



GIRL GUIDES  
AUSTRALIA  
NSW & ACT

ANNUAL  
REPORT  
2011



GIRL GUIDES  
AUSTRALIA

## girls worldwide say



World Association of Girl Guides and Girl Scouts  
Association mondiale des Guides et des Eclaireuses  
Asociación Mundial de las Guías Scouts

**With ten million Girl Guides and Girl Scouts from 145 countries across the world, the World Association of Girl Guides and Girl Scouts (WAGGGS) is the largest voluntary movement dedicated to girls and young women in the world.**

### Asia Pacific Region

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

### Arab Region

Bahrain • Egypt, Arab Republic of • Jordan  
Kuwait • Lebanon • Libya • Mauritania •  
Oman, Sultanate of • Qatar • Sudan • Syria •  
Tunisia • United Arab Emirates • Yemen  
Republic

### Africa Region

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

### Western Hemisphere Region

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

### Europe Region

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



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## Contents

State Commissioner's Report	2
State Executive Officer's Report	3
Strategic Plan 2010-2012	4
Growing Membership	5
Positioning and Publicity	6
Sustainable Surplus	6
Guiding Fundamentals	
Promise & Law	7
Leadership Development	8
Service	12
World Guiding	14
Outdoors	16
Guiding Traditions	18
Patrol System	19
Sustainable Fundraising	20
Property News	22
Staff Organisational Chart	23
Appointments	24
Awards	25
Appreciation Certificates	26
Financial Report	27



## State Commissioner's Report

Girl Guides NSW & ACT's annual report will give you an insight into the array of activities undertaken and achievements accomplished in 2011. Girl Guiding in Australia is presently undergoing a transformation into a modern and up to date movement to meet the needs of girls and women in today's society and beyond. In NSW & ACT, many improvements have been made to assist in the process and to support Leaders, support girls. Some of the highlights are outlined below.

### Growing Membership – Girls and Leaders

#### Developing our Leaders

Improving the quality of Guides leadership was a major focus in 2011. Stronger Leaders are more engaged with the Guiding community, better equipped as mentors to their girls, and an inspiration to other Leaders — all elements that contribute to the growth of Guiding.

To develop our Leaders, we redesigned our Leaders Qualification training courses for new Leaders, increased the range of courses available to experienced Leaders, doubled the number of training locations to make our courses more accessible, and held conferences for Leaders of Adults and Region personnel.

The new Guide Leader Challenge provided an incentive for Leaders to further develop their skills, and to get active promoting Guiding in their local communities – and with 151 leaders completing the challenge in its first year, it's safe to say that they have stepped up to the challenge!

We also improved the standard of our communication from Guide House to our Leaders, so that Leaders are always primed with up to date news from around the state.

#### Growing our Girls

Large scale events remain a huge attraction for Guides of all ages — and in 2011, we expanded our calendar of activities with the addition of a Youth Forum and Senior Guide, Junior Leader and Senior Guide Leader event.

WAGGGS Party Time — *Grow* was the second of three Centenary celebrations, following on from the *Plant* event in 2010. Held at the Australian Botanic Garden Mount Annan, 1000 Guides and Leaders travelled from all over NSW and the ACT to attend.

The State Program Team was also restructured to better support the implementation of the youth program. With these initiatives, we saw a modest growth in Membership — but more importantly, we have paved the way for increased growth in 2012. We anticipate an increased level of retention of both youth and adults in the following year, thanks to improvements in our offerings. We're also looking forward to an influx in new Members thanks to the projects undertaken by our Membership Development team, as well as the increased support we offer to our Leaders and volunteers to assist them with their local Membership drives.

#### Re-invigorate the brand

We began to refresh our brand in 2010, with a new look for the Girl Guides brand and new uniforms for our Members.



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By the end of 2011, we built on these actions with all Members wearing the new uniforms (very enthusiastically) and with a suite of new marketing and PR materials in keeping with our new look, supplied to all Districts.

We also saw an increase in both quality and quantity of media coverage.

### **Diversity of Income**

2011 saw significant diversification of Girl Guides NSW & ACT's revenue streams, with property bookings, grants, bequests, increased investment income, the annual biscuit drive, and fundraising appeal all contributing to a strong financial outcome.

### **Business and Culture**

Staff policies and procedures were reviewed by an HR Consultant, employed in October 2011. Communications and team building workshops were held for all staff, leading to a considerable increase in morale.

### **Property and Asset Management**

Upgrades to properties continued in order to bring facilities up to modern standards. Glengarry benefitted in particular, with two new cooking shelters donated by Ku-ring-gai Council, and DA gained for major redevelopment to take place in 2012.



## **State Executive Officer's Report**

Membership numbers held steady in 2011, with 9,141 paid members at year-end compared to 9,128 in 2010. This impression of consolidation is borne out by the fact that in 2011, as in 2010, there were few relinquishments or sales of properties – again suggesting stability in Guiding Units, and thus that the issue is of building numbers within Units rather than preventing groups from closing. A highlight was the re-opening of Guiding in Drummoyne, with the Association providing funds to renovate the hall.

The Association received considerable help from State and Commonwealth governments to repair halls and buy new equipment. Twenty-two Districts obtained funding for renovations and repairs under the State Government's Building Community Partnerships scheme, up from eight in 2010. This work, combined with shedding old buildings in past years, has greatly improved the building stock used by Guiding and the community.



# Strategic Plan 2010-2012

Girl Guides NSW & ACT adopted Girl Guides Australia's strategic plan in 2010.

Now two years into the triennium, Girl Guides NSW & ACT is well on the way to achieving our objectives.

## MISSION

**“to enable girls and young women to grow into confident, self respecting, responsible community members”.**

## VISION

Australia's leading organisation for girls and young women in leadership and personal development

## GOALS

growing membership and active alumni

national top of mind

positioning as the leadership development organisation for girls and young women

sustainable surplus with diversity of income

## DELIVERABLES

girls and young women learn by doing through engaging, practical, fun activities: values-based leadership & advocacy, life skills, confidence and self esteem

## STRATEGY

reinvigorated brand

high quality leadership with increased support and flexibility

new commercial model and sustainable funding

redesigned program experience (including outdoors)

disciplined change management and project management

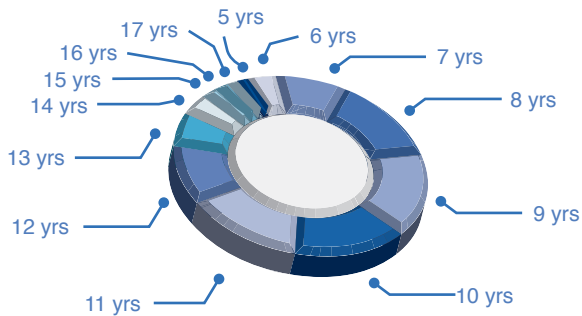
unified strong national organisation



## Growing Membership

While the overall number of adult Members is slightly lower than it was in 2010, the level of engagement with these Members is significantly higher. We have increased our ratio of adult Members who hold leadership roles within Guiding from 73% to 77%.

