



GIRL GUIDES  
AUSTRALIA



# Annual Report

2025

Because Girls Do

[girlguides.org.au](https://girlguides.org.au)

# CONTENTS

Acknowledgement of Country .....	3	Our Volunteers .....	19
Girl Guides Australia: We Exist Because Girls Do .....	5	Olave Program .....	20
Chief Commissioner's Report .....	8	Celebrating 80 Years of Trefoil Guild Australia .....	21
Chair's Report .....	9	Looking Ahead: Implementing Compass 2032 .....	22
Understanding the World of Girls: What Girls Tell Us .....	11	2025 Awards .....	23
Girl Guides Exist Because Girls Do .....	13	Financial Statements 2025 .....	24
Girl Guides Achieve .....	14	GGA Board of Directors 2025 .....	27
Girl Guides Impact: Clean Up Australia Day .....	15	Working Together Across Australia .....	28
Girl Guides Create .....	16	Collaborative Ways of Working .....	29
Girl Guides Discover .....	17	Our Partners and Supporters .....	30
Girl Guides Explore: Fundraising Adventure to Nepal .....	18		

# ACKNOWLEDGEMENT OF COUNTRY

**Girl Guides Australia acknowledges Aboriginal and Torres Strait Islander peoples as the First Nations Peoples and Traditional Custodians of the lands on which Guiding takes place across Australia.**

**We recognise their enduring care for Country and the deep connections they hold to land, waters and skies across generations.**

**We pay our respects to Elders past and present.**



**With over 11.2 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.**

### **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**

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 ■ 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

# GIRL GUIDES AUSTRALIA

## WE EXIST BECAUSE GIRLS DO

### When girls are supported to try, lead, explore and decide, powerful things happen.

Girls learn by doing together. They explore ideas, take on challenges, work together and step into leadership. Through action and experience they build confidence, capability and connection.

Girlhood is a critical time for this growth. It is when identity takes shape and girls begin to understand what matters to them. These experiences are strongest when girls are supported in environments that encourage curiosity, imagination and exploration.

Girl Guides Australia exists to create those environments.

Through Guiding, girls shape their own experiences, lead activities and explore their interests in inclusive and supportive spaces. Guiding builds capability through shared experiences - teamwork, trusted relationships and a strong sense of belonging that strengthen confidence and resilience.

**Because what girls do matters – and what they do now shapes who they become.**

### OUR REACH AT A GLANCE

**14,300+**   
MEMBERS PARTICIPATING IN GIRL GUIDING ACROSS AUSTRALIA

**74%** **YOUTH** MEMBERSHIP  
KEEPING OUR FOCUS FIRMLY ON GIRLS AND YOUNG WOMEN

**PART OF A GLOBAL MOVEMENT**  
of over 11 million girls and young women, through WAGGGS, working towards a better world shaped by girls

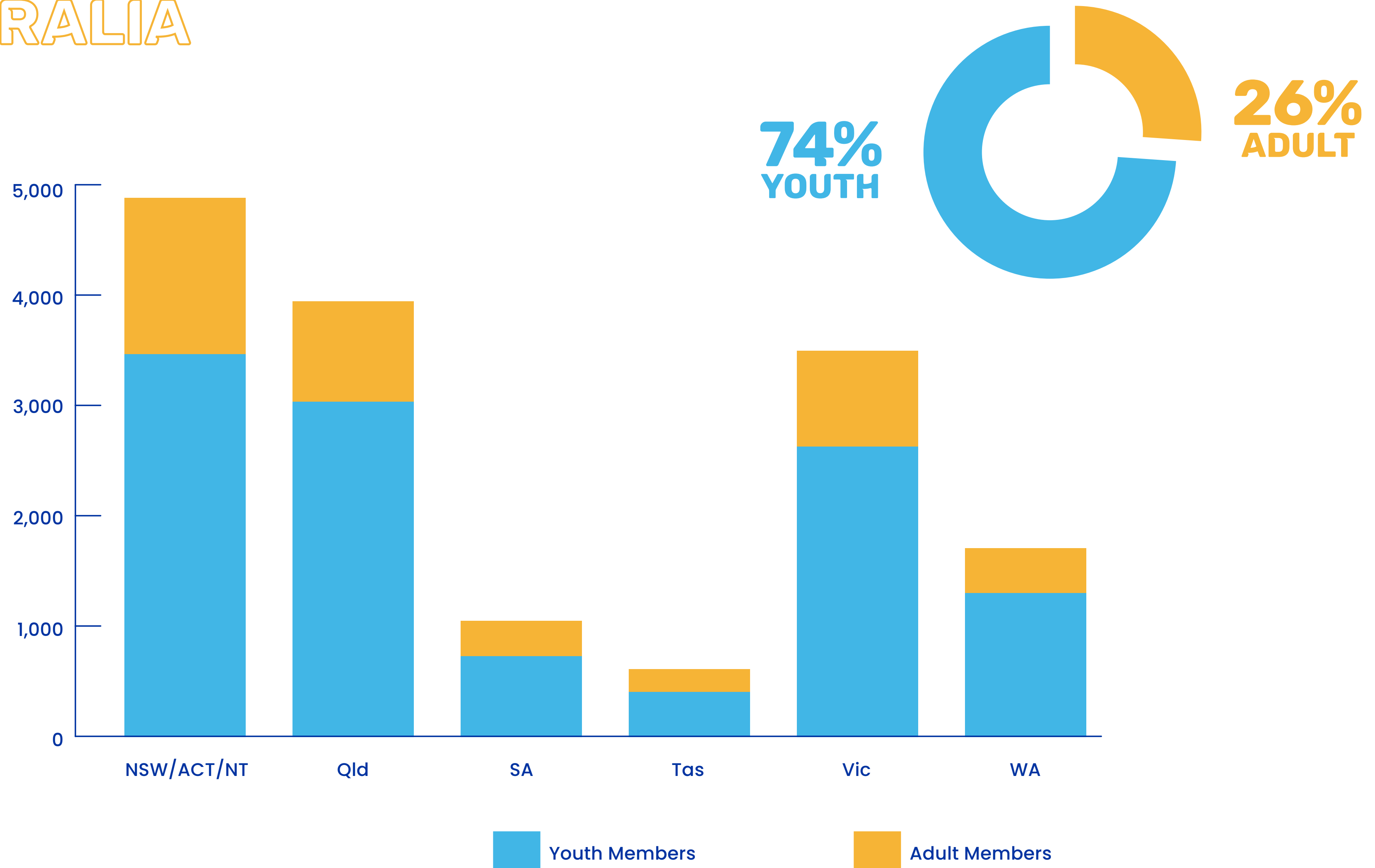
**A GIRL-LED MOVEMENT**  
STRENGTHENING CONFIDENCE, AGENCY AND CONNECTION THROUGH DOING TOGETHER

**GUIDING DELIVERED**

across metropolitan, regional and remote communities through our State Girl Guide Organisations

**1,132**   
GIRL GUIDING UNITS AROUND AUSTRALIA

# 14,300+ MEMBERS IN AUSTRALIA





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

## **GIRL GUIDES AUSTRALIA ANNUAL REPORT 2025**

For over 100 years, Girl Guides Australia has been a friend and ally to thousands of Australian girls and young women across the country. Today, in a rapidly changing world of new challenges and opportunities, GGA remains a space of safety, inclusion and belonging.

