



100 YEARS

2010 ANNUAL REPORT



GIRL GUIDES AUSTRALIA  
THE YEAR OF THE GIRL GUIDE

girls worldwide say   
**100** YEARS  
of changing lives  
Girl Guides Australia



GIRL GUIDES  
AUSTRALIA  
NSW & ACT

# 2010 Year of the Girl Guide

Girl Guides NSW & ACT celebrated the centenary of Guiding with Members across Australia through the Girl Guides Australia program of events which were successfully implemented at National, State, Region and local levels. Highlights of the Year of the Girl Guide included:

- △ *ACE*, an international camp for Guides 10–17 years at Geelong, Victoria
- △ *World Thinking Day* celebrated on 22 February around the State.
- △ *Power Up* and *Be the Change*, workshops for girls 18–30 years with a focus on advocacy, governance, event management and the Millennium Development Goals. The participants went on to deliver projects in their communities.
- △ The launch of the centenary publication *Leadership for Life* at Admiralty House, with a lunch attended by many of the women featured.
- △ *WAGGGS Party Time* — 2000 Girl Guides NSW & ACT members of all ages celebrated on 10 April at the Mount Annan Botanic Garden with a fun day of environmental and outdoor activities.
- △ *Centenary Ball* — A wonderful celebration organised by the State Olave Program Committee.
- △ *100 DownUnder* activity days and camps held in Regions and Districts across the State.
- △ *Girls Unite to Read and Write* — Guides in NSW & ACT raised \$13,689.77 for a UNICEF literacy project for girls in Papua New Guinea.
- △ *National Tree Planting Day* — many communities will benefit in the future from the many trees planted on Guide properties and in local parks.
- △ *Chain of Campfires* — Guide members, families and friends came together across Australia on 19 June to celebrate by singing their favourite campfire songs, many passed down through generations of Guiding women.
- △ *Flying the flag* — the World Flag was raised at numerous ceremonies on 10 October including NSW Parliament House and Parliament House, Canberra.
- △ *Centenary Resource Kit* — Leaders were provided with a wonderful set of Centenary resources graded for girls of different developmental stages, from 5–17 years. Youth Members received their own Centenary Challenge resource, with challenges to gain a series of Centenary Challenge Badges.
- △ *Gertie the Gecko* — State Commissioner challenged by Members to be photographed with 100 VIPs.



## 2010 Year of the Girl Guide

# Contents

<b>Introduction</b>	1	<b>Unified, Strong Organisation</b>	
<b>Executive Summary:</b>		Volunteers	19
State Commissioner	3	PR and Events	19
State Executive Officer	4	Media	20
Girl Guides NSW & ACT Strategic Plan	5	Publications	21
		Archives	22
<b>Leadership</b>		Postbox	22
Leadership	6	<b>Sustainable Funding</b>	
Membership	7	Retail	23
Training	8	Fundraising	23
		Centenary Fund	23
<b>Redesigned Program Experience</b>		<b>Project Management</b>	
Program	9	Property Report	24
Outdoors	9	Staff Structure	27
Olave Program	10	Appointments	28
Achievements	11	<b>Financial Summary</b>	
International Report	12	Treasurer's Report	29
Events	13	Summary of Financial Report 2010	30
Cultural Diversity	18	<b>Appendices</b>	
<b>Reinvigorated Brand</b>		Appendix A—Adult Award Recipients	32
Uniform	19	Appendix B—Appreciation Certificates	32



Participants at ACE 2010

## Executive Summary:

### State Commissioner

The Board focus for 2010 was Financial Sustainability, Membership Growth and Engaging Members with improved Governance and Management. This Annual Report will highlight the achievements of the year.

#### Financial Sustainability

- △ The Association's financial situation strengthened after a review of investments and investment strategy, the investment of income from the sale of Lot 31 at Glengarry, the sale of surplus property, and fundraising (including the Centenary appeal, increased biscuit sales and annual fundraising lunch).
- △ The Finance Management Committee was restructured to include skilled property and investment members.
- △ Improved management and booking systems for Region properties were successfully introduced. The redevelopment of Glengarry, the State Training Centre, commenced with plans for an upgraded kitchen and a review of the fire protection features. A Redevelopment Committee was formed to investigate the future needs of the property.
- △ A Human Resources Committee was established to assist with Board elections, staff appraisals and salary reviews.
- △ A working party was formed to investigate the use of electronic banking at all levels of the organisation.

#### Membership Growth

- △ Under a Diverse Australia Program grant from the Department of Immigration and Citizenship, Girl Guides NSW & ACT appointed a Project Officer to develop Guiding in South West Sydney, particularly in the Muslim Community. This project has been highly successful with the opening of Units at Greenacre, Strathfield and work towards building a whole new District at Raby. The project will continue through 2011.
- △ Flexibility within the Region structures was introduced to better suit the needs of the individual Regions. Region Leaders were appointed in Cumberland Plains and North West Inland. Unfortunately there is still a vacancy in Southern Sydney Rivers. To improve Region Leaders' input into decision-making, a third weekend meeting was introduced to the calendar and a Region Leader representative was added to the Member Management Committee.



State Commissioner, Belinda Allen

- △ Thirty young women attended Power-Up, a Centenary training in Governance, Advocacy, PR, Media and Event management. This resulted in more young women joining State and Region committees.
- △ The Program Committee was restructured to better reflect the delivery of the Australian Guide Program.
- △ Increased participation in all State and Region events and activities, particularly events for members 5–17 years.
- △ There was increased engagement in the Girl Recognition system.
- △ All Leaders received Centenary Resource packs to improve delivery of programs at Unit level.
- △ There was increased participation of members 14–30 years in advocacy programs.

#### Engagement with Members

- △ The Board set the values with accepted behaviours for the organization after consultation with Region Leaders, Advisers and Consultants.
- △ Conferences were held for District Leaders and Region Program, Training and Outdoor Advisers to update Leaders in the latest Guiding methods and strategies.
- △ There was an increase in the number of Leaders attending trainings and completing the appraisal process.

- △ The Trainers assessed the Learning and Development Program for appropriateness of content delivery for Prospective Leaders. This resulted in: the redesign of courses on offer in 2011; the addition of new courses; and delivery in many additional locations in 2011. The aim is to qualify more Leaders in a shorter time frame.
- △ There were improved communications with the introduction of weekly e-news for Leaders and monthly e-news for Senior Guides.
- △ There was an increase in the use of technology, such as video-conferencing, allowing for greater participation for Members of all ages and Regions.
- △ Centenary events and resources led to increased media and PR.
- △ There was improved recognition of Leaders and volunteers. Over 400 volunteers and supporters were recognized with Centenary Certificates of Appreciation and Centenary Awards. A number of Leaders achieved recognition in the Australia Honours System and Community Awards including the Rural Women's Hidden Treasures. Morning teas were held at Guide House for volunteers and Trefoil Guild members.



The State Team  
Luisa Simeonidis, Belinda Allen and Joanne Muller

## Executive Summary:

### State Executive Officer

One of the many outcomes of our Centenary was a growing consciousness of the movement at a National level, and growing co-operation between States.

Regular meetings of State Executive Officers and National Managers hammered out practical results in the new uniforms, the operation of our Retail operations to increase efficiencies, and much greater co-operation in areas such as communications and PR.

Membership numbers declined slightly compared to the very strong increase (4.5%) in 2009, but were still well up on 2008.

During the year, Lot 31 at Glengarry was sold for \$7.4 m and the proceeds were invested. In general, however, there were fewer sales of Guide properties than in previous years, suggesting that the Movement is stabilising and regrowing.

We continue to provide practical help to Leaders and Support Groups with simplified leases and fast turn around of insurance. The Association's Districts and Units received around \$118,000 in the Commonwealth's Volunteer Grants Program. This is down from the \$238,000 received in 2009, which demonstrates the reduction in the backlog of equipment Districts need. Most welcome was the ability of volunteers to claim petrol expenses for the countless kilometres they travel to make Guiding happen.

Eight Districts also received substantial funding from the State Government's Better Futures program to make repairs on halls. This is a major recognition that parents cannot be expected to raise all the necessary funds needed to maintain halls which are assets used by the whole community.

Our staffing levels were held steady during 2010, at 17 full time staff equivalent, with a contractor for Media. There was some staff turnover during the year (three positions) and the long term illness of the Business Operations Manager.

