



**'GIRL GUIDES IS A PLACE
TO BE YOURSELF'**

2021

ANNUAL REPORT

girlguides-nswactnt.org.au



**GIRL GUIDES
AUSTRALIA
NSW ACT NT**

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BOARD CHAIR'S REPORT

2021: Recovery and Hope

2021 promised a chapter of recovery and hope as we navigated a new normal. The world we live in changed significantly. In May, Sarah Neill passed the baton of State Commissioner, and I became the youngest person to hold this position in the history of Australian Girl Guiding. The strategic focus on future-proofing Girl Guiding, shepherded by Sarah and the Board, continued as the priority of my leadership. I commend to you this Annual Report as our Year in Review.

Organisational refresh and realignment

A significant review of the Volunteer management structure was undertaken to clarify our ways of work. A listening tour occurred following the Handover in May. We heard the current needs and future priorities of various Region and State teams. We also learnt about ways to better serve our organisation's strategy to deliver on our Mission.

My team facilitated a series of design and mapping workshops with Region Managers and State Office-Bearers to understand strengths and gaps, and ways to realign communication channels, and improve reporting lines and accountability mechanisms. The case for change was made clear with an opportunity to refresh our State and Region roles and evolve our Committees.

New State Lead roles were created, encompassing outdoors, sustainability, leadership, innovation, young women, inclusion, engagement, and impact. This reset the State Office-Bearers structure, our State Volunteer Manager roles, with a view to equip teams with new tools to deliver for girls and young women. The Youth Forum became the Youth Advisory Committee and elevated to a Board Committee. Member Management Committee evolved to Membership Strategy Committee, and the Tingira Committee recast as the Water Activities Committee.

Young Women were appointed to every Board Committee, and we continue to strengthen their (our) participation in decision-making. The Young Women's Town Hall was held, amplifying their voice. These efforts continue in the development of the Young Women's strategy.

The Mission of Girl Guiding in Australia also evolved. This change reaffirmed our core purpose and impact and brought into focus the leadership of girls and young women.

Evolution is necessary to our recovery efforts to ensure we remain as relevant as ever to the girls and young women of today and tomorrow.

For every girl and any girl

I joined the Girl Guides Australia delegation to the WAGGGS World Conference in July, where Compass 2032 was adopted: charting a 12-year vision for the Girl Guiding and Girl Scouting Movement. This 'north star' raises our ambitions to be a movement for every girl and any girl.

At World Conference, the Global Strategy was approved, and a new Vision articulated for an equal world where all girls can thrive. From global to local, clearer alignment enables us to rise to the challenge to create a better world together.

On International Day of the Girl, the Child Safe Child Friendly framework was introduced to Girl Guiding in Australia – strengthening our focus as a Child Safe Child Friendly community. Safeguarding has always been central to our girl-led approach, and one of the most effective safeguarding tools is empowering girls to raise their voice and participate in the decision-making processes that affect their lives.



Learn more

Social Impact research report & Launch

2021 Young Australian of the Year Isobel Marshall joined me to launch our Social Impact research report and mark International Youth Day. It was an uplifting

conversation on the power and potential of girls and young women as leaders of change in a post Covid-19 world. This research is important. It validates what we know to be true – Girl Guiding is transformational and makes a real difference in the lives of girls, young women, and women.



100 years of Guiding

2021 marked the 100th anniversary of incorporation of Guiding in NSW. A century of equipping girls and young women with the skills to challenge themselves and change their world. A special reception was held at Government House to recognise this legacy. Unfortunately, due to the pandemic, the Centenary camp was called off and instead an online celebration held, where Members united to share stories and special memories.

Lockdowns and the power of digital connection

The ever-changing landscape of lockdowns challenged our resilience. By end of June, we successfully transitioned our events and training delivery online. This move enhanced the accessibility of learning and development opportunities. It also supported our Youth Members in their Guiding journey.

A highlight was the Helen Storrow Seminar Pop Up, digitally connecting Girl Guides across Australia on environmental sustainability and climate advocacy. These themes remain key priorities for the Movement. Girl Guides also joined the WAGGGS Global Campfire. Face-to-face events slowly returned in October till the end of the year alongside those Units who returned to their halls.

The pandemic deepened vulnerability in the communities devastated by bushfires, and shockwaves are still felt. The GGA Bushfire Emergency Response Fund supported several Units. Rebuilding takes time, and Guiding provided hope and connection.

Investing in change

The Board continued to exercise significant leadership and diligence in its stewardship, investing in core infrastructure and strategic initiatives to better enable Guiding to flourish into the future.

Several Working Groups were created to support key change initiatives, including on areas of property, people & culture, and technology, as well as the formation of the Diversity, Equity, and Inclusion Reference Panel. These groups continue to focus our resources on building capacity and readiness to support our organisational sustainability in line with the Strategic Plan.

Thank you

My deep gratitude to you all, for your ongoing dedication and belief in our Mission. Special thanks to my Deputy State Commissioners, Kerrey Williams, Lisa Walters, and Shaylah McClymont, and Treasurer, David van Gogh. Thanks also to immediate past State Commissioner, Sarah Neill, and her Deputies as well to the immediate past CEO, Helen White. Thanks to the Board, the State and Region Volunteer Management teams, and our Guide House staff. The choices we make everyday are a vote for the kind of world we want to live in. Girl Guiding empowers each of us to create a better world together. Thank you!



Emily Milton Smith

Emily Milton Smith She/Her
Board Chair & State Commissioner

TREASURER'S REPORT

I present the audited financial statements for the year ended 31 December 2021.

Overview

The COVID-19 pandemic continued to challenge the Association in 2021. Lockdowns and restrictions reduced the opportunity to hold guiding events and activities throughout the year and member numbers declined by about 10% to 6,070.

Improved investment performance and property sales during 2021 brought total Accumulated Funds and Reserves to \$44.39 million, representing an overall surplus of \$11.39 million for the year. This represents a marked improvement in our financial position, which will contribute to the ongoing sustainability of Guides.

Investment income increased by 12% from 2020, representing 31% of core revenue in 2021. Membership income represented 32% of total revenue, an increase of 9% from 2020. Government support in the form of Grants, JobKeeper and JobSaver represented 22% of core revenue in the 2021 financial year.

In 2021, the Association embarked on a series of strategic projects to revitalise Membership and improve the volunteer experience. These projects will continue in 2022 and although they will incur additional spending, they will position the Association for growth.

