



GIRL GUIDES  
AUSTRALIA





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**GIRL GUIDES**  
**AUSTRALIA**  
**NSW & ACT**



**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**

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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**

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• 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 •  
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Africa • Swaziland • Tanzania • Togo •  
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REGION**

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• 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  
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Liechtenstein • Lithuania • Luxembourg •  
Malta • Monaco • Netherlands • Norway  
• Poland • Portugal • Romania • Russian  
Federation • San Marino • Slovak Republic  
• Slovenia • Spain • Sweden • Switzerland  
• Turkey • Ukraine • United Kingdom



## State Commissioner's Report

The highlights shown here will give you an overview of the key outcomes for 2012. I encourage you to read the report in full to gain a picture of the range of activities Guiding offers girls and young women to enable them to grow into confident, self-respecting, responsible community members.

Growth of membership is the primary focus with a variety of strategies used to address this complex and on-going concern. For many years the membership numbers have fluctuated across NSW & ACT and have been dependent on the success of the individual Districts and goodwill of the volunteer Leaders. To better support the volunteers, a number of strategies were put in place including:

- 120 District Leaders and Region personnel came together at Narrabeen Sports institute in August. There was a focus on change management, setting achievable goals and supporting each other. The weekend resulted in Leaders setting up a Wikispace forum to share goals and achievements with each other.
- Vision Day was a new initiative, bringing together senior volunteers, State committees and the staff from the membership department for a day. Everyone worked together to develop a variety of approaches to achieve our strategic goals, with a focus on the development of a successful District. This has resulted in better communication and cooperation between Program, Learning and Development, Regions and Membership.
- Membership Development Officers increased to five, with two working in rural areas.
- Improved communication with Leaders, parents and Senior Guides leading to increased participation in State events (see pages 19–20) and registration for Queen's Guide Award.
- Introduction of the District Assessment tool and exit surveys.
- The development of an online Leader's resource to assist with the integration of girls with special needs into Guide Units and the introduction of Region Special Needs liaisons.
- Rural Leaders undertaking online training in connectivity to allow great participation in Region and State committees and to allow Leaders in remote locations to be better supported.
- The Girl Guides Australia Learning and Development Needs analysis took place which will result in significant changes to how the volunteer Leaders are qualified and participate in further development as they become experienced Leaders.
- The State Trainers have delivered many more training courses in more locations to enable Leaders to develop their skills, particularly in the outdoors and World Guiding.
- Girl Guides Australia launched the reworded Promise and Law which brought great media attention to Guiding.
- The development of Guide Handbooks for Leaders and youth Members launched in early 2013.
- Community Partnership Grants greatly helped with the repair and maintenance of many Guide Halls.

- The environmental, fire and kitchen upgrades at Glengarry, Girl Guides NSW & ACT Training Centre at North Turramurra were completed, along with improved campsite facilities.
- The financial sustainability of the organisation has continued to improve through good investment strategies.
- Three Region Leaders were appointed, with some alterations to the boundaries between Cumberland Plains and Southern Sydney Rivers Regions. Regions held conferences and workshops to support Leaders and increase their skill levels and goal setting.

For the second half of the year, after the introduction of the reworded Promise and Law and subsequent media attention, there was a significant improvement in membership numbers after a disappointing first half. I would like to thank the Leaders, Unit Helpers, Support Group members and parents who volunteer to support the delivery of the Australian Guide Program to girls and young women in NSW and ACT each week. The outlook for 2013 is encouraging with the changes put in place and the updates starting to have effect.



Belinda Allen | State Commissioner





## State Executive Officer's Report

From all accounts, 2012 was a big year for Girl Guides NSW & ACT. In addition to the many great outcomes you will read about throughout this report, our internal processes and systems were under review to establish ways in which greater efficiencies could be achieved – saving both time and money for our volunteers and staff.

Some of the key changes gave greater focus to use of technology to ensure timely and cost effective communications to our Members. We successfully trialled the use of webinars to allow us to overcome our geographical challenges and more effectively engage with our Members, resulting in some very valuable consultations and discussions that we otherwise may not have benefitted from.

Steps were also taken towards simplifying the use of our various forms and processes, with a number now having been developed as online tools allowing easy access and completion for our Members.

A significant amount of work was undertaken in identifying opportunities for grant funding to assist Districts to ensure that our halls and buildings are effectively maintained and upgraded. As a result, we have successfully obtained more than \$385,000 across a number of State and Commonwealth Government community funding initiatives. These funds will go a great way towards improving our facilities and providing a safe and appropriate environment for our girls.

Finally, I would like to take this opportunity to thank Linda Latham for her contribution to the Guiding movement during her time as State Executive Officer. Having finished her time with Girl Guides NSW & ACT in December 2012, I am delighted to have had the baton passed to me, and I very much look forward to partnering with our many dedicated and passionate volunteers and staff to ensure we are a relevant, responsive and efficient organisation well into the future.

*Peta Gillies*

Peta Gillies | State Executive Officer



***“Through Girl Guides I've met friends for life and developed leadership skills and qualifications in the process.”***

Deb H, San Souci Leader May 2012

## State Treasurer's Report

Throughout the year, the financial operations have been under the stewardship of the Finance Management Committee. Along with myself, the Honorary State Treasurer Rosemary Derwin as Chair, the Committee comprised: State Commissioner, Belinda Allen; Judith Hooper; Sarah Neill; Phillip Howe; Ben Fife and State Executive Officer, Linda Latham.

The financial sustainability of the organisation has continued to improve through pro-active engagement with our investment managers Private Portfolio Managers (PPM) and ANZ Trustees. The value of funds invested as at 31 December 2012 was \$21.55 million; an increase of 7.66% from the previous year. The organisation relies on investment income to fund core activities so it is critical to ensure the investment base is not eroded.

State property holdings of Girl Guides NSW & ACT total \$4.9 million.

Girl Guides NSW & ACT continued in 2012 to be grateful recipients of government grants. The support of government through grants, in particular the Community Partnership Building Grants, is greatly appreciated as it reduces the amount of fundraising parents, Leaders and Guides need to carry out.

During 2012 the environmental, fire and kitchen upgrades at Glengarry, the Girl Guides NSW & ACT training centre at North Turrumurra, were completed along with improved campsite facilities. The cost of property additions in 2012 was \$671,256.

Fundraising activities together with events such as the 2012 Jamboree, WAGGGS Party Time and Girl Guides NSW & ACT's Annual Lunch at Parliament House provided additional revenue to support operational expenses. An anonymous donation of \$50,000 was received with a specific request the funds support Guiding west of the Great Dividing Range. It was agreed to use the majority of the funds to supply handbooks to Guides and Leaders in the respective Regions.

The Investment and Building Fund continues to be an attractive option for the holding of surplus District and Region funds. A total of \$2,514,894 was held on behalf of Guide groups as at 31 December 2012. The interest rate applicable for 2012 has been set at 4.55%. These funds are held in high interest fixed term bank deposits.

During the year Judith Hooper and Ben Fife completed their terms on the Finance Management Committee. Thanks is extended to both Judith and Ben for their commitment and efforts.

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

*R Derwin*

Rosemary Derwin | Honorary Treasurer





## Who We Are

Girl Guides NSW & ACT is part of a world-wide voluntary organisation that promotes and encourages the development of girls and women. Girls and women over the age of five are invited to join us. Weekly meetings, outdoor adventures, community service activities and other events provide girls with practical life skills, leadership development, and a sense of social awareness.

Girl Guides has been shaping Australia's future female leaders for more than 100 years.