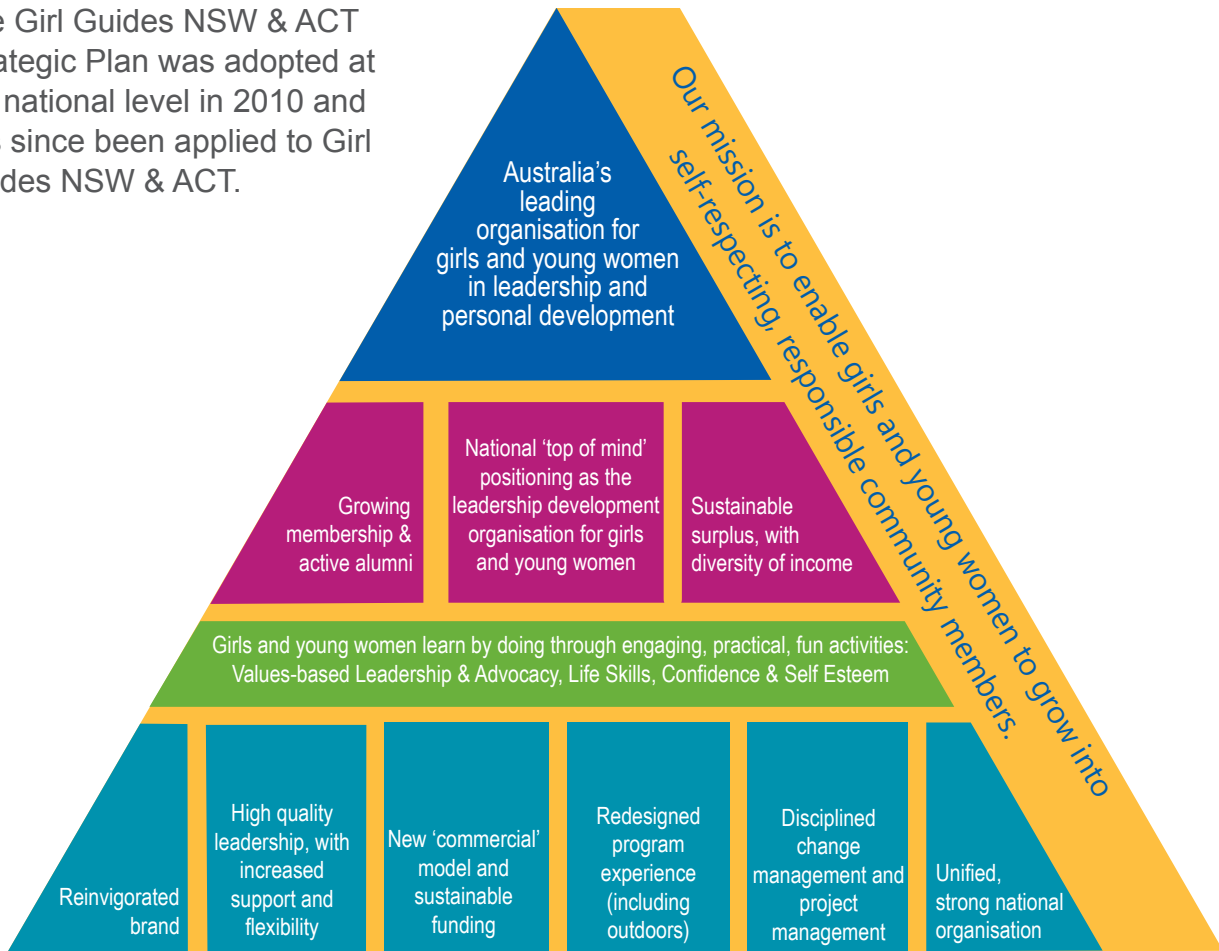
We were all saddened by the death of Ailsa Martin in February 2010. Ailsa was the Program Administrator and we were heartened by the number of Leaders who attended her funeral and showed how much she had touched the world of Guiding.



State Executive Office, Linda Latham

# Girl Guides NSW & ACT Strategic Plan 2010–2012

The Girl Guides NSW & ACT Strategic Plan was adopted at the national level in 2010 and has since been applied to Girl Guides NSW & ACT.



Beginning with an aspiration to be Australia’s leading organisation for girls and young women, the plan develops a logical series of projects by which the objective will be achieved in the course of the triennium.



# Leadership

## Guiding develops leadership skills in girls and women of all ages.

Youth members develop through participating in the Australian Guide Program, leadership workshops and patrol leader trainings.

The girls start taking responsibility in the Program from a young age with skills development progressing as the girls grow older. Girls participate in organising activities, whether it be a game, a patrol activity, or complete meetings as they gain skills.

Girls can also gain experience through the Junior Leadership Program and by undertaking the Leadership Focus Award and Leadership Challenge badges.

When girls reach 18 years of age, they are able to progress to the Adult Leadership Program or join the Olave Program (OP) and challenge themselves to further develop their potential.

Many women join Guides to volunteer and take Leadership positions in Guide Units, or to manage Districts. Adult Members can develop leadership skills as they progress through the Training Program.

Leaders are encouraged to undertake development training at least every three years to strengthen their skills.

As well as the traditional Leadership Programs for adults, there are also workshops, conferences and on the job opportunities to gain skills through the committee system at State and Region level.

The Board of Girl Guides NSW & ACT helps to develop Governance skills in young women. There are currently four Board Members of 30 years of age and under who are being mentored by more experienced Board Members to help in their leadership skills development.

Staff are provided with opportunity for further development by attending seminars and workshops relevant to their position.



Central West Region 100 Downunder Camp, May 2010 at Mount Canobolas, Orange.

## Membership

2010 was the Centenary year and Girl Guides NSW & ACT saw positive growth and retention rates through Membership.

While there is always an emphasis in growing membership, in 2010 there was a high priority to actively engage with the members. There was a need to restructure the Regions, and Region Leaders welcomed the autonomy to work with their Region teams to implement a Region structure to best serve each Region's needs related to location, distance and individual commitment of their Leaders.

The results were positive, with Leaders experiencing greater satisfaction as well as opportunities to connect and grow Guiding in their local communities.

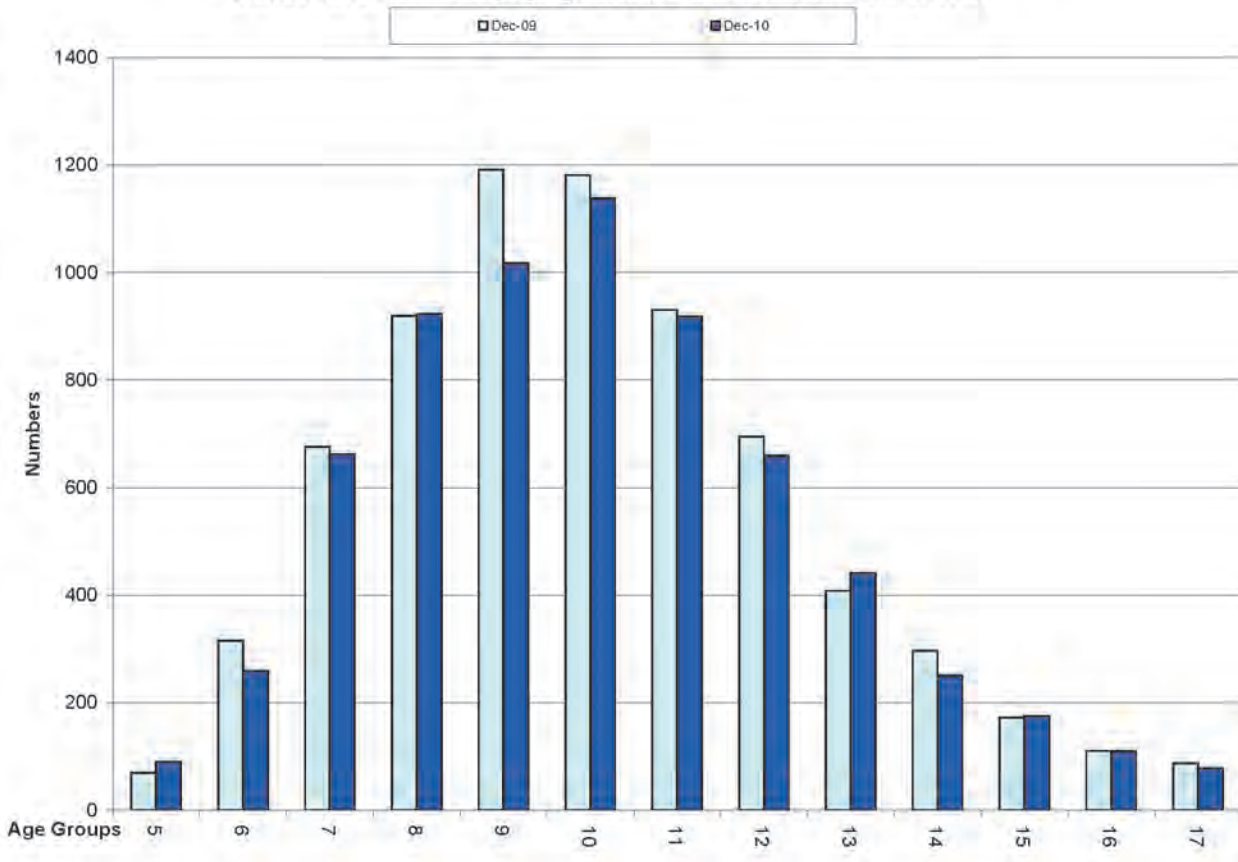
An outstanding Leader of Adult weekend 'Riding the Waves' was organised by Maria Jolly in August and attended by more than half our current District Leaders. Sessions included: how to talk clearly about Guiding to a non-Guiding community; District management;



property issues; forms; budgets and money matters; recruitment and conflict resolution.

The Membership Development Officers ( MDO's) focussed largely on working with Junior Guide Groups. Using school visits, library displays and parent meetings, along with forming District Support Groups, extra Training Programs and recruiting more Leaders.

**Distribution of Membership by Age as at December 2009 & December 2010**





## Training

Girl Guides NSW & ACT had 27 Trainers and four Prospective Trainers in 2010.

The large attendance numbers kept our Trainers very busy as seen from the statistics included.

