



# Annual Report '24

Girl Guides Australia

Because Girls Do







With over 10.8 million Girl Guides and Girl Scouts from 153 countries internationally, 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 ■ 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**

Algeria ■ 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 ■ Democratic Republic of the Congo ■ Gambia  
Ghana ■ Guinea ■ Ivory Coast ■ Kenya ■ Lesotho  
Liberia ■ Madagascar ■ Malawi ■ Mauritius  
Mozambique ■ Namibia ■ Niger ■ Nigeria ■ Rwanda  
Senegal ■ Sierra Leone ■ South Africa ■ South Sudan  
■ Swaziland ■ Tanzania ■ Togo ■ Uganda ■ Zambia  
Zimbabwe

### **WESTERN HEMISPHERE REGION**

Antigua and Barbuda ■ Argentina ■ Aruba  
Bahamas ■ Barbados ■ Belize ■ Bolivia ■ Brazil  
Canada ■ Chile ■ Colombia ■ Costa Rica  
Curaçao ■ Dominica ■ Dominican Republic  
Republic of Ecuador ■ El Salvador ■ Grenada  
Guatemala ■ Guyana ■ Haiti ■ Honduras ■ Jamaica  
Mexico ■ Nicaragua ■ Republic of Panama  
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 ■ Croatia ■ 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

Girl Guides Australia: We Exist Because Girls Do.....	4	Compass 2032.....	32
Foreword by our Patron.....	6	WAGGGS Growing and Learning Framework.....	33
Chief Commissioner’s Report.....	8	2024 Awards.....	34
Chair’s Report.....	10	<b>GOOD GOVERNANCE</b>	
Understanding The World Of Girls.....	12	Financial Statements.....	35
Girl Guides Exist Because Girls Do.....	14	GGA Board of Directors 2024.....	38
Girl Guides Achieve.....	18	Working Together Across Australia.....	39
Girl Guides Create.....	20	<b>COLLABORATIVE WAYS OF WORKING</b>	
Girl Guides Discover.....	22	Our Partners and Supporters.....	41
Girl Guides Explore.....	24	<b>COMMITMENT TO EVOLVE</b>	
Child Safe Child Friendly.....	26	GGA Strategic Plan.....	42
Volunteers.....	27	Our History and Girl Guide Promise.....	43
Training.....	28		
<b>GREAT PEOPLE</b>			
National Olave Program.....	30		
Australian Trefoil Guild.....	31		
Girl Guiding in Practise.....	20		



# GIRL GUIDES AUSTRALIA

## WE EXIST BECAUSE GIRLS DO

We exist because girls do. And girls do amazing things. They're makers, influencers, volunteers, carers, record setters, bond builders, free-thinkers, leaders, followers and mentors. Above all, they're doers.

How and what they do begins during girlhood. Those developmental years where self-perception is amplified by the people around them. When doing is all about figuring things out.

We exist to give girls the tools to own their identity, the safety to make mistakes and build the resilience to bounce back. From team leaders to behind-the-sceners, we champion all girls. We challenge them to make a difference and encourage them to turn the things they do into springboards for who they choose to become.

### GGA SNAPSHOT

- ◆ Girl Guides Australia (GGA) is the peak organisation for Girl Guiding in Australia.
- ◆ A member-based charity, exclusive to girls and young women.
- ◆ Over 11,500 girls aged 5-17yrs from metropolitan locations through to regional towns across Australia - meet regularly in person and online.
- ◆ Over 3,500 adult members including Olave and Trefoil Guild Members.
- ◆ Over 4,300 Volunteers.
- ◆ A non-formal program that enables knowledge, friendships and resilience to be gained through outdoor pursuits, STEM, wellbeing, advocacy and leadership initiatives.
- ◆ A brave and safe space for girls to discover their passions and gain life skills through activities, community involvement and achievement awards.
- ◆ A girl led structure empowering girls and young women to lead their Units and the adventures they have, supported, and mentored by adult volunteers.
- ◆ As a member of the World Association of Girl Guides and Girl Scouts (WAGGGS), GGA contributes to the strategic vision and growth of Girl Guiding internationally.



# 15,046 MEMBERS IN AUSTRALIA

66%  
YOUTH

34%  
ADULT

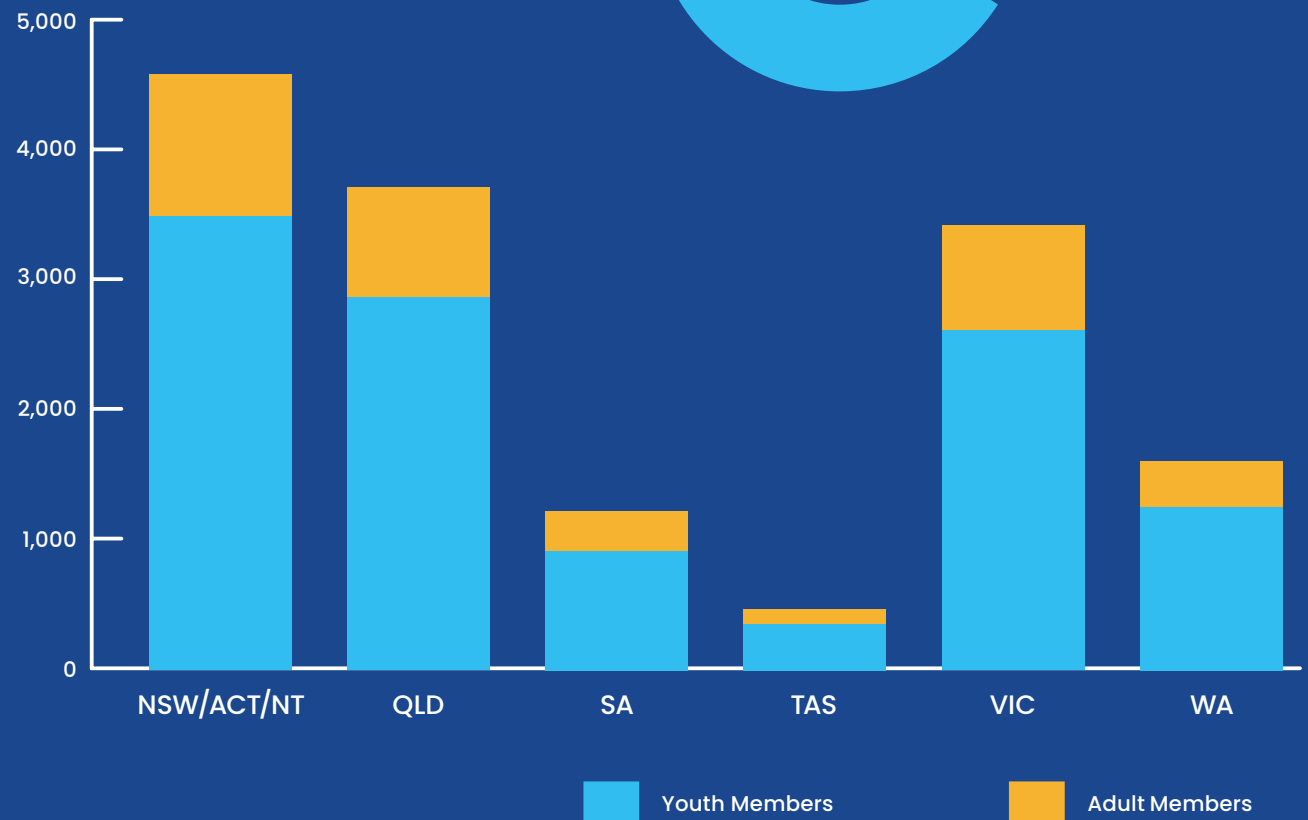
1%

IDENTIFY AS  
ABORIGINAL OR  
TORRES STRAIT  
ISLANDER



7%

WERE BORN  
OVERSEAS











Her Excellency the Honourable Sam Mostyn AC  
Governor-General of the Commonwealth of Australia

## **GIRL GUIDES AUSTRALIA ANNUAL REPORT**

As Patron of Girl Guides Australia, I am delighted to congratulate everyone involved in this wonderful organisation – the staff, volunteers and the thousands of girls and young women who are learning, growing and thriving as Girl Guides.

Girls and young women face an increasingly complex world, and the challenges to their physical, mental and social safety continue to grow. In response, Girl Guides Australia offers a place of belonging, care, kindness and respect, the priceless gift of empowerment and the joy of friendship.