## Strategic Plan

Girl Guides NSW & ACT's strategic plan was updated in 2012 and remains consistent with, and supportive of, the strategic plan of Girl Guides Australia.

### 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.

### 2015 ASPIRATIONS

Growing Membership & active Alumni.

Sustainable surplus with diversity of income.

National "top of mind" positioning as the leading development organisation for girls and young women.

### STRATEGY

#### REVITALISING THE MOVEMENT

Focus on Membership Growth & Retention — Girls and Leaders

Re-invigorate the Brand

Diversity of Income

Streamline the Business

Cultural Change

Property and Asset Management

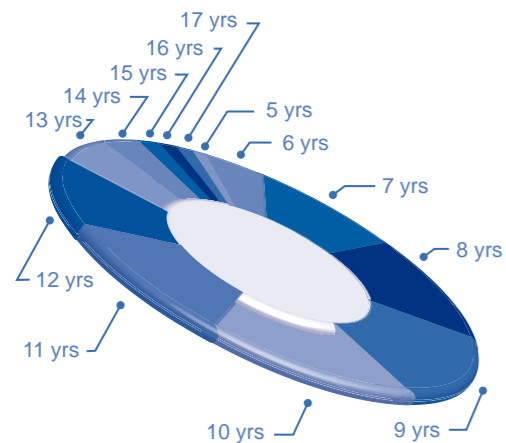


## Focus on Membership Growth & Retention — Girls and Leaders

Throughout 2012, Girl Guides NSW & ACT placed considerable emphasis on improving the experience of Guides across NSW and the ACT. The year ended with an increase in the number of Senior Guides (girls aged 14-17). Despite competing demands on their time, girls of this age are choosing to remain Guides because of the skills developed and the bonds they have forged with their Leaders as well as fellow Guides.

### Distribution of Youth Members by Age

as at December 2012



### Distribution of Members by Type

as at December 2012

	2012	2011	Movement
<b>Youth Members</b>	<b>6467</b>	<b>5653</b>	<b>14%▲</b>
<b>Adult Members</b>	<b>1543</b>	<b>1607</b>	<b>04%▼</b>
<b>Total Leaders</b>	<b>1189</b>	<b>1230</b>	<b>03%▼</b>
Leaders of Adults	182	181	01%▲
Leaders of Youth	961	1006	04%▼
Resource Leaders	46	43	07%▲
<b>Olave Program Members</b>	<b>191</b>	<b>173</b>	<b>10%▲</b>
<b>Adults, no Leadership Role</b>	<b>163</b>	<b>204</b>	<b>20%▼</b>

The program of activities offered to 12 and 13 year old Guides has been enriched to provide more challenges to girls of this age, designed to increase retention as girls progress from Guides to Senior Guides.

**More families are realising that Girl Guides is still a relevant and economical after-school activity that fosters and develops personal and life skills that we consider are essential for our children to learn."**

Melanie S, Bathurst District Leader, November 2012

Girl Guides is operating in a competitive environment with sport, online activities, socialising, and after-school programs all offered to fill any "spare time" hours. It is encouraging that Guiding is holding and increasing its Youth Members in such conditions.

The Association has worked to empower Regions and Districts to manage their own recruitment and Member retention strategies, for both youth and adult Members. Workshops have been held and resources placed online, supporting Leaders of Adults to develop realistic membership goals, develop plans to meet these goals, track progress, and analyse their results. Additional PR resources have been created to support these strategies.

Providing training and support to regional Leaders is a priority. Two country-based Regional Membership Officers have been funded by a grant to join the three Sydney-based Membership Development Officers as they work to grow Guiding.

New technologies are being employed to engage, connect with, and train Leaders across vast distances. This will continue in 2013 with further plans for more webinars and forums.

While Membership is an important measure of the popularity and success of Guiding, it only tells part of the story. There are thousands of volunteers across NSW and ACT who play a part in Guide activities and programs.

Girl Guides NSW & ACT offers diverse ways to volunteer. Parents and other community members are involved by running barbecues at local events, book-keeping, web development and organising supportive projects. Volunteering with a local Guide group is a way for supporters to utilise existing skills and develop new ones.

Districts appreciate the importance of having a strong Support Group, made up of dedicated volunteers who undertake a myriad of jobs. Not only does this lighten the load of the District Leader, allowing her to focus more on membership retention and recruitment, it creates stability for the District.

The State has introduced exit surveys for both Leaders and parents of Guides who end their Membership. The data being collected has been and will continue to be used to improve the program offered to Girl Guides and the services provided by the staff at Guide House.



## High Quality Leadership with Increased Support and Flexibility

A broad review of the Guide Leaders' training program was undertaken nationally by Girl Guides Australia in 2012. Research covered the structure of qualification paths, content of training events and Leaders' views on training events. The experience of being a new Leader, learning needs of experienced Leaders, challenges faced by Guiding Partners, the appraisal system, and recognition of prior learning were reviewed in order to identify the priorities for training in the future.

The recommendations are comprehensive and will result in a new approach to learning for Leaders which will be more flexible, more transparent, and easier to navigate. As a consequence of the recommendations, in 2013 the Australian Adult Leadership Program (AALP) will become the Australian Learning & Qualification Program (ALQP).

Significant changes in 2013 will include:

- Replacement of Guiding Awareness training with a national Guiding Orientation Webinar and structured local induction.
- Integration of Leadership Development and Leadership Qualification into one stage.
- Separation of the Leaders of Youth and Leaders of Adults Qualifications.
- Replacement of Learning Pathways and the Journal with a simplified "Leader's Passport".

2012 also gave the NSW & ACT trainers the opportunity to attend the National Conference – TREAT. The main focus was on upskilling trainers to use new technologies to enhance training sessions and allow better access to those in remote areas. This has led to an increase in training attendance through national webinars.

***"The first proper grown up learning experience that I have had at a Guide training in over 20 years!"***

***I learned much and most importantly, enjoyed the day immensely. Well done for flexibility and adapting to the needs of the learners. This is a training I will recommend to anyone seeking an 'extra bit'.***

***She used wisdom, humour and great skill to guide us through a range of areas".***

Bronwyn G, Paddington NSW on Taste of Further Development including International.

## Program

The Australian Guide Program is designed to enable Girl Guides to develop as individuals in the areas of physical development, practical skills and relationships with other people. The four elements are supported by seven fundamentals: Promise and Law; Outdoors; World Guiding; Leadership Development; Service, Guiding Traditions and the Patrol System.

Guides from all over NSW and ACT engaged in activities based on each of the fundamentals at local, regional, state and national levels during 2012.

The State Program Committee coordinates the state level organisation of the delivery of the Australian Guide Program. This committee is made up of volunteers and covers key Guiding areas and events associated with outdoors, environment and earth education; advocacy; international Guiding; arts and culture, youth leadership; Guides with special needs and Youth Leadership Development.

### YOUTH LEADERSHIP AND PERSONAL DEVELOPMENT TRAINING FOR 15–18 YEARS

Two highly successful youth leadership trainings were held in 2012 to develop the interest and skills of the Senior Guide age group. Many Senior Guides also elected to commence their Queen's Guide Award.

### YOUTH AT THE ZOO (YATZ) AND KEEPER FOR A DAY

Girl Guides NSW & ACT is delighted to be involved in Taronga Zoo's educational programs. These programs are ideal for girls with an interest in conservation and animal welfare, giving them the chance to get up close and personal with animals, and gain an understanding of the Zoo staff's role in their care.

YATZ is a fun, educational program for the Senior Guide age group, held at Taronga Zoo. Four Senior Guides took part in a variety of activities both inside and outside of the Zoo, throughout school holidays and occasionally during the school term. Participants had the opportunity to learn about many aspects of the Zoo, while the Zoo benefited from having access to a group of young people with energy, motivation and a genuine interest in animals.

