



**GIRL GUIDES**  
**AUSTRALIA**

ANNUAL REPORT  
**2017**



## WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

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

### ASIA PACIFIC REGION

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

### ARAB REGION

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

### AFRICA REGION

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

### WESTERN HEMISPHERE REGION

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

### EUROPE REGION

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

Membership information as per  
[wagggs.org/en/our-world/](http://wagggs.org/en/our-world/) – May 2018



Her Excellency Lady Cosgrove

## *Foreword*

Her Excellency Lady Cosgrove

### *Girl Guides Annual Report 2017*

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As Patron of Girl Guides Australia, I congratulate the Guiding community on another inspirational year in 2017 empowering girls and young women.

Your achievements over the past 12 months have shown the relevance of Guiding in our modern times and the important role that Guiding addresses in its advocacy against inequality in society through the advancement of Guiding programs for girls and young women. These include the introduction of practical learning on personal finance to encourage girls to build life skills in financial literacy, the running of a pilot study looking at educating girls on overcoming gender discrimination, the continuation of positive body confidence programs and the innovative project designed to support girls and young women to grow their leadership and governance skills.

I was personally delighted to attend the second 'Guiding At The House' event in September and learn in person from Guides and Guiding Leaders about the activities, adventures and achievements that take place within local communities. The volunteers and supporters of Guiding continue to enhance the strong and positive presence of the Guiding movement within Australia.

I am proud to be Patron of the largest youth organisation for girls and young women and I look forward to another year of outstanding progress and advancing the spirit of Guiding.

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Girl Guides Australia ABN: 50 070 581 770.  
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# FOREWORD



Girl Guiding is focussed on giving girls and young women opportunities and space to grow, learn and explore so they can be equipped for all that life will bring them. As you read this annual report for 2017 it is evident that Girl Guides across this vast country have had some wonderful adventures, shared the joy of friendships, and experienced great fun. Volunteer leaders are providing inspiring and relevant programs.

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

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

As part of a worldwide movement, Guiding in Australia continued to raise awareness of international issues and provide once in a lifetime opportunities for our members to travel to diverse countries. The World Conference was held in Delhi in September 2017 and for the Australian delegation it was a week of decision making, discussions, learnings and the sharing of challenges with representatives from 119 member countries.

Many thanks to Helen Geard for her leadership as Acting Chief Commissioner during 2017 and to Miranda Cummings in her role of Assistant Chief Commissioner. They both gave countless hours, significant wisdom and tremendous dedication to Girl Guiding in Australia.

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

*"The opportunities to grow through the Guide Program and to help change the world are endless"* Jane Scarlett AM

A handwritten signature in dark ink, appearing to read 'R. Derwin'.

**Rosemary Derwin**  
Acting Chief Commissioner and Chair of the Board  
Girl Guides Australia

## The Guide Promise

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

# REPORT FROM THE CHIEF EXECUTIVE OFFICER



I am pleased to report throughout 2017 Girl Guides Australia demonstrated our determined focus on building our national reputation and creating new experiences for our members, while delivering strong governance and a collaborative approach across the country. We progressed our work on our business strategy, positioned our organisation with government and other stakeholders and continued to build engagement and deep collaboration with our members, the State and Territory Girl Guiding Organisations (SGGOs). This reflects a commitment across the country to cement a sustainable space for Girl Guides in the Australian community and to be Australia's leading organisation for girls and young women in leadership and personal development.

Building on our 2015 visit to Parliament House, we held our second Guiding at the House event in Canberra in September bringing together more than 30 Guiding members and a strong Guiding leadership team, together with more than 40 parliamentary representatives for morning tea. We were delighted to welcome our Patron, Lady Cosgrove to speak at the event and for the opportunity to meet the Prime Minister, the Honorary Malcolm Turnbull MP in his offices. *Selfies with the Prime Minister* were a highlight for our ACT Region youth members.

With more than 15 parliamentary meetings associated with the event, Girl Guide Leaders showcased the importance of Guiding to Ministers, shadow Ministers, Senators and Members of Parliament. The advocacy effort by the Guiding leadership representatives at the event was outstanding and we formed positive connections with parliamentarians from across the country.

Strengthening our international relations, we warmly welcomed the WAGGGS Partnership Team, Minori Yudi (Chair of the Asia Pacific Regional Council), Natasha Hendrick (WAGGGS Board member) and Karen Chatto WAGGGS Partnership Team delegate. An action packed five day visit resulted in a highly positive report and encouragement for us to continue to build on our solid foundation and excellent governance.

Our delegation to the WAGGGS Triennial World Conference in New Delhi, India in September advocated on issues such as the importance of the 'girls only' space and bringing younger women into leadership and governance at the global level and led a workshop on gender equality in governance.

Throughout the year, we continued to develop programs which are relevant to girls and young women. *Guide Your Money*, our financial literacy program was rolled out nationally with support from the Financial Literacy Foundation. We completed the national pilot program of *Voices Against Violence* with more than 200 girls across Australia joining in powerful conversations about gender equality and gender based violence, identifying how they can make a difference and ways to support one another.

With funding from the Office for Women, Girl Guides Australia will be running a program in 2018 to address the challenges of gender inequity in Australian board rooms and to provide a pathway for young women to take up future board careers. We launched Getting Into Governance during our visit to Canberra in September and have worked with the Future Directors Institute to develop the learning experience to be delivered in 2018. The program is being offered to 25 girls and young women throughout Australia including non-Guiding members and participation is through a selection process.

Child protection continues to be a main priority throughout Girl Guides Australia and in December we released Expressions of Interest to review our approach to child protection and child safety across the country and will commence the review in early 2018. Our focus is to make sure that Guiding continues to foster the wellbeing of girls and young women and operate effectively to ensure their safety.

