



GUIDES  
AUSTRALIA

# Annual Report

# 06

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





girls worldwide say

“10 million girls...1 voice”

World Association of Girl Guides and Girl Scouts  
Association mondiale des Guides et des Eclaireuses  
Asociación Mundial de las Guías Scouts

Guides Australia is a member of the World Association of Girl Guides and Girl Scouts (WAGGGS), the world's largest voluntary organisation for girls and young women. Our members share in a worldwide sisterhood with approximately ten million individuals in 144 countries.

#### **Africa Region**

Benin, People's Republic of  
Botswana  
Burkina Faso  
Burundi  
Cameroon  
Central Africa Republic  
Chad  
Congo  
Gambia, The  
Ghana  
Guinea  
Ivory Coast  
Kenya  
Lesotho  
Liberia  
Madagascar  
Malawi  
Mauritius  
Namibia  
Nigeria  
Rwanda  
Senegal  
Sierra Leone  
South Africa  
Swaziland  
Tanzania  
Togo  
Uganda  
Zambia  
Zimbabwe

#### **Arab Region**

Bahrain  
Egypt, Arab Republic of  
Arab Republic of Jordan  
Kuwait  
Lebanon  
Libya  
Mauritania  
Oman, Sultanate of  
Qatar  
Sudan  
Tunisia  
United Arab Emirates  
Yemen Republic

#### **Asia Pacific Region**

Australia  
Bangladesh  
Brunei Darussalam  
Cambodia  
Cook Islands  
Fiji  
Hong Kong  
India  
Japan  
Kiribati  
Korea  
Malaysia  
Maldives  
Mongolia

Nepal  
New Zealand  
Pakistan  
Papua New Guinea  
Philippines  
Samoa  
Singapore  
Solomon Islands  
Sri Lanka  
Taiwan  
Thailand  
Tonga  
Vanuatu

#### **Europe Region**

Armenia  
Austria  
Belarus  
Belgium  
Cyprus  
Czech Republic  
Denmark  
Estonia  
Finland  
France  
Georgia  
Germany  
Greece  
Hungary  
Iceland  
Ireland  
Israel  
Italy

Latvia  
Liechtenstein  
Luxembourg  
Malta  
Monaco  
Netherlands  
Norway  
Poland  
Portugal  
Romania  
Russian Federation  
San Marino  
Slovak Republic  
Slovenia  
Spain  
Sweden  
Switzerland  
Turkey  
Ukraine  
United Kingdom

#### **Western Hemisphere Region**

Antigua & Barbuda  
Argentina  
Aruba  
Bahamas  
Barbados  
Belize  
Bolivia  
Brazil  
Canada

Chile  
Colombia  
Costa Rica  
Dominica  
Dominican Republic  
Ecuador  
El Salvador  
Grenada  
Guatemala  
Guyana  
Haiti  
Honduras  
Jamaica  
Mexico  
Netherlands Antilles  
Nicaragua  
Panama, Republic of  
Paraguay  
Peru  
Saint Kitts & Nevis  
Saint Lucia  
Saint Vincents & The Grenadines  
Surinam  
Trinidad & Tobago  
United States of America  
Uruguay  
Venezuela

# 2006 ANNUAL REPORT



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# HIGHLIGHTS OF 2006

## January

- Pioneer Women's Day
- Australia Day



## February

- Thinking Day

## March

- Girls at Risk Project – Support from the Shine On Foundation - \$20,000 received
- Lady Murray Bowls Day
- World Day of Prayer
- Harmony Day (Ellen Boyd was a Harmony Day Ambassador)
- Camp Wyralla (Commonwealth Games) and the Baton Relay through Ballarat and Black Forest Regions
- The Commonwealth Games and our people who carried the baton
- Leaders for Life commenced
- Inaugural WON Mentor Breakfast in Daylesford



## April

- ANZAC Day
- Lady Stradbroke Cup
- Extension Trefoil Guild Annual Luncheon



## May

- Melbourne Mentor Breakfast
- Mornington Mentor Breakfast
- AGM and new President introduced