*Keeper for a Day* gives Junior Guides and Guides aged 8–12 the chance to take part in a range of interactive activities and special behind the scenes visits. In 2012, 20 Junior Guides met some of Taronga Zoo's Australian native animals up close and learnt how we can care for them and protect them into the future. Hosted by Taronga Zoo's team of dedicated Educators, participants were given a taste of the daily routines and expectations of a Taronga Keeper.

### GANG SHOW

Many Guides and Leaders sing, dance, act or volunteer behind the scenes at the annual Gang Shows, which are amateur theatre productions produced by the Scouts and Guides at Albury, Canberra, Central Coast, Cumberland, Hornsby and Korimul. For many Guides this is a highlight of their Guiding year, with rehearsals every weekend for months leading up to the Gang Show season. The shows are a wonderful example of the talent in Guiding and the confidence the girls gain by taking part.

### EARTHKEEPERS

Guides also attended Earthkeepers Camp, now being held at Camp Chapman. Earthkeepers gives Guides a hands-on opportunity to learn about their connections with the natural world.



## Awards & Recognition System

Guides can challenge themselves by setting goals and working to earn badges in recognition of their efforts. Girls follow the Australian Guide Program process – discover, decide, plan, do and evaluate in working towards their chosen goals. Some badges are based on an achieved skill level, while others reflect the activities and efforts of the girl.

### AWARDS ACHIEVED:

Junior BP — 227	BP — 71	Queen's Guide — 11
Commonwealth Award — 1	Olave Baden-Powell Award — 1	

These awards are designed to challenge and reward girls and are tailored to meet the individual and developmental needs of each girl. The Queen's Guide Award is a peak achievement within the organisation and is also recognised in the wider community.

The Olave Baden-Powell Award is the peak achievement award for members of the Olave Program.

The Commonwealth Award is open to Guides (13 and older) and Olaves (to the age of 30). This award raises awareness of Commonwealth countries, their history, culture and links to Australia.



### DUKE OF EDINBURGH'S AWARD

In addition to the Girl Guides Australia Award and Recognition system, many Guides participate in the Duke of Edinburgh's Award Program. In some cases challenges can be cross credited with the Queen's Guide.

During 2012, the following awards were achieved:

Bronze — 15	Silver — 2	Gold — 10
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Jaclyn Fletcher organised a practice expedition in Tasmania and walked the Overland Track over six days. Sarah Schooley travelled to Vietnam to complete her Adventurous Project and residential component. Her project included volunteer work carried out in villages, and an expedition through Vietnam's countryside.

Aiden Baldwin visited India and spent time in Sangam with community projects. She also visited villages and surrounds to experience life in a different culture.

Megan Bell visited South America and spent time helping in village life, teaching English to the children and touring through the jungle.

## Service and Advocacy

Guides encourages girls and young women to have a voice, to speak out and take action to influence others to bring about positive change to build a better world. The girls do so in a variety of ways.

Over 300 Guides participated in an Advocacy Program based on the Millennium Development Goals at the State Jamboree and took home activities to do with their Patrols in their Units. Another activity at Jamboree involved making Trauma Teddies which were donated to ambulance services in the Region.

A Tumblr blog called Guides Shout Out was set up on the Girl Guides NSW & ACT website for Guides to source advocacy resources and ideas.

Alicia Cook, from South Coast and Highlands Region, delivered an inspiring speech about her vision for the future at the 15th Anniversary of the Institute of Sustainable Futures at The University of Technology.

Guide Units across NSW & ACT took part in the UNICEF Australia card project with many girls submitting designs based on MDG 7 — Ensure Environmental Sustainability. Guides sold packs of cards based on the five winning designs judged by Ken Done. This raised awareness of the work of UNICEF across the world.

Guides once again assisted at and participated in the UN Women Australia's Sydney breakfast for International Women's Day.

Guides teams continue to participate in and raise funds and awareness for a variety of causes including Dragons Abreast, Mother's Day Classic, Relay for Life and MS Megaswim. Key service events on the calendar included:

City2Surf – Rejectamenta

Over 150 Guides and Leaders collected close to 11 tons of discarded clothing at the start of the Sun Herald City2Surf. The clothes are donated to The Smith Family. There is always great anticipation at the start as the clothes start to fly and 70,000 people set off to Bondi. The Guides come in behind and stuff the waiting bags full for the Smith Family.

Clean Up Australia Day

Girl Guides across the State donned gloves and grabbed bags to take part in Clean Up Australia Day – an environmental, community participation event that has been running for over 20 years. Guides were out in full force with more than half a million Australians, cleaning up local parks, beaches and bushland.

Lord Mayor's Picnic

The Lord Mayor's Picnic takes place each New Year's Eve, an event hosted by City of Sydney for seriously ill, disabled and disadvantaged children. Girl Guides and Leaders assist at the event each year by manning barbecues and food and drink stalls.

*"I believe in myself a lot more than I probably would have, had I not become a Girl Guide. Guides teaches girl' empowerment in a multitude of circumstances"*

Sam C, Olave Program  
Consultant Port Macquarie,  
April 2012



## Girl Guides with Special Needs

Girl Guides NSW & ACT is an equal opportunity organisation – we welcome girls of all abilities. Over 2011 and 2012 the State Girls with Special Needs Consultant Anne Knight worked on a major project to deliver a comprehensive, user-friendly resource enabling Leaders to prepare themselves and the girls in their Units for the arrival of a Guide with a disability or impairment.

The project required the Special Needs team to work closely with Steve Wilkins, Learning Designer, from the Curriculum Development & Innovation Centre within the NSW Department of Education & Communities.

Funding of \$96,500 for the project emanated from the NSW Office of Aging, Disability & Homecare.

The content of the website was derived from many different sources including the NSW Scouts Special Needs team, disability and health related organisations. Individual Girl Guides, their families and Unit Leaders gave generously of their time to contribute personal stories and experiences for the resource. Guide Leaders also contributed material for the Learning Activities.

At the close of 2012 the resource was complete, and ready to launch at [www.specialneedsgirlguides.com.au](http://www.specialneedsgirlguides.com.au).

Training Credit will be given to Leaders who work through the resource.

Until 2012 the Special Needs area was the responsibility of one person in the State team. A State-wide Special Needs team with a representative from each of the Regions has been introduced. Five regions have selected a person to fill the role of Special Needs Liaison. Increased accessibility to Guide properties for people with disabilities continues to be a top priority.

***“I just wanted to thank you for including us in yesterday’s ceremony. The two girls were very excited to meet the Governor and have photos to show their friends. K especially was super excited to receive a trophy for the part she played. I have to say as K is unable at this time to achieve in a sporting capacity due to her ASD. Seeing her receive a trophy was a moment I had put in the “it’s ok that I won’t see this happen” basket, so to see that is a moment I will treasure almost as much as K treasures her trophy. So for that moment alone we owe you more than I can express.***

***I took K over the resources on the Girl Guides site and it is so user friendly that after a few clicks she really didn’t need me to go through the rest of the resources. She read all the information on Autism and asked questions which helped her to understand a little more about herself.***

***So again thank you for all your hard work and effort and I know that this is only one of many wonderful moments we will have in our Guiding life but I’m sure you can understand that it will have an extra special place in my heart and memories.”***

Extract from a letter written by the mother of one of the girls featured on [www.specialneedsgirlguides.com.au](http://www.specialneedsgirlguides.com.au)



The relationship between Girl Guides Special Needs and Scouts Special Needs continued to grow throughout 2012. Five Guide Leaders attended the Scouts Special Needs Annual Training Conference.

