



a n n u a l r e p o r t





Mission Statement

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

National goals

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.



GUIDES AUSTRALIA

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CHIEF COMMISSIONER'S REPORT



Guides Australia is well into the development and delivery of the New Ways of the Australian Guide Program. This exciting new program is based on research into the needs and aspirations of young Australian women. This is the first time a truly Australian Program has been developed. Previously, the Association adapted programs developed in other countries. The last changes to the program were made in 1969.

Members have been extremely responsive to these changes. There has been positive feedback from girls and leaders on how they are enjoying these new experiences.

The presentation of New Ways has also received acclaim from the general community. Information packs including leaflets on introducing the new Australian Guide Program and Activity Ideas were made available to all leaders free of charge.

With the development of the Program, a new model for leadership development is being formulated. The Australian Adult Leadership Program will be offered to anyone interested in leadership with Guides Australia. The basis of the program requires the development of competencies. Personal development and the development of leadership qualifications are also an integral component.

The Association has received the support of corporate Australia. Grants have been secured

to assist with the production of resources for the Program. Increasingly, we are seen by the corporate sector as an organisation relevant to the needs of girls. Our young members now will live the

greater part of their lives in the 21st century and the skills we encourage them to develop will carry them forward into the new millennium.

A national marketing plan was presented to the community, focusing on the exciting and adventurous benefits of guiding. The development of this marketing plan was one of the goals evolving from the National Forum held in June 1995. The Association has been assisted in this mammoth task by McCann Erickson. We extend our sincere thanks to them for their superb efforts and look forward to their continued support in the future.

The Australian Association was formed 70 years ago. State Associations were always active, but in 1926 they came together to form the Girl Guides Association of Australia—how society has altered since then. It is essential that Guides Australia, keeps pace with the transformation, without compromising our basic values.

During the year we were privileged to welcome to Australia, Mrs Doris Riehm, the Chairman of the World Committee. Mrs Riehm attended Jumbunna, the Australian Patrol Leaders' Event and the Australian

Program and Training Conferences. At the latter, we were able to present to Lady Price CMG OBE, the WAGGGS medal for her outstanding service to the World Association of Girl Guides and Girl Scouts.

Her Excellency, Mrs Hayden completed her term as President of the Association when His Excellency Mr Bill Hayden completed his term as Governor General. It was with great pleasure that we welcomed Her Excellency, Lady Deane as our new National President.

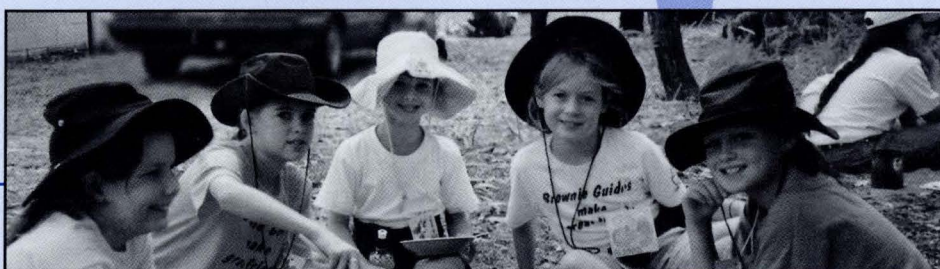
The National Executive Officer for the last ten years, Mrs Barbara Horsfield, OAM, resigned in December, 1995. We extend to her our thanks for her work with Guides Australia, and wish her well in her new position. Mrs Gail Midgley was employed in January 1996 to undertake the Chief Executive Officer's position. The advertisement for the position stated 'Share the Vision, Drive the Change' and this is certainly the situation in which Mrs Midgley finds herself. We welcome her, and are sure that her experience and vision will bring a new dynamism to our organisation.

My sincere thanks are extended to all the office-bearers, advisers and the staff at the National Office who make it possible to provide the services to our members. The time and effort that they give far exceeds what is expected of them.

Voluntary organisations are not often recognised for the huge contribution they make to the welfare and well being of our country. Leaders are the backbone of the Association, without them there would be no association for girls and young women to enjoy. The government, the community, the parents of the members should be ever grateful to the energy given by leaders in presenting the program and caring for the girls. These leaders give their time so willingly to ensure that the members can enjoy the adventure of guiding.