As Patron, I now see so clearly GGA's extraordinary contribution to our communities and our nation. Providing girls and young women a place where they are free to explore their passions, supported to build community and encouraged to achieve their dreams, GGA offers adventure, friendship and optimism.

I was recently privileged to present awards at the ACT and South East NSW Region of Girl Guides at their Youth Awards Ceremony. I was so impressed by the girls and young women we celebrated for their enthusiasm and determination. It was wonderful to join with their families and friends to pay tribute to their growing confidence and sense of purpose. Listening to them, I heard stories of resilience and service to community that tells us of the profound lifelong impact of Girl Guides.

The highlights of 2025 represent the scope of GGA's ambition for girls and young women to make a difference in the world. Building friendships and gaining life skills featured at the Bush 2 Beach Jamboree, which brought together 1200 youth and adults for a week of activities, expeditions, fun and laughter. Social equality and sustaining community were central to the Share the Dignity Campaign, which delivered over 1000 bags of essentials to adults, teens, mums and bubs.

Volunteers are the heart of the Girl Guide program, and, throughout the year, volunteers contributed thousands of hours to GGA programs. Working generously to ensure that every girl's experience of Girl Guides is something to cherish and remember, their patience, energy and compassion is embedded in the Guiding ethos.

Congratulations to the GGA team, the volunteers and the many wonderful Girl Guides on a year of exceptional achievement. Your care, kindness, respect and enthusiasm epitomise everything about Girl Guides Australia.

# CHIEF COMMISSIONER'S REPORT

**2025 was a year of fun, friendship and adventure for Girl Guides around Australia. As you read this Annual Report you will learn of some of the ways both Guides and Volunteers did just that.**

From an Australian perspective the coming together of Guides from around Australia and from other countries at the Bush 2 Beach Jamboree 2025 provided just the right atmosphere for that fun, friendship and adventure. As I walked around the campsite during those seven days together at Murwillumbah, I heard laughter and chatter everywhere I went. I saw Guides and volunteers alike catching up with old friends and making new friendships and Guides enjoying adventures on site and around northeast NSW. Thank you to Girl Guides NSW, ACT & NT for hosting such an amazing event.

Camping is such an important part of our Guiding experience because it helps to build independence, confidence and resilience yet, we also know there is more to Guiding than this. It is the opportunity for girls and young women to have a space to share, to speak up, and to speak out.

In 2025, Girl Guides Australia partnered with Clean Up Australia, ModiBodi and Share the Dignity to provide three different experiences for Guides and volunteers. Over 3000 members across 156 events

removed 4680kg of litter from their neighbourhoods during Clean Up Australia week, as well as sales of the Clean Up Australia badge raising funds to support this initiative promoting environmental sustainability.

In another great partnership, GGA launched its Periods don't pause adventures badge and resources with support from ModiBodi. Research undertaken in 2024 found that 68% of girls worried about having their periods while at camp with 1 in 3 choosing not to attend camps or sleepovers if they have their

period. This partnership, and the resources that are now available for leaders and girls to support conversations about periods is taking the fear out of periods and allowing the adventures to continue.

To support Share the Dignity's Its in the bag campaign, Olave members around Australia lead the collecting of Adult, Teen and Mum & Bub Bags filled with essential items for girls and women in need. Support from Guide units and Districts, Olave units, Trefoil Guilds and others meant that the target of over 800 bags was met and exceeded, with over 1200 bags collected. It was interesting to read the variety of ways items were collected, from fundraising events, to involvement of community partners, all providing a means to not only support Share the Dignity but to also advocate for the needs of women and children in crisis.

Thank you to the many volunteers across Australia who continue to provide opportunities from girls and young women to experience the fun, friendship and adventure of Guiding and to have a place where they can develop their own confidence and make a difference in their community. Lady Olave Baden-Powell is quoted as saying "Happiness comes not from what we have but from what we give and what we share". I look forward to continuing to see how Guiding provides opportunities to give and share in 2026.

**Helen Reid**  
Chief Commissioner  
Girl Guides Australia



# CHAIR'S REPORT

**It is my pleasure to join with Girl Guides Australia leadership in presenting this report on our activities in 2025.**

At Girl Guides Australia, our mission is to empower girls and young women to discover their potential as leaders of their world. Girl Guides provides a valuable girl only space, encouraging personal growth. In 2025, research both locally and internationally, reflects that girls and women continue to experience gender discrimination in their day to day lives. Girl Guides is proud of its programs, developed locally and through the World Association of Girl Guides and Girl Scouts (WAGGGS), that promote gender equality and encourage a fairer and safer world for girls and young women.

Girl Guides Australia was proud to continue this tradition in 2025, launching a program in collaboration with Modi Bodi to ensure that Periods Don't Pause Adventures. Research undertaken by Share the Dignity has previously confirmed that 68% of menstruators have skipped a sporting activity due to their period. Girl Guides Australia's research reflected the same concerns, with 68% of young women saying that managing their period while attending camps or sleepovers was one of their biggest concerns.

The majority of Girl Guides surveyed reported feeling more prepared to manage their period following participation in the program. Social media also spoke up strongly, backing having real conversations and moving away from the stigma associated with periods.

Girl Guides Australia strengthened existing collaborations with Clean Up Australia Day and Share the Dignity and explored new partnerships with CSIRO and the Carla Zampatti Foundation during 2025. Programs for modern Australian girls and partnerships were both focussed deliverable in the Girl Guides Australia Strategic Plan 2021-2025, and support key elements of the Australian Guiding Program, including community service, the environment, outdoors and leadership.