## June

- Gang Show
- Lady Delacombe Golf Day

## July

- Wizard Express Camp



## August

- Casey Mentor Breakfast
- Ballarat Gold Museum Exhibition

## September

- Camp Britannia
- Snoozefest

## October

- GLAM Conference
- Reality Check
- JOTA / JOTI
- Gold Medal at the Space Olympics in Moscow



## November

- Aquarium Day
- Shindig
- Tori (our Guide Bear) arrived
- Open Season film preview

## December

- The State Team visited 19 Regions in a total of 47 visits



# THE YEAR IN PICTURES



from left to right: Jane Scarlett, Gemma Pavone, Jill Jeffery and Marilyn Hornsby carrying the Queen's Baton for the Commonwealth Games



above left: Mike Larkin, Channel 10 weather man reporting from the 2006 Guides Victoria Snooze Fest

above right: State Commissioner Ellen Boyd with Ballarat Guides at the opening of the History of Guiding Exhibition, at the Ballarat Gold Museum



left: Participants in the annual State event, The Stradbroke Cup

below left: Lakeesha Phillips ice-blocking on Karak Day at Camp Wyralla

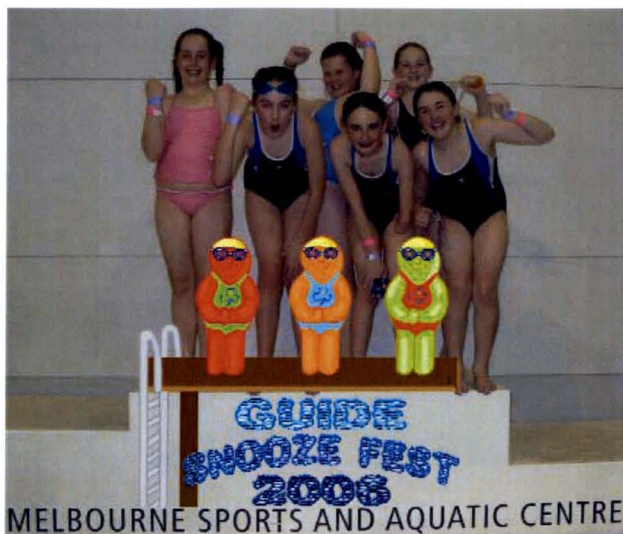


above: Learning new skills at Camp Britannia, held at Britannia Park



# GUIDES AND FAMILIES

## Program Activities



### SnoozeFest 2006

For a night in September, a sea of blue washed over the blue water of the Sports and Aquatic Centre. Over 700 Guides and Leaders joined in the fun of a giant water slide, the wave pool, a midnight film and other activities, all in the name of fun and Service. Girls raised money for the Juvenile Diabetes Research Foundation and accepted the challenge to learn more about diabetes and be part of searching for a cure. Once again proving that Service is a vital part of the Guide program.

### Reality Check

This event saw a revitalising of the Youth Executive Committee for girls aged 14-17. These older Guides ran a very successful inaugural Reality Check day. It was a chance for girls in this age group to learn about the Victorian organisation and to have their say on the new website, the program, the Guide Shop and much more. The positive outcome of this day was a plan to run Reality Check as an annual event for our older girls, so that they can feel involved in the decision-making of the organisation.

### Gang Show/Showtime

Each year, Guides take part in Scout/Guide productions across the State. These shows provide a chance for Guides to take to the stage and be part of the writing and theatre teams of a full scale production, in a supportive and encouraging environment. Guides develop self-esteem, confidence and team-work skills. A fantastic extension of the program provided in Units, these productions can provide wonderful lasting memories.

### School Holiday Camps

**Wizard Express and Britannia** – 2 highly successful school holiday camps run at Britannia Park showed that picking up the themes that are of interest to today's girls can help keep the Guide program activities relevant and exciting.

### Outdoor Survey – Undertaken by Guides Australia

The Outdoor Survey highlighted that Guides still want to participate in outdoor activities, especially both indoor and outdoor camps at all levels. The survey results are a reminder for everyone that this part of our program is still vital. It has resulted in an emphasis to be placed on outdoor activities in 2007, with the Australia-wide Outdoor Challenge encouraging Guides of all ages to get out and enjoy the environment.