	<i>TOTAL</i>
<i>Youth Qualifications Completed</i>	<i>94</i>
<i>Adult Qualifications Completed</i>	<i>11</i>
<i>FD Trainings held</i>	<i>16</i>
<i>FD Trainees</i>	<i>146</i>
<i>FD Modules Completed 2010</i>	<i>279</i>

Fewer Trainings were cancelled and a huge effort was made by many Leaders to complete Further Development Modules and maintain their qualifications.

2010 saw the name change from State Training Adviser to State Learning and Development Adviser to bring Girl Guides NSW & ACT into line with the National level.

Trainers came together through the year to discuss the Training Program and how it might become more accessible for new and current Leaders. It was decided to increase the number of Training venues to cover a broader geographical area and the new program was developed ready to launch at the start of 2011.

2010 concluded with a goal for Training—to assist Leaders to gain qualification faster and to involve more Leaders in presenting sessions at Trainings and hence build a larger Training Team.

Toni Tidswell, Charmaine McCabbin and Jenny Coulston finished up with the Training Team.



Award recipients from Northern Sydney Region at the State Awards Presentation 2010, Abbotsleigh.

# Redesigned Program Experience

## Program

2010 was an action-packed year for Guides 5–17 years with so many Centenary Challenges and activities to participate in as well as the annual State Program events which complement the weekly delivery of the Australian Guide Program.

The majority of Guide Units meet in a hall in their local area. However, there are girls who are unable to attend a local Guide Unit. These Guides become Members of the Lones Units and they 'meet' in a virtual world.

### Outdoors

The girls took part in a wide variety of outdoor activities, with all Regions holding a Centenary Camp. Water activities were a highlight with increased attendance at the State Regatta for 14–30 year olds at Nords Wharf, as well as at the Tingira Activity days and Region water activity days. The annual Caving weekend was again a sellout event for 14–30 year olds.

### Advocacy

The six 18–30 years who attended Girl Guides Australia's **Be the Change** Workshop, organized a similar event for 24 girls 14–17 years from across NSW and ACT. The focus of the workshop was Advocacy and the Millennium Development Goals. Many Units commenced the GAT (Global Action Theme) Challenges and undertook the Australian International Centenary Service Challenge with the UNICEF project, **Girls Unite to Read and Write**.

### Arts

As well as the many girls who take part in Arts activities as part of their weekly meetings, there was a significant increase in the number of Guides participating in Gang Shows in Cumberland, Hornsby, Central Coast, Illawarra, Canberra and Albury. The Guides have a wonderful time experiencing amateur theatre, gaining skills on stage singing, dancing and playing musical instruments, as well as on the production crews and in front of house positions.

### Special Needs

A highly successful workshop was run for Region personnel on how to better equip Leaders with skills to easily integrate girls with special needs into Guide activities and preparation for camp.

### Leadership Development

Girls from a very young age develop their leadership skills through the implementation of the Patrol System in their Unit. Patrol leaders undergo training to facilitate the process.

To help leaders to develop leadership skills in the girls, the focus of the Region Program Conference was the Patrol System and training Patrol Leaders in their Districts. Sixty-four girls registered to be Junior Leaders in 2010.

Girls from 14 years can become a Junior Leader in a Unit of younger Guides to further develop their leadership skills. Girls undertaking the Duke of Edinburgh's Award Program can also volunteer to assist in a younger Guide Unit for their service component and gain leadership skills.

### International

While some girls were fortunate to attend Guide events overseas, Guides of all ages were able to gain a much better understanding of other cultures and global issues by participating in activities and discussions at their weekly Guide meetings.

### Recognition System and Awards

One hundred and thirty-one girls were recognized for gaining the BP Award, Focus, Violet Skills and Duke of Edinburgh's Award at a Ceremony held at Abbotsleigh School in May with Heather Lincoln of Moss Vale, and Gemma Evans of Coonabarabran, speaking of their amazing achievements and experiences: Heather's diversity project which she undertook in the Moss Vale community and Gemma Evans' experience of travelling to SANGAM, WAGGGS World Centre, to explore Indian culture.

Twenty-four girls were awarded the Queen's Guide Award at a ceremony at Government House.

## Outdoors

### Region Camps

In 2010, our Regions were asked to run camps around the theme of the Centenary and Agnes Baden-Powell. These camps were a huge success with regular visits from Agnes.

### Region Outdoor Activity Consultants Meeting

The Region Outdoor Leaders from around the State gathered at Glengarry in September to update their information and share exciting things going on in their Regions.

An indoor **Way-to-Go Camp** was held at Glengarry in October.

November saw an inaugural **Canoe Camp** held for Leaders and Senior Guides on Lake Macquarie. All participants extended their skills and some gained further qualifications.

## Olave Program

The Olave Program (OP) reached some great achievements and milestones through 2010, and OP Members (OPs) were eager participants in all facets of the Centenary celebrations.

### Events

The year started with 30 OP participants from NSW & ACT congregating at The Rocks Youth Hostel for a weekend of **Power Up** training. The weekend involved training in the areas of event management, governance and management, and media and PR, and included video conferencing with OP participants in other States.

From this training, each attendee had a project involving the Centenary which were concluded throughout the year. All were successful with some Power Up attendees doing such a wonderful job they were awarded a **Centenary Appreciation Certificate** or **Centenary Award**.

There were a record number of participants at the OP Conference at Innabaanya, Canberra. Each attendee left the conference having learnt something new, whether it was an old Guiding skill that had been forgotten or a new skill such as car maintenance.

At the **Regatta**, OPs and Senior Guides competed against one another whilst having an amazing time **Under the Sea**. This is always a great event and shows Senior Guides that OPs know how to have fun.

The **Caving Weekend** celebrated its 20th anniversary. There were a record number of participants and, once again, thanks

must go to the Rover Speleological Society for providing trained instructors to allow Senior Guides and OPs to enjoy a weekend underground.

**Dragonskin** saw many stations involving OPs. Each year, the OP presence is increasing and becoming better known.

The State OP Committee successfully ran the **Centenary Ball**. The Ball was open to Members and partners, with a 28 piece Army Band, who said they enjoyed the night so much they would be more than happy to assist any future Guide events. A silent auction was held and over \$2,000.00 was raised to be shared between the Irene Fairbairn Fund and the UNICEF project **Girls Unite to Read and Write**.

The National Training Workshop, **Be the Change**, had six OPs in attendance. These girls then returned to run their own workshop at Glengarry on the **Millennium Development Goals** and **Advocacy** for young women aged 14–17 years. Over the weekend, all attendees, the organising committee and guests participated in **Stand Up Against Poverty**, filming videos of everyone saying the pledge to encourage those in a position of power to do all they can to bring an end to poverty.

### Centenary Events

Across NSW and ACT, OPs undertook major roles at many of the Centenary events throughout the year including WAGGGS Party Time at Mount Annan, 100 Downunder and Campfire Around the Nation.

### Service Opportunities

**City2Surf** saw OPs working on the last drink station on the course. The money raised from volunteering at the City2Surf goes into the **Olave Travel Fund**.



Olave Program Members relaxing with a campfire

The **Mobile Phone Recycling Project** is coordinated by OPs in conjunction with **Clean Up Australia**. As a result of this initiative, Girl Guides receive \$1.50 for each mobile phone recycled. This Project is ongoing.

Some OP Members also participated in the Oaktree Foundation **Live Below the Poverty Line** by living on less than \$2.00 a day for a week.

### Region Olave Program Liaisons (ROPLs)

At the end of 2010, ten of the eleven Regions had ROPLs. This was a great achievement, particularly for Central West and Great Rivers Region which had not previously had a ROPL. We congratulate the following appointments:

- △ Central West Region welcomed new ROPL Gaylene McCurley;
- △ Greater Rivers Region welcomed new ROPL Caitlin Waters;
- △ Coastal Valleys Region welcomed new ROPL Kate Jenkin;
- △ Twin Rivers Region welcomed new ROPL Natalie Woods;
- △ ACT and South East Region welcomed new ROPL Celia Vaughan.

The welcoming of a new Peer Group in Southern Sydney Rivers Region, Condamine OP, meant that at the end of 2010 each Region had at least one OP Peer Group, with some Regions having more.

### Olave Baden-Powell Awards

There were four OP participants who completed their Olave Baden-Powell Awards (OBP Award) in 2010. Congratulations to Janet Tanner, Erin Widdison, Aimee Kent and Rachelle Bunt on this peak achievement.

At the end of 2010, the new and improved Award syllabus had been introduced.

### OPs and Travel

There were a number of OPs who attended overseas events throughout the year, as well as some OPs working at World Centres.

From NSW & ACT, the following OPs were in attendance at the:

- △ **Celebrate our Centenary** at SANGAM—Katrina Easey;
- △ **Commission on the Status of Women** as part of the WAGGGS delegation—Susanna Matters;
- △ **Girls(G)20 Summit**—Jane Harris;
- △ **United Nations Department of Public Information Conference** on behalf of WAGGGS—Rebecca Dawson, Kate Jenkin, Jane Harris, Anna Garsia, Susanna Matters;
- △ **Centenary Camp** in England—Amelia Tomkins;

- △ **World Youth Summit**—Anna Garsia; and
- △ **COP16** as part of the WAGGGS delegation—Christine Macrae and Bronwyn Hughes.

