girl Guiding empowers girls and young women to find their voice, discover their potential, explore possibilities and make a genuine difference in their world. From the moment a girl makes her Girl Guide Promise and promises to “do my best”, she commences a leadership journey that nurtures and celebrates who she is, and what she brings to her world.

It became clear that a focus on **LEADERSHIP** must have a place in our Mission. When we use the word ‘leaders’ it is referring to more than being an ‘out the front’ leader, it includes being an active member of a team, taking control of your own life and reflects how each member of Girl Guiding is already a leader in their own right, no matter their age.

The Mission for Girl Guides Australia is now:

**EMPOWERING GIRLS
AND YOUNG WOMEN
to discover their potential
as leaders of their world**

Our updated Mission reflects the Girl Guiding experience and endorses the value of Guiding today, tomorrow and in the future. Each word in the mission was chosen for its relevance to who we are and what we do. Girls and young women will remain at the heart of all we do, and ‘empowering girls and young women’ remains the headline of our Mission. This is evident in this annual report.

The new Mission is not only for Girl Guides Australia but for all of Girl Guiding in Australia. It enables Girl Guiding in Australia to continue to connect with girls and young women through language that is relevant, meaningful and reflects their own Girl Guiding experience.

Being a Child Safe Child Friendly Community is a foundation of the Girl Guides Australia strategic plan. In October, Girl Guides Australia was proud to launch our Child Safe Child Friendly Framework. The Framework builds on the child-safe lens Girl Guiding in Australia has always had and provides clear guidance for everyone involved in Girl Guiding to understand their role in helping to keep children and young people safe, protected and respected. Further detail of the Girl Guides Australia Child Safe Child Friendly Framework is included in this Annual Report.

The Girl Guiding community around Australia continued during 2021 to rise to the challenges resulting from the pandemic. With changing regulations in each state and territory Leaders continued to prioritise and be creative with ways to engage girls in Girl Guiding.

A very special thankyou to Janet Torney who completed her term as Chair of Girl Guides Australia in December 2021. Janet served Girl Guiding in various roles from 2013. Thanks is extended to Janet for her leadership and her considerable contribution to Girl Guiding in Australia. Janet was awarded a Red Kangaroo Award* for her sustained and significant service. Janet’s contribution to the strategic and governance level of Girl Guiding in Australia has been substantial. Her collaborative, consultative and considered approach to leadership will have lasting impact on all those she has worked with.

Girl Guiding in Australia would simply not exist without the dedicated Leaders, volunteers, supporters and staff who share a passion for the development of girls within our community. **THANKYOU** to each of you for your commitment to making a genuine difference in the lives of girls and young women, empowering them to develop their potential as leaders of their world.

A handwritten signature in dark ink, reading 'Rosemary Derwin'.

Rosemary Derwin
Chief Commissioner
Girl Guides Australia

*The Red Kangaroo is a Good Service Award presented to Members or Volunteers who make a significant contribution to Girl Guiding in Australia.

CHAIR'S REPORT



It is my absolute pleasure to join with Chief Commissioner Rosemary Derwin, Chief Executive Officer Trish Manten and Girl Guides Australia Board Members in recognising the work of Girl Guides Australia in 2021. I commend the staff and volunteers of Girl Guides Australia for their hard work and dedication.

The Covid-19 pandemic continued to affect Girl Guides Australia operations in 2021. In particular, this required staff and volunteers to adapt to almost entirely virtual operations. The work completed by this group on core projects in 2021, despite all challenges, will inspire Girl Guides Australia's work for years to come.

The approval of the Girl Guides Australia Strategic Plan in August 2021, set ambitious goals for the organisation through until 2025. I would like to thank Janet Torney, Chair of Girl Guides Australia in 2021 for leading this project on behalf of all Girl Guiding in Australia. Janet completed her 3-year term as Girl Guides Australia Chair in December 2021. I join Rosemary in acknowledging Janet's contributions to Girl Guiding in Australia.

The Girl Guides Australia strategic plan recognises and commits to providing a child safe and child friendly community as one of our key foundations. The Girl Guides Australia Child Safe Child Friendly Framework, launched on the International Day of the Girl in

October 2021, ensures that our staff and volunteers are supported to meet the needs of girls and young women Australia wide. I thank Rosemary Derwin (Chief Commissioner) and Joanne Muller (Girl Guides NSW, ACT & NT) for leading this project on behalf of Girl Guides Australia.

Work immediately commenced on the strategic goals for the balance of 2021. Chief Executive Officer Trish Manten, staff, and volunteers worked together to meet the agreed operational outcomes from the plan in 2021. Work continues unabated in 2022 on the initiatives that underpin the delivery of the strategic plan and another exciting year for Australian Guides.

I hope you enjoy reflecting on the year that was 2021 and are looking forward to many more achievements in 2022.