### Girls at Risk Project

Melbourne District identified the need for Guide experiences for girls who live in welfare housing, especially those with a refugee background. Inner city Melbourne is home to many families and girls who fit into this demographic. The District has been working towards taking Guiding to these girls and their families. The program provides a sense of belonging and connectedness for the girls, which develops resilience and assists the girls to become functional adults within society.

The program is based on the Guiding philosophy and is targeted specifically at girls from diverse cultural backgrounds, with low socio-economic means. In 2006, we received a grant of \$20,000 from the Shine On Foundation to support the project and this enabled us to employ a Project Officer for 2 days per fortnight, paid for training Leaders and for their membership, contributed to Leader uniforms and to membership fees for some girls. The Project Officer liaised with schools, specifically Carlton PS and Debney Meadows PS.

As a direct result of the project, the District was a participant in the Women Together Conference, run by the National Council of Women (Vic) in August 2006. The response to the workshop indicated that there is real potential for Guiding in non-English speaking women's communities. The Guide Leaders in Melbourne District are to be congratulated for their vision and commitment to facilitating the expansion of Guides in their community!

## Olave Program

The Olave Program has had quite a busy year. They attended many events and also developed a few of their own.

January saw many OPs welcoming in the new Guide year at **Surfmoot** (Rover event) on the Australia Day long weekend, with OP members surfing, horse-riding and one or two even jumped out of planes!

**Ready Steady Cook** was a new event for OPs in 2006: A whole weekend of cooking. They had 24 participants at this weekend who learnt to cook with flare and style.

By the time July came around, they were all ready to party so off to **MARB** (Metropolitan Area Rover Ball) they went. With 30 OP members in attendance, it was the biggest OP turnout to MARB that has been seen for a while, which is fantastic. OPs are all starting to think about their costumes for 2007, since the theme of "blast from the past, back to the future" was recently announced.

As always, they round out the year with **Shindig**. Shindig 06 was held at Ballarat. It was a great weekend full of go-karting, laser force bowling and even searching for gold! This event is always a good way for OPs to end the year.

2006 has been a great year for the Olave Program and looking ahead, 2007 is shaping up to be even better.



## Queen's Guide Awards

<b>Alex Bennett</b>	Bennettswood "Raskal" Guides
<b>Bethany Bilston</b>	Sregnar Ranger Guides
<b>Emilie Carrigan</b>	North Metro "Monkey Ranger" Guides
<b>Rebecca Clark</b>	Narre Warren Star Ranger Guides
<b>Ashley Comer</b>	Ferntree Gully "Froggy" Guides
<b>Ivy Davidson</b>	Kyabram "Wildcat Ranger" Guides
<b>Hayley Ferguson</b>	Yarrowonga "Sunset" Guides
<b>Hayley Gardoll</b>	2nd Mooroolbark Guides
<b>Lauren Kirk</b>	Casinia "In-a-sac Ranger" Guides
<b>Erika Lind</b>	Bairnsdale "Callisteman R.G." Guides
<b>Kaitlyn Munro</b>	Banksia Guides
<b>Dulcie O'Keefe</b>	Kyabram "Wildcat Ranger" Guides
<b>Fiona Pow</b>	Hoppers Crossing "Ranger" Guides
<b>Sarah Rose</b>	Swan Hill "Queens Guide" Guides

**Rachael Schulz**  
Swan Hill "Queen's Guide" Guides

**Sarah Snowdon**  
Wangaratta "Monak" Guides

**Samantha Tooley**  
Kyabram "Wildcat Ranger" Guides

**Fran Wellard**  
Ballarat "Choc Chics Ranger" Guides

**Julie Wellard**  
1st / 3rd Melton Guides

**Tanya Young**  
Kyabram "Wildcat Ranger" Guides



## Endeavour Awards

<b>Bronze</b>	235 awarded
<b>Silver</b>	61 awarded
<b>Gold</b>	6 awarded

## Junior BP Awards

Total awarded in 2006:  
**162**

## BP Awards

Total awarded in 2006:  
**39**

## OBP Awards

**Michelle Holmes**  
Victorian Lone "Olave Program"  
18-30 Guides

**Donna Tracey**  
Shalgamac Ranger Guides

**Anna Walker**  
State Region Guides



# VOLUNTEERS

## Training

The Training Department seeks to cater for the evolving needs of Guide Leaders and has successfully developed some notable training packages throughout the year.