It is a very impressive list and Girl Guides NSW & ACT are incredibly proud of all that OP achieved throughout the Centenary Year. We celebrated the Centenary, participated in many service opportunities, learnt new skills, and above all, enjoyed being young women in Guiding. OPs extended themselves in a variety of ways, from earning the OBP Award, becoming State Trainers, successfully nominating for Board positions, and being Leaders of Youth and Adults. The relationship with Rovers was also reignited, and many joint events are in the pipeline.

## Achievements

In 2010, Girl Guides NSW & ACT saw a large number of Award recipients, including:

### Youth Members

- △ 276 Junior BP Awards
- △ 114 BP Awards
- △ 24 Queens Guides Awards
- △ 1 Focus Award (Leadership)
- △ 1 Focus Award (Outdoors)
- △ 1 Focus Award (The Arts)
- △ 7 Gold Endeavour Awards
- △ 19 Rainbow Skills—Violet Awards
- △ 2 Gold Duke of Edinburgh's Awards

### Adult Members

- △ 31 Boronia Awards
- △ 6 Banksia Awards
- △ 2 Wattle Awards
- △ 31 Chief Commissioner's Certificates
- △ 2 Asia Pacific Region Leadership Award

The adult recipients are listed in full at Appendix A.



## International Report

The World Centres enjoyed a range of international visitors, both as participants at events and volunteers.

Conferences, seminars and events are held at our Four World Centres.

Units enjoyed visits from several overseas Guiding visitors wishing to join an Australian Guide Meeting.

NSW & ACT Guide House has had Overseas visitors drop in to say hello, with the biggest group being the 52 strong UK contingent in January following the ACE camp.

For NSW & ACT in 2010:

- △ Three Lone Members attended [Essence of India](#) at Sangam.
- △ One Adult Leader spent time with the Community Volunteer Program at Sangam.
- △ Two Leaders attended [Leader's Adventure](#) sessions at Our Chalet.
- △ Three Leaders enjoyed learning about the [Day of the Dead](#) in Mexico along with other customs and festivals whilst at a session at Our Cabana.
- △ Six Members from NSW & ACT attended the [UK Centenary Event](#) (Camp).
- △ One Leader attended [Peak 2010](#) in Derbyshire, UK.
- △ Two Members attended conferences as part of the WAGGGS delegation at the United Nations (UN) in New York.
- △ Bronwyn Hughes and Christine MacRae were selected as part of the 15 strong WAGGGS delegation to attend the UN event, [COP16](#), in Cancun Mexico in December.

Still more have attended events in the UK, Finland and Canada.

The International Committee were involved with the WAGGGS Party Time activities at the Botanic Gardens, Mount Annan. Activities related to [Global Action Themes](#) (GAT) with encouragement for Leaders to complete the GAT Badge requirements.

### Jota/Joti (Jamboree of the Air/Internet)

In 2010, the number of JOTA participants in this world wide event doubled from 2009. A total of 547 Members from NSW & ACT participated in JOTA, with 21 Members able to participate in JOTI.

Contacts were made in countries such as Turkey, Israel, USA, Netherlands, Mexico and the UK.



## Events

In anticipation of the Centenary Year, Girl Guides NSW & ACT employed a full time Events Manager in January 2010.

The Events Manager (Miss Erin Hambly) provided expert advice to the volunteer Events Committees on all event-related matters including: venues; budgets; staff; program; and advertising material. Erin was able to attend meetings with external providers and venues on behalf of the Committee.

Strict event budgets were implemented that were carefully written and closely adhered to. The impact of this showed events breaking even financially and, in some cases, showing profits.

January 2010 also saw the launch of the Events Module on the NSW & ACT Website. This enabled Leaders, Parents or Guides to book and pay online for most Events in 2010. Having this flexibility in payment saw an increase in attendance for almost every event. The fillable forms were a quick and easy option and gained much positive feedback.

### National Centenary Events

#### Australian Centenary Event (ACE)

Geelong, Victoria, 2–9 January 2010

Girl Guides NSW & ACT was represented by 723 Guides and Leaders who travelled to Melbourne to join the 2500 Guides

from all over Australia and 200 International Guides for a camp to remember.

Guides came from as far away as Canada, Japan, Korea, United Kingdom, Argentina, Cambodia, New Zealand, Taiwan, Fiji and Thailand, giving our Guides the opportunity to explore other cultures and make friends from around the world.

Girls swam with dolphins, climbed, bounced, flew, surfed, kayaked, and rode horses and bikes. They danced, sang, created, cooked and got fit. They made camp in the manner of the early days, the current days, and in the future.

Geelong and Melbourne were very gracious in their hosting of this event, discovering that Girl Guides are loud and proud.

#### Power Up

##### Satellite Events in every Capital City, 22–24 January

This inaugural Advocacy, Governance, Media, PR and Events Management Conference was held for a select group of young Leaders and Olave Program Members aged 18–30 years old. The future Girl Guides Leaders learnt the skills they need to take Guiding to the next challenge.

Key figures who were involved and present on the day include Federal Minister for Women Tanya Plibersek, Advocacy Manager for UNICEF Anna Dekkar, and CEO of Clean Up Australia Day Terri-Ann Johnson.



## **Leadership for Life Book Launch** *Admiralty House, Sydney, 28 February*

*Leadership for Life* is the culmination of many hours of dedication to write the amazing short stories of 100 Women spanning 100 Years in Guiding who gave their all and changed Girl Guides Australia forever.

The book was officially launched by Her Excellency the Governor-General of Australia, Ms Quentin Bryce, AC, at a gala event at Admiralty House.

Girl Guides NSW & ACT played an integral part as Editors, Writers and organisers of the Launch events.



Tanya Plibersek, Her Excellency, Ms Quentin Bryce AC, Governor-General of Australia, and Lynne Price officially launch the Girl Guides *Leadership for Life* book at Admiralty House.

## *State Centenary Events*

### **WAGGGS Party Time**

*Mount Annan Botanic Garden, Mount Annan, 10 April*

In celebration of the 100th Day of the 100th Year of Guiding, Girl Guides NSW & ACT hosted a mammoth event for over 2000 Guides in conjunction with worldwide celebrations.

The Botanic Gardens at Mount Annan were jam-packed with great activities for every age, a party with plenty of live music and cake, and a sleep-out under the stars for our older Guides. This pinnacle event was designed for every Guide—from 5 years to 100 years of age.

### **Centenary Ball**

*The Epping Club Ballroom, Sydney, 16 April*

Girl Guides NSW & ACT Adult Members, Guests and their partners got the chance to change out of their old camp clothes and put on a frock and heels to dance their way in to the Centenary at the Epping Ballroom.

After a delicious meal the Australian Army Big Band had everyone on the dance floor for an unforgettable night!

### **Biscuit Launch & Harbour Hunt**

*Darling Harbour, Sydney, 16 May*

The official launch of Girl Guide Biscuits for the Centenary Year was celebrated with a PR drive and Wide Game in the beautiful Darling Harbour. *See also page 21.*

### **100 Downunder**

100 Downunder was a Centenary Activity Day divided into the past, present and future of Guiding.

Many Regions and Divisions chose to combine the activities over a weekend camp using the activity booklet provided by Girl Guides Australia, and learn new skills while polishing the old ones.

### **Campfire Around The Nation**

*Local events all over Australia, 19 June*

Past and present Guides from all over Australia came together in their communities; in paddocks, on beaches, in the desert and the bush to sing as one on Saturday 19 June 2010. Song Books were rolled out by Girl Guides Australia and each group added their own local traditions to the song choices.

### **Centenary Lunch**

*Parliament House, Sydney, 26 August*

August marked the traditional Parliament House Lunch and Fundraiser. *See also page 23.*



Girl Guides in the Blue Mountains taking part in the Chain of Campfires across Australia.

### **Flying The Flag**

*Parliament House, Sydney and various locations around Australia, 10 October 2010*

The 10th day of the 10th month of the 100th year—10/10/2010—was heralded as Fly The Flag Day. Guides across Australia were encouraged to fly the World Flag in as many public places as possible. Highlights include the Sydney Town Hall and the NSW Parliament House following a special service involving Members of State Parliament, as well as on the lawns of Parliament House, Canberra.

### *State Events*

#### **Under The Sea Regatta**

*Nords Wharf, Lake Macquarie, 19–21 March*

The age-old tradition of Senior Guide and OP groups converging together in team colours and patriotic hearts was alive and well in 2010 with the largest number of participants seen for some 10 years. The theme for 2010 was 'Under The Sea' and we saw everything from Sea Queens to Sea Cows all dressed up and ready to compete in this informal—and hilarious—boating competition.

#### **20th Annual Caving Weekend**

*Wee Jasper, 14–16 May*

The 20th Annual Caving Trip was a huge success with the highest number of participants yet—proving Girl Guides love adventures in the outdoors. With the expertise of the Rover Speleological Society, a team of current and ex Guide and Scout Cavers; Senior Guides, OPs and Leaders discovered the world below us.

### **Snow Week**

*Araluen, Jindabyne, 11–16 June*

First timers and experienced Skiers and Snow boarders aged 9 to 17 years had a brilliant week old at our State Property Araluen, in Jindabyne. The Snowy Mountains ski season had a shaky start but the snow turned up just in time for lessons. Four full days on the snow meant everyone was confident by the end and able to really outshine their previous selves.