Kate Alcorso
Chair
Girl Guides Australia

Within 3 years of joining Girl Guides
TEENAGE GIRLS SHOWED A*

45% 
increase in
RESILIENCE
ADAPTABILITY

*Ability to adapt
to unexpected events*

37% 
increase in
RESILIENCE
COPING

*Confidence in handling
many things at one time
such as school, family,
Girl Guides etc.*

*Girl Guides Australia Social Impact Report May 2021 – Huber Social

GIRL GUIDES AUSTRALIA STRATEGY 2021-2025

Purpose of Girl Guides Australia:

Girl Guides Australia (GGA) works with State Girl Guide Organisations (SGGOs) to promote and enable growth and success of Girl Guiding in Australia and advocating for girls and young women nationally and internationally.

Purpose of Girl Guiding in Australia:

Through girl-led programs championing fun, friendship and adventure, Girl Guiding empowers girls and young women to find their voice, discover their potential, explore possibilities and make a genuine difference in their world.



OUR FOUNDATIONS

- 1 Child Safe, Child Friendly Community
- 2 Great People
- 3 Good Governance
- 4 Commitment to Evolve
- 5 Collaborative Ways of Working

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

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: Empowering girls and young women to discover their potential as leaders of their world.

*Within 3 years of joining Girl Guides
8-12 year olds showed a*

12%

increase in

SELF-DEVELOPMENT + PHYSICAL SKILLS

Going on adventures

*Girl Guides Australia Social Impact Report May 2021 - Huber Social



With nearly four thousand adult members and volunteers across the country, our State Girl Guide 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 members from across 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 Girl Guiding builds and applying them to their lives, their families and their communities. Girl Guiding instils in our members a commitment to acting on issues they care about and contributing to the world around them.

STATE GIRL GUIDE ORGANISATIONS IN 2021:

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

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.



A CHILD SAFE CHILD FRIENDLY COMMUNITY

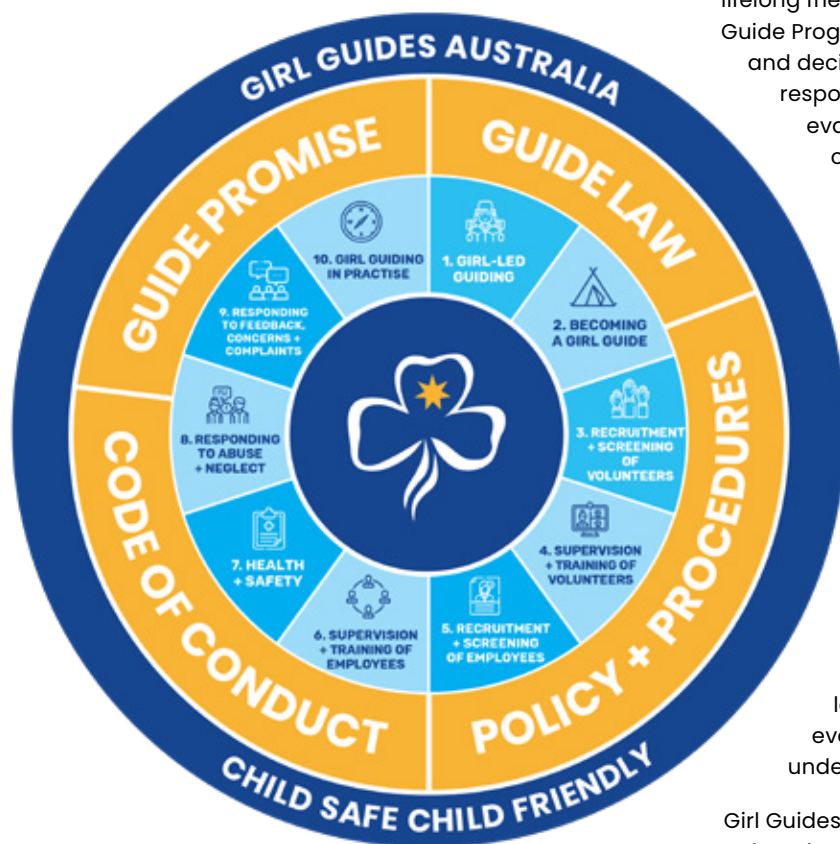
Girl Guides Australia has as a strategic foundation to be a **Child Safe Child Friendly Community**.

Girl Guides Australia acknowledges the significant role culture plays in keeping children and young people safe. Guiding worldwide focuses on giving girls and young women a voice and an opportunity to build lifelong friendships and networks. The Australian Guide Program places a high priority on girl ownership and decision making; youth members have the responsibility to discover, decide, plan, do and evaluate their own activities and goals. These core elements encourage those in Guiding to speak up for themselves and others, an essential part of creating a child safe culture.

With the introduction of the **National Principles for Child Safe Organisations**, Girl Guides Australia undertook a review into the policies, procedures and practices of Girl Guiding in each of the states and territories with the view of establishing a national approach within Girl Guiding to continue to build an environment where young people are safe, protected and respected.

Girl Guiding has always had a child safe lens – it was important that we pulled everything that we have done historically under one umbrella.