As a network of girls and women who seek adventure, Girl Guides Australia has remained true to its longstanding ideals and values of doing your best, being true to yourself, developing your beliefs and serving your community.

These ideals extend to the many volunteers who instruct, mentor and support Guides in communities across the country. Volunteers make an inspiring contribution to every aspect of Girl Guides Australia – through their example, others are encouraged to follow where they lead.

At the end of a full, and fulfilling, year of achievement, Girl Guides Australia has much to reflect on, and much to celebrate. From the environmental campaigns you support, like Clean Up Australia Day, to the social equality programs you participate in, such as Share the Dignity, Guides make an enduring and positive contribution to the life of so many Australians.

Over the course of the last year, it has been a privilege to come to know the heart of Girl Guides Australia. With congratulations for the successes of the past 12 months, I wish you success for the year ahead, and look forward to many opportunities to participate in the activities of this great network of girls and women.

A handwritten signature in black ink, which appears to read 'Sam Mostyn'.

# CHIEF COMMISSIONER'S REPORT

Girl Guiding offers girls a space to be brave, to create, explore, discover and achieve. Whether it is as part of a unit in outback Queensland, metropolitan Melbourne, online, across Australia or in any one of the 153 other countries where Girl Guides and Girl Scouts meet, Guides of all ages continue to challenge themselves, to speak up, and make a difference in their world.

In 2024 I have seen and shared moments with youth members and volunteers around Australia as they participate in the breadth and depth of what Girl Guides has to offer:

**Girl Guides Create** their own guiding space; a place where they can come together, share and have fun. From the Guide Hall to the great outdoors. This past year I have managed to tick off a few more Gang Show and Showtime productions off my list, attending Comedy Capers (SA), Brisbane Gang Show, and Hobart Gang Show for the first time and attending Melbourne Gang Show, Sunraysia Gang Show and Camberwell Showtime again.

Activities in the outdoors continue to be an important part of the Guiding experience. Creating fun memories through water activities, unit and State camps, and care for the environment through ongoing commitment to Bushblitz and Clean Up Australia activities.

**Girl Guides Explore** the possibilities in their world; at District and Region events, traveling overseas to international camps. From a Girl Guides Australia perspective, a working group drafted and submitted the organisation's first Reflect Reconciliation Action Plan. 2025 will see the launch

and implementation of a plan aimed to explore greater recognition and understanding and a commitment to engage in reconciliation meaningfully.

For many years Girl Guides Australia has been the beneficiary of a number of trusts (Special Purpose Funds) that assist in supporting members to explore, develop and share opportunities from around the world. In 2024 these Special Purpose Funds, have supported young women to attend leadership events such as the Juliette Low Seminar and Helen Storrow Seminar.

**Girl Guides Discover** things about themselves; through trying new things, making new friends, being a part of a worldwide organisation and leading within their own patrol and unit. I am a member of a patrol of Commissioners (Chief Commissioner and State Commissioners) from around Australia and in 2024, we continued to share, support and laugh together as we worked to meet challenges and improve experiences for Guides and Volunteers. I also have the experience of being part of the Asia Pacific Region Commissioners Group. Connecting through What's App messages and emails, volunteer leadership from across the Asia Pacific are able to support the work done by the AP Region committee for the betterment of all Member Organisations.

In 2024 Robinette Emerson, Chair of the Australian Good Service Awards committee, finished her term. She oversaw the streamlining of the Awards nomination process online to make it easier for adult members to recognise the outstanding work of their colleagues. We sincerely thank Robinette for her leadership and welcome Karen Stokes from GGQ who takes on the role from January 2025.

Nicola Jones, National Coordinator – Olave, also finished her term in 2024. 2024 saw a growth in young women participating in the Olave Program and we acknowledge and thank Nicola for her leadership during her term. Emily

Logan (GGN) has seamlessly taken on the national role and with support from Nicola and the State Olave Program coordinators successfully grew the Share the Dignity campaign and has more ideas on how to best support young women to be a significant part of our organisation.

**Girl Guides Achieve** through challenging themselves; to make a difference, through completing a Junior BP, BP or Queen's Guide award, and through the Adult Learning and Development program and the Adult Awards recognition system. Being able to attend presentation ceremonies is a special part of the Chief Commissioner's role. Whether it be recognition at State Annual meetings, the Australian Trefoil Gathering in Geelong or attending an Award ceremony at Government House in Darwin. Valuing and recognising the achievements of our youth members and adult volunteers is critical both for the individual member and the organisation.

I wish to finish by saying thank you to all who have been a part of our Guiding family in 2024. From the leaders and helpers in units, District and Region managers, State Management and Governance teams, staff in the SGO offices, Trefoil Guild members and all the other supporters of Guiding around the country. To those that I work with at Girl Guides Australia, the National Coordinators and Volunteer Leads, the staff in the GGA office, the GGA Board, thank you for your leadership, support and friendship. In the words of Lord Baden-Powell 'Life without adventures would be deadly dull'. May the adventure of Guiding continue in 2025 and for many years to come.

**Helen Reid**  
Chief Commissioner  
Girl Guides Australia









# CHAIR'S REPORT

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## It is a pleasure to join with Girl Guides Australia's Chief Commissioner, Helen Reid, to commend the annual report for 2024 on behalf of the Board of Girl Guides Australia.

In early 2021, Girl Guides Australia, in consultation with State Girl Guide Organisations, set a strategic plan to direct our work for the period 2021-2025. During 2024, as we come to the back half of the strategic plan cycle, Girl Guides Australia continued strong work towards achieving the goals set. Within 2024, this included our National Girl Research Project, canvassing a wide variety of matters which affect Australian girls, and the launch of several position statements that advocate on matters of vital importance to Australian girls and young women. We also finished 2024 with the launch of a new electronic learning platform nationwide, which will provide updated trainings to our adult members and volunteers as part of our commitment to maintaining our high-quality program and standards.

Girl Guiding volunteers provide an amazing service to our Australian community. At Girl Guides Australia we are privileged to work with amazing and dedicated volunteers who provide expertise across a broad array of skills. While the majority of Girl Guides Australia's volunteering hours is undertaken by women, the Girl Guides Australia Mission also resonates with men, drawn to our commitment to providing a space for girls and young women to discover their potential as leaders of their world. In 2024, I particularly recognise the volunteer contribution from:

- Girl Guide leaders and volunteers, bringing the amazing Australian Guide Program to girls Australia-wide.
- Those who work to keep Girl Guiding modern, safe and meeting the needs of today's girls and young women – whether it be through maintaining our strong status as a child safe organisation, ensuring we are prepared for cyber events, providing resources to Guide leaders or developing and delivering training.
- Girl Guides Australia and State Girl Guide Organisation Board, Committee, Forum or Working Group members.
- Our Chief Commissioner, State Commissioners and their dedicated teams.

The value of the time and expertise each volunteer gives is never underestimated. Thank you.

Volunteer organisations, Australia wide, experienced a significant decline in the number of volunteers between 2020 and 2021 during the Covid-19 pandemic. While there has been some evidence of a bounce back in overall volunteer numbers, research issued by Volunteering Australia in 2024 indicated that 40% of existing volunteers were unable to volunteer more due to lack of additional time. 2024 reflected an overall reduction in adult Guiding members, who are the bulk of Girl Guiding's volunteer workforce. However, an increase in young women volunteers and casual volunteers is a pleasing trend, reflecting engagement with new cohorts seeking flexible or shorter-term volunteering opportunities. Supporting the volunteer experience remains a focus for Girl Guides Australia into 2025.

A significant area of increasing complexity of operation arises in managing ongoing changes to child safety legislation around Australia. Throughout 2024, Guide leaders and other Guiding volunteers Australia wide demonstrated their deep commitment to ensuring Guiding is a child safe space through compliance with our policies and procedures, undertaking training and maintaining appropriate working with children checks. Both Commonwealth and State legislative bodies continue to 'tweak' with rules and regulations, creating differences in requirements at both a legislative level and in Departmental ways of work. This creates ongoing challenges to ensure Guiding is reacting to changes as they occur. In 2024, a standing Child Safe Child Friendly Working Group incorporating staff and volunteers from Girl Guides Australia and State Girl Guide Organisations was formed. Strongly supporting our commitment to a child safe community.

Changes in external environment and volunteer trends have both been influencing factors for Girl Guides Australia and State Girl Guide Organisations to build investment in employed staff. 2024 included a focus for Girl Guides Australia on building capacity in both fundraising and partnerships. Our amazing staff strongly believe in and commit to delivery of the Girl Guides Australia Mission, working with our volunteers to deliver for Australian girls and young women.