Acknowledgements

Thank you to the volunteer Members of the Finance Management Committee: Alex Ayscough, Sonja Freeman, Emily Milton Smith, Lisa Walters and Cecily Zhu, for their contributions and commitment to improving the financial sustainability of Girl Guides, enabling delivery of our mission to empower girls and young women to discover their potential as leaders of their world. Particular thanks is due to Lisa Walters whose term on the Committee finishes in June after six years of service.

Thanks to our departing Chief Executive Officer, Helen White, and her team, who have worked to support our organisation in difficult times and to improve our financial position for the years to come.



David Van Gogh

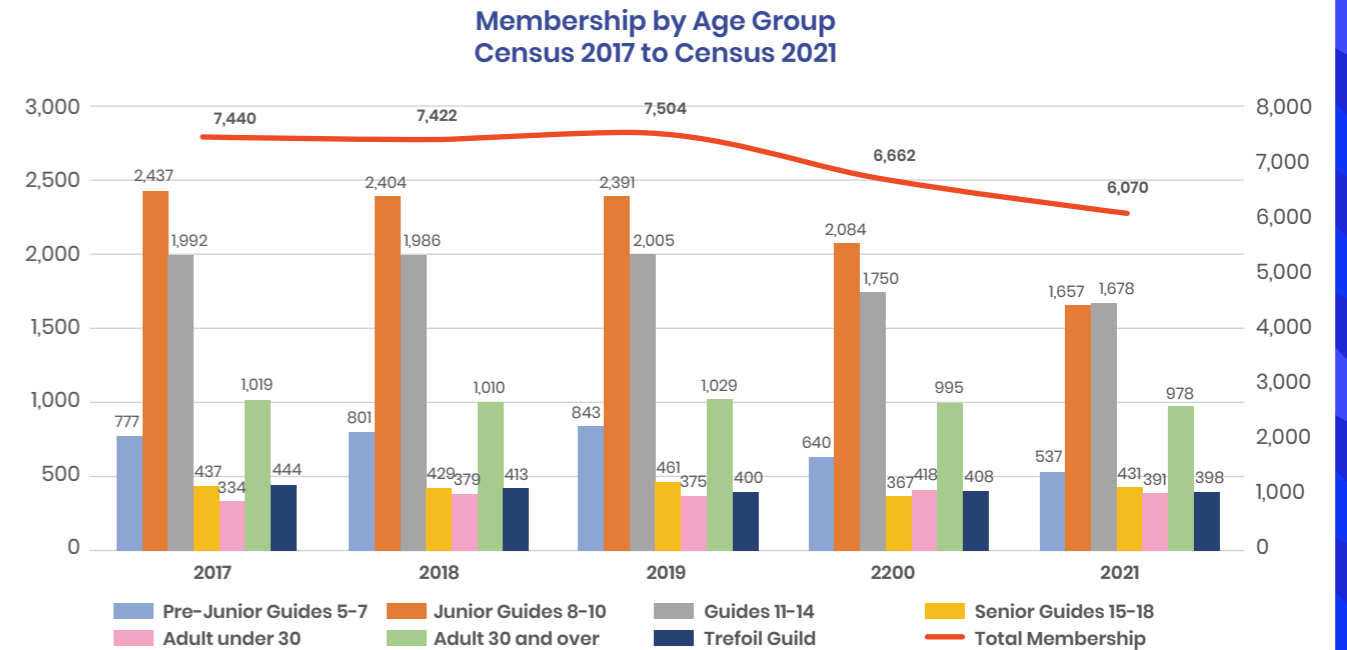
David Van Gogh He/Him
Treasurer

2021 FINANCIAL STATEMENTS

	2021 \$	2020 Restated \$
Continuing operations – Revenue and other income		
Events, marketing and communications	3,248	4,426
Government including grants	761,238	1,782,620
Investments	1,043,324	836,561
Membership	1,097,231	980,274
Property	120,659	222,331
Retail	302,792	242,223
State guiding	9,029	26,012
State operations	50,294	119,121
Total revenue and other income from core activities	3,387,815	4,213,568
Expenditure		
Events, marketing and communications	58,426	131,495
Grants	572,386	1,129,367
Investments	165,701	154,353
Membership	303,557	305,204
Property	529,178	450,502
Property sales	180,919	132,013
Retail	371,083	255,929
State guiding	276,884	212,017
State operations	2,567,306	2,030,305
Total expenditure from core activities	5,025,440	4,801,185
Deficit from core activities	(1,637,625)	(587,617)
Expenses from reserve fund transactions	(8,774)	(8,774)
Deficit from reserve transactions	(8,774)	(8,774)
Net fair value (losses)/gains on financial assets at fair value through profit or loss - realised	3,123,444	(256,498)
Net fair value (losses)/gains on financial assets at fair value through profit or loss - unrealised	929,977	(805,187)
Bequests and proceeds from property sales	8,980,585	1,769,407
Surplus from non-core activities	13,034,006	707,722
Operating surplus from continuing operations	11,387,607	111,331
Other comprehensive income/(loss)	-	-
Total comprehensive income for the year	11,387,607	111,331

	2021 \$	2020 \$
CURRENT ASSETS		
Cash and cash equivalents	1,526,991	634,375
Trade and other receivables	480,883	555,983
Inventories	-	217,604
Assets held for sale	-	596,716
Other assets	439,037	422,288
TOTAL CURRENT ASSETS	2,446,911	2,426,966
NON-CURRENT ASSETS		
Financial assets	38,466,180	28,048,124
Property, plant and equipment	4,147,346	3,714,108
Right-of-use assets	-	35,214
Intangible assets	-	-
TOTAL NON-CURRENT ASSETS	42,613,526	31,797,446
TOTAL ASSETS	45,060,437	34,224,412
CURRENT LIABILITIES		
Trade and other payables	368,328	866,886
Contract liabilities	125,969	180,088
Lease liabilities	-	36,212
Employee benefits	137,877	83,956
TOTAL CURRENT LIABILITIES	632,174	1,167,142
NON-CURRENT LIABILITIES		
Lease liabilities	-	-
Employee Benefits	41,463	58,077
TOTAL NON-CURRENT LIABILITIES	41,463	58,077
TOTAL LIABILITIES	673,637	1,225,219
NET ASSETS	44,386,800	32,999,193
ACCUMULATED FUNDS AND RESERVES		
Reserve funds	16,404,456	7,201,394
Accumulated funds	27,982,344	25,797,799
TOTAL ACCUMULATED FUNDS AND RESERVES	44,386,800	32,999,193

GIRL GUIDES NSW, ACT & NT: A 2021 MEMBER SNAPSHOT



December 2021 Membership totalled 6,070 – a decline of 592 Members (8.9%) vs 2020. In NSW, Youth Member numbers increased from January 2021 to May 2021, but this trend was impacted by COVID-19 when extended lockdowns from June 2021 led to Membership decline. In ACT & NT, which were less impacted by COVID-19 overall, Membership increased in 2021.

