



ANNUAL REPORT 1992

GIRL GUIDES ASSOCIATION OF AUSTRALIA INCORPORATED

The Girl Guides Association of Australia is part of a worldwide voluntary organisation which promotes and encourages the development of girls and women as responsible community members through a program of activities and service and a commitment to the guide Promise.

NATIONAL GOALS 1992 — 1994

- * To develop a wider range of opportunities for girls to participate fully in all aspects of the program
- * To improve the quality and increase the number of leaders
- * To have a system of management which is effective and efficient
- * To promote guiding as an organisation for girls and women
- * To increase membership
- * To develop the awareness of and to fully utilise the strengths and benefits of the national identity of the Association



ANN MILLHOUSE AM
Chief Commissioner
July 1989 — December 1992

The Girl Guides Association of Australia profoundly regrets the loss of Ann Millhouse, who died in April this year after a courageous battle against cancer. Ann will be remembered for her quality of leadership, and for her special interest in, and rapport with young women.

Ann was very knowledgeable about all levels of guiding, as she joined the Movement as a brownie guide and remained active in many leadership capacities almost all her life. A proficient trainer, she used her skills to strengthen the national administration. Youthful in outlook, Ann had a warmth and vitality that touched many people over the years. Her vision for guiding was that it be a strong, positive organisation attuned to the present day needs of girls and young women.



HELEN CHRISTIAN
Acting Chief Commissioner
January — August 1992

Helen Christian has filled the positions of assistant chief commissioner and acting chief commissioner with dignity, diligence and distinction. She has attended national and international events where her warmth and charm has been appreciated by all the participants.

Appointed on 1 January 1989, Helen played a supporting but vital role as assistant chief commissioner. She worked quietly behind the scenes to ensure that the Australian executive meetings ran smoothly and that members were comfortable and at ease.

During June to December 1991 when the Chief Commissioner, Mrs Ann Millhouse was ill, Helen was Ann's confidante, comforter and counsellor.

Helen was appointed acting chief commissioner from 1 January to 31 August 1992. She continued to inspire and challenge us to achieve Ann's vision of a strong, positive organisation for girls and young women.



JANETTE LOCKHART GIBSON AM
Chief Commissioner ELECT
from 1 September 1992

Janette Lockhart Gibson commences her term as Chief Commissioner for Australia on 1 September 1992. Previously she was State Commissioner of Queensland from 1982 – 1986, and at the time of her appointment was Vice President of the Girl Guides Association of Queensland.

Janette has held a number of positions in the education field. Currently she is chairman of an all girls' school and a director of the Advance Australia Foundation. She is very aware of the needs and concerns of young people and believes that the program and the all female environment of guiding gives a unique opportunity for girls and young women to develop the skills and personal qualities needed to face the future with confidence.



Leaders

17+ years

Working with girls as a leader is very challenging. It is fun and brings its own special rewards. Stimulating leadership courses assist leaders in learning the skills needed to run their unit while developing initiative and building confidence and self-esteem. There is a great deal of satisfaction in carrying out the leadership role effectively, working in a supportive environment and helping girls to develop their potential.



Ranger section

Ranger Guides 14 – 18 years
Rangers 17 – 25 years

Rangering helps girls to develop qualities of self-esteem, resourcefulness and citizenship so that they can succeed as confident young women. A flexible approach to the program gives them the chance to widen their horizons, make decisions and to *be prepared* for the future.



Junior leaders

14½ – 18 years

The junior leader program is for girls who have an interest in developing their leadership skills and in working with younger girls. While working on the program they will learn to meet challenges and develop their communication, decision making and people skills.

REPORT FROM ACTING CHIEF COMMISSIONER

We certainly do live in a changing world, not just politically and environmentally, but in the way we think and respond to others. The world becomes on the one hand a global village but, on the other, a scene of strife as long hidden differences in culture, religion and ambitions rise to the surface. Australia is blessed as one of the world's most peaceful countries, but even here we have changes and it is the responsibility of the guiding Movement to be responsive to, or better still, predictive of such changes.

November, the National Forum was held in Melbourne. This was a gathering of four participants from each state, each group led by its state commissioner and including one leader under 25. Over four stimulating and exhausting days, we looked at the structure and evaluated the achievements of the Association over the last three years and then formulated strategies for the three to come. These became the National Goals which were accepted at the May executive meeting and are printed in this report.