**Distribution of Youth Members by Age**  
as at December 2011



**Distribution of Members by Type**  
as at December 2011

	2011
<b>Adult Members</b>	<b>1607</b>
<b>Leaders</b>	<b>1230</b>
Leader of Youth	1006
Leader of Adult	181
Resource Leader	43
<b>Olave Program Members</b>	<b>173</b>
<b>Youth Members</b>	<b>5653</b>

We have had outstanding success in attracting and retaining women who are able to maintain the commitment to holding a Leadership role. The number of women and Members who choose to join or stay with Guides but not hold a Leadership role has dropped from 354 in 2010 to 204 in 2011. Increased retention of adult Members is, in part, attributable to improved communications between Guide House and our Members – with improvements made to both format and content of the weekly e-news and *The Waratah* (monthly newsletter), adult Members are receiving useful information in a timely, easy to read format – assisting them in their role as Leaders and volunteers. The employment of a full-time Media Liaison has also assisted Member retention, with Members knowing they have media support for events and local Member drives.

Our acquisition strategies have proven successful this year with specific attention being paid to the nine and 11 year old age groups as well as adult Members. Our increased presence in the media and ongoing commitment to community events has seen an increase in new Member enquiries and Member numbers.

Projects carried out by our Membership Development Officers (MDO's) have proven successful, with 62% of targets met and a further 16% ongoing and on track to meet targets. Districts in the Sydney metropolitan areas were the main beneficiaries of these projects. A successful grant submission will see an increase in our MDO numbers to focus also on rural areas in 2012.

Fresh strategies were employed to increase membership. One initiative was inviting mothers and daughters to 'come and try Guides' by attending local meetings during one calendar month in order to get a taste of what Girl Guides is all about. Districts also hosted 'bring a friend' meetings. This initiative was promoted during school visits, in school newsletters, library displays and local newspaper articles.

Many Districts were successful in recruiting youth Members given that the initiative proved to be an effective way to connect with those interested in joining. New families were able to absorb what Guiding involves and the kinds of activities and opportunities it offers. It allowed them to gain insight into the Australian Guide Program.

The goal to recruit Leaders and increase adult Membership was achieved in 12 out of 13 instances. The most effective method was holding parent meetings at which the proactive assistance of parents and adult Members was requested in spreading the word and advocating the benefits of a leadership role.

NEWS

## Animal encounters



MORE than 1100 girl guides and their volunteer leaders took part in The Great Guide Skipover at Taronga Zoo recently. They raised about \$45,000, mostly for the zoo's conservation programs and the rest towards the Girl Guides. Pictured are 18-year-old guides Madison Kelly, Ursula Kelly, Charley Wells and Emma Walsh with zookeeper Louise Meyer who is holding a large lizard.

## Guides get a culture swap

HANNAH PARLES

THEY'RE Japanese Girl Guides based at a special camp near a recycling tip.

More than 100 guides from across the 10 regional Girl Guide units at Calabris for the camp which was hosted by guide leaders from Wakayama, Japan.

Girls learn how to camp and care for the environment at the event which was supported by the Department of Foreign Affairs and Trade, Conservation and Clean Up Australia.

Girl Guides were shown how to recycle and how to make compost.

Other activities were conducted with such success.

In fact, Japanese guides were taught how to make hamburgers.

Japanese Girl Guides learn how to make hamburgers at Calabris.



## God may not rate in Guides' new promises

CONSTANCE MERRITT

THEY'RE the new promises that Girl Guides are making to their members. They are not religious promises, but promises that are more practical and more relevant to the 21st century. They are promises that are more about the future and less about the past.

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## Hidden treasure guides local girls

MEMBERS of the Huskisson Girl Guides are bursting with pride after learning one of their own is now officially a Hidden Treasure.

Everyone at the Huskisson Girl Guides would like to congratulate Sue Taylor for being nominated and being included in the 2011 Hidden Treasures Honour Roll.

The honour roll recognises volunteers in regional and rural areas. It's often said that women are the backbone of families and rural communities, and without their dedication and commitment many groups and charities would struggle to survive.

Mrs Taylor fits the above description. She is a leader at Huskisson Girl Guides, where she has volunteered for almost five years, encouraging and preparing girls for life by offering exciting adventures and new skills.

One of the reasons for Huskisson Guides phenomenal growth, in a climate where guides are diminishing, is Mrs Taylor's amazing enthusiasm. Girls and other leaders look forward to attending meetings each week because of her approach to fun and learning.

Mrs Taylor has made it a priority to gain qualifications and plan extra activities the girls will enjoy such as the Duke of Edinburgh Award and overnight hikes, which provide meaningful challenges.

"I have gained a lot by becoming a Girl Guide," Mrs Taylor said. "I have learnt so much and have challenged myself too. I expect the girls to try everything, which means me too. I have been carving, abseiling and on flying foos as a result of being in Guides."

Mrs Taylor, as well as being a guide leader, has helped at Huskisson Public School with literacy and numeracy education and is part of the Children's Ministry team at Holy Trinity Church in Huskisson.

"It is important to educate children and young adults to engage with life and be the best they can be," she said. "They are our future, and doesn't the future look good?"

The Huskisson Guides also has another reason to celebrate. Huskisson Guides are having an open day on Saturday November 19 from 10am to 2pm to celebrate their 60th anniversary. Everyone is invited to attend.



WHAT A TREASURE: Sue Taylor deserves her spot on the Hidden Treasures Honour Roll.

The prompt provision of information circulars, making potential Leaders feel welcome and involving them as much as possible were determined to be key to conversion.

Through an exit survey developed in 2011, we are better able to understand reactions to changes and developments in Guiding, and feel confident that retention of both adult and youth Members will continue to grow in 2012.

## Positioning and Publicity

A significant increase in media coverage in 2011 is indicative of the rising profile of Girl Guides NSW & ACT. Coverage has been overwhelmingly positive, and has reflected the ever-increasing quality of leadership and the relevance Girl Guides to girls and women living in the 21st century.

Our print media success has propagated our image as one of an inclusive movement committed to international understanding. One such article was published by the Inner West Courier in September about an international training event held at Tingira on eco-friendly camping presented by Leaders from Wakayama, Japan. This event was supported by the Commonwealth through the Australia-Japan Foundation of Department of Foreign Affairs and Trade, Greenpeace and Clean Up Australia.

During 2011, Girl Guides NSW & ACT brought media and public relations in-house, with the recruitment of a full-time Media Liaison in August 2011.

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## Sustainable Surplus

The Board has maintained consistent investment standards in relation to funds under management. There have been no major property sales in 2011 and the focus has been on maintaining and increasing investment revenue in uncertain economic times.