During 2005 and 2006, it was identified that there was a need to develop Leadership Skills Trainings for Youth. As a result, **HOP – LEAP – JUMPS** trainings are now available across the State, in several different areas and can be taken anywhere upon request. These trainings are aimed at four different age levels and focus on the leadership skills required within a Unit, at each level and provide opportunities for Leaders and girls to work together..



Another newly designed training session is **R – Rated**. It has been developed for Leaders of adults and focuses on the management skills required to run an effective District / Region. Its main aims are to 'Review, Reactivate and Revitalise' team building skills.

With the ever-growing occurrence of allergic reactions among our children, Trainers decided they needed to make the Leaders aware of the risks involved with young people who suffer from allergic reactions. In this 2 hour training course, participants learn what anaphylaxis is, what causes it, how to treat it and how to prevent it.

So far, 42 Leaders have attended **Anaphylaxis Training** (piloted in Nov 2006) and the feedback has been tremendous.

In order to deliver relevant learning, trainers also regularly update their own skills and knowledge. Glenda Vuillermin, Jan Vonarx and Lynne Emblin attended the **National Training 4 Trainers Conference** in Adelaide, in July. The conference was attended by 22 Trainers from all states of Australia, 10 Trainers from New Zealand and 6 from Singapore. All of the workshops attended were of great value. One in particular was the presentation from Scouts Australia, regarding their Certificates in Leadership. Another highlight, occurring on the Saturday night of this weekend, was a visit to a Hindu Temple. Trainers found it very interesting as they were shown around and different areas were explained to them.

## Trefoil Guild

The past year has been one of celebration for a number of Trefoil Guilds.

Many of the guilds throughout the State have marked milestones in their existence, from one guild passing the 45 year milestone while others have attained very creditable ages. As always seems to be the case, these occasions call for the consumption of food!

In spite of all this frivolity, members manage to support Guiding locally as well as the community but more importantly each other. At the end of the financial year, guilds contributed \$4,246 to community causes and \$8,835 to Guiding. Add to this the many items of knitwear that have been donated, to cover the range from the elderly to premature babies. Even if some of us are not as sprightly as we once were, we are still able to knit!

Guilds offer a way for members to continue friendships made over the years spent in uniformed Guiding. This year has seen the closure of three guilds due to age, lack of mobility or illness but not lack of interest. Many guilds have gained new members which keeps us going – long may we continue.



## Guide Awards

### The Emu

Sally Alston  
North Metropolitan Region

### The Wattle

Lynne Emblin  
Barree Region

### The Boronia

Narelle Riley  
Black Forest Region

Dawn Sullivan  
Acheron Region

Jaydine McDiarmid  
Acheron Region

Carol Stamp  
Barree Region

Debbie Flemming  
Black Forest Region

Melanie Matthews  
Acheron Region

### The Banksia

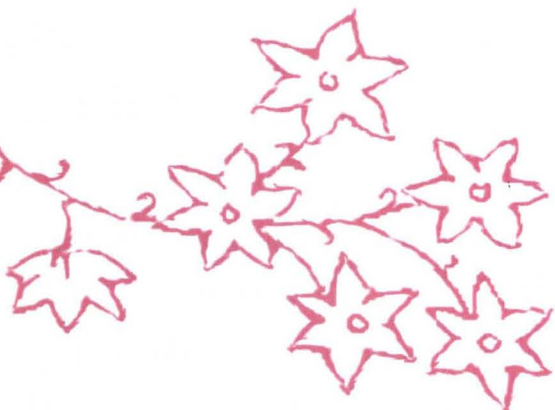
Alice Keogh  
Acheron Region

Elsie Boswell  
Acheron Region

Carolyn Atkinson  
Black Forest Region

Faye Monkhouse  
Maroondah Region

Jill Graham  
Barwon Region



## Blossom Awards

Cindy Adeney  
Joy Bennett  
Beryl Black  
Peggy Campbell  
Sally Daniel  
Heather Eaves  
Beth Frew  
Wendy Frost  
Robyn Fuller  
Shirley Lang