Membership in 2021



2,921 Vouchers



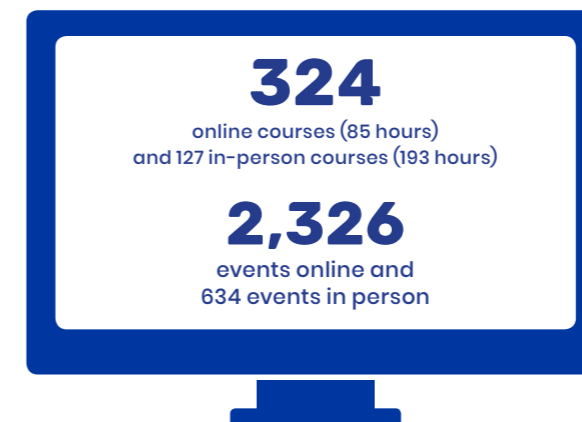
1,071 vouchers



132 Vouchers



1,692 New Members



CHIEF EXECUTIVE OFFICER'S REPORT

Our 2021-2026 strategy is founded on transformation:

'To grow Guiding and empower girls and young women for many years to come by transforming into a sustainable organization ready for a rapidly changing world'.

In 2021 we saw transformation in our rapidly changing world firsthand when the world was disrupted by COVID-19 for a second successive year. Girl Guide Members in every Region and District showed their resilience, enthusiasm and inventiveness by again transforming Guides into the online space from June to November and proactively ensuring that the girls would have a positive and inclusive experience of their Guiding journey whether face to face or online.

Membership

In 2021 Girl Guides adult Membership remained steady at 1,767 Members. This is a strong indicator of the positive culture of the organization and the engagement and passion of our volunteers. Youth member numbers however have been impacted by the toll of COVID-19, predominantly in NSW. In ACT & NT, which were less impacted by COVID-19 overall, Membership increased in 2021. In NSW with its extended lockdowns, Membership declined. Overall Membership declined by 592 Members (8.9%).

In 2021 we were approved for the Creative Kids voucher in NSW, alongside the Active Kids voucher and the Sports Voucher for NT. In 2021 2,921 Active kids vouchers and 1,071 Creative Kids vouchers were used for Guides, as well as 132 for NT. The Guide Support Fund was also available to ensure those suffering from financial hardship could remain as Members.

Events and Courses

In view of COVID-19 again our face-to-face event program was significantly reduced. In particular our Centenary Camp was unfortunately not able to be held. The reduction in events had an impact both on Membership and revenue. Some events, however, were able to take place, including 40 Girl Guides, friends and family who marched at Mardi Gras and the Governor's Reception for the Centenary of Guiding in NSW. The Events team worked hard to ensure Members had an excellent online Events program, and a highlight was the 'Guides Go Wild' event run by Taronga Zoo which was attended by over 500 girls and also raised over \$11,000 for the Save the Koala campaign. We also ran successful online School Holiday Programs. Online Adult Leader and Manager courses were very well attended and received much positive feedback from attendees.

Operational Transformation

In 2021, our priority was the strategic goal of 'transforming Girl Guides into a sustainable and financially viable organisation'. To this end, we focused on financial sustainability, commencement of our enabling scale through transformation journey, and on the delivery of an exceptional Guiding product.

Financial sustainability focus commenced with the finalization of the sale of Glengarry property with income of \$8m in 2021 and a reduction of ongoing operational deficit for this property. The Retail Shop was closed and moved online. Guide House moved to a smaller workspace in the Holt St building which created an income opportunity for the larger spaces in 2022. This will increase revenue by \$400k per annum. Following these operational changes, the 2022 budget reflects a significant reduction in operating deficit.

Enabling scale through transformation is a key pillar in the 2021 – 2026 strategy. In 2021 we commenced this journey with a review of our organizational systems to map future operational effectiveness, a property database was developed, and property compliance reporting was tested. In 2021 new automated payment options were developed as well as new registration forms and volunteer reporting. This is only the beginning. In 2022 and beyond, and central to the strategy, an IT transformation project will be implemented to facilitate significant administration improvements, focused in particular on reducing the volunteer administration load.

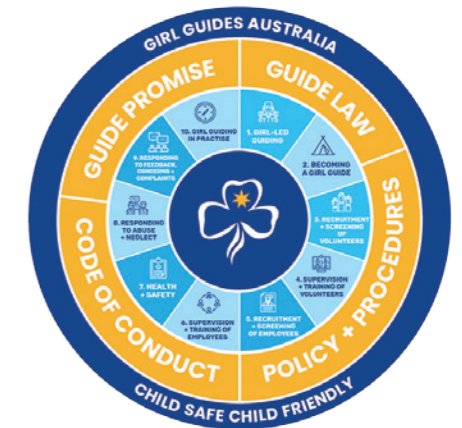
Delivery of an exceptional Guiding product was critical in 2021 in view of the challenges of COVID. A social impact survey was completed in May 2021 which provided important insights into the benefits of Guiding for our Members. The Membership team delivered a templated program pack to every district, the Guides in Schools program was expanded and monetized, and a District Manager webinar series was developed and implemented, to name a few projects. eGuiding, our online learning platform was further developed and now includes Child Safe Child Friendly modules. A modern and relevant program is core to future growth of Guides.

Child Safe Child Friendly (CSCF)

CSCF is a suite of national policies and procedures that have been developed by Girl Guides Australia (GGA) in conjunction with the states that signal the ongoing commitment of Girl Guiding in Australia to being Child Safe Child Friendly. The foundations of the GGA Child Safe Child Friendly Policy are the National Principles for Child Safe Organisations as agreed to by the Council of Australian Governments in February 2019 and the requirements of the World Association of Girl Guides and Girl Scouts (WAGGGS).

The Child Safe Child Friendly Policy identifies ten fundamental elements. These support Child Safe Child Friendly practice in Girl Guiding in Australia. For NSW, ACT & NT operationally, this has included developments in volunteer and employee recruitment and onboarding, volunteer training and supervision,

health and safety and incident and complaint reporting. These operational measures which have been put in place including police checks, online learning and new reporting mechanisms will protect and manage the wellbeing, emotional, physical and sexual safety of our Members. I would like to thank Jo Muller, Director of GGA and Girl Guides NSW, ACT & NT for her significant contribution to this work.