### **Glengarry Adventure Day**

*Glengarry, 25 June*

Hundreds of Junior Guides and Guides stampeded through the gates on a glorious Winter's day to experience earth, air, fire and water activities including ice blocking, billy carts, campfire cooking, crate stacking, science experiments, tree planting, a jumping castle, reptile show and so much more.

### **Great Guide Sleepover**

*Taronga Zoo, 6 August*

Over 1000 Guides, complete with many layers of clothing, headed to Taronga Zoo for a night of fun, celebration, and fundraising. Places at this event sold out in record time, proving Guides are prepared to do it tough to support great causes. The girls raised over **\$19,000** for the chimps.

### **Canoe Camp**

*Nords Wharf, Lake Macquarie, 26–28 November*

A new tradition began in 2010 with the launch of a weekend camp just for experienced paddlers. Twenty three Senior Guides, OPs, and Adults headed for the Central Coast to expand their skills under the watchful eye of our brilliant Tingira Instructors.





Event	Youth Participants	Adult Participants	Total Participants 2010	Total Participants 2009	Attendance as % of 2009
Summer Sailing School	12	0	12	12	100
OP Conference	0	33	33	21	157
March Madness	14	4	18	23	78
Regatta	128	77	205	191	107
Caving	24	21	45	32	141
Earthkeepers Camps	110	26	136	105	130
Snow Week	18	4	22	18	122
Glengarry Adventure Day	703	158	861	*	
Great Guide Sleepover	950	236	1186	1017	117
Rejectamenta (City2Surf)	150	34	184	104	177
Senior Guide Splashdown	18	8	26	22	118
Dads Day	17	16	33	80	41
PJ & JG State Day Event	163	51	214	603	35
Dolphin Day	61	11	72	82	88
WAGGGS Party Time	1321	587	1908	*	
Centenary Ball	-	117	117	*	
Centenary Lunch	-	283	283	*	

\* Event not held in 2009

Warrimoo Senior Guides enjoying the sites at Taronga Zoo for the Great Guide Sleepover



## Cultural Diversity

Australia is one of the most culturally diverse countries in the world and our statistics show that we are represented by many cultures and backgrounds in our membership.

New brochures to support the message that Girl Guides are an all-inclusive and world wide organisation were produced in 2010. These brochures are bright and colourful and a great tool to have on display at festivals and other promotional opportunities.

At WAGGGS Party Time, we chose the theme of the [Peace Tree](#), taken from the American National Peace Tree Day.

We displayed a number of different religious symbols around the stall and asked the girls to choose one to learn a little about. They then coloured it in, cut it out and hang it on our 'Peace Tree'. By the end of the day the tree sat proud, bright and colourful.

In Fairfield, we attended the [Eid Festival](#) for the second year and were pleased to be recognised by those attending. Two members of the Diverse Australia Project Committee joined us so we could speak to and help as many people as possible. Due to the good word about the benefits of belonging to Girl Guides, we dealt with an increased number of inquiries.

At the [Willoughby Street Fair](#), Guides and Leaders marched in the Parade while Guide soaps were sold at the stall. Proceeds were forwarded to the International Service Challenge to educate girls in Papua New Guinea.

The Cultural Diversity Committee sponsored a number of Muslim and Korean Girls and Leaders to attend Adventure Day at Glengarry. The objective was to introduce them to Girl Guides in a fun and exciting way. All enjoyed the day immensely.



Girl Guides enjoying Adventure Day at Glengarry.

## Reinvigorated Brand

### Uniform

In 2010, a new range of uniform items were introduced across Australia. In 2009, all Guide Members and parents were consulted on the uniform needs.

The new uniform resulted from the consultation process. The girls asked for a contemporary uniform in blues, yellows and gold tones that they would feel proud to wear.



The uptake of the new uniform has been so rapid, the Guide retail outlets have struggled to keep up with demand. The girls and their Leaders very much enjoy wearing their new uniforms.



## Unified, Strong Organisation

### Volunteers

Volunteers play a very important part in the running of Guiding. Every week volunteers assist in a variety of ways to enable girls and young women to grow into confident, self-respecting, community members.

In 2010, there were 1042 volunteer women over the age of 18 years in the roles of Leaders of Youth, facilitating the delivery of the Australian Guide Program to girls 5–17 years.

There were a further 174 women who volunteered as Leaders of Adults, supporting the Leaders of Youth, managing Guide Districts and Regions, as well as training and supporting Leaders to ensure they are up to date with the latest developments in Guiding and educational programs.

The volunteer arm of the organisation is strengthened by the contribution of the committee system. The committee members give freely of their time and expertise. This happens at the National, State, Region and District levels. For example, in Guide Districts, men and women join the Support Groups to maintain the halls, fundraise and help in so many ways. The Board of Girl Guides NSW & ACT would like to recognize and thank all the volunteers.

In 2010, the reporting lines of the State committees were further improved and we introduced flexibility into the methods by which committees met. This included using technology, such as video-conferencing, as well as the traditional face to face meeting, allowing participation by a wider range of members. Committees can now decide where they will meet, how often and by what method.

The Girl Guides NSW & ACT staff play an important role in supporting and working with the volunteers.

### PR and Events

Girl Guides NSW & ACT were well represented at Service Events through the year, including:

- △ City to Surf Rejectamenta—eleven tonnes of discarded clothing was collected and passed on to The Smith Family.
- △ International Women's Day—gift bags were distributed and our presence publicly thanked by Geraldine Doogue, the MC of the event.
- △ ANZAC Day—Girl Guides were acknowledged by TV commentators.

△ Harbour Hunt— many Girl Guides were seen throughout Darling Harbour in their new uniform, with high numbers of attendees:

- ◇ 82 Guides (aged 10 and under),
- ◇ 50 Guides (aged 10 and over),
- ◇ 60 Parents and siblings,
- ◇ 35 Leaders, and
- ◇ 23 members of the general public.

## Partnerships

Through the year, there were opportunities to forge or strengthen partnerships and to showcase Girl Guides, including the City to Surf event and the International Women's Day.

Another such event was the Lord Mayor's New Year's Eve event in Sydney's Botanic Gardens. This was yet another successful partnership with the City of Sydney with Guide Members helping families with special needs children to enjoy activities, a barbecue, and the New Year's Eve fireworks display over Sydney Harbour.

Sydney's Lord Mayor, Clover Moore, thanked the Girl Guides for their participation and was presented with a Centenary Pin by Joanne Muller.



Lord Mayor, Clover Moore (L) with Deputy State Commissioner, Joanne Muller (R)

## Media

Our media coverage for 2010 more than doubled over the previous year with a total reported hits reaching 1038—compared with 484 for 2009 and 257 in 2008.

Regional newspapers were the main source, with 511 hits. Suburban papers had 186 hits and there were 28 hits in metropolitan newspapers.

There were successful stories in the Sydney Morning Herald on both weekdays and on a Saturday (audited circulation 209,644 weekdays, readership 738,000, and on Saturdays 341,041 and 1,004,000).

The Daily Telegraph ran stories on **Flying the Flag** and a positive Guiding story (weekday circulation 354,252 and readership 949,000), with its greater reach into Western Sydney.

Regional radio kept us busy with 146 reportings, and 135 reportings on metropolitan radio.

Girl Guides NSW & ACT made 32 appearances on network television throughout the year, including four major TV networks.

Girl Guides helping at the City to Surf Rejuvenation



Paddington Junior Guides featured for five minutes in **Tim's Weather** (Ten Evening News) on 11 March. This has an audited adult audience of 222,000 and an estimated reach to some 500,000, including children.

The Great Guide Sleepover at Taronga Zoo attracted attention from ABC 24 and Seven Network's **Weekend Sunrise** (average number of viewers 350,000), with footage recorded at the event being shown through the show.

The large number of Girl Guides who participated at Sydney's **City to Surf Rejectamenta** received media coverage with Ten Network, while Radio 2UE interviewed the Leaders.

The Centenary was successful in raising the media profile of Girl Guides across NSW and the ACT and we will continue to build on those relationships established in 2010.

## Publications

There were ten issues of *The Waratah* published and circulated to Adult Members through New South Wales and the Australian Capital Territory. It continued to be published online in Portable Document Format (PDF).

A number of brochures and flyers were reproduced with the new branding. This is an ongoing project.





For Adult Members PP 255003/00741 No. 7, August 2010

**Guiding around the State — and the world**  
Year of the Girl Guide 2010

Girl Guides NSW & ACT member June Cameron AM (third from left in pink and black) was until recently Chair of the Asia Pacific Region of the World Association of Girl Guides and Girl Scouts. With her fellow committee members at the Region Conference in the Maldives in July, she celebrates the Centenary!





Girl Centenary mascot 'Gertie' (left) recently met up with Leader Janene Brown in Tamworth, and was honoured with a motorcycle escort!



Together with State Commissioner Belinda Allen, Gertie recently met up with Senior Guides from the Timberland Division at their meeting at Wauchope.





## Archives

The Centenary Year provided a fabulous opportunity for Archives to share some of the history of Guiding. Through the collections of photographs, records and Guiding resources, there were community displays throughout New South Wales and the Australian Capital Territory, including

- △ Lithgow,
- △ Griffith,
- △ Singleton,
- △ Moss Vale, and
- △ The Trefoil National Gathering in Canberra.