Girl Guides Australia drew down on reserves in 2024 to fund operations, reflecting similar challenges experienced by many not for profits and charities around Australia. Research from the Australian Charities & Not For Profits



Commission in 2024 (for the period up till 2022) showed the effect of cost-of-living pressures on charities, with the growth in expenses outstripping the growth in revenue. Given that the 2024 economy remained driven by these pressures Australia wide, it is likely that these statistics will continue to be reflected across the charity and not for profit sector in 2024.

Girl Guides Australia acknowledges that drawing down on reserves is not sustainable long term. Girl Guides Australia continues to investigate and invest in alternative revenue streams to build financial sustainability. We thank those who have provided a monetary donation to Girl Guides Australia in 2024, funding various programs now or by making a bequest to Girl Guides Australia using the Safewill platform. We are particularly pleased to continue to utilise the Young Women in Leadership Fund and other special purpose funds to support young women to participate in WAGGGS events, leadership and governance experiences.

Contribution to WAGGGS remains high within our Australian Guiding community and we are proud of our international heritage and ongoing links to world Guiding. During 2024, Girl Guides Australia was represented at the WAGGGS Extraordinary General Meeting by Helen Reid, Kathryn Pearson (GGQ State Commissioner), Joy Ord (National Co-ordinator – International), Georgina Gaffney (GGA Director appointed by GGT), Cassandra Talbot (GGN), Laura Ives Hicks (Assistant Chief Commissioner – Young Women), Zoe De Paola (Young Women's Forum member), Lexie O'Brien (Young Women's Forum Member), Trish Manten (GGA CEO) and myself. This meeting

provided an update on WAGGGS operations and Member Organisations voted on the ongoing fee structure for contribution to WAGGGS operations. Girl Guides Australia is proud of our deep commitment to productive and positive engagement with WAGGGS, including the opportunities for international governance engagement through these important meetings.

It was my pleasure to continue to work with Helen Reid, Chief Commissioner and Trish Manten, GGA CEO in 2024. Trish finished her role in November 2024, after almost 6 years with the organisation. It was a privilege to work with Trish during her term, seeing her commitment to delivering on the Strategic Plan and leading a team of 5 dedicated staff. I was delighted to join with Helen in presenting Trish with the Thanks Badge (Trish's first ever Australian Girl Guide badge) at the end of her term. Trish's impact on GGA will be both profound and lasting. Melissa Collins joined GGA as interim CEO in December, with a focus on people and culture driving her early work. Thank you, Trish, and welcome Melissa, from all at Girl Guides Australia.

Enjoy reading this annual report and reflecting on the year that was 2024.

**Kate Alcorso**  
Chair  
Girl Guides Australia



# UNDERSTANDING THE WORLD OF GIRLS



In October 2024 GGA commissioned the first national 'Girls Survey'\* which explored the world of Australian girls aged 12–18, seeking to understand their dreams, concerns, challenges, and the systems that support them. Through their eyes, we gain a picture of a generation balancing optimism and realism, grappling with societal pressures while striving for independence and fulfillment.



## POSITIVITY & MENTAL HEALTH

Girls and young women feel generally positive about their lives, with 57% expressing satisfaction and most excited about spending time with friends (78%), pursuing hobbies (60%), achieving goals (58%), and exploring independence (41%). However, their concerns run deep: 57% worry about societal judgment, financial instability, and being excluded. Mental health struggles (44%) and economic fears (34%) are common themes.

Only 40% report satisfaction in with Mental Health which influences all aspects of their well-being, and the cascading effects are particularly pronounced among members of LGBTQIA+ community and those identifying as neurodiverse.



## SELF CONFIDENCE

Self-confidence among young women is multi-dimensional, built on support systems, achievements, independence, and self-image. Relationships are a key pillar, with 70% feeling confident in their family's support and 60% trusting their friends. Girls who feel supported in these relationships report higher overall satisfaction. Achieving personal goals and demonstrating independence also play important roles, with 47% citing these as confidence boosters.

While supported by relationships, confidence is hindered by appearance-related anxieties. Appearance remains a significant area of vulnerability. Only 33% of respondents feel confident about how they look, making it the lowest scoring factor in self-confidence.



## DIGITAL LIVES

Social media, while a valuable tool for connection and self-expression (35% find it exciting), often intensifies this anxiety, particularly for minority groups. LGBTQIA+ community members report both empowerment and alienation online, highlighting the complex dynamics of digital spaces. Neurodiverse individuals appreciate the flexibility that technology provides but face barriers like cyberbullying and exclusion. These mixed experiences highlight the need for safer, more inclusive digital environments.





## COMMUNITIES & SOCIAL IMPACT

Young women are passionate about social causes with mental health (43%), human rights (38%), and gender equality (30%) ranking highest. They enjoy helping others (77%) and believe small actions can make a difference (74%).

However, only 25% feel confident in their ability to solve global problems, reflecting a gap between their aspirations and perceived empowerment. LGBTQIA+ respondents are more likely to engage with advocacy and activism, particularly around mental health and gender equality.



## CLIMATE CHANGE

Concerns about climate change resonate with 26% of girls in the survey. Younger participants are more likely to advocate for environmental causes, reflecting a potential opportunity to engage them through relatable, youth-focused campaigns. Girl Guides aged 8-17yrs consider the environment to be the most important issue in improving Australia and the world. (Jamboree 2022).



## CAREERS

Looking ahead, their aspirations shine brightly. They are eager to take control of their lives, with 73% excited about future careers and 66% valuing the independence higher education can provide. Multilingual students express even greater enthusiasm (3.8 out of 5) compared to their English-only peers (3.4 out of 5).

Careers are a particularly bright spot for future aspirations, with 73% excited about entering the workforce. Financial independence is a key motivator and seen as essential — respondents are aware of the need to earn their own money to lead fulfilling lives. A significant majority (76%) believe women can excel in male dominated fields, and 75% say having a job would boost their confidence.

However, challenges persist. Over half (58%) believe men receive more career opportunities, and 63% agree women must work harder to prove themselves. Balancing work-life demands also weighs on their minds, with 63% anticipating challenges in this area. Despite these concerns, their optimism for building fulfilling careers remains strong.



## MANAGING PERIODS AT SLEEPOVERS OR CAMPS

Periods remain a practical concern for girls in communal settings. Addressing this through education and preparation can help normalize menstruation and foster confidence, ensuring girls feel comfortable and included in all activities.

*\*Research was conducted in partnership with Youth Insights collecting responses from Guides and non-Guides in Australia. [girlguides.org.au/news/girl-research/](https://girlguides.org.au/news/girl-research/)*

# GIRL GUIDES EXIST BECAUSE GIRLS DO

We provide a brave space where girls can turn what they choose to do into springboards for who they can become. Gaining life and leadership skills through activities, community involvement and achievement awards. Designed to empower, our framework allows girls to lead their units and the adventures they have supported and mentored by adult volunteers.

Many program parallels between the needs of girls and contemporary guiding in Australia can be drawn:



**Girl-led patrols** driving weekly in person sessions with friends and mentors



**Australian Guide Program** focuses on personal development enabling girls to find their selves, their passions and gain life skills in terms of physical, practical and people challenges – indoors and out!



The '**Leaders of their World**' advocacy resource empowers girls and young women to use their voices to influence decision-makers to create a more equal world. This 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.



GGA provide equality programs like '**Voices against Violence**' and the **International Women's Day** program resources that inform and encourage gender equality and respect in our global communities which are key issues of concern for girls.



'Free Being Me' is an educational program that promotes a world free from appearance-related anxiety. It has already supported over 6.5m young people to improve their body confidence and self-esteem since 2013. 85% of girls report feeling better about themselves and their bodies. 76% feel confident they can take action to make a more body confident world.