Thank you

After five years with Girl Guides NSW, ACT & NT, my journey with Girl Guides NSW, ACT & NT has come to an end as I move on from Guides. I would like to thank my team, the Board and all volunteers and girls who make Girl Guides the positive, empowering organization that it is and has been for the last 100 years. I am looking forward to seeing the organization flourish into the next 100 years. There has never been a time when an organization whose purpose is empowering girls and young women has been more relevant and important. Girl Guides NSW, ACT & NT is in a strong position moving forward and I am looking forward to seeing the 2021-2026 strategy come to fruition.



Helen White

Helen White She/Her
Chief Executive Officer

GUIDING THE NEXT GENERATION OF GIRLS INTO A NEW CENTURY OF GIRL GUIDES

Emily Milton Smith became the 20th State Commissioner of Girl Guides NSW, ACT & NT at an official handover ceremony in May 2021. At 29 years of age, this significant appointment which coincided with the celebration of a century of Guiding in NSW, is illustrative of the Association's commitment to its centenary theme, empowering future women. As a young woman, Emily is the youngest person to hold this role in the history of Girl Guiding in Australia. Emily also serves as Chair of the Board of Directors and Chair of the Membership Strategy Committee.

As State Commissioner, Emily leads the organisation with the support of three Deputy State Commissioners, who each bring a breadth of experience and expertise from within and beyond the Guiding community. Deputy State Commissioners Shaylah McClymont, Lisa Walters and Kerrey Williams join Emily as the State Commissioner Team, and each offer rich and diverse Girl Guiding histories.

"Girl Guides empowers girls and young women to make a positive change in the community. It is a vibrant space where girls and young women develop confidence and build resilience to navigate their world. This has been at the heart of the Girl Guide movement for the last 100 years and our purpose burns bright for our next century. Every day, we shine a light on girls and young women as today's leaders and tomorrow's future."

"Like all our Members, past and present, Girl Guides is part of my story. I know its impact firsthand. As a young girl, it was a

place where I carved my journey and laid the foundations for the woman I am now. It is the reason I became a volunteer: to guide the next generation of girls on their own path.

"I'm honoured to lead the organisation in its next chapter as we continue to deliver a place to grow – for every girl and any girl," Emily says.

The appointment of the State Commissioner Team represented a new chapter and reflects a vibrancy and hope to our future.

Appointed at 20, Shaylah is among two of the youngest women to hold this position in the history of Guiding in Australia. Shaylah is a public servant in the ACT Communities Directorate with a strong background in youth policy and participation. Shaylah has held roles at Region and State levels, including as Chair of a predecessor of the Youth Advisory Committee. A recognised youth advocate, Shaylah has influenced countless ministers and senior executives to improve the voice and leadership of young people.

Lisa is an executive leader with a strong background in finance, change management and business operations working across private industry, government and the NFP sector. She served on the Board for 5 years as well as providing significant expertise as a Member of the Finance Management Committee. Lisa is from the Southern Sydney Rivers Region where she was a Guide Leader for several years.

Kerrey is a designer and TAFE teacher with a strong background in education environments, events and small business. Kerrey has held Guiding roles at local,

Region, State and National levels, including as Region Manager of Greater Rivers Region and as a State Volunteer Manager for International. She has led and worked with countless teams in Guiding and offers a depth of knowledge of the volunteering experience. Prior to volunteering with Guides, Kerrey was a Guiding parent.

Emily is a globally recognised leader in the for-purpose sector with a focus on youth, gender and sustainability. She has a strong background in social impact and advocacy, corporate partnerships, women and girls' policy and youth services. Emily has held several roles at local, Region, State and National levels, including on our Board, and represented Girl Guides Australia and WAGGGS at numerous global conferences, including at the United Nations.

Emily and Shaylah are testament to the value Girl Guides place on the potential of young women and the belief in their leadership. While this intergenerational team represents the very best of collaborative practice and Guiding's commitment to being a place to grow for all women.

A skilfully diverse State Commissioner Team

The team brings a complementary set of skills and experience to the table. Each Deputy partners with Emily on key functions to discharge the responsibilities of the State Commissioner's office.

Kerrey's focus is the Region Managers and the Regions, alongside Adult Awards. Shaylah's area of work includes the State Leads, Membership Strategy Committee

and the Youth Advisory Committee. While Lisa works across several Board Committees, including Finance, Governance and Risk, and is a current Board director. Emily also partners with the CEO to deliver operational transformation and ensure synergy across the parts of our organisation. Together, the State Commissioner Team works positively to achieve the goals of Girl Guides NSW, ACT & NT. In addition to these areas of work within our organisation, Emily also has leadership responsibilities with GGA in both the Commissioners and Chairs Forums.

With a focus on achieving the Strategic Plan, the priorities of the State Commissioner Team include renewing our governance and operating structure to improve our organisational fitness and boost the readiness for broader transformation, as well as uplifting the focus on our values and strengthening our people and culture to future-proof Girl Guiding and better deliver for girls and young women. In support of Emily's appointment, immediate past State Commissioner, Sarah Neil, stated:

"Emily is an amazing young community leader inside and outside of Girl Guides. I am delighted to pass the State Commissioner baton to Emily knowing that Girl Guides NSW, ACT & NT will be left in a very deserving and capable pair of hands."

Emily leads a highly capable State Commissioner Team that together, will continue to make possible the Guiding Mission: empowering girls and young women to discover their potential as leaders of their world.



Left to right: Deputies Lisa Walters and Kerrey Williams, State Commissioner Emily Milton Smith and Deputy Shaylah McClymont

RISE LIKE A GIRL at the Sydney Gay & Lesbian Mardi Gras, 11 March 2021



Forty Girl Guides and supporters, including then State Commissioner Sarah Neill and State Commissioner Elect Emily Milton Smith, participated in the 2021 Sydney Gay & Lesbian Mardi Gras, with the theme, "Rise Like A Girl".

Girl Guides' participation in this event sends a strong message to the community that Girl Guides is a safe place for girls to participate in developing skills in a supportive atmosphere.

The 2021 theme for Mardi Gras was **"Rise,"** which then State Commissioner Sarah Neill described as

"a most appropriate theme for Girl Guides as we rise girls up to grow and become the women leaders of tomorrow."

Very simply, it's what we do".

Leading the organising team for the Girl Guides' participation in Mardi Gras was the organisation's NSW, ACT & NT Inclusion Support Consultant Tierney Marey.

"Leading Girl Guides NSW, ACT & NT in this year's Mardi Gras was a privilege. I couldn't have been prouder of our Members as they truly embodied the spirit of "Rise Like a Girl". Being a part of such a vibrant, community-minded and historic event was both galvanizing and humbling for our organization" said Tierney.