Jean Mitchinson  
Lorraine Otway  
Elizabeth Powell  
Rae Sherlock  
Robyn Smith  
Jo Tomkins  
Karen Winterton  
Robyn Winterton  
Suzanne Zuccarini

## Long Service Awards

5 years	42 awards
10 years	51 awards
15 years	49 awards
20 years	40 awards
25 years	36 awards
30 years	38 awards
35 years	36 awards
40 years	18 awards
45 years	21 awards
50 years	11 awards
55 years	8 awards
60 years	1 awards
65 years	2 awards
70 years	1 award



### Total number of awards:

354

### Combined number of years these members have contributed to the organisation:

8470



# WIDER COMMUNITY

## Women of Note



*Women of Note (WON) is a diverse group of women who support Guides Victoria, helping to make a difference for girls and women of the future. WON was started in 1991 with the aims of raising community awareness of the importance of Guiding and extending the range of independent professional advice, skills and support available to the Girl Guides Association. During 2006, WON celebrated 15 years and adopted the "Management and Activities Plan for 2007", to strengthen the relationship with Guides Victoria and give direction to the future of WON. Eight new members were also welcomed to WON.*

*Another highlight of the year was the inclusion in the Queen's Birthday Honours List of members Margaret Heffernan awarded an OA, Professor Margaret Hamilton an AO and Lorraine Elliott an AM. The key activities for WON in 2006 are divided into events for the members, mentor breakfasts for young women in the wider community, and support of the Leaders for Life Program.*

### MEMBER EVENTS

**28 February** - WON members and friends gathered at the Hilton to enjoy a 'reunion dinner' with guest speaker Sister Margaret Noone AM IBVM, Patron of Very Special Kids and a founding member of Very Special Kids, providing support for more than 760 families across Victoria with children with a progressive, life-threatening illness.

**12 July** - WON member Pauline Burren hosted the annual dinner at The Lyceum Club. Guest speaker, Sally Buttle, spoke of her experience with the World Association of Girl Guides and Girl Scouts (WAGGGS) and the United Nations which has left her determined to make a difference to the world at a local level.

**23 November** - End of Year Cocktail Party held at University House, University of Melbourne. Guest speaker Amey Lee, proprietor of a media company operating in the male-dominated advertising industry, firmly believes that girls can do anything they want to and while she was still at school, Amey set up Footprints Forever, an organisation designed to fight depression in young people.

### MENTOR BREAKFAST PROGRAM

On **March 8**, International Women's Day, the Inaugural Daylesford Mentor Breakfast was held at Peppers Restaurant in the Springs Retreat at Hepburn Springs, organised by Glenda Fleischer and her committee and attended by Year 11 girls from Daylesford Secondary College. The Mornington Mentor Breakfast co-ordinated by Jane Scarlett was held on **4 May**, with guest speaker Amey Lee, a young local filmmaker who runs her own film production company.

The 11th Melbourne Mentor Breakfast at Hilton on the Park Hotel on **12 May** was co-ordinated by Lynne Cox and Esta Andriopoulos, and attended by more than 200 mentors and students to hear guest speaker Zoë McCubbery, a young woman whose career in teaching and sports administration has included time at the Essendon Football Club. The organisation of the breakfast was augmented by a group of four Event Management students from the William Angliss Institute.

Thursday, **10 August** the 10th Casey Mentor Breakfast was co-ordinated by Rita Hartney with guest speaker Sheree Marris, an aquatic scientist who is very passionate about Melbourne's Port Phillip Bay.

The students who attend the mentor breakfasts are paid for by a mentor guest and an effort is made to match mentors with the career interests expressed by the girls, when their school registers them. More than 250 Year 11 girls from across country Victoria and metropolitan Melbourne attended the 2006 Mentor Breakfasts.

As WON moves into its 16th year, Paula Tomsett is delighted to continue as Chair for 2007, with thanks to continuing committee members Mary Martin, Winnie Lam, and Lynne Cox, and a welcome to new committee members Laura-lee Innes and Pauline Ahearne.

## Blue & Gold Society

The Society was launched at the Great Guide Reunion on 18 June, 2005. The Blue & Gold Society's Inaugural Cocktail Party was its first official function. It was held at the Melbourne Town Hall on 4 November, 2005. The State Commissioner, Ellen Boyd, officiated.