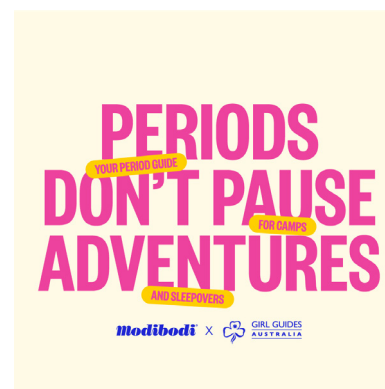
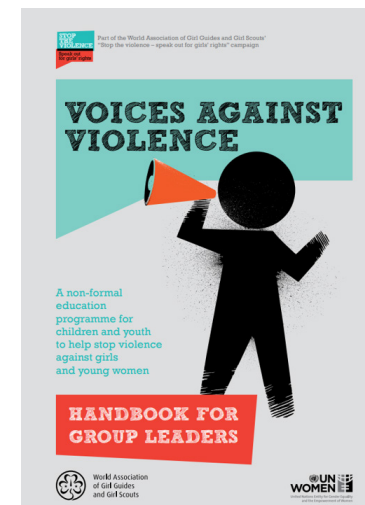
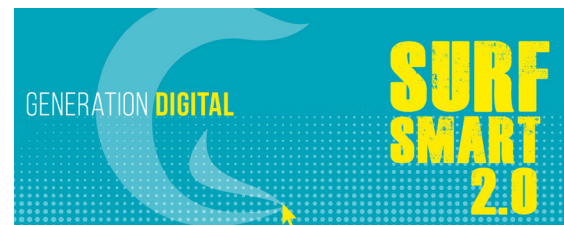
Our 'Surf Smart', cyber safety program acknowledges the challenge of the digital world that all girls are now part of and arms them with knowledge and resources to keep their selves safe.



'Guide Your Money' is an established program supporting girls with advice and tools to help them become financially capable and independent – something the research shows is top of mind for young girls as they face employment.



Our programs do offer knowledge and digital tools and activity packs, but we also encourage Guides to 'walk the talk' and advocate in person in their communities with environmental impact campaigns like **Clean Up Australia** in March, and dignity drives for essential products like **'It's in the Bag'** in November, to support vulnerable girls and women at Christmas.





# GUIDING EXISTS BECAUSE GIRLS DO

## GIRL GUIDES 8-11 YEARS

Increased exposure  
to new and exciting  
experiences

Significant positive shift  
in attitude, confidence,  
and interpersonal skills



Increase in life skills,  
particularly the ability to  
self-regulate emotions

## TEEN GUIDES 13-18YRS

45% show an increase  
in their ability to adapt  
to unexpected events

18%+ increase in both  
life skills and resilience  
in their first three years



37% indicate an increase  
in coping skills when  
navigating demands  
on their time like school,  
family and Guides

11% increase in feelings  
of wellbeing





# GIRL GUIDES **ACHIEVE**

Girls participated in the following National Programs:



## **WORLD THINKING DAY 2024 'OUR WORLD, OUR THRIVING FUTURE' – FEB 2024**

The activity pack encouraged girls globally to explore the skills and knowledge needed to actively contribute to a flourishing future. Units across the nation supported the day with social media and unit activities.

## **CLEAN UP AUSTRALIA DAY – MARCH 2024**

Girl Guides from 160 Units across the nation took part in the 34th Clean Up Australia Day. This event not only helped Girl Guides to learn about the impact of litter on the environment, but it helped them foster a sense of responsibility regarding participation in community activities. Great to see so many Units contributing to conserving our environment. This year we donated all badge sales to the tune of \$1,000 to Clean Up Australia to support their important work.

## **INTERNATIONAL WOMEN'S DAY – MARCH 2024**

Every year we promote the WAGGGS gender equality and Voices against Violence programs to broaden awareness of the issues raised in order to provide girls with the confidence and capability they need to acknowledge and respond to the associated behaviours and stigma.

## **SALUTING THEIR SERVICE 'LIFE AT HOME' - APRIL 2024**

Girls in all states took part in the Saluting their Service Challenge, with participation in local ANZAC services. Units also supported local RSL branches to sell poppies and raise funds for Remembrance Day.

## **JOTA-JOTI – OCTOBER 2024**

JOTA-JOTI (Jamboree on the Air–Jamboree on the Internet) is the world's largest digital Girl Guide and Scout event taking place on the Internet and over the airwaves. Held every year the event connects millions of young people around the world for a full weekend of online activities that promote friendship and global citizenship. The dynamic program comprises a variety of non-formal education activities, including webinars, global campfires, talent shows, live shows, fun challenges and more through an interactive 3D campsite. JOTA-JOTI aims to support young people of all ages to learn about communications technology, the values of global citizenship, and their role in creating a better world.

## **'IT'S IN THE BAG' – NOVEMBER 2024**

This year's campaign was led by Olave Program members, in collaboration with Trefoil Guild members and the wider Guiding community. Olave Program members took ownership and reached out to their local Guiding community to maximise the intergenerational connection in local Guiding communities to maximum affect. This approach was very successful – so much they surpassed their 600 Bag target! They donated 724 Bags, with Guides from every State taking part!



Girls participated in the following State Programs:



## NSW

RTS Tingira Open Day, Great Guide Sleepover – Darwin, Great Guide Sleepover – Sydney, 1 Million Women Festival of Solutions, Coastal Cleanup @ Taronga, Lark in the Park

## QLD

Guides Grab your Passport, Arts Camp, Night Moves, Night Shadows, Revels, Anzac Day March, Guides Unite, Fun Leadership for Youth (FLY)

## SA

State Camp

## TAS

Scout Guide Regatta, MAD Camp and Patchawee

## VIC

Snoozefest, Snoozarella, All Adult Gathering, Mid Summa Pride March, Dolphin Day, Oarsome Day, Olave Campfire, Midnight Laser Tag, Connect with Nature, Anzac Day March, Werribee Gorge Circuit Walk, AGM, Daylesford Chocolate Mill Hike, Olave Camp, George Bass Coastal Hike, Grampians Peak Hike, Sunship Earth, 14+ Canoeing Expedition, Lady Stradbroke Cup, Olave Ball

## WA

State Archery days, State Canoeing days, Government House Open Dy, Mission Impossible, State Campfire, Anzac March, Royal Show bag minding, State water camp, Feet First Camp, Pride Parade, Queens Guide Leadership Weekend

## HIGHLIGHTS FOR 2024

# 130

**YOUTH MEMBERS ATTAINED  
THEIR QUEENS AWARD**

# 1358

**YOUTH MEMBERS ATTAINED  
THEIR BP AWARD**

# 2742

**YOUTH MEMBERS ATTAINED  
THEIR JUNIOR BP AWARD**

# 2,339

**YOUTH MEMBERS  
ATTENDED A STATE CAMP**

# 838

**YOUTH MEMBERS  
ATTENDED A STATE  
SLEEPOVER**



# GIRL GUIDES CREATE

## GIRL LED ADVOCACY

Girl Guiding is committed to empowering girls and young women to take charge and advocate to make positive change in their communities and beyond. In Australia we provide resources, welcome active advocates to join our Advocacy Working Group, empower Girl Guides to take part in State and National forums, and provide access to WAGGS International advocacy events around the world.

## STATEMENTS

This year we launched our advocacy platform and our first statement – Environment and Sustainability. The Advocacy Working Group has produced four position statements for Guiding in Australia. The statements and some talking points around the position statements can be found on *Guidelines for Girl Guides*. Other statements are currently being produced, with further input being sought from Youth members and Adults alike.

## NATIONAL FORUMS AND CAMPAIGNS

GGA advocates for Girl Guides to have a voice in National changemaker forums and supports them to ‘walk the talk’ with more hands-on pursuits.

### **The Intergenerational Fairness Coalition (IFC) – May 2024**

The IFC works to support long-term thinking in Australian Policymaking, honouring 65,000 years of Australian heritage and peoples from all generational groups. Their work to support a brighter future is focused on long term thinking, equality, sustainability and safeguarding Australia’s future. Girl Guides Australia (GAA) was invited to attend the first of the Australian Town Hall meetings. Zoe De Paola, Young Women’s Forum Member, and Helen Reid, our Chief Commissioner, represented GGA at the session in Melbourne.

*“It was a pleasure to attend the Intergenerational Town Hall: An Australian Vision for 2100 on behalf of Girl Guides Australia alongside Chief Commissioner Helen Reid. The event was attended by people of all ages from various youth focused organisations and leaders of positive change. The townhall invited a discussion on what issues we believe need to be prioritised for a sustainable future, with our inputs supporting the creation of the Road to 2100 vision, which will be presented to world leaders at the final SDG Summit in 2027. I valued the discussion on how we should involve young people in conversations about our future in a non-tokenistic way which truly values their perspective and turns their input into action. The event has demonstrated to me the relevance of Girl Guiding and youth focused organisations for the future; we need to continue to empower and amplify young voices to drive intergenerational change making.”*

Zoe De Paola, Young Women’s Forum Member  
Girl Guides Australia.