Guides Australia has a positive and exciting future. The new measures put in place ensure we will meet the 21st century with a functional, practical and exhilarating Association—ensuring we fulfil our Mission Statement—to help girls and young women grow into confident, self-respecting, responsible community members.

Janette Lockhart Gibson AM
Chief Commissioner



CEO'S REPORT

A journalist recently asked me, "Is Guides still relevant today?" I immediately rose to this perceived verbal assault with a riposte, but on reflection found it a challenging and particularly pertinent question.

From the lofty heights of my first six months in this role, I am able to assess my response from many perspectives: as Chief Executive Officer, as a former Guide and Ranger, and as a mother of a young daughter.

Above all, I formed my response from the perspective of a concerned member of the community, for whom organisations such as guides provide a valuable service as a partner to school, home and community in helping young girls grow to responsible, contributing adults. My response? Yes of course: values driven organisations are always relevant within the community.

Because Guides is, above all, a community service organisation, and as such we must serve the needs of the community, whilst remaining true to the aims of our mission.

Guides—The Next Generation

But how do we continue to serve a community which is constantly in a state of change? We can only do it by embracing—by pre-empting—change ourselves. By being pro-active. By being as forward looking and as outward looking as our century itself has been. Ours has been a century of boldness and adventure; in space, technology, science, human relationships and world development. How much more exciting will the 21st century be? Not just a new century, but a new millennium—a time and place where today's youth will spend most of their developing years. Theirs will be the challenge: to achieve from guiding the adventure, friendships and interpersonal skills to equip them for that new millennium. Guides Australia will help girls meet the



challenges of the new millennium through a new Program, new learning materials and a new girl-driven approach. A new emphasis on the outdoors—'Guides Outside'—and use of the Internet.

Our vibrant new marketing campaign is aimed at increasing awareness **and** membership. Our already substantial membership base of almost 70 000, is being

augmented through the outstanding response to magazine advertisements and a 1 900 Infoline.

Every current and new member can be assured that we will help each girl achieve her 'personal best'—it is our mission to help her do so.

Management in Guides Australia

It is our challenge as an organisation to ensure that we are equipped to meet the new century. This means, I believe, two things—adapting and adopting. We must adopt the techniques of management if we are to be well-managed.

The skills and techniques of business management are just as relevant to a community sector organisation. We must "use business management techniques so we can focus on our mission" as Peter Drucker has written.

And we must constantly adapt to, or be pro-active about, change. It is only through change and innovation that we will maintain our relevance to our customers.

Using business techniques effectively so we can concentrate on our mission, maintaining our values-driven philosophy, and constantly innovating for quality results. That is how we will ensure that Guides Australia **always** remains relevant.

Gail Midgley

Chief Executive Officer

COMMISSIONERS



Janette Lockhart Gibson AM
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 Governing Council of St Aidan's Anglican School for girls. Janette is the mother of four children and has played a vital role in promoting the value of guiding to the community.



Elizabeth Gilchrist—Queensland

Having enjoyed brownie guides and guides whilst growing up in Australia, Elizabeth resumed her guiding career in the United States when she discovered there was a waiting list of girls needing a brownie guide leader. Elizabeth leads a busy life as a wife, mother of four, a pharmacist, manager of a family business and President of Somerville House School Foundation.



Dorothy Price—South Australia

Dorothy has a longstanding involvement with guiding. Dorothy began her guiding career in England and has given 22 years continuous service as a unit helper, leader, adviser and trainer. Dorothy took the role of State Commissioner in 1993, which she juggles with full time employment as Manager of Low Vision for the Royal Society for the Blind.

Heather Barton—Victoria

With almost 25 years as a unit leader, Heather Barton is now leading Victoria with particular focus on multicultural development, public recognition of the role of volunteers, young peoples' concerns. When she is not guiding, Heather is the registrar at Methodist Ladies College, Melbourne.



Janis Wittber—Western Australia

An experienced leader and State Commissioner for Western Australia, Janis brings to her position over 26 years of guiding experience. She has been involved in guiding not only in Australia but also in Scotland. Her experience has covered both metropolitan and country areas as well as Lones—those guiding in isolated areas. When she's not guiding, Janis is the Registrar at Ardross Primary School.

