

ANNUAL REPORT 1995

**Girl Guides Association
of Australia Incorporated**





Mission Statement

The Girl Guides Association of Australia Incorporated is part of a world wide voluntary organisation which promotes and encourages the development of girls and women as responsible community members through a program of activities and service and commitment to the Guide promise.

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Ice blocking is all the craze! Lenna Dixon gets into the action at Telegraph Station, Alice Springs, Northern Territory.

Overview



Queensland's 1st Amberly Brownie Guides, Melissa Bisset, Fiona Aleckson and Kristen Mair enjoy a perfect early morning paddle.

THE Girl Guides Association of Australia believes each girl and woman is a unique person who can access her own abilities, pursue her own interests and shape her own future.

The purpose of the Association is to inspire girls and young women to reach their full potential and to develop as responsible community members.

As an all female organisation, the Association provides opportunities for girls and women to try new experiences and activities in a non competitive and supportive environment. Women provide positive leadership role models for girls who are encouraged to develop their self-confidence and self-esteem away from social pressures to conform to stereotypic expectations. The Association is training girls and young women to be leaders in their community.

Established in Australia in 1910, guiding has over eight and a half million members in 129 countries throughout the world, and 68,630 members in Australia. Reflecting Australia's cultural diversity, guides come from many different backgrounds.

NATIONAL GOALS

In 1995 it was agreed that the goals for the next five years will be:

Program: to establish a new Australian guide program for girls and young women.

Training: to develop a new model for leadership training.

Administration: to identify and establish innovative and efficient methods of obtaining and managing funds.

Promotion: to create and implement a marketing plan and a public relations strategy.

Membership: to develop and implement new systems of recruitment to increase membership.

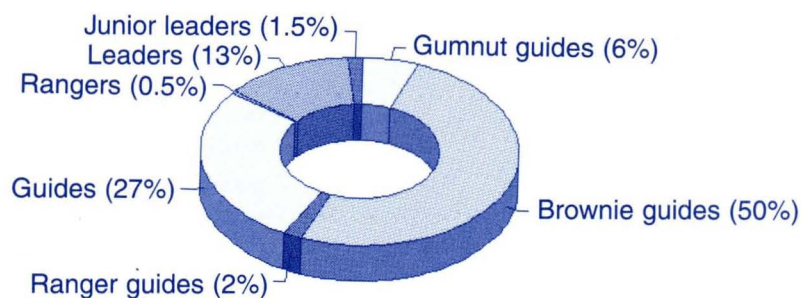
ACCOUNTABILITY

State associations are accountable to the Australian executive for the implementation of these goals. The Australian Association provides resources and support to assist states to achieve these goals.

HIGHLIGHTS

- 13,392 Peace Packs delivered to refugee children in Kenya and Ethiopia.
- Presentation of over \$96,000 to The Salvation Army as a result of the International Year of the Family activities.
- Gumnut guides turned five in 1995.
- Birthday celebrations—85 years of guiding worldwide and 80 years of guiding in Australia were held across the nation.
- Thousands of girls and leaders took part in international guiding events—Making Waves in Tasmania, Yaringa in Western Australia, at ABLE in Queensland and at ACE in the Northern Territory.
- Members of the Association presented papers at Regional Conferences in the Philippines, Nepal and Hong Kong.
- Four young women represented the Australian girl guides at United Nations conferences.

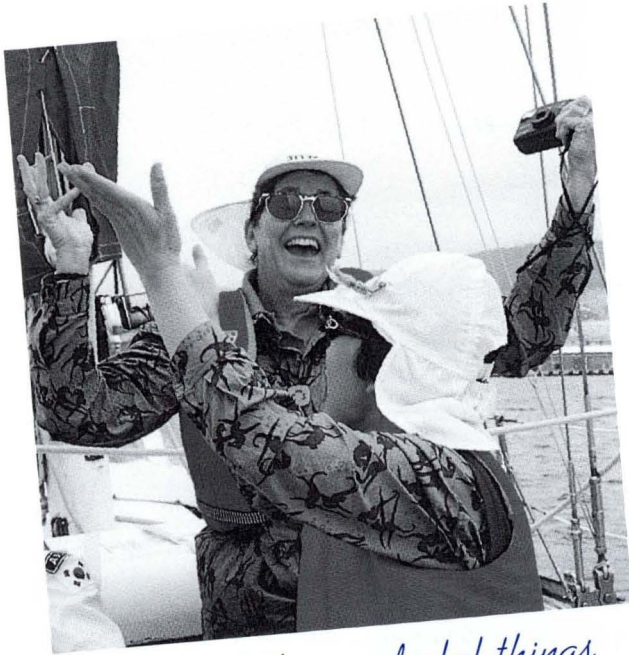
NATIONAL MEMBERSHIP 1995



NATIONAL MEMBERSHIP 1994-95

	NSW	NT	QLD	SA	TAS	VIC	WA	NAT	TOTAL
Gumnut guides	1109	48	411	276	124	872	484	-	3324
Brownie guides	8541	281	4557	2029	1388	8631	3342	-	28769
Guides	4810	143	2790	1052	768	4418	1657	-	15638
Ranger guides	278	8	231	62	53	338	68	-	1038
Rangers	96	0	70	1	7	81	30	-	285
Junior leaders	264	10	148	60	54	291	83	-	910
Total youth	15098	490	8207	3480	2394	14631	5664	-	49964
Commissioners/ Leaders	2262	52	1356	557	330	2323	626	-	7506
Other	53	0	41	31	4	203	7	26	365
Total Uniform	17413	542	9604	4068	2728	17157	6297	26	57835
Non Uniform	4661	82	1838	391	524	2542	731	26	10795
Total Members 1995	22074	624	11442	4459	3252	19699	7028	52	68630

Chief Commissioner's Report



"One of the wonderful things about guiding is it breaks down barriers and creates long lasting friendships"

Chief Commissioner, Janette Lockhart Gibson is pictured on board the 'Whale Song' with a Korean leader at Making Waves, the national guide event in January 1995.

