



20  
22

**GIRL GUIDES  
AUSTRALIA**

Annual Report



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



**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  
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
Chief Commissioner's Report .....	6
Chair's Report .....	7

## CHILD SAFE CHILD FRIENDLY COMMUNITY

Compass 2032 .....	8
About Girl Guides Australia .....	11
A Child Safe Child Friendly Community .....	12
Australian Guide Program .....	14

## GREAT PEOPLE

National Olave Program .....	15
Girl Guiding in Practise .....	16
Leading for Their World Launch .....	17
Local and Global Change-Makers .....	19
International .....	20
Social Impact Report .....	21
Adults in Guiding .....	27

Trefoil Guild .....	29
2022 Awards .....	30
Bushfire Relief Fund .....	31
WAGGGS Ukraine Appeal + World Thinking Day Funds .....	32

## GOOD GOVERNANCE

Financial Statements .....	33
GGA Board of Directors 2022 .....	36
Working Together Across Australia .....	38

## COMMITMENT TO EVOLVE

Strategy 2021-2025 .....	40
--------------------------	----

## COLLABORATIVE WAYS OF WORK

Partnerships and Collaborations .....	41
Our Partners and Supporters .....	42
Our History and Girl Guide Promise .....	43

**GIRL GUIDES AUSTRALIA:**

**EMPOWERING GIRLS  
AND YOUNG WOMEN**

to discover their  
potential as leaders  
of their world



**GIRL GUIDES  
AUSTRALIA**



*Her Excellency Mrs Linda Hurley*

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

It is a pleasure for David and me, as Joint Patrons of Girl Guides Australia, to provide the Foreword to the organisation's Annual Report.

As I write, we have recently returned from the Coronation of His Majesty King Charles III. For us, one of the central themes of the Coronation ceremony was 'service', of giving to the community. Girl Guiding is a wonderful example of serving the community. Not only does it enable women and girls to have a positive impact in a wide range of areas but it also develops their leadership skills.

Girl Guides Australia has had another outstanding year of achievement, not least of which has been its successful partnerships with the public sector. From the RESPECT campaign to Flight2Light and Clean Up Australia Day, Guides and Leaders have been tackling social and environmental issues head on and making a positive impact in their communities.

It would be remiss of us not to acknowledge Girl Guides Australia's initiative in support of our Late Queen. The Royal Connections Challenge, which encourages Guides to explore Queen Elizabeth The Second's legacy of service, will be a source of great inspiration to future generations of Guides.

Behind the success of Girl Guides Australia is its people — the leadership team, staff, leaders, volunteers, supporters — and, of course, the Guides and their families!

Thank you, all, for your kindness, for enriching the lives of others and for making our communities stronger.

*L. Hurley*

# CHIEF COMMISSIONER'S REPORT

Girl Guiding is focused on giving girls and young women opportunities and space to find their voice, discover their potential, explore possibilities, and make a genuine difference in their world. Thank you to all those who contributed to making this happen in Girl Guiding across Australia during 2022.

It never ceases to amaze me the variety of activities Girl Guides explore and this was no different during 2022! Whether it was in Girl Guide Unit meetings, Region activities, or State activities. Girls and young women provided service in their communities and were changemakers.

For Girl Guiding in Australia to continue to be successful we need strong foundations on which we can all build. The Girl Guides Australia Strategic Plan has laid **five foundations** as our bedrock. These are our values and are integral to supporting a culture aligned to our Girl Guide Promise. In this annual report you will see how these five foundations shape and provide a focus for the work of Girl Guides Australia. Our foundations, which are applicable to all areas of Girl Guiding, are:

## *We are a **Child Safe Child Friendly Community.***

Girl Guides Australia are proud to be a Child Safe Child Friendly Community. Since the introduction of the GGA Child Safe Child Friendly Framework in 2021 which demonstrated the commitment Girl Guides has to upholding the National Principles for Child Safe Organisations, we have been on a journey to raise awareness of the updated policies and procedures. Thankyou to all the volunteers and staff who have undertaken additional training. Child Safe Child Friendly is now a concept that is part of the Girl Guide culture.

Girls have told us they feel: HAPPY, BRAVE, CONFIDENT, SUPPORTED and PROUD. They have said they love and appreciate that their Leaders: CARE, LISTEN, are TRUSTWORTHY and are PATIENT.

Girls feel SAFE, feel INCLUDED and can BE THEMSELVES.

*We have **Great People.*** Girl Guiding certainly has Great People! Thanks is extended to the thousands of volunteers and staff who are committed to the mission of Girl Guides Australia. Their versatility, enthusiasm, energy, compassion and resilience are endless.

*We have **Good Governance.*** Good Governance is overseen by the Board of Girl Guides Australia. Thanks to all the directors who bring their professional skills, Girl Guiding passion and experience to enable sound and transparent decision making, oversee regulatory compliance and support the sustainability of Girl Guides Australia. In particular, I note with thanks the leadership of Kate Alcorso as Chair.

As a member of a global organisation Girl Guides Australia supports the governance of the World Association of Girl Guides and Girl Scouts and the Asia Pacific Region. I was proud to lead the Australian delegation to the 2022 Asia Pacific Regional Conference. Congratulations and thanks to Bronwyn Hughes for her contribution as Chair of the Asia Pacific Regional Committee and as a trustee of the World Board for the last triennium.

*We have a **Commitment to Evolve.*** Girl Guides Australia 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. The Strategic Plan for 2021 -2025 provides initiatives to enable Girl Guides to remain a relevant organisation for girls and young women.

*We have **Collaborative Ways of Working.*** Working together is key to success. I note the amazing work, commitment and dedication of the National Team: the National Coordinators – Wendy Kirk, Sarah Neill, Nicola Jones and Joy Ord, the National Awards Chair, Robinette Emonson and National Trefoil Guild Adviser, Sharyn Smith-Anderson, who work with representatives from each of the State Girl Guide Organisations to support and strengthen Girl Guiding so we can continue to empower girls and young women to discover their potential as leaders of their world.

It has been my absolute privilege to lead Girl Guides Australia over the last five years and wonderful to share the journey with Miranda Cummings and Micheala Collins as Assistant Chief Commissioners. Their contribution has been significant and their support immeasurable.

I acknowledge with gratitude the many amazing women I have worked with, walked alongside and learnt from whilst wearing the Chief Commissioner badge.

Thank you Girl Guides Australia for giving me the opportunity to lead Girl Guiding in Australia. I wish Helen Reid all the best as the 16th Chief Commissioner of Girl Guides Australia.



**Rosemary Derwin**  
Chief Commissioner  
Girl Guides Australia





# CHAIR'S REPORT

It is a pleasure to commend the Annual Report for 2022 on behalf of the Board of Girl Guides Australia.