We have made considerable efforts to increase revenue from biscuit sales, events, fundraising and retail sales, with mixed success. Retail sales were flat after the growth generated by new uniforms in 2010.

However, our event budgets are set so that a profit is generated if considerably more girls participate than budgeted. Events contributed steadily to our funding in 2011.

Our supporters were generous in their response to the 2011 annual appeal, seeing the value of contributing to the empowerment of girls and young women.



## Australian Guide Program: Guiding Fundamentals

The seven Guiding Fundamentals are common across Australia. They shape the Australian Guide Program, and are instrumental in offering all Guides the same opportunities for personal growth, friendship and a sense of belonging. In 2011, significant activities took place under each fundamental to further strengthen and develop our offering to girls and young women.

All of these activities served to strengthen our relationship with existing Members, as well as to build Girl Guides' profile with a view to increasing our Membership base.

### Promise & Law

The Guide Promise and Law form the principles of Guiding. Every Member makes the Promise, signifying their commitment to the ethics of Guiding.

145 countries of the World Association of Girl Guides and Girl Scouts (WAGGGS) have a Promise and Law. The spirit and philosophy remains the same, though wording differs. WAGGGS members are encouraged to update their Promise and Law periodically to maintain relevance.

The Australian Promise and Law has not significantly changed since 1969. Currently, a substantial review is underway in order to reflect contemporary Guiding values, led by Girl Guides Australia. While spirituality, a responsibility to the community and service will all remain key concepts, wording will become more inclusive, reflecting Australia's varied cultural backgrounds and spiritual beliefs.

In 2011, over 20% of adult Members, volunteers and staff across Australia shared their thoughts on the Promise and Law via anonymous survey. NSW and the ACT were well represented. 1,000 youth Members also had their say.

The review has attracted broad media attention, with an extensive article entitled **God may not rate in Guides' new promises** appearing on page 5 of the *Sun Herald* on 6th November (circulation 448,000). State Commissioner Belinda Allen was also interviewed on *Radio 702: ABC New South Wales*, and the review was discussed on the *2GB Bill Crews Sunday Night* talkback radio program.

The 2012 launch of the updated Promise and Law is highly anticipated.

***"It is fantastic to see that we may refresh the wording of these traditions, without losing sight of the common values we have developed. I'm honoured to be part of the process."***

Anonymous survey respondent



## Leadership Development

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Guiding is perhaps best known for the fun had and friendships developed – but one of the biggest impacts it has for girls and young women is through the leadership skills that set them up for life.

The Girl Guides program is specifically designed to provide challenges, increase skills and provide a sense of achievement for girls in each age group.

In 2011, 5,653 youth Members between the ages of five and 17 took part in Unit meetings, events and community activities – giving them the opportunity to grow as individuals.

***“All of the girls showed great teamwork and encouraged each other. They have learned new skills and grown in confidence throughout the years. We aim to build their confidence so they can be the leaders of tomorrow.”***

Robyn, a Leader from Menai regarding Boree Regatta at Bonna Point, Kurnell

## Advocacy Forum

May 2011 saw Members from 12 to 17 years of age gather for 'Hands Up', a state youth forum. Youth Members were empowered to put forward and take responsibility for advocacy projects aligned with the World Association of Girl Guides and Girl Scouts (WAGGGS) Global Action Themes.

Further to the forum, Region Program Advisors were delivered programming tools to conduct youth forums in their own regions.

***“Just wanted to take this opportunity to congratulate you all on a really well designed program today. Speaking as the leader of one of the girls who attended and the future leader of another, I am so happy that they were exposed to Kate Moore’s enthusiastic global perspective as well as the opportunity to work with a great group of women and girls. We ask our girls to look wider and to look wider still and today’s forum provided the perfect opportunity for them to do that in a supportive environment. Events like today confirm what a great decision it was to return as a Leader.”***

Kerry, a Leader from Baulkham Hills regarding the State Youth Forum

## Learning & Development for Adults

### Olave Program

Named in honour of Olave Powell (wife of Robert Baden-Powell, the founder of Scouts and Girl Guides, and a key figure in the early days of Scouting and Guiding), the Olave Program enables Australian women aged 18–30 to continue to challenge themselves and further develop as a confident, responsible members of the global community. Participants of the Olave Program are known as 'Olaves'.

The Olave Program (OP) carried on from the celebrations of the WAGGGS Centenary, to celebrating 15 years of the OP nationwide. The OP has been active in NSW & ACT for the entire 15 years.

The past year has seen a strengthening of OP's relationship with Rovers (Scouts), at both a state and regional level.

Kelli Densten completed her Olave Baden-Powell Award, the peak achievement award for this age group. Kelli continually sought to ensure she challenged herself in completing this Award and her report was a work of excellence. The State OP Committee was extremely satisfied to be giving the Award to such a worthwhile recipient.

The Olave Resource was launched nationally in 2011, providing the ins and outs of all things Olave. Along with it came the Australian Guiding Program – Olave Program Link Badge, to assist the movement of Senor Guides into the OP. Also launched was the Olave Challenge, which provides the opportunity to discover more about some of the six aspects of the Olave Program. It requires that OPs provide service to their community, as well as undertaking challenges in two other areas, of their choice.

Olaves, as well as playing an active role in advocacy projects, contribute to Guiding in numerous ways. Many are Guide Leaders, others participate in projects, or sit on state committees or the Board.

### Empowering Volunteers

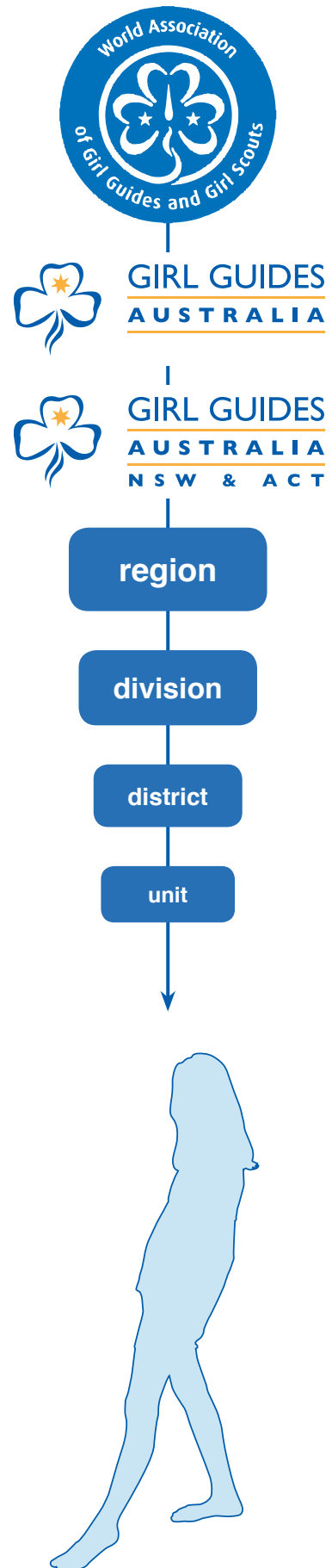
Girl Guides NSW & ACT is composed of 1607 adult Members, who lead, inspire and educate our youth Members as well as each other.