"We are excited to continue to demonstrate our commitment to the LGBTQIA+ community through our tailored LGBTQIA+ training which will be rolled out across our three states over the coming months" continued Tierney.

Girl Guides NSW, ACT & NT is a proud recipient of a Mardi Gras Google Parade Grant and acknowledges the contributions of Bunnings Eastgardens towards materials used in the creation of our pull-along theatrical campfire.

SALE OF GLENGARRY



"The Girl Guides had very mixed emotions about selling the asset as it has been a huge part of their history and thousands of girls have been through the facility," Ray White's Sam Hadgelias observed.

"The site ultimately sold to a not-for-profit foundation who was willing to maintain the existing community involvement and was willing to work with Guides to provide Guides ongoing access and use of the site in the years to come," Mr Hadgelias said.

Then CEO Helen White of Girl Guides NSW, ACT and NT, said the Facility had been a tremendous asset to the Girl Guides for many years.

"However, as an organization, we believe that our resources can be used elsewhere to continue to provide a safe space for girls and young women to develop life and leadership skills while instilling a desire to act on issues that they care about, contributing to their communities in locally-based programs for our Members," Ms White said.

Glengarry will continue to be cherished in the memories of countless Girl Guides.

The Kathleen Peken Memorial Fountain

The Kathleen Peken Memorial Fountain was moved from Glengarry to our RTS Tingira property located at Cabarita. To celebrate the fountain's new home, a morning tea was held on June 19, 2021, as an invitation for the Guiding community to experience the beautiful natural surrounds of Cabarita and to view the 'brown owl' in her new home. The State Commissioner participated in the dedication of the fountain. The Chief Commissioner, State Treasurer, and CEO were also in attendance, alongside current and former Board directors, the Friends of Glengarry and Friends of Tingira and other current and former senior Members. The fountain has significant value, as an early work of the sculptor Tom Bass, created in commemoration of Kathleen Peken's instrumental commitment in shaping the collective experience of Girl Guiding.

Kathleen Peken (nee Treweeke) was born in Orange and was a generous supporter of child welfare organisations and particularly interested in the Girl Guides.

On 24 February 2021, the sale of the Association's Girl Guide Training and Outdoor Centre at 61 Miowera Road North Turrumurra, known as 'Glengarry', was finalised. A week prior to its sale, an Open Day was held allowing Members to wander the property and to bid farewell. All Members, friends and families were invited to the Open Day, providing them a meaningful opportunity to experience the iconic property before its sale. Members are still able to visit, enjoy and make use of the site upon application.

The sale followed an independent review of Glengarry conducted over 2018 and 2019, which took into consideration twenty years of studies, reviews, and data including usage, income, and the condition of the Centre. The review was asked to recommend a future for Glengarry and assess Glengarry's suitability for the future of the Association.

The review reaffirmed the outcomes of previous studies that the property was financially unsustainable for the organisation to maintain and operate the site and recommended the Association seek open market interest for Glengarry. After careful consideration, and with recognition of almost 20 years of viability and feasibility reviews of the property, the Board accepted this recommendation in 2019, and made a tough decision with a focus to ensure the future of Guiding.

This was a difficult decision for the Board. A special commendation to then State Commissioner, Sarah Neill, who steered this change and demonstrated significant leadership.

GIRL GUIDES VOLUNTEERS WIN AWARDS FOR KEEPING GIRLS CONNECTED THROUGHOUT PANDEMIC

In a challenging time for all community groups, Girl Guides NSW, ACT & NT has successfully delivered their online program: Guides@Home to more than 4000 girls, with our Leaders externally recognised during COVID-19.

Girl Guides NSW, ACT & NT, one of the largest organisations in Australia dedicated to supporting girls and young women, has adapted the delivery of their programs to a remote and flexible model to ensure continued support of Guides throughout the pandemic.

As girls and parents sought a nurturing and familiar environment during COVID-19, Leaders recognised the importance for Girl Guides to have access to some of their usual activities and to continue to connect with their friends during periods of social distancing and isolation.

State Commissioner, Emily Milton Smith, said the engagement with Girl Guides during the pandemic has been incredible and reflects the quality of the online programs focused on developing individuals who are resilient and adaptable.



"COVID-19 has had an immeasurable impact on our girls and young women and changed many aspects of their lives. However, what hasn't changed from the girls' perspective is still wanting a place where they can have fun and make new friends, and from the parents' perspective having a place that grows their daughter's confidence and resilience. In fact, these aspects may be more important than ever,"

"Being able to adapt our weekly programs to be delivered online has been crucial to be able to support our Girl Guides during the pandemic. This has only been possible due to the unwavering dedication and commitment of our volunteers, and we're thrilled that several of our volunteers have been externally recognised in the 2021 NSW Volunteer of the Year Awards," said Emily.

Katharine Gillis was awarded Young Volunteer of the Year for the North Shore region. Katharine was nominated by several parents, including Rachel Chong and Shing Ma, for her role model dedication, leadership and organisation skills.

"Each week of Girl Guides is filled with different tasks that has enabled my daughter to learn new skills and gain knowledge that she would not otherwise get from a classroom. The whole of the Chatswood Junior Guides has benefited from Katharine's dedication. All the girls enjoyed each meeting as much as they did physically in the hall and parents were also happy because the girls were still able to socialise safely online with their friends during lockdown," said Ms Chong.

Cathy Gault, Blue Mountains was named Adult Volunteer of the Year. Cathy was nominated by a fellow volunteer for her hard work, despite her own personal health challenges, to keep her girls engaged and supported during the COVID pandemic. Cathy's ongoing dedication to Girl Guides has seen even more girls join her unit during lockdown.

The Hazelbrook-Lawson Girl Guides District Leadership Team, Blue Mountains was named Volunteer Team of the Year. The team was nominated by several Guide parents and families, including Jane Florey, for the various ways they kept the girls connected, engaged and having fun, and through their efforts, ensuring the sustainability of the Guide Units and the District.

"Our Youth Members benefited from the continuity of engagement with Girl Guides, helping them feel that they were not alone. I'm sure the experience provided by our volunteer Leaders and Helpers will benefit them into the future; they will have grown to be more confident and resilient in the face of difficulties.

"Families benefited too through their girls having a continuing out-of-school activity and community connection while other usual extra-curricular activities were not accessible," said Ms Florey.

Amanda Wright is also to be commended for winning the Volunteer Leadership Award presented by Volunteering ACT. This award acknowledged Amanda for leading a team of 14 Adult Members in the Gunghalin area.