A number of girls, Guide Leaders and Junior Leaders participated in Agoonorree, the annual Guides & Scouts Special Needs camp.

***‘The people from Technical Aid to the Disabled Queensland are really appreciative of the Girl Guides and other sectors of the community helping them to help others’***

Robin R, Warialda Leader — on helping a Queensland disability service build 27 wheel chairs and walking aids by collecting ring pulls from aluminium cans. April 2012



## Outdoors

The Australian environment is an ideal setting for Girl Guides to explore and learn. Girl Guides NSW & ACT offers Members a plethora of outdoor adventures, including trips to the snow to learn how to ski, caving adventures, District and Region camps, boating, camping and hiking.

*“When I first arrived in Sydney, I didn’t know anyone, but Girl Guides enabled me to get to know people and experience Australian culture. The outdoor aspect is completely different. I found bushwalking really interesting,”*

Annie T, on her move from Sheffield to Sydney. April 2012

To facilitate access for Guides to such a range of outdoor activities, Leaders need training and qualifications in outdoor skills. Girl Guides NSW & ACT provides campsites and venues suitable for overnight stays so Units may take part in extended outdoor activity experiences.

State-run events are a great way for Girl Guides to enjoy the outdoors, learn new skills and meet their Guiding sisters from different backgrounds and regions.

Events such as Caving Weekend, Snow Week, and Jamboree: Adventure in the Capital all provided opportunities for girls to get outdoors in 2012 and explore the variety of landscapes NSW and the ACT have to offer.

### WATER ACTIVITIES

During 2012, many Leaders and Guides enjoyed recreational boating, attended courses and gained qualifications in canoeing, sailing and power boating. Boating activities offer a fun and challenging way to develop teamwork, one of Guiding’s fundamental skills.

At RTS Tingira, the State Water Activities Centre, special days were organised for specific age groups of Guides. Dad’s Day was one such event, at which Guides treated their Dads to a day on the water to celebrate Father’s Day. Events such as these allow Members to meet friends from other Units and enjoy a round-robin of both water and land activities.

The Annual Regatta was again held at Nords Wharf, where 230 Guides enjoyed a fun-filled weekend. This event, organised and run by the participants themselves, is a wonderful time of friendship and friendly rivalry for Senior Guides and Olave Program Members from all over the State, with numbers of attendees steadily increasing. Sailing was offered as an extra activity.

Water Activity Centres and Teams in several Regions allow Guides and Leaders throughout the State to experience this aspect of the outdoors, with a number of state outdoor events offering an exciting variety of outdoor challenges.

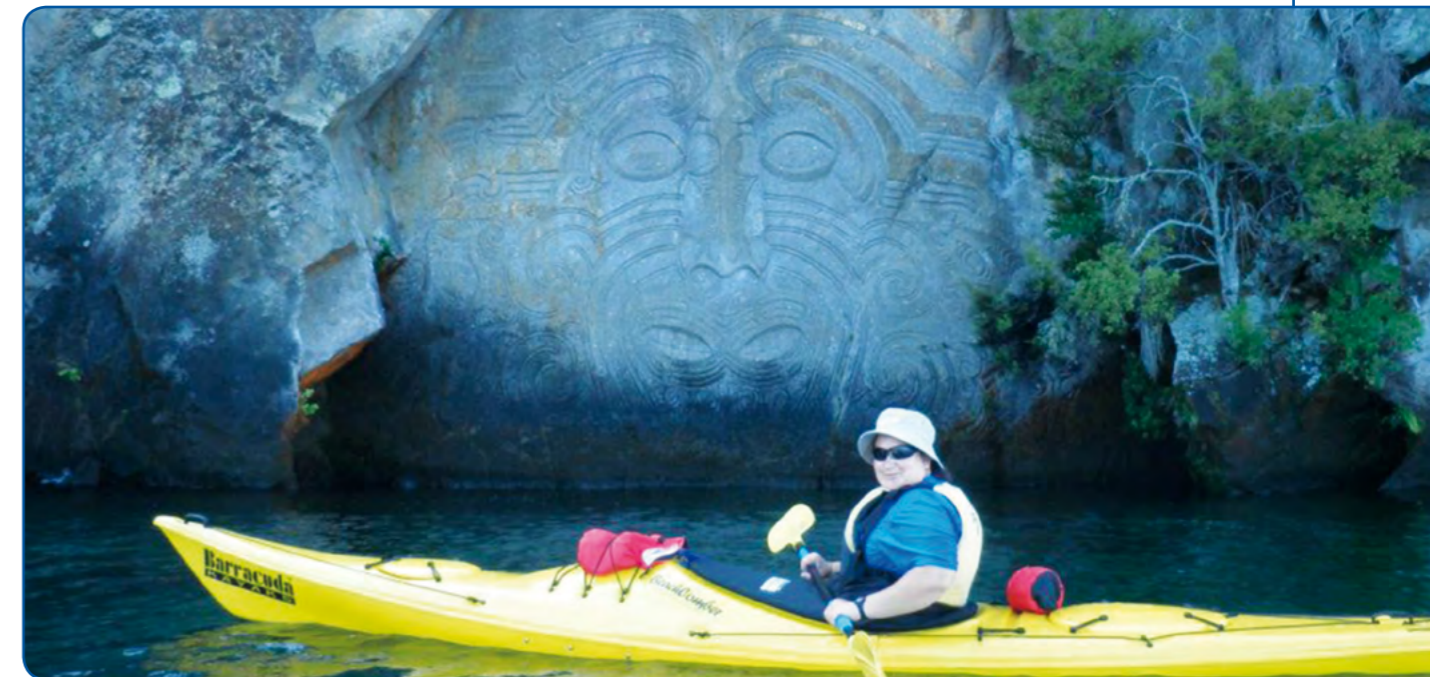
Through our association with Yachting Australia we are able to offer valuable training in water-based activities, develop the competence and confidence of our Members as well as increase the profile of Girl Guides NSW & ACT within the Australian boating community.

## International and World Guiding

Girl Guides provides a portal to opportunities, not just within Australia but worldwide. Girl Guides NSW & ACT encourages its Members to enrich their lives, renew their perspectives, broaden their horizons and become more aware of different cultures through both volunteering overseas and regularly interacting with their peers around the world.

Members learn about the World Centres with some privileged enough to volunteer at them. Several Members spent time at Sangam, Pune, India, volunteering as a ‘Tare’ (Hindi for ‘star’) for periods from two weeks up to four months and worked in the community with local children.

Members get the chance to meet their overseas counterparts in person at International Jamborees, or communicate with them at events like Jamboree On The Air and Jamboree on the Internet (JOTA/JOTI). A number of Members were selected to represent Girl Guides Australia at prestigious international events. Jane Harris, 21, of Beecroft Girl Guides represented the World Association of Girl Guides and Girl Scouts (WAGGGS) in June at the United Nations’ Conference on Sustainable Development, RIO+20, Brazil. Aimee Kent and Laura Taylor attended a Girl Guides Jamboree in Singapore in June which focused on the Global Action Theme, “Girls worldwide can save our planet”. Laura says she has grown in confidence from the experience. A contingent of 18 Members attended TUI 12 Jamboree, Rotorua New Zealand in January and six Members attended Camp 101, Ireland, in July to explore the same theme.



### WORLD THINKING DAY

World Thinking Day was widely celebrated in Units, Districts, Divisions and Regions and money was raised for the World Thinking Day Fund to assist Girl Guides and Girl Scouts grow in developing countries. A morning tea was held at Guide House and four Members delivered speeches about global issues and volunteering experiences at World Centres.