To ensure that we continue to evolve our organisation and plan our way forward, Girl Guides Australia worked in close collaboration with our State Organisations and members throughout 2017. We completed the first phase of our national project on the future of Guiding sharing initial findings with our SGGO members. In addition to regular Board and associated committee meetings, a weekend workshop was organised for Board Members, State Commissioners, National Managers, Senior Executive Offices from SGGOs, and National Office Staff to progress the Strategic Plan. We were fortunate to have input from the WAGGGS delegation, helping us bring the strategic context from the Asia Pacific Region and our

global organisation into our deliberations. The voice of girls was brought into the discussion through the feedback from more than one hundred girl members from focus groups held across the country.

I would like to recognise the Executive Leadership of Girl Guides Australia during 2017. Mr Paul Giles finished his time as Interim CEO in February and Ms Karen Bevan took on the role of CEO in March 2017.

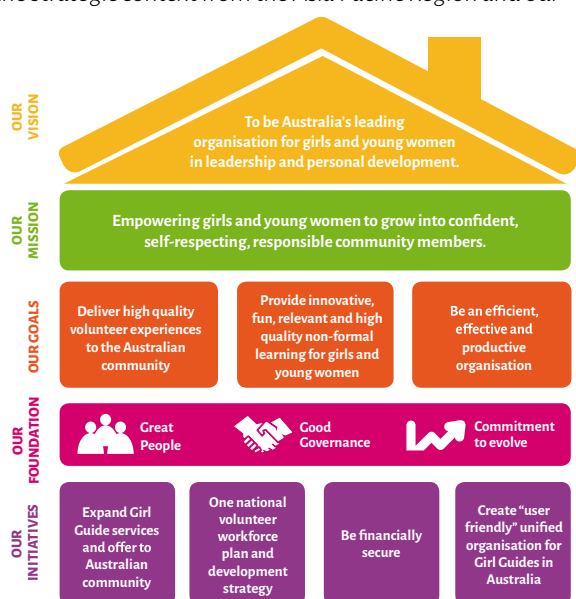
I would like to acknowledge the contribution of our Board of Directors who continue to provide wise counsel and strategic expertise; the volunteer community of Australian Guiding led by the Chief Commissioner and supported by the Assistant Chief Commissioner and National Managers for their ongoing commitment, energy and enthusiasm and our staff for their ongoing support. Thank you to everyone in Guiding who committed to progress, keeping the traditions that strengthen us and opening ourselves to the future with hope and positivity.



**Marianne Karam**  
Interim Chief Executive Officer

## Our strategy

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



# ABOUT GIRL GUIDES AUSTRALIA

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

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

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

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

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

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

State Girl Guiding Organisations:

- Girl Guides Northern Territory
- Girl Guides NSW & ACT
- 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

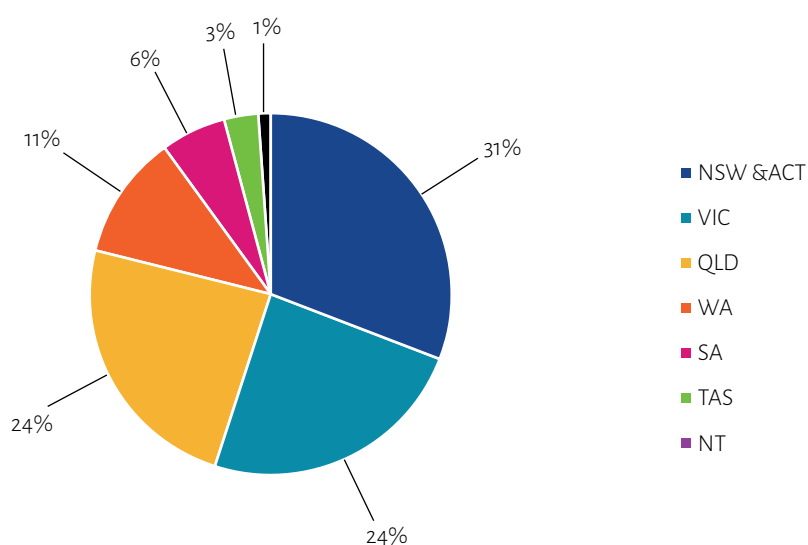
As our core capability and the activity that all policies and systems must support, the Girl Guide Method is defined by the world Association of Girl Guide and Girl scouts as: (Verhoeven, 2014)

- 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.