### **International Day of the Girl – October 2024**

This annual day marked the first year of GGA commissioning National Girl Research project in response to the United National International Day of the Girl theme of elevating the voices of girls. Youth Insights managed the survey and Australian Research Association for Children and Youth (ARACY) and Modibodi helped to distribute it. 500 girls completed the survey providing insights into the mindsets, hopes and concerns of girls so that we might create and run programs to assist them as they navigate girlhood.



**"The event has demonstrated to me the relevance of Girl Guiding and youth-focused organisations for the future; we need to continue to empower and amplify young voices to drive intergenerational change making."**

# INTERGENERATIONAL TOWN HALLS **AN AUSTRALIAN VISION FOR 2100**

Hosted by

Unlock  
the  
Future

ory  
gen



**Foundations**  
for Tomorrow



# GIRL GUIDES DISCOVER

## WAGGS SEMINARS

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.



## HELEN STORROW SEMINAR – LEAD FOR ENVIRONMENT JANUARY 2024

The Helen Storrow Seminar is an annual international leadership development event hosted at Our Chalet in Switzerland. This seminar focuses on leadership, environmental issues, and social change, with a special emphasis on climate justice advocacy.

Salina Re, an Olave Program Member from Girl Guides Western Australia, attended a weeklong program at Our Chalet in Switzerland. She took part in a program to develop her leadership skills and to learn about environmental sustainability.



## GIRL SCOUTS OF HAWAI'I CAMP PAUMALU STEM CENTER JUNE 2024

Phoebe Bloomfield (GGQ), Mia Fletcher (GGWA), Theresa Gately Stack (GGV) and SinYukAine Kwong (GGV) experienced the multiculturalism of Hawaii along with unique STEM activities at the newly opened STEM Center for Excellence at Camp Paumalu on Oahu's North Shore. The participants learnt about the science of DNA – extracting DNA from Strawberries, how waves work and taro planting. They undertook a microplastics project at Hanauma Bay, snorkelled on a coral reef and prepared taro water beds at Kualoa Ranch and much more...

Mia Fletcher said "Going to this camp was a really rewarding experience. It was great to look through the telescope at the Hawaiian night sky. As a dancer, I enjoyed learning a Hawaiian hula and I am interested in continuing to learn here at home. I was a little nervous about travelling so far but I did it and have grown and gained more confidence".

Phoebe Bloomfield said "My time in Hawaii was one of my favourite experiences in life. I had learned so much about Polynesian culture and the history of Hawaiian traditions. I learned how to care for the land, tried many different types of food and had a pretty epic mud fight at the taro root farm. I enjoyed the STEM program and learning how to extract DNA from a strawberry but also learning about the marine life and how to stop the spread of pollution in the ocean by picking up micro plastics around the bay and then going snorkelling in the beautiful water and seeing how the many fish and other little creatures worked around the ocean floor. I had made lots of different friends and met lots of different people. Over all my trip was 10 out of 10."

## JULIETTE LOW SEMINAR- LEAD FOR PEACE OCTOBER 2024

The Juliette Low Seminar empowers an international network of girls and young women to be empathetic global citizens who value different perspectives and celebrate diversity. Through a focus on building peace in their local communities, participants will lead together to create an equal, inclusive world where all can thrive. GGA was proud to have 5 Australian Guides participate this year. With the in-person expeditions held across three World Centres—@Kusafiri, @Sangam and @Nuestra Cabaña.

Our Australian representatives included:

- Ashleigh Hansen from GGN and Zoe De Paola from GGV at Sangam, India
- Kimberley Randall from GGQ at Nuestra Cabaña, Mexico
- Claire Davis from GGT and Isabella Metcalfe from GGN at Kusafiri, Ghana

Participants will complete a '100 Girls Project' that supports the leadership development of at least 100 girls in their local community and puts their learning into action with a ripple effect of impact.

## ASIA PACIFIC YOUNG WOMEN IN GOVERNANCE NOVEMBER 2024

Francesca Backhouse, Zoe De Paola and Lexie O'Brien took part in this WAGGGS Governance Program between November 2023 to November 2024.

This program aims to provide young women (aged 30 or under) with a unique opportunity to explore governance within WAGGGS and involved monthly online sessions and preparatory work. The program was split into two groups. 1. for young women who are not yet in a governance position and 2. For young women currently serving on your board.

*"The highlight of the program was hearing others' ideas and feedback on how Guiding runs for young women in their own countries. We were able to share ideas that everyone could bring back to their own MOs."*

*"It was a really great opportunity, and I feel lucky to have taken part. It was lovely to network with members from other MOs. Meeting young women from so many different countries would be my favourite part."*

SGGOs continued to support Girl Guides as they participated in other community initiatives to advocate for acknowledgment and change:

- Earth Hour
- 16 Days of Activism Against Gender Violence
- Harmony Week
- NAIDOC Week
- Pride March
- National Volunteer Week



**"I made lots of different friends and met lots of different people. Over all my trip was 10 out of 10."**



# GIRL GUIDES EXPLORE

## INTERNATIONAL TRAVEL

India, Hawaii, England, Switzerland, Africa, Mexico... these are some of the exciting destinations that Girl Guides have travelled to in 2024. Thank you to all contingent leaders who willingly extended their leadership skills.

### INCREDIBLE INDIA - JAN 2024

A contingent of Australian Girl Guides were invited to the Sangam World Centre in January. 15 participants from Australia attended the 'Discover Incredible India' event. They learned all about Indian culture and the community around the center. And even got to take to the streets and explore the neighbourhood!



### ESSEX JAMBOREE UK - AUGUST 2024

Australia's largest contingent set off to Chelmsford in the south of England to take part in this huge international Guiding event. Girl Guides and Olaves had a fabulous time visiting iconic landmarks across London, making new friends and trying new things! Some were lucky enough to visit Pax Lodge for an official pinning ceremony too.

*"Before heading to camp, we spent the week exploring London, I visited Buckingham palace, Tower of London, Platform 9¾, and much more. We even participated in the pinning ceremony at Pax Lodge and stayed a night there. (Planning to go back and volunteer in the future). I've loved being a part of the Wet & Wild team! I've camped with 8,000 Girl Guides and Scouts from around the world. It's been incredible experiencing such a fantastic camp with so much to see and do. I've made many new guiding and scouting friends."* – Alana from Gold Coast Olaves

### WORLD CENTRES

WAGGGS have benefited from the commitment of Australian volunteers – Tori Bullard and Isabel Cuthbert ( 5 months at Sangam), Mikayli Smith, Ella Phillips, Kiara Harvey and Grace Bunton (Our Chalet).

Other Australian members to be acknowledged for the service they give to the WAGGGS Volunteer team are:

- Nicola Jones and Rosie Waite (facilitating)
- Tanya McPherson (technical)
- Anna Finster (Program).

**"It's been incredible experiencing such a fantastic camp with so much to see and do."**

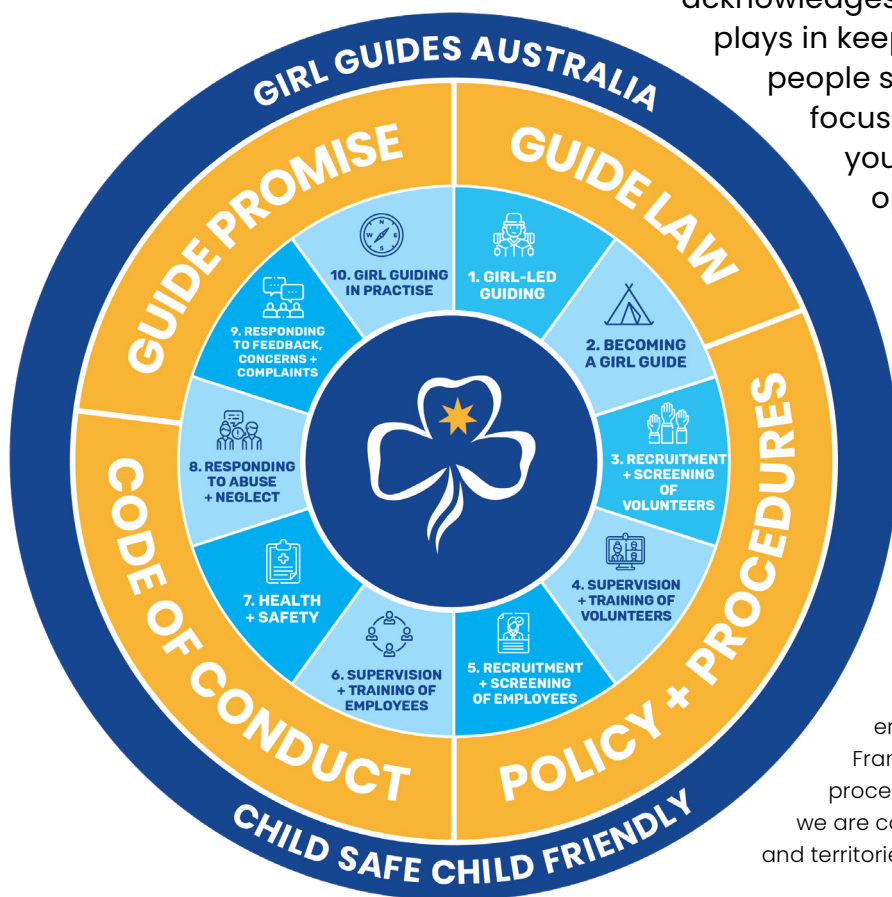






# CHILD SAFE CHILD FRIENDLY

## A SAFE SPACE FOR GIRLS



Girl Guides Australia has 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.