Girl Guides Australia was proud to launch its **Child Safe Child Friendly Framework** on 11 October 2021, the United Nations International Day of the Girl.



"Girls tell us that Girl Guides is a place where they love to enjoy time with their friends – exploring, adventuring, having fun – AND ALSO WHERE THEY FEEL SAFE."

Rosemary Derwin, Chief Commissioner, Girl Guides Australia.

"In Girl Guiding, the girl is the centre of all our decisions and the Child Safe Child Friendly Framework reminds us that we must view everything we do through a child safe child friendly lens." Rosemary Derwin, Chief Commissioner for Girl Guides Australia.

The Girl Guides Australia Child Safe Child Friendly Framework complies with Australia's National Principles for Child Safe Organisations, and signals the ongoing commitment of Girl Guides to provide girls and young women with an environment where they are safe, protected and respected; and where they can discover their potential as leaders of their world.

The Framework was developed in consultation with key stakeholders from across Girl Guides, including Youth Members.

The Child Safe Child Friendly Framework includes the Child Safe Child Friendly Policy, Procedures and Guidance Notes which provide clear guidance for everyone involved in Girl Guiding to understand their role in helping to keep children and young people safe, and to build on the Child Safe Child Friendly Community that is central to Girl Guiding in Australia.

The Framework can be referenced on the Girl Guides Australia website: *Guide Lines for Girl Guides*.

GIRL GUIDES OFFERS GIRLS THE CHANCE TO DEVELOP THEIR POTENTIAL THROUGH:



**SEEKING
CHALLENGES**



CRITICAL THINKING



**FUN +
FRIENDSHIP**



**EXPLORING NEW
ACTIVITIES**



**COMMUNITY
INVOLVEMENT**



**BECOMING
A GIRL LEADER**



SELF AWARENESS



TEAM WORK



**LEARNING
TO ADVOCATE**



**FEELING A SENSE
OF BELONGING**



**OUTDOOR
ADVENTURES**



**SOCIAL
DISCOVERY**



**PERFORMING
ARTS**



**CARING FOR THE
ENVIRONMENT**



GIRL ONLY EVENTS



**EARNING
BADGES**



CONQUERING FEARS



**LEARNING
BY DOING**



**BUILDING
RESILIENCE**



SETTING GOALS



LOCAL & GLOBAL CHANGE-MAKERS

19,000+

**YOUTH AND ADULT
MEMBERS IN AUSTRALIA**



**10 MILLION
MEMBERS GLOBALLY**



■ **152 COUNTRIES**

■ **5 REGIONS**

■ **5 WORLD CENTRES**

1,400+

**GIRL GUIDE UNITS
ACROSS AUSTRALIA**



GLOBAL INITIATIVES

■ **16 DAYS OF ACTIVISM AGAINST GENDER-BASED VIOLENCE**

Raising awareness in communities, engaging with decision makers and campaigning to end violence against women and girls

■ **FREE BEING ME**

A program empowering young people through better body confidence and self esteem

■ **OLYMPIA BADGE**

Promoting the development of women in sports and raises awareness of the founding commitments of the Olympic Games

■ **STOP THE VIOLENCE**

Tackling violence against women and girls in their communities through advocacy, education, awareness raising, community action and research

■ **TIDE TURNERS**

Supporting young people to tackle plastic pollution

■ **SURF SMART**

Empowering young people to protect themselves online

■ **GIRL POWERED NUTRITION**

Girls learn about nutrition and are supported to tackle the root causes of malnutrition

■ **GLOBAL CONSULTATION IN PARTNERSHIP WITH UNICEF**

Girls and young women share their views on climate change

■ **INTERNATIONAL DAY OF THE GIRL**

Recognising girls rights and the unique challenges girls face around the world

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 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.

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

Within her Unit, the Girl Guide will be a member of a Patrol (4-8 girls), where experiences are shared.

Girl Guiding is about being part of a team. Leadership development begins with the youngest Girl Guides and develops as the girls mature.



THE AUSTRALIAN GIRL GUIDE PROGRAM is based around the seven concepts:

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

THE PROCESS used in the Australian Guide Program is:

- DISCOVER
- DECIDE
- PLAN
- DO
- EVALUATE



Within 3 years of joining Girl Guides
8-12 YEAR OLDS SHOWED A*

10%



increase in
RESILIENCE

ADAPTABILITY

*Feeling okay when
plans change*



8%



increase in
RESILIENCE
**PROBLEM
SOLVING**

*Being able to
come up with many
solutions when faced
with a problem*



*Girl Guides Australia Social Impact report May 2021 – Huber Social



FUN FRIENDSHIP and ADVENTURE

National Challenges were completed and badges earned for:

- Clean Up Australia Day
- Saluting Their Service ANZAC Challenge
- Jamboree On The Air – Jamboree On The Internet
- World Thinking Day 2021 – Stand Together for Peace

.....