There was a large decade-by-decade display in Parliament House, in conjunction with the Annual Lunch in August. The display contained camp blankets, Guide Dolls, photographs, bags and other paraphernalia and raised a lot of interest from the hundreds of people passing through the foyer area.



Above: through the decades display at Parliament House.

Right: Camp skills in the 1940's

## Postbox

Throughout the year, girls and leaders are able to keep in touch with our WAGGGS sisters via Post Box. As part of *World Thinking Day*, many NSW & ACT Units took advantage of the world wide opportunity to exchange post cards.

During 2010, there were a total of 72 requests made to the Girl Guides NSW & ACT postbox. The majority of these requests were as a result of the Australian Centenary Event (ACE). Fifty-five of these requests were linked.

With the advancement of technology, it was identified as necessary to transfer cassette recordings of interviews with key people, such as Lady Baden-Powell and Guiding Pioneers, onto CD. This project was commenced in 2010 and will continue through 2011.

The ongoing project of how to record and preserve the history of Guiding led to the commencement of recording verbal interviews with Guiding people who have historical stories to share. Interviewees to date include:

- △ June Perry— Air Ranger,
- △ Jane Darby—author of "Sisters in Guiding"
- △ Morvyth Goldstein (Nicholson)—International Adviser and Sea Ranger Leader.

There were three boxes of excellent archival material received from Tara, including a signed belt from Lady Baden-Powell.



## Sustainable Funding

### Retail

The Centenary provided a great boost to the Retail Department with NSW & ACT and Queensland being charged with the job of sourcing and distributing all items to all States.

Many souvenir items, including a series of plush toys, pens, badges, clocks, magnets, shirts and stickers were sold.

WAGGGS produced a series of badges covering the years 2010, 2011 and 2012 to celebrate the Centenary. National Office assisted in the launch of the book, [Leadership for Life](#) which Retail distributed to all States.

The launch of the new uniforms saw a great rush to have all Guides in new polo or vee-neck. The polos, vee-necks, knit shirts, and woven stripe shirts were designed with short and three-quarter sleeves.

For all members, there were hoodies, polar fleece jackets and a range of accessories, including bucket hats, caps, beanies, shoulder bags, book bags, sashes, sash pins, and Leaders hats. These new uniforms and the vast range of accessories necessitated a large stock holding which was adequately handled by our new premises at Alexandria.

### Fundraising

#### The Girl Guides NSW & ACT Lunch at NSW Parliament House

The Girl Guides NSW & ACT Lunch at Parliament House, Sydney is always a special occasion and 2010 did not disappoint.

Two hundred and eighty-two people enjoyed a delicious lunch and an excellent talk from Ronni Kahn, [Australian Local Hero 2010](#) and founding Director of [OzHarvest](#), followed by a special cake to celebrate the Girl Guide and Girl Scouts Centenary.

The Girl Guides NSW & ACT Lunch in 2010 raised over **\$16,000**.

Thank you to the donors of our silent auction and raffle prizes. The silent auction and raffle raised **\$6491**.

- △ Silent auction
  - ◇ Hyatt Hotel Canberra,
  - ◇ Gemma Clark Photography,
  - ◇ Australian Chambers Orchestra,
  - ◇ Molly Tweedie's Gourmet Basket, and
  - ◇ BridgeClimb.

- △ Raffle
  - ◇ Centenary Quilt made and donated by Sandra Chatteron and St Ives Quilters,
  - ◇ Picture by Yvonne Read,
  - ◇ Holiday in Queensland, donated by Rosalind Cairns,
  - ◇ Taronga Zoo Roar and Snore Package,
  - ◇ Hairstyling Salon Philippe,
  - ◇ Billee King's Crochet Throw, and
  - ◇ Musica Viva.

Thanks also go to:

- △ Gold Sponsors Hope Estate, who provided a wine tasting prior to lunch and accompanying wine with the lunch,
- △ Gold Sponsors PPM,
- △ Silver Sponsors ANZ Trustees,
- △ Silver Sponsors Gallaghers Broking Services,
- △ Silver Sponsors Myer Family Fund, and
- △ Silver Sponsors Westpac.

#### Bequest Programme.

The Girl Guides NSW & ACT Bequest Brochures were distributed to all solicitors who updated or added to their skills at the NSW State Legal Conferences in March and August 2010.

In 2010, the total bequests received was **\$45,647.49** and included:

△ Estate of SM Blackmore	\$ 7,931.16
△ Estate of Patrick WM Little	\$ 1,208.26
△ Estate of GF Campbell	\$17,198.12
△ Estate of IM Puddicombe	\$19,309.95

Bequest Brochures are available at Guiding Events for Adults including AGMs, PR Events, Trefoil Gatherings and similar functions

## Girl Guides NSW & ACT Centenary Appeal.

Girl Guide NSW & ACT is very pleased to report that a total of **\$33,000** has been raised in 2010 from 104 people.

The Centenary Appeal brochures were distributed to:

- △ Members of Girl Guides NSW & ACT,
- △ Parents of Members,
- △ Trefoil Guild Members, and
- △ Friends of Girl Guides NSW & ACT.

The brochures were also made available at the State AGM meetings through the State and distributed as widely as possible.

We would especially like to thank our Platinum, Gold, Silver and Blue as listed on the following page.



## Blue, Silver, Gold and Platinum Donors 2010

### △ Blue Supporters

- ◇ Joseph and Janet Abraham
- ◇ Belinda Allen
- ◇ Marcia Andrews
- ◇ Rosemary Block
- ◇ Mary Cabrera
- ◇ Alison Carr
- ◇ Lady Carrick
- ◇ Helen Coles
- ◇ Elizabeth Elliot
- ◇ Leigh Harley
- ◇ Ross Hicks
- ◇ Gabrielle Jarvis
- ◇ Judy Lucas
- ◇ Anne Meade
- ◇ Marcia Montgomery
- ◇ Charlotte Robins
- ◇ Sandra Smith
- ◇ Betty Stevens
- ◇ Ann Watkins
- ◇ Dong Zhao
- ◇ Crestwood Support Group

### △ Silver

- ◇ Hilary Cairns
- ◇ Coles Danziger Foundation

### △ Gold

- ◇ Peter Johnson

### △ Platinum

- ◇ Morvyth Goldstein
- ◇ Maple-Brown Family
- ◇ Anonymous



## Project Management

### Property Report

#### State Properties

The restructure of staff for State Properties began in 2010 with the resignation of the State Properties Administrator. Erin Hambly and Melissa Condie took up the acting positions, while Brian Ahern was promoted to Glengarry Manager.

#### Araluen, Jindabyne NSW

Abolishing the Winter Ballot for members has worked well, with nine out of ten snow weekends booked solid instead of being empty or cancelled.

Marketing campaigns have been introduced to entice school and church groups to utilise the property during the Spring, Summer and Autumn months. This will be an ongoing project to help cover property costs.

Whilst bookings did not cover costs in 2010, Araluen was the best financial performer of the three State Properties.

Lois Merriman continues to do an excellent job as cleaner and property supervisor.



Photos:  
Above: Araluen  
Left: out on the local slopes.

Opp page:  
Top: Glengarry  
Right: On the deck at Tingira.



### Glengarry, North Turramurra NSW

In 2010, Lot 31, consisting of just under 4 hectares that contained Pax Brae, Brownie Cottage and some campsites, was sold.

A Glengarry Redevelopment Committee was formed to plan the future accommodation and facilities to be built and integrated over the next 3–5 years.

Initial plans were instigated for the upgrading of the remaining Glengarry facilities, including the undertaking of environmental and fire protection studies and the design of a new kitchen.

A collaboration between staff and volunteers saw an improvement to the general maintenance of Glengarry.

Occupancy rates were low. Glengarry buildings were only booked 28.9% of weekends; with only 9.9% of beds used.

There were 16 Guide Camps outdoors during the entire year, totalling 287 people under canvas. This gave the campsites a 3.4% weekend usage rate by Members.

The introduction of a Laser Skirmish Group saw the weekend occupation rates soar to 53.8% through their regular booking of the sites and bushland. This also projected much needed revenue into the property.

Glengarry was discontinued as the home of corks. The project was making an increasing loss as well as requiring valuable storage space and staff time.



### RTS Tingira, Cabarita Bay NSW

Tingira was occupied 45.2% of weekends in 2010, a significant improvement on 2009 considering boating is unsuitable for many months of the year.

Weekday bookings also increased with more Committee Meetings and Twilight Boating using the facilities.

Actions have started to raise the standard of the Boat shed and improve safety for both volunteers and participants.

These improvements and renovations are ongoing into 2011.

## Region Properties

Girl Guides NSW & ACT hold a number of Region Properties such as Guide Halls and campsites within its eleven Regions.

Following the success of the advertising program of Region properties in 2009, it was determined the program be continued in 2010 to further increase the use of these facilities amongst Guiding members.

The growth in Hall hire in 2010 illustrates the success of the new **Facility Hire Agreements** which were also available online. These forms ensure Guides public liability requirements are met and understood by our hall hirers.

Following the Facility Hire Agreements, a new **Booking Officer** system was introduced. This system has been implemented by a number of Regions and the number of successful Hall

hires have significantly increased. Hall inquiries are being turned into regular bookings and the triple handling of inquiries has been eliminated.