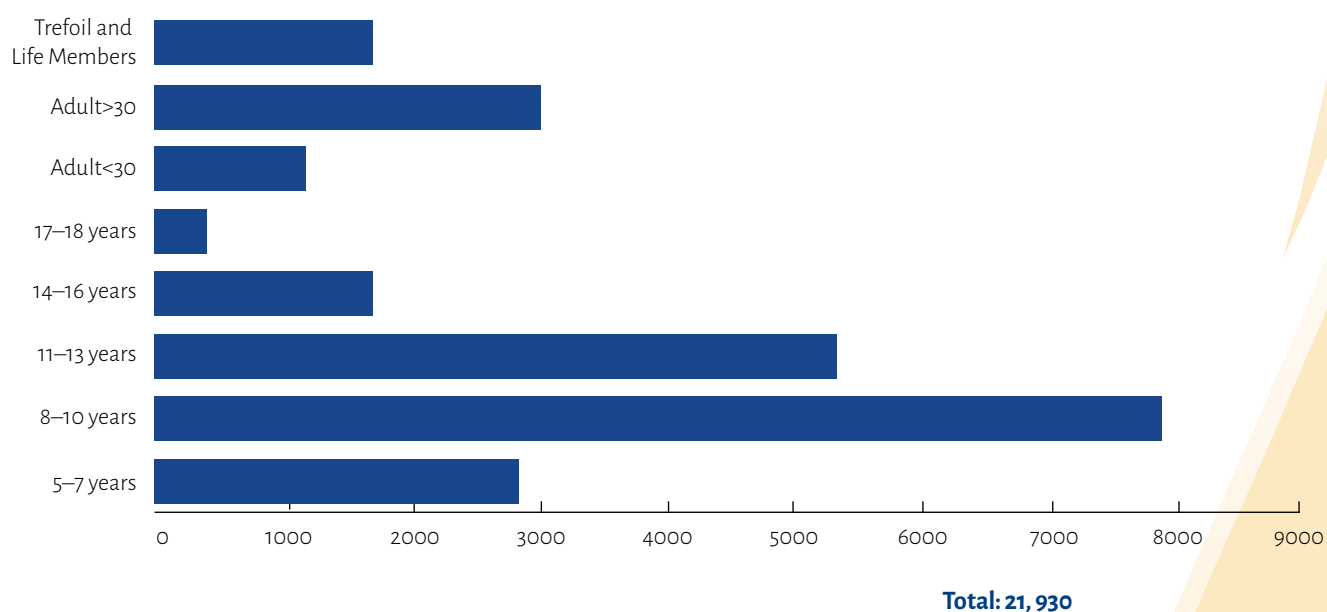


# MEMBERSHIP

## Membership by State & Territory



## Girl Guides Australia Membership 2017



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

## OUR PROGRAMS

The Girl Guide program encourages and supports our Guides to discover, plan and connect with their community to make a difference.

Our individual programs offer informal and relevant learning for girls and young women in a safe and fun environment.

### Guide your Money

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



The Foundations program for Girl Guides aged 7-12 years was completed by 1,483 girls from 86 units across the country with 78% of participants indicating increased financial literacy – financial knowledge, skill and confidence – and 89% found the program enjoyable and positive. This program continues to be available for girls and leaders in 2018.

### Free Being Me – Action on Body Confidence

In 2017 WAGGGS launched the next phase of Free Being Me, its advocacy program Action on Body Confidence; a co-educational programme for young people aged 7 - 25 which supports young people to plan and run their own body confidence advocacy projects.



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

To learn more about the Action on Body Confidence program, the National Program Manager attended WAGGGS training in London and then made the program available to leaders and girls throughout Australia. Action on Body Confidence provides Guides within Australia with the opportunity to make a lasting change to the way their society works, working towards a world where there are no appearance-pressures.

### Saluting their Service Challenge – the role of animals in times of war

Girl Guides have a strong tradition of being a part of their community and this is often most evident at events such as ANZAC Day marches and celebrations. Each year, girls have the opportunity to explore a different aspect of the ANZAC legend.



This year girls explored the role of animals in times of war including the meaning of the purple poppy, the range of animals used in war time and were encouraged to support current serving members as well as show their respect by attending commemorations.



## Girl Guide Biscuits – a tasty fundraiser

In 2017 Girl Guides sold over 10 million individual Girl Guide biscuits which is about 87 tonnes of biscuits! Our National Biscuit Day was held on Saturday 20 May 2017 and Girl Guides throughout Australia were supported by Bunnings who were our official partner for our fundraising campaign.

GG Biscuits are an important part of our organisation's activities; selling Girl Guide Biscuits helps girls have fun, develop valuable life skills and make their communities a better place. Responding to the changing tastes and feedback, a Mini Chocolate Chip biscuit was introduced and sold alongside the Traditional Vanilla biscuit and the Buttery Shortbread (gluten-free).



## Voices Against Violence

Voices against Violence (VAV) is a non-formal learning program for boys and girls that has been developed by UN Women and the World Association of Girl Guides and Girl Scouts (WAGGGS). The initiative is designed to help young people learn to talk about violence, understand its root causes, recognise their rights and develop the skills and confidence to access those rights for themselves and others. The program is interactive, child and youth centred and provides opportunities for our Guides to talk about relationships, gender equality and abuse within a safe and supportive environment.

With funding from the Office for Women, a pilot study was carried out in 2017 to evaluate the best method to roll out of the Voices Against Violence program across Australia. Following a series of training workshops, pilot sessions involving over 200 Girl Guides were held in Queensland and Victoria led by the State Commissioners and an appointed team of facilitators and support personnel. Feedback from the pilot study was evaluated in detail by those who were actively involved in the running the sessions. The findings from the evaluation are to prove the basis for the program's next steps in 2018.



## Getting into Governance

Getting into Governance, a new Girl Guides Australia project, was launched in 2017 with funding from the Office for Women. The project aims to develop and deliver a pilot program that provides young women with training, mentoring and confidence building in governance skills and knowledge. GGA embarked on this project to make a contribution to addressing the challenges of gender inequity in Australian board rooms and to provide a pathway for young women to take up future board careers.

The program development was kick started with a September 2017 Roundtable in Canberra to discuss how to get more women, particularly young women, into board governance roles. GGA invited leaders in Government, not-for-profit and business sectors; governance training organisations, executive recruiters, members of Australian Guiding and young female board directors to take part, to help us to better understand the challenge and to refine the program goals.

Through a competitive tender process, the Future Directors Institute were selected to work closely with GGA to develop the program. Financial support allowed GGA to make this an Australia-wide program funding participation of twenty-five young women aged 16 to 24 years from Guiding and non-Guiding backgrounds. The program to commence in early 2018 will underline the role that Girl Guiding can play in supporting the broader community and the value of sharing diverse backgrounds and experiences in building a strong learning program.

## PARTNERSHIPS DEVELOPED

Partnerships were developed with Transport Women Australia Ltd and the Office of the Commonwealth Games to develop programs for Guides in 2018. With a focus on increasing female careers in the Transport industry, the National Program team have worked with the Chair of the Transport Women Australia Board to design a resource to introduce to a range of aspects of this industry. To be launched early 2018, girls will be able to explore careers, arts, science and road safety in this vital industry.

Working closely with the Office of the Commonwealth Games has meant that Guides in early 2018 will be able to challenge themselves to achieve the Commonwealth Games Badge at the same time as Australian athletes are competing on the Gold Coast.

Strong partnerships with organisations beyond Girl Guides not only increases the opportunities open to our Guides but also raises the profile of the organisation.

*“The best thing about guides is the endless possibilities girl guides has given me to grow as a human being and a young woman, shaping what i stand for today. the friendships i have made through guides that i know will last a lifetime, through incredible experiences we have shared”.*

— Rihannon, CGWA





## GUIDES GO OUTDOORS

Girl Guiding and the outdoors are intertwined; our girl-led programs are based on girls challenging themselves in the outdoors to develop life skills, including leadership, team work and communication. Guides have fun, connect with the environment and their communities, and make friends for life.