GIRL guides are special. It's hard to describe the pride I feel when I hear about the wonderful activities the girls are undertaking—about the new brownie guide who has just made her Promise, the ranger who's guiding experience has helped her get her first job and the leaders who have extended their horizons and developed new skills.

Guiding continues to follow its firm belief in the importance of girls and young women. Through exciting activities and community service, we help girls reach their full potential, qualities which are so often lost.

In 1995 we celebrated 85 years of guiding worldwide, 80 years of guiding in Australia and the fifth birthday of our own gumnut guides. Special events were held Australia-wide, and whilst we celebrated, we recognised that as the needs of girls and young women change, we too must change.

Like many similar organisations, the girl guides has recently seen a slow decline in membership. Many explanations have been put forward—schools now offer similar outdoor activities, there is vast range of leisure activities, young people face greater pressures academically, maybe they don't want to wear a uniform? But guessing isn't good enough. To find out what girls, young women and leaders want from an organisation such as ours, we have undertaken an extensive process of research, review and evaluation.

It started with a review of the Promise and Law, (every girl and leader must make the Promise to become a member of the Association.) Forty thousand people replied to our survey which showed members wanted the wording of the Promise and Law to remain the same.

This was followed by market research of both members and non-members to find out what guiding meant to them, experimental transition groups to investigate ways to retain members, a think tank meeting, a national forum and finally the decision to create our own Australian guide program.

'Forward with Fundamentals' is the flexible framework which will accommodate the changing needs of women with opportunities to share leadership in a more accessible program. We are all motivated by what's best for guiding, and especially by what is best for girls and women in our rapidly changing world. The positive response has been exciting, and we are now in the process of developing our new program.

The changing role of women will determine how guiding adapts to meet girls needs. Employment opportunities have expanded considerably over the last 20 years. Women are now filling non-traditional roles, and as job opportunities have expanded, so too has the need for training. The combination of paid work and family life is a greater phenomena, with currently only two per cent of women not returning to the work force after maternity leave.

Setting national goals provides us with a sense of national unity. Each state has their own priorities within these goals, and most have developed 'Women of' programs, whose members act as role models for young women and as a resource network. The goal of increasing membership was found to be the most difficult to achieve.

TRAINING for our leaders remains a high priority. To continue our excellent training, we evaluated our leaders training program, resulting in a new model for leadership training being developed, and a community leaflet was produced to promote the benefits of our training to businesses and the community. Our goal to extend and improve the network and support for all leaders resulted in a review of the role of the support leader. Training in recruitment, selection and placement of leaders was given emphasis and job descriptions for all adult roles were developed.

We continue to have a close working relationship with the National Outdoor Leadership Development (NORLD), which is establishing competencies for abseiling, caving, climbing, canoeing and wilderness walking, which will then become the benchmark for outdoor leadership. We will use these to develop guide qualifications from basic certificates to leadership. By adopting the benchmarks, we'll be providing opportunities for members to receive cross-crediting when seeking employment in the rapidly expanding outdoor recreation and tourist industry.

MULTICULTURAL NEEDS: Looking at the needs of our multicultural society, 'Community Kits' in nine different languages have been distributed to multicultural libraries so people can learn more about the girl guides. We also received a grant from the Department of Immigration and Ethnic Affairs to fund the development of a Multicultural Awareness and Fact Folder for our leaders.

ADMINISTRATION: The Association is run predominantly by volunteers, with a total of 120 paid administrative staff in the Australian and state offices. A new addition to the Association is our desktop publishing unit, located at Australian headquarters. Producing our national magazine, *GiA* (*Guiding in Australia*), handbooks and certificates in-house has brought considerable cost saving benefits.

All other positions, from leaders, to advisers and members of the executive are held by volunteers.

Australian headquarters, located in Sydney, is the national secretariat of the Association, linking the state associations through the Australian executive and providing the administrative link to the World Association of Girl Guides and Girl Scouts (WAGGGS) through the World Bureau.

The National Executive Officer represents the Association at meetings of non-government organisations. Regular meetings include the Conference of Australian Youth Organisations, Australian Youth Policy and Action Coalition, Coalition of Australian Participating Organisations of Women, National Association for the Prevention of Child Abuse and Neglect, UNIFEM, UNICEF, Zonta and Women & Management.

Each state association is responsible for their own fund raising and sponsorship activities. National fund raising and corporate sponsorship is organised by the Fund Development Officer, and corporate donations are sought by the Australian Girl Guides Foundation.

Four dollars and sixty one cents from each member's annual membership fee supports services to members by the national association. Forty seven cents from each member is forwarded to WAGGGS.

The 3,955 trefoil guild members, women who were once actively involved with guiding, continue to grow in numbers and to provide a backbone of support. They raised in excess of \$55,000 for guiding, community and international projects and continue to provide active assistance to guiding by teaching skills to the girls and assessing badges.