The Australian Girl Guides Foundation has now been in existence for six years and is providing strong financial support for important guiding activities. Two of these foreshadowed in the 1991 annual report have come to fruition. The corporate identity kit was produced in sufficient quantity to provide a copy for each district. It is essential that these very important guidelines are followed closely if the new logo, so readily accepted by our members, is to be used correctly. The *Leader Recruitment Kit*, consisting of a video, supporting material and guidelines for organising a recruitment campaign was also produced with Foundation funds.

A new fund this year is the Gregory Fellowship, set up in appreciation of Mr Reg Gregory, a former honorary treasurer for Victoria and a supporter of guiding in that state for over forty years. The first awardee of the Gregory fellowship was Maha Salhani, guider in charge at Our Chalet. Maha participated in the Program and Training Conferences in Adelaide, and the Great Guide Walkabout in Victoria. Her visit enabled all to realise

the wonderful international experiences available to our members.

During April, Barbara Horsfield and I attended the Asia Pacific Regional Event for Chief Commissioners and Executive Officers in Seoul, South Korea. While there I was privileged to accept on behalf of Australia the certificate of Accreditation to the World Association Training Scheme. This certificate, awarded for the Australian Leadership Training Program (ALTP), is for active diploma'd trainers.

Similar accreditation is also being sought from the Australian Institute of Training and Development which would confirm that our leaders are receiving marketable and transferable skills. In this context, the importance of the regular unit meetings must never be underestimated. Here the leaders are encouraging our young people to widen their outlook and develop self esteem, tolerance and commitment to service — all qualities so necessary in the ever changing world of today.

The enforced resignation of our chief commissioner in December made this a very difficult year for the national organisation. Only through a wonderful spirit of co-operation and team work was it possible to continue to function so effectively.

I must pay tribute to Barbara Horsfield and her very professional staff. Their support and guidance made my service as acting chief commissioner possible.

Thank you also to the national executive for their trust and encouragement, and to all the Australian officebearers and their committees for their time, enthusiasm and commitment.

Helen Christian

THE PROGRAM IN ACTION

The primary focus of the program committee during the past year was the biennial Australian Program Conference, held in SA in January. Outcomes were the review of the gumnut guide program, the consolidation of various syllabi for badges, emblems, pennants and certificates, and the forging of links between the four sections. Also, a number of units have become involved in

the outreach program of the new children's TV production Lift Off.

It is encouraging to see that **gumnut guiding** continues to show steady and sustained growth in all states, with 378 units. The results of the first review and evaluation of the gumnut guide program indicate a high level of acceptance throughout the wider guiding community. With the expansion of gumnut guides it has been important to develop networks of communication and provide national directions for the new section. To this end, the networking newsletter, *From the Branches*, has provided an avenue for increased contact between leaders. The *Australian Leaders Handbook* and the *Getting Started* leader information and program ideas have been reviewed to include helpful information for gumnut guide leaders. Each state has organised leader training and gatherings for the girls.

Our **brownie guides** have always been strong on giving service. They are saving the koalas, the forests and the urban environment, the RSPCA animals and endangered species. They are promoting appeals for the seeing-eye dogs and cancer prevention, and are making teddies for ambulances. Through these many activities, leaders strive to see self-confidence grow and self-esteem blossom in the girls. The brownie guides are rising to these challenges and are having lots of fun.

Through linking activities there is an emphasis on easing the progression on to guides. Linking days and camps have been held in most states this year and older brownie guides may now camp with guides as a taste of the joys to come.

Guiding has assumed a very high profile in the community. The girls continue to show their dedication to service through projects such as Earthkeepers and raising funds for children's hospitals and cancer research.

Guiding activities have included adventurous challenges such as abseiling, caving, pistol shooting, bush survival, rafting and cascading. The highlight of the year was the Great Guide Walkabout, held in Victoria in January, to which all states sent contingents. The patrol structure is very important in teaching leadership



Guides

10 – 15 years

Through a flexible program filled with fun and challenge, guides learn to *be prepared* and use their initiative. They have many opportunities to broaden their interests, to develop creativity and their leadership skills, to build their confidence and to give service in the community.

skills and encouraging initiative. Training to assist patrols and their leaders in working well together remains a high priority. B-P presentations were held regularly in all states. It is gratifying to hear that so many guides are completing the peak award which requires commitment and determination. Congratulations to them and their leaders.