Girl Guides Australia continue to embed the Child Safe Child Friendly Framework and to adjust our policies, procedures and practices to ensure that we are consistent across all of our states and territories in building and maintaining an

environment where young people are safe, protected and respected.

2024 saw the launch of our National Child Safe Child Friendly learning modules on our new Learning Management System and all of those in leadership roles, voluntary or paid, across Girl Guiding in Australia are required to undertake this learning. We continue to adapt to changes in legislation across the country with the expectation that we will collectively meet the highest standard required anywhere. We have established a Child Safe Working Group where ideas and perspectives are shared and GGA and each of the state bodies takes the opportunity to evolve and innovate to ensure that we continue 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 Child Safe Child Friendly Framework can be found on the Girl Guides Australia website: Guide Lines for Girl Guides. The 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.

# VOLUNTEERS

Passionate women, who are driven by what girls can do, lean on personal experience to create brave spaces for girls to discover their authentic selves. We support them to inclusively mentor girls 5-17yrs, as they develop physically, mentally and socially – wherever they live in Australia.

## 4,396

VOLUNTEERS



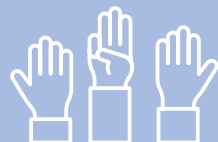
## 2,660

IN SPECIFIC  
VOLUNTEERING ROLES



## 1,774

IN UNIT LEADERSHIP  
ROLES



Qualified Leaders	1408
Leaders in Training	376
Resource Leaders	94
Mentors	237
Guiding Assistants	48
Assistant Regional Managers	14
Assistant District Managers	61

Qualified Regional Managers	33
Qualified District Managers	258
Training Partners	8
Qualified Trainers	54
State Committee / Board Member	51
Workshop Presenters	6
National Committee / Forum / Working Group Member	12



# TRAINING

Exciting changes have happened for adult learning at Girl Guides. This year we transitioned from the old eGuiding portal to the new 'Girl Guides Learning' platform. We are also proud to have upgraded the content so that girl guide learning is a more accessible and enjoyable experience for all Adults in Guiding.

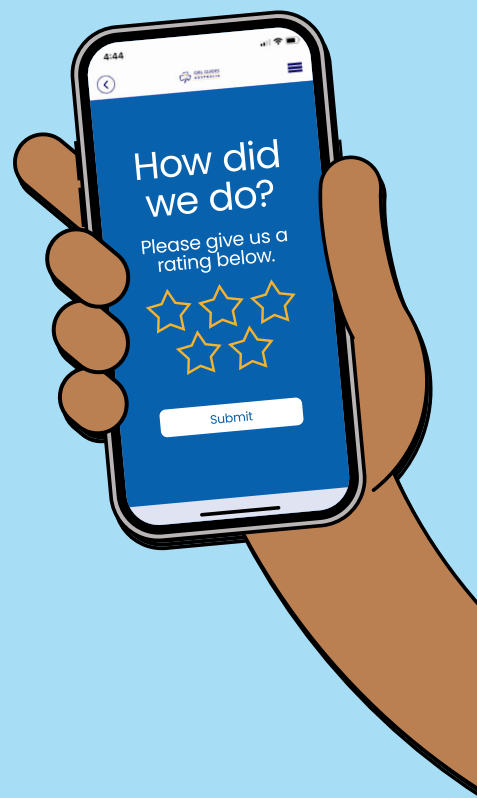
# Girl Guides

*Learning*



## BENEFITS OF GIRL GUIDES LEARNING

- 1 Course Length:** Say goodbye to lengthy modules! Content now delivered in bite-sized chunks. Users can complete components of a course in short bursts and return to finish other parts at their convenience.
- 2 Accessibility:** Girl Guides Learning adheres to the Web Content Accessibility Guidelines (WCAG). This standard makes web content more accessible and improves usability. Now, users can access courses with a single sign on.
- 3 Flexible Learning:** Content can be accessed on preferred devices—whether a mobile phone, tablet, or desktop – great for learning on the go!
- 4 Micro-Credentialing & Digital Badges** make accomplishments more visible.
- 5 Course Feedback** enables users to provide feedback and helps support quality assurance. All courses have a rating option at the end.
- 6 Certification & Tracking Credits** will be given for our national Australian Leadership and Qualification Program (ALQP).
- 7 Virtual Conferences & Events** will enable Instructor Led ALQP Training and other online training events to be completed on the same platform providing a one stop shop experience.



### ADULT TRAINING STATISTICS

- 4,615 Girl Guide Learning modules started with 2,601 completed to date
- 10 Boating Qualification activities were delivered with approximately 70 participants.
- 15 Camping Qualification Activities were delivered with approximately 100 participants.
- 53 Externally Facilitated Trainings in SGGOs with approximately 160 participants.
- 22 employees attended professional development activities.
- 3 Adult Members applied for a CPR/First Aid assessment exemption in 2024



# WOMEN IN GUIDING 2024

## OLAVE PROGRAM

The Olave Program is a personal development program for members of Guiding in Australia aged 18–30. It focuses on the three aspects of community, adventure and self-development. In 2024 the Olave Program grew in numbers and in might.



### COMMUNITY

Olave Program members connected with their community by participating in ANZAC Day services, developing and contributing to local service projects and spearheading the 'It's in the Bag' Campaign within the Guiding Community.

### ADVENTURE

Olave Program members explored the great ideas, attending camps, regattas and hiking trips around Australia. Olave Program members also represented Girl Guides Australia at each of the World Centre's as volunteers or as attendees at events, including the Juliette Low Seminar.

### SELF-DEVELOPMENT

Olave Program members continued on their journey of self-development. Members across Australia were awarded the Olave Baden Powell Award, as well as their Commonwealth Award or Olave Challenge award. Others were recognised for their contributions to Guiding, or to their local community.



- 455 Olave Program Members.
- 30 Olave Peer Groups.
- 46% Olaves volunteer – 181 Qualified Leaders, 20 Unit helpers and 8 mentors.
- All States with Olaves supported the 'It's in the Bag' campaign in 2024.
- The reinvigoration of the Olave Program in GGSA.
- The launch of the revised AGP-OP Link Badge which includes an extension of time to complete Part A of the Award up until the Guide's 20th birthday and updated challenges.
- The appointment of new Olave Program Managers in many SGGOs's.

#### NEW OLAVE PROGRAM MANAGERS

- **GGT:** Farewelled Claire Davis and welcomed Kirsten Howard
- **GGN:** Farewelled Natalie Schmitzer and welcomed Fiona Spellman
- **GGSA:** Welcomed Georgia Plowman

#### CONTINUING OLAVE PROGRAM MANAGERS

- **GGWA:** Bobbi Ralls
- **GGQ:** Alise Fitzpatrick
- **GGV:** Dayla Allen

# WOMEN IN GUIDING 2024

## AUSTRALIAN TREFOIL GUILD

The Australian Trefoil Guild (ATG) connects women 18yrs+ who are either actively involved in Girl Guiding or have a history with Girl Guiding. Members share traditional Guiding skills with Guides at their local Guide Units and support Guides to attend camps and attending Guiding events.

ATG members share their time and skills to positively impact and support the needs of their communities and each other. Trefoil programs include anything from social outings and learning new skills, maintaining gardens and hiking to bell ringing!

Australian Trefoil Guild members in 2024 have shown their commitment to actively support Guiding and their communities, while enjoying the journey along the way.