To conclude, as an association we needed to create our own future. The new Australian guide program will do just that. All change involves some risk, but unless the Association moves forward, it will not be relevant to the needs of girls and young women in the 21st century. More than ever, I believe it is necessary for there to be an organisation which focuses on the needs and aspirations of girls in a single sex situation. We must guarantee our young members can enjoy the fun, fellowship and friendship of guiding in a safe, secure and relevant environment.

JANETTE LOCKHART GIBSON



Multicultural guiding is growing in Australia with the opening of a brownie guide unit in the Victorian Arabic community. Photo: Courtesy Leader Newspapers, Victoria.

Today's Guide

TODAY'S guide may be as young as six or a university student. She may live in the city, in a rural town, or on an outback property. She may be a member of any race, ethnic group or religion. Whoever she is, she is welcome and guiding has something to offer. It all begins with gumnut guides.

GUMNUT GUIDES, the newest and youngest group of guides, celebrated their fifth birthday this year.

A number of successful events for both leaders and girls have been held throughout the year. Gumnut guides have taken part in the Explore the Four World Centre challenge, Thinking Day activities, church parades, combined ceremonies with older members and visited a variety of outdoor activities.

BROWNIE GUIDES: For the older brownie guides especially, the past year has seen more involvement with the guide section through combined or link days, overnight stays and camps. As girls select their own group leaders, the importance of appropriate training for the young girl and her assistant has been recognised at special program and training weekends where they learn leadership skills and team building strategies.

Camps dealing with special areas of interests such as music, art and drama, equestrian, water activities and the environment have been held. Other activities include abseiling, rope courses, ice blocking and the increasingly popular science centre/museum overnight stays.

The introduction of group badges sees girls earning a badge by working as a team, encouraging them to achieve something they would perhaps never attempt. As shown by the success of transition groups, the older girls want the chance to work together.

Brownie guide leaders, too, have had a busy year. Numerous gatherings have given them new enthusiasm and inspiration.

GUIDES: 'Getting Together' was the guide section's theme over the past 12 months, acknowledging the International Year of the Family and the International Year of Tolerance.

'Making Waves', the Asia Pacific Silver Jubilee camp and the Australian guide event, held in December 1995 in Orana, Tasmania saw 1,000 girls enjoying water based activities such as sailing, windsurfing, canoeing and snorkelling and popular land based activities including abseiling, horse riding and pioneering.

The guides weren't the only ones to enjoy a major event. Guide leaders got together at EAGLE, the Australian Guide Leaders Event in Victoria, September 1994.

As well as outdoor activities, guides have participated in an array of community projects ranging from visits to projects focusing on youth homelessness, to fund raising for the Red Cross, The Salvation Army, City Mission and Lifeline and as well as heart and cancer research projects.

Emphasis on the patrol system, a method of self-government to encourage team building in a small group, continues.

Links between guides and scouts continues to be encouraged. Weekend camps with brownie guides and ranger guides in New South Wales and Western Australia, and alpine games, regattas and environmental projects with the scouts have all contributed to their theme 'Getting Together'.

RANGER SECTION, JUNIOR LEADER AND YOUNG LEADERS: Ranger section, junior leaders and young leaders (aged 18-25 years) are now coordinated by the new Australian Youth Adviser.

A Young Women's Issues special focus program has been developed which looks at many issues affecting young women of the 1990s.

Young women representatives from each state gathered at the Australian Youth Forum in South Australia at Easter. Here they discussed far-reaching aspects of the structure and organisation of the Association and their program and made recommendations which go to the relevant committees.



Gumnut guide



Learning to abseil



Outdoor cooking!

Event highlights

EVENTS are an important part of guiding. It's a time for girls to make new friends, to sleep under canvas and to learn something new. And, whilst they are having so much fun, the girls learn skills such as leadership, team building, cooperation and lateral thinking. Skills which will remain with them for the rest of their lives.

The Medieval Muster, New South Wales' 12th biennial camp, brought together 1,500 leaders and girls. The dust, wind, fire and high temperatures were a stark reminder of the drought gripping the state. In December, guides joined in the Scout Jamboree of the Far Horizons in Perth, whilst in Tasmania over 1,000 guides and leaders from 19 countries in the Asia Pacific Region came together at Making Waves.

With Making Waves over it was time for the rangers to have fun at Yaringa, the 6th Australian Ranger gathering in Perth. Here 400 young women aged 14-25 years enjoyed numerous



The slippery pole at Making Waves challenged balance skills and was a whole lot of fun! Photo courtesy of Community Express, Tasmania.

expeditions, gained diving qualifications, backpacked through forests, met dolphins in Monkey Mia, swam in forest pools, discovered four wheel driving, sailed the majestic square rigger the STS Leewin and much more! This was the first time the STS Leewin had an all female crew and the girls proved their capabilities in near gale force winds.

Leaders too had the chance to participate in a major event at ABLE '95, which brought together leaders from Australia, Fiji, Papua New Guinea and New Zealand.

Jamboree-on-the-Air (JOTA), the joint guide and scout radio activities weekend, which sees hundreds of young people corresponding by radio, continues to be a resounding success. Radio activities continue to grow in popularity.

Home-grown support

GIRL guides are well known for their community service which plays an important role in the guiding philosophy. From cork recycling Australian-wide to drought relief and packs of personal items for refugee children, guides continue to bring a smile to others as they contribute to their communities.