Girl Guides Australia continued to experience challenges associated with the Covid-19 pandemic in the early parts of 2022. As the year wore on, operations developed into what will be, as for many businesses, the new normal. Flexible working arrangements and virtual meetings will continue to complement our ways of work, but in an increased manner. As a national organisation, virtual ways of work ensure that volunteers from all around Australia can connect readily to bring our strategic plan to life. The increasing comfort and ease with which people engage with these methods of communication ensures we can readily have input from all relevant stakeholders.

In 2022, Girl Guides Australia continued to direct focus to the delivery of the Girl Guides Australia Strategic Plan 2021-2025. Work in 2022 has set the foundation for projects aimed at each of the goals in the strategic plan; to provide innovative and engaging Guiding Programs, to enhance and develop the volunteer experience, to support State Girl Guide Organisations to grow and retain members, and to be sustainable.

Girl Guides Australia continued to draw down on reserves in 2022 in light of the challenges experienced. Strategic initiatives aimed at revenue generation will be prioritised in 2023. Girl Guides Australia continues to work closely with State Girl Guide Organisation leadership in delivering on national objectives as well as supporting grassroots work within each State and Territory.

Girl Guides Australia continued its strong commitment to ensuring that Guiding is a child safe and child friendly organisation. Throughout 2022, leaders and other volunteers throughout Australia demonstrated their deep commitment to ensuring Guiding is a safe space. The Child Safe Child Friendly Framework was launched in October 2021. When surveyed in January 2023<sup>1</sup>, over 91.7% of surveyed youth members stated that they knew Girl Guides was a child safe, child friendly organisation and 98.9% said they felt safe at Guides. Girls reported that they felt safe at Guiding because of the respect, support and kindness they experience, in a girl only space. For many girls, it is the support of their unit leaders that ensures they feel safe. As one survey respondent said, Guiding is safe "because it's home". We can be truly proud as an organisation of the difference we make to the lives of girls and young women.

It was my pleasure to work with Rosemary Derwin, Chief Commissioner, Trish Manten, CEO, and all Board Members, volunteers and employees from around Australia in 2022. In Rosemary's last full year as Chief Commissioner, her drive to ensure that Girl Guides Australia continues to be the peak organisation for girls and young women in Australia, was evident. Rosemary's contribution to Australia through Girl Guiding was recognised in the Australia Day honours in January 2023 through the award of an AM. I was privileged to work with Rosemary and thank her deeply. Her impact on Guiding will be both profound and lasting.

I hope you enjoy reflecting on the year that was 2022.



**Kate Alcorso**  
Chair  
Girl Guides Australia



<sup>1</sup>Voluntary survey conducted at Kani-Karrung amongst Jamboree participants aged between 10 and 17 years, from around Australia.

Girl Guides across Australia were greatly saddened by the passing of Her Majesty Queen Elizabeth II. Her Majesty had a strong connection to Girl Guides from when she made her Girl Guide Promise at age 11 as a member of the 1st Buckingham Palace Guides. Her connection continued throughout her 70 years on the throne. We were always delighted to welcome The Queen to Australia when she visited all our States and Territories. We will remember her dedication to public service and her example to each of us as Girl Guides- striving to do her best, living by her Girl Guide Promise and taking action for a better world.

# COMPASS 2032

The vision of the World Association of Girl Guides and Girl Scouts (WAGGGS) is for an equal world where all girls can thrive. By 2032 WAGGGS will be a girl-led Movement where every and any girl feels confident to lead and empowered to create a better world together.

Compass 2032 is the new vision statement for the Girl Guide and Girl Scout Movement. It will act as a pointer along the path that every Member Organisation and the WAGGGS Global Team will travel from 2021 to 2032. Compass 2032 has two parts:

- The first sentence is The WAGGGS vision for the world
- The second sentence is WAGGGS' vision for the Movement. It describes what the Movement needs to become to fully contribute to creating the world girls want. Compass 2032 sets WAGGGS' destination and direction. Compass 2032 captures the global Movement's desires for the world and describes the high-level focus WAGGGS will take as a Movement to help make it a reality. It is not a strategy or action plan.

Working towards Compass 2032 is a shared responsibility for all Girl Guide and Girl Scout Organisations. The WAGGGS Global Team will contribute to Compass 2032 through its strategies and work plans over the next 12 years. Each Member Organisation is encouraged to do the same. Delivering Compass 2032 will leverage

**WAGGGS and Member Organisations will recognise and celebrate girls' and young women's leadership in the Movement and continue to grow the spaces where girls and young women can practise leadership at all levels.**

the strengths of each Organisation. The specific work that each Member Organisation and the WAGGGS Global Team will do to contribute to Compass 2032 will be different because it will reflect their own communities, membership, organisational strengths and ambitions. The Compass Conversations will help WAGGGS and Member Organisations reanchor the vision.

Compass 2032 is supported by six Compass Conversations that respond to the main themes that have emerged through the development of Compass 2032.



## PURPOSE OF COMPASS 2032

Compass 2032 is the new 12-year vision for the Girl Guide and Girl Scout Movement. It captures the world girls and young women want to see and challenges every Girl Guide and Girl Scout organisation to prioritise making this world a reality. It reminds WAGGGS and Member Organisations of the collective purpose and sets a shared direction. It's designed to align and inspire Member Organisations, volunteers, supporters and members in their commitment to girls and young women, and the impact Girl Guiding and Girl Scouting can have in the world.



**What matters is understanding to what extent Girl Guide and Girl Scout organisations are girl-led today and challenging ourselves to ensure we are more girl-led by 2032.**



## A GIRL-LED MOVEMENT

is a Movement by, and for, girls and young women.

A girl-led Movement is where leadership is shared between generations, where girls of all ages have space to exercise leadership and play a meaningful role in decision making at local, national and international levels. Girl Guiding and Girl Scouting organisations exist in different contexts so there is no single description of what a girl-led Movement looks like. What matters is understanding to what extent Girl Guide and Girl Scout organisations are girl-led today and challenging ourselves to ensure we are more girl-led by 2032. WAGGGS and Member Organisations will recognise and celebrate girls' and young women's leadership in the Movement and continue to grow the spaces where girls and young women can practise leadership at all levels.

To support implementing Compass 2023 Member Organisations will need to consider:

- Do we really know what girls want?
- How can we create direction around that?
- How can we involve girls in decision making in different levels?



A girl-led Movement is where **LEADERSHIP IS SHARED BETWEEN GENERATIONS**, where girls of all ages have space to exercise leadership and play a meaningful role in decision making at local, national and international levels.









# ABOUT GIRL GUIDES AUSTRALIA

Girl Guides Australia (GGA) is the peak organisation for Girl Guiding in Australia. We bring over 19,000+ 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.

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 meet, 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 150 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 2022:

- 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.

