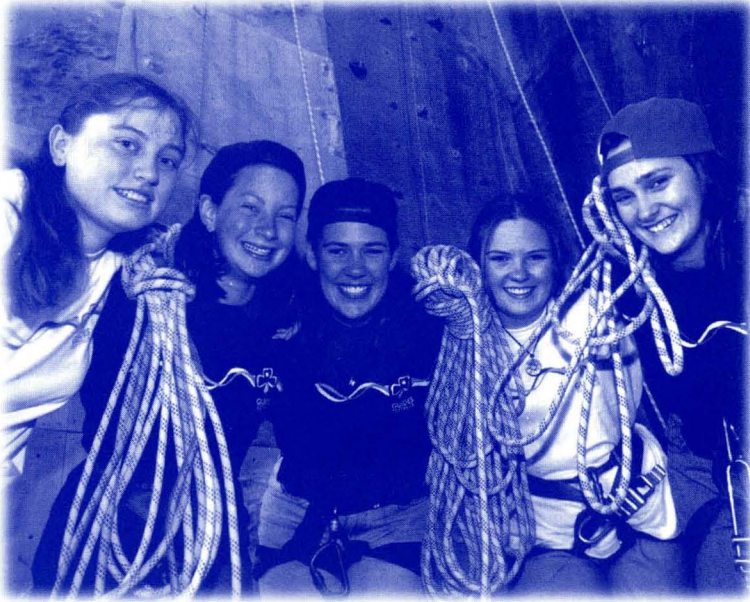




GUIDES
AUSTRALIA



*Helping girls and
young women grow
into confident,
self-respecting,
responsible
community members.*

mission statement

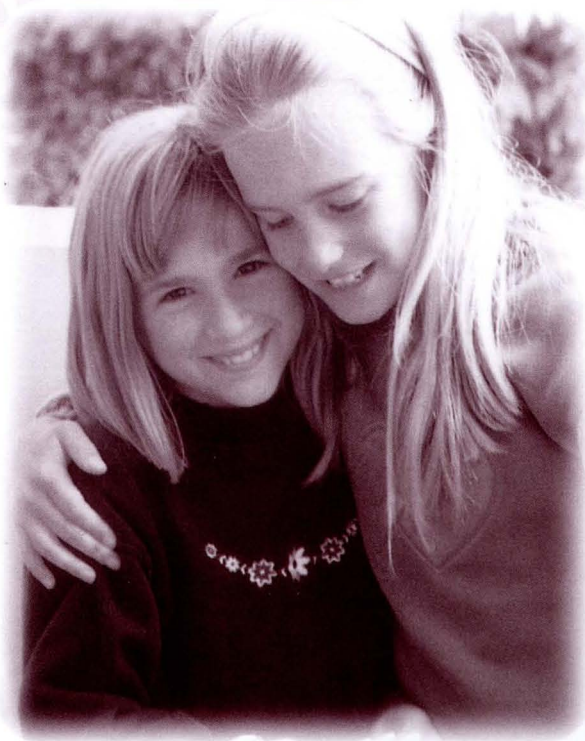
*Shown above: Lynn Heywood,
Maree Sisson, Susanah Dwyer,
Wendy Carter, Melissa
Garthwaite and Clare Anderson
get ready to go abseiling.
Photo: Martin Lange*

Highlights

- Guides for girls from 5 years old
- Launch of the 'Target 2000' Campaign
- Establishment of the One Hundred Club
- Introduction of After School Care Guides
- Appointment of a new State Executive Officer
- 'Capturing the Spirit of Guiding'
- Introduction of the Australian Adult Leadership Program
- Development and implementation of the Future Leaders Program
- Increase in multicultural membership
- Community development and outreach
- Commencement of structural reorganisation
- Establishment of flexible units and districts
- Increased cork recycling
- The Blue Moon Ball
- Commercial growth of the camping properties

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Year In Review



Success starts with a clear vision, action plans and a deep commitment to the outcomes. These key elements have been the hallmark of the 1996/97 year.

During the past year, much has been achieved to implement the Strategic Directions for the current four year period. This has been the framework within which the association has moved forward and achieved a great deal. The past twelve months has also been a year in which there has been much consolidation of the changes brought about in the previous year.

Keeping relevant in a changing society is a constant challenge to all associations. Guiding is no different. To retain a leading position in the community, to continue to meet the needs of our members, and to strengthen the organisation, there is a need for ongoing change. Real change is not achieved by one set of actions, but a range of initiatives, large and small, over time. Change in guiding is more about how we do things than what we do; in seeing and doing things differently and feeling differently about ourselves. Visions and values remain unchanged, but far-reaching changes such as we are experiencing, are shaping the future. These changes are occurring in the areas of :-

- structure and service
- management and marketing
- performance and programs
- recruitment and retention of members
- communication and quality.

Over the past year, we have witnessed a wider implementation of

the philosophy of the Australian Guide Program and growth in guiding programs in non traditional places. There has also been a swing to the new Australian Adult Leadership Program, where the emphasis is on competency standards and recognition of prior learning.

Success starts with commitment - and there is none more committed than people who do the job simply because they want to. However, success can only be achieved when members understand that their behaviour is the key. Ensuring that parents and their daughters can expect - and get - a worthwhile experience at every weekly meeting calls for careful planning and a high level of motivation and enthusiasm. This task is more achievable when people are focused on an activity about which they feel passionately, and we are indebted to the thousands of leaders who demonstrate their commitment in their daily lives. We extend our warm thanks to them. Likewise, our sincere thanks go to the leaders of adults who support the unit leaders and play an important role in maintaining effective district and region teams.

Creating and maintaining effective and dynamic district teams has been a focus during the year, and two workshops, called 'Capturing the Spirit of Guiding', were held. The workshops, organised by the state team, have proved to be most successful.

PROGRAM

Members of the program team, under the leadership of Helen Rawady, have supported leaders across the state to bring about the shift in the way the program is carried out. More and more girls are taking responsibility for their own learning. With the support of their leaders they are planning and carrying out their own programs, and evaluating their success afterwards. Through this experiential learning, girls from an early age and young women are gaining the essential life skills needed to equip them for their futures, and growing in confidence and self esteem.

Girls can now enter guiding from the age of 5 years, and the youngest guides are now able to take part in camps that are appropriate to their age, interests and ability. A number of girls have had adventures at camps for one or two nights. As usual the highlight of the year for the youngest guides was Gumnick, an outdoors day for 5 - 8 year olds and their families. Approximately 600 people took part in a delightfully happy day at Braeside Park, on a 'birds' theme. A new one-day event was initiated this year, and took the form of 'Songs and Stories for Sixes and Sevens'.