Girl Guides Australia also celebrated another successful Jamboree in September, hosted by Girl Guides NSW ACT & NT. Jamboree's provide opportunities for participants to experience fun, friendship and adventure within a safe and supportive environment. Key highlights included the involvement of Girl Guides from various other WAGGGS Member Organisations, a first since the COVID pandemic, and the connection with astronaut, Zena Cardman, aboard the International Space Station. Zena spoke to Guides around her life on the ISS and the importance of female mentorship.

I was thrilled to spend some time on site, including surveying both youth members and adults around their Guiding experience. Youth members continue to overwhelmingly report that Girl Guides provides a child safe environment. Youth members also reflected that their Guide leaders are often a part of their trusted adult networks and we know that our leaders relish their role as mentors for girls and young women.



# CHAIR'S REPORT

30% of Girl Guides completing the survey, self-reported that they identified as neurodivergent. Girl Guide Leaders have shown a keen interest in gaining understanding on neurodivergence and accommodations for delivery of the Australian Guide Program. During 2025, Girl Guides Australia consulted with Guide volunteers to develop a training resource focussed on neurodivergence, for launch at the start of the 2026 Guiding year. This training is a valuable edition to the updated Girl Guide Learning platform, providing national trainings for Guide volunteers, launched at the end of 2024.

The Girl Guides Australia Board also worked during 2025 with State Girl Guide Organisation leadership in developing new national strategic goals for 2026/2027. Agreeing to goals requiring shared commitments for collective impact. The goals acknowledge issues that are challenges Australia wide, where collaborative work is required to ensure the ongoing strength of the Girl Guide movement in Australia. These collaborative strategic goals will focus Girl Guides Australia's activities over the period:

- **Financial Sustainability**  
A sustainable trajectory to surplus across the movement.
- **Policies, Risk & Compliance**  
National guidance for compliance and risk mitigation that supports implementation and accountability across the Australian Guiding movement.
- **Culture and Membership**  
A shared identity and consistent ways of working are understood, embraced and lived across GGiA, strengthening trust, alignment and collaboration between staff, volunteers and entities.

The end of 2025 saw the completion of my term as chair of the Girl Guides Australia Board. It was an honour to be part of the Board for almost 10 years, serving 4 years in the role of Chair. My thanks go to all Girl Guides Australia Board members and State Girl Guide Organisation leadership over that journey. I especially thank former chair GGA Janet Torney, Chief Commissioners Helen Reid and Rosemary Derwin and Chief Executive Offices Trish Manten and Melissa Collins for their support - and for ensuring that the fun and friendship of Guiding is experienced at all levels.

Yours in Guiding,

**Kate Alcorso**  
Chair GGA Board 2021-2025  
Girl Guides Australia



# UNDERSTANDING THE WORLD OF GIRLS

## WHAT GIRLS TELL US

**In 2025, Girl Guides Australia invited girls to share their experiences of Guiding during the national Jamboree, providing insight into what matters most to them. Their reflections highlight the importance of friendship, shared experiences and growing together over time.**



Girls consistently described Guiding as a place where they feel welcomed, supported and able to be themselves.

**98% SAID THEY FEEL WELCOMED AND SUPPORTED**

**99% REPORTED FEELING SAFE WHILE PARTICIPATING IN GUIDING**

Girls linked these experiences to:

- strong friendships and peer connection
- being listened to and taken seriously
- inclusive, respectful groups shaped by girls themselves

When asked what matters most, girls highlighted being safe, being heard and their mental wellbeing – reinforcing the role of connection, trust and belonging in their experience of Guiding.

Beyond Guiding, girls and young women described a more mixed picture of their lives. While many feel positive overall – with 57% expressing satisfaction – they are most energised by spending time with friends (78%), pursuing hobbies (60%), achieving goals (58%) and developing independence (41%).

At the same time, there are clear pressures. Over half (57%) reported concerns about social judgement, financial security and feeling excluded. Mental health challenges (44%) and economic uncertainty (34%) were recurring themes, with only 40% expressing satisfaction with their mental wellbeing.

This reflects broader national patterns, where mental health is a key influence on young people's overall wellbeing, particularly for young women. The impacts can be more pronounced for those who identify as LGBTQIA+ or as neurodiverse, who may face additional barriers to feeling safe, included and supported.

Together, these insights highlight the important role Guiding plays in providing a space where girls feel safe, connected and able to grow in confidence, at a time when many are navigating increasing social and emotional pressures.