2017 saw a renewed focus on the environment, with the release of the 'EnviroGuide' Challenge. The challenge encouraged over 7000 members across Australia to gain an awareness, take action, give service, and to make an impact in relation to the environment. New program resources were developed to support leaders in providing a well-rounded environment-focus program.

Girl Guides Australia continued community partnerships with Clean Up Australia, the Australian Koala Foundation, and Earth Hour. In 2017, over one quarter of the 792 youth groups participating in Clean Up Australia Day were girl guides.

A major achievement for 2017 has been the release and ongoing updating of the Activity Manual, an online, one stop shop resource for members to access the requirements for undertaking a whole range of outdoor and adventure-based activities. Easy to follow guidelines for over 35 of the most popular outdoor and adventure-based activities are now available through the online Activity Manual, including abseiling, dragon boating, paddle boarding, rope courses, trapeze, and zip lines and flying foxes.

To enable girls to participate in outdoor and adventure-based activities, we need skilled and experienced leaders and activity instructors. Girl Guides Australia continually reviews and updates a suite of outdoors-based modules and qualifications, such as camping, expedition, and boating, to ensure consistency with industry standards and increasing

the opportunity for leaders to obtain recognition of prior learning. Ensuring the pathway to obtain and retain these qualifications is simple and clear and is important for the retention of members.

With skilled and experienced leaders and activity instructors, the fun of participating in these activities can happen. Collaboration between states and territories has seen more girls having access to adventure-based activities through the sharing of resources and equipment. Familiarity with a range of outdoor and adventure-based activities will provide a sound skill base for Girl Guides to attend and actively participate in the upcoming 2018 Sydney Jamboree.



*"You'll always find adventure in Guiding"*





## INTERNATIONAL GUIDING

Attending an overseas adventure as part of a Girl Guiding experience offers unique opportunities not available through other forms of travel. More than 160 members journeyed overseas in 2017 taking advantage of the international connections that Guiding offers to its members. Many members feel that this is a life changing experience which gives them an incomparable insight into life and communities in different countries.

The popularity of visiting World Centres continued to rise, and this included participating in the first open event to be hosted by Kusafiri. Being such a unique event and with limited spaces, the Kusafiri Arts4Change held in Madagascar filled at an amazing speed. Several Australians registered in time and developed themselves through the arts as well as exploring a beautiful country, learning about the people and their culture and meeting with others from around the world.

*“International trips are amazing, they really show that Girl Guides go places!”*,

— Paige, SOAR Canada

International events which Australian Girl Guides attended in 2017 included:

- Canada SOAR
- Denmark SL Jamboree
- Iceland World Scout Moot
- Ireland IGGNITE
- Kusafiri Arts4Change Madagascar
- Norway NORD Jamboree
- Our Cabana 60th anniversary event
- Our Cabana Day of the Dead and Mexican Traditions
- Our Chalet Swiss Challenge
- Our Chalet Treasures
- Pax Lodge Journey through London
- Sangam 51st birthday event
- Sangam Arts4Change
- Sangam Community Programs
- Sangam Reach for the Stars
- Sangam Young Women Changing Tomorrow
- Singapore Bridges
- Singapore Centenary Camp
- Thailand Triadhos Three Generation Barge Program
- UK West Sussex
- UK Poacher
- CSW 61, United Nations, New York
- WAGGGS NLDP, Singapore
- WAGGGS Helen Storror Seminar, Our Chalet
- WAGGGS Lead, Inspire, Singapore
- WAGGGS World Conference, India



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## INTERNATIONAL SPOTLIGHT

### World Conference

The World Conference of WAGGGS was held in India in 2017. The Girl Guides Australia delegation to the World Conference consisted of Helen Geard, Miranda Cummings, Micheala Collins, Bronwyn Cole and Rosemary Derwin. It was a week of decision making, discussions, learnings and the sharing of challenges with representatives from 119 countries.

Girl Guiding and Girl Scouting is growing around the world. There are now 150 Member Organisations of WAGGGS. The new Member Organisations of WAGGGS are:

- Aruba – Het Arubaanse Padvindster Gilde (Full)
- Azerbaijan – Association of Scouts of Azerbaijan (Full)
- Palestine – Palestinian Scout Association (Full)
- Syria (Syrian Arab Republic) – Scouts of Syria (Full)
- Albania - Girl Scouts of Albania (Associate)
- Niger - Mouvement des Guides & Eclaireuses du Niger (Associate)

For delegates representing these Member Organisations, it was an emotional time especially as considerable work has been done to gain this membership status. When the announcement was made that the membership application had been successful the commitment to be a part of the International Guiding community was shown in tears and cheering, hugs and even dancing.



### Volunteering Overseas

Guides can apply to work as volunteers overseas in the World Centres. In 2017 Sally Groffman volunteered as a TARE through Sangam where she worked with Sangam's community partner Maher. She volunteered to support distressed and traumatised women and children.

### Commission on the Status of Women 2017 (CSW61)

The annual session of CSW brings together government representatives of over 140 countries, along with thousands of representatives of civil society, to monitor and progress efforts towards gender equality. Each year, young women from WAGGGS are at CSW to speak out and ensure the voices of girls and young women are heard and considered in these discussions.

In 2017, the WAGGGS delegation including Hannah Woodward (Girl Guides WA) took a lead role in facilitating the CSW Youth Forum consulting with and amplifying the voices of other young people, in addition to meeting with key decision makers, contributing to suggested policy positions, and hosting events to promote work around gender-based violence and body confidence.