In 2011, 1,006 Leaders of Youth carried out the core Guiding business of supporting girls to become confident, self respecting, responsible community members.

Supporting the Leaders of Youth were 181 Leaders of Adults – the District and Region Leaders – the importance of whose role supporting, motivating and inspiring Leaders of Youth cannot be underestimated.

Additionally, more than 2,500 volunteers make a vital contribution – including the many Dads who man barbecues and help paint Guide Halls, Support Group members who contribute to Unit administration and fundraising, and many event volunteers.

Together, the adult Members and volunteers play an active role in determining the direction of the organisation, and are responsible for the functioning of Girl Guides NSW & ACT.



## Guide Leader Challenge

The Guide Leader Challenge was established in 2011 to provide Leaders with an incentive to go the extra mile. The Award recognises Leaders who have not only been exemplary role models to the girls in their Unit, but have taken steps to promote Guiding at a wider level. The 151 Leaders who received this award in 2011 have demonstrated commitment to their own further development, as well as assisting youth and fellow adult Members to grow their skills and confidence, and to pursue their interests.

### Training (Learning & Development)

Girl Guides NSW & ACT is committed to developing the leadership skills of our adult Members through ongoing training and development opportunities. A total of 728 Members attended training with Girl Guides NSW & ACT across 77 training sessions.

We are continually evaluating and refining our training offerings, and in 2011 this meant an alteration to the training schedule for new Leaders. It had been recognised that it took Prospective Leaders too long to attend their first state-run training.

Hence the Training Committee looked at the sessions of Leadership Development and Leadership Qualification and combined the two. This means that the very first training Leaders attend is a state-run event, arming them with a common skill and knowledge base. The Leaders have a requirement to return within two months to complete their training.

The feedback justified the considerable time and effort of the trainers, as feedback by both trainees and Region Leaders has been positive.

A variety of one-day trainings was also introduced to assist busy, experienced Leaders and aid their further development.

	2010	2011
Youth Qualifications Completed	94	91
Adult Qualifications Completed	11	11
Further Development Trainings Held	16	47
Further Development Trainees	146	424
Further Development Modules Completed	279	212

***“Guiding allowed my daughters to do things that they would never otherwise have done – like gliding, abseiling and canoeing. It gave me the confidence to get back into the workforce after 18 years”.***

Gai, a Leader from Dapto Girl Guides

### State Conferences

In August, 80 District Leaders and Development coordinators attended a combined Leadership meeting at Glengarry. The theme was growing and developing Guiding in their local communities, and extending the Leaders' skills to target local schools and businesses to support Guiding and as a potential source for new Leaders.

In September, 50 Region Leaders and advisors came together at Guide property Glengarry for a weekend of shared learning and reskilling. In addition to building better management and delivery of Guiding, they raised funds for the UN campaign to Stop Violence against Women and Girls, through a trivia night.



## Service

From the earliest days of Guiding, encouraging girls to give back to the community has been a strong theme. Today, Guides take part in a range of activities, many of which are aligned with the UN Millennium Development Goals.

Every year, World Thinking Day serves as a reminder to Guides and Scouts globally that they are all working towards shared goals – they unite in their efforts to contribute to a common Millennium Development Goal, and focus their fundraising and advocacy efforts on five Focus Countries.

Despite almost torrential rain, 250 adult and youth Members from Greater Rivers Region celebrated World Thinking Day with activities, games from around the world and a Guides' Own – a Guiding tradition giving participants the opportunity to celebrate their own and each other's experiences and achievements, and consider their hopes and dreams. Eastern Creek Trefoil Guild prepared and provided lunch as a donation. Greater Rivers Region raised \$1,500 for the World Thinking Day.

In 2011, focus countries were Bolivia, Cyprus, the Democratic Republic of Congo, Nepal and Yemen. Many members celebrated World Thinking Day by participating in events in their Units, Districts, Divisions or Regions. The theme for 2011 was *girls worldwide say "empowering girls will change our world"* and the aim was to raise awareness of the situation for many girls and young women and empower them to take a stand against inequality. Girl Guides NSW & ACT raised \$3,520 for the World Thinking Day Fund.

## Olave Program

Service is a major focus for Olaves – in 2011, they volunteered at drink stations for the World Championship Triathlon and City2Surf, as well as taking part in the Oaktree Foundation's 'Live Below the Line' challenge and Ocsober.

Olaves also continued to collect mobile phones no longer in use for the Mobile Phone Recycling Project, facilitated in conjunction with Clean Up Australia. Girl Guides receives up to \$1.50 for each mobile phone that is recycled. This project is ongoing so Guides will continue to accept any old mobile phones you may have.



## Lord Mayor's Picnic | Government House, Sydney | New Year's Eve

Many hands make light work as Girl Guides turn out to help at the Lord Mayor's Picnic each year. The event is held by the City of Sydney especially for disadvantaged, disabled and seriously ill children and their families/carers on New Year's Eve. It's a wonderful service event for our organisation and lots of fun too!

### **Clean Up Australia Day | 6 March, 2011**

Girl Guide Units in metro, urban and regional areas all chipped in on Clean Up Australia Day to remove bags of waste from their local beaches, parks, waterways and bushland.

*“Serving Girl Guides over the years has been very fulfilling. I enjoy helping girls develop an appreciation for different cultures. Another one of my favourite aspects of being a Leader is teaching girls how to care for the environment.”*

Rose Marie, a Leader from Waitara and National Volunteer Award Recipient



### **City2Surf Rejectamenta | City of Sydney | 14 August**

Record breaking numbers of Girl Guides, including Olaves, travelled from all over greater Sydney and the Central Coast to collect almost 10 tonnes of discarded clothing for the Smith Family, from the start of the City2Surf.



### **Dragons Abreast Dragon Boat Festival | Darling Harbour, Sydney | 30 October**

Twenty paddlers in one boat can only mean one thing: The Mighty Mighty Girl Guide Dragon Boat Team is here! The massive cheer squad screamed our team to victory as they were named NSW Fastest All Female Team for 2011. As many of the team were first timers it proves Girl Guides can do anything! NSW & ACT Members got behind them as the team raised \$2,940 for Dragons Abreast Australia.



### **UNICEF Card Competition**

Girl Guides NSW & ACT joined forces with UNICEF in a competition to create card designs raising awareness of the Millennium Development Goals. Four stunning cards designed by Guides were selected for publication, out of more than 300 entries.