“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

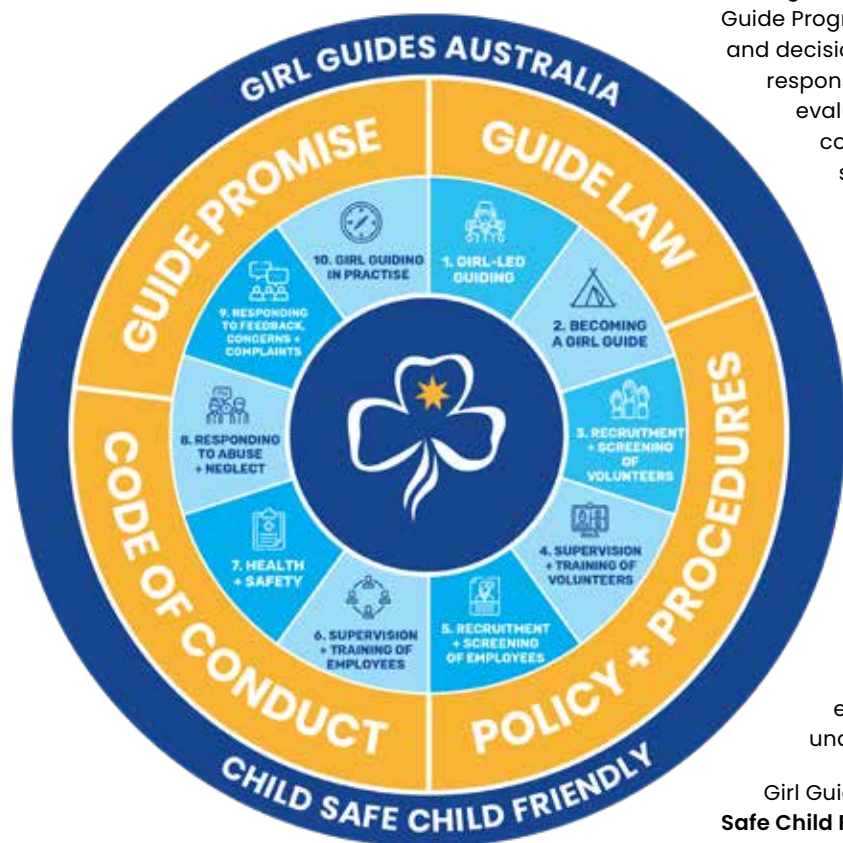
child safe child friendly lens.” Rosemary Derwin, Chief Commissioner for Girl Guides Australia.

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*.



Youth Survey at National Jamboree<sup>1</sup>  
(January 2023) outcomes showed that:

**91.7%** know Girl Guiding  
in Australia was a **Child Safe  
Child Friendly organisation**

**98.9%**  
**FELT SAFE  
AT GUIDES**



<sup>1</sup>Voluntary survey conducted at Kani-Karrung amongst Jamboree participants aged between 10 and 17 years, from around Australia.

# 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**







# 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





# NATIONAL OLAVE PROGRAM

The Olave Program continued to empower young women by providing opportunities for personal development, community involvement and leadership growth in 2022.

Designed for Girl Guides Australia members aged between 18 and 30, the program focuses on personal and collective achievements, skill development, and a strong commitment to making a difference in local communities and the world.

## COMMUNITY

Olaves were actively involved in various community projects and initiatives throughout 2022, showcasing their commitment to making a positive impact on society.

## ADVENTURE

Outdoor activities, including hiking, camping, and canoeing trips, fostered teamwork, resilience, and valuable opportunities for the young women to challenge themselves and step out of their comfort zones.

## SELF DEVELOPMENT

Leadership development continued as a priority in 2022, empowering participants to build strong connections and establish networks within communities, nationally and worldwide.



COMMUNITY



ADVENTURE



SELF DEVELOPMENT



## GIRL GUIDING IN PRACTISE

### Girl Guides in Australia took part in the following national programs:

#### **BUSH BLITZ**

Girl Guides explored and documented local plants and animals, gathering citizen science records that, once confirmed by an expert, are added to the Atlas of Living Australia to be used for scientific research.

#### **FLIGHT 2 LIGHT**

Girl Guides took part in special events as part of the Flight 2 Light education and outreach program highlighting the impacts of light pollution on wildlife and ecosystems.

#### **ROYAL CONNECTIONS CHALLENGE**

This challenge was launched to celebrate HRH Queen Elizabeth's Platinum Jubilee and long-standing relationship with Girl Guiding.

#### **SALUTING THEIR SERVICE ANZAC CHALLENGE**

This program provided an opportunity to learn and reflect on ANZAC Day and the sacrifice of all Australians who have served in war and on operations.

#### **CLEAN UP AUSTRALIA DAY**

Supporting community initiatives to clean up, fix up and conserve our environment.

#### **JOTA/JOTI**

Jamboree On The Air (JOTA) and Jamboree On The Internet (JOTI) is the World's largest Girl Guiding and Scouting event

#### **GUIDES GO GLOBETROTTING**

Program resources to support the exploration of the WAGGGS member countries.

#### **Girl Guides continued to support:**

- Save the Koala Month
- Earth Day
- Harmony Day
- International Women's Day
- Share the Dignity

### WAGGGS programs and events Girl Guides in Australia took part in, included:

#### **WORLD THINKING DAY**

The theme in 2022 was 'Our World, Our Equal Future' focused on the link between the environment and gender equality.

#### **INTERNATIONAL DAY OF THE GIRL - GLOBAL YOUTH CONSULTATION - GIRLS SPEAK UP**

To mark International Day of the Girl in October, the World Association of Girl Guides and Girl Scouts invited girls and young women to take part in a Global Youth Consultation. Units across Australia completed the Girls Speak Up activities; submitting the outcomes to inform global program planning.

#### **JLS**

Five young women from Australia were selected in 2022 to take part in the Juliette Low Leadership Seminar (JLS).

#### **SURF SMART 2.0**

This award-winning program provides the tools to protect yourself online.

#### **FREE BEING ME**

The Free Being Me Program promotes body confidence and self-esteem through accessible, learner led activities.

#### **VOICES AGAINST VIOLENCE**

Non-formal education sessions for children and young people to help stop violence against girls and young women.





# LEADING FOR THEIR WORLD LAUNCH

Girl Guiding in Australia is committed to empowering girls and young women to take charge, and advocate to make a difference. Developed in collaboration with the World Association of Girl Guides and Girl Scouts (WAGGGS), the 'Leaders of their World' advocacy resource empowers girls and young women to influence decision-makers to create a more equal world.

Girl Guides Australia are excited about the potential impact of this advocacy resource and are confident that girls and young women will use the skills learnt to make positive change in their communities and beyond. The resource raises awareness of advocacy through the concept of leadership, allowing girls, young women, and adult volunteers to broaden their understanding of advocacy and its relevance to their communities.

The resource provides practical program activities to support advocacy skill development across three developmental stages (5–8 years, 9–13 years, and 14–30 years). It's designed to be a Girl Guide meeting program that strengthens the skills required for girl-led advocacy, aligns with the WAGGGS Leadership Mindsets and current best practices in girl-led advocacy.