Highlights for guides in the 7-11 year age group have included a Koala Day which drew a record 450 girls to the Donvale campsite to learn about koalas and take part in a variety of games and activities, and the ever-popular Horseriding Camps. Emphasis on

Year In Review

the development of leadership skills has been included, not only in the Horseriding Camps - which include the completion of a challenge course - but in another new initiative called GLEE - Guide Leadership Event Extraordinaire. The aim of GLEE is to present the girls with ideas and models for leadership from which they can learn ways to encourage the rest of their patrol to be involved in planning a program. The GLEE program included a wide game involving canoeing, challenge valley and team building exercises. Guides 7 - 11 have also been involved in their local region events, outdoor activity days, community projects, campfires and patrol activities.

Guides aged 10-15 have also had a most successful year. Perhaps a measure of this success is seen in the achievements of the 103 girls who were presented with their BP Awards during the year. It is very heartening to see these young women who have set new goals for themselves, work with grit and determination to achieve their success. During the year, two Patrol Leaders Weekends were held attracting record numbers. At both these weekends, the main objective was to empower and skill the participants to carry out the guide program to its fullest extent. It is indeed rewarding to see the girls reap the benefits from their experience and return home richer in their knowledge and confident in their newly acquired skills.

In 1996, Guides Victoria participated for the first time in the annual Melbourne City Mission Winter Sleepout. As a community service it was a most worthwhile project with over \$2000 being raised by guides to help fellow young people who are homeless. As a public relations exercise it was also most successful, attracting valuable radio and television media exposure. But perhaps the greatest benefit in the project has been for the guides themselves who are touched in a small way by trying out how it would feel to have no home. Guiding is a 'prevention organisation' where girls experience a balanced program which builds self esteem and life skills to cope with the pressures of today's living. The Sleepout is a part of this preventative education process.

Guides in the 14-18 age group have come together to enjoy many successful state events. During the year we farewelled and thanked Sue Wilson who completed her term as Adviser, and Suzie Hill who finished her term at the same time as Assistant Adviser. Toni Peters was welcomed as the new 14-18 Adviser. Among the highlights for the year was Shindig, the annual water-activities weekend which attracted 230 girls to Barwon Heads. In January, the previously-known Ranger Section challenged the State Commissioner's team to an hilarious hockey match. The 'red' team had previously participated in the Melbourne Women's Hockey Association summer competition, hence they won the day and a great time was had by all!

Girls in the 14-18 age group who are working on the Junior Leader program continue to play an integral part in the leadership of units and, at the same time, gain personal development and valuable skills to equip them for the future. During the year 39 guides were presented with their Junior Leader Certificates.

A leadership skills weekend was held at Britannia Park which included skills training, as well as fun activities like caving, cascading, initiative courses.

We warmly congratulate the 27 girls who achieved the peak achievement Queen's Guide Award and were presented with their Certificates from His Excellency the Governor of Victoria, The Honourable Richard McGarvie.

For many years, the association has been working towards young women becoming more involved in decision making. Within the 14- 18 age group, plans were well underway at the close of the year to establish a new 'youth committee'.

A new venture, the **Future Leaders Program** was written especially for delivery in state secondary schools. Together with the Scouts, Guides Victoria is involved in the State Government's initiative, the Victorian Youth Development Program. The program is being piloted over two years and to date the Future Leaders Program is operating in five schools. We are indebted to a small group for designing the program, the teachers in the schools for delivering it and to the local guiding people for supporting the project.

1997 is a very important year for Lones in Victoria as it marks the 75th anniversary of Lone Guiding in Victoria and Australia. A large 75th birthday cake was cut at the Lone Annual General Meeting to start the celebrations. Numbers in Lones have increased this year, and currently 8 units operate across the state. Working in isolation requires a great deal of initiative, determination and effort, and we congratulate the girls who have achieved peak achievement awards, including a BP Award, 4 Queen's Guides Awards and an Olave Baden Powell Award. Lones Adviser Marion Smith retired during the year and we thank her for her efforts. Helen Heath has accepted the responsibility of Lones Adviser, in addition to her role as a unit leader with 14-18 year old age group.

The **Disability Support Network** continues to offer support to leaders and girls with disabilities. We warmly thanked Anne McLean for her work within this special area of guiding after a most successful term of office and welcomed Sue Robinson to the role. Activities have included assisting with an Interchange Family Day at the Melbourne Zoo by providing activities involving butterfly kits and animal masks for children of all ages.

Year In Review

Outdoor Activities, under the leadership of Julie Armstrong, continues to play an important and integral role in the program. Region representatives have met together several times during the year and much has been achieved in the areas of consistency of standards, maintaining duty of care, and risk management. A most successful Outdoors Conference was held and much achieved to ensure that guiding activity standards are consistent with industry standards.

Many guides have experienced the thrill of flying in small aircraft recently when local regions organised Air Activity Days with the Scout Air Wing. The days have proved very popular and similar days are planned for the future.

Under the guidance of the **Youth Adviser**, Mandy Fitzgerald, young women in the 18-30 age group have redefined their objectives for the future through a series of workshops held to bring people together. The group encourages peer support, provides a stronger voice in state decision making processes and allows this group of members to gain more from guiding by networking together. A newsletter was mailed direct to all members in the age group and a state committee recently elected.

TRAINING

Perhaps the only constant in the training department during the past year has been change. The Australian Adult Leadership Program (AALP) is being rolled out across the country. This program is a competency based training and assessment program designed to ensure women gain the specific skills required to be a leader in guiding. The new program has necessitated changes to the structure and, to some degree, the content of training. It is increasingly important that content is consistent in all training sessions and this requires the production of new resource material. Recognising that 'mentoring' is a key to success, the Guiding Partner program is an essential part of the AALP. The processes and procedures for this program are being finalised and experienced leaders are learning to be effective Guiding Partners.

Elizabeth Adnams completed her term as State Training Adviser during the year, and we thank her for her significant and valuable contribution to every aspect of training. We welcome Felicity Wightwick in her place and Lena Topp as her Assistant. Felicity brings with her extensive background in teaching and training, together with a commitment to providing high quality, relevant training to leaders.

MEMBERSHIP

The Membership Department has had a very busy and productive year. An exciting new concept - After School Care Guides - was introduced and is proving to meet the needs of busy working

parents. Successful programs are running in schools as geographically diverse as St Margaret's School in Berwick and Broadmeadows Primary School. Girls are offered a full guide program, including outdoor camps and activities, in a familiar environment which is safe and secure.

Another new initiative has been the Target 2000 Campaign which aims to attract 2000 new girls to guiding by the Year 2000. A comprehensive, 'user friendly' kit has been developed for use by districts and units to set and achieve their own Target 2000 goals over the next 3 years.

We were fortunate to receive a grant from the 'Peter Mackay Bequest' which has enabled Guides Victoria to employ a Community Development Worker to develop and promote guiding in the Broadmeadows and Sunshine areas.