GIRL GUIDING IN PRACTISE

Girl Guides across Australia marked national and international events including:

- International Day of the Girl
- WAGGGS 16 days of Activism
- Earth Hour
- International Womens Day
- Clean Up Australia Day
- Save the Koala Month
- Olympics 2020*

*Rescheduled from 2020 due to the impact of the Pandemic.

Leader of Youth National Forums took place online with the following topics:

- Girl decision making processes
- World Thinking Day
- STEM
- Girl Recognition System
- Outdoors
- Lego® Friendship Challenge
- Australian Guide Program
- Junior BP and BP Awards

Teens see a
11%
increase in
WELLBEING
within 3 years of
joining Girl Guides.

*Girl Guides Australia Social Impact Report May 2021 – Huber Social

"We give Girl Guides

**OPPORTUNITIES TO DO
THINGS OUTDOORS**

that they don't always
get an opportunity to do.
We get to have fun as well."

Denise, Unit Leader



"It's seeing the Girl Guides
bond, form **FRIENDSHIPS**
and build their **CONFIDENCE**
with each other."

Katie, Unit Leader





There were five challenges making up the Girl Guides LEGO® Friendship Challenge. Each had a focus on **fun, friendship and adventure**, whilst also bringing the spirit of the outdoors inside, using imagination, creativity and innovation.

SOCIAL MEDIA REACH

At launch:

GGA REACHED
60K PEOPLE

This project was a positive collaboration with an aligned brand which succeeded in engaging 63% of national Youth Members. LEGO® is a popular global brand and the collaboration instigated much excitement amongst Members and the international Guiding community.



Each challenge was shared with a LEGO® Friend – Mia, Stephanie, Emma, Andrea and Olivia. The challenges could be completed from home, virtually or face-to-face in appropriate locations using any materials available – not just LEGO®.

Girl Guides LEGO® Friendship Challenge had a large engagement during 2021 with the GGIA core demographic of 5-12 years (80% of national membership).

This project was a positive collaboration with an aligned brand which succeeded in engaging 63% of national Youth Members.



1.7K+
5-7 year olds



3.7K+
8-11 year olds

3K+
12-14 years olds



700+
15+ year olds



Girl Guides could earn a LEGO® Friends Badge by completing the following based on the characters and their interests:

LEGO® Friends Mia Challenge:

Create your own animal sanctuary

LEGO® Friends Stephanie Challenge:

Create your own obstacle course

LEGO® Friends Olivia Challenge:

Create a mini-city of essential buildings

LEGO® Friends Emma Challenge: Create an artwork of the women who inspire you

LEGO® Friends Andrea Challenge: Get creative and come up with a performance



GIRL GUIDES AUSTRALIA YOUNG WOMEN'S FORUM

The Young Women's Forum is twelve young women from across Australia who come together as a consultative group for the Girl Guides Australia Board.

The key objectives of the Forum are to:

- Provide input to the Girl Guides Australia Board on strategic initiatives
- Connect young women from Girl Guiding across Australia
- Invest in developing young women's governance and leadership skills
- Provide a space for young women to network and convene about issues that matter to them

The Girl Guides Australia Young Women's Forum and National Olave Program hosted the Australian United Nations Youth Ambassador, Lucy Stronach, as part of her listening tour to discuss:

What would Australia look like if young people were the key drivers in decision making?

In 2021,
The Young Women's
Forum developed the
**GGA ADVOCACY
TOOLKIT**

[www.girlguides.org.au/
advocacy-in-girl-guiding
-in-australia/](http://www.girlguides.org.au/advocacy-in-girl-guiding-in-australia/)



NATIONAL OLAVE PROGRAM

The Olave Program enables young women aged 18–29 to create and explore a variety of opportunities across the areas of adventure, community and self-development.

The program empowers young women through community, adventure and self-development, and provides an opportunity for Girl Guides to continue their Girl Guiding journey after they finish the Australian Guide Program.

Olaves learn new skills, taking opportunities to challenge themselves, build self-confidence, and take actions to improve their community.

"After finishing school and moving into university it was great to have a group of friends who were a few years ahead of me. It gave me a good reference point for what life might be like after study." – Anna



The Olave Program makes a difference for young women participating by providing:

- A supportive network of individuals also navigating the changes of this life stage such as relocation, tertiary study, family and career
- A framework through which to challenge themselves
- Opportunities to make a difference to the community as a whole, as with the rest of the Guiding community, through service
- A space to build an individual's competence for facing new opportunities and challenges with confidence
- Other avenues through which to engage local communities and organisations with similar values
- Opportunities to grow and develop in a safe space driven by the individual's interests and goals
- International opportunities
- Personal development and career enhancing opportunities.



COMMUNITY



ADVENTURE



SELF DEVELOPMENT

ADULTS IN GUIDING

As COVID continued to affect all communities so it did with Guiding. Girl Guides Australia have continued to make opportunities to transition to innovative ways to provide initial training and ongoing support to enable learning that suits our current volunteers.