These pivotal WAGGGS foundations are the first of their kind in Australian Girl Guide programming and provide opportunities to explore advocacy and leadership concepts further through existing WAGGGS resources.

'Leaders of their World' is available on the GGA website at:  
<https://www.girlguides.org.au/resources/program-resources/>



## THE WAGGGS LEADERSHIP MODEL



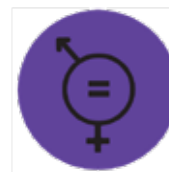
REFLECTIVE  
MINDSET



COLLABORATIVE  
MINDSET



CREATIVE  
+ CRITICAL  
THINKING  
MINDSET



GENDER  
EQUALITY  
MINDSET



WORLDLY  
MINDSET



RESPONSIBLE  
ACTION MINDSET



## LOCAL & GLOBAL CHANGE-MAKERS

**19,000+**

**YOUTH AND ADULT  
MEMBERS IN AUSTRALIA**



**8.8 MILLION**

**MEMBERS GLOBALLY**



■ **150 COUNTRIES**

■ **5 REGIONS**

■ **5 WORLD CENTRES**

**1,500+**

**GIRL GUIDE UNITS  
ACROSS AUSTRALIA**



**4,500+**

**VOLUNTEER HOURS TO  
SUPPORT GIRL GUIDES  
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

### ■ **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

# INTERNATIONAL

There was a  
**INCREASE**  
in Australian  
members registering for  
**INTERNATIONAL  
VOLUNTEERING  
OPPORTUNITIES**



with WAGGGS in 2022. Volunteers worked on everything from governance and capacity building to policy and events.

The International  
Commissioners' Hub  
provided an opportunity to maintain  
important links to other  
WAGGGS Member  
Organisations  
(MOs).



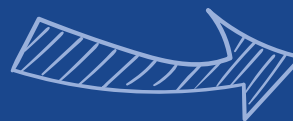
There was a  
**20% INCREASE  
IN JOTA/JOTI  
PARTICIPATION,**  
making it the  
world's largest  
Jamboree.



# 5

Five Australian Juliette Low Seminar (JLS) participants took part in the global zoom seminar in 2022:

- Alissa Holmes, Girl Guides Victoria
- Hannah Ireland, Girl Guides Western Australia
- Laura Ives-Hicks, Girl Guides Western Australia
- Nicola Jones, Girl Guides NSW, ACT & NT
- Emily Ogden, Girl Guides NSW, ACT & NT



The group are now facilitating their  
**'100 GIRLS' PROJECTS**  
as part of their JLS commitment to  
*positively impact the lives of  
girls and young women  
in their communities.*



# AUSTRALIA SOCIAL IMPACT REPORT 2022

In 2021 Girl Guides NSW ACT NT, Girl Guides Queensland and Girl Guides South Australia established the inaugural measurement. In 2022 Youth Members and Adult Members from across Australia were invited to participate in the Girl Guides Australia social impact survey.\*

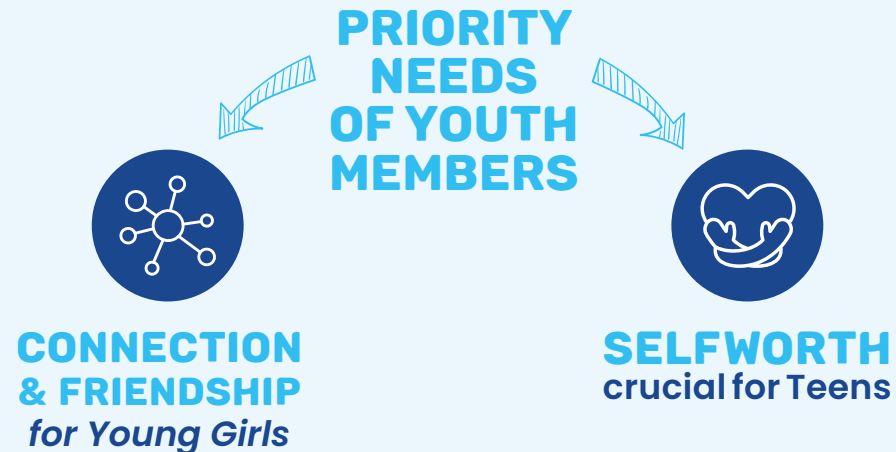
Data collection and analysis was conducted across four measurement groups:

- Young Girls aged 8-12 years
- Teens aged 13-17 years
- Adult Members aged 18-30 years
- Adult Members aged 30 years+

Measuring wellbeing allows Girl Guiding in Australia to better understand the holistic needs of members. Through the measurement approach, opportunities are identified for resource allocation to support enhanced member benefit.

*\*The Social Impact Report project was supported by Huber Social.*

Youth members scored  
**4.8 OUT OF 5**  
*for feeling safe at Girl Guides*



"Guides has given me the opportunity to take on challenges that I never thought I could do, **IT HAS BOOSTED MY SELF-CONFIDENCE AND INTERPERSONAL SKILLS.** It has become a whole new group of friends and a community that I love and never knew I needed."