Girl Guides NSW, ACT & NT welcomes girls between the ages of 5 and 17 to join the Guides@Home online programs to provide them a place they can try new things, learn new skills and make life-long friends.



Image Source: Instagram Posts

GIRL GUIDES BRIDGE SOCIAL DISTANCING GAP FOR GIRLS AGED 5-17



Girl Guide Leaders continue to support girls and provide them a safe place to grow by moving and adapting the delivery of the Programs to a remote and flexible model. This delivers fantastic extra-curricular activity to their local communities of Girl Guides and keeps the girls well-connected and busy with interesting activities.

"It is so important for our girls to have access to some of their usual activities and to continue to connect with their friends at this time of social distancing and isolation" believes Girl Guides NSW, ACT & NT's Sarah Neill who was State Commissioner during the first 18 months of the pandemic.

Guiding from their own homes, girls completed challenges and activities facilitated to them by their Leaders. Some Leaders sent physical packs while others emailed instructions and activities to be completed at home or during online or teleconferenced virtual meetings. Girls shared photos of their achievements with their Leaders and fellow Guides over private blog spots and other social media.

Some Girl Guide meetings, particularly in older age groups, were held online where girls continued to lead the program; running games and activities and planning future online meetings. While being in charge of the program, the girls often have a better grasp of using the technology than their Leaders, and the learnings flow both ways.

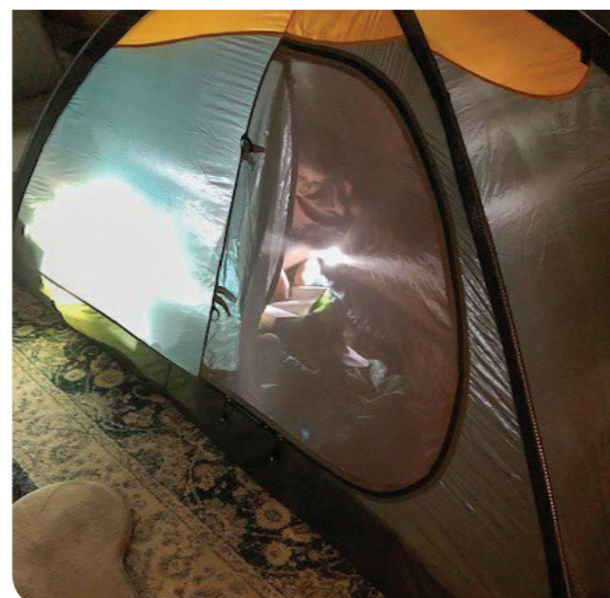
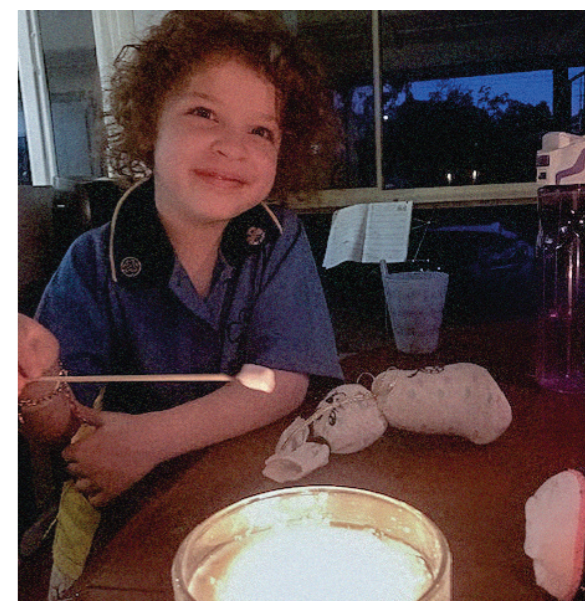
Units are holding digital camps where girls check-in with each other and their Leaders, complete activities at home, including cooking marshmallows; and even sleep in a 'tent'.

"It's really important to continue our Guiding traditions and empower girls to celebrate their accomplishments" said Larissa Shashkof, West Pymble Girl Guides Leader.

Girl Guides is a worldwide movement which provides Leaders the opportunity to connect with others around the world to inspire and support each other with program ideas.

"It's important in these times when the girls are not at school that they have other interactions in their week and can catch up with their Guiding friends" said Region Manager for Northern Sydney Region, Jo Kitchener. "Many Units are even meeting during the holidays as the girls have asked to keep the connections".

GUIDES@home



GUIDES IN SCHOOLS



The Guides in Schools Program achieved great results in 2021 as we engaged 22 girls across two high schools in the North-West Sydney area. Quakers Hill High School participated in their first paid program following the pilot in 2020, with one teacher successfully completing their Australian Leadership & Qualification Program to become a Unit Leader in the school. Glenwood High School also participated in their initial trial period of the Program, with Leader support from the Glenwood District. Each school participated in two terms of the Program; one term delivered face-to-face, and one term delivered online as COVID-19 lockdowns saw students learning remotely during the second term.

We delivered an introductory Guides in Schools Program to each school, with the girls taking part in a range of activities that introduced them to the Australian Guide Program and its Fundamentals and Elements. The girls experienced hands on activities such as natural tie-dyeing, building teamwork and leadership skills through deciphering morse code

messages, building ballistas, and learning lifesaving first aid skills. The second term saw the program girl-led with some adaptation needed to move to online delivery. The girls chose a variety of activities for their program, including cooking with pantry staple items, learning about other cultures, and completing service activities to support their families and friends through the COVID-19 lockdown period.



Despite the disruption from the COVID-19 lockdown, we received excellent evaluation data from the delivery of this program across the two schools. As part of our evaluation plan, we provided the girls surveys to complete prior to the program commencing and upon conclusion of the program, allowing us to compare their self rating of key target areas of the program. Our results show that, on average, participants in the Guides in Schools program had an increase in their self rating of:

- 25% in confidence
- 16% in resilience
- 18.5% in leadership skills
- 14% in sense of belonging
- 10% in sense of purpose and value
- 17.7% in belief they can make a difference

These results are a great reflection of the impact of the Guides in Schools program and Girl Guides in the community. These results also provide us with a foundation of evidence to take to engage future schools and further grow the Guides in Schools program. The statistics from this program have since been integrated as key elements to a range of social media campaigns focused on recruitment and retention.

The next stage of the Guides in Schools program is now in further development, with a focus on broadening the reach of the program beyond the North-West Sydney area, and providing more flexible program options, or paid products, that will be available to more schools. We look forward to seeing this next stage come to fruition.