Multicultural guiding continues to be an integral key in membership growth. Retiring Multicultural Adviser Dawn Nadarajah has completed an excellent term and we thank her for leading guiding in this new field. We warmly welcome Kris Bernard-Urrutia as she commences her work in this role. Across the state, statistics reveal that numbers of members from non-English speaking backgrounds has risen, both in ethno-specific units and in 'mainstream' guide units. Last year's success story of the Muslim unit at the King Khalid College in Coburg has continued with a further 15 girls making their promise. The unit attached to the Coptic Orthodox Egyptian Church in Oakleigh is



Year In Review

another success story, and a new Coptic unit in Hallam is underway. The Sri Lankan Tamil language school in Glen Waverley has also opened a new unit which is growing week by week.

Continuing to reach out to girls and women from different backgrounds is a high priority. Of equal importance is to expose more and more members to the multicultural flavour of the association so that they may continue to search for ways to welcome girls and women from other cultures into local districts.

INTERNATIONAL

Twenty-one girls and leaders from Victoria were selected to represent Australia during the year, and enjoyed a wide range of enriching experiences at camps and seminars. Their destinations include Europe, North America, India, New Zealand and South Africa.

The Youth Service Leaders Training at Sangam in India skilled two Victorian leaders for a community development project which will shortly gather momentum and involve all areas of guiding.

One Victorian leader, as an Irene Fairbairn Challenge Awardee, attended a seminar at Pax Lodge in London which dealt with issues affecting women. The participants who came from many countries around the world, produced a valuable kit for general use.

PUBLIC AFFAIRS

Recognising that guiding may well be the best kept secret in the world - and that we all have a part to play in 'telling the story' wherever we go - Libby Howlett and her public relations team have focussed attention this year on '*communicating the message*'. Several public speaking workshops have been held to assist members to become skilled and confident to take action. In addition, Region Public Relations Co-ordinators have been involved in hands-on workshops developing a range of new PR materials for use by local groups.

The Public Relations caravan is an effective promotional tool and has been used consistently throughout the year at numerous venues. The gaily painted caravan is a moving billboard as it travels around the state. Last summer, the caravan visited many beaches in a joint promotion with the Police and Life Saving Clubs, promoting 'Safe Swim Victoria'. It has also been part of major events such as Australia Day and Moomba, offering activities ranging from roller blading to damper making. The Royal Melbourne Show was another scene of activity for the guides, and the display included a 5 metre 'rocket' covered with a collage of photographs of guiding in action.

Another new initiative this year, was the establishment of a Guides Victoria site on the Internet, and we warmly thank Helen Reid for making this reality. Over 4000 people have visited the site since it was established in October. It is linked with the Guides Australia homepage and is proving to be a valuable communication tool in displaying news about trainings, properties, program, and other topical information.

SUPPORTING GUIDING

The **Communication Services Group**, led by Kay Rankin, has had a very productive year. The Blue Moon Ball was a fabulous, dazzling and exciting evening of mystique and savoir faire. Held at the National Gallery Great Hall, guests included former Prime Minister Malcolm Fraser and his wife, Tamie, who was an inspiring and entertaining guest speaker. Jennifer Hansen from Channel 10 did a wonderful job as compere and the inimitable Warren Joel conducted the fabulous auction which included a Mercedes Benz, supplied by Mercedes Benz (Australia) and a Rush Jet Boat from Mercury Marine. We are indebted to major sponsors, particularly Mercury Marine for their support during the evening, culminating in the evening raising over \$13,000 for guiding.



Year In Review

Over 100 guides and leaders participated in the second International Flower and Garden Show, selling programs to the thousands of visitors. The event was a wonderful way to profile Guides to the public.

Women of Note, a group of high achieving women working for Guides Victoria, makes an increasingly worthwhile contribution to the association. In May, the group hosted the second Mentor Breakfast at the Grand Hyatt Hotel. It attracted a capacity crowd of 122 Year 11 students from schools across the state, who were mentored by 130 professional and high achieving women. Guest speakers were Sally Browne the well known fashion designer and business woman and lawyer Paula Gerber-Jones the founder of National Australian Women in Construction and a 1996 Telstra Business Woman Awardee. A similar breakfast was held in the City of Casey, with support from the Casey City Council and Casey TAFE.

The companion event, the Mentor Workshop, was held at the State Library and proved to be a most successful day. Several high achieving women gave up their day to share their experiences and skills to help the Year 11 students to learn a range of new skills. Guides Victoria was honoured to receive a Queen's Trust Award in connection with the workshop this year.

The **Resource Development Committee**, under the leadership of Jenny Mitchell, has enjoyed a successful year attracting donations which surpassed budget expectations. The generous ongoing support of trusts and foundations and the many donations to the annual gift program are a source of great encouragement.

The Cork Recycling Program has had its best year ever with over \$22,000 being raised from the sale of almost 18,000 kg. of corks - this equates with approximately 5 1/2 million corks! This would not have been achieved without the tireless efforts of the dedicated group who collect, sort and deliver corks in the 'Corks on the Move' van.

Sales of the ever-popular guide biscuits have increased and during the year we welcomed Sheila Stancombe to the role as Biscuit Co-ordinator. Thanks go to Sally Alston for a successful term in this role. A National Guide Biscuit Day, held in May and incorporating special promotional materials provided by Arnotts, was a contributing factor in the success.

A new concept - 'The One Hundred Club' - was launched during the year and recorded an inaugural membership of nineteen people. Membership is open to any friends of guiding who donate more than one hundred dollars (unencumbered) and a special badge is presented to members in their first year.

Behind every successful local district is a team of people who support the leaders in their endeavours. **Support Groups** are an



integral part of guiding, and 'Fact and Fun' Days, the Support Group Adviser, have been held across the state for members to learn about their role, and at the same time, experience first hand the fun of being involved.

The first National Support Group Advisers' conference was held in Victoria during the year. The theme 'Together Everyone Achieves More' provided a framework for state advisers to plan for the future, swap ideas and make recommendations to lift the profile of support groups and the vital work they perform.

Trefoil Guild members are also an integral part of Guides Victoria and support is given to the association in a variety of forms - practical and financial. Over 100 trefoil guilds are currently operating across the state and over the past year trefoil guild members gave over \$13,000 to guiding in addition to giving generously to community service projects.

There is no doubt that part of this success is due to the enthusiasm and commitment of retiring Trefoil Guild Adviser Shirley Reeves who has done a wonderful job during the past five years. In her place, we welcome Lola Johnston, supported by her two assistants Margaret Ball and Merle Lawrance.

Trefoil Guild members joined with the Victorian Baden Powell Scout Guild members in hosting a five day event - the 1st Australian National Gathering of Former Scouts and Guides. Another exciting joint project with the BP Scout Guild is the Olave and Robert Baden Powell Lodge, nearing completion. The five twin-bedroomed cottage will be opened in October. Victorian Trefoil Guild members generously donated \$7,300 towards the furnishings for the cottage.

STATE CAMPSITES

Capital works and major improvements were put 'on hold' over the past year while the strategic planning process for properties was carried out. Preparation of business plans are now underway for Britannia Park and Iluka.