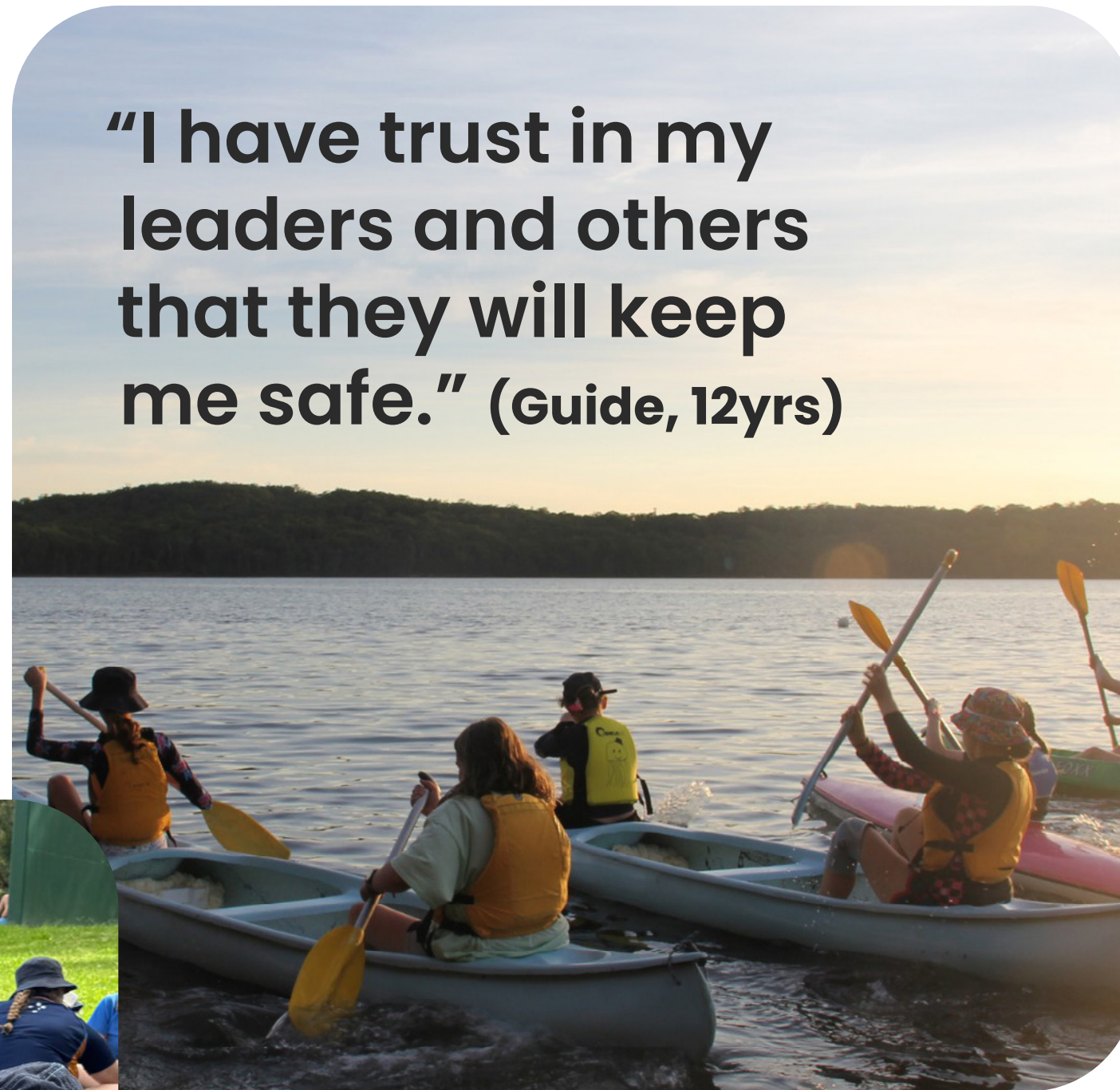
# UNDERSTANDING THE WORLD OF GIRLS

## WHAT GIRLS TELL US

**“Because I am with my friends and they help me feel more secure.” (Guide, 11yrs)**



**“I have trust in my leaders and others that they will keep me safe.” (Guide, 12yrs)**



**“I love that everybody in this community is so accepting.” (Guide, 14yrs)**

**“I feel safe at Girl Guides because I have friends there and have built strong relationships with my leaders.” (Guide, 14yrs)**



*Survey notes: Responses were gathered in person from 396 girls aged 10–17. More than half (55%) had participated in Guiding for more than five years.*

*These reflections are echoed across the thousands of girls who take part in Guiding each year.*

# GIRL GUIDES EXIST BECAUSE GIRLS DO

**Guiding is active and shared. Girls take part in experiences shaped through participation with others rather than individual achievement.**

Through Guiding, girls:

- plan and lead activities together
- explore their communities and the wider world
- take on challenges and try new things
- reflect on their experiences and what they are learning

These experiences help girls build confidence, agency and resilience over time. By doing things together, girls learn how to make decisions, manage challenges and contribute as part of a group.

**“I’ve done it since I was 9, and every year has been supportive and fun. I feel I’ve developed skills and met so many new people.” (Guide, 15yrs)**

## WHY THIS MATTERS

Growing up today involves increasing complexity and pressure. Guiding offers girls something enduring: the chance to grow with others, not alone.

Through shared experiences repeated over time, girls develop:

- confidence in themselves
- trust in others
- skills for collaboration and leadership
- resilience grounded in lived experience

These outcomes are not abstract. They emerge through relationships, participation and being part of something together – shaped by girls and sustained over time.

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

**The 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 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.

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.

# GIRL GUIDES ACHIEVE

Girls participated in the following National Programs:

## **WORLD THINKING DAY 2025 'OUR WORLD, OUR THRIVING FUTURE' – FEB 2025**

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 2025**

This year over 3,120 Guides participated in Clean Up Australia Day which is a 12% increase on 2024. As a result of the involvement of 156 Units, 4,680 kgs of litter was removed. We also raised \$2,013 donation – double last year's donation.

## **INTERNATIONAL WOMEN'S DAY – MARCH 2025**

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 2025**

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 2025**

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.

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 2025**

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 of the initiative, reaching out to their local Guiding communities to strengthen intergenerational connections and maximise engagement at a local level.

As a result of this collective effort, a total of 1,229 bags were donated to the Share the Dignity campaign.