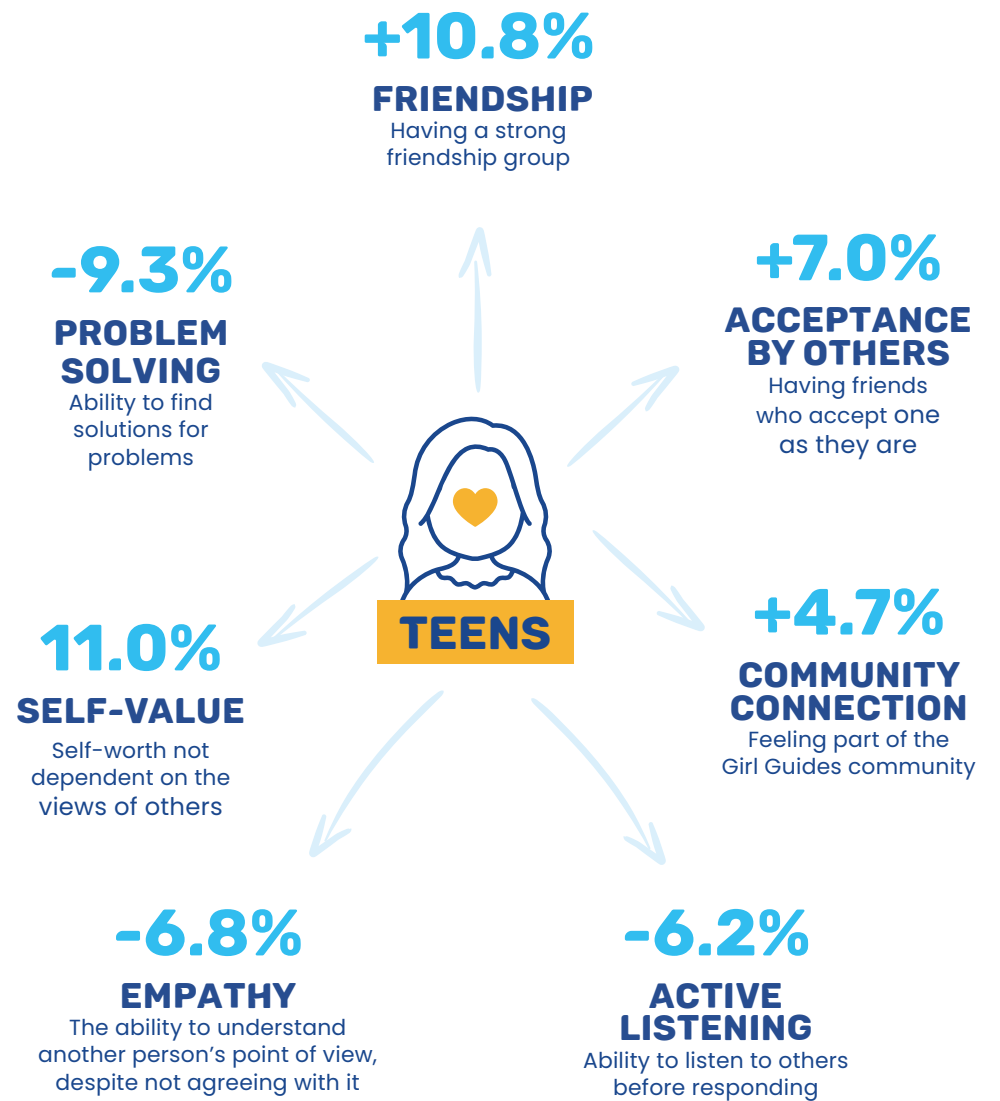
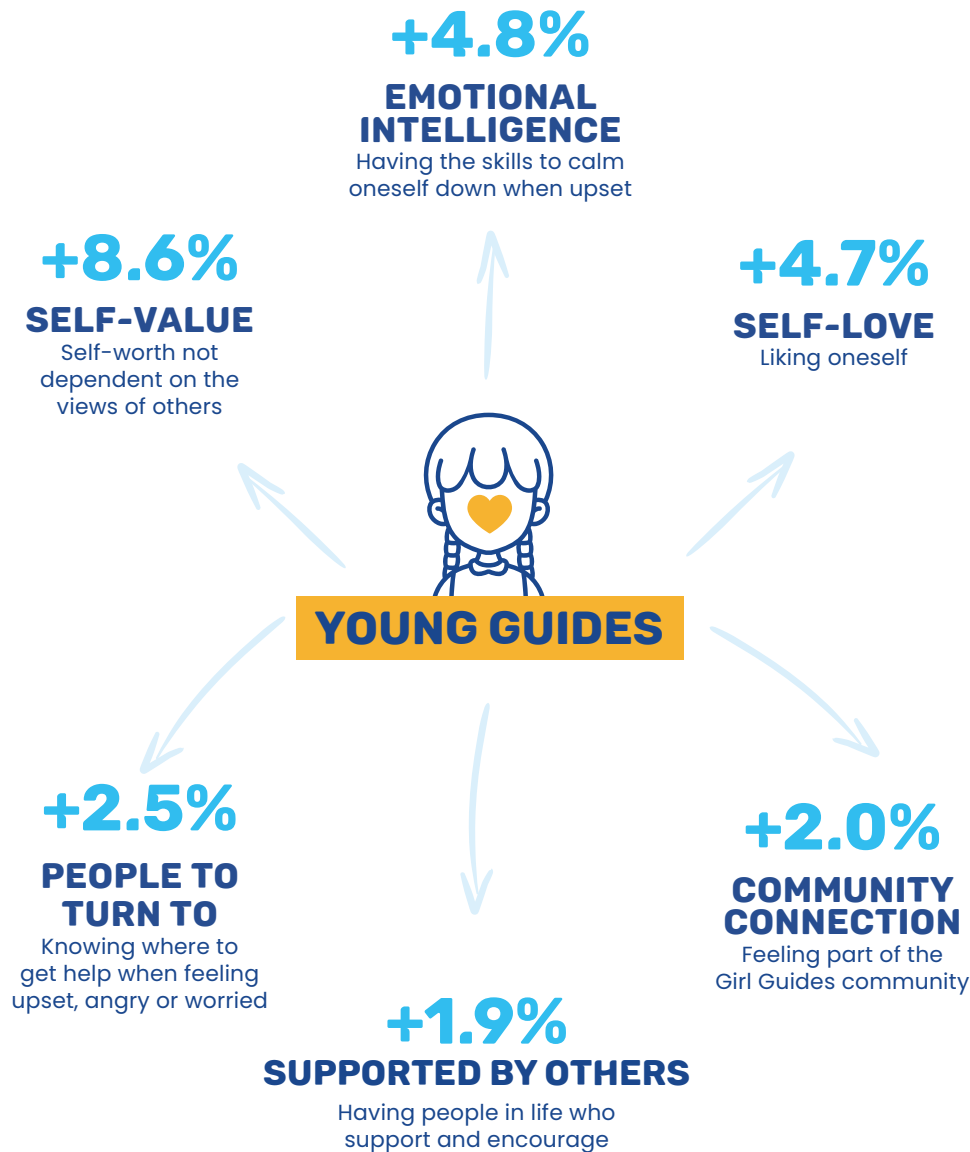
**Parents  
recommend  
Girl Guides**

63\*

**\* 60-80 =  
Excellent**  
(Bain and Company –  
creators of Net Promoter Score)

# GIRLS ATTITUDE SHIFTS\*

2022 vs 2021



\*The Social Impact Report project was supported by Huber Social.

# YOUTH PROGRAM OUTCOMES\*

**+7%**  
**ENJOYMENT**  
The opportunity  
for adventure

**+4%**  
**LIFE SKILLS**  
Skills to help around the house

**+7%**  
**SELF-WORTH**  
Mistakes do not  
impact selfworth

**+16%**  
**LEADERSHIP**  
Resistance to peer pressure  
if one doesn't agree with  
friends' behaviour

**+6%**  
**SELF-  
DEVELOPMENT**  
Strategies and tools to  
manage one's emotions

**+7%**  
**LIFE SKILLS**  
Ability to handle many  
things at one time

**+17%**  
**RESILIENCE**  
Self discipline to  
complete tasks  
one knows are  
important, despite  
not necessarily  
wanting to



**+18%**  
**LIFE SKILLS**  
Ability to handle many  
things at one time

*well rounded*  
**+ ADVENTUROUS  
GIRLS**

**+19%**  
**RESILIENCE**  
The ability to adapt when  
unexpected events occur

**+18%**  
**LEADERSHIP**  
Ability to communicate  
thoughts and feelings  
with others

**+18%**  
**RESILIENCE**  
Ability to solve  
problems

*resilient*  
**LEADERS**

*\*The Social Impact Report  
project was supported by  
Huber Social.*

## PRIORITY NEEDS OF ADULT MEMBERS



### RESILIENCE

Adult Members  
(18–30yo)



### ENVIRONMENTS

*that promote support and respect*  
Adult Members (30yo+)

“Both  
as a girl and an  
adult I have enjoyed my  
time with Girl Guides –  
**IT GIVES ME A SENSE OF  
PURPOSE AND HELPS ME BE  
PART OF A COMMUNITY.** As I have  
lived in different parts of the world, I  
have found Guides to be part of a  
family atmosphere – my first thing  
on moving to a new country  
is to contact the Guide  
Association there!”