COMMUNITY SERVICE

Manning telephones in the collection room for Clean Up Australia, and making trauma dolls and teddy bears to bring a smile to patients travelling in ambulances or in hospital are just a few of the areas where girl guides have made a difference. Other projects include • donating nappies and baby clothes to an orphanage in Vietnam (NT) • selling gold heart badges for the Variety Club (NT) • participating in numerous parades

including the United Nations Parade (WA), Teddy Bear's Picnic and Children's Week (NSW) and local Anzac Day parades throughout Australia • participating in the City Mission's sleepouts • raising funds for the Fred Hollows Foundation.

FUND RAISING continues in many shapes and forms. The 'Give a Family a Break' appeal raised \$76,000, enabling The Salvation Army to give needy families a much needed holiday. In addition, the sale of a joint guide and scout badge developed for the International Year of the Family



Car washes - a tried and true means of fund raising.

raised \$20,586 for The Salvation Army. Twelve thousand dollars was raised to support breast cancer research, guides rode bikes to raise money for leukemia research, a tin rattle for the Royal Women's Hospital in Victoria raised \$33,000, and guides in Tasmania participated in a bike ride to raise money for The Leprosy Mission in Zaire.

Our native wildlife has not been forgotten. Brownie guides are gold sponsors of Save the Koala Appeal, and numerous animals in zoos around Australia are sponsored on an on-going basis.

REFUGEE CHILDREN

When you've been forced to flee your home and survived the horrors of war, life in a refugee camp could seem pretty bleak, more so if you didn't know others cared. Girl guides throughout Australia have helped to improve the lives of thousands of refugee children by providing Peace Packs—a joint project with the United Nations High Commission of Refugees and the World Association of Girl Guides and Girl Scouts. Each pack contains essential health and education needs, clothing, a toy and a note from the girl who packed them.

Nearly 14,000 Peace Packs of goods worth over \$350,000 have been sent to refugee children in Kenya and Ethiopia. They were transported to Africa by Grace Transport.

RECYCLING CORK

Over the past five years, guides have collected nineteen and half million corks for recycling! The unique qualities of natural cork, impossible to duplicate synthetically, place enormous strain on cork plantations in Spain and Portugal. The guides recycling initiative helps to conserve this

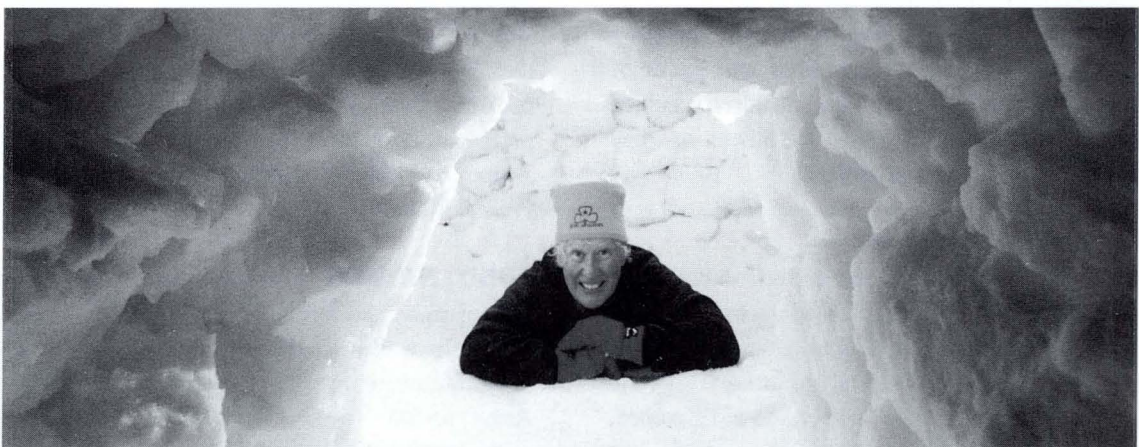
natural resource and raises funds to buy state camping equipment and to carry out repairs at state campsites. The recycled cork is used for industrial safety mats and the inside of cricket balls. The girl guides contribution was recently acknowledged by ACL Comcork, who include our logo on their product, the Standeasy Mat.

We thank Brambles for transporting the corks from all states to the recycling depot in Victoria and to Liquorland stores in most states who act as a depot centres.

DROUGHT RELIEF

Like they do so often, girl guides throughout Australia have been assisting others. In South Australia a collection of non-perishable food items, clothing and special treats helped 180 needy families. Guides in the Northern Territory put together Back to School packs for children from drought affected families in central Queensland. In Mt Isa, the proceeds from the sale of 6,000 lamingtons were donated to those who had lost their jobs on farming properties. In New South Wales, an idea to give a few children from a drought affected area a holiday was turned into an inspiration, and 94 parents and children from New South Wales enjoyed a five day break in Sydney. Queensland girl guides made their training centre available free of charge to the Redland Lions Club, who hosted a holiday for drought affected families.

Perhaps the most innovative idea is Operation Red Geranium which sees girls growing seedlings for the gardens of drought affected families. When the drought breaks the plants will be transported to regional centres for distribution.



The girls were not the only ones who opted to sleep outside to raise money for the Sydney City Mission's Winter Sleepout. Liz Waddington, Regional Commissioner for the Far South Coast and Moanar, NSW, spent the night in a home built igloo in Australia's highest town, Cabramurra, in the Snowy Mountains.