Images: Instagram Posts, Guides in Schools Program - Glenwood High School

GRANTS & BEQUESTS

Girl Guides NSW, ACT & NT sincerely thanks all our donors for their valuable support in 2021.

Girl Guides NSW, ACT & NT gratefully acknowledges the following entities from whom we have received grant funds or bequests in 2021.

Commonwealth Government

Department of Social Services

State and Territory Governments

Government of New South Wales

Government of the Australian Capital Territory

Government of the Northern Territory of Australia

Local Government

City of Ryde

Other Entities

ActewAGL

A I Chapman Trust

Bendigo Community Bank

Ella Chapman Trust

Estate of the late SM Blackmore

Girl Guides Australia

Katherine Club Inc

Maple Brown Family Foundation

Sydney Gay and Lesbian Mardi Gras

ADULT GOOD SERVICE AWARDS

Girl Guides NSW, ACT & NT recognises the contribution and involvement of adult Members and non-member volunteers for meritorious service to Australian Girl Guiding, its Members and the community, through the Girl Guides Australia Good Service Award System. All Adult Good Service Awards are recognised incorporating a set of criteria accessible from www.guidelinesforgirlguides.org.au.

Thanks Badge & Certificate

Garth Schmitzer	Jacqui Jago	Rebecca Price
Bethwyn Major	Gail Boate	Oliver MacGregor
Jenny Burton-Douglas	Robbie Douglas	Karen Lui
Jennifer Konedaris		

Boronia

Robyn Saunders	Bernice Pitt	Alice Hughes
Melanie Chaffey	Amy Battistuzzi	Christine Wernicke
Sally Mulheron	Barbara Sherrin	Elly Hansen
Deanna Sudmals	Gayle Ratcliffe	Dianne Egan
Belinda Hopewell	Kylie Rees	Mary Wilkins
Pamela McLaughlan	Rosalind Hinde	Linda Willer
Belinda Player	Karen Scott	Nichola Vincent
Jane Early	Yvonne Kingdom	Justine Graham
Ellen Callaghan	Angela Ayton	Mia Gyaneshwar
Ann-Marie Spataro	Melanie Costello	

Banksia

Judith Knox	Carolyn Saunders	Jessica Fish
Charlotte Weatherall	Julie Tibb	Susan Jenkins
Wendy Scriven	Valerie Hayward	Barbara Scarpellino
Mary Ann Norrie	Susan Byrn	



Bar to the Banksia

Julie Minici	Sylvia Pearce	Susan Grinyer
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Wattle

Sally Woodhouse	Sharyn Smith-Anderson	Kris Wyber
Haylee Brown	Lizzie Cannon	Emily Milton Smith
Lauren Hansen	Leonie Holley	Cheryl Waller
Rhonda Beach	Ann Miles	Margaret Worthington
Amanda Cooper	Simone Hayward	

Bar to the Wattle

Susan Grinyer		
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Flowering Gum

Jo Kitchener	Elise Crofts	Leonie Judd
Jodie Chilvers	Chis Glasheen	Rochelle Reed
Annette Drewett	Kerrie Hardie	Diane Williams

Emu

Larissa Saywell	Allison Hooper	Letitia Baldwin
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Red Kangaroo

Sarah Neill		
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WAGGGS ASIA PACIFIC REGION AWARDS

Service to Girl Guiding and Girl Scouting

Jamie Shepheard		
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District, Division, Region Manager and State Commissioners

Kylie Gray	Jo-Ann Tonon	Veronica Heard
Kris Wyber		

Unit Leaders

Virginia Brown	Sally Woodhouse	Leslie Meiklejohn
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YOUTH & OLAVE AWARDS

Name	Award
Taylor O'Brien	Queen's Guide
Imogen Warren	Queen's Guide
Lucia McAlister	Queen's Guide
Jessica Twells	Queen's Guide
Elizabeth Adams	Queen's Guide
Danielle Peters	Queen's Guide
Heather Maddock	Queen's Guide
Clare Busch	Queen's Guide
Kaanchana Sekaran	Queen's Guide
Katherine Spencer	Queen's Guide
Lucy Long	Queen's Guide
Ebony Hutchinson	Queen's Guide
Carina Tucker	Queen's Guide
Elisha Cohen	Queen's Guide
Anna Schindler	Queen's Guide
Jessie Green	Queen's Guide
Morgan Clyne	Queen's Guide

Name	Award
Sally Woodhouse	Olave Baden-Powell

Name	Award
Marissa Dirks	The Duke of Edinburgh's Award, Gold

Name	Award
Natalie Lane	Commonwealth
Ashleigh Armstrong	Commonwealth

APPOINTMENTS

Board Directors		
Board Chair Sarah Neill ³ Emily Milton Smith ⁴	State Treasurer David Van Gogh	Appointed Director Krista-Lee Fogarty
Kathryn Follers	Sonja Freeman	Michelle Kothe
Joanne Muller	Lisa Walters	Bev Orr ⁴
Cecily Zhu ⁴	Appointed Director Joanne Higgins ⁶	Karen Lui ⁷
Lizzie Cannon ³	Lauren Hansen ³	

State Office Bearers		
State Commissioner: Sarah Neill ³ Emily Milton Smith ⁴	Deputy State Commissioner: Kate Conroy ³ Kerrey Williams ⁴	Deputy State Commissioner: Larissa Saywell ³ Shaylah McClymont ⁴
Deputy State Commissioner: Lisa Walters ⁵	State Treasurer: David Van Gogh	Board Chair Sarah Neill ³ Emily Milton Smith ⁴
State Learning & Development Manager: Leisa Evans	State International & World Guiding Consultant Amanda Cooper ¹ Natalie Lane ³	State Olave Program Consultant Aimee Watkins
State Archivist Chesne Jones	State Program Manager Alice Anderson ¹⁰	State Outdoors Activity Consultant Virginia Brown
State Trefoil Guild Advisor Sharyn Smith-Anderson ³ Molly Tweedie ⁴	RTS Tingira Chair Kerry Rymer ¹¹	Water Activities Committee Chair Kerry Rymer ¹²
State Inclusion Support Consultant Tierney Marey	State Youth Recognition and Awards Liaison Shae Rigney	Youth Leadership and Development Liaison Cassandra Talbot
Awards Committee Chair Sue Car OAM ¹¹ Margaret Rudwick ¹²	Finance Management Committee Chair David Van Gogh	Governance Committee Chair Sonja Freeman
Member Management Committee Sarah Neill ³ Emily Milton Smith ⁴	Risk Committee Chair Krista Lee Fogarty	Youth Forum Chair Brooke Young ¹