*Young women*  
**NEED SUPPORT**  
**in the transition from**  
**Member to Leader**

**Adult Member  
satisfaction  
with Guiding  
program:**



**\* 60–80 =  
Excellent**  
(Bain and Company –  
creators of Net Promoter Score)

*The Social Impact Report project was supported by Huber Social.*

## LEADER ATTITUDE SHIFTS<sup>+</sup> 2022 vs 2021



## Volunteers feel GIRL GUIDES PROVIDES THEM WITH A SENSE OF PURPOSE

\*The data used to produce the above shifts was an average of responses from Adult Members who responded in 2021 and 2022, meaning the comparison is primarily between different individuals. The younger Adult Members saw only one statistically significant shift between 2021 and 2022, in relation to feeling valued in their role with Guides. Encouragingly, the older Adult Members saw a number of positive shifts across a range of Girl Guides program outcomes.

\*Predictors of wellbeing, meaning that areas that have seen a positive change are likely to have had an impact on the overall wellbeing of Members.

The Social Impact Report project was supported by Huber Social.

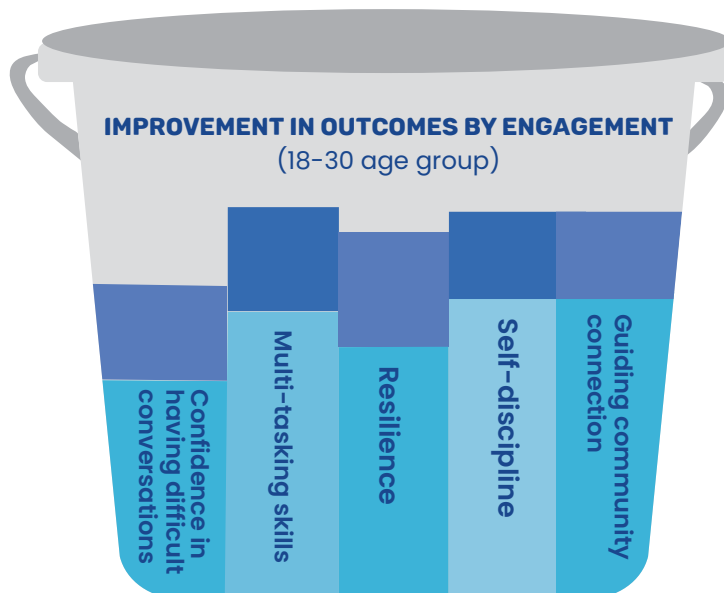


# ADULT MEMBER OUTCOMES\*

Higher engagement  
in Girl Guiding  
**INCREASES OUTCOMES  
FOR YOUNG WOMEN**

18-30 year olds

- Over 15 hours engagement
- Less than 5 hours engagement



**+16%**

## LIFE SKILLS

Setting goals and tracking progress

**+12%**

## CONFIDENCE

Belief in oneself helping during difficult times

**+12%**

## PURPOSE

Feeling a meaningful connection with something bigger than oneself



**+12%**

## LIFE SKILLS

Effective time management

**+13%**

## LEADERSHIP

Confidence in having difficult conversations with others

**+15%**

## LIFE SKILLS

Having the skills to confidently perform one's role at Girl Guides

**CONFIDENT,  
driven + passionate  
ADULT MEMBERS**

The Social Impact Report project was supported by Huber Social.

\*Largest positive shifts in Adult Members who joined Girl Guides within a year and those who have been volunteering with Girl Guides for five or more years.



# ADULTS IN 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

2022 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.

# 7K+ MODULE ENROLMENTS in 2022









# TREFOIL GUILD

Australian Trefoil Guilds are working to serve the community and Girl Guide Youth Members with the underlying theme of Fun, Fellowship, Food and Flexibility.

Australian Trefoil Guilds (ATG) supported Girl Guiding in their States, Nationally and Internationally by donating time and funds during 2022.

**ATG members supported Girl Guiding by donating their time to:**

- Archive Girl Guide History
- Maintain Girl Guide Halls and Camp Sites
- Support Unit Leaders and share traditional or practical skills
- Support the WAGGGS World Centres

**The ATG Good Turn for 2022 supported Hope in a Suitcase Australia.** This non-profit

organisation provides suitcases containing new essential items for children going into foster care or out of home care, throughout NSW, Queensland, Victoria and Tasmania.

**Members supported the organisation by packing suitcases and donating \$5,659.70.**



**ATG members supported charities in their local communities such as:**

- Meals on Wheels
- Careforce
- Blaze Aid
- RSPCA
- Cancer Council
- Days for Girls
- Red Cross
- CWA Appeals
- Wrap with Love
- Flying Doctors
- Driver Reviver Stops
- Smith Family Children's Learning Program
- Share the Dignity
- Knitting/sewing and creating projects to support those experiencing homelessness

**ATG members also took the opportunity to:**

- Explore the outdoors by visiting parks and Girl Guide Campsites
- Join other Trefoil Guilds at car rallies, Region fun days and camps
- Expand their knowledge and skills while working on ATG Dark Horse Challenges
- Participate in the Southern Cross Challenges.

**Thank you to the State Trefoil Guild Advisers who completed their terms in 2022:**

- Carmel Stefanoff OAM, Western Australia
- Margaret Reid, Queensland
- Sue Viney, Victoria



**TOTAL**  
**1,529 MEMBERS**  
*with 138 Trefoil Guilds nationally*



**FINANCIAL SUPPORT provided to communities:**



**LOCAL + INTERNATIONALLY:**

**\$16,375.20**

**\$57,401.45**

**TOTAL RAISED BY AUSTRALIAN TREFOIL GUILDS IN 2022**



**to support local and international Girl Guiding and wider communities**

# 2022 AWARDS

Girl Guides Australia pays tribute to members of the Australian Guiding family and community who have been recognised by awards and honours in 2022 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

- Phillipa (Pip) Bloomfield, New South Wales
- Paul Carter, Western Australia
- Helen McIntosh, Victoria
- Monica Perry, New South Wales