## WORLD CENTRES

World Guiding at the 2012 State Jamboree: 350 girls had a taste of the World Centres. At Sangam, India, the girls designed Mehendi, at Our Cabaña, Mexico, they made Papel picado (perforated paper), at Our Chalet, Switzerland they "made good use of their time" and made a time piece and at Pax Lodge, London, they participated in a mini Olympics.

A fundraising event was held in July, at which 45 people participated in African singing, crafts, ate African food and listened to wonderful guest speakers. The African theme was in honour of the fifth World Centre in Africa, launched in July. A total of \$800 was raised for Friends of World Centres.

## FRIENDS OF ASIA PACIFIC WAGGGS

Friends of Asia Pacific WAGGGS held their conference in Sydney and invited adult Members of NSW & ACT to a celebratory dinner.

## JOTA/JOTI

This year 845 Members participated in the largest World Guiding and Scouting event, the Jamboree on the Air and Jamboree on the Internet. Members of Girl Guides NSW & ACT connected with Guiding sisters from the United States, United Kingdom, New Zealand, Philippines, South Africa, Canada, Costa Rica, Brazil, Portugal, Malta, Denmark, Ireland, Sweden, Netherlands, Germany, PNG, Malaysia, Luxemburg, Thailand, Russia, Spain, Slovenia, Falkland Islands, Venezuela, Indonesia, Scotland, UAE, Pakistan, Nouméa and India – truly a World Guiding experience!

## JULIETTE LOW SEMINAR

Renée Bianchi attended the 2012 Juliette Low Seminar, "The Spirit of Women Leading", at Our Cabaña, Mexico. Renee joined 35 other young women from all corners of the globe for this six-day leadership journey. Each day had a different sub-theme: Spirit of Me, Spirit of Women, Spirit of Leadership, Spirit of Action, Spirit of WAGGGS, Spirit of JLS in Me and Spirit of Mexico. Renée described the Seminar as "an experience of a lifetime".



## State Events

What a fantastic year for Guiding events — with a wide variety of water, snow, underground and wildlife excursions, great memories and wonderful friendships were made.



### WAGGGS PARTY TIME — 31 MARCH

This event offered fun, adventure and education in the great outdoors, namely the beautiful surrounds of the Australian Botanic Garden, Mount Annan. 2012 saw the final centenary celebration take place for the World Association for Girl Guides and Girl Scouts. The event was packed with a diverse mix of activities from canoeing, plant pressings and leaf rubbings to yoga and bungee trampolining. With over 1000 Girl Guides attending it was decided the fun can't stop in 2012 and in 2013 this event will have the new name of 'Adventure in the Garden'.



### JAMBOREE: ADVENTURE IN THE CAPITAL — 15-21 APRIL

JACT 2012 was an action packed week in our nation's capital for more than 650 Guides and Leaders. Girls aged 10½ to 17 years old challenged themselves on the high ropes, learnt circus skills, experienced the worlds of science and nature, played their favourite sports with world class athletes, hiked the high country, experienced the underworld by caving and so much more.



### CAVING WEEKEND — 18-20 MAY

Thirty-one Girl Guides met the challenge of crawling through tight spaces, lit only by a head torch. Caving strengthens character and trust for others. Run by the Rover Speleological Society, made up of current and former Guides and Scouts, this event is always a sell-out.



### SNOW WEEK — 8-13 JULY

Adventure is at the heart of Snow Week. Araluen Lodge in Jindabyne offers Girl Guides a chance to take to the slopes for a full week in July. A contingent of 34 Guides embarked on a unique experience which include ski lessons, day excursions and après-ski activities.





### GREAT GUIDE SLEEPOVER — 31 AUGUST

This is undoubtedly the most popular annual event. Despite miserable weather, over 1100 Girl Guides forgot about the cold winds and heavy rain for a night filled with dancing, guest speakers, activities and movie time, while raising close to \$20,000 for the Taronga Conservation Society, in particular for the designated animal – the meerkat. This event continues to offer Members a variety of activities and unique experiences including getting up close and personal with zoo animals and sleeping under the stars.

Through Taronga Zoo's Conservation Program, Girl Guides NSW & ACT maintains an ongoing \$2000 per annum sponsorship of the Tassie Devil, the Yellow Footed Wallaby, Feather Tail Glider and Bilby.



### DAD'S DAY – 9 SEPTEMBER / DOLPHIN DAY – 4 NOVEMBER

RTS Tingira hosts annual events to educate members and families on a variety of water based sports. Dad's Day and Dolphin Day are highly anticipated events for Pre-Junior and Junior Guides. The goal is to introduce boating at a young age so that water sports may develop into a lifelong hobby, as well as impart important water safety skills.

*“Each session had many useful things that helped to improve my knowledge of how better to lead the District.”*

Attendee at Let's Lead Together 2012

*“Wonderful time had by all of the Unit, unique experience in a unique environment – great memories.”*

Attendee at the Great Guide Sleepover 2012

*“The weekend allows you to work as part of a team on a specific project. It also allows you to be informed about what is going on in Guiding, and about how we can all contribute to make Guiding better, regardless of our ‘level’ of leadership.”*

Attendee at Let's Lead Together 2012





## Re-invigorate the Brand

### Promise and Law Updated

## THE GUIDE PROMISE

### FROM THIS:

I promise that I will do my best:  
to do my duty to God, to serve the Queen and my country;  
to help other people; and  
to keep the Guide Law

### TO THIS:

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

Girl Guide and Scout organisations across the globe are characterised by their Promise and Law — a personal commitment made to become a Guide. It is about a Guide's personal development, their own spiritual journey and the development of their value system. It encompasses the commitment to help others and a responsibility to country. The Guide Law provides guidance and a code to live by as Guides strive to put their Promise into action.