On this occasion, the Guest Speaker, Linden Edgell presented an inspiring personal history of her Guiding experiences and how these have led to her appointment to the World Board for the WAGGGS.

An inaugural luncheon was held on 3 August, 2006 and we were delighted that Christine Nixon, the Chief Commissioner of Victoria Police was our insightful Guest Speaker. There were between 50 and 60 guests and our dignitaries included 4 State Commissioner's and our Chief Commissioner, various special guests and many dedicated former Leaders and friends of Guiding.



Once again we concluded the year with our Annual Cocktail Party. On this occasion, Mrs Sylvia Walton was our honoured Guest Speaker. Sylvia was the previous Principal of The Tintern Schools and has recently been appointed to the position of Chancellor of La Trobe University.

Since its launch, the Society has grown to include seventy-three members and eighteen 'life' members. In 2006 the 'Guiding Matters' magazine was initiated for all Blue & Gold Society members and friends of Guiding.



## Leaders for Life

Leaders for Life is an initiative of Guides Victoria sponsored by the Australian Women's Coalition and it is a personal and professional development program for Guide Leaders. It continues to be supported by WON with thirteen members participating as mentors, presenters or both. Fifteen Guide Leaders participated in workshops covering such aspects as time management, interview techniques, event management, budgeting and wellbeing through taking care of mind, body and spirit, over an eight month period, which culminated in a celebration dinner in October arranged by the participants.

## International

In April 2006, the Make 'n' Take Workshop provided lots of crafty ideas for Aussie SWAPS and souvenirs. Fun and friendship went hand in hand with glue and scissors for 28 Leaders from all over the State as they learned to make more than 20 different craft items that could be used; to welcome Guiding visitors to Victoria, to inspire girls working on the World Guiding clause of the Junior BP Award, to send or take as friendship gifts to international camps and events and as samples for a craft activity for Unit or group programs. To satisfy the numerous requests, a second workshop will take place in April 2007, with all new crafts.

Region International Co-ordinators enjoyed their annual International Workshop, always a welcome opportunity to hear the latest news, gain some new skills and network over a cuppa. The main focus of the day was for Co-ordinators to have input to some electronic resources being developed by the International Team.

Following the practice begun in 2005 with a Sri Lankan meal and an afternoon of related activities, the lunch provided this time was a mixture of Cambodian, Thai and Malaysian food. Co-ordinators were able to learn to make some dishes that are easy to prepare at Unit meetings, with the meal eaten Asian style, on a mat on the floor, before they road-tested some games and activities from these countries. They also took home a CD of the draft resource files to comment on or develop further.

As a result of feedback from this workshop, the International Team now includes a Resource Group which will produce some simple teaching aids, audio-visual presentations and other supports to the International aspect of the Guiding program.

The Cambodian Connections Project evolved as a means of building on the experiences of Leader, Belinda James, who worked as a volunteer with the Girl Guides Association of Cambodia in 2005/2006. By the end of the year, plans were in place for a four strand project:

- a practical community action project in Cambodia for young Victorian Leaders to share camping skills with Cambodian Leaders
- a visit to Victoria by a young Cambodian Leader for Guiding experience and development of English skills
- a second group to travel to Cambodia for cultural and Guiding exchanges, including a Service component
- a badge syllabus to create awareness of another country in the Asia Pacific Region and so foster understanding, acceptance, co-operation and international friendship. All four parts of this major project will take place during 2007 as a pilot program

Overseas travel continues to broaden the vision of girls and adults alike, making the worldwide sisterhood of Guiding a reality. Victorians volunteered at three of the four World Centres and official contingents travelled to camps or events in New Zealand, Canada, England, China, Thailand and to seminars at the World Centres. Mooroolbark Guides toured New Zealand as a Unit venture. Jacqui Siebel was part of the GOLD community action project in Thailand and will lead the 2007 team. When Sangam World Centre celebrated its 40th Birthday, Joan Baden-Powell and Gaie Maddock were there. Many others included some Guiding contact made during private travel.

Something quite different was the International Space Olympics (ISO) - a joint venture with Scouts Australia. This space themed science competition is made up of 4 parts, a major research project, together with exams in maths, physics and English literature. A team of eight Scouts and two Guides (both from Victoria) competed in this high level competition in Korelov, Russia - the first time an Australian team has been invited.