A doorway to the



INTERNATIONAL EXPERIENCES are an important part of guiding. Girls and leaders have a chance to experience the global world of guiding, to extend their knowledge of the world, and in many cases to participate in a service project in the country they are visiting. The Four World Centres situated in India, Switzerland, Mexico and England, host many different guiding events each year. Funds have been established to help girls and leaders meet financial expenses for specific programs, and there are opportunities to work as volunteers at the World Centres.

WORLD ISSUES: Interested young women have represented the Association at United Nations Conferences. Linden Edgell attended the United Nations International Conference on Populations and Development (ICPD) in Cairo, September 1994, at which issues such as human rights, reproductive health and partnerships and sustainable development were discussed. Linden played a major role preparing and presenting the Youth Declaration to the Conference. "Guiding teaches us so much—to be decision makers, facilitators, and to cope with the unexpected, all of which came in handy in Cairo," explained Linden.

Linden and Carolyne Watt attended the World Social Summit in Copenhagen. Many issues discussed were on the agenda at the Fourth United Nations Conference for Women and the Non-Government Forum in Beijing attended by Carolyne and the Chief Commissioner.

The Australian Training Adviser attended the WAGGGS International Training Forum in New York and shared ways to ensure training continues to meet the needs of the leader.

The Chief Commissioners and the International Commissioners attended the Regional Conference in Manila in March 1995. Alice Mee, a young brownie guide leader from New South Wales was also in Manila at the same time for a Gathering for Young People.

The National Executive Officer, as a member of the Asia Pacific Management Training Team, coordinated a management training session for

members of organisations in the Asia Pacific Region.

REFUGEE CAMP: As a result of our involvement in the Peace Pack Project, Guide Leader, Amanda Kelly was selected as one of eight young Australians to work as a volunteer for six weeks in Kakuma, a refugee camp in Kenya where 30,000 refugees live. Many of the refugees are well educated people who have been forced to leave their homes and now have no prospect of finding another. Amanda worked in the refugee hospital where the daily allocation of drugs is exhausted by 9.30am. She also spent time with a Sudanese girl guide unit. "Guiding is an excellent forum for empowering young refugee women," said Amanda.

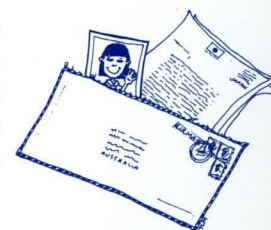
PRISONS: A new experience for international guiding was our participation in the Youth Service Team Project based in Holloway and Pentonville prisons in London. Australian team members included Deborah Rees from Victoria and Liz Moore from Tasmania. Both Deborah and Liz have previous experience in working with offenders and prison inmates.

The project allowed children to spend time with their imprisoned parents, with the added aim that guiding participants return with suggestions to improve conditions in their own jail systems. "The management within the Tasmanian Justice Department, where I am currently employed as a probation and parole officer, has been very receptive to the ideas I have brought back, and I expect that a number of reforms will be forthcoming from our discussions," said Liz Moore.

POST BOX, the international penfriend service, continues to link Australian girl guides with girl guides and girl scouts both interstate and throughout the world. This year 1,129 links were made with 30 countries. Five new contacts have been made, welcoming aboard Israel, Brazil, Republic of China, Iceland and Jamaica.

"Guiding teaches us so much—to be decision makers, facilitators, and to cope with the unexpected, all of which came in handy in Cairo"

Linden Edgell



Supporting Australians

THE AUSTRALIAN GIRL GUIDES FOUNDATION TRUST

ESTABLISHED in 1987 and supported by more than 108 individuals and corporations, the Australian Girl Guides Foundation funds projects which aren't possible at state level. A milestone was established this year when the Foundation reached its goal of one million dollars.

The Board of the Foundation comprises of a dedicated team of volunteer professionals. Chaired by David Greator AO, the Foundation are pleased to welcome Helen Lynch AM and Dee Wilson to the board. Helen, who was appointed to the Board in November 1994, brings to the Foundation a wealth of banking and financial experience. In 1990 she was named Qantas Business Woman of the Year and in 1994 was awarded an Order of Australia for services to the Banking and Financial Industry.

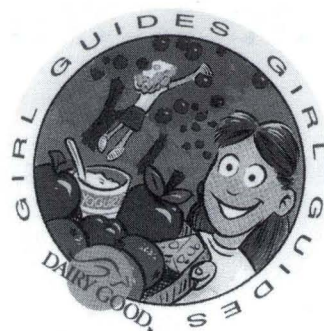
Dee Wilson was appointed to the board of the Foundation in April 1995. She was appointed Managing Director of John Fairfax Publication in December 1994. Dee joined the company in 1983 and held various positions including Classified Advertising Director since 1991. Aside from her outstanding career achievements, Dee holds the Queen's Guide Award, one of the highest guiding achievements attainable.

The Association is deeply appreciative of the Board's significant contribution, which ensures operating activities are of the highest professional standard.

Summary of activities:

- Thanks to Esso Australia Ltd's generous sponsorship of a video and accompanying leaflet, thousands of girls across Australia are learning about the wonderful opportunities guiding has to offer. A community service announcement edited from the video was shown by most national and country television networks.
- Colourful stickers with a healthy living theme have been produced for promotional use thanks to a generous grant from the Dairy Corporation.
- Who would have thought that girl guides could get you into the movies—but thanks to the Foundation, discount tickets to Hoyts cinemas across Australia were on offer. Two dollars fifty from each movie pass sold supported the Foundation.