During 2021 GGA launched the Child Safe Child Friendly Framework for our organisation, including eGuiding modules to provide training and deeper understanding of both the framework and volunteers' responsibilities. At the centre of our decision making is providing a safe and inclusive space to empower the girls and young women who are our members.

The GGA strategy offers opportunities to continue to offer streamlined learning opportunities for our volunteers with the intended outcome of improvement in volunteer numbers and many more opportunities to include girls and young women in our programs to develop girls as leaders of their world.

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

2021 saw Girl Guides Australia (GGA) continue to support incoming Volunteers with eLearning (eGuiding) to provide expedited pathways to understanding their responsibilities to the girls and young women who undertake the Australian Girl Guide Program.

GGA holds the highest of standards to ensure our Volunteers are able to facilitate our Program in a Child Safe way that offers opportunities for Members to discover their potential.

12K+
MODULE
ENROLMENTS
in 2021



POSITIVE SHIFTS FOR VOLUNTEERS

since joining Girl Guides are:



39%

increase in

**LIFE SKILLS
EMPLOYMENT***

*Having the skills needed
to confidently do a job
outside of Girl Guides*



12%

increase in

**NEW OPPORTUNITY
AS A GLOBAL
CITIZEN***

*Having learnt to form
one's own point of view on
current affairs and issues*



29%

increase in

**LIFE SKILLS
VOLUNTEER
SKILLS+**

*Confidence in their role
as a Girl Guide volunteer*

*18-30 year olds // *30+ year olds // Huber Social Impact Survey of those who have been volunteers under 12 months compared to a shift measurement of women who have volunteered with Guides for 5 years or more.

TREFOIL GUILD

Trefoil Guild members have embraced the challenges of Trefoil Guiding in 2021.

To be challenged brings the opportunity to explore, be inventive and embrace the changes we face as Trefoil Guild members while we strive to live by our Girl Guide Promise and Guide Law.

To be a Trefoil Guild member is to be an active member of Girl Guiding in Australia.

As each Trefoil Guild member progresses through their Guiding journey, whether it begun as a young bright eyed seven-year-old or a mother of the seven-year-old that undertook to become a uniformed Guide Leader and wanted to continue with the Movement after leaving uniformed Guiding, looking to maintain the standards and ideals of service through Guiding Membership and the fun and friendship experienced.

As a Trefoil Guild member the Guiding journey continues.



SUPPORTING GIRL GUIDING IN AUSTRALIA

- Actively financially and physically maintained Guide Camp sites across Australia
- Supported Girl Guides as they learned new skills in their Units
- Assisted with funding for Girl Guides to attend camps and pay membership fees
- Supported and participated in Region activities
- Enhanced skills and knowledge through participation in Australian Trefoil Guild Dark Horse Venture and ATG Southern Cross Challenge Award programs also contributing to WTD Fund.

INTERNATIONAL GUIDING

Trefoil Guilds promoted International Guiding through 'Twinning' with Trefoil Guilds in every WAGGGS Region and our involvement with International Scout and Guide Fellowship Australia. Supporting the World Centres through membership to Friends of the World Centres, Friends of Asia Pacific Region and events like Sangam World Centre zoom cooking and programs.

GIVING BACK

Trefoil Guilds also have been active in offering support in their local communities, many charities have benefited from Trefoil Guilders busy fingers such as:

- Wrap with Love
- Beanies for homeless and premi-babies
- Breast care bags
- Mittens for injured wildlife through Wildlife Charities



TREFOIL GUILD

TREFOIL GUILDS DONATED + PACKED BAGS FOR:

- Share the Dignity
- Toys for Christmas Appeals
- Food Hampers
- Cancer Council

TREFOIL GUILDERS GAVE THEIR TIME WITH:

- Meals on Wheels
- Aged Care facilities
- Red Cross
- The Smith Family

TREFOIL GUILDS WERE OUT AND ABOUT AT:

- Trefoil Guild State and Region Friendship Days
- Hiking
- Visiting and maintain gardens
- Wildlife sanctuaries
- Bell ringing
- Ten pin bowling
- Movie nights
- Theatre outings visiting Galleries and Museums
- Learning new skills like wood turning
- Lots and lots of morning teas!

In 2021 ATG farewellled Marcia Andrews (Australian Trefoil Guild Adviser) and welcomed Sharyn Smith Anderson to the position and Molly Tweedie as the State Trefoil Guild Adviser (STGA) for NSW, ACT & NT.

Thankyou to Marcia and her Team for a job 'Well Done' also to the current STGAs Sue Viney (Vic), Carmel Stefanoff (WA), Lee Camburn (SA), Jenny Huntley (TAS), Margie Reid (QLD) who volunteer their time, expertise, and knowledge to enable ATG to continue to achieve merit in all ventures that Australian Trefoil Guilds undertake.

INTERNATIONAL

Girls around the country explored Girl Guiding and Girl Scouting bonds and friendships through participation in virtual programs.