Liz Davies—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 of guiding with an active interest in conservation, the environment, and health issues affecting the rural community.



Diane Truskett—Tasmania

Having joined Guides 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 Language departments.

Carrol Lynch—Northern Territory

Carrol has been the Territory's Commissioner since 1 January 1996. Her involvement with guiding began in 1956 as a brownie guide. She was also a guide, a sea-ranger, a lone leader and most recently training adviser. Carrol is a registered nurse at Royal Darwin Hospital.



YEAR IN REVIEW

July

Australian Program Adviser, Jan Forrest, and Australian Public Relations Adviser, Merrill Cole, travelled to Hong Kong for the Asia Pacific sub-regional training on management. Representatives from seven Asia Pacific member countries attended an inspiring course run by National Executive Officer and chief trainer, Barbara Horsfield. Jan and Merrill found the opportunity to share experiences with members from such diverse cultures was of great benefit.

August

Introduction of the Australian Guide Program began at the New Program Workshop in Victoria, when two representatives from each state joined members of the Australian Program Committee to devise a basic program model. **Creating Our Future**, a document developed by state representatives, outlines the philosophy of the new program.

Victorian guides played a major role in the Australia Remembers celebrations on **Victory In The Pacific Day** (15 August). Guides remembered the sacrifices made by guiding people in World War II in a simple ceremony at the Field of Remembrance, where 15 000 wooden crosses were planted by Victorians in memory of those lost in the war. More than 600 guides and leaders led thousands of young people marching in the Victory in the Pacific Day Ticker Tape Parade to symbolise war veterans handing on freedom to the next generation.



Sydney Guides stayed awake all night at the North Head Quarantine Station to

raise money for **Bear Cottage**, a children's hospice. These brave Guides survived a ghost tour of the Quarantine Station and managed to keep their eyes open to enjoy a breakfast on the headland with Olympic swimmer and ABC presenter, Lisa Forrest.

September

October

Guides Victoria launched **Connections**, multicultural kits aimed at increasing tolerance, acceptance and understanding of the many cultures living in Australia. Connections offers 200 different program ideas, easily adaptable to any age group, which encourages girls to **explore different cultures**, customs, celebrations, religions, food, music, folklore and crafts.

Six members of Australia's **most remote guide unit**, took part in their Promise ceremony. The Kalumburu unit formed July 1995, is tucked away in the far north of Western Australia, and all its members, except its junior leader, are Aboriginal.



Guides Australia was approved as the new name, replacing Girl Guides of Australia at the November Executive meeting.

November

December

Darwin guides contributed to making 3 000 candle holders, each with a Christmas message and guide logo for the annual **Carols by Candlelight** at the Darwin Amphitheatre. Music lovers attended the **Christmas Around the World** performance at Queensland headquarters. A fearsome storm was raging at the time but that was forgotten when the choir sang a beautiful collection of carols from many countries.



Representatives from all states attended the **Program and Training Conferences** in Sydney. Implementation of the new Australian Guide Program was discussed, agreements made on the fundamentals of the new program and recommendations formulated for a new program for women from 18 years.

January

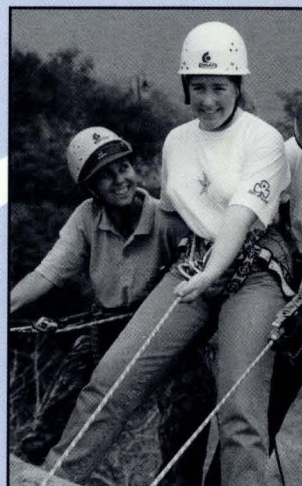
Guides and Scouts joined forces to celebrate **World Guide Thinking Day** and World Scout Day. Money collected on World Guide Thinking Day goes towards subsidising guiding activities in developing countries.

February

March

Participants at the **Outdoor Activities Conference**, at Minda Killara in Victoria, worked tirelessly to identify the needs of guides and leaders in the 1990s and make a positive response to changes within the Australian guiding movement. The Outdoors was affirmed as integral to unit programs and activities and a more confident approach recommended.

More than 1 200 guides and leaders enjoyed a variety of activities during **Giant Link Up** at Elder Park in Adelaide on 30 March 1996. The day included a game of croquet using huge mallets, abseiling from a giant tower and sumo wrestling. The following day saw guides and leaders receive awards from Dame Roma Mitchell at the Act of Loyalty at Government House.