- Providing information for leaders and parents as to why we believe it is important the guides girl remains an all-female organisation, the Foundation sponsored a brochure 'Girl Guides Put Girls First'.



A HELPING HAND

YOUNG women and leaders are encouraged to fundraise to attend special events, but sometimes a helping hand is needed. As a result, a number of funds have been established to provide financial assistance where necessary.

This has been a most successful year for the Irene Fairbairn Fund, with a record number of grants allocated. In 1994-95 sixty seven grants—totaling \$10,060 were allocated.

Five outstanding young women were selected by the international committee to attend a Dialogue for Peace event at the Four World Centres. Christie Tamblyn from South Australia and Rachael Wilson from New South Wales were selected as the Fairbairn Challenge Awardees for 1995.

Other funds which provide support include the Eleanor Manning Fund, the Amy Bush Fund and the Gregory Fellowship.



Guides throughout Australia spread Christmas cheer. Pictured are three of the 200 guides who sang carols at a major shopping centre in Melbourne.

Who's Who

JANETTE LOCKHART GIBSON **CHIEF COMMISSIONER FOR AUSTRALIA**

Chief Commissioner since 1992, Janette has held numerous guiding positions from assistant guide leader to Queensland's state commissioner. Aside from her guiding commitments, Janette is chairman of the Advance Australia Foundation Queensland committee, a director on the Australian Board of the Advance Australia Foundation and Chairman of the Governing Council of St Aidan's School, an Anglican girls school.

SUE RIDE **STATE COMMISSIONER, NORTHERN TERRITORY**

Sue started her association with guiding as a brownie guide in Alice Springs, and has been a leader for almost 30 years. Sue has held many different guiding positions, and was appointed State Commissioner in 1991, she completes her term at the end of the year. To her credit, Sue received Centralian of the Year in 1991 for service to the youth of Alice Springs.

HEATHER BARTON **STATE COMMISSIONER, VICTORIA**

With almost 25 years experience as a unit leader, Heather Barton is now leading Victoria with particular focus on multicultural development, public recognition of the role of volunteers, young people's concerns and environmental responsibility.

When she's not guiding, Heather is the Registrar at Methodist Ladies College, Melbourne.

JANIS WITTBERT **STATE COMMISSIONER, WESTERN AUSTRALIA**

An experienced leader and State Commissioner for Western Australia, Janis brings to her position over 26 years of guiding experience. Many of these years were spent as a lone leader, running units for girls who due to distance or other factors are unable to attend weekly meetings and communicated by correspondence.

When she's not guiding, Janis works as the Registrar at Ardross Primary School, Perth.

LIZ DAVIES **STATE COMMISSIONER, NEW SOUTH WALES**

Liz Davies has been a guide, sea-ranger and guide leader. Since 1971 she has been continuously involved as a leader, commissioner, trainer and Australian training adviser.

Liz lives in the north-west of New South Wales and is a registered pharmacist. She shares her love for guiding with an active interest in conservation, the environment, and health issues affecting the rural community.

ANN FLETCHER **STATE COMMISSIONER, QUEENSLAND**

Almost at the end of her term as state commissioner, Ann started guiding in the United Kingdom as a girl and then as a leader. She came to Australia in 1973 and has been a guide leader, commissioner, and held arts adviser and editor roles in the state. Ann is a registered nurse, loves the arts and is a doting 'NAN' when she's not guiding.

DOROTHY PRICE **STATE COMMISSIONER, SOUTH AUSTRALIA**

Dorothy has a long standing involvement which began as a guide in England. Since then she has given 22 years continuous service as a unit helper, leader, adviser and trainer. She took up the role of state commissioner in 1993, which she juggles with full time employment with the Royal Society for the Blind as General Manager of Client Services.

DIANE TRUSKETT **STATE COMMISSIONER, TASMANIA**

Having joined the guide Movement as a girl, Diane became involved again in 1982 as a division commissioner. She held numerous positions before becoming state commissioner in 1993. Professionally, she teaches in a senior secondary college heading the English and Languages departments.

GIRL

Association members and committees

President	Her Excellency Mrs Hayden
Life Vice-President	Lady Price CMG OBE
Vice-President	Helen Christian
Chief Commissioner	Janette Lockhart Gibson AM
Assistant Chief Commissioner	Mandy Macky

AUSTRALIAN EXECUTIVE MEMBERS

Chief Commissioner	Janette Lockhart Gibson AM
State Commissioners:	
New South Wales	Liz Davies
Northern Territory	Sue Ride
Queensland	Ann Fletcher
South Australia	Dorothy Price
Tasmania	Diane Truskett
Victoria	Heather Barton
Western Australia	Janis Wittber

AUSTRALIAN EXECUTIVE OFFICE BEARERS

International Commissioner	Beatrice Lawrence
National Executive Officer	Barbara Horsfield OAM
Program Adviser	Jane Scarlett to 28/2/95 Jan Forrest OAM
Public Relations Adviser	Margaret Taylor to 31/12/94 Merrill Cole
Training Adviser	Sylvia Le Marquand
Treasurer	Mike Dunn to 30/11/94 Louise Coughlan