It was also the first time in 14 years that the Russian team didn't win the blue ribbon event. The gold medal in the research project section went to... AUSTRALIA!! As well as performing above expectations in all areas of the competition, the team visited Red Square, the Kremlin, Lenin's Tomb, Mission Control, Star City where the cosmonauts train, and Energia where the rockets and space items are made.



Planning is already underway for the next ISO. While the team will be drawn from all over Australia, the Guide Leader who accompanied the 2006 team has been appointed as ISO liaison to promote the event and to support Victorian Guides who accept the challenge in 2007.



# GOVERNANCE AND MANAGEMENT

## Chairman's Report

Guides Victoria was thrilled to welcome Mrs Jan de Kretser as President and thank her most sincerely for her on-going commitment and participation at various events throughout the year.

To continue our focus to separate governance and management, the Chairman's report will focus on the vision and future strategies and highlight some of the relevant decisions to enable the growth of Guides Victoria.

The word governance comes from the ancient Greek word 'kebernon' which means to steer. Today we use the word governance to mean to steer from a position of authority. This effectively gives a group of elected volunteers the legal authority and responsibility to develop and oversee policies and practices to: **Keep the organisation true to its mission, responsibly and ethically manage its finances, safeguard its assets and operate in the best interests of the community.**

The Executive Committee of Guides Victoria is required under the Constitution to manage the affairs of Guides Victoria with elected and non-elected members working hard to ensure the smooth running of the organisation. Executive Committee members welcomed in 2006 were: Elizabeth Adnams, Alecia Rathbone, Sally Bethune, Lisa Stankiewicz, Helen Reid and Kathy Webb. We farewelled six members and thank them most sincerely for their commitment and contribution to Guiding.

In July 2006, Guides Victoria continued the model established in 2004 to provide an Executive Planning Day as professional development for Executive Committee members. The day was held at the Banyule Community Centre in Heidelberg where all members of Executive and Sub-Committees combined to develop forward planning strategies. One of the outcomes of the day was the introduction of a new 'Ways of Work' for Executive members, whereby each member participates on one of the Sub-Committees. To ensure Executive members are able to attend these meetings, Executive meetings have been changed to every second month, with Sub-Committee meetings falling on the alternate month or as required. The Executive Committee meets at least six times per year with one additional planning day. We thank all members of the Executive and external Sub-Committee members for their participation and hard work on the various Committees.

In 2005, the Executive Committee supported the decision to introduce a Critical Turning Point Project in the long term strategy of Guides Victoria, to enable the Management Team to develop new initiatives. The Critical Turning Point took on many facets during 2006, largely due to the major focus on developing a quality management structure. It was agreed to re-classify the position of General Manager to that of Chief Executive Officer, which would enable the most skilled and qualified person to be responsible for the management of the organisation. The Executive Committee approved the appointment of a Deputy Chief Executive Officer and we welcomed Janeanne Lee to the position. Janeanne brings with her many years of Guiding knowledge and experience as well as professional skills gained through her teaching background.

Following on from the decision of Guides Australia to clarify the role of the National Advisers and to re-name their positions as National Managers, the Executive also made the decision to have State Managers. The Management Team is represented by Managers responsible for Program, Training, Outdoors, Communication, International, Region Leaders, Olave Program, Advisers and Consultants. Each of these appointments is made by the State Commissioner, however, they report to the Chief Executive Officer who is the Chair of the Management Team.

In 2006, the Executive Committee commenced the process to advertise the position for the State Commissioner Elect. It was anticipated that a person would be appointed early in 2007 to enable an effective and timely handover period. At that time no nominations were received, a decision was then made to review the current position description. The task was undertaken by the Human Resource Sub-Committee of Executive and the findings were to separate the position of the State Commissioner from the role as Chairman of the Executive Committee and to create a new position as Chairman of Guides Victoria. These changes required amendments to the Constitution and the State Council was consulted during this process. The amendments to the Constitution have since been accepted at the State Council meeting held on 28 April 2007.