*“These are remarkable experiences that I never would have had the opportunity to do outside of Guiding. Guiding has given us both the skills and platform to be able to advocate on behalf of girls around the world, recognising that we are the experts in our own lives and experiences and that we have a right to be involved in the decisions that affect us. Guiding gave me the confidence in myself and my abilities to be able to stand on that podium in the General Assembly hall; but in standing there, I also knew I had the confidence of the whole organisation behind me.”*

– Hannah Woodward

## OLAVE PROGRAM

### 21st Celebrations for the Olave Program

The Olave Program turned 21 in June 2017! This was celebrated across the country with a number of special events and the launch of the Olaves Take Action! badge. Olaves Take Action! was designed to be worked on over 12 months and to further engage members in the Olave Program.

At the start of 2017 saw the launch of the revised, refreshed and very purple Olave Program Awards. The Awards are now aligned with the aspects of the Olave Program Framework launched in 2015; Community, Adventure, Self-Development.

Olave Program Committee is committed to establishing processes to ensure more young women are aware of the program and participate in the program.

Congratulations to those who achieved Olave awards during 2017.



### Community

Olaves provided service through a vast array of activities and service projects undertaken across the country. These include participation in the Cancer Council Relay for Life, raising awareness and funds for Days for Girls, supporting Operation Uplift, creating 50 trauma teddies to donate, as well as putting together 75 amazing bags for Share the Dignity.

Olave Program members actively support local Guiding and community events including ANZAC Day.

### Adventure

Adventure is a key area for Olaves to try new things and challenge themselves. There are many opportunities for Olaves to challenge themselves on local, state, national or international adventures.

Olaves are the keen travellers and undertook many overseas Girl Guide adventures in 2017 to numerous countries including Iceland, India, Norway, Switzerland, Thailand and the UK.

### Self-Development

Olaves take opportunities to develop skills and knowledge to enable them to grow as individuals. This is a personal challenge. There was a focus during 2017 on improving financial skills. This was possible thanks to the fantastic Guide your Money Independence program.



# DELIVER HIGH QUALITY VOLUNTEER EXPERIENCES TO THE AUSTRALIAN COMMUNITY

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## LEARNING & DEVELOPMENT

All Girl Guide Leaders and Managers continue to be supported with current resources and training courses that meet their needs as learners and furthers their knowledge and skill to better deliver the Australian Guide Program.

During 2017, 234 Unit Leaders and 20 District Managers achieved their Qualification, along with smaller numbers of Assistant Unit Leaders, Outdoors Leaders and Region Managers. A staggering 1,558 adults attended various Guide training courses, totally at least 21,673 student hours.

Girl Guides Australia acknowledge the vastness of our country, the geographical barriers and the individual demands on the time of our volunteers so are looking into how to make trainings more accessible to more leaders and provide flexibility.

Our training program is frequently reviewed and updated as a result of evaluation of feedback from participants to ensure it remains relevant.

The Australian Learning and Development Committee (ALDC) consists of the National Manager, Assistant National Manager and the Learning and Development Manager from each State Organisation. The ALDC meets face to face twice yearly and holds regular teleconferences to support each State in the implementation of the Australian Leadership Qualification Program (ALQP). They also collaborate with the Program, Outdoors and International committees to ensure current information is included in all our courses.

Some focus areas for the ALDC during 2017 included:

- Reviewing and updating the Leadership Qualification Passport, ensuring the Passport remains relevant and achievable for new Leaders without lessening skill and knowledge required for the role of Leader

- Reviewing and updating the Learning and Development Passport for Workshop Presenters, Trainers and Training Partners, to encourage more adults to take up these opportunities
- Updating the Leading Volunteers Management Training course notes and resources
- Promoting flexible Leadership Qualification training options

## Review of the Awards

Over the past four years, Girl Guides Australia has undertaken its most significant review of the system by which it recognises both its member volunteers and outside individuals and organisations.

2017 saw the culmination of these years of work. Actions from the recommendations of the review of the entire award system undertaken between 2014-16 were completed and the implementation phase commenced in July 2017. The new policy *Girl Guides Australia Adult Good Service Awards and Membership Recognition Policy* stands at its heart. As a result of this thorough process of review and significant collaboration with the wider Guiding community there will be greater consistency across Australia, accessible information and a transparent process together with additional good service awards.

It is important at this time for us to recognise those who have diligently worked to see the successful outcome of this process. With Susan Campbell as Chair, the team comprised of Annette Swaffield, Jan Dilworth, Janet Simmons, Lynne Price, Susan Carr and Wendy Leabeater. We look forward to seeing a positive outcome and greater recognition of our volunteers, as the system embeds itself into the life of all GGA volunteers.



## TREFOIL GUILD

2017 proved to be an exciting, busy and eventful year for the Australian Trefoil Guild. We have 163 Guilds with 1,927 members ranging from 18 to 101 years of age

We 'thanked and farewelled' the State Trefoil Guild Adviser for South Australia - Peggy Knight and gifted her, a 'Friends of Asia Pacific Region WAGGS' (FAPW) membership. We welcomed Helen Pointon OAM as the State Trefoil Guild Adviser South Australia. We welcomed Janet Simmons - Assistant STG Adviser for South Australia & Jean Martens - Assistant STG Adviser for Victoria. We welcomed new members and some members sadly passed away. Some new Guilds opened and some Guilds closed.

The Annual State Trefoil Guild Advisers meeting was held at Camp Chapman on the Central Coast NSW in October. It provided an opportunity to review, revise and refresh The Australian Trefoil Guild Handbook, create the Southern Cross Challenge for members over 18 years of age and plan future activities, events and Good Turn projects for Trefoil Guild members around Australia.

SERVICE: Trefoil Guild members across Australia commemorated ANZAC Day and Remembrance Day, celebrated World Guide Thinking Day, made Breast Care cushions, enjoyed lunches and coffee mornings, welcomed visitors, catered for Trainings, cared for Guide properties, assisted at Region Guide events, women's refuges, knitted and crocheted items for charities, made activity rugs for dementia wards, helped at Guide Regattas, supported 'Days for Girls', made new and kept old friendships. Many Guides and charities benefit from the generosity of our members both in goods and financially with \$38,558.80 contributed to directly support

Guiding and \$38,238.94 to Communities, Trefoil Guild Good Turns and Projects. A total of \$76,797.74 in donations.