## QUEENS BIRTHDAY HONOURS

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

- Carmel Margaret Stefanoff, Western Australia

## GOOD SERVICE AWARDS

### Red Kangaroo

- Katrina Lane, Western Australia

### Grey Kangaroo

- Judy Harris, South Australia

## 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

- Trudie Dodd, Queensland
- Ronnie Joyce, NSW, ACT & NT
- Alison MacLarty, NSW, ACT & NT
- Kerrielee Mather, Queensland
- Robyn Mumford, NSW, ACT & NT
- Rosalie Nunn, NSW, ACT & NT
- Diane Williams, NSW, ACT & NT

### Asia Pacific Leadership Award for District and State Leaders:

- Rachael Baas, NSW, ACT & NT
- Debbie Camilleri, Queensland
- Dianne Dalton, NSW, ACT & NT
- Doree Hartley, Queensland
- Elizabeth Keeley, NSW, ACT & NT
- Lillian Knight, Queensland
- Suzanne Manning, Tasmania
- Jennifer Roberts, NSW, ACT & NT
- Karen Stokes, Queensland

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

- Elizabeth Gilchrist, Queensland
- Kerrie Morton, Victoria
- Melissa Reoch, Victoria



# 2019-2020 BUSHFIRE RELIEF FUND

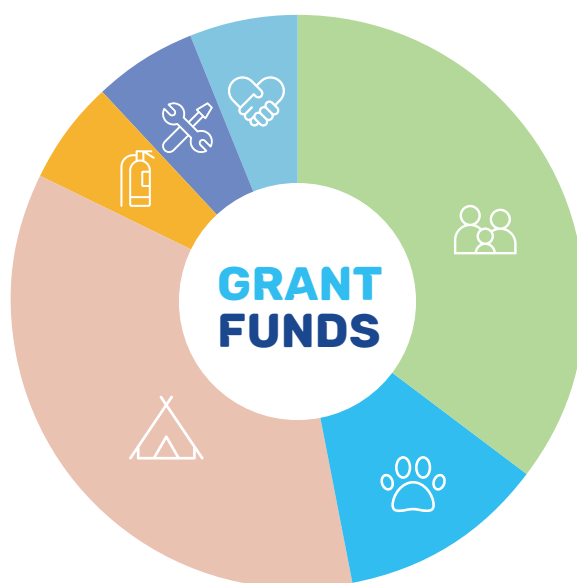
Covid lockdowns impacted the ability to fully distribute the funds raised to support those affected by the 2019-2020 bushfires. In 2022, GGA was able to distribute the balance of funds to grant applicants. Below shows the full distribution of the fund (inclusive of all years).

## THE PURPOSE OF THE FUND WAS TWO-FOLD:

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

## 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



## 57 BUSHFIRE EMERGENCY RELIEF FUND GRANTS

distributed to bushfire impacted Units, Districts, Regions and Girl Guide Organisations across four States.



**64K+**  
BUSHFIRE  
BADGES SOLD



**\$249K+**  
RAISED

# WAGGGS GLOBAL FUNDRAISING APPEALS

## UKRAINE APPEAL

The appeal was established to support the relief efforts for those who are urgently in need of assistance. Funds raised to support those Member Organisations around Ukraine who are directly responding to the crisis and provide other humanitarian support in response to this emergency.

Support was offered via programs such as:

- Our Girl Guides and Girl Scouts in Poland, Czech Republic and Latvia assisting refugees at border crossings by distributing essential supplies. Other relief efforts include adapting Girl Guiding and Girl Scouting centres and offering heated rooms, bedding and hygiene supplies to those who urgently need this support.
- Latvijas Skauti un Gaidas created a 'tea spot' at the support centre for refugees in Riga. Together with other volunteers hot drinks and cartoons on the big screen were provided for the children, while the parents are dealing with documents and the state institutions.
- Związek Harcerstwa Polskiego-ZHP (The Polish Scout and Guide Association) were involved directly at the Polish/Ukrainian border and provided "Parcel for Refugees" campaign, with dedicated volunteers collecting, sorting and transporting packages to all the places where help is needed throughout the country.

## WORLD THINKING DAY

A tradition since 1932, the World Thinking Day Fund collects donations from members around the world, to support their fellow Guides and Scouts. All donations help fund WAGGGS activities and are used where the need is greatest in our global Movement. Girl Guiding in Australia donates to the World Thinking Day Fund, with most funds co-ordinated via Girl Guides Australia.

World Thinking Day is a time for Girl Guides, across the globe, to take time to reflect and be inspired by the history and impact of the global movement of Girl Guiding. It's a time to connect, take action and speak out about issues that are important.



In 2022, Girl Guiding  
in Australia raised:

**\$4039.41**

**FOR THE WAGGGS  
UKRAINE APPEAL**

**\$8338.17**

**FOR THE WAGGGS  
WTD FUND**



# GOOD GOVERNANCE



STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME		
For the Year Ended 31 December 2022	2022 \$	2021 \$
Revenue from continuing operations	1,100,459	1,484,680
Purchases for resale	(270,754)	(418,973)
Employee benefits expense	(480,818)	(492,509)
Contractor costs	(64,309)	(60,900)
Depreciation and amortisation expense	(1,705)	(1,602)
Consultancy fees	(39,523)	(74,188)
Insurance	(9,884)	(2,493)
Travel and accommodation	(20,411)	(4,140)
Other operating expenses	(338,066)	(386,963)
Bushfire funds distributions	-	(186,317)
<b>Deficit before income tax</b>	<b>(125,011)</b>	<b>(143,405)</b>
Income tax expense	-	-
<b>Deficit for the year</b>	<b>(125,011)</b>	<b>(143,405)</b>
<b>Other comprehensive income</b>		
Net (loss)/gain on financial assets -fair value through other comprehensive income	(303,207)	70,402
<b>Total comprehensive loss for the year</b>	<b>(428,218)</b>	<b>(73,003)</b>

# GOOD GOVERNANCE



## STATEMENT OF FINANCIAL POSITION

As At 31 December 2022

	2022 \$	2021 \$
<b>ASSETS</b>		
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	127,518	218,363
Trade and other receivables	104,015	102,497
Inventories	29,076	13,887
Financial assets	160,261	127,059
Other assets	75,892	79,272
<b>TOTAL CURRENT ASSETS</b>	<b>496,762</b>	541,078
<b>NON-CURRENT ASSETS</b>		
Financial assets	2,884,317	3,267,155
Property, plant and equipment	3,115	2,460
<b>TOTAL NON-CURRENT ASSETS</b>	<b>2,887,432</b>	3,269,615
<b>TOTAL ASSETS</b>	<b>3,384,194</b>	3,810,693