Arnott's Biscuits Ltd helped to promote guiding's new image with a **new wrapper design** for plain and chocolate Guide biscuits. Biscuits were wrapped in the new, colourful, non-transparent wrapper featuring photographs of Guides in action. Arnott's Guide Biscuits are an ongoing successful fundraiser for guides.

April

May

An excited procession of guides and leaders, led by a kilted bagpipe player and accompanied by TV cameras and journalists, escorted **Baby Kim** to The Royal Women's Hospital on Mother's Day. Baby Kim, a life-sized doll in a battered incubator had travelled over 400 kilometres around Victoria to raise funds for research and equipment for premature babies at The Royal Women's Hospital. More than \$25 000 was raised and the unique event generated a huge amount of media interest giving guiding's public profile a big boost!

June

Collecting Corks for recycling has generated a national income of nearly **\$120 000** for Australian Guides. The project began when ACL Comcork in Victoria was searching for alternatives to highly priced cork. The project has the assistance of The Body Shop and some Liquorland Stores which act as deposit centres for the corks. Cork recycling saves the world's fragile cork plantations and supports the Australian manufacture of products for export, such as mats for horse floats and industrial safety mats. National Recycling Cork Awareness Day is 5 June to coincide with World Environment Day.



CURRENT AND FUTURE ACTIVITIES

New Ways with the Australian Program

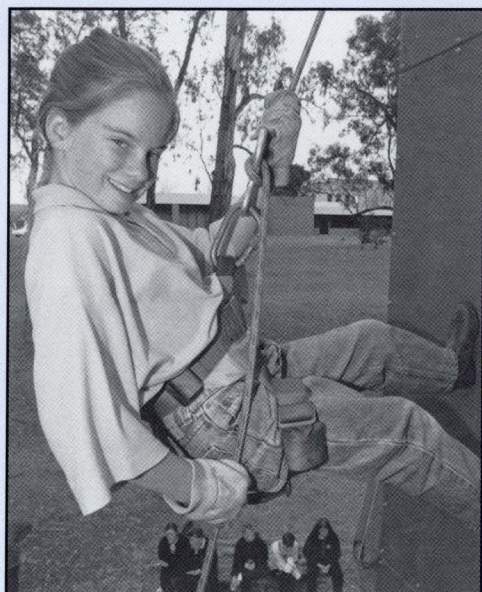
As the next century approaches, Guides Australia moves forward to an exciting future. Over the next two years, a brand new, truly Australian Guide program will be implemented bringing guiding up to date in a rapidly changing world.

The new Australian Guide Program, **New Ways**, was launched on 1 July 1996. Research showed that the previous program, although constantly updated since its introduction in 1969, was not meeting the needs of girls nor responding to the changing role of women. New Ways addresses these problems and reflects Australian culture and identity, while strengthening guiding's fundamentals and retaining those aspects which make it special.

It continues to have as its foundation the Promise and the Law, the use of the patrol system as the method of unit management and decision making, and will have a strong emphasis on the outdoors.

The four elements to the program—**Physical, People, Practical and Self** are through all activities. The emphasis on girl ownership and a philosophy of 'it's not what the girls does but how she does it' and focuses on the process rather than the end product.

Instead of age-based units, districts decide on whatever combination of units will work best. These can be interest-based, for example sport, craft, personal development or the outdoors—or with flexible age ranges. By removing age barriers, **girls of all ages are catered for**. There is no need to change units because of age, and girls can move between units with few problems. Leaders must be aware of girls' needs and recognise when they're ready to move onto the next unit, whether age or interest based.



Resources for these new units consist of core information packs, containing the information girls need to know about being a guide, and activity packs, which are graded on degree of difficulty or ability level rather than age. An optional award system is being devised, which will include revised versions of many existing badges.

Ultimately **the new program is about flexibility and activity**, making guiding more meaningful to today's world and more accessible for both girls and leaders. Trials of New Ways indicate a very positive response from girls, with leaders reporting interest from potential members.