The **ranger** section continues to prepare young women to live creatively and responsibly as independent members of society. During the past year special leadership courses and other opportunities for young women to learn life skills, prepare for the workforce and explore specific interests, have been offered in each state. A highlight of the year was STARS — Sparkle Together Australian Ranger Section — attended by over 400 girls and held in SA in January. Eight hectic days which included many activities, expeditions and the achievement of service certificates left everyone exhausted but with a rekindled sense of enthusiasm and motivation.

Outdoor activities are as popular as ever. Camping, water and adventurous activities continue as an integral part of the guiding program. Environmental awareness is a vital area of the program, with the Earthkeepers program now running in four states. The WAGGGS Water badge, which looks at water as a precious resource and promotes interest in this world-wide issue, is the special event badge of 1992.

Radio activities are increasing in popularity and have been promoted at unit meetings, leader trainings and conferences around Australia. A radio station was set up at the Great Guide Walkabout, where the girls learnt about many aspects of radio and made morse code kits.

INTERNATIONAL

The **international** department has been very busy this year. Australia hosted two extremely successful international events, the Great Guide Walkabout and the Lone Leaders event. At the same time members represented us at events held in 16 countries as well as at the four World Centres. Australia will support the All Europe Fund for another year. It is

very important to help guiding in these countries as they work to apply for WAGGGS membership at the World Conference in 1993. Two **BACH** teams have returned from Bangladesh and the preliminary work has been done for a new project in the Pacific Islands.

There have been special activities around Australia to celebrate United Nations Day, Universal Children's Day and the International Day of Peace.

Post Box is booming with an annual increase of 23.9% overseas links. This encouraging result can be attributed to the enthusiasm of the post box 'patrol' working hard to publicise post box links at various events, conferences and unit meetings. Countries added to our list of links are Bophuthatswana, Brazil, Czechoslovakia, Chile, Poland and Portugal. Interstate links continue to establish many friendships within Australia for the younger brownie guides.

TRAINING

The Australian **Training** Conference gave opportunity for trainers to participate in discussions, workshops, reviews and planning in a positive, enthusiastic way. Recommendations from the conference will give a clear direction for the next two years. Work has begun on an Australian trainers training program and the review of the tutor system for diploma candidates.

Accreditation of ALTP has been given by the World Committee and active diploma'd trainers will now be awarded the World Association training pin. The Australian training team consists of 51 diploma'd trainers with six candidates being tutored at present.

This has been a year of challenge and development as trainers planned and participated in various courses both within Australia and overseas. Young leaders with trainer potential travelled to Singapore to participate in 'Let Us Share '91' and others attended the 'Fun in Training' seminar in Sri Lanka. The national exchange trainers scheme has been used successfully to the advantage of both the state requesting the exchange and the visiting trainer.

PUBLIC RELATIONS

The benefits of the change to the new uniform are becoming apparent as more girls and leaders move into it. The Rae Ganim uniform has given the Association a boost; not only are people seeing and talking to and about us but the media has given us some excellent coverage. Several national magazines have carried guiding articles, as well as the major newspapers, radio and TV channels in most states.

Acceptance of the new logo is now widespread, enhancing our image both internally and externally. The new corporate identity kit will assist our members in using the logo correctly, thus giving a more professional and up-to-date look to notices, newsletters and other items.

Regular articles on aspects of public relations in *Guiding in Australia* are providing positive and practical assistance in ways to promote the Association. There is a continuing need for guiding to be both visible and involved in the community.

The *Leader Recruitment Kit* is proving to be valuable as leadership campaigns are taking place in all states. A leaflet with translations in seven languages has been produced and should assist in informing non-English speaking Australians about what guiding offers to today's young people.

ADMINISTRATION

The National Forum was held in Melbourne last November to evaluate the achievements of the Association during the last three years and to formulate strategies for the next three years.

The staff of **Australian headquarters** moved to Surry Hills in May, 1991. The new premises enhance the Association's image of an efficient and effective organisation.

A new printer and software provide the advantages of desktop publishing for many in-house pamphlets and publications.

The task of the **procedures committee** in changing 'terms of reference' for appointments to 'job descriptions' is nearing completion.