## World Guiding

International Guiding is a crucial aspect of Girl Guides NSW & ACT's commitment to promoting diversity and equality. By providing opportunities for Guides to experience and develop an understanding of different cultures, we hope to broaden girls' horizons and foster a strong social conscience among our Members.

Each year, we are fortunate enough to hear stories of cross-cultural connections as youth and adult Members visit the four World Centres, attending Leadership, cultural, and advocacy seminars, and Guide meetings across the globe. And we witness many more enthusiastic meetings as, in turn, Guides from far and wide visit Unit meetings and attend Guiding events here.

2011 was certainly no exception, with our Guides making new friends from around the world.



### A Guiding Gap Year

Cale Johnstone, a Member of Hazelbrook/Lawson District in the Blue Mountains for over 10 years and now an adult Member, had an amazing 'gap year', in which she represented Girl Guides NSW & ACT. Cale spent four months volunteering at Our Cabaña, Mexico, then four months volunteering at Our Chalet, Switzerland. She then returned to Mexico to work in a community service project. Cale also found time to call into Pax Lodge, UK, for a visit – meaning she visited three of the World Association for Girl Guides and Girl Scouts' World Centres.



In August 2011, Girl Scouts from **Wakayama Prefecture, Japan**, visited Australia as part of a Cross Cultural Exchange. The Leaders helped with Girl Guides NSW & ACT's Eco Training, and their seminar was funded by the Australia-Japan Foundation. Our application for funding was supported by Greenpeace and Clean Up Australia. Some 30 Guide Leaders came from as far as Cooma to learn the latest techniques in recycling at camps.

The visiting Japanese Leaders and girls were all home hosted and had the opportunity to spend time at Guide properties Tingira and Glengarry. The contingent also joined a combined Junior Guide meeting with 60 girls and combined Guide and Senior Guide Meeting with approximately 80 girls and Leaders.



### Jamboree on the Air & Jamboree on the Internet

On 16 October 2011, 723 Members participated in this increasingly popular event. Girls and Leaders communicated by radio and internet with Girl Guides and Girl Scouts in Australia, Europe, South America, USA, Canada, the Asia Pacific and African countries.



**Bronwyn Hughes, an Olave Program Member**

from the NSW South Coast was selected as one of 17 WAGGGS representatives to the UN conference on Climate Change — COP17, held in Durban, South Africa from 28 November to 8 December 2011. Bronwyn was appointed as a mentor to new participants to assist in the pre conference training followed by the conference; she had attended COP16 in 2010.



**WAGGGS World Centre Sangam** is located in Pune, India. In January 2011 four Members visited Sangam for Essence of India – a life-changing week long camp in which Guides experience India’s rich and varied culture.

The relationship between Bharat Scouts and Guides (India’s Guides) and Girl Guides NSW & ACT has strengthened considerably during the last few years, and we look forward to increasing this bond even further on 2012 with more of our Members visiting Sangam, and a contingent of Bharat Scouts and Guides Members visiting us.



## Outdoors

Guides love getting outdoors — camping, braving the elements, and developing an appreciation for our environment are all key aspects of being a Girl Guide. Our girls don’t shy away from getting wet and muddy!

### On the Water

In the past year, 5,000 youth Members enjoyed some form of water based activity. Many of these were at our boating facility RTS Tingira, at Cabarita, while others went to Woronora, Canberra, Lake Macquarie, Lake Keepit, Narrabeen Lakes, Shaws Bay Ballina, Hastings River Port Macquarie, Lake Wallace Wallerawang, Brunswick Heads and Lake Liddell.

These events included:

**Under The Sea Regatta | Nords Wharf, Lake Macquarie | 18 – 20 March**

The tradition of Senior Guide and Olave Program groups converging together in team colours was not deterred by the wettest Regatta in many years, with another record number of participants. With the theme ‘Once Upon A Time’ we saw everything from princesses to Tweedledee and Tweedledum all dressed up and ready to compete in this informal – and hilarious – boating competition.





### **Dads' Day | RTS Tingira | 11 September**

A chance for all Dads (and grandads and uncles) to spend a perfect day with their daughters on the water! They row, paddle, sail and eat together each year and get spoilt by their young Guides. Most Dads have enjoyed this day so much in the company of fellow Guiding men that they return every year.



### **Dolphin Day | RTS Tingira | 6 November**

Dolphin Day is a fun and adventurous boating day for Pre-Junior and Junior Guide Units. Led by our skilled Tingira instructors, the girls learnt how to paddle and row while being safe and having fun on the water, some for the very first time.

## **In the Snow, Underground and other outdoor adventures**



### **21st Annual Caving Weekend | Bungonia 13 – 15 May**

Demonstrating the Girl Guides' love for outdoor adventures, the Annual Caving Trip was another success with 42 participants and 17 experienced and skilled members of the Rover Speleological Society, a team of current and ex Guide and Scout Cavers. These Senior Guides and Olave Program had mountains of fun in the world below us!



### **Senior Guide, Junior Leader and Senior Guide Leader Event | Glengarry, 17 – 19 June**

A Learning, Development and Adventure Weekend designed just for our older Guides was launched in 2011 with great feedback from participants. The girls learnt leadership skills, Queens Guide Award tips and tried great new challenges like slacklines and lazer skirmish. While they took part in these activities, their Leaders had the opportunity to expand their skills and mentor their girls.

### **Gold Centenary Challenge Event: Ski Frenzy Jindabyne | NSW 10 – 15 July 2011**

Girl Guides from all around Australia who achieved their Gold Centenary Challenge Badge were given a choice of special events to attend around the country. Our own Ski Frenzy was a popular choice. Thirty seven girls and Leaders headed for a memorable week with ski and snowboard lessons and plenty of free time on the slopes at Smiggins and Perisher. Girl Guides travelled from Darwin, Queensland and Victoria for what will now be an annual national event at our own property Araluen Lodge.



“LET IT SNOW, LET IT SNOW, LET IT SNOW!” was the wish from the Darwin Rosella Guides as they left Darwin Airport for the adventure of their lives.

***One Darwin Guide had never seen snow before and all Guides were able to ski and control their direction by the end of the third day. Oh what a trip! What a wonderful reward for these Girl Guides who achieved the Gold Centenary Challenge Badge!”***

Robyn, a Leader from Darwin, Northern Territory.

### **Great Guide Sleepover | Taronga Zoo 2 September**

Trialling a slightly warmer night than in previous years, over 1,000 Girl Guides slept under the stars at the year's most popular event. The event sold out in just three weeks. The Guides raised \$22,378.70 for the endangered Southern Corroboree Frog – in line with the UN's Millennium Development Goal (MDG) 7: Ensure environmental sustainability – proving yet again how much fun there can be in fundraising. The girls also contributed 1000 cans of food to the Exodus Foundation, in keeping with MDG 1: Eradicate extreme poverty and hunger.