Spreading the Word through Publicity and Marketing

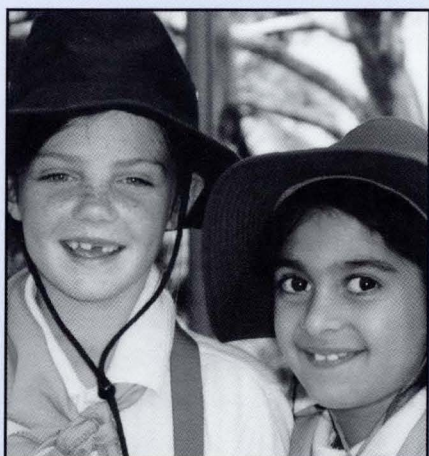
Publicity and marketing are key factors in securing the future of guiding. Presentations to regions and districts are helping to **increase awareness of guiding's new program** while a media campaign in October reminds the general community of the values of guiding and take the 'old fashioned' out of guiding's image. Marketing plans kicked off in August with a McDonald's traymat promotion.

Guiding received an unexpected but very welcome boost to its public profile in October last year when an advertisement placed in a Victorian Newspaper resulted in three guides modelling on *The Price Is Right* on Channel Nine. A sympathetic producer had seen the newspaper advertisement, and offered to project a positive image of guiding by showing the Guides in alternative guide wear. A model wore leaders' casual clothing to advertise a camping prize.



Community Action

Guides continues to provide **support to the community** in many ways. Units worked alongside the community on Clean Up Australia Day. Girls braved the cold and joined winter sleepouts to raise money for Sydney, Melbourne and Perth City Mission programs. Gold sponsors of the Australia Koala Foundation, Guides Australia reaffirmed its commitment to the environment with ongoing fundraising activities for one of Australia's most loved marsupials.



Across the Airways

Thousands of Guides, Scouts and Girls Scouts from all over the world gathered for a week of radio contact during **JOTA** (Jamboree Of The Air), held in October. JOTA is the largest international event of the year and gives every member of the Movement the opportunity to participate in an international event. Communication is made via amateur radio, morse code, packet radio, CB (in remote areas) and the Internet, enabling Guides and Scouts to make friends, share ideas, compare activities and learn first hand about different countries.

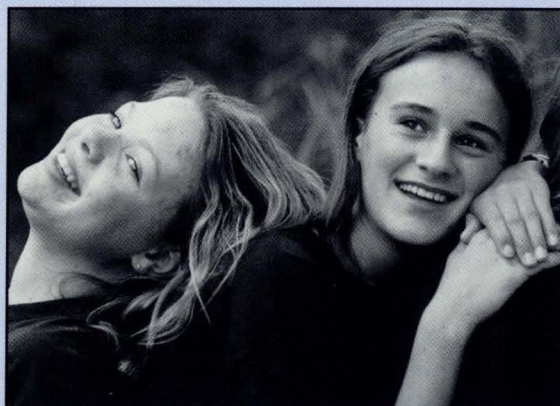
Beyond Guiding

Trefoil Guild members—or 'retired' Guides—carry the spirit of guiding into the communities where they live and work and give support to guiding with **assistance and involvement at all levels**. This year there are almost 4 000 Trefoil Guild members; their community work includes practical and financial support to a variety of organisations, the supply of clothing and toys to needy children, hospitals and nursing homes and holiday camps for families from drought affected areas.

INTERNATIONAL NEWS

Overseas Opportunities

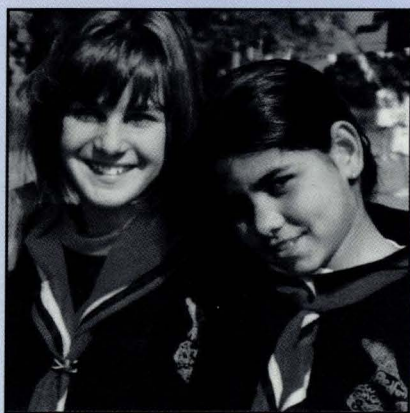
The Irene Fairbairn Fund makes overseas opportunities available through financial support for leaders and girls who attend special events, projects, trainings, camps and conferences in Australia and overseas. It was the vision of Irene Fairbairn, who was the first Chief Commissioner, that **girls should have every opportunity** to share guiding with their sister guides nationally and internationally. This year grants from the main fund increased to \$10 000, helping girls and leaders attend events in India, Switzerland, Ireland, Japan and London. Each year the Fairbairn Challenge enables two young women to attend selected overseas events. This year it was awarded to Catherine Price from New South Wales and Michelle Rissman from Queensland who travelled to Sangam in India to participate at a peace conference followed by a camp for Indian children.