Year In Review

While members' usage of the properties has dropped slightly, outside groups have increasingly used the facilities. This trend, together with changes in administrative and management strategies, has resulted in a most pleasing increase in camp fee income of 27%. This success is the result of the considerable effort, time and commitment of the chairmen and their property committees, together with the wardens, and we thank them all sincerely.

Camp Carnegie at Donvale has been used as the base for program department activities, including Just Plain Camp, At Home with the Gnomes, Science Fair and Earth Education. Donvale has also been the venue for trainings in outdoor skills, cooking and leadership skills.

Camp Iluka at Shoreham has been used increasingly during the year and continual improvements ensure that the needs of guide and other groups are fully met. Indoor accommodation is almost fully booked all year round and activity areas are consistently used. These include Challenge Valley, Pipehenge, the Canoe lake, and mini golf. More parking and turnaround areas have been constructed and campsite equipment sheds are now fully equipped for campers.

Tapestry at Strathewen continues to retain its bush atmosphere and ongoing maintenance has been achieved during the year. The high ropes course continues to attract participants, and the RAGE camp is firmly in place as an annual event. Jenny Beales completed her term as Chairman of the committee and we thank her for her efforts over the past five years and welcome Fay Reid to this role.

Britannia Park at Yarra Junction has also continued to attract campers and day trippers alike. The swimming pool has been repaired and repainted and refurbishment has taken place in Broadhurst Lodge and the Thankyou Chalet. Thanks go to Wendy Cutler for her work as Chairman of the Committee, and to Gail Simpson who took on this role during the year. Under their guidance, many supporters have given countless hours to help

with the upkeep, including the 'Thursday Ladies' who give their time tirelessly. We thank them all.

During the year under review, we farewelled retiring State Executive Officer, Jill Johnstone OAM, after 16 years of outstanding service to Guides Victoria. Jill's contribution also included wide ranging voluntary service to the national and world associations, particularly in the field of training. We welcomed Merial Clark to this demanding, yet fulfilling position in January, 1997. During the year we also farewelled our State President, Mrs Leslie McGarvie, with whom it has been a privilege and a pleasure to work. During the past five years, Mrs McGarvie demonstrated her keen interest and support for Guides Victoria and we wish her and the retiring Governor of Victoria every success in the future. Lady Gobbo is warmly welcomed to the position as State President, and, together with the new Governor of Victoria, The Honourable Sir James Gobbo, we look forward to continuing a close relationship.

What a thrill it was to see young Wangaratta leader Lynnet Costello awarded the Victoria Day Award for Community and Public Service by a Young Victorian, on Victoria Day this year. Lynnet was recognised for her contribution to the community through guiding. We are indebted to Dr Michael Quinn, who presented the award to Lynnet and who has also supported guiding through other avenues during the year.

Another thrill during the year was to be able to present for the first time, the new prestigious Australian guiding award, the Silver Kangaroo, to Jill Johnstone OAM for her exceptional service to guiding nationally and internationally over many years. Again, we offer our congratulations.

In the midst of change it is crucial to our future success that we keep faith with our vision for the future. Quality leadership is vital to our success and girl-driven program delivery the constant focus of our attention. Our core values are not changing - the Law and Promise remain unchanged - and guiding continues to provide for girls, the sense of belonging, the friendship, the fun and adventure and the consistent values that they are looking for.

Guiding continues to be an integral part and a force for good in the Victorian community; further, local communities in both rural and urban areas need guiding more and more in an increasingly fragmented society.

The World Association of Girl Guides and Girl Scouts has as its mission:

*to enable girls and young women
to develop their fullest potential
as responsible citizens of the world.*

This has certainly been achieved in Victoria over the past twelve months.



Overview at a glance 1996 – 1997

ACHIEVEMENT OF STATE AND NATIONAL GOALS

To establish a new Australian guide program for girls and young women

- New name, new logo, new mission statement
- Removal of military terminology
- Relaxation of uniform, as decided by girls
- First truly Australian girls' program for 5 - 18 year olds delivering high quality non-formal education, with a focus on decision-making by the girls themselves and learning by doing

To develop a varied system of program options using the principles of best practice

- Relaxation of age groupings, resulting in multi-age units meeting the developmental needs of each girl
- Flexibility within districts which allows youth and adult members to participate in guiding at times which suit them
- Development of special interest units, eg. equestrian guides and performing arts guides
- Taking guiding to where girls are with initiatives and pilot projects such as
 - After School Care Guide programs in primary schools
 - the Future Leaders Program delivered in secondary schools as part of the State Government's Victorian Youth Development Program - a combined Guide/Scout initiative

To develop a new model for leadership training and build a skilled, enthusiastic, flexible team of leaders.

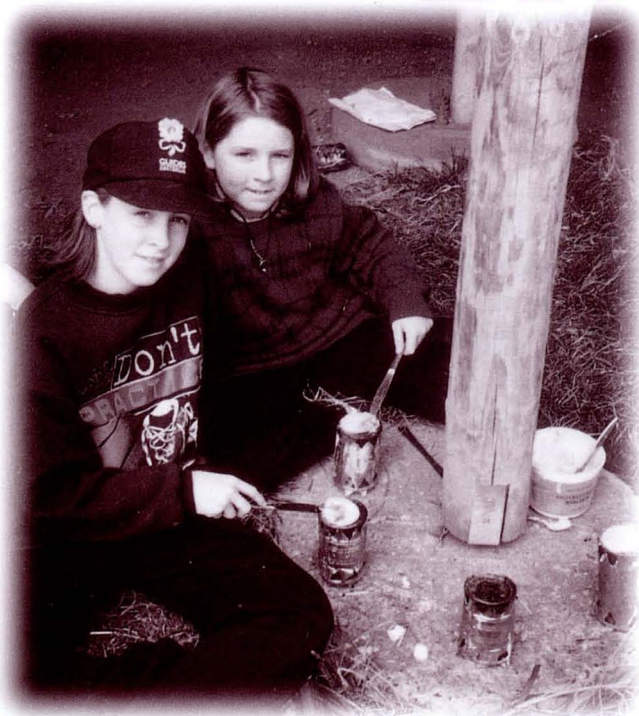
- New competency based training and assessment program for leaders providing portable leader qualifications
- Leaders as learners as well as teachers creating a true learning community
- Job sharing as a strategy to attract quality leaders

To develop and implement new systems of recruitment to increase membership

- Launch of the 'Target 2000' Campaign, to attract 2000 more members by the Year 2000
- Development of guiding in low socio-economic areas with the employment of a community development worker
- Development of units in the multi-cultural community, including ethno-specific units

To establish decision making structures and processes which are timely, effective and transparent

- Commencement of structural reorganisation including the election of district leaders
- establishment of region management teams and changes to the ways of work at region level
- state structure changed to allow more access by members to involvement in state decision making process



Appreciation & Congratulations

APPRECIATION

Guides Victoria is grateful to many members and good friends who have supported them during the last 12 months. We record with sincere appreciation, the loyal and devoted services of Guide Centre personnel who have retired over the past year.