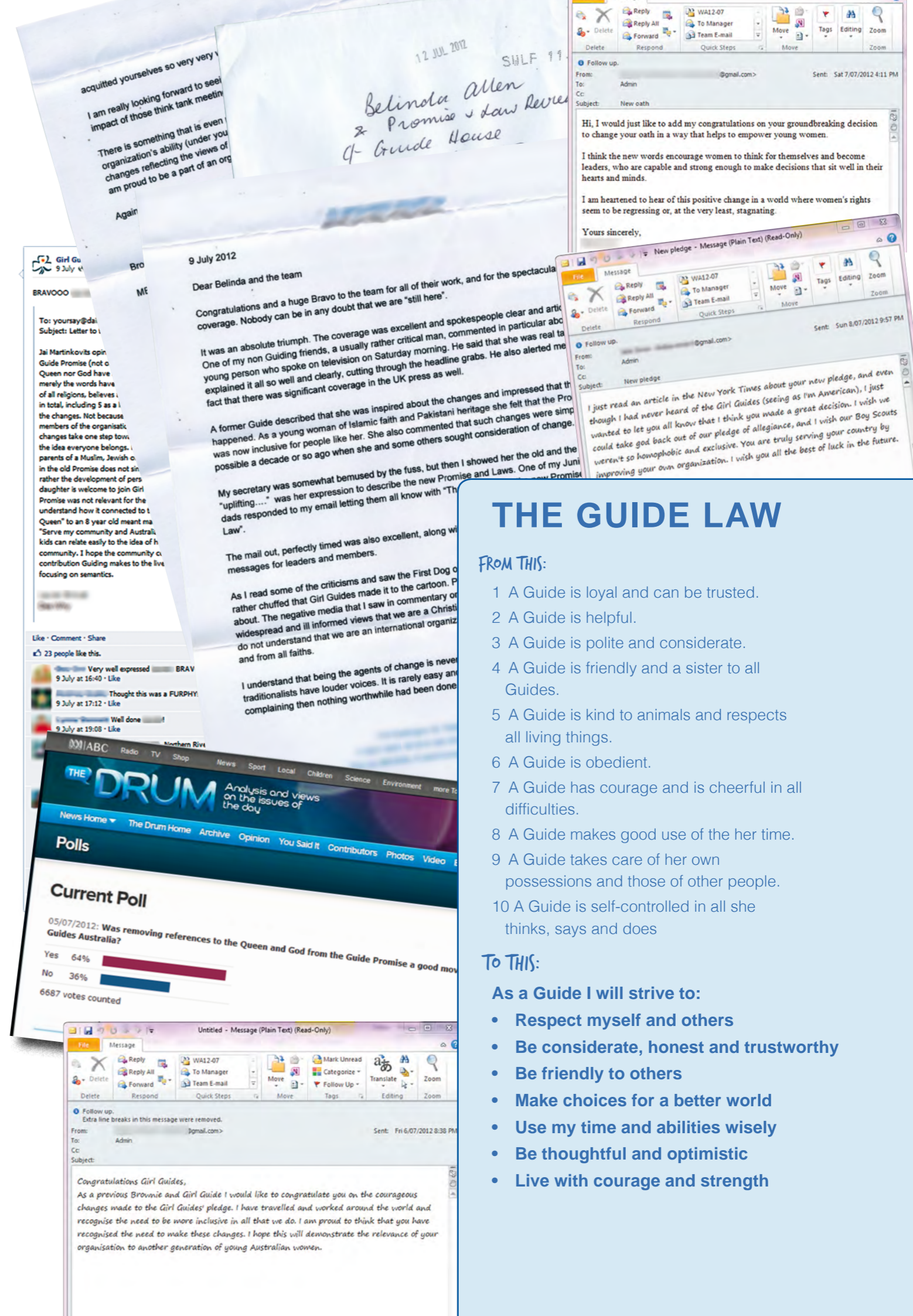
The Promise and Law underpins everything done as a Guide: no matter what activity or challenge. It enables Guides to grow into confident, self-respecting, responsible community members.

Promise and Law wording varies from country to country, though the sentiment remains the same. As one of the 145 member nations of the World Association of Girl Guides and Girl Scouts (WAGGGS) which promotes diversity and equality, it is imperative that our Promise and Law adequately reflects a diverse Australia and is relevant to today's girls as global citizens.

In 2011-2012, a national review of Girl Guides Australia's Promise and Law was undertaken following recognition that the Promise and Law (which had not undergone substantial changes since 1969) were no longer an accurate reflection of Guiding in the Australian community. Members of all ages were asked to contribute to the review, with surveys designed for both adult and youth Members.

In July 2012, following extensive consultation with Members and independent professional advice to distil key messages, the updated Promise and Law were communicated to Members and the public Australia-wide.

The majority of feedback from Members has been positive, with enthusiasm for Promise ceremonies renewed, and in influx of membership enquiries following publicity around the inclusive nature of the updated Promise.



## THE GUIDE LAW

### FROM THIS:

- 1 A Guide is loyal and can be trusted.
- 2 A Guide is helpful.
- 3 A Guide is polite and considerate.
- 4 A Guide is friendly and a sister to all Guides.
- 5 A Guide is kind to animals and respects all living things.
- 6 A Guide is obedient.
- 7 A Guide has courage and is cheerful in all difficulties.
- 8 A Guide makes good use of her time.
- 9 A Guide takes care of her own possessions and those of other people.
- 10 A Guide is self-controlled in all she thinks, says and does

### TO THIS:

- As a Guide I will strive to:**
- Respect myself and others
  - Be considerate, honest and trustworthy
  - Be friendly to others
  - Make choices for a better world
  - Use my time and abilities wisely
  - Be thoughtful and optimistic
  - Live with courage and strength



## Media Report

From a public relations perspective, 2012 was a momentous year for Girl Guides NSW & ACT. Generating many local news articles in the first half of 2012 were Guide Districts receiving grant funding under the New South Wales Government's 2011 Community Building Partnership Program; and stories regarding Members who received Volunteer Awards and Order of Australia Medals for their service to Girl Guides and their communities.



In July, Girl Guides Australia was catapulted into the public spotlight around the world after announcing changes to the Promise and Law. Globally, the story was broadcast on BBC World News, The Guardian (UK) and the New York Times. Nationally, the story was a favourite topic on radio programs (2GB, 2UE, The John Laws Show on 2SM, 106.5FM, 101.7 WSFM, Triple J National just to name a few) and saturated prime-time television across all networks (Channel Seven's Sunrise, Channel Nine's Today Show, Channel Ten News, ABC News, Lateline, Sky News Agenda). Networks encouraged public debate on social media, Twitter in particular. The outcome was a prolonged public dialogue which created a flurry of opinion pieces from interested political, religious and community leaders. After the story featured on the front page of the Daily Telegraph (circulation 354,893), Guides received unprecedented coverage in metropolitan and regional newspapers.

What followed was continued media interest. ABC Compass is producing a documentary on the history of the Girl Guide movement in Australia, to be shown in 2013.

In August, Girl Guides featured in a segment about recycling on Channel 7TWO's Saturday Disney (Audience 49,245). This was a great membership recruitment opportunity, reaching young girls and illustrating the kinds of fun, educational activities offered by Girl Guides NSW & ACT.

Finally, Olave Program Members initiated a mutually beneficial partnership with Repco Australia. Saturday, 27 October 2012 marked the Repco Car Wash Challenge which saw Girl Guides from across Australia and New Zealand wash 6,030 cars, eclipsing the Guinness World Record for Most Cars Washed in a Day which stood at 4,344. Our national effort raised \$30,150.00 in total. Girl Guides appeared on Channel Nine's The Morning Show with Sonia Kruger and David Campbell (audience 1,117,996) to promote the event.

*"Girl Guides has been a huge influence on my life. It gave me the necessary skills to get jobs and do well in school, other girls should have the same opportunities as me."*

Tierney M on the planned demolition of Randwick Hall, *Southern Courier* 09 April 2013

## Social Media



Girl Guides NSW & ACT's social media presence – particularly Facebook – continued to grow in 2012. The official Facebook page has become a well-used hub on which Leaders share advice and ideas; parents gain information; and Senior Guides and Olave Program Members connect with their peers.

An increasing number of local Guide Districts is embracing social media as a means of sharing information with parents and fellow Leaders. The introduction of a Social Media Policy by Girl Guides Australia has helped to facilitate this by clarifying regulations around social media use.

*"Over the past few months the girls have grown in their understanding of what Guiding is about. The Promise Ceremony celebrated their acceptance of Guiding principles. The girls loved making the pledge to serve their community and country in front of family and friends, their volunteer Leaders and fellow Guides."*

Mary N on Normanhurst Girl Guides making their Promise, November 2012





### NSW Government Community Infrastructure Grants

Extensive works were conducted at various Halls throughout the State thanks to the New South Wales Government's 2011 Community Building Partnership Program. In early 2012, the Association received a total of \$657,000 in funding to effect repairs and maintenance to 48 Region properties, allowing the replacement of roofing and gutters, upgrades to bathroom and kitchen facilities, installation of a disabled access ramp, structural repairs, replacement of guttering and downpipes, electrical repairs and installation of new fire exits including emergency and exit lighting.

### Crown Land Grants

In 2012, the Association also participated in Crown Land Grants offered by the Department of Primary Industries Division of Catchments and Lands. Known as the 'Public Reserves Management Fund', it provides loans and grants to improve works to crown reserves. Of nine Districts that applied for Grants, seven were successful, receiving a total of \$59,673.