HELEN STORROW SEMINAR

Since 1986 the Helen Storrow Seminar has been bringing groups of young women together at Our Chalet, World Centre in Switzerland, to develop leadership skills and to create an environmentally sustainable project for their local community.

The theme for 2021 was "Leading Change for Equity, nature and the climate" and Australia's participant to the Seminar was Emily Hack (SA).

Girl Guides NSW, ACT & NT hosted an Australian virtual event which provided the opportunity for more young women to explore their impact on the environment.



JOTA/JOTI

Jamboree of the Air/Jamboree of the Internet is an "original" radio and digital event and continues to attract Girl Guides & Scouts with worldwide connections during the third weekend in October. Members are encouraged to gain a radio licence, with support for this from ALARA (Australian Ladies' Amateur Radio Association).

WORLD CONFERENCE

The 37th WAGGGS World Conference was scheduled to be held in Uganda in 2020, however it was postponed given the impact of the global pandemic and instead was held as an online conference from 27 to 31 July 2021.

An Observer Team enabled GGA to invest in its national leadership through exposure to the key governance features of WAGGGS, current strategic initiatives and networking with a variety of MOs throughout the conference events. This offered valuable insights into how our organisation would be influenced by the themes of the conference, especially with motions around young women in governance and language access. In addition, the Team supported the delegation by asking questions of World Board Candidates, attending speed networking events and offering additional reflections, insights and learnings.

.....

40% of the
World Conference delegation
were **UNDER 30 YEARS OLD**

.....



COMPASS 2032



The COVID-19 pandemic has disproportionately impacted girls and young women, and the world is facing its biggest setback in gender equality in a decade. Compass 2032 replaces the WAGGGS vision statement and sets the direction for the Movement for the next 12 years.

The NEW vision for WAGGGS as set out in Compass 2032 is:

- An equal world where all girls can thrive.
- By 2032 we will be a girl-led Movement where every and any girl feels confident to lead and empowered to create a better world together.

BUSHFIRE RELIEF FUND

The Bushfire Emergency Relief Fund was established by GGA in 2019 in response to the bushfires in New South Wales, South Australia and Queensland.

THE PURPOSE OF THE FUND WAS TWO-FOLD:

- To support Guides affected by the fires; or
- To fund Girl Guide programs supporting communities to rebuild after the bushfires.

Funds were raised through the sale of the GGA Bushfire badge and via the generous donations from Guide Members, International Girl Guide Members and the general public.

Grant applications were received from across the fire affected SGGOs with funds supporting those Guides and projects to support fire affected communities. All funds have been distributed to support projects, many of which have been impacted by COVID lockdowns and restrictions. More projects due to commence in 2023 and conclude in 2024.



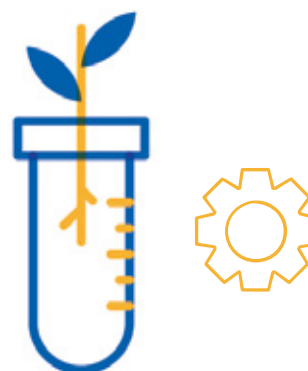
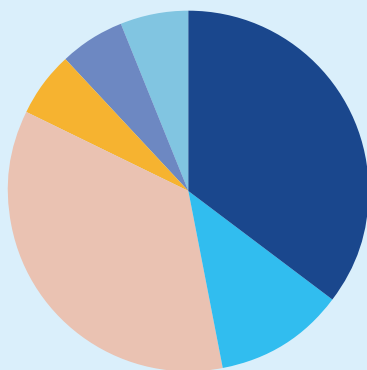
64K+ BUSHFIRE BADGES SOLD

\$249K+ RAISED

57 Bushfire Emergency Relief Fund grants distributed to bushfire impacted Units, Districts, Regions and Girl Guide Organisations across four States.

GRANT FUNDS TO SUPPORT:

- Impacted Girl Guide families
- Wildlife assistance projects
- Impacted Girl Guides attending camps
- Fire protection for Girl Guide hall
- Essential Girl Guide hall repairs
- An outreach project to an impacted community





"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 affects of the fire came much uncertainty with families and the town. Many jobs rely heavily on the industries of forestry and orchards and 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 on money within the town and even more so due to the current environment (COVID-19)."

- **BATLOW GIRL GUIDES**



"Many of the girls (and this Leader) did not know the steps to take or numbers to phone when an injured animal is found. I feel through this project the information shared will help wildlife and protect human rescuers in the future."

- **MAGNETIC ISLAND**



"One parent who unfortunately lost her home in the bushfires commented that it (the GGSA Come Together Camp) was **"A GREAT INITIATIVE TO HELP MY DAUGHTER MEET OTHERS AND BE ABLE TO HAVE FUN IN A SAFE AND SUPPORTIVE ENVIRONMENT."** We are thankful for the support from Girl Guides Australia to support girls and young women from bushfire impacted communities. This camp was able to develop their teamwork, confidence, leadership and outdoor skills in a safe and supportive environment."