Guides Victoria remains deeply indebted to the many government departments, business firms and friends who help in so many ways.

We record with grateful thanks, the assistance given by His Excellency the Governor of Victoria, The Honourable Richard McGarvie and Mrs Lesley McGarvie, Government Departments

and Local Councils, Honorary Advisers in the fields of finance, law and insurance, especially the Honorary Treasurer, Ms Kerith Laurie Rhodes and the Honorary Solicitor, Mr Gary Rothville, the Auditors, Deloitte Touche Tohmatsu. Members of the State Council and the Executive Committee. Leaders, commissioners, trainers, advisers and other Guide Centre appointees. Australian office-bearers, the Scout Association, members of staff, the media, service clubs, churches and schools and all members of the community who take an active interest in the work of Guides Victoria.

CONGRATULATIONS

Warmest congratulations are extended to the recipients of Good Service Awards and those who have gained Long Service Awards

Miss Jill Johnstone OAM *The Silver Kangaroo*

Mrs Sylvia LeMarquand *The Red Kangaroo*

Mrs Elizabeth Adnams *The Emu*

Mrs Debbie McLaren *The Emu*

Mrs Annette Swaffield *The Emu*

Miss Bernice Gilbert *Bar to The Wattle*

Mrs Melda Lewis *The Wattle*

Mrs Sue Brook *The Wattle*

Mrs Lyn Clough *The Wattle*

Mrs Beverley Hill *The Wattle*

Mrs Sandra Cooling *The Wattle*

Mrs Barbara Tomlinson *The Wattle*

Mrs Kerith Bell *The Banksia*

Mrs Carol Feneslau *The Banksia*

Miss Linda Hall *The Banksia*

Mrs Barbara McMurtrie *The Banksia*

Mrs Margaret McNeill *The Banksia*

Mrs Betty Darbyshire *The Banksia*

Mrs Anki Sanderson *The Banksia*

Mrs Betty Whitten *The Banksia*

Mrs Barbara DiGiacomo *The Boronia*

Mrs Paula Kent *The Boronia*

Leader
50 years - 2
40 years - 5
35 years - 1
30 years - 5
25 years - 20
20 years - 9
15 years - 44
10 years - 58

Combined
50 years - 5
40 years - 6
35 years - 2
30 years - 12
25 years - 10
20 years - 33
15 years - 35
10 years - 26

Support Group
30 years - 2
25 years - 2
20 years - 1
15 years - 6
10 years - 8

Trefoil 10 years - 9

Thanks Badges have been presented to 28 friends who have helped us in special ways.

Appointments

STATE COUNCIL

Australian President	Lady Deane
Chief Commissioner of Australia	Mrs J Lockhart-Gibson AM
State President	Mrs Lesley McGarvie
State Commissioner	Mrs Heather Barton
Assistant State Commissioners	Mrs Susan Campbell
	Mrs Kathie Hutchens
Executive Officer	Merial Clark
Honorary Treasurer	Kerith Laurie-Rhodes
Honorary Solicitor	Mr Gary Rothville
Auditors	Deloitte Touche Tohmatsu
Life Member	Lady Price CMG OBE

ELECTED MEMBERS

*Mrs Elizabeth Adnams
*Miss Sally Alston
Mrs Jill Anjou
Mrs Joan Baden-Powell
Mrs Jenny Beales
Ms Fiona Bennett.
Kris Bernard-Urrutia
Mrs Cath Birkett
Mrs Jennie Bowles
Miss Catrin Brain
Mrs Beth Brisbane
Mrs Jillian Cairnes
Wendy Cameron
**Mrs Susan Campbell
Mrs Maren Chandler AM
Mrs Liz Cook
Ms Rhonda Cooper
Fleur Cousins
Mrs Glenda Culley
Mrs Wendy Cutler
* Mrs Margaret Devlin
Mrs Glen Dixon
Mrs Robinette Emonson
Mrs Shirley Farrow
Mrs Susie Finkelstein
Mandy Fitzgerald
Mrs Mary Frawley
Mrs Marjory Grigg
* Miss Barbara Grove
Mrs Eileen Gunther
Kym Harris
Mrs Bev Hill
Ms Suzie Hill
**Mrs Kathie Hutchens

Mrs Marilla James
Joanne Jephcott
Mrs Fiona Johns
* Mrs Elspeth Killip
Ms Joan King
Mrs Robyn Lang
**Mrs Janeanne Lee
Mrs Leanne Leonard
Mrs June Lyon
Dr Sylvia
Mainwaring
Mrs Jonnie Mander
Mrs Beryl Marr
Mrs Debbie McLaren
Ms Anne McLean
Mrs Ann McNamara
Carolyn Moore
Mrs Dawn Nadarajah
Corrine Ong
Mrs Kathleen Ozog
Mrs Janine Passlow
Sen Kay Patterson
Mrs Robin Pennington
Mrs Kay Rankin
Mrs Helen Rawady
Mr Alan Rawady
Mrs Fay Reid
* Ms Helen Reid
Mrs Charlotte Renshaw-Jones OBE
Miss Eleanor Richards
Mrs Hazel Riordan
* Mrs Jane Scarlett
Mrs Anne Scott OAM
Mrs Annette Swaffield
Dr Huey Min Tan

* Mrs Margaret Taylor
Mrs Anne Templar
Mrs Heather Thewlis
Mrs Lena Topp
Mrs Vicki Trembath-Callaway
* Mrs Judi Tuppen
Mrs Ruth Turner
Mrs Shelley Vanderwerff
**Mrs Glenda Vuillermine
Mrs Dianne Walker
Mrs Elaine Wallbridge
Mrs Marjorie West AM
* Rev Sylvia Widdicombe
Dr Linda Wilkinson
Nicole Wilson
Mrs Jane Withers
Mrs Dorothy Woolley AM
* Elected member of Executive Committee
**Ex-officio member of Executive Committee

EXECUTIVE COMMITTEE ELECTED MEMBERS

Mrs Elizabeth Adnams
Miss Sally Alston
Mrs Margaret Devlin
Miss Barbara Grove
Mrs Elspeth Killip
Ms Helen Reid
Mrs Jane Scarlett
Mrs Margaret Taylor
Mrs Judi Tuppen
Rev Sylvia Widdicombe