AUSTRALIAN OFFICE-BEARERS

Archivist	Margaret Coleman
Brownie Guide Adviser	Rosemary Cutter to 28/2/95 Anne Wilson
Friends of World Centres Liaison	Nan Falloon
Guide Adviser	Margaret Eustance
Gumnut Guide Adviser	Di Vernon-Reade
Legal Adviser	Carolyn Sinclair
Outdoor Activities Consultant	Anne Jefferys
Outreach Consultant	Francisca Ho
Post Box Secretary	Joan Burch to 31/12/94 Wilma Torney
Radio Activities Consultant	Sue Wyatt to 31/1/95 Julie Wakeford
Ranger Adviser	Jan Forrest OAM to 28/2/95
Superannuation Chairman	Megan Currie
Trefoil Guild Adviser	Margaret Murray OAM
United Nations Liaison	Wendy Swift OAM to 31/12/94 Judy Shelton
Youth Adviser	Linda Wilkinson
Youth Policy and Action Coalition Representative (AYPAC)	Carolyn Watt

AUSTRALIAN COMMITTEES

Awards Committee to 1/6/95	Maren Chandler AM (Chairman), Nancy Brazier, Iad Luke APM. from 1/6/95 Ida Luke APM (Chairman), Dallas Langdon, Valmai Osmond.
Gregory Fellowship Committee	Reg Gregory (Chairman) Peg Barr BEM, Shirley Farrow (to 31/12/94). From 1/1/95 Anne Scott OAM, Bea Lawrence and Janette Lockhart Gibson AM.
Irene Fairbairn Fund Committee	Glenda Culley (Chairman), Joie Dwyer AM, Senator Kay Patterson (to 31/3/95), Vicki Dow.
Procedures Committee	Jenny Bennett (Chairman), Mary Cabrera, Helen Christian (to 9/5/95), Patsy Hughes, Mary Innes, Adrienne Kailofer, Rosemary Derwin.
Program Committee to 28/2/95	Jane Scarlett, Rosemary Cutter, Margaret Eustance, Jan Forrest OAM, Di Vernon-Reade.
from 1/3/95	Jan Forrest OAM, Anne Wilson, Anne Smith, Linda Wilkinson, Heather Thewlis.
Training Committee	Sylvia Le Marquand, Brenda Hamlett, Anne Smith (to 21/1/95), Annette Swaffield.

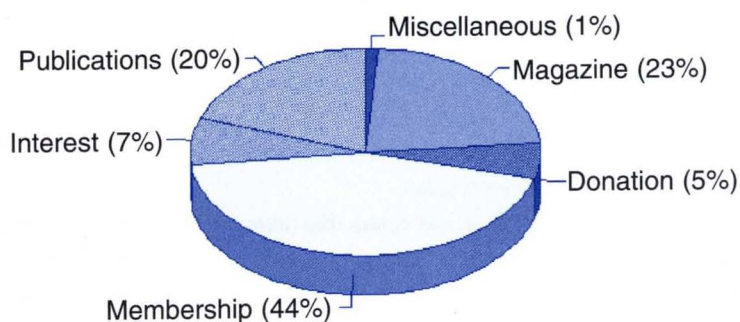
WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS (WAGGGS)

Asia Pacific Committee	Lady Carrick AO
Asia Pacific Training Pool	Anne Smith Vicki Trembath-Callaway
Asia Pacific Management Training Team	Barbara Horsfield
Constitutions Committee	Barbara Neill
Substitute Member	
Olave Baden-Powell	Lady Price CMG OBE
Society Vice-President	
Our Cabana Committee Member	Beatrice Lawrence
Pax Lodge Committee Chairman	Pat Goodheart AM
Sangam Committee Substitute Member	Vicki Trembath-Callaway
World Committee	Jane Scarlett
Substitute Member	

Funds at a glance

INCOME

1994-95



INCOME

1994-95

Donation	48,860
Interest	65,327
Magazine	201,106
Membership	91,540
Miscellaneous	9,695
Publications	173,674
TOTAL	<u>890,202</u>

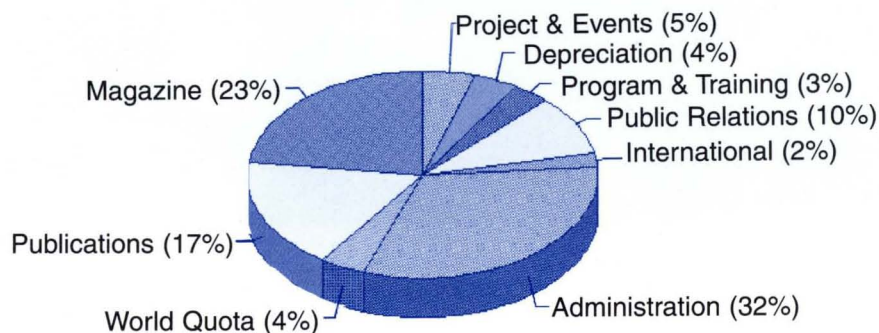
EXPENDITURE

1994-95

Administration	276,603
Depreciation	35,539
International	18,317
Magazine	200,936
Program and Training	30,549
Project/Events	42,293
Publications	151,955
Public Relations	83,339
World Quota	36,844
TOTAL	<u>876,375</u>

EXPENDITURE

1994-95



Financial

AUSTRALIAN TREASURER'S REPORT FOR THE YEAR ENDING 30 JUNE 1995

This year has been an extremely difficult year for the Association, with great demands placed on the Association's resources. So it is very pleasing to report an operating surplus of \$12,823.