## Guiding Traditions

Tents, flag raising ceremonies, campfires and Guides' Own events are all traditions that Members young and old savour – they contribute to the sense of Guides being an extended family with sisters far and wide. The Guiding experience of close-knit community has existed since the early days of Guides and Scouts, when Robert and his sister Agnes Baden-Powell established the family bond.



### Centenary celebrations

The World Association for Girl Guides and Girl Scouts (WAGGGS) centenary celebrations continued in 2011, as part of a three year campaign to 'Plant, Share and Grow' Guiding.

The second WAGGGS Party Time Centenary of Guiding was celebrated simultaneously by over 10 million women around the world, and Guides from NSW & ACT certainly joined in with true Guiding spirit.

On 9 April, 2011, more than 1,000 Guides from NSW & ACT enjoyed a day at the Australian Botanic Garden Mount Annan, jam-packed with great activities for every age, and a sleep-out under the stars for our older Guides. This pinnacle event was designed for every Guide – from five years old to 100, who enjoyed the day being Guides together. The girls enjoyed planting trees at the Botanic Garden for the second year, contributing to future koala habitat. WAGGGS Party Time 2012 will mark the final Centenary Event.

Large scale state-run events like WAGGGS Party Time remain a huge draw card for Girl Guides. For the girls, they represent adventure, excitement, and friendship. For Leaders, they're an out-of-the-box solution – which Leaders can simply turn up to and enjoy along with their girls.

Such events have long been a part of the Guiding calendar, with Jamboree and the Great Guide Sleepover being favourites, along with WAGGGS Party Time in recent years.

## Archives

Helping to keep Guiding traditions and memories alive, Girl Guides NSW & ACT's Archives department is responsible for the preservation of Guiding memorabilia and records of days past.

Our State Archivist shares the rich history of Guiding in NSW and the ACT through presentations to various community groups. In 2011, these included: Wakehurst Trefoil Guild AGM (on *The Waratah*, our state newsletter, and how it has altered through the years), Northbridge Trefoil Guild, U3A Hawkesbury and Hawkesbury Over 50's (on Guide International Service), and Richmond VIEW Club (on the history of Girl Guides).

A display was showcased at state property Glengarry in May, for the farewell of Pax Brae and Brownie Cottage area – a portion of the property which was sold in 2010.

A Memorial Service was held at Glengarry for the Late Nancy Eastick (nee Kemp). Girl Guides NSW & ACT was fortunate enough to receive her MBE award, which is now on display at Guide House, along with her Silver Fish and Beaver Awards and camp blanket.



## Patrol System

In each Unit, Guides belong to a small group known as a 'Patrol'. Within each Patrol, girls nominate and vote on a Patrol Leader, who nominates a Patrol Second. The Patrol Leader and Patrol Second take on additional responsibility for planning events and activities.

Through the Patrol systems, girls develop strong leadership and decision-making skills, self-confidence and a sense of responsibility. They support each other and meet challenges as contributing members of a strong, functioning team and gain a sense of belonging.

By the time they reach Senior Guides, the girls are almost entirely responsible for the planning and running of their weekly meetings – the Leader provides a facilitation role but allows the girls a high level of autonomy.

***“By doing things in the community with Guides, you learn things for life and how to solve problems.” - Kate 12, a Girl Guide from Elanora***

The Patrol System carries through to adult Guiding events, where a Leader and Second are still nominated to ensure efficient, smooth running of events and ever-evolving leadership skills.

## Sustainable Fundraising

### Retail

The new uniforms introduced across Australia remained a big seller in Guides' retail department. A long-sleeved, longer-bodied polo shirt was also introduced. Unfortunately sales were impacted by a delay in the second-round delivery of new uniforms.



### Events

#### **Girl Guides NSW & ACT Lunch | Parliament House, Sydney | 26 August**

August marked the traditional Girl Guides NSW & ACT Lunch held at Parliament House, which was a huge success, raising over \$7,000. Special Guest Speaker Nafisa Naomi, founder of Animal Works and renowned artist (winner of the 2010 Archibald Portrait Packing Room Prize), shared some of her experiences working in wildlife conservation, in a truly inspiring speech. Parliamentary Host The Hon Pru Goward MP made us welcome in this historic building.

### Property sales in 2011

In 2011, the Board (on the advice of the Finance Management Committee), resolved to sell two Guide Halls and relinquish two others no longer in use by the Association. This brings us to a total of eight region properties sold (where owned) and 16 relinquished (where leased) since 2008.

### Legacies

Girl Guides NSW & ACT received over \$15,000 in bequests in 2011. This included contributions from the following estates:

Estate of TGA Downes	\$10,000
Estate of SM Black	\$5,421

### Guide Biscuits

Guide Biscuits have become an institution internationally – and sales in 2011 are a testament to their ongoing popularity. A total of 5,091 boxes of biscuits were sold, resulting in an income of approximately \$134,010 for Guide groups across NSW and the ACT.

## Grants

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### **NSW Government Community Infrastructure Grants**

2011 saw more than 60 applications for the NSW Government Community Infrastructure Grants, 22 of which were successful – a great improvement on the 38 applications in 2010. The types of works undertaken as part of the 2010 grants included removal and replacement of an asbestos roof, upgrading/replacement bathroom and kitchen facilities, upgrades to electrical connections in the hall, upgrade of disabled access ramp, installation of new hot water services, repairs to structural cracks, replacement of guttering, additional security lighting, installation of new fire exists, fireproof shutters etc.

Applications for 2012 funding were submitted in late 2011, with the application process at Guide House being overhauled to increase support for volunteers and maximise our chance of success. Results are due to be announced by the NSW Government in March 2012.

### **Department of Ageing, Disability and Homecare**

The NSW Department of Ageing, Disability and Home Care gave Girl Guides NSW & ACT a very generous \$96,000 grant to develop an online resource to train Leaders in working with girls with special needs. The interactive resource will piggyback off existing resources to provide enhanced training, and will be made available to like-minded organisations.

### **Centenary Fund Appeal**

The 2011 direct mail fundraising appeal was distributed in June 2011. The database was expanded this year to include former Members as well as current Members, parents and other stakeholders. Over \$52,000 in donations was received as a result of the appeal.

#### *Blue Supporters*

Belinda Allen  
KG Coles and R Danziger  
Kathleen McCredie  
Rosemary Block  
Judith Smith  
Lauren Adams  
Christopher Millhouse  
Joan Elliston  
Helen Allen  
Helen Coles

#### *Silver Supporters*

Moryyth Goldstein  
Hilary Cairns  
Maple-Brown Family

#### *Gold Supporters*

Peter Johnson and Joanne Muller

## Property News

### State Properties

A properties consultant with expertise in recreational properties was engaged to produce maintenance manuals for all three state properties. This continues our work to ensure health and safety standards are maintained, and also to improve the look and feel of our properties to guests.