Gumnut guides

6 – 7½ years

Gumnut guides learn to *care and share* through a world of making, doing, laughing, having fun, exploring and singing. In small groups with caring leaders, they are encouraged to develop an awareness of other people, themselves and the world around them.



Brownie guides

7 – 11 years

Brownie guides explore and enjoy an imaginative program both indoors and out. They play games, learn new skills, develop new interests and show their concern for the environment. They are encouraged to *lend a hand* by helping others in practical ways.

Archival material is gradually being sorted into more realistic categories, all books have been selectively listed and work has been done to arrange some material in its original order. We have acted upon several suggestions made by an expert archivist and further progress has been made regarding the collection accession through the computer.

The Association was involved throughout the year with the following: Australian Youth Policy and Action Coalition, Conference of Australian Youth Organisations, National Association for the Prevention of Child Abuse and Neglect, the Office of Status of Women and the Youth Affairs Council of Australia.

PUBLICATIONS

During the year two new **publications** were issued — a new *Junior Leader Handbook*, and *Walk a Mile in Another Girl's Shoes* as a national publication.

Revised editions of the *Australian Guide Handbook*, the *Junior Leader Training Program*, the *Gumnut Guides — Getting Started*, the *Gumnut Guides — Program Ideas* and the *Uniform* booklet were published.

There was a reprint of the *Australian Leaders Handbook Supplement to Part 2 — Program Ideas*.

The design and production of certificates was rationalised.

TREFOIL GUILDS

The quality and quantity of support for guiding has continued with members joining their uniformed sisters at special events as often as possible. Guilds have responded readily whenever financial or practical assistance has been requested or a need has been seen. Seven new **trefoil guilds**, including NT's first, have been formed this year.

GUIDING AUSTRALIA WIDE

National Forum, Victoria 1991
STARS, South Australia 1992
Great Guide Walkabout, Victoria 1992
Radio Activities Conference, Victoria 1992
Program and Training Conferences, South Australia 1992
Shop Managers Meeting, New South Wales 1992
Editors Meeting, New South Wales 1992
Australian Training for Lone Leaders, New South Wales 1992
Outdoors Conference, Victoria 1992

APPRECIATION

The Association has benefited from the generosity of many friends and supporters. We acknowledge donations from the following:

Australian Girl Guides Foundation
Friends of Australian Headquarters
Public Relations Institute of Australia
The media

Barden Manufacturing
Broken Hill Pty Limited

Caesar Fabrics Limited
Rae Ganim Designs
Glendinnings
Ken Gray Fashions Pty Limited
Helm Uniforms Pty Limited
J & J Cash
Luton Australia Pty Limited
NEC Australia Pty Limited
AJ Parkes
PV Textile Distributors Pty Limited

AWARDS

Civil Awards

Members of the Order of Australia

Mrs Joie Dwyer — Queensland
Mrs Janette Lockhart Gibson — Queensland
Mrs Lynette Mounsey — Northern Territory
Mrs Nancy O'Donnell — Victoria

Medal of the Order of Australia

Mrs Barbara Horsfield — New South Wales
Mrs Johanna Huygens — Queensland
Miss Jill Johnstone — Victoria
Miss Margaret Mead — Tasmania
Mrs Lysbeth Turnbull — Victoria
Miss Olga Wood — New South Wales

Advance Australia Award

Mrs Ann Millhouse AM — South Australia

Irene Fairbairn Fund Challenge Awards

Miss Jane Crosswell — Tasmania
Miss Jodie-Lee O'Leary — New South Wales

Eleanor Manning Memorial Award

Barbara Anderson — South Australia
Carol Bockman — South Australia
Dawn Borchardt — South Australia

NATIONAL MEMBERSHIP AS AT 30 JUNE 1992

STATE	GUMNUT GUIDES	BROWNIE GUIDES	GUIDES	RANGER GUIDES	RANGERS	JUNIOR LEADERS	TOTAL YOUTH	COMMISS/ LEADERS	OTHER	TOTAL UNIFORM	NON UNIFORM	TOTAL MEMBERS	UNITS
NSW	1008	11955	6381	249	194	303	20090	2260	91	22441	4577	27018	1964
NT	66	377	203	3		4	653	78	0	731	85	816	56
QLD	442	7333	4232	269	62	169	12507	1649	42	14198	2976	17174	1138
SA	321	2502	1187	58	22	68	4158	640	44	4842	500	5342	427
TAS	172	1925	829	62	15	39	3042	379	7	3428	445	3873	277
VIC	749	11184	5926	333	121	264	18577	2645	205	21427	3082	24509	1852
WA	303	4482	2074	61	19	63	7002	841	18	7861	1015	8876	569
NAT									26	26	26	52	
TOTAL	3061	39758	20832	1035	433	910	66029	8492	433	74954	12706	87660	6283