Region Managers & Assistant Region Managers

ACT & South East NSW Kaz Ely	Central West Lee Judd	Coastal Valleys Elizabeth Baker
Assistant Manager Chris Butler Rhonda Foley	Assistant Manager	Assistant Manager Kirstyn Taylor
Cumberland Plains Sarah Neill (Acting Region Administrator)	Greater Rivers Haylee Brown	North Pacific Coast Elise Crofts ⁵ Virginia Hey ⁶
Assistant Manager	Assistant Manager Heather Pinning	Assistant Manager Virginia Hey ⁵ Belinda Schmitzer ⁶
Northern Sydney Joanne Kitchener	Northern Territory Letitia Baldwin	Northwest Inland Helen Leamon
Assistant Manager Carol Simpson	Assistant Manager	Assistant Manager Stephanie Friel ⁴
South Coast & Highlands Kris Wyber ³ Mel Davis ⁴	Southern Sydney Rivers Kate Conroy ⁷ Leanne Murray (Acting Region Administrator) ⁹	Twin Rivers Maryann Herbert
Assistant Manager	Assistant Manager	Assistant Manager

Girl Guides NSW, ACT & NT Members In Volunteer Roles with Girl Guides Australia

Chief Commissioner Rosemary Derwin	Girl Guides Australia Director Sarah Neill ³ Joanne Muller ⁶	Assistant Chief Commissioner Young Women: Micheala Collins
National Trefoil Guild Advisor Marcia Andrews ⁸ Sharyn Smith Anderson ⁹	Member, Australian Guiding Committee: Sarah Neill ³	Girl Guides Australia Legal Panel Joanne Muller Renée Bianchi
Member, Governance Committee Orla McGovern Sarah Neill ³	National Coordinator Adult Sarah Neill ⁶	Awards Committee Sue Carr OAM ¹⁰ Margaret Rudwick ¹²
Chairs Forum Sarah Neill ³ Emily Milton Smith ⁶	Commissioners Forum Sarah Neill ³ Emily Milton Smith ⁶	Honorary Australian Associates Coordinator Barbara Horsfield OAM
National Olave Coordinator Nicola Jones	Young Women's Forum Shaylah McClymont Lucia McAlister	

- | | | | |
|--------------------|----------------------|------------------------|------------------------|
| 1. To April 2021 | 5. To June 2021 | 9. From September 2021 | 13. From December 2021 |
| 2. From April 2021 | 6. From June 2021 | 10. To October 2021 | |
| 3. To May 2021 | 7. To August 2021 | 11. To November 2021 | |
| 4. From May 2021 | 8. To September 2021 | 12. From November 2021 | |

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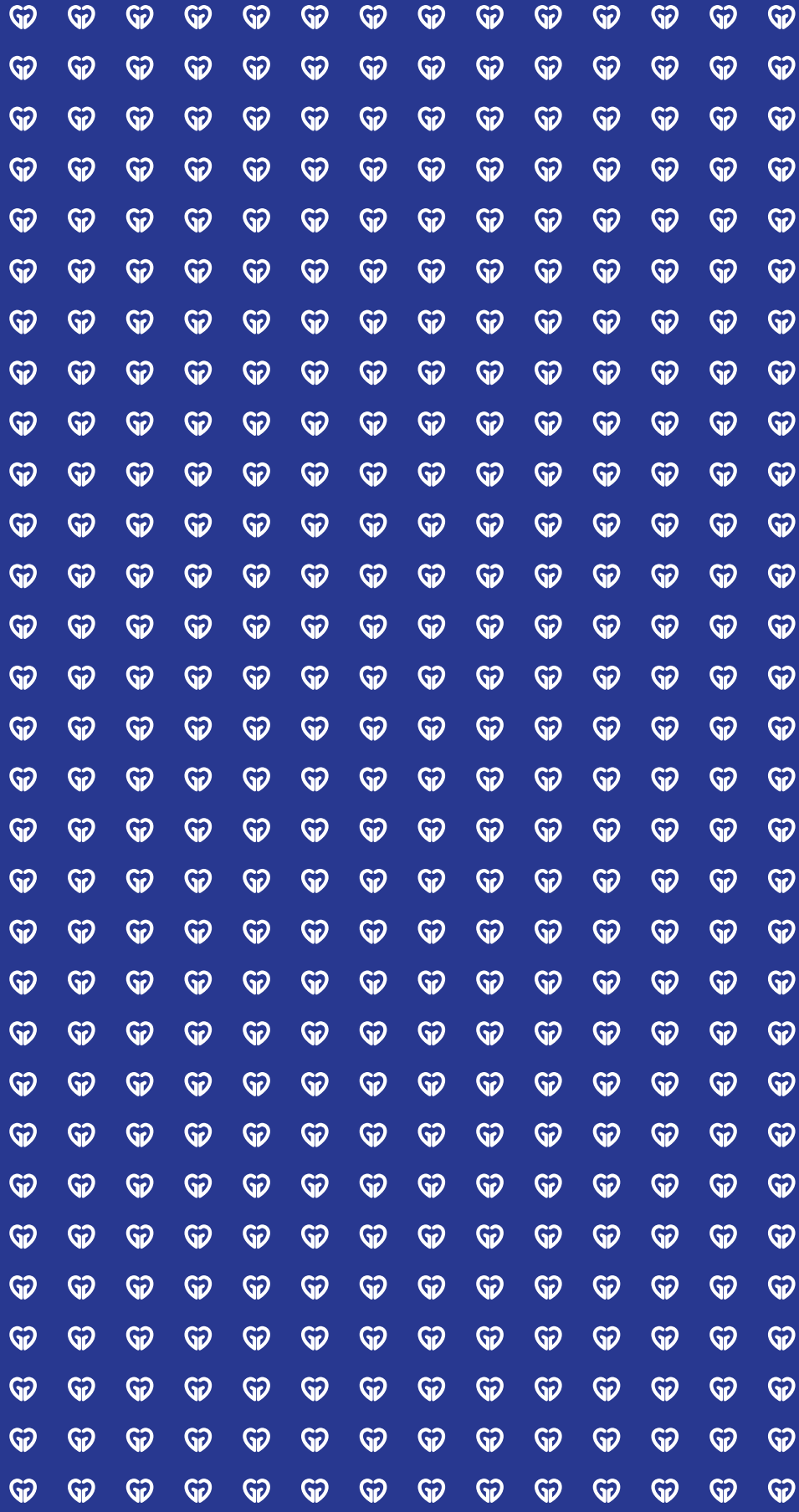
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NSW ACT NT

**empowering
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young women
to discover
their
potential as
leaders of
their world**



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