Appointments

GUIDE CENTRE APPOINTMENTS

Archivist

Miss Jenny Mills

Arts Adviser

Ms Suzie Hill

6-8 yr Age Adviser

Miss Margaret Callister

7-11 yr Age Adviser

**Mrs Janeanne Lee

10-14 yr Age Adviser

Mrs Liz Richardson

14-18 yr Age Adviser

Mrs Toni Peters

18-30 yr Age Adviser

Miss Mandy Fitzgerald

Chairman of Awards Sub-Committee

Mrs Dorothy Woolley AM

Chairman of Finance Sub-Committee

Ms Kerith Laurie Rhodes

Chairman of Properties Sub-Committee

Mrs Susan Campbell

Communication Services Adviser

Mrs Kay Rankin

Assistant Communication Services

Adviser

Mrs Pauline Kruger

Disability Support Network Adviser

Mrs Sue Robinson

Assistant Disability Support Network

Adviser

Ms Chris Smith

Duke of Edinburgh Award Liaison

Mrs Wendy Bolton

Focus on Faith Chairman

Mrs Liz Cook

Friends of World Centres State

Representative

Mrs Maureen Steel

Gang Show Liaison

Mrs Alex Boemo

Guide Centre Tours

Mrs Norma Marsh

Historical Uniforms Booking Secretary

Mrs Betty DeMarchi

Hospitality Convenor

Mrs Loris McDonald

International Adviser

**Mrs Glenda Vuillermin

International Uniforms Booking Secretary

Mrs Ros Waterman

Irene Fairbairn & TC Lothian Trust

Funds

Mrs Norma Burkitt

Junior Leader Consultant

Mrs Annette Swaffield

Lone Adviser

Mrs Helen Heath

Membership Adviser

Mrs Margaret Taylor

Mobile Guide Shop

Miss Bernice Gilbert

Multicultural Consultant

Mrs Kris Bernard-Urrutia

Outdoor Activities Adviser

Mrs Julie Armstrong

Post Box Secretary

Mrs Margaret McNeill

Program Adviser

Mrs Helen Rawady

Public Relations Adviser

Mrs Libby Howlett

Assistant Public Relations Adviser

Mrs Anne McLennan

Radio Activities Consultant

Mrs Joy Savill

Resource Development Committee

Chairman

Mrs Jenny Mitchell

Social Issues Consultant

Ms Anne McLean

State Editor GiA

Mrs Jean Cole

Training Adviser

Ms Felicity Wightwick

Trefoil Guild Adviser

Mrs Shirley Reeves

****Advisers' Representatives of Executive Committee (elected by advisers)**

VICTORIAN MEMBERSHIP FIGURES

30 June 1997

Uniformed Members

Guides 6-18 including Junior Leaders	11435
18-30 members (who are not leaders)	132
Leaders	1624
District Leaders & Commissioners	307
Uniformed Members not included elsewhere	225
Sub-Total	13723

Non Uniformed Members

Support Group	342
Trefoil Guild	1313
Sub-Total	1655

TOTAL MEMBERSHIP 15378

Non Uniformed Supporters

Support Group	1967
Unit Helpers	327

Units

Guide	1028
Trefoil Guilds	101
Support Group	366

Donations and Sponsorships

Guides Victoria acknowledges with gratitude support received from many sources, with special thanks to:

George Alexander Foundation
William Angliss (Victoria) Charitable Fund
Estate Miss H. S. Driver
Estate Mrs M. A. Farrell
Flora and Frank Leith Charitable Trust
The Gandel Group
R E and L Gregory
Grosvenor Settlement
Walter and Eliza Hall Trust
Lend Lease Foundation
Peter Mackay Bequest
Miss G Mann
Melbourne Newsboys Club Foundation
The Myer Foundation
Dame Elisabeth Murdoch
Ian Potter Foundation
The Queen's Trust for Young Australians
R E Ross Trust
Ernest and Letitia Wears Memorial Trust Fund
Annual Gift Program Donors
Lady Delacombe Cup Committee

Lady Murray Bowls Day
Trefoil Guilds
Women of Note
World Day of Prayer Committee

ACL Comcork
AMF Bowling Centres
Angela Nicolades
Arnott's Biscuits Limited
Billich Gallery - Southgate
The Body Shop
Duke Gallery
Information Victoria
International Management Group
Martin of Melbourne
Mercedes Benz
Mercury Marine
RLD Design
Snowgum
Victoria Racing Club
Yellow Brick Road



Honorary Treasurer's Report

I herewith present the accounts of Guides Victoria for the year ended 30 June 1997, as approved by the State Executive Committee on 25 September 1997.

It is disappointing to report that in the fourth year running Guides Victoria has recorded a loss. This year's loss of \$64,435 being the largest. This loss should however be put in perspective to the aims and achievements of Guides Victoria over the past year under Strategic Directions. A loss of approximately \$160,000 had been budgeted for, however it has been contained to well below this.

The Shop recorded a profit of \$102,415 which is a substantial increase from last year's result. Of the \$102,415, it should be noted, approximately \$40,000 of this is not due to direct trading but to stock adjustment entries. Thanks must be given to the Shop Committee for their energetic efforts over the last year to bring about the great improvement in the Shop.

Other income items such as Property Fees and Corks have also performed well for the year. On the negative side, however, Membership Subscriptions decreased from \$547,165 in 1996 to \$460,920 in 1997. A decrease of approximately \$85,000.

Income overall increase by approximately 17% from 1996 to 1997. Expenditure however increased by approximately 20% from 1996 to 1997. This increase in expenditure over income can be explained by expenditure on Strategic Directions and the implementation of a new accounting system in the Accounts Department.

The results as presented this year have changed slightly from last year due to the new accounting system. In some cases, comparison of last year's results to this year presents difficulties as accounting policies and procedures have been reviewed.

The implementation of the new accounting system Attache Business Partner and the new invoicing procedures placed increased demands on the Accounts Department over the last year. I would like to take this opportunity to thank all those involved - staff and Finance Committee for their tireless efforts.

Ms Kerith Laurie-Rhodes
Honorary Treasurer

September 1997

Auditor's Report

*Independent Audit Report to Girl Guides Association of Victoria
Trading as Guides Victoria*

SCOPE

We have audited the financial report of Girl Guides Association of Victoria for the year ended 30 June 1997 as set out on pages 14 to 16. The Executive Committee are responsible for the financial report. We have conducted an independent audit of the financial report in order to express an opinion on it to the members of the Girl Guides Association of Victoria.

Our audit has been conducted in accordance with Australian Auditing Standards to provide reasonable assurance whether the financial report is free of material misstatement. Our procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial report, and the evaluations of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion whether, in all material respects, the financial report is presented fairly in accordance with Accounting Standards and other mandatory professional reporting requirements (Urgent Issues Group Consensus Views) and statutory and other requirements so as to present a view which is consistent with our understanding of the association's financial position, the results of its operations and its cash flows.

The audit opinion expressed in this report has been formed on the above basis.

QUALIFICATION

As is common for associations of this type, it is not practicable for Girl Guides Association of Victoria to maintain an effective system of internal control over donations and bequests until their initial entry in the accounting records. Accordingly, our audit in relation to such items was limited to amounts recorded.

QUALIFIED AUDIT OPINION

In our opinion, subject to the effects of such adjustments, if any, as might have been determined to be necessary had the limitation discussed in the qualification paragraph not existed, the financial report presents fairly in accordance with applicable Accounting Standards and other mandatory professional reporting requirements and statutory and other requirements the financial position of Girl Guides Association of Victoria as at 30 June 1997 and the results of its operations and its cash flows for the year then ended.