An internally based **Licence Schedule Status Report** was introduced in 2010 to assist with inquiries such as whether a licence has been finalised with a hirer, or whether a certificate of currency has expired.

Similarly, we now have a **Property Status Report** to provide quick updates to members on the status of leases, such as expiry dates or progress of negotiations.

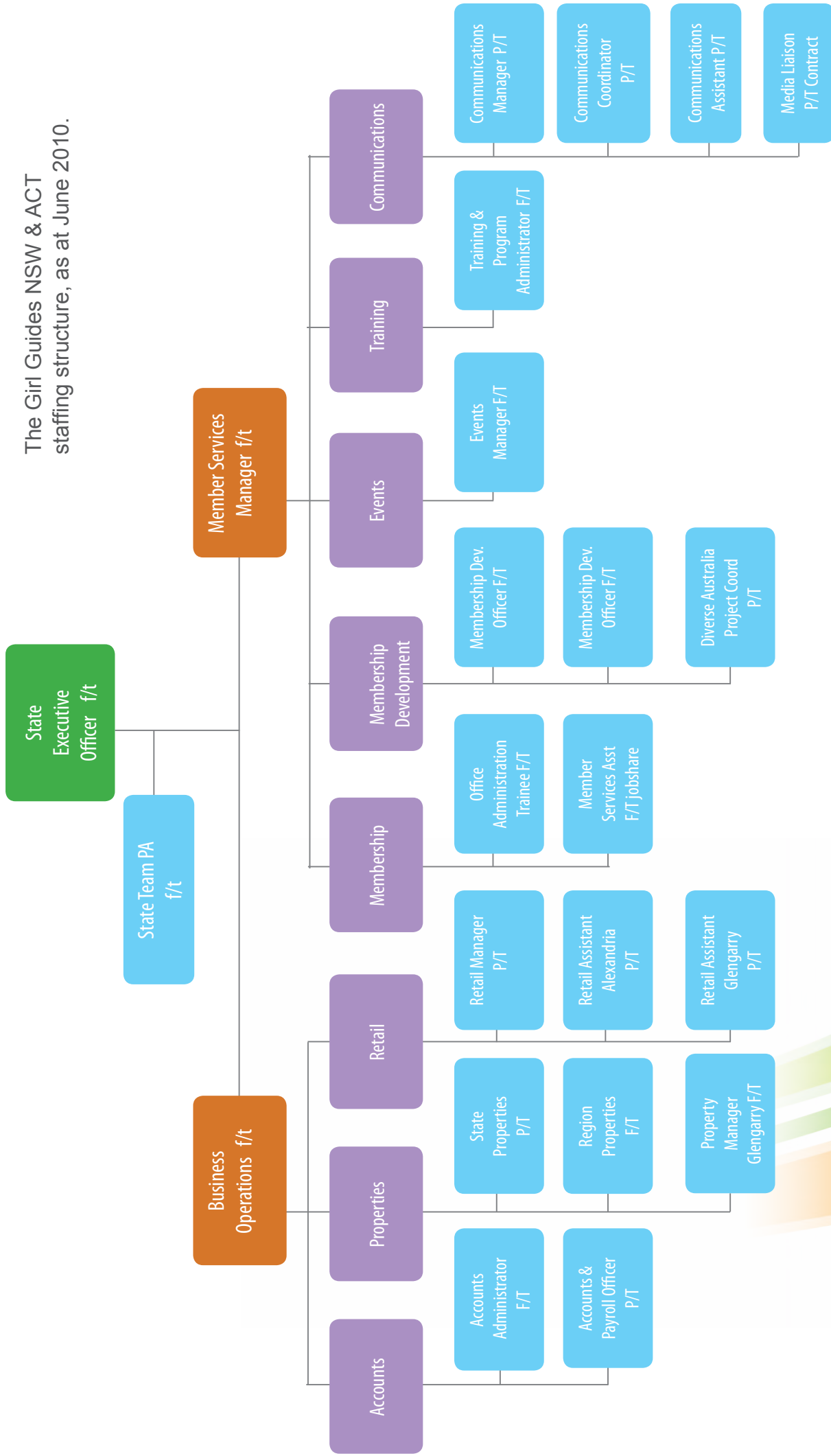
Three properties were relinquished in 2010. This is minimal in comparison to previous years.

Eight properties were retained following revision of circumstances and the need to grow membership in certain areas.



Left: ACE Participants  
Right: Ku-Ring-Gai OP Members

The Girl Guides NSW & ACT  
staffing structure, as at June 2010.



# Appointments 2010

## January 2010–December 2010

Girl Guides NSW & ACT are extremely grateful to the people who make Guiding possible. We offer each and everyone of you our thanks and appreciation.

State Commissioner	Belinda Allen
Deputy State Commissioners	Joanne Muller Luisa Simeonidis
State Treasurer	Jenny Reynolds
Honorary Solicitor	Jenny Wily
State Executive Officer	Linda Latham

### Board Members

Belinda Allen (Chairperson)  
Judith Hooper  
Fiona Langford  
Wendy Momsen (from 30 May 2010)  
Jan Dilworth  
Leisa Evans  
Pamela Bedford (from 30 May 2010)  
Renee Bianchi  
Lauren Adams (from 30 May 2010)  
Jenny Reynolds  
Debra Lewis (co-opted) (from 22 January 2010)  
Gillian Moore (co-opted) (from 1 September 2010)  
Marisa Petersen (co-opted)  
Gillian Garsia (to 31 January 2010)

### Non-voting Board Members

Linda Latham  
Joanne Muller  
Luisa Simeonidis

### Executive Office Bearers

#### Chairperson, Finance Management Committee

Jenny Reynolds

#### Membership Development Adviser

Gillian Garsia (from 1 February 2010)

#### Program Adviser

Jan Withers (to 16 April 2010)  
Belinda Allen (Acting) (from 16 April 2010)

#### Training Adviser

Sue Carr

### Non-Executive Office Bearers

#### Archivist

Chesne Jones

#### Chairperson, Appointments and Awards Committee

Tricia Smith

#### Chairperson, Constitution and Procedures Committee

Beth Davie

#### Chairperson, Cultural Diversity Committee

Debra Lincoln

#### Chairperson, Funding Committee

Hilary Cairns

#### Chairperson, PR Events Committee

Margaret Wood

#### Duke of Edinburgh's Award Liaison

Ros Slater

#### Guides with Special Needs Consultant

Anne Knight

#### International Consultant

Rose Marie La Macchia

#### Membership Support Consultant

Maria Jolly

#### Olave Program Co-ordinator

Renee Bianchi

#### Outdoor Activities Consultant

Joan Clancy (to 30 June 2010)  
Kath Follers (Acting) (from 1 July 2010)

#### Post Box Secretary

Sandra Herbert

#### Trefoil Guild Adviser

June Conen (to May 2010)  
Rosalind Farley (from May 2010)

#### Water Activities Consultant

Kath Follers

#### Guiding Partner Co-ordinator

Kath Follers

### Chair Property Committees

Glengarry Elizabeth Starr

RTS Tingira Vicki Greening

Members holding National Positions, and where indicated, positions with the World Association of Girl Guides and Girl Scouts (WAGGGS)

Training Committee Member	Sue Carr
International Committee Member	Sandra Herbert
National Archivist	Margaret Norris
WAGGGS Centenary Ambassador	Fiona Smee
Program Committee Member	Jan Withers (to 30 April 2010)
WAGGGS Asia Pacific Regional Chair	June Cameron AM (to 30 June 2010)
Outdoor Activities Committee Member	Joan Clancy (to 30 June 2010) Kath Follers
Olave Program Committee Member	Renee Bianchi
Public Officer	Joyce Griffin OAM
Constitution and Procedures Committee Chair	Barbara Horsfield OAM
In-house Legal Adviser	Joanne Muller (to 10 May 2010)
Constitution and Procedure Committee Member	Bev Orr OAM
International Committee Member	Vivienne Stone
Volunteer Services Manager	Prue Carpenter AM
Web Consultant	Rachel Fife

## Treasurer's Report

It is with much pleasure that I present this financial report for the Girl Guides Association (New South Wales) for the year ending 31 December 2010.

The year started with excitement and enthusiasm for Guiding as it celebrated its Centenary Year. The various events organised by staff and volunteers were well supported by the public and the publicity these events generated have laid the foundation for a bright future for Guiding in New South Wales and the Australian Capital Territory.

Throughout the year, the financial operations have been under the stewardship of the Finance Management Committee with State Treasurer Jenny Reynolds as Chair. The Committee comprised: State Commissioner Belinda Allen; Judith Hooper; Sarah Neil; Philip Howe; Ben Fife; and, the State Executive Officer Linda Latham.

Our net surplus (net deficit last year) from core activities — including membership services, secretariat, program, resources, property management, training, PR and publications, and other income, events and retail; plus net investment income was **\$358,199** (compared to a deficit of \$470,049 in 2009).

The net surplus from non-core transactions (including the net surplus on sale of State and Guide properties, bequests, and net interest on special funds) was **\$7,085,283** (compared to \$2,612,305 in 2009).

Together these resulted in a net surplus (apart from unrealized gains in investments) of **\$6,631,203** (compared to \$2,355,580 in 2009).