International Women

Guides joined in on the festivities for International Women's Day by attending celebration breakfasts at UNIFEM centres across Australia. The Australia-wide program is a positive way to **celebrate International Women's Day** and support UNIFEM in its drive to direct technical and financial support to women's projects throughout the developing world and to improve the livelihood of families and the community.

Friends In Far Places



The Australian **Post Box** organises pen friends within Australia and all over the world. This year around 1 175 links were made with 27 countries. New countries contacted included Latvia, Estonia, and Hungary. As well as making possible new friendships and correspondence, Post Box means lovely stamps decorate Guides' Mail!

WAGGGS Membership

As members of WAGGGS, the World Association of Girl Guides and Girl Scouts with over nine million members, Australian guides are part of the **largest organisation for girls and young women** worldwide, helping them to develop their fullest potential as responsible citizens. Guiding offers opportunities and programs aimed to develop girls' and young women's self esteem, confidence and leadership skills, which enable them to contribute to the quality of family life, community development, leadership at all levels and international peace and understanding.



WAGGGS works from a grass roots level, continuing to change the lives of girls and young women through awareness raising, advocacy, direct contacts, peer group support and education and by extending international exchange opportunities.

Helping Dreams Come True

The Guides of Kiribati, located north east of Australia in the Pacific Ocean, once made a wish for a mini bus to take leaders and girls to night meetings and camps. Australian Guides heard their plea and to date have raised more than \$25 000 in the **Bus For Kiribati** fundraising activities. Their efforts have included a special week of combined activities with guides from networking units and districts.

A new bus for our Kiribati sisters will be purchased early next year.



FINANCIAL STATEMENTS

Guides Australia Inc

Income and Expenditure Statement for the Year ended 30 June 1996

	1996	1995
	\$	\$
INCOME		
Australian and World membership	351,617	391,540
Government Grant	—	4,590
Honorary Associates membership	792	1,094
Interest received	75,170	65,327
Magazine subscriptions and advertising	193,867	201,106
Publications	108,248	173,674
Sundry donations	69,160	48,860
Parking space	2,520	2,520
Profit on Asset Disposal	—	1,491
Special Purpose Funds	44,226	30,683
TOTAL INCOME	845,600	920,885
EXPENDITURE		
Projects and events	61,398	42,293
Administration	350,391	276,603
Depreciation	34,692	35,539
International Department	12,127	18,317
Magazine production	202,895	200,936
Program and training departments	41,949	30,549
Publications	104,807	151,955
Public relations department	25,593	83,339
Special purpose funds	55,044	31,687
World Association quota	37,955	36,844
TOTAL EXPENDITURE	926,851	908,062
Operating surplus/(deficit) for the year	(81,251)	12,823
Transfer (to)/from reserves	(41,363)	10,900
	(122,614)	23,723
Accumulated funds at the beginning of the financial year	1,841,947	1,818,224
ACCUMULATED FUNDS AT THE END OF THE FINANCIAL YEAR	1,719,333	\$1,841,947

Guides Australia Inc
Balance Sheet as at 30 June 1996

	1996 \$	1995 \$
CURRENT ASSETS		
Cash at bank and on hand	8,646	8,637
Deposits at call	238,418	156,774
Interest receivable	3,738	10,076
Other debtors and prepayments	20,066	35,140
Inventories	37,802	85,209
Investments	550,000	600,000
TOTAL CURRENT ASSETS	858,670	895,836
NON CURRENT ASSETS		
Property, plant and equipment	836,884	865,724
Irene Fairbairn Fund assets	98,602	103,105
Australian World Centres Fund assets	23,232	22,870
Eleanor Manning Fund assets	19,683	20,530
Amy Bush Fund assets	—	—
Gregory Fellowship	125,400	119,323
TOTAL NON-CURRENT ASSETS	1,103,801	1,131,552
TOTAL ASSETS	1,962,471	2,027,388
CURRENT LIABILITIES		
Subscriptions received in advance	79,701	90,178
Sundry creditors and accruals	81,083	54,273
TOTAL CURRENT LIABILITIES	160,784	144,451
NET ASSETS	1,801,687	1,882,937
ACCUMULATED FUNDS		
Balance at 30 June 1996	1,452,417	1,576,119
Reserves	82,353	40,990
	1,534,770	1,617,109
IRENE FAIRBAIRN FUND	98,602	103,105
AUSTRALIAN WORLD CENTRES FUND	23,232	22,870
ELEANOR MANNING FUND	19,683	20,530
AMY BUSH FUND	—	—
GREGORY FELLOWSHIP	125,400	119,323
TOTAL ACCUMULATED FUNDS	1,801,687	\$1,882,937