The surplus has been possible due to increased interest income, increased contribution from publications and magazines and stringent control on operating expenses. Magazine subscriptions increased from \$168,984 to \$189,767 (12%) reflecting the improved quality. The improvement in subscriptions has resulted in a 91% increase in advertising revenue to \$11,339.

This year also saw the announcement of the development of the new Australian program for girls which arose out of a review of the needs of girls and young women in Australia today.

Donations included \$31,500 from the Australian Girl Guides Foundation and \$15,000 from Esso for a video on the fundamentals of guiding.

Next year will be even more challenging for the Association. Membership figures have fallen by 13% and funds have been set aside for the development of the new program.

More stringent cost control will continue and it is expected that interest income will increase. Despite these measures it is expected that we will have an operating deficit next year. The decision to go into deficit has not been taken lightly and reflects the urgency of the current situation. With falling membership numbers it is important to ensure that the programs we offer girls and young women provides them with the skills, values and experiences to support them in a changing world.

Our reserves are in a very healthy position and should be used for the long term benefit of members and the Association. Arresting the decline in membership is essential for the long term survival of the Association. Now is the time to take action.

LOUSE COUGHLAN
Australian Treasurer



L-R: Orin Casey, junior leader pictured with West Australian Kalumburu Girl Guides Naomi Karadada, Melissa Waina, Tia Kelly and Maria Fredericks. Orin painted their faces with ochre made from river soils.

Financial

GIRL GUIDES ASSOCIATION OF AUSTRALIA INCORPORATED BALANCE SHEET AS AT 30 JUNE 1995

	1995 \$	1994 \$
CURRENT ASSETS		
Cash at bank and on hand	8,637	2,217
Deposits at call	156,774	186,730
Interest receivable	10,076	23,390
Other debtors and prepayments	35,140	25,469
Inventories	<u>85,209</u>	<u>83,110</u>
TOTAL CURRENT ASSETS	<u>295,836</u>	<u>320,916</u>
NON-CURRENT ASSETS		
Investments	600,000	557,902
Property, plant and equipment	865,724	873,643
Irene Fairbairn Fund assets	103,105	97,965
Australian World Centres Fund assets	22,870	21,742
Eleanor Manning Fund assets	20,530	19,749
Amy Bush Fund assets	—	1,136
Gregory Fellowship	<u>119,323</u>	<u>116,214</u>
TOTAL NON-CURRENT ASSETS	<u>1,731,552</u>	<u>1,688,351</u>
TOTAL ASSETS	<u>2,027,388</u>	<u>2,009,267</u>
CURRENT LIABILITIES		
Subscriptions received in advance	90,178	90,911
Sundry creditors and accruals	<u>54,273</u>	<u>48,241</u>
TOTAL CURRENT LIABILITIES	<u>144,451</u>	<u>139,152</u>
NET ASSETS	<u>\$1,882,937</u>	<u>\$1,870,115</u>
ACCUMULATED FUNDS		
Balance at 30 June 1995	1,576,119	1,561,419
Reserves	<u>40,990</u>	<u>51,890</u>
	1,617,108	1,613,309
IRENE FAIRBAIRN FUND	103,105	97,965
AUSTRALIAN WORLD CENTRES FUND	22,870	21,742
ELEANOR MANNING FUND	20,530	19,749
AMY BUSH FUND	—	1,136
GREGORY FELLOWSHIP	<u>119,323</u>	<u>116,214</u>
TOTAL ACCUMULATED FUNDS	<u>\$1,882,937</u>	<u>\$1,870,115</u>

This summary is a true representation of the detailed Financial Statements.
A full copy of the detailed audited Financial Statements is available on request.

Financial

GIRL GUIDES ASSOCIATION OF AUSTRALIA INCORPORATED INCOME AND EXPENDITURE STATEMENT FOR THE YEAR ENDED 30 JUNE 1995

	1995 \$	1994 \$
INCOME		
Australian and World membership	391,540	378,300
Government Grant	4,590	—
Honorary Associates membership	1,094	770
Interest received	65,327	60,243
Magazine subscriptions and advertising	201,106	174,908
Publications	173,674	181,465
Sundry donations	48,860	72,696
Parking space	2,520	2,520
Profit on Asset Disposal	1,491	—
Special purpose funds	<u>30,683</u>	<u>25,245</u>
TOTAL INCOME	<u>920,885</u>	<u>896,147</u>
EXPENDITURE		
Projects and events	42,293	20,530
Administration	276,603	258,631
Depreciation	35,539	33,712
International department	18,317	14,089
Magazine production	200,936	176,563
Program and training departments	30,549	37,089
Publications	151,955	159,040
Public relations department	83,339	52,095
Special purpose funds	31,687	37,671
World Association quota	<u>36,844</u>	<u>30,384</u>
TOTAL EXPENDITURE	<u>908,062</u>	<u>819,804</u>
Operating surplus for the year	12,823	76,343
Transfer (to)/from reserves	<u>10,900</u>	<u>(31,080)</u>
	23,723	45,263
Accumulated funds at the beginning of the financial year	<u>1,818,224</u>	<u>1,772,961</u>
ACCUMULATED FUNDS AT THE END OF THE FINANCIAL YEAR	<u>\$1,841,947</u>	<u>\$1,818,224</u>



Girl Guides Annual Report 1995