## **JAMBOREE**

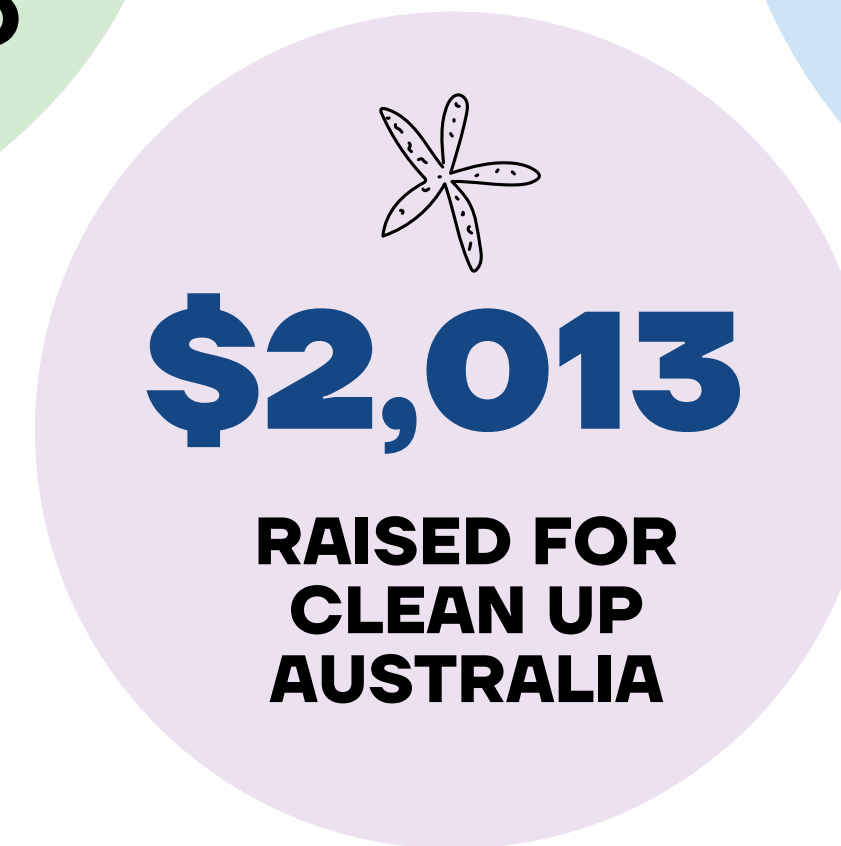
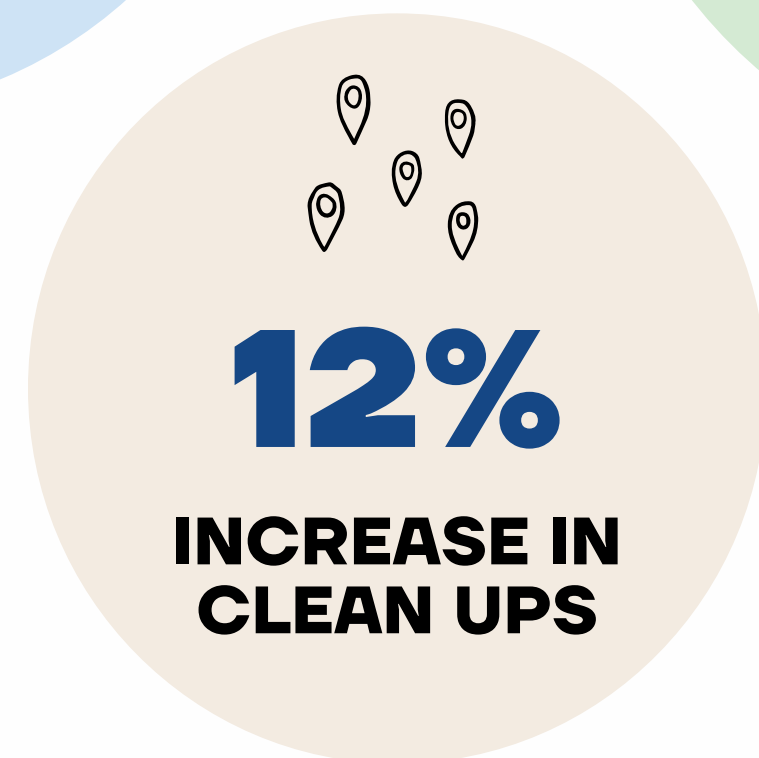
Girl Guides NSW ACT NT was honored to host the Bush to Beach Australia Girl Guide Jamboree from September 28 to October 5th 2025 at Murwillumbah Showground in the North Coast of NSW.

In total there were 1243 participants, 442 adults, 398 youth above 14 years of age and 403 youth 10-13 years of age.



# GIRL GUIDES IMPACT

## CLEAN UP AUSTRALIA DAY



# GIRL GUIDES CREATE

## GIRL LED ADVOCACY

Girl Guiding is committed to empowering girls and young women to take charge and advocate for positive change in their communities and beyond. Advocacy in Girl Guiding involves influencing decision-makers to create an equal world where girls can thrive. Our advocacy aims to drive positive, sustainable changes to systems, addressing global issues that impact the lives of girls everywhere.

## STATEMENTS

In 2025, we launched several advocacy statements and talking points—Gender Equality; Girls and Young Women in Leadership; and Keeping Girls and Women Safe from Violence. Additional statements are currently in development, with further input being sought from both youth members and adults.

## NATIONAL FORUMS AND CAMPAIGNS

Girl Guides Australia was invited by the Office for Youth to participate in the National Youth Forum 2025, following recognition of the Young Women’s Forum. This opportunity enabled three youth representatives, Zoe De Paola (GGV) and Kahlia Hitchcock (GGN), alongside GGA’s Olave Coordinator Emily Logan, to attend the Forum in Canberra with support from the Young Women in Leadership Fund.

Held at Old Parliament House, the Forum brought together young people from across Australia to contribute to national policy discussions. Participants completed a Policy Masterclass before engaging in a policy “hackathon”, where Zoe and Kahlia collaborated with peers to develop solutions addressing barriers to tertiary education for young people from regional, diverse, and underrepresented backgrounds. Both presented their group’s proposals to senior representatives from the Department of Education, gaining valuable insight into government decision-making processes.



*Pictured left: Zoe De Paola (GGV), GGA’s Olave National Coordinator Emily Logan and Kahlia Hitchcock (GGN)*

# GIRL GUIDES DISCOVER

## Girl Guides Australia sent a delegation to the 15th WAGGGS Asia Pacific Regional Conference in Delhi, India.

Our delegation included Helen Reid, Kat Pearson, Emily Logan and Ashleigh Hansen (pictured right). Our delegation formed bonds with Girl Guiding leadership from around the Asia Pacific Region over the five days of the conference. These relationships are fundamental to better connection and cooperation within the Asia Pacific Region today, and in the years ahead.

Our delegation also participated in various leadership seminars delivered by the World Association of Girl Guides and Girl Scouts (WAGGGS) which helped develop our leadership skills, learn more about WAGGGS governance and to understand the challenges facing Girl Guiding in various member organisations around the Region. The Australian delegation also met with WAGGGS leadership to discuss our relationship with WAGGGS and to consider future opportunities to work together. Along the way, our delegation was treated to many demonstrations of Indian culture which demonstrated the immense beauty and diversity of Indian culture.

The young women in our delegation, Emily and Ashleigh were able to participate in the Young Women in Governance session which extended their understanding and skills in governance and communication which they are excited to apply at home.

Our delegation is immensely proud and grateful for the opportunity to represent Girl Guides Australia on the global stage and look forward to bringing what they have learnt to support Girl Guiding in Australia and in the Asia Pacific Region.

**Emily Logan**  
National Coordinator Olave  
Girl Guides Australia



# GIRL GUIDES EXPLORE FUNDRAISING ADVENTURE TO NEPAL

## Seventeen women took part in the Inspired Adventures fundraising adventure to Nepal.

The trek was tough, but the cultural insights and landscape. There was even time for dancing and a local wedding. Not only that, but these women were also able to raise \$43,000 dollars for Girl Guides Australia which supported the program development, training improvements and resources for girls nationally.