# GOOD GOVERNANCE



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

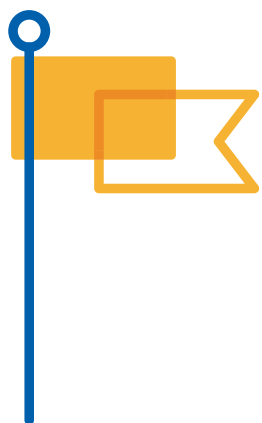
As At 31 December 2022	2022 \$	2021 \$
<b>LIABILITIES</b>		
CURRENT LIABILITIES		
Trade and other payables	210,070	199,136
Employee benefits	17,451	22,288
Other liabilities	49,915	55,733
<b>TOTAL CURRENT LIABILITIES</b>	<b>277,436</b>	277,157
<b>NON-CURRENT LIABILITIES</b>		
Employee benefits	8,793	7,353
<b>TOTAL NON-CURRENT LIABILITIES</b>	<b>8,793</b>	7,353
<b>TOTAL LIABILITIES</b>	<b>286,229</b>	284,510
<b>NET ASSETS</b>	<b>3,097,965</b>	3,526,183
<b>EQUITY</b>		
Reserves	113,581	416,788
Accumulated funds	2,984,384	3,109,395
<b>TOTAL EQUITY</b>	<b>3,097,965</b>	3,526,183

# GGA BOARD OF DIRECTORS 2022

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 2022 are:**



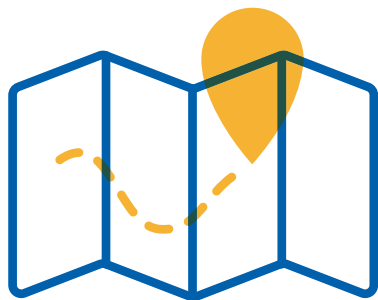
NAME	APPOINTED / RESIGNED
Kate Alcorso	Appointed 09/04/2021
Kellie Earl	Appointed 01/01/2022
Georgina Gaffney	Appointed 26/05/2021
Laura Hume	Appointed 01/10/2019
Natasha Montesalvo	Appointed 18/03/2022
Joanne Muller	Appointed 24/05/2021
Yvonne Power	Appointed 27/07/2022
Helen Reid	Appointed 01/02/2021
Beverley Severin	Appointed 06/09/2022
Debra Jakes	Resigned 18/03/2022
Heather Barnes	Resigned 27/06/2022
Katrina Lane	Resigned 30/06/2022
Katherine Raskob	Resigned 31/12/2022



# 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 2022

NAME	ROLE
Rosemary Derwin	Chief Commissioner
Kate Alcorso	GGA Board Chair
Trish Manten	Chief Executive Officer

## NATIONAL VOLUNTEERS 2022

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
Joy Ord	National Coordinator – International
Nicola Jones	National Coordinator – Olave Program
Wendy Davis	International Travel Consultant



# COLLABORATIVE WAYS OF WORK



## STATE EXECUTIVE OFFICERS 2022

NAME	ROLE
Kerrie Akkermans	CEO, Girl Guides South Australia
Reachelle Beasley	CEO, Girl Guides Western Australia
Kim Harrington	CEO, Girl Guides Queensland
Carol Simpson	CEO, Girl Guides NSW, ACT & NT
Katrina Spark	CEO, Girl Guides Tasmania
Amy Timoshanko	CEO, Girl Guides Victoria

## ADVISORS AND COMMITTEE LEADERSHIP 2022

Girl 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
Sharyn Smith Anderson	National Trefoil Guild Advisor

# COMMITMENT TO EVOLVE

## 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

# PARTNERSHIPS AND COLLABORATIONS

## RESPECT CAMPAIGN

Girl Guides Australia worked with the Department of Social Services as a community supporter for the Stop it at the Start Campaign. The Chief Commissioner and a GGNSW ACT & NT Unit Leader, supported by enthusiastic Guides, spoke to why respect was important in building safer communities.



Stop it at the Start aims to help break the cycle of violence by encouraging adults to reflect on their attitudes, and have conversations about respect with young people. The campaign is targeted at adults who influence young people – parents, grandparents, other family members, teachers, coaches, employers and community leaders.

We can all help to stop it at the start.

## BUSH BLITZ FOR FLIGHT 2 LIGHT 2022

Girl Guides Australia were pleased to partner with Australia's largest nature discovery program – a unique multi-million-dollar partnership between the Australian Government through Parks Australia and the Australian Biological Resources Study, BHP and Earth Watch Australia to document plants and animals across Australia. Guides were able to explore and document local plants and animals, gather citizen science records that, once confirmed by an expert, are added to the Atlas of Living Australia to be used for scientific research.

## NUDE LUCY

Born in 2010 in Sydney, Australia, Nude Lucy is a women's fashion label, established to provide a premium everyday wardrobe inspired by an inherently Australian relaxed way of life.

In support and in celebration of International Women's Day, Nude Lucy partnered with Girl Guides Australia. Nude Lucy custom designed two sweats and a t-shirt for International Women's Day, and proceeds of these three items were generously donated to Girl Guides Australia.

The retail apparel was sold through Nude Lucy stores and online retail and national retail partners.



## CLEAN UP AUSTRALIA DAY

Clean Up Australia Day is an annual event for many Girl Guides in Australia and 2022 was not an easy event for many to become involved in. Covid restrictions and flooding made 2022 another year where taking part took that extra effort. Girl Guides and Leaders around the country gathered to play their part to clean up our planet.

Girl Guides took part in Bush Blitz, Australia's largest nature discovery program.



## 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 2022. These organisations have been a part of supporting the growth of our organisation and importantly supporting the empowerment of girls and women across Australia.



NUDELUCY





## 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

**2022** Girl Guides Australia launched the Leaders of their World Advocacy Resource



## 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](mailto:guides@girlguides-nswactnt.org.au)  
[girlguides-nswactnt.org.au](http://girlguides-nswactnt.org.au)

### **GIRL GUIDES QUEENSLAND**

Guide House, 35 Tamarind Street  
Marsden QLD 4132  
07 3357 1266  
[reception@guidesqld.org](mailto:reception@guidesqld.org)  
[guidesqld.org](http://guidesqld.org)

### **GIRL GUIDES SOUTH AUSTRALIA**

311 Military Road  
Henley Beach SA 5022  
08 8418 0900  
[reception@girlguidessa.org.au](mailto:reception@girlguidessa.org.au)  
[girlguidessa.org.au](http://girlguidessa.org.au)

### **GIRL GUIDES TASMANIA**

1/8 Percy Street  
Bellerive TAS 7018  
03 6244 4408  
[office@guidestas.org.au](mailto:office@guidestas.org.au)  
[guidestas.org.au](http://guidestas.org.au)

### **GIRL GUIDES VICTORIA**

Suite 812, 401 Docklands Drive  
Docklands VIC 3008  
03 8606 3500  
[guides@guidesvic.org.au](mailto:guides@guidesvic.org.au)  
[guidesvic.org.au](http://guidesvic.org.au)

### **GIRL GUIDES WESTERN AUSTRALIA**

265 Great Eastern Hwy  
Belmont WA 6104  
08 9479 9800  
[info@girlguideswa.org.au](mailto:info@girlguideswa.org.au)  
[girlguideswa.org.au](http://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](mailto:guides@girlguides.org.au)  
[girlguides.org.au](http://girlguides.org.au)