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

Australian Treasurer's Report for the year ending 30 June 1996

Last year, I reported that our reserves were in a healthy position and we need to use them to stem the decline in membership numbers. This year's result reflects the first step in that path, and at first glance, a deficit of \$123 702 looks alarming. If however, you take into consideration that this year marks the first step for Guides Australia along the restructuring path, it is quite a pleasing result. To explain this comment some analysis of this year's results follow.

Firstly, the expense figures should be adjusted to take into account the transfers to and from reserves. This is because in previous years we have been putting funds aside to pay for certain activities that occur every couple of years, such as, World Conference and the Program and Training Conferences. The full amount of these expenses were paid for in 1996. Adjusted expenses for 1996, were \$913 070, this compares with expenses of \$865 410 in 1995. When you take into account that 1996 included an allowance of \$50 000 to pay for the introduction of the new program to take Guides Australia into the next century, expenses have actually reduced. Whilst part of that reduction is from publications, it is nevertheless an impressive performance by the National Office.

Income, however, performed poorly on a year on year comparison. Falling membership numbers once again caused a decline in the amount of quota received. If membership numbers had been the same as 1995, income from quota would have been \$50 000 higher. Lower membership numbers also had a multiplied effect, with lower magazine subscriptions and publication income. Publication income was also impacted by the uncertainty that a move to the new program has caused.

The news on income is not all bad. Donations continue to increase, with particular success on donations for specific projects, that is, tied sponsorship actively sought by National Office. To capitalise on this Guides Australia is moving to an integrated marketing and commercial strategy to achieve its goals for corporate support. The first step towards this was introduced this year, with the development of a comprehensive marketing plan.

The fall in membership numbers this year only serves to emphasise the importance of the new program. It is only by stemming the decline and then increasing membership numbers and diversifying income sources that we can survive. Our reserves are still in a strong position and I believe the costs incurred and more importantly, the actions taken this year are moving Guides Australia into a stronger position.

Louise Coughlan
Australian Treasurer

SPONSORS

Thank You Very Much

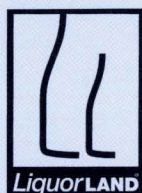
Sponsorship for a not for profit organisation such as ours is absolutely vital. With support from the corporate sector, the activities, management and direction of Guides Australia will allow our members to meet the challenges of the 21st century in a positive way.

As you can see, our sponsors are from diverse parts of the corporate sector. Each has contributed to the development of Guiding in Australia and we thank them for their sponsorship and look forward to these valuable relationships continuing in the future.

Caroline Duthie
Market Development



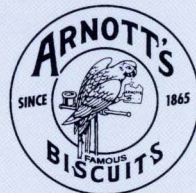
Richard Gosling
PHOTOGRAPHER



McCANN-ERICKSON



ANSETT AUSTRALIA



BONNE BELL®

Cash's
Leaders By Design

KPMG

THE BODY SHOP

AVON

Fairfax



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Fax: (02) 690 1030

Guides Victoria

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Tel: (03) 9654 7911
Fax: (03) 9650 2436

Girl Guides Association (Tasmania)

25 Kirksway Place, Battery Point 7004
Tel: (002) 23 6919
Fax: (002) 24 3484



*Left: Alice Hillier feeds
T-Rex, the Girl Guides
Association's (Northern
Territory) black cockatoo,
recipient of the
State Good Turn.
Photo courtesy of The
Northern Territory News.
Above: Grey gum
by Rod Marshall.*

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a n n u a l r e p o r t