- The total membership of ATG for 2024 was 1,291.
- ATG has 41 members who hold either a Guide Leadership Qualification or are members of a Guide State or National Committee. These Trefoil Guild members are actively participating in Guiding, sharing their Guiding knowledge, expertise and experience with the wider Guiding community.
- ATGs donated \$39,841.70 to supporting and maintaining Guiding Camp Sites and Guide Halls.
- ATGs increased the time spent archiving our Guiding history.
- ATG members supported Guiding internationally with contributions to the World Thinking Day Fund to the value of \$1,740.60.
- ATGs donated a total of \$10,887.40 to community projects over 2024.
- ATGs also knitted many blankets, socks and beanies as well as warm mittens and hats knitted for premature babies. The products were donated to support men and women in refuges and children in foster care.

The 2024 ATG National Gathering was hosted by Victorian State Trefoil, attendees were invited to 'Come and Play at the Bay' in Geelong, Victoria. The Gathering offered the opportunity for those attending to be informed about sustainability in our water ways, current ATG and State TG information, meeting several Juliet Low participants and learning about their experiences and projects undertaken.

# 1,291

**TREFOIL GUILD MEMBERS**

# \$39,841

**DONATED TO GUIDING  
IN THEIR STATES**



**for maintenance to Guiding  
Camp Sites and Guide Halls**

# OVER \$1,740

**donated to WAGGGS  
World Thinking Day  
Fund to support Guiding  
Internationally**



**FINANCIAL SUPPORT donated to  
community projects:**

# \$10,800+

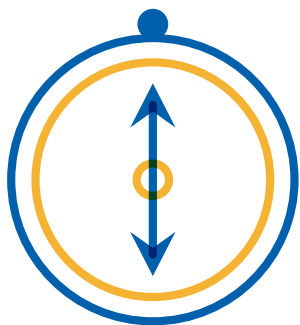




# LOOKING AHEAD IMPLEMENTING COMPASS 2032

The World Association of Girl Guides and Girl Scouts (WAGGGS) launched Compass 2032 at the World Conference 2021. Compass 2032 is shaped by the future girls want to see, and we will achieve it if the young people looking for this future are the ones leading our work to get there.

Compass 2032 builds on the strengths of over a century of non-formal education and the empowering leadership opportunities girls and young women find in Guiding. It also acknowledges we need to be braver and more agile to re-imagine Girl Guiding as the most inclusive, relevant, and impactful.



## LISTENING TO GIRLS

Girls and young women across the world feel uncertain about their future and face growing inequalities and environmental emergency. Their families and communities have been disrupted by the COVID-19 pandemic, there is growing gender-based discrimination and violence, and mental health issues are rising. However, the dreams of girls and young women have not changed. They want to thrive in a world that's fair for everyone, where they aren't held back by any aspect of who they are, what they believe, or where and how they live. Girls and young women want a safe space to explore their identity and beliefs. They want the confidence and resilience to face the pressures and challenges of growing up in an insecure world. And they want the relevant skills and opportunities to make a difference.

## 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.

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

# DEFINING OUR IMPACTS ON GIRLS

## WAGGGS GROWING AND LEARNING FRAMEWORK



The Growing and Learning project is a global WAGGGS initiative. It is a learning and development framework for both youth and adults in the Girl Guide and Girl Scout Movement. It sets out the characteristics of quality Girl Guiding and defines the impact our work should have on Girl Guides by setting out a common set of growth outcomes.

In March, Wendy Kirk – National Coordinator for Youth and Sarah Neill – National Coordinator for Adults, travelled to Nepal to take part in the Asia Pacific Region's WAGGGS Growing and Learning workshop.

All 18 APAC Region member organisations took part in this 5-day workshop to contribute to the finalisation and understanding of the 'Growing and Learning Framework', discussing resources that would be useful and their future development.

Participants connected with regional peers with a common goal of paving the way for the future and the lifelong learning journey for youth and adults in Girl Guiding. The framework is expected to be finalised in 2025.

### WAGGGS LEARNING AND GROWING FRAMEWORK

Girl Guiding believes in an equal world where all girls can thrive. To create an equal world, more girls need to be able to reach their potential – and girls who reach their potential can change the world.

- We are connected by a common purpose
- We create brave, youth driven and girl centred spaces
- We put quality in action through varied REAL learning experiences
- We support learners to grow in confidence, resilience and agency, as whole people and reach their fullest potential. Learners take the lead in their lives and believe they can make a difference in the world, especially if they work together.

Girl Guiding contributes to the development of the following eight growth outcomes for girls, by offering varied, non-formal learning experiences that are relevant, accessible and learner led.

- Be confident to be herself
- Respect and feel part of nature
- Be able to form meaningful connections with all
- Have integrity and make choices rooted in her values
- Feel connected with something bigger than herself
- Care about the world and know how she can make a difference
- Be curious and creative
- Be prepared to adapt to change



# 2024 AWARDS

Girl Guides Australia pays tribute to members of the Australian Guiding family and community who have been recognised by awards and honours in 2023 for the good work they undertake on a daily basis. Congratulations to all recipients!



## 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

■ Sylvia Milner	QLD
■ Hannah Torrissi	QLD
■ Tamara Reese	VIC
■ Rosie Waite	TAS

### Asia Pacific Award for District and State Leaders

■ Kerrie Hardie	NSW, ACT, NT
■ Julie Smith	NSW, ACT, NT
■ Linda Willer	NSW, ACT, NT
■ Sharee Gardner	NSW, ACT, NT
■ Belinda Schmitzer	NSW, ACT, NT
■ Deborah Lawrence	QLD
■ Helen Silkstone	QLD
■ Sandra White	QLD
■ Suzanne Jennings	QLD
■ Lynette Pritchard	QLD
■ Lyn Commane	TAS

## Asia Pacific Award for Service to Girl Guiding

■ Margaret Devlin	VIC
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## AUSTRALIA DAY HONOURS

### Medal (OAM) of the Order of Australia

■ Anne Crummy	TAS
■ Barbara Alderton	VIC
■ Barbara Grove	VIC
■ Eliane Wallbridge	VIC
■ Lesley Gaspar	VIC
■ Janet Withers	VIC
■ Kathleen Neehouse	QLD
■ Yvonne Hazell	NSW

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

■ Helen Geard	TAS
■ Natasha Hendrick	QLD
■ Sarah Neill	NSW

## KINGS BIRTHDAY HONOURS

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

■ Diana Kid	NSW
■ Jo-Ann Lees	QLD
■ Josephine Cornish	VIC
■ Ruth Rae	VIC
■ June Stevens	TAS
■ Valma Reeve	TAS

# GOOD GOVERNANCE



STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME		
For the Year Ended 31 December 2024	2024 \$	2023 \$
Revenue	854,988	582,344
Other Income	342,465	276,475
Total revenue and other income	1,197,453	858,819
Purchases for resale	(290,839)	(25,481)
Employee benefits expense	(589,121)	(544,344)
Contractor expense	(63,804)	(71,075)
Doubtful debt expense	–	(118,852)
Depreciation expense	(1,236)	(1,171)
Consultancy fees	(108,069)	(17,593)
Insurance expense	(8,105)	1,711
Travel and accommodation expense	(64,135)	(68,310)
Professional fees	(170,582)	(140,036)
Other expenses	(312,835)	(233,553)
<b>Total Expenses</b>	<b>(1,608,726)</b>	<b>(1,218,704)</b>
<b>Deficit before income tax</b>	<b>(411,273)</b>	<b>(359,885)</b>
Income tax expense	–	–
<b>Deficit for the year</b>	<b>(411,273)</b>	<b>(359,885)</b>
<b>Other comprehensive income</b>		
Net gain on financial assets–fair value through other comprehensive income	118,025	206,756
<b>Total comprehensive loss for the year</b>	<b>(293,248)</b>	<b>(153,129)</b>



# GOOD GOVERNANCE



## STATEMENT OF FINANCIAL POSITION

As At 31 December 2024

**2024**  
\$

**2023**  
\$

### ASSETS

#### CURRENT ASSETS

Cash and cash equivalents	<b>429,846</b>	125,720
Trade and other receivables	<b>89,983</b>	72,224
Inventories	<b>38,487</b>	81,512
Other financial assets	<b>153,014</b>	70,013
Other assets	<b>21,994</b>	8,597
<b>TOTAL CURRENT ASSETS</b>	<b>733,324</b>	358,066