Membership income remained at a similar level as last year with a total of **\$800,644** compared to \$800,697, chiefly as a result of a marginal fee increase in 2010. Youth \$90; Adults \$70; Trefoil Guild \$30 and Support Groups (District fee) \$70.

The State properties operated at a smaller net deficit of **\$206,013** (compared to \$250,621 last year). Lot 31, Glengarry was sold during 2010. This has generated a total profit from sale of \$7,037,411 which was reinvested to reserve the capital, and to generate investment income to support and develop guiding.

Membership income, supplemented by other smaller income streams such as fundraising (Biscuits, Zoo, City2Surf, Centenary Appeal), provide the funds and cash flow to meet administration and staffing costs. In order to fund services provided to Guiding it is imperative to have sufficient investments in place to generate sufficient investment income.

Our investments, including cash, were managed by the Myer Family Fund (units) and Private Portfolio Managers (PPM).

Investment revenue from dividends and interest was **\$1,005,776** compared to \$566,818 during 2010.

A review of the management of funds was conducted by the Finance Management Committee during 2010 to ensure that the total capital, including cash from sale of Lot 31 Glengarry, was invested appropriately according to risk and ethical profile, liquidity, returns and management fees. As a result of this review PPM and ANZ Trustees have been mandated as the prime Investment Managers for 2011.

During the year the Global and Australian Financial Markets experienced high volatility due to events in Europe. An in-depth review of our portfolio was carried out by PPM and resulted in the disposal of certain investments that were under performing.

This resulted in a total disposal loss of **\$861,356**. In addition to this loss, a further **\$315,000** impairment loss was provided for securities which at balance date had market values below costs of over 30%. There is indication that these securities have the potential to recover their values as the financial markets improve.

The cost of insuring and maintaining Region halls and campsites continues to be a financial strain to Districts, and the possibility of large insurance claims pose a financial risk to the Association. Property management fees are charged to Districts and Regions, totalling **\$298,192** compared to \$331,603 in 2009. We must cover not only insurance premiums, but actual and potential claims as well as administrative costs. Insurance claims on properties in the current year significantly increased to **\$200,002** from \$51,832 in 2009.

Our retail operations achieved a net surplus of **\$62,214**, compared to a net deficit of \$58,984 in 2009, as a result of new uniform sales.

The Girl Guides NSW & ACT Fundraising luncheon at Parliament House in August raised over **\$16,000** compared to \$10,000 last year and the Centenary Appeal raised over **\$33,000** in 2009.

Thank you to all staff members and volunteers and supporters who have worked hard in bringing this Centenary Year an exciting and a successful year.

Thank you to Mark Muller from HLB Mann Judd, PPM and our investment managers for their time, guidance and advice relating to finance and our investments.

Jennifer Reynolds  
Honorary State Treasurer

# Summary of the Financial Report 2010

This summary is a true representation of the detailed, audited Financial Report, of which a copy is available on request.

## GIRL GUIDES ASSOCIATION (NEW SOUTH WALES) STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 31 DECEMBER 2010

	2010 \$	2009 \$
<b>Continuing operations - Revenue</b>		
Retail sales	864,375	522,702
Membership income	800,644	800,697
Fundraising activities	258,841	289,995
Property revenue	248,065	525,184
Property management	383,337	422,677
Investment revenue	1,005,776	566,818
Program, resource, printing	214,493	180,321
Donations	49,986	6,287
Events, administration, other	108,785	198,942
Total revenue from core activities	<u>3,934,302</u>	<u>3,513,623</u>
<b>Expenditure</b>		
Retail	802,162	581,686
Administration, printing and other	769,806	754,954
Membership	656,584	651,021
Property	454,078	775,805
Property management	298,192	331,603
Fundraising	180,260	181,555
Program and events	256,728	207,948
Resource and training	182,128	149,024
Loss on sale of shares	861,356	285,650
Impairment loss recognised in financial assets	315,000	-
Total expenditure from core activities	<u>4,776,294</u>	<u>3,919,246</u>
<b>Loss from core activities</b>	<b><u>(841,992)</u></b>	<b><u>(405,623)</u></b>
Income from reserve fund transactions	233,436	407,734
Expenses from reserve fund transactions	113,299	55,035
<b>Surplus/(loss) from reserve transactions</b>	<b><u>120,137</u></b>	<b><u>352,699</u></b>
Surplus from sale of property	7,037,411	2,463,313
Bequests	45,647	84,566
Redundancies and moving costs	-	(139,375)
<b>Surplus from non-core activities</b>	<b><u>7,083,058</u></b>	<b><u>2,408,504</u></b>
<b>Operating surplus from continuing operations</b>	<b><u>6,631,203</u></b>	<b><u>2,355,580</u></b>
<b>Other comprehensive income</b>		
Changes in fair value of available-for-sale financial assets	982,794	2,210,475
<b>Total comprehensive income for the year</b>	<b><u>7,343,997</u></b>	<b><u>4,566,055</u></b>

**GIRL GUIDES ASSOCIATION (NEW SOUTH WALES)  
STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2010**

	<b>2010</b>	<b>2009</b>
	<b>\$</b>	<b>\$</b>
<b>ASSETS</b>		
Cash and cash equivalents	161,617	423,458
Trade and other receivables	282,930	331,716
Inventories	381,082	282,555
Other	40,348	-
	<u>865,977</u>	<u>1,037,729</u>
Non-current assets classified as held for sale	-	33,829
Available-for-sale financial assets	<u>20,887,483</u>	<u>13,881,927</u>
<b>TOTAL CURRENT ASSETS</b>	<u>21,753,460</u>	<u>14,953,485</u>
Property, plant and equipment	<u>4,595,194</u>	<u>4,439,434</u>
<b>TOTAL NON-CURRENT ASSETS</b>	<u>4,595,194</u>	<u>4,439,434</u>
<b>TOTAL ASSETS</b>	<u>26,348,654</u>	<u>19,392,919</u>
<b>LIABILITIES</b>		
Trade and other payables	252,796	613,810
Employee benefits	<u>100,567</u>	<u>121,522</u>
<b>TOTAL CURRENT LIABILITIES</b>	<u>353,363</u>	<u>735,332</u>
Employee Benefits	<u>2,073</u>	<u>8,366</u>
<b>TOTAL NON-CURRENT LIABILITIES</b>	<u>2,073</u>	<u>8,366</u>
<b>TOTAL LIABILITIES</b>	<u>355,436</u>	<u>743,698</u>
<b>NET ASSETS</b>	<u>25,993,218</u>	<u>18,649,221</u>
<b>ACCUMULATED FUNDS AND RESERVES</b>		
Reserves	3,604,515	3,484,378
Market value reserve	3,193,269	2,210,475
Accumulated funds	<u>19,195,434</u>	<u>12,954,368</u>
<b>TOTAL ACCUMULATED FUNDS AND RESERVES</b>	<u>25,993,218</u>	<u>18,649,221</u>



## Appendix A—Awards

### Adult Members

#### *31 Boronia Awards*

Betty WARDMAN  
Catriona KENNEDY  
Christina BULMER  
Danielle HELPS  
Denise COSSINS  
Denise SCHUETTE  
Dorothy SPARKES  
Elaine THOMPSON  
Elizabeth BEARD  
Helene CLEAVE  
Jennifer TURNER  
Kathryn FOSTER  
Kristine WYBER  
Leonie BISHOP  
Linda MARTIN  
Lorraine LARKHAM  
Lorraine WHITE  
Margaret WORTHINGTON  
Mary SINCLAIR  
Maureen BEDFORD  
Narelle KERSCHNER  
Nikolia DOBELL  
Olive KERR  
Pam DENHAM  
Robyn MOIR  
Sally COONEY  
Susan BELL  
Susan PEARSON

Tara CORDINA  
Violet LENNON  
Wendy DAVIDSON

#### *6 Banksia Awards*

Beverley WYNNE  
Debra UNWIN  
Gillian HARDY  
Helen BADRICK  
Joanne WEEKS  
Susan WARD

#### *2 Wattle Awards*

Maria JOLLY  
Wendy MOMSEN

#### *31 Chief Commissioner's Certificates*

For more than 30 years  
service  
Alice NEWTON  
Anne CAIN  
Beryl BLASEOTTO  
Beryl LAIDLEY  
Betty FLANDERS  
Christin FISK

Christina BULMER  
Cynthia MURPHY  
Fiona LANGFORD  
Gwyneth PARSONS  
Heather CLAYTON  
Helen STAIR  
Hilary CAIRNS  
Hilda GIBBS  
Jane GRINDROD  
Jean HOUSLAR  
Jean McGRATH  
Jo SHILLING  
Kathleen GREENHAM  
Lorraine STUART  
Margaret McMURRAY  
Mavis WALDEGRAVE  
Merla HULL  
Patricia MALCOLM  
Phyllis JONES  
Robyn DAVIS  
Rosalie POLLETT  
Ruth CROSS  
Ruth RYAN  
Shareen GLEESON  
Susan CARR

#### *2 Asia Pacific Region Leadership Award*

Janice JONES  
Belinda ALLEN

## Appendix B—Appreciation Certificates

Peter Draper  
Border Express Transport  
Loretto Kirribili  
Glynn Evans  
Richard Allen  
Garry Brown  
Mount Annan Botanic Garden  
David Campbell MP  
Campbelltown City Council  
Sarah Platts  
Jenny Wily