Melbourne,
September 1997

Deloitte Touche Tohmatsu
JB West
Partner
Chartered Accountants

GUIDE SHOP TRADING ACCOUNT FOR THE YEAR ENDED 30 JUNE

	1997	1996
	\$	\$
SALES	455,433	487,020
COST OF SALES		
Opening Stock	160,232	188,840
Purchases	268,817	293,094
	<u>429,049</u>	<u>481,934</u>
Less Closing Stock	<u>191,513</u>	<u>160,232</u>
TOTAL COST OF SALES	237,536	321,702
Add Stock Write Off	2,400	—
	<u>239,936</u>	<u>321,702</u>
TRADING PROFIT	215,497	165,318
LESS EXPENDITURE		
Advertising	3,868	—
Audit Fees	2,400	3,800
Cleaning	2,596	3,139
Commission Paid	5,230	6,937
Depreciation	1,501	1,394
General Expenses	2,532	2,640
Insurance	1,200	1,200
Postage & Cartage	9,509	11,417
Printing & Stationery	8,319	5,966
Repairs & Maintenance	358	1,170
Salaries	60,583	82,925
Salaries — Long Service Leave	—	3,923
Superannuation	3,173	5,803
Telephones	3,358	5,612
Travelling	2,325	622
Utilities	3,319	5,134
Wrappings	1,506	2,254
Workcare	1,305	1,296
TOTAL EXPENDITURE FOR YEAR	113,082	145,232
SURPLUS TRANSFERRED TO GUIDE CENTRE		
STATEMENT OF INCOME & EXPENDITURE	102,415	20,086

CONSOLIDATED STATEMENT OF INCOME & EXPENDITURE FOR THE YEAR ENDED 30 JUNE

	1997	1996
	\$	\$
INCOME		
Surplus transferred from		
Guide Shop Trading Account	102,415	20,086
August Action	✓11,920	14,642
Corks Recycling	✓22,540	—
Interest Received	33,621	31,118
Membership Subscriptions	✓460,920	547,165
Property Fees	159,213	125,249
Donations	105,366	79,617
Sundry Income	53,887	42,086
Proceeds from Training & Events	60,113	—
TOTAL INCOME FOR YEAR	1,009,995	859,963
LESS EXPENDITURE		
Administration Fees	✓11,246	—
Advertising	✓2,852	—
Audit Fees	✓5,600	3,800
Australian Association Membership Levy	✓97,704	101,253
Bank Charges	✓3,650	—
Cleaning	✓10,848	7,460
Computer Maintenance & Training	✓8,887	—
Depreciation	✓100,144	90,587
Fringe Benefits Tax	✓1,910	1,908
General Expenses	15,933	10,423
Insurance	✓45,046	48,017
Interest	3,291	3,305
Licences & Permits	✓3,700	—
Materials & Resources	✓6,008	—
Meetings & Conferences	✓12,177	13,905
Postage	✓31,873	31,701
Printing & Stationery	✓65,347	31,833
Promotion	9,906	—
Purchases	✓13,308	—
Rate & Taxes	4,137	5,975
Rent	4,486	—
Repairs & Maintenance	✓65,295	51,474
Salaries	✓435,363	387,912
Salaries — Long Service Leave	✓2,734	6,894
Superannuation	✓27,688	23,856
Telephones	✓15,337	9,845
Travelling	✓36,502	16,630
Utilities	26,183	23,384
Workcare	✓11,975	4,070
Departments / Sections	—	19,779
TOTAL EXPENDITURE FOR THE YEAR	1,079,130	894,011
OPERATING DEFICIT BEFORE OTHER INCOME	(69,135)	(34,048)
ADD OTHER INCOME		
Grants	4,700	20,000
OPERATING DEFICIT AFTER OTHER INCOME	(64,435)	(14,048)
Accumulated Funds — Opening Balance	1,872,636	1,886,684
TOTAL ACCUMULATED FUNDS	1,808,201	1,872,636

STATEMENT OF ASSETS & LIABILITIES AS AT 30 JUNE

	1997	1996
	\$	\$
ACCUMULATED FUNDS	1,808,201	1,872,636
Represented By:		
CURRENT ASSETS		
Cash	46,367	39,922
Receivables – Note 2	59,343	205,992
Investments – Note 3	816,781	622,562
Inventories	194,928	166,784
Prepaid Expenses	25,438	13,270
TOTAL CURRENT ASSETS	1,142,857	1,048,530
NON-CURRENT ASSETS		
Property, Plant & Equipment (net) – Note 5	1,181,202	1,221,071
Building Pool Advances – Note 6	9,925	13,791
TOTAL NON-CURRENT ASSETS	1,191,127	1,234,862
TOTAL ASSETS	2,333,984	2,283,392
CURRENT LIABILITIES		
Accounts Collected Or Invested On Trust – Note 7	178,734	161,060
Building Pool Deposits At Call – Note 6	64,255	70,549
Creditors & Borrowings – Note 8	94,114	104,089
Prepaid Revenue	121,728	–
Provisions For Employee Entitlements	48,495	55,886
TOTAL CURRENT LIABILITIES	507,326	391,584
NON-CURRENT LIABILITIES		
Provisions For Employee Entitlements	18,457	19,172
TOTAL NON-CURRENT LIABILITIES	18,457	19,172
TOTAL LIABILITIES	525,783	410,756
NET ASSETS	1,808,201	1,872,636

The accompanying notes form part of these financial statements

CASH FLOW FOR THE YEAR ENDED 30 JUNE

	1997	1996
	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES		
Shop Sales	455,433	483,982
Less – Cost Of Sales	(268,817)	(291,432)
Gross Surplus	186,616	192,550
Less – Trading Expenses	(111,581)	(143,838)
Net Trading Surplus	75,035	48,712
Cash Inflows	1,012,494	756,082
Less – Cash Outflows	840,078	(763,998)
NET CASH PROVIDED BY OPERATING ACTIVITIES	247,451	40,796
CASH FLOWS FROM INVESTING ACTIVITIES		
Building Pool Advances	3,866	5,144
Cash Invested In Property Plant & Equipment	(62,032)	(125,642)
NET CASH USED IN INVESTING ACTIVITIES	(58,166)	(120,498)
CASH FLOWS FROM FINANCING ACTIVITIES		
Proceeds From Building Pool Deposits	(6,294)	539
Proceeds From Amounts Collected Or Invested On Trust	17,673	4,372
NET CASH PROVIDED BY FINANCING ACTIVITIES	11,379	4,911
NET INCREASE IN CASH AND SHORT TERM DEPOSITS	200,664	(74,791)
CASH AT THE BEGINNING OF THE FINANCIAL YEAR	662,484	737,275
CASH AT THE END OF THE FINANCIAL YEAR	863,148	662,484
ADJUSTMENTS TO RECONCILE NET DEFICIT TO NET CASH PROVIDED BY OPERATING ACTIVITIES		
Net Cash Provided By Operating Activities	247,451	40,796
Depreciation Of Property, Plant & Equipment	(101,902)	(93,986)
Decrease In Provision For Employee Leave	8,106	(13,105)
CHANGES IN ASSETS & LIABILITIES		
Decrease In Inventories	(30,270)	–
Increase In Inventories	28,144	–
Decrease In Receivables	(146,649)	–
Increase In Receivables	–	106,876
Decrease In Creditors	9,975	–
Increase In Creditors	–	(24,359)
Increase In Prepayments (Assets)	12,168	–
Increase In Prepayments (Liabilities)	(121,728)	–
OPERATING SURPLUS / DEFICIT	(64,435)	(14,048)