- **GIRL GUIDES SOUTH AUSTRALIA**



2021 AWARDS

Girl Guides Australia pays tribute to members of the Australian Guiding family and community who have been recognised by awards and honours in 2021 for the good work they undertake on a daily basis. Congratulations to all recipients.

AUSTRALIA DAY HONOURS

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

- Fiona Thomson, South Australia
- Janet Simmons, South Australia
- Wendy Lewis, Victoria

Member (AM) of the Order of Australia

- Brenda Hamlett, Western Australia
- Helen Hargreaves, New South Wales



QUEENS BIRTHDAY HONOURS

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

- Belinda Allen, New South Wales
- Catherin Birkett, Victoria
- Dianne Paterson, Victoria
- Janet Pike, New South Wales
- Kay Rankin, Victoria
- Kenneth Birkett, Victoria
- Susan Campbell, Victoria

Member (AM) of the Order of Australia

- David Gibbs, Victoria
- Rhonda Weston, Queensland

GOOD SERVICE AWARDS

Red Kangaroo

- Beverley Nielsen, Queensland
- Janet Torney, New South Wales
- Kate Alcorso, Tasmania
- Sarah Neill, New South Wales



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

- Caitlin McDonald, Queensland
- Cherie Rope, Queensland
- Christine Brownridge, Queensland
- Danielle Buchanan, Queensland
- Keira O'Connor, Queensland
- Leslie Meiklejohn, NSW, ACT & NT
- Louise Sefton, Queensland
- Lyndie Peet, Queensland
- Sally Woodhouse, NSW, ACT & NT
- Virginia Brown, NSW, ACT & NT

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

- Debbie Frost, Queensland
- Jo-Ann Tonon, NSW, ACT & NT
- Kylie Gray, NSW, ACT & NT
- Kristine Wyber, NSW, ACT & NT
- Rosemary Derwin, Girl Guides Australia
- Sarah Charles, Victoria
- Susan Hayes, Queensland
- Veronica Heard, NSW, ACT & NT

Asia Pacific Leadership Award for Service to Girl Guiding:

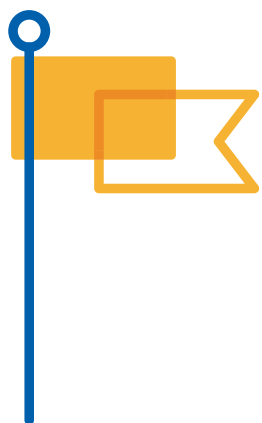
- Janelle Howell, Victoria
- Jamie Shepheard, NSW, ACT & NT
- Jill Jeffery, Victoria
- Karen Chatto, Victoria
- Kate Alcorso, Tasmania

GGA BOARD OF DIRECTORS 2021

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 2021 are:

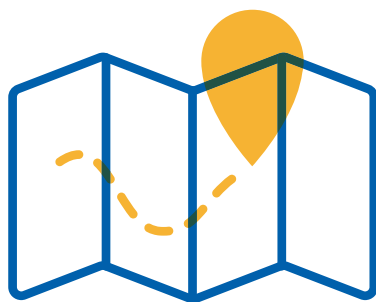


NAME	APPOINTED / RESIGNED
Kate Alcorso	Appointed 09/04/2021
Rosemary Derwin	Appointed 05/11/2015
Heather Barnes	Appointed 26/11/2018
Kellie Earl	Appointed 01/01/2022
Georgina Gaffney	Appointed 26/05/2021
Laura Hume	Appointed 01/10/2019
Katrina Lane	Appointed 01/07/2019
Katherine Raskob	Appointed 01/01/2018
Helen Reid	Appointed 01/02/2021
Joanne Muller	Appointed 24/05/2021
Debra Jakes	Resigned 18/03/2022
Kate Alcorso	Resigned 08/04/2021
Sarah Neill	Resigned 23/05/2021
Janet Torney	Resigned 16/12/2021

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 2021

NAME	ROLE
Rosemary Derwin	Chief Commissioner
Janet Torney	GGA Board Chair (Jan - Nov)
Kate Alcorso	GGA Board Chair (Dec)
Trish Manten	Chief Executive Officer

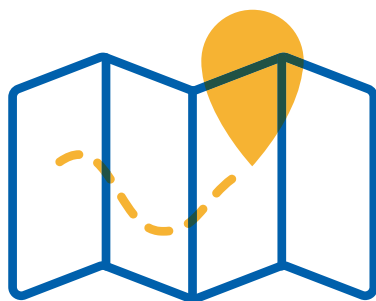
NATIONAL VOLUNTEERS 2021

NAME	ROLE
Micheala Collins	Assistant Chief Commissioner - Young Women
Miranda Cummings	Assistant Chief Commissioner - International
Wendy Kirk	National Coordinator - Youth
Sarah Neill	National Coordinator- Adults (July)
Joy Ord	National Coordinator - International
Nicola Jones	National Coordinator - Olave Program
Wendy Davis	International Travel Consultant