### Licensing of Halls and Campsites

The internal License Schedule Status Report is an effective monitoring tool with respect to Hall hire. It assists with inquiries and provides a clear picture to Region Leaders as part of their Region management. Girl Guides NSW & ACT Properties staff offer support to Districts with insurance maintenance, funding, risk management and hiring issues relating to halls and campsites.

### Biscuits

The annual biscuit drive provides a means for local Guide Districts to raise revenue, and is also a great way for Guides to gain the public eye. Many Districts held biscuit stalls at local shopping centres and public events, and biscuits were promoted through television commercials, print media, and more. In 2012, 6,500 boxes of biscuits were sold, raising approximately \$121,459 for Guide groups across NSW and the ACT. That's approximately 2,340,000 Girl Guide biscuits eaten!

## Events

### GIRL GUIDES NSW & ACT LUNCH – PARLIAMENT HOUSE, SYDNEY – 30 AUGUST 2012

The annual lunch held at NSW Parliament House has been a fixture on the Guiding calendar for many years. NSW Police Deputy Commissioner Catherine Burn was guest speaker. In 2007, she was awarded both the Australian Police Medal and the International Women's Day 2007 NSW Woman of the Year. In 2011, she was named the Australian Telstra Business Woman of the year. Commissioner Burn was an inspiring speaker, and is a worthy role model for women of all ages.

As Parliamentary Host, the Hon Natasha Maclaren-Jones MLC made all guests feel very welcome.

A substantial \$13,692 was raised through ticket sales and a raffle.

### Centenary Fund Appeal

During the three-year centenary celebrations of WAGGGS, Girl Guides NSW & ACT has run an annual direct mail fundraising appeal. This year's appeal raised in excess of \$34,000, thanks to generous supporters of Guiding.





## Endowments and Bequests

Girl Guides NSW & ACT was honoured to receive an anonymous endowment of \$50,000 designated to the benefit of Guiding 'west of the Ranges'. A significant proportion of this funding was allocated to purchase of the new Girl Guides Australia handbooks. Enough books will be purchased to supply girls and Leaders in Central West, Twin Rivers and North West Inland Regions with handbooks for the next few years.



To a very special person,

Thankyou for the donation of the new Guide Handbooks to Guides west of the Range.

Inverell is only a small Guide Group of 15 Guides and 4 Leaders. Most of our families are single families or single incomes. Most of our girls only attend Guides as money does not stretch to more afterschool activities. Most of our girls are only young and some have learning difficulties.

I would like to say that if the Handbooks had not been donated it would have been very hard for our families to purchase these Handbooks and the cost would probably have fell upon the already stretched funds of the Unit and Support Group.

When we went through the Handbooks with the girls they were in awe not only the contents of the books but also that someone was kind enough to donate them when they didnt even know the girls. One of our girls took their Handbook to school for show and tell and told the class 'this is the best thing ever'. So on behalf of our Guides and Leaders THANK YOU. This donation will be heartfelt for a long time.

Thankyou.

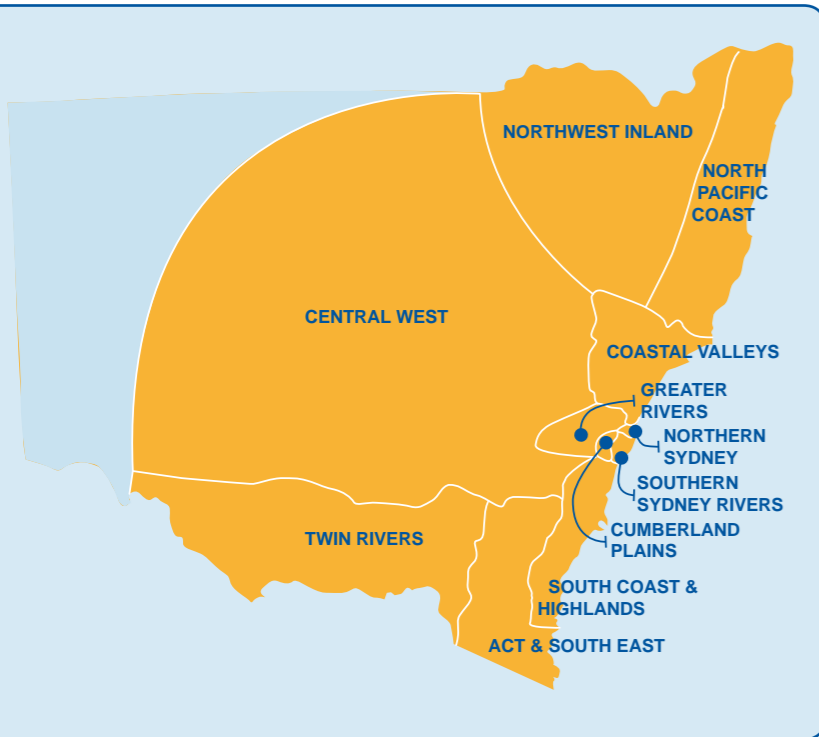
Yours in Guiding,

Beth H.  
District Leader Inverell





Region Changes



Succession planning has been introduced for both Region Leader positions and State Appointments. With staggered finishing dates introduced from 2011, the process of replacing Region Leaders will occur gradually in Regions across the State to ensure stability as the new personnel take up their roles.

Under this new process, in 2012, three new Region Leaders commenced their terms: Jenny Hull in Southern Sydney Rivers; Fiona Langford in ACT and SE NSW; and Jenny Cox in North Pacific Coast.

Boundaries between Southern Sydney Rivers and Cumberland Plains were amended in March 2012, with the Inner West

Metropolitan Division being moved from Southern Sydney Rivers to Cumberland Plains. This move meant an increase in the number of experienced Guide Leaders in the Cumberland Plains Region.

In 2012 the name of one Region changed, at the request of Region personnel: ACT and SE NSW Region was formerly known as ACT and South East Region. The updated name better reflects the geographic positioning and the scope of this Region.

Environmental Sustainability

One of the remits of Guiding is establishing girls' awareness of and concern for the natural environment. This is in turn being reflected within Guide House, with promotional materials being sustainably sourced wherever feasible. The Waratah, the monthly Members' newsletter and other print publications are all printed using recycled paper accredited by the Forest Stewardship Council, using vegetable-based inks.

A key achievement in 2012 was the completion of the Glengarry kitchen and associated works. Upgrades and the state-of-the-art commercial kitchen have made the facility more marketable for a wide variety of events.

Later in 2012, the Properties Department was required to repair damage caused by a mini cyclone to RTS Tingira. The roof was torn off and was found floating in Hen and Chicken Bay, Cabarita. This was rectified with the help of a volunteer team who sacrificed many hours on a Sunday. A new roof is now in place.

Corporate Volunteer Support

Girl Guides were the beneficiaries of Deloitte Australia's annual 'Impact Day' activities in November. Teams of 20 to 30 Deloitte staff performed maintenance work such as painting, weeding and spring cleaning at Lalor Park and Galston-Glenorie Guide Halls. Guiding was also the recipient of assistance from Mann Judd and Optus as part of volunteering projects. Mann Judd conducted its "Community Day" in May 2012 and participated in work at Cambridge Gardens Guide Hall, Austral Campsite and Glengarry Training Facility.







## Insurance

The Industrial Special Risks portfolio (building and contents insurance) saw a decrease in claims for 2012 compared with 2011 and 2010. In total, there were approximately \$10,000 worth of building and contents claims made and approved, compared to \$55,000 and \$42,000 in 2011 and 2010 respectively. The nature of such claims ranged from vandalism, fire, break and enter, storm damage etc.