#### NON-CURRENT ASSETS

Other financial assets	<b>2,121,938</b>	2,944,442
Property, plant and equipment	<b>9,736</b>	1,944
<b>TOTAL NON-CURRENT ASSETS</b>	<b>2,131,674</b>	2,946,386
<b>TOTAL ASSETS</b>	<b>2,864,998</b>	3,304,452

# 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 2024

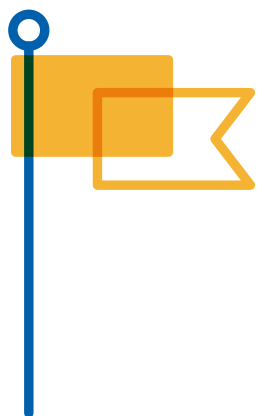
	2024 \$	2023 \$
<b>LIABILITIES</b>		
CURRENT LIABILITIES		
Trade and other payables	133,220	275,221
Employee benefits	26,655	21,937
Other liabilities	53,535	45,031
<b>TOTAL CURRENT LIABILITIES</b>	<b>213,410</b>	342,189
<b>NON-CURRENT LIABILITIES</b>		
Employee benefits	–	17,427
<b>TOTAL NON-CURRENT LIABILITIES</b>	–	17,427
<b>TOTAL LIABILITIES</b>	<b>213,410</b>	359,616
<b>NET ASSETS</b>	<b>2,651,588</b>	2,944,836
<b>EQUITY</b>		
Reserves	438,362	320,337
Retained earnings	2,213,226	2,624,499
<b>TOTAL EQUITY</b>	<b>2,651,588</b>	2,944,836

# GGA BOARD OF DIRECTORS 2024

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, or since the end of, the year are:



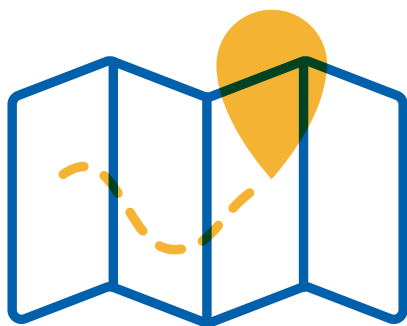
NAME	APPOINTED / RESIGNED
Kate Alcorso	
Georgina Gaffney	
Alecia Hancock	
Natasha Montesalvo	
Helen Reid	
Beverley Severin	
Lindsay Tagg	
Susan May Belling	Appointed 06/06/2024
Sharon Lea O'Brien	Appointed 07/10/2024
Chao Qiao	Appointed 22/11/2024
Emily Milton Smith	Resigned 22/05/2024
Kellie Earl	Resigned 10/07/2024
Ghylene Palmer	Resigned 27/09/2024



# 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.



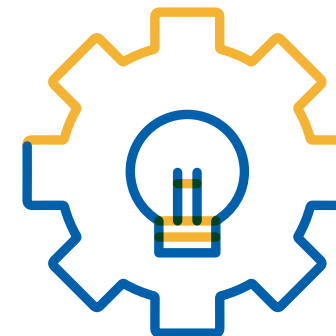
## GIRL GUIDES AUSTRALIA LEADERSHIP TEAM 2024

NAME	ROLE
Kate Alcorso	GGA Board Chair
Helen Reid	Chief Commissioner
Trish Manten	Chief Executive Officer (until Nov 2024)
Melissa Collins	Interim Chief Executive Officer (from Dec 2024)

## NATIONAL VOLUNTEERS 2024

NAME	ROLE
Laura Ives Hicks	Assistant Chief Commissioner – Young Women
Nicole Jones	National Coordinator – Olave (until March 2024)
Emily Logan	National Coordinator – Olave (from April 2024)
Wendy Kirk	National Coordinator – Youth
Sarah Neill	National Coordinator – Adults
Joy Ord	National Coordinator – International
Joanne Muller	National Child Safe Lead

# COLLABORATIVE WAYS OF WORKING



## STATE EXECUTIVE OFFICERS 2024

NAME	ROLE	
Reachelle Beasley	CEO, Girl Guides WA	Until July 2024
Melanie Dancer	CEO, Girl Guides SA	Until Oct 2024
Kim Harrington	CEO, Girl Guides QLD	
Brendan Moore	CEO, Girl Guides NSW, ACT & NT	Until Feb 2024
Mark Stedfut	CEO, Girl Guides NSW, ACT & NT	From March 2024
Katrina Spark	CEO, Girl Guides TAS	
Amy Timoshanko	CEO, Girl Guides VIC	

## ADVISORS AND COMMITTEE 2024

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	Honorary Australian Associates
Sharyn Smith-Anderson	National Trefoil Guild Advisor

# OUR PARTNERS AND SUPPORTERS

We build valuable partnerships with organisations who share our mission to empower girls. Subject matter experts in what they do, and champions of what girls can do, they are chosen for their diversity and suitability in helping our people grow. Good for girls and our organisation, their actions help us to support girls in finding their authentic selves.

Girl Guides Australia sincerely thanks our supporters who have provided assistance, resources and/or expertise pro bono to our organisation in 2024. These organisations have been a part of supporting the growth of our organisation and importantly supporting the empowerment of girls and women across Australia.



Chameleon Creator



NOONE





# GGA STRATEGIC PLAN

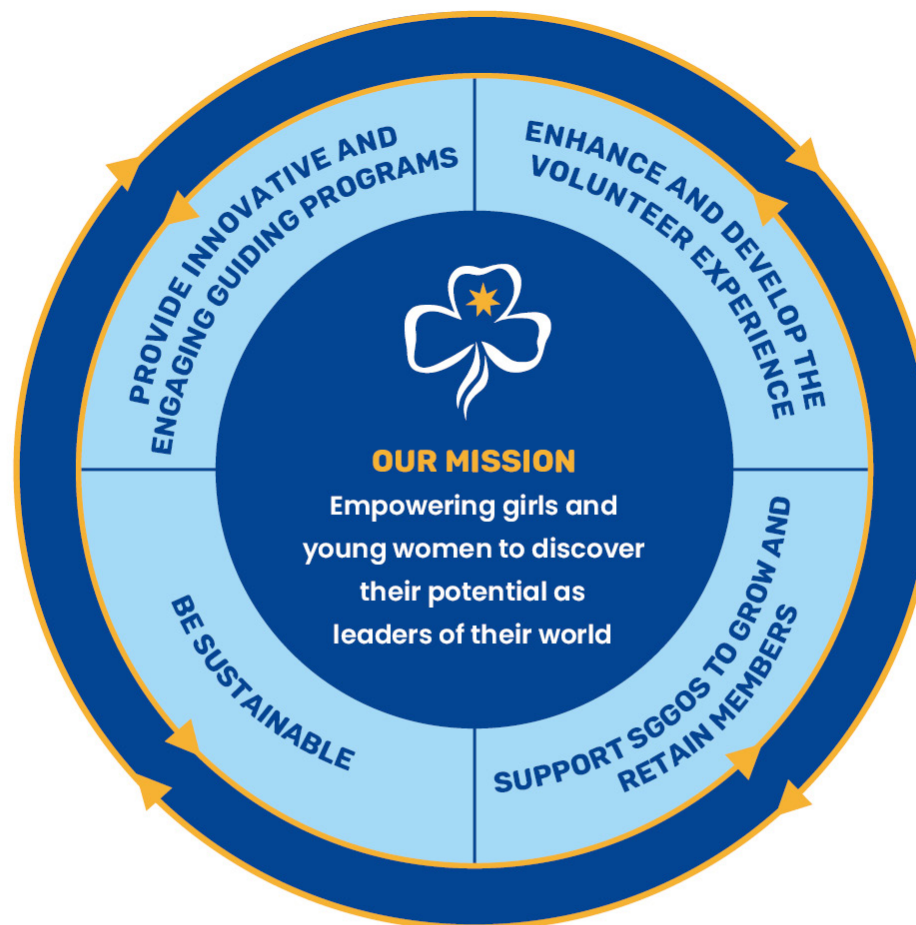
## GIRL GUIDES AUSTRALIA STRATEGY 2021-2025

### 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

# 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
- 2023** GGA launched the first program resource to support neurodiverse girls
- 2024** Girl Guides Australia Bequest Program with Safewill launched
- 2024** Girl Guides Learning Platform launched
- 2024** Girl Guides Australia Fundraising Adventures launched
- 2024** Girl Research commissioned by GGA



## 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**

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**GIRL GUIDES**  
**AUSTRALIA**

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