**BRAVO!  
VERY WELL  
DONE AND  
APPRECIATED**



**"Nepal is truly incredible, a joy and an assault to all the senses all at once. I love it. A country with such incredible history, stunning countryside and beautiful people. I feel so connected..." (Penny)**

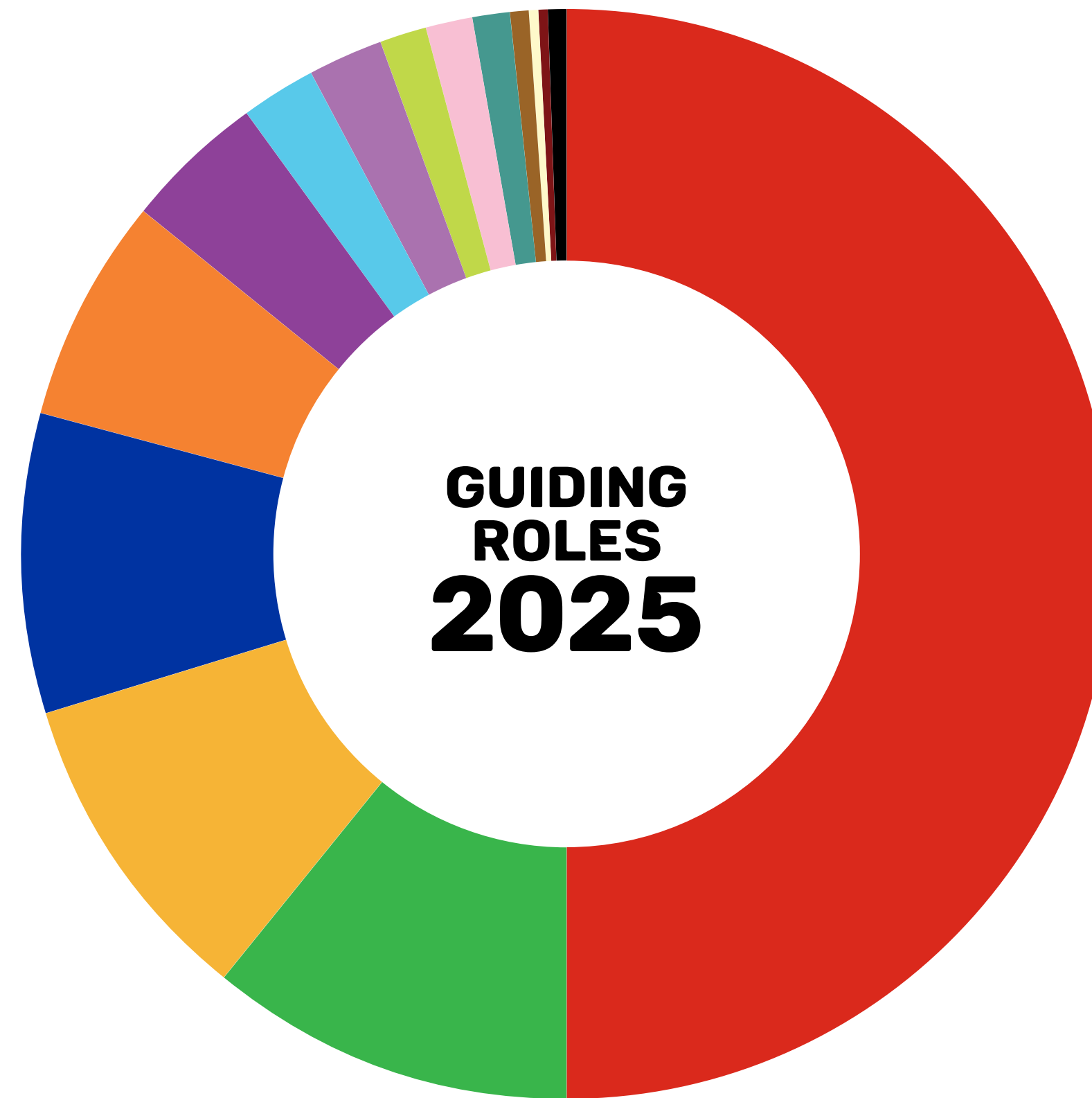
# OUR VOLUNTEERS

Driven by the belief that girls can thrive, passionate women draw on lived experience to create environments where girls are supported to grow and lead. We empower them to inclusively mentor girls aged 5–17, fostering lifelong physical, mental and social development across Australia.



## 4,000+

**ADULT MEMBERS AND VOLUNTEERS SUPPORTING GUIDING NATIONWIDE**



Leaders	1825	Qualified Region Managers	57
Unit Helpers	394	Trainers	45
Leaders in Training	342	Assistant District Manager	41
Mentors	323	Assistant Region Manager	18
District Managers	239	Workshop Presenters	14
State Committees / State Council / Board	153	Training Mentors	14
RMs/DMs in Training	83	National Committee / Forum / Working Group	11
Resource Leaders	78		

# 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.**

## COMMUNITY

Olave Program members connected with the community through their spearheading of the National Service Project: Share the Dignity. This campaign highlighted the importance of access to hygiene products for all women and children, an issue which is close to many Olave's hearts. This project demonstrated the strength of the Guiding community's ability to work together towards a common goal and contribute fantastic service to our community.

Additionally, Olave across Girl Guides Australia attended ANZAC Day ceremonies, supported local community organisations, represented Girl Guides at Pride events, supported each other and formed life-long friendships.

## ADVENTURE

Olave Program members sought adventure at home and abroad in 2025! Olave explored the great outdoors attending camps, regattas and hiking trips. Olave Program members also travelled the world, representing Girl Guides Australia at the Asia Pacific Regional Conference, volunteering at World Centre's, attending a Young Women in Governance training camp in Singapore and much more!

## SELF-DEVELOPMENT

Olave Program members seized many opportunities to develop their skills and abilities through the program. Many Olave's across the country were awarded the Olave Baden Powell Award, which is the peak achievement award for this age group. The Award requires a strong commitment to self-development, service and personal challenge. While planning and working on the Award, Olaves develop skills that benefit their whole lives while exploring their own values and motivations. Additionally, many Olaves are extending their skills in leadership, resilience, and life skills through the Program by participating in events, peer groups and leadership opportunities.