WORKING TOGETHER ACROSS AUSTRALIA

STATE EXECUTIVE OFFICERS 2021

NAME	ROLE
Amy Timoshanko	CEO, Girl Guides Victoria
Helen White	CEO, Girl Guides NSW, ACT & NT
Kim Harrington	CEO, Girl Guides Queensland
Kerrie Akkermans	CEO, Girl Guides South Australia
Katrina Spark	CEO, Girl Guides Tasmania
Paul Hetherington	General Manager, Girl Guides Western Australia (until November)



ADVISORS AND COMMITTEE LEADERSHIP 2021

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 (September)
Sharyn Smith Anderson	National Trefoil Guild Advisor (September)

FINANCIAL STATEMENTS



STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME		
For the Year Ended 31 December 2021	2021 \$	2020 \$
Revenue from continuing operations	1,807,810	1,763,808
Changes in inventories	-	(12,590)
Purchases for resale	(418,973)	(395,921)
Employee benefits expense	(492,509)	(537,274)
Contractor costs	(60,900)	(77,191)
Depreciation and amortisation expense	(1,602)	(50,149)
Consultancy fees	(74,188)	(145,175)
Insurance	(325,623)	(315,025)
Travel and accommodation	(4,140)	(8,784)
Other operating expenses	(386,963)	(550,163)
Bushfire funds distributions	(186,317)	-
Deficit before income tax	(143,405)	(328,464)
Income tax expense	-	-
Deficit for the year	(143,405)	(328,464)
Other comprehensive income		
Net gain/(loss) on financial assets -fair value through other comprehensive income	70,402	(41,656)
Total comprehensive income/(loss) for the year	(73,003)	(370,120)

FINANCIAL STATEMENTS



STATEMENT OF FINANCIAL POSITION

As At 31 December 2021

	2021 \$	2020 \$
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	218,363	385,033
Trade and other receivables	102,497	139,576
Inventories	13,887	28,232
Financial assets	127,059	203,105
Other assets	79,272	43,014
TOTAL CURRENT ASSETS	541,078	798,960
NON-CURRENT ASSETS		
Financial assets	3,267,155	3,186,375
Property, plant and equipment	2,460	4,062
Right of use asset	-	-
TOTAL NON-CURRENT ASSETS	3,269,615	3,190,437
TOTAL ASSETS	3,810,693	3,989,397

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

As At 31 December 2021	2021 \$	2020 \$
LIABILITIES		
CURRENT LIABILITIES		
Trade and other payables	199,136	132,313
Employee benefits	22,288	18,710
Other liabilities	55,733	232,766
TOTAL CURRENT LIABILITIES	277,157	383,789
NON-CURRENT LIABILITIES		
Employee benefits	7,353	6,422
TOTAL NON-CURRENT LIABILITIES	7,353	6,422
TOTAL LIABILITIES	284,510	390,211
NET ASSETS	3,526,183	3,599,186
EQUITY		
Reserves	416,788	346,386
Accumulated funds	3,109,395	3,252,800
TOTAL EQUITY	3,526,183	3,599,186

OUR PARTNERS AND SUPPORTERS

Girl Guides Australia sincerely thanks our supporters who have provided assistance, resources and / or expertise pro bono to our organisation in 2021. These organisations have been a part of supporting the growth of our organisation and importantly supporting the empowerment of girls and women across Australia.



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

2021 Girl Guides Australia launched the Child Safe Child Friendly Framework with its foundations based on the National Principles for Child Safe Organisations



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

GIRL GUIDES NSW, ACT & NT

Suite 202, Level 2
55 Holt Street
Surry Hills NSW 2010
02 8396 5200
guides@girlguides-nswactnt.org.au
girlguides-nswactnt.org.au

GIRL GUIDES QUEENSLAND

Guide House, 35 Tamarind Street
Marsden QLD 4132
07 3357 1266
reception@guidesqld.org
guidesqld.org

GIRL GUIDES SOUTH AUSTRALIA

311 Military Road
Henley Beach SA 5022
08 8418 0900
reception@girlguidessa.org.au
girlguidessa.org.au

GIRL GUIDES TASMANIA

1/8 Percy Street
Bellerive TAS 7018
03 6244 4408
office@guidestas.org.au
guidestas.org.au

GIRL GUIDES VICTORIA

Suite 812, 401 Docklands Drive
Docklands VIC 3008
03 8606 3500
guides@guidesvic.org.au
guidesvic.org.au

GIRL GUIDES WESTERN AUSTRALIA

265 Great Eastern Hwy
Belmont WA 6104
08 9479 9800
info@girlguideswa.org.au
girlguideswa.org.au



GIRL GUIDES
A U S T R A L I A

GIRL GUIDES AUSTRALIA NATIONAL OFFICE

Hub Hyde Park
223 Liverpool Street
Darlinghurst NSW 2010
02 8328 0851
guides@girlguides.org.au
girlguides.org.au