### Glengarry

Ku-ring-gai Council generously gave Girl Guides NSW & ACT a centenary gift – funding of \$80,000 – to purchase and install two new picnic shelters on Nindethana camp site. Both have town water supply; one has electric lighting and a power point.

### Deloitte Australia's Impact Day

Girl Guides were beneficiaries of Deloitte Australia's annual 'Impact Day' activities in November. Teams of approximately 20 to 30 Deloitte staff performed maintenance work such as painting, weeding, spring cleaning and graffiti removal at a number of properties including Cherrybrook Guide Hall, Riverstone Guide Hall, Karingal Campsite at Engadine and our state property, Glengarry.



In late 2011, plans for a kitchen renovation, extensive Fire Protection for the building, and environmental work on the property were approved by Ku-ring-gai Council. The development will bring the kitchen into line with current commercial standards.

### Region Properties

Much was accomplished in 2011 in terms of Region Properties, one of the highlights being the successful re-opening of Girl Guides in Drummoyne after being dormant for 10 years and renewal of the lease with Council. The hall required extensive repair work and cleaning which was achieved through Unit start-up funding.

Extensive works were also conducted at Riverstone Guide Hall during 2011. Funding was obtained by the District through the NSW Government Community Infrastructure Grants. The District was also given a bonus of Federal government funding through local Council. These works are due to be completed in early 2012 allowing the District to return to a facility that is clean, safe and meets the needs of modern Guides.

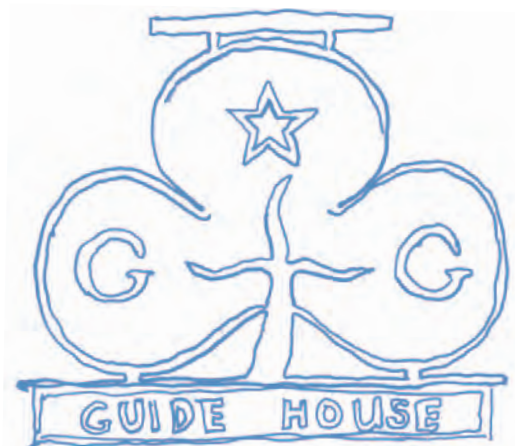
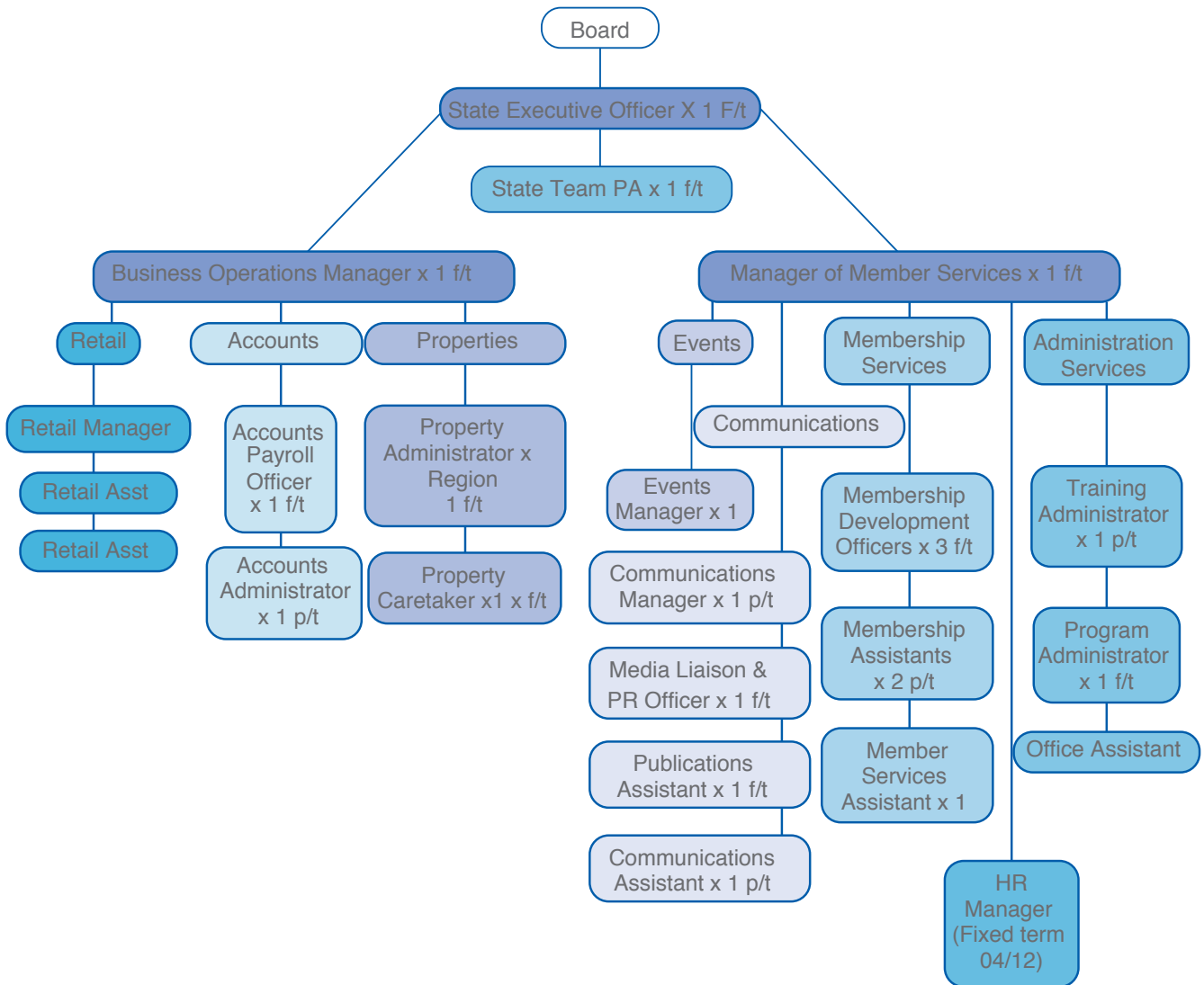
ISR building and contents insurance claims for 2011 were similar to that of 2010. In total there was approximately \$50k worth of building and contents claims made and approved, the majority of claims involving incidents of vandalism.

A Properties presentation delivered at the District Leaders weekend in August provided District Leaders with essential advice on how to manage Guide Halls and facilities and addressed queries held by District Leaders. This information will be made available shortly as part of the Training Department publications for distribution to new Leaders.

Girl Guides NSW & ACT is currently developing a property database to enhance efficiency and assist Leaders and Support Groups in the maintenance and hire of Guide Halls. Property policies and procedures will continue to be refined and rolled out over the next 12 months.