## New Olave Program Managers

- GGWA – Farewelled Bobbi Ralls and welcomed Madeline Sparks
- GGV – Farewelled Dayla Allen and welcomed Zoe De Paola
- GGSA – Farewelled Georgia Plowman and welcomed Sarah Brodie

## Continuing Olave Program Managers

- GGT – Kirsten Howard
- GGN – Fiona Spellman
- GGQ – Alise Fitzpatrick

## 2025 Highlights:

- At least 6 new peer groups have been established around Australia
- Olave Program membership has increased in each of the State Girl Guide Organisations
- Continued growth of the Olave Program in Girl Guides South Australia following its re-establishment in 2024
- A record-breaking donation of 1229 bags as part of our Share the Dignity Campaign in November 2025. This success is a testament to the intergenerational collaboration between Olave Program, Trefoil Guild and other Girl Guide members.
- Appointment of new Olave Program Managers in GGWA, GGV and GGSA
- Preparation to celebrate the 30th Anniversary of the Olave Program in 2026! Olaves are gearing up for a National Camp in July.

# CELEBRATING 80 YEARS OF TREFOIL GUILD AUSTRALIA

## FUN, FOOD, FRIENDSHIP, AND FLEXIBILITY

This year Trefoil Guild Australia is celebrating a remarkable milestone—80 years of active Trefoil Guiding. This celebration marks eight decades of fun, food, friendship, and, more recently, flexibility, reflecting the enduring spirit of Trefoil Guild. Originally, there were small groups of former Girl Guides throughout Australia who met under various names such as Ramblers, Twigs, Old Guides, and Old Salts. These groups enjoyed social outings, maintained friendships, and provided service where they saw a need.

The guiding principle of “Once a Guide, always a Guide” is especially applicable to the Trefoil Guild. Members recall their adventures in Guiding and look forward to many new adventures together. The added bonus of combined service that is both fun and rewarding underscores Trefoil Guild’s ethos.



## CELEBRATIONS IN 2025

Throughout the year Trefoil Guilds across Australia have been busy planting 80 trees in each State at Guide Campsites, Guide Halls, parks, and Landcare sites. This initiative actively demonstrates the Trefoil Guild’s commitment to a sustainable future for Guiding, Trefoil Guild, and local communities. The tree-planting project is a fitting way to celebrate 80 years of service and to look forward to the future.

Our Guiding community is invited to join Trefoil Guilds in each state as Trefoil Guilds come together, raising their voices singing campfire songs. As the smoke from campfires across Australia swirls up towards the Southern Cross, members will share in the camaraderie and joy that has defined Trefoil Guild for eight decades. Of course, no campfire would be complete without S’mores, and there will surely be plenty to enjoy.

The celebrations have also include special events and gatherings, where members can reflect on the past 80 years and look forward to the future. These events will provide opportunities for members to share their experiences, celebrate their achievements, and plan for the next 80 years of Trefoil Guiding.

## LOOKING FORWARD

As Trefoil Guild Australia celebrates 80 years, it is fitting to add ‘Flexibility’ to the saying of Fun, Food, and Friendship. Trefoil Guild has adapted to many changes over the past eight decades, and flexibility will be key to embracing the future. Trefoil Guild will continue to evolve, finding new ways to engage members, support Guiding, and serve communities.

The future holds many exciting possibilities for Trefoil Guild. Members will continue to enjoy social outings, maintain friendships, and give service. They will also explore new adventures and opportunities, building on the strong foundation of the past 80 years.

In conclusion, the celebration of 80 years of Trefoil Guild Australia is a testament to the enduring spirit of Guiding and the commitment of its members. With fun, food, friendship, and flexibility, Trefoil Guild is poised to embrace the future and continue making a positive impact for many years to come.

### Sharyn Smith Anderson

Australian Trefoil Guild Adviser  
Girl Guides Australia



# 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"**

# 2025 AWARDS

Girl Guides Australia pays tribute to members of the Australian Guiding family and community who have been recognised by awards and honours in 2025 for the good work they undertake on a daily basis. Congratulations to all recipients!



## ASIA PACIFIC AWARDS 2025

### Asia Pacific Award for Unit Leaders

- ★ Elissa Jack NSW/ACT/NT
- ★ Stephanie Ellis NSW/ACT/NT
- ★ Jennifer Spellman NSW/ACT/NT
- ★ Irene Burrows QLD
- ★ Diane McKenna VIC
- ★ Gresley Wakelin-King VIC
- ★ Nicola Green WA
- ★ Hannah Woodward WA
- ★ Mandie Cuevas WA
- ★ Janice McEwen WA

### Asia Pacific Award for District and State Leaders

- ★ Bronwyn Weatherstone NSW/ACT/NT
- ★ Amanda Clarke VIC
- ★ Samantha Bourke VIC
- ★ Helen Matusik WA
- ★ Glenys Kempe QLD
- ★ Lauren Dixon QLD
- ★ Vikki Carsburg QLD

### Asia Pacific Award for Service to Girl Guiding

- ★ Deborah McLaren VIC

## AUSTRALIA DAY AWARD HONOURS 2025

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

- ★ Gwendoline Blandthorn VIC
- ★ Kaye de Jersey QLD
- ★ Beryl Haley NSW/ACT/NT
- ★ Carol Peterson NSW/ACT/NT
- ★ Pamela Valentine NSW/ACT/NT
- ★ Lan Lee SA
- ★ Amanda Young QLD

## KINGS BIRTHDAY AWARD HONOURS

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

- ★ Miranda Cummings WA
- ★ Carol Deguara NSW/ACT/NT
- ★ Carol Gathercole NSW/ACT/NT
- ★ Glennis Pohlner NSW/ACT/NT
- ★ Jennifer Ross NSW/ACT/NT
- ★ Joanne Cooper NSW/ACT/NT
- ★ Jennefer Houghton VIC
- ★ Mary Koohof TAS
- ★ Nadine Olafsen SA

# FINANCIAL STATEMENTS 2025



## STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

For the Year Ended 31 December 2025	2025 \$	2024 \$
Revenue	738,769	854,988
Other income	350,800	342,465
<b>Total revenue and other income</b>	<b>1,089,569</b>	1,197,453
Purchase for resale	(77,149)	(290,839)
Employee benefits expense	(728,796)	(589,121)
Contractor expense	(96,359)	(63,804)
Depreciation expense	(2,225)	(1,236)
Consultancy fees	2,843	(108,069)
Insurance expense	(5,513)	(8,105)
Travel and accommodation expenses	(33,166)	(64,135)
Professional fees	(161,576)	(170,582)
Other expenses	(222,631)	(312,835)
<b>Total expenses</b>	<b>(1,324,572)</b>	(1,608,726)
<b>Deficit before income tax</b>	<b>(235,003)</b>	(411,273)
Income tax expense	-	-
<b>Deficit for the year</b>	<b>(235,003)</b>	(411,273)
<b>Other comprehensive income</b>		
Net gain on financial assets-fair value through other comprehensive income	31,409	118,025
<b>Total comprehensive loss for the year</b>	<b>(203,594)</b>	(293,248)