INTERNATIONAL: 11 Trefoil Guild members represented Australian Trefoil Guild at the 100 year celebration of Guiding in Singapore called 'Bridges'.

FUTURE PLANS: The 23rd Australian Trefoil Guild Gathering will be held in Hobart in May 2018 with a theme have 'A Devil of a Time in Tassie'. February/March 2019 will see Trefoil Guild members celebrating 'Thinking Day at Sea' on cruise to New Zealand and Tasmania on the ship 'Queen Elizabeth' In 2020 — we will all be celebrating 75 years of Australian Trefoil Guild.

*Thank You* to the Australian Trefoil Guild Team for their skills and knowledge and to the State Trefoil Guild Advisers who guide the members to keep the Trefoil Guild Promise and Law, carry that Spirit into the community and give support to Guiding, maintain friendships and their enthusiasm for Guiding.

**Barbara Fairbairn**  
Australian Trefoil Guild Adviser





# HONORARY AUSTRALIAN ASSOCIATES

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

During 2017, 18 leaders who have held various roles within Girl Guides Australia were approved by the GGA Board to become HAAs. These members are:

- Alicia Buxton
- Theresa Davies
- Linden Edgell
- Robinette Emonson
- Barbara Groves
- Sandra Herbert
- Dianne Hodgson
- Leonie Howard
- Norma Knight
- Katrina Lane
- Wendy Leabeater
- Bronwyn Lee
- Joanne Muller
- Carol Stanbury
- Glenys Tredoux
- Claire Veen
- Lynne Watson
- Michelle Winn

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



# AUSTRALIAN AWARDS

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Girl Guides Australia pays tribute to members of the Australian Guiding family and community who have been recognised by awards and honours in 2017. The recognition of the members of our community and the good work that they undertake on a daily basis, is as humbling as it is inspiring to the National Guiding Movement.

Congratulations to all recipients.

## QUEEN'S BIRTHDAY HONOURS

### **Member (AM) of the Order of Australia in the General Division:**

- Lynne Price – Queensland

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

- Anne Brackley, Victoria
- Claire Donovan – South Australia
- Patricia Hughes – NSW & ACT
- Carole Jobling – NSW & ACT
- Margaret McLean – Victoria

## GOOD SERVICE AWARDS

### **Silver Kangaroo:**

- Susan Campbell – Victoria

### **Red Kangaroo:**

- Miranda Cummings – Western Australia
- Robinette Emonson – Victoria
- Annette Swaffield – Victoria

### **Grey Kangaroo:**

- Lynne Emblin – Victoria

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

# ASIA PACIFIC AWARDS

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## ASIA PACIFIC AWARDS

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

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

Fiona Black, Queensland

Debra Bland, Victoria

Frances Chatterton, Queensland

Jodie Chilvers, NSW & ACT

Pauline Edwards, NSW & ACT

Brenda Freeman, South Austral

Judith Hansen, NSW & ACT

Heather Hyatt, Victoria

Kylie Fry, Queensland

Lyndall Lee, NSW & ACT

Robyn McNamara, NSW & ACT

Jennifer Meredith, NSW & ACT

Marie Muller, Queensland

Michelle Sipple, Victoria

Linda Williams, South Australia

Rowena Zsidy, Queensland

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

Philippa Bloomfield, NSW & ACT

Holly Bracken, Victoria

Alma Brand, Victoria

Margaret Ann Cook, Victoria

Miranda Cummings, Western Australia

Helen Eggleton, NSW & ACT

Tania Fennell, Queensland

Katrina Lane, Western Australia

Carol Ann Peterson, NSW & ACT

Pamela Schafer, Victoria

Lorraine Wilson, NSW & ACT

Pamela Woodhams, Victoria

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

Susan Campbell, Victoria

Jane Cleverly, Victoria

Theressa Davies, Victoria

Robinette Emonson, Victoria

Felina French, NSW & ACT

# CGA SPECIAL PURPOSE FUNDS

The funding for special purposes is provided by the award of grants, which are in keeping with the intent of the Business or Strategic Plan of Girl Guides Australia or the World Association of Girl Guides and Girl Scouts. Reflecting the purposes of the previous Funds (Gregory Fellowship, Irene Fairbairn Fund, Wilma Torney Fund, Eleanor Manning Fund, Amy Bush Fund), the Special Purpose Funds have three main priorities for the awarding of grants:

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

Special Purpose Funds	Details	Number	Allocated (2017) \$	% Of Total Allocations
<b>Priority: Projects</b> (for people rather than buildings)	Project beneficial to Guiding in Australia or the world.	0	0.00	0.0%
<b>Priority: Events for younger Members</b> (members aged 13-35 years)	Attend a State, National or International event.	55	8,250.00	55.0%
<b>Priority: Events representing CGA</b> (internal & external organisations)	Attend events by CGA, MO, WAGGGS, gov't & non-gov't organisations.	6	6,750.00	45.0%
<b>TOTAL</b>		<b>61</b>	<b>\$15,000.00</b>	<b>100%</b>
<b>BUDGET</b>			<b>\$15,000.00</b>	
<b>VARIANCE (Budget – Allocations)</b>			<b>\$ 0.00</b>	

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

## **Dorothy Lapham**

Chair of Girl Guides Australia Special Purpose Funds  
Executive Committee  
31 December 2017.

# BE AN EFFICIENT, EFFECTIVE & PRODUCTIVE ORGANISATION

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## **Guiding at The House**

Girl Guides returned to Parliament House in Canberra on Wednesday 6 September welcoming our Patron, Her Excellency Lady Cosgrove and around 35 politicians and their representatives to our Guiding at The House event. With a delegation from Guiding leadership (including four GGA Board members), Girl Guides, local Leaders and support staff, we hosted the morning event in the Mural Hall in Parliament House and followed up with a photo opportunity with the Prime Minister and meetings with parliamentarians.