We continue to review our Insurance Portfolio to ensure we are receiving the most competitive coverage and premiums possible.

## Properties Resources

The Properties Department continues to provide resources to Leaders. Previously such information was delivered by way of presentation at the annual District Leaders' Weekend. This has now become part of the training portfolio, where resources are handed out at training events as well as additional presentations made by volunteer personnel who provide advice on how to manage our properties.

The Association is in the process of developing a new database to record our membership, bookings and properties information.

In 2012, the Board (on the advice of the Finance Management Committee), resolved to sell two Guide Halls and relinquish one other to the Crown as these were no longer used by the Association. These properties were located at Tenterfield, Griffith and Tumut. This brings the total to approximately 10 region properties sold (where owned) and 17 relinquished (where leased) since 2008/2009.

## Appointments

### State Appointments

State Commissioner	Belinda Allen
Deputy State Commissioner	Joanne Muller
Deputy State Commissioner	Luisa Simeonidis
Honorary Treasurer	Rosemary Derwin
State Membership Development Adviser	Gillian Garsia
Acting State Program Adviser	Luisa Simeonidis
State Training Adviser	Sue Carr
State Archivist	Chesne Jones
State Awards Committee Chair	Tricia Smith
State Duke of Edinburgh Award Liaison	Ros Slater
State International and World Guiding Consultant	Kerrey Williams
State Olive Program Consultant	Sam Cheney
State Outdoor Environment and Earth Education Consultant	Carol Meiklejohn
State Advocacy Liaison	Kate Moore
State PR & Events Committee Chair	Margaret Wood
State Recognition and Award Liaison	Lindsay Tagg
State Girls with Special Needs Consultant	Anne Knight
State Glengarry Committee Chair	Elizabeth Starr
State RTS Tingira Committee Chair	Vicki Greening
State Trefoil Guild Adviser	Roalind Farley
State Water Activities Consultant	Kath Follers
State Guiding Partner Coordinator	Kath Follers
State Program Liaison — Arts & Culture	Meagan Thompson
State Risk Management Committee Chair	Leisa Evans

### Region Leaders

Susan Belling	Cumberland Plains	Helen Eggleton	Coastal Valleys
Shareen Gleeson	ACT & SE NSW (Jan-Sep)	Yvonne Macrae	Central West
Fiona Langford	ACT & SE NSW (Oct- )	Vacant	Twin Rivers
Susan Tickell	Northern Sydney	Vivien Ware	North Pacific Coast (Jan-May)
Joanne Weeks	Greater Rivers	Jenny Cox	North Pacific Coast (Jun- )
Jenny Hull	Southern Sydney Rivers (Aug-)	Robyn Davis	North West Inland
Wendy Momsen	South Coast & Highlands (Jan-May)		



## Board Members

Belinda Allen — Chair	Rosemary Derwin — Honorary Treasurer
Alice Mee — elected in May 2012	Jan Dilworth — re-elected May 2012
Leisa Evans — re-elected May 2012	Gabrielle Curtin — co opted member
Debra Lewis — co opted member	Lauren Brincat
Pamela Bedford	Wendy Momsen — resigned April 2012
Gillian Moore — co opted member	Bev Orr
Elizabeth Starr	Nyun Mui Lee
Fiona Langford — filled Casual Vacancy in May 2012	

## Members in Volunteer roles with Girl Guides Australia

Director of GGA Board	Belinda Allen	Outdoor Activities Committee	Carol Meiklejohn
Company Secretary	Fiona Langford	Program Committee	Luisa Simeonidis
Company Secretary, Procedures Committee	Bev Orr	Volunteer Services Manager	Prue Carpenter
Procedures Committee	Gillian Moore	Awards Committee	Jan Dilworth
Learning & Development Committee	Sue Carr	National Archivist	Margaret Norris
National Olave Program Consultant	Renee Bianchi	WAGGGS, Our Chalet Centre Manager	Sally Thornton

## Awards

### Boronia Awards

Denise Brewer	Nichola Camilleri	Sam Chenney	Michelle Cook
Claire Donald	Laura Donohue	Isabelle Duteau	Alison Edsall
Doreen Edwards	Rosalind Farley	Jenny Furner	Susan Gibson
Beth Hamilton	June Handley	Enid Hartnett	June Jacobs
Dawn Janus	Vicki Marsh	Lorre Maurice	Jennifer Norman
Robyn McNamara	Jennifer Meredith	Robyn Nolan	Ann Maree Holmes
Fiona Smee	Diane Strahan	Leisel Turnbull	Jo-Ann Watkins
Katie Dunn			

## Banksia Awards

Ann Gibson	Vivian Evans
Gwen Platt	Lauren Brincat
Dianne Strahan	

## Wattle Awards

Shareen Gleeson	Yvonne Macrae
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## Chief Commissioner's Certificate for more than 30 years' service

Marcia Andrews	Dianne Bailey	Heather Baker	Anne Barcicki
Elizabeth Bissaker	Rhonda Brodie	Sandy Burrage	Suzanne Clement
Jenny Cox	Gwen Downie	Kath Follers	Gillian Garsia
Kathryn Gorman	Marion Henry	Helen Hindwood	Jane Jones
Val Kemp	Helen Lawson	Ena Marshall	Janisse Massey
Diana Moehead	Karen Moon	Barbara Sherry	Anne Smith
Valerie Whitehead	Mary Cabrera	Judith Doig	Barbara Hopkinson
Lynnette Lazarus	Robyn Lovie	Margaret Martin	Jennifer McMahon
Roslyn Parsons	Dorothy Radford	Pat Watson	Gaye Wilson
Christine Wythes	Eleanor Armstrong	Temple Cornish	Gwenda Coulton
Judith Fyfe	Barbara Gifford	Judith Harris	Jennifer Hull
Edda Leembruggen	Dawn Orr	Judith Robertson	Fay Rogers
Dawn Thomas	Patsy Hughes	Bett Jacobs	June Jacobs
Judy Lucas	Lillian Moffat	Margaret Bulluss	Nancy Rawlings
Gwen Platt	Marjorie Wood		

## Order of Australia Medals

Margaret McMurray	Susan Carr	Kerry Child	Joan Housefeld
Dorothy Phipps	Graham Symes	Frances Wallace	Doreen Widdison
Vera Hatton			

## Supporters

Stewart Alexander	Kathmandu	Lorna Jane	Australian Geographic
NAB	RailCorp	Medibank	Redheads
Bunnings	Selleys	CSIRO	Costco
Camping World	Macarthur Credit Union	Soroptomist International Hornsby and Ku-ring-gai	





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

**GIRL GUIDES TASMANIA**

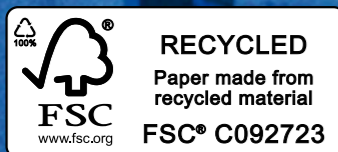
Level 1, 71 Bathurst Street, Hobart TAS 7000  
T: (03) 6231 0433  
F: (03) 6231 0384  
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[www.guidestas.org.au](http://www.guidestas.org.au)

**GIRL GUIDES VICTORIA**

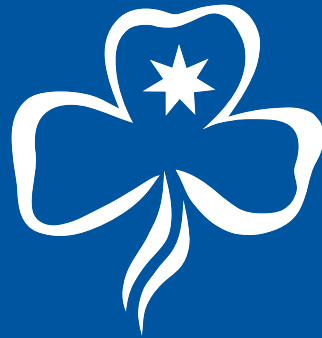
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**GIRL GUIDES**  
**A U S T R A L I A**

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)**