# FINANCIAL STATEMENTS 2025



## STATEMENT OF FINANCIAL POSITION

As at 31 December 2025	2025 \$	2024 \$
<b>ASSETS</b>		
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	280,766	429,846
Trade and other receivables	165,522	89,983
Inventories	17,613	38,487
Other financial assets	57,852	153,014
Other assets	44,334	21,994
<b>TOTAL CURRENT ASSETS</b>	<b>566,087</b>	733,324
<b>NON-CURRENT ASSETS</b>		
Other financial assets	2,140,879	2,121,938
Property, plant and equipment	7,511	9,736
<b>TOTAL NON-CURRENT ASSETS</b>	<b>2,148,390</b>	2,131,674
<b>TOTAL ASSETS</b>	<b>2,714,477</b>	2,864,998

# FINANCIAL STATEMENTS 2025



## STATEMENT OF FINANCIAL POSITION

As at 31 December 2025	2025 \$	2024 \$
<b>LIABILITIES</b>		
<b>CURRENT LIABILITIES</b>		
Trade and other payables	172,050	133,220
Employee benefits	50,357	26,655
Other liabilities	43,717	53,535
<b>TOTAL CURRENT LIABILITIES</b>	<b>266,124</b>	213,410
<b>NON-CURRENT LIABILITIES</b>		
Employee benefits	359	-
<b>TOTAL NON-CURRENT LIABILITIES</b>	<b>359</b>	-
<b>TOTAL LIABILITIES</b>	<b>266,483</b>	213,410
<b>NET ASSETS</b>	<b>2,447,994</b>	2,651,588
<b>EQUITY</b>		
Reserves	469,771	438,362
<b>Retained earnings</b>	<b>1,978,223</b>	2,213,226
<b>TOTAL EQUITY</b>	<b>2,447,994</b>	2,651,588

# GGA BOARD OF DIRECTORS 2025

## GOOD GOVERNANCE

Girl Guides Australia is governed by a national Board with responsibility for oversight, accountability and the long term sustainability of the organisation.

The Board oversees financial stewardship, risk management and compliance with statutory and regulatory obligations. This includes ensuring appropriate systems of financial control, audit and reporting are in place, and that resources are managed prudently in support of the organisation's purpose.

## CHILD SAFETY AND WELLBEING OVERSIGHT

The Board continues to exercise oversight of child safety and wellbeing, supported through the Child Safe Child Friendly Framework, mandatory training requirements and clear organisational expectations. The Board is satisfied that appropriate systems, policies and monitoring arrangements are in place and continue to be strengthened where required. The Child Safe Child Friendly Framework and supporting guidance are published on the Girl Guides Australia website.



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	
Helen Reid	
Sue Belling	
Natsha Montesalvo	
Beverley Severin	
Georgina Gaffney	Resigned May 2025
Linda Durran	From June 2025
Lindsay Tagg	
Sharon O'Brien	
Alicia Hancock	
Chao Qiao	
Laura Hume	Resigned January 2025
Mandhakini Iyer	From February 2025

# 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.

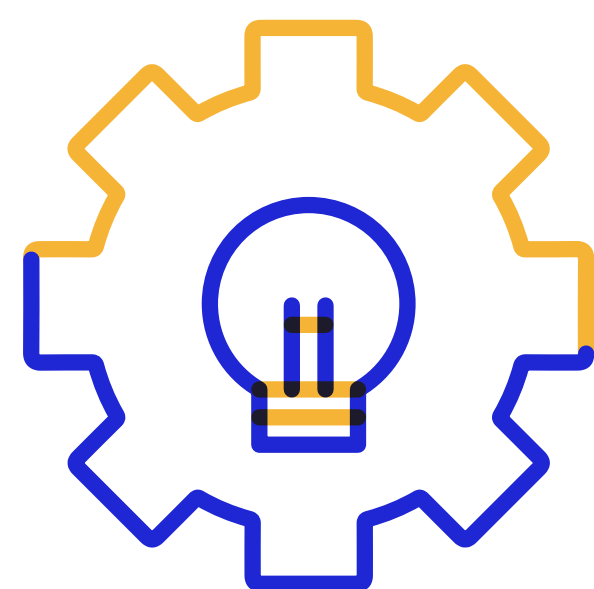
## GIRL GUIDES AUSTRALIA LEADERSHIP TEAM 2025

NAME	ROLE
Kate Alcorso	GGA Board Chair
Helen Reid	Chief Commissioner
Melissa Collins	Interim Chief Executive Officer

## NATIONAL VOLUNTEERS 2025

NAME	ROLE
Laura Ives Hicks	Assistant Chief Commissioner – Young Women
Emily Logan	National Coordinator – Olave
Wendy Kirk	National Coordinator – Youth
Sarah Neill	National Coordinator – Adults (Until October 2025)
Joy Ord	National Coordinator – International (Until December 2025)
Veronica Heard	National Coordinator – International (From December 2025)
Joanne Muller	National CSCF Co-Lead
Rosemary Derwin	National CSCF Co-Lead (From May 2025)
Karen Chatto	National Coordinator – Adults (From October 2025)
Sharyn Smith Anderson	National Trefoil Guild Advisor (Until September 2025)
Aileen Steele	National Trefoil Guild Advisor (From September 2025)

# COLLABORATIVE WAYS OF WORKING



## STATE EXECUTIVE OFFICERS 2025

NAME	ROLE	
Ghylene Palmer	SEO, Girl Guides WA	
Melissa Davis-Bishop	SEO, Girl Guides SA	
Kim Harrington	CEO, Girl Guides QLD	Until April 2025
Claudia Giurgiuman	Interim CEO, Girl Guides QLD	From May Until August 2025
Kathy Chalmers	Acting CEO, Girl Guides NSW/ACT/NT	From August 2025
Carmen Jenkins	CEO, Girl Guides QLD	From October 2025
Mark Stedfut	CEO, Girl Guides NSW/ACT/NT	Until August 2025
Katrina Spark	CEO, Girl Guides TAS	
Amy Timoshanko	CEO, Girl Guides VIC	

## ADVISORS AND COMMITTEE 2025

NAME	ROLE
Karen Stokes	Chair, Awards
Lynne Price	Honorary Australian Associates

# 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.





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