During the course of the event, Girl Guides highlighted the relevance of our programs for girls and young women. The Getting into Governance program was launched, an update of the progress of the Voices Against Violence program was given and details on other strategic projects including our global engagement were presented by the Chief Commissioner, Chief Executive Office and the GGA representative of the WAGGGS delegation to CSW61. Our interactions at Guiding at the House demonstrate the importance our Government places on our organisation and our contribution to Australian society. GGA will continue to build relationships with government representatives and create momentum for advocacy.

## **WAGGGS Partnership Visit**

Girl Guides Australia welcomed representatives from WAGGGS at a partnership visit during August to discuss GGAs strategic direction and processes. Over the five-day period the WAGGGS delegation of Natasha Hendrick (Deputy Chair of WAGGGS World Board), Minoru Yuda (World Board member) and Karen Chatto (WAGGGS representative) consulted the national and state leadership teams of Guiding across Australia, the GGA Board and visited a Guide unit in NSW.

## **Strategic Forum**

A strategic forum was held in August with key national and state leadership representatives. GGA Board members, National Managers, State Commissioners and SEO's joined with the WAGGGS partnership visit delegation to consider the challenges and opportunities for Guiding. It was inspirational to hear of the work being undertaken by WAGGGS at a global and regional level. There is no doubt Girl Guiding is making a positive difference to the lives of girls and young women.

## **Technology – Social Media**

Girl Guides Australia recognises the importance of using Social Media and associated technology as a communication tool in connecting with its members and the general public. Investment into Social Media platforms has led to a rise in engagement with Guides, Leaders and interested parties. By creating planned content for posts and targeting sponsored adverts, GGA has increased the overall reach through all our Social Media Platforms.

## **Girl Guides Australia website**

A new website for Girl Guides Australia was launched in July and presents a fresh faced, relevant view of Guiding within Australia. The website provides information of who we are and what we do and also provides educational tools to Leaders to use in Guiding activities.

## **Recognition of Girl Guides – Best School Aged Activity Award**

Girl Guides Australia was awarded the national "What's on 4 Kids Awards" for Best School Aged Activity Award in 2017. We were delighted that the hard work of our volunteers across Australia was recognised for delivering high quality experiences for girls and young women. Feedback from the awards judging panel suggests that what really impressed the panel was that Girl Guides acknowledged our need to change and remain relevant to girls and had put in place strategies to address this.



# WORKING TOGETHER ACROSS AUSTRALIA

Girl Guides Australia works closely with our State Girl Guide Organisations (SGGOs) members and our national workforce (Managers, Advisors and Committees) so that we have strong and consistent leadership across the country.

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

## Girl Guides Australia Leadership Team 2017

Name	Role
Helen Geard	Chief Commissioner and Chair of the Board
Miranda Cummings	Assistant Chief Commissioner
Karen Bevan	Chief Executive Officer (from March 2017)
Paul Giles	Interim Chief Executive Officer (to February 2017)

## Management Advisory Committee

The Management Advisory Committee (MAC) is designed to support the Chief Executive Officer and the work of Girl Guides Australia and realise the commitment that all SGGOs have made to the national mission of Guiding in Australia.

The Management Advisory Committee consists of the National Department Managers (all volunteers) and Senior Executive Officers from each of our SGGOs. The MAC works to implement the GGA strategic directions, support the efficient and effective operation of Guiding nationally and promotes collaboration, support and sharing of resources. GGA thanks the members of MAC for their hard work and support throughout 2017.

## National Departmental Managers 2017

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

## State Executive Officers 2017

Name	Role
Jennifer Fleming	CEO, Girl Guides Victoria
Helen White (from February 2017))	CEO, Girl Guides NSW & ACT
Jane Rudwick	Office Manager, Girl Guides NT
Paul Nicholls (to October 2017)	SEO, Girl Guides Queensland
Sandra Turner (to January 2017) Kerrie Akkermans (from July 2017)	CEO, Girl Guides South Australia
Viv Rylance (to November 2017) Carol Rawnsley (from December 2017)	SEO, Girl Guides Tasmania SEO, Girl Guides Tasmania
Matthew Maxted	General Manager, Girl Guides Western Australia

## Advisors and Committee Leadership

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

Name	Role
Barbara Fairbairn	National Trefoil Advisor
Lynne Price	Chair, Honorary Australian Associates
Robinette Emonson	Chair, Awards

# CGA BOARD OF DIRECTORS 2017

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

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

The Board is supported by four Board committees:

- Australian Guiding Committee – Chair, Helen Geard
- Governance – Chair, Miranda Cummings (Assistant Chief Commissioner)
- Human Resources – Chair, Linda Elezovich
- Finance and Risk – Chair, Janet Torney (Treasurer)

The names of the directors in office at any time during, or since the end of, the year are:

Director	Appointed/Resigned
Kate Alcorso	Appointed 04/04/2016
Dawn Borchardt	Appointed 06/10/2015
Rosemary Derwin	Appointed 05/11/2015
Linda Elezovich	Appointed 01/01/2016
Helen Geard	Resigned 31/12/2017
Janelle Howell	Appointed 01/01/2017
Ann Lilley	Appointed 29/05/2015
Velia Nicholls	Appointed 01/04/2014
Janet Torney	Appointed 01/07/2013
Rocio Verastegui	Resigned 01/05/2017
Paul Giles	Resigned 15/06/2017
Sarah Neill	Appointed 01/01/2018
Katherine Raskob	Appointed 01/01/2018
Tara Waniganayaka	Appointed 01/01/2018

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

# MEETINGS OF DIRECTORS

During the financial year, 9 meetings of directors and 15 committee meetings were held.

Attendances by each director during the year were as follows:

Directors	Directors Meetings		Committee Meetings	
	Number eligible to attend	Number attended	Number eligible to attend	Number attended
Kate Alcorso	9	9	-	-
Dawn Borchardt	9	7	5	4
Rosemary Derwin	9	8	5	4
Linda Elezovich	9	8	10	7
Helen Geard	9	9	4	4
Janelle Howell	9	6	5	5
Ann Lilley	9	9	4	4
Velia Nicholls	9	8	4	4
Janet Torney	9	8	10	10
Rocio Verastegui	1	1	2	2
Paul Giles	1	1	1	1

Mr Paul Giles was on leave of absence for the period until 22 February 2017 and did not attend all meetings in the year ended 31 December 2017 in his capacity as a director.