# Girl Guides NSW & ACT Staff Organisational Chart



## Appointments

### State Advisors

State Commissioner	Belinda Allen
Deputy State Commissioners	Joanne Muller, Luisa Simeonidis
State Treasurer	Jenny Reynolds
State Learning & Development Advisor	Sue Carr
State Guiding Partner Coordinator	Kath Follers
State Membership Development Advisor	Gillian Garsia
State Program Advisor	vacant (Luisa Simeonidis is acting)
State Outdoors Environment & Earth Education	Carol Meiklejohn
State Water Activities Consultant	Kath Follers
State Special Needs Consultant	Anne Knight
State International & World Guiding Consultant	Kerrey Williams
State Duke of Edinburgh Consultant	Ros Slater
State Trefoil Guild Advisor	Rosalind Farley
State Olave Program Consultant	Renee Bianchi
State PR Events Committee	Margaret Wood
State Constitution and Procedures Committee	Kerrie Hardie

### Region Leaders

Northern Sydney	Sue Tickell	Central West	Yvonne MacRae
Southern Sydney Rivers	Vacant	South Coast and Highlands	Wendy Momsen
Cumberland Plains	Sue Belling	Twin Rivers	Marsha Reilly (finished 30 May)
Greater Rivers	Joanne Weekes	ACT & SE	Shareen Gleeson
North West Inland	Robyn Davis	North Pacific Coast	Vivien Ware
Coastal Valleys	Helen Eggleton		

### Board Members as at May 2011

Beverley Orr OAM – elected in May 2011	Fiona Langford
Wendy Momsen	Jan Dilworth
Leisa Evans	Elizabeth Starr – elected in May 2011
Nyun Mui Lee – elected in May 2011	Pamela Bedford
Lauren Adams	Debra Lewis – co opted member
Gillian Moore AO – co opted member	Marisa Petersen – co opted member
Jenny Reynolds – State Treasurer	Renee Bianchi – finished May
Judith Hooper – finished May	

### Members in Volunteer roles with Girl Guides Australia & WAGGGS

Director of GGA Board	Belinda Allen	Outdoor Activities Committee	Carol Meiklejohn
Australian Management Team	Linda Latham	Program Committee	Luisa Simeonidis
Company Secretary	Fiona Langford	Volunteer Services Manager	Prue Carpenter
Company Secretary, Procedures Committee	Bev Orr	Awards Committee	Jan Dilworth
Procedures Committee	Barbara Horsfield	National Archivist	Margaret Norris
Learning & Development Committee	Sue Carr	WAGGGS, Our Chalet Centre Manager	Sally Thornton

## Awards

### Boronia Award

Annette Francis  
Yolande Hickey

Kim Rayner

Michelle Cook

Elaine Joan Needham

### Banksia Award

Christine Fajks

Joanne Kaul

Leisa Evans

Marsha Reilly

### Wattle Award

Vivien Ware

### Bar to Wattle

Jennifer Cox

### Bar to Emu

Judith Hooper

*“Girl Guides is a great organisation to have in the community. It teaches young girls skills for life and gives them self-confidence.”*

*“Men may feel they have no place in this female volunteer organisation, but there is so much they can contribute. They don’t realise how rewarding it can be.”*

Phil Gifford, National Volunteer Award recipient, Ingleburn District:

### Chief Commissioner's Certificate for more than 30 years' service

Carol Blamires

Paula Diamond

Lorraine Eardman

Kathleen Haines

Carol Hampton

Helen Harris

Gwenda Hunt

Margaret Judd

Joanne Kaul

Jackie Lester

Suzanne Louise Quinn

Elaine Russell

Jenny Stannard

Joy Stiller

Jeanette Toupien

Fiona Vickery

Edith Walsh

Diana Westall

Lorraine Allars

Joyce Crawford

Robyn Davis

Beris Hawgood

Marcia Montgomery

Hettie Ann Mueller

Rosalie Phillips

Jean Gorman

Pam Moore

Rose Parkes

Joy Phillips

Elwyn Reid

Judith Robertson

June Swatton

Wendy Dalton

Barbara Fairburn

Rosalind Farley

Colleen Miller

Nola Radford

Sue Tickell

Joan Tye

Beth Williams

Margaret Worthington

Betty Stevens

Dianne Strahan

Maureen Joan Laing

Shirley Green

### Department of Education's Director General's Award for Excellence in Public Relations

Sue Grinyer

Assistant Region Leader

Cumberland Plains

### National Volunteer Awards

Phillip Gifford

Eleanor Eakins

Sylvia Pearce

Gwenda Hunt

Marcia Andrews

Alice Anderson

Lindsay Tagg

Sue Tickell

Rose Marie La Macchia

## Hidden Treasure Honour Roll

Sue Taylor                      Leader                      Huskisson Girl Guides

### OAM's

Marion Hardy  
Jeanette Holand  
Alma Tate

Alison Banks  
Barbara Dillon  
John Adams

### Appreciation Certificates

Hon. Gladys Berejiklian MP	Minister for Transport
Mark Burfield	Special Needs Commissioner for Scouts NSW
Sharon Herbert	Branch Manager, Bnedigo Bank
Wendy Yee-Dempster	Chairman, Bendigo Bank
Rohan Reynolds	
Thushanee Perera	Senior Developer, Deloitte
Steven Cooper	Business Manager, Transport Services Division
Alex Lelov	Blacktown City Council
Mayor Angelo Tsirekas	City of Canada Bay
Vivien Stone	



## Financial Report

It is with much pleasure that I present this financial report for the year ending 31 December 2011.

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: The State Commissioner Belinda Allen; Judith Hooper; Sarah Neill; Phillip Howe; Ben Fife and the State Executive Officer Linda Latham.

During the year the Business Operations Manager left due to illness and was replaced by Mr Andrew Teh.

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, gains from sale of shares plus net investment income was **\$702,144** (compared to a deficit of \$841,992 in 2010. The increase is due to gain from the sale of shares during the course of 2011.

Our investments, including cash, were managed by ANZ Trustees in 2011 and Private Portfolio Managers (PPM).

Investment revenue from dividends and interest was \$1,630,751 compared to \$1,005,776 during 2010, reflecting the full year effects of investing the proceeds of the sale of Lot 31 Glengarry in 2010.

The financial markets are still volatile and may continue to fluctuate due to recent events in Europe. As a result of this \$418,984 (compared to \$315,000 in 2010) impairment loss was provided for securities which at balance date had a market values below the costs of over 30%.

The Girl Guides NSW and ACT Fundraising Luncheon at Parliament House raised over \$7,000 compared to \$16,000 last year and the Centenary Appeal raised over \$52,000 (2010: \$33,000)

Overall during 2011 was a positive year of consolidation, reaping the benefits of property sales and the rationalisation of investment portfolios in 2010. We were able to hold down cost increases in our operations and secure efficiency in operations.

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



Linda Latham  
State Executive Officer



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

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

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



Girl Guides Australia