GIRL GUIDES ASSOCIATION OF AUSTRALIA
INCORPORATED

AUSTRALIAN OFFICE-BEARERS

President	Her Excellency Mrs Hayden
Life Vice President	Lady Price CMG OBE
Vice Presidents	Lady Carrick AO Mrs Marjorie West AM
Acting Chief Commissioner	Mrs Helen Christian
Chief Commissioner	Mrs Janette Lockhart Gibson AM (from 1 September 1992)

AUSTRALIAN EXECUTIVE MEMBERS

New South Wales	Mrs June Mathews OAM
Northern Territory	Mrs Sue Ride
Queensland	Mrs Ann Fletcher
South Australia	Mrs Mandy Macky
Tasmania	Miss Anne Brown
Victoria	Mrs Dorothy Woolley
Western Australia	Mrs Marion Nairn

AUSTRALIAN EXECUTIVE OFFICE-BEARERS

International Commissioner	Mrs Beatrice Lawrence
National Executive Officer	Mrs Barbara Horsfield OAM
Program Adviser	Mrs Jane Scarlett
Public Relations Adviser	Mrs Margaret Taylor
Training Adviser	Mrs Sylvia Le Marquand
Treasurer	Mr Mike Dunn

AUSTRALIAN OFFICE-BEARERS

Archivist	Miss Margaret Coleman
Australian Youth Policy and Action Coalition (AYPAC) Representative	Mrs Shelley Vanderwerff
BACH Co-ordinator	Mrs Vicki Trembath
Brownie Guide Adviser	Mrs Rosemary Cutter
Friends of World Centres Liaison	Mrs Nan Falloon
Guide Adviser	Mrs Margaret Eustance
Gumnut Guide Adviser	Mrs Di Vernon-Reade
Legal Adviser	Miss Elizabeth Shirley
National Magazine Committee Chairman	Dr Margaret Rosenthal
Outdoor and Adventurous Activities Consultant	Mrs Anne Jefferys
Overseas Publications Correspondent	Mrs Bette Smitheram
Post Box Secretary	Mrs Joan Burch
Public Officer	Mrs Joyce Griffin
Radio Activities Consultant	Miss Sue Wyatt
Ranger Adviser	Mrs Heather Barton
Superannuation Chairman	Mr Howard Carter
Trefoil Guild Adviser	Mrs Marjory Grigg
United Nations Liaison	Miss Wendy Swift OAM

AUSTRALIAN COMMITTEES

Awards Committee	Mrs Maren Chandler AM (Chairman) Mrs Nancy Brazier Mrs Janette Lockhart Gibson AM
Gregory Fellowship Committee	Mr Reg Gregory Miss Peg Barr BEM Mrs Shirley Farrow
Irene Fairbairn Fund Committee	Mrs Diane Truskett (Chairman) Mrs Joie Dwyer AM Senator Kay Patterson
Procedures Committee	Miss Joy Stacy OAM (Chairman) Mrs Jenny Bennett Mrs Mary Cabrera Mrs Helen Christian Mrs Joyce Griffin Mrs Patsy Hughes
Program Committee	Mrs Jane Scarlett Mrs Heather Barton Mrs Rosemary Cutter Mrs Margaret Eustance Mrs Di Vernon-Reade
Publications Committee	Mr Brian Nash (Chairman) Mrs Helen Ashton Miss Margaret Coleman Mrs Ann McLachlan Mr Marc Nolan Miss Andrea Smith
Training Committee	Mrs Sylvia Le Marquand Mrs Jan Allitt Mrs Anne Smith

WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

Asia Pacific Committee	Lady Carrick AO
Asia Pacific Training Pool	Mrs Anne Smith Mrs Vicki Trembath
Constitutions Committee Substitute Member	Miss Barbara Neill
Pax Lodge Committee Member	Mrs Pat Goodheart AM
Olave Baden-Powell Society Vice President	Lady Price CMG OBE