# OUR SUPPORTERS

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Girl Guides Australia sincerely thanks our supporters who have provided assistance, resources and expertise pro bono to our organisation in 2017. These organisations have been a part of supporting the growth of our organisation and importantly supporting the empowerment of girls and women across Australia.

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



Australian Government  
Department of the Prime Minister and Cabinet

# FINANCIAL STATEMENTS

## Statement of Profit or Loss and Other Comprehensive Income For the Year Ended 31 December 2017

		2017	2016
	Note	\$	\$
Revenue from continuing operations	2	2,514,706	2,943,992
Changes in inventories		(6,401)	(9,342)
Purchases for resale		(1,048,072)	(1,354,081)
Employee benefits expense		(514,327)	(513,783)
Depreciation expense	3	(3,183)	(3,998)
Grant expenditure		(116,180)	(189,839)
Consultancy fees		(97,074)	(47,110)
Insurance		(323,615)	(311,852)
Travel and accommodation		(151,679)	(158,382)
Other expenses		(338,622)	(314,762)
<b>Surplus/ (loss) before income tax</b>		<b>(84,447)</b>	<b>40,843</b>
Income tax expense	1(c)	-	-
<b>Surplus/ (loss) for the year</b>		<b>(84,447)</b>	<b>40,843</b>
<b>Other comprehensive income</b>			
Net gain/(loss) on revaluation of financial assets		78,607	(26,173)
<b>Total comprehensive income/(loss) for the year</b>		<b>(5,840)</b>	<b>14,670</b>

# FINANCIAL STATEMENTS

## Statement of Financial Position 31 December 2017

	Note	2017 \$	2016 \$
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	4	654,215	771,434
Trade and other receivables	5	132,214	164,177
Inventories	6	6,218	11,455
Financial assets	8	248,814	207,660
Other assets	7	54,252	57,180
<b>TOTAL CURRENT ASSETS</b>		<b>1,095,713</b>	<b>1,211,906</b>
<b>NON-CURRENT ASSETS</b>			
Financial assets	8	2,925,601	2,763,350
Property, plant and equipment	9	5,535	4,154
<b>TOTAL NON-CURRENT ASSETS</b>		<b>2,931,136</b>	<b>2,767,504</b>
<b>TOTAL ASSETS</b>		<b>4,026,849</b>	<b>3,979,410</b>
<b>LIABILITIES</b>			
<b>CURRENT LIABILITIES</b>			
Trade and other payables	10	76,445	143,209
Employee benefits	11	36,502	19,862
Other liabilities	12	296,435	188,733
<b>TOTAL CURRENT LIABILITIES</b>		<b>409,382</b>	<b>351,804</b>
<b>NON-CURRENT LIABILITIES</b>			
Employee benefits	11	1,941	1,847
<b>TOTAL NON-CURRENT LIABILITIES</b>		<b>1,941</b>	<b>1,847</b>
<b>TOTAL LIABILITIES</b>		<b>411,323</b>	<b>353,651</b>
<b>NET ASSETS</b>		<b>3,615,526</b>	<b>3,625,759</b>
<b>EQUITY</b>			
Reserves	13(a)	399,364	320,757
Accumulated funds	13(b)	3,216,162	3,305,002
<b>TOTAL EQUITY</b>		<b>3,615,526</b>	<b>3,625,759</b>

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

## **GIRL GUIDES AUSTRALIA NATIONAL OFFICE**

Suite 103, Level 1, 100 William Street,  
Woolloomooloo NSW 2011  
T: (02) 9311 8000  
E: [guides@girlguides.org.au](mailto:guides@girlguides.org.au)  
[www.girlguides.org.au](http://www.girlguides.org.au)

## **GIRL GUIDES NSW & ACT**

Level 2, 55 Holt Street, Surry Hills NSW 2010  
T: (02) 8396 5200  
E: [guides@girlguides-nswact.org.au](mailto:guides@girlguides-nswact.org.au)  
[www.girlguides-nswact.org.au](http://www.girlguides-nswact.org.au)

## **GIRL GUIDES NORTHERN TERRITORY**

55 Ross Smith Avenue, Parap NT 0820  
T: (08) 8981 3628  
E: [girlguidesnt@iinet.net.au](mailto:girlguidesnt@iinet.net.au)  
[www.girlguidesnt.com](http://www.girlguidesnt.com)

## **GIRL GUIDES QUEENSLAND**

Unit 1, 132 Lutwyche Road, Windsor 4030  
Postal address: PO Box 739,  
Fortitude Valley QLD 4006  
T: (07) 3357 1266  
E: [reception@guidesqld.org](mailto:reception@guidesqld.org)  
[www.guidesqld.org](http://www.guidesqld.org)

## **GIRL GUIDES SOUTH AUSTRALIA**

311 Military Road, Henley Beach SA 5022  
T: (08) 8418 0900  
E: [guides@girlguidessa.org.au](mailto:guides@girlguidessa.org.au)  
[www.girlguidessa.org.au](http://www.girlguidessa.org.au)

## **GIRL GUIDES TASMANIA**

17 Clarence Street, Bellerive TAS 7018  
T: (03) 6244 4408  
E: [office@guidestas.org.au](mailto:office@guidestas.org.au)  
[www.guidestas.org.au](http://www.guidestas.org.au)

## **GIRL GUIDES VICTORIA**

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

## **GIRL GUIDES WESTERN AUSTRALIA**

265 Great Eastern Highway Belmont WA 6104  
Postal address: PO Box 780, Victoria Park WA 6979  
T: (08) 9479 9800  
E: [info@girlguideswa.org.au](mailto:info@girlguideswa.org.au)  
[www.girlguideswa.org.au](http://www.girlguideswa.org.au)



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

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

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