NOTES TO THE STATEMENTS OF ASSETS AND LIABILITIES AND INCOME AND EXPENDITURE AS AT 30 JUNE

1. SUMMARY OF ACCOUNTING POLICIES

Financial Reporting Framework

The financial report is a general purpose financial report which has been prepared in accordance with applicable Accounting Standards, Urgent Issues Group Consensus Views, and complies with other requirements of the law.

Significant Accounting Policies

Accounting policies were selected and applied in a manner which ensures that the resultant financial information satisfies the concepts of relevance and reliability, thereby ensuring that the substance of the underlying transactions and other events is reported.

In addition to the accounting policies prescribed by applicable Accounting Standards and Urgent Issues Group Consensus Views, the following significant accounting policies have been adopted in the preparation and presentation of the financial report:

CHANGE IN ACCOUNTING POLICIES

The accounting policy to record income and expenses and membership income was changed during the year to more appropriately match income and expenses. Income received in advance is now taken up as a liability being prepaid revenue. As at 30 June 1997, \$121,728 has been carried forward as prepaid revenue.

INVENTORIES

Inventories are valued at the lower cost and net realisable value.

FIXED ASSETS

Russell St land is reported at Executives' 1969 valuation which approximated market value at that date. All other fixed assets are stated at acquisition cost, less accumulated depreciation and are being depreciated over their estimated useful lives. The market values of the assets are greater than the recorded values.

Fixed assets do not include halls and properties held by regions, divisions, districts or units in the name of Guides Victoria.

ACCOUNTING FOR INCOME & EXPENDITURE

All major expenses have been recorded in the accounting records using the accrual method. Income from investments and other sources has been recorded using the accrual method.

ANNUAL LEAVE ACCRUED & PROVISION FOR LONG SERVICE LEAVE

Annual leave & long service leave liability are provided for on the basis of the expected future cash outflows for services rendered to balance date. Entitlements expected to be settled within one year are shown as current on the balance sheet.

DEPRECIATION

Depreciation is provided on property, plant and equipment including freehold buildings but excluding land. Depreciation is calculated on a diminishing value basis so as to write off the net cost of each asset over its expected useful life.

2. RECEIVABLES	1997	1996
	\$	\$
Trade Debtors	29,105	33,026
Sundry Debtors	30,238	172,966
	59,343	205,992

	1997	1996
3. INVESTMENTS	\$	\$
Short Term Deposits	816,781	622,562
4. RECONCILIATION OF CASH		
Cash on hand	373	2,880
Cash at bank	45,994	37,042
Short term deposits	816,781	622,562
	863,148	662,484

5. PROPERTY PLANT & EQUIPMENT

Russell Street - land and buildings at cost	351,438	350,000
Less accumulated depreciation	(240,819)	(230,777)
Furniture & equipment at cost	365,179	329,737
Less accumulated depreciation	(225,275)	(195,838)
Motor vehicles at cost	105,832	105,832
Less accumulated depreciation	(65,275)	(55,136)
Guide Scout Sailing Centre at cost	64,812	64,812
Less accumulated depreciation	(20,389)	(18,051)
Campsites land and buildings at cost	1,146,439	1,136,459
Less accumulated depreciation	(389,678)	(354,067)
Fixtures, fittings & equipment at cost	203,178	191,953
Less accumulated depreciation	(114,239)	(103,853)
	1,181,202	1,221,071

6. BUILDING POOL DEPOSITS & ADVANCES

Any excess of building pool deposits made by regions, divisions, districts, support groups and units with the Guides Centre over building pool advances is invested in interest bearing deposits with various financial institutions.

7. AMOUNTS COLLECTED OR INVESTED ON TRUST

TC Lothian Trust Fund	63,544	58,000
Coralie Caple Trust Fund	2,738	3,060
Blackburn Fund	112,452	100,000
	178,734	161,060

8. CREDITORS & BORROWINGS

Trade Creditors	25,490	17,908
Sundry Creditors	68,624	86,181
	94,114	104,089

9. CAPITAL COMMITMENTS & CONTINGENCY LIABILITIES

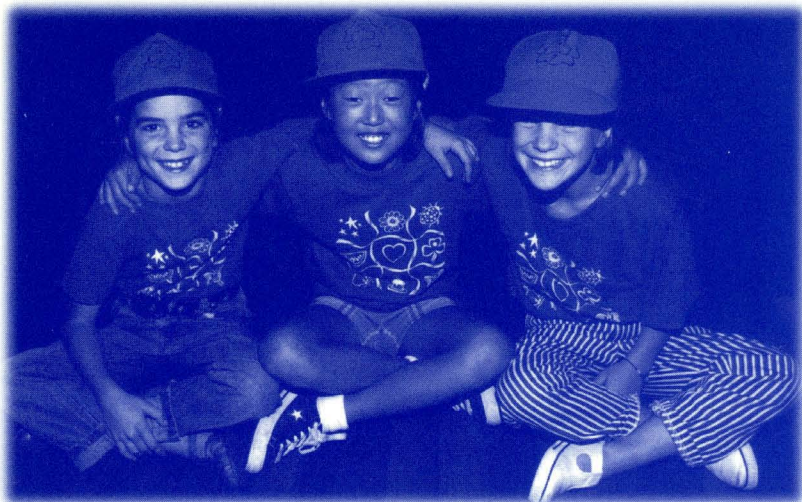
There were no capital commitments or contingent liabilities in existence at 30 June 1997 (1996 nil).

10. PROPERTY RE-VALUATIONS

During the year independent valuations were obtained for the properties owned by the Association. The valuations obtained are as follows:

Britannia Park, Yarra Junction	270,000
Camp Carnegie, Donvale	650,000
Iluka, Shoreham	700,000
Tapestry, Strathewen	80,000

The Executive Committee is satisfied that the recoverable amount of the properties is in excess of the current book value.



Left: Kate and Chelsea Riddington and Christina Yves show off their new look Guide gear.

Below: Guides in action – take one Guide Unit and just add water!

Below right: Fabric paint is the medium for Sarah Haynes and Grace Russell to express themselves in this activity.

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