A major initiative was approved by Executive to implement a Market Research project focusing on girl retention issues. The outcomes formed the basis for planning the Girls Rock Conference in February 2007 and the proposed Education Workshops scheduled for mid 2007.

The State Commissioner's team has been active within the State and have visited 19 Regions and several major events. The activities and programs planned during 2006 are reflected in the Annual Report and demonstrate the outstanding work of the Leaders and many volunteers who tirelessly give their time and commitment to Guiding.

The Executive Committee and volunteers who are members of the various Sub-committees have worked extremely hard to ensure Guides Victoria continues to achieve its goals and Mission Statement and in doing so provide an outstanding Guiding experience for girls and young women.

As State Commissioner and Chairman of the Executive Committee I wish to thank all Leaders and Volunteers for their commitment and dedication during 2006 and special thanks to the Executive Committee for their commitment to making the hard decisions which have enabled Guides Victoria to look forward to a successful future.



**Ellen  
Boyd**

State Commissioner since 2003. Ellen has wide ranging experience in all areas of governance and management. She was the CEO of the Queen Victoria Women's Trust prior to being appointed as the State Commissioner. She is a member of Women of Note and a member of Probus.



**Jill  
Jeffery**

Assistant State Commissioner since 2003. Jill has over 20 years combined Guiding service as a Leader of Youth for 18 years and serving on PR, Membership and event committees. She has worked for the National Bank and the Department of Natural Resources and Environment.



**Jane  
Pennington**

Assistant State Commissioner since 2003. Jane has been involved in Guiding most of her life since making her Promise as a Brownie. She has been a Guide, a Ranger, a Leader, served on various State Committees and worked overseas for WAGGGS.



**Shelley  
Van der Werff**

Assistant State Commissioner since 2003. Shelley has been a youth member, Leader and Trainer for over 30 years. She is an Occupational Therapist working as a Team Leader at Yooralla Society of Victoria. She represented Australia at the 2005 World Conference in Jordan.

## State Executive



**Elizabeth Adnams**

Elected to the Board in 2006. Elizabeth is a microbiologist and currently teaches part time. She has vast experience in Guiding and is the Region Leader for Maroondah Region, the Chair of the Australian Procedures Committee and a Trainer.



**Sally Alston**

Board member since 1999. Sally has been involved in a variety of positions in Guiding for the past 45 years. Sally also provides support for a number of community groups.



**Sally Bethune**

Elected to the Board in 2006. Sally has held a number of positions in Guiding including a member of the inaugural State Membership Committee, Leader of youth, Region International Co-ordinator and is currently a Trainer.



**Wendy Cutler**

Board member since May 2005. Wendy's background includes a Bachelor of Laws from London University. She currently owns and operates her own software company which specialises in campsite booking systems.



**Margaret Devlin**

Board member since April 2005. Margaret retired as the Deputy Principal of an independent girls' school in 2004. She specialised in teaching secondary students physical education and mathematics for 40 years.



**Penny Ferris**

Board member since October 2004. Penny is completing a Certificate Three in Business Administration. She has held a number of positions in Guiding including Leader of youth, a participant in Leaders for Life and immediate past Chair of the Olave Program Committee.



**Margaret Fitzgerald**

Board member since 2002. Margaret has held several positions in Guiding. She currently co-ordinates the Leaders for Life program. Margaret has extensive experience in the financial operations of small businesses.



**Jan Lineker**

Board member since May 2005. Jan has vast experience in the retail sector as a business owner. She is currently the Region Leader for Western Border Region and has held numerous positions within Guiding.



**David McDowell**

Treasurer since 2003. David is an Ex-officio Board Member. He has extensive financial experience and a Bachelor of Economics and an MBA.



**Alecia Rathbone**

Elected to the Board in 2006. Alecia works as an office manager and is completing a Bachelor of Business. She is currently the State Outdoor Activities Manager, a Leader of youth and has served on numerous Guiding committees.



**Helen Reid**

Elected to the Board in 2006. Helen is an ex-officio Board Member. She is the State Program Manager as well as a Leader of youth and has served extensively on Guiding committees.



**Lisa Stankiewicz**

Elected to the Board in 2006. Lisa is employed by Clayton UTZ practising as a solicitor, specialising in Construction Law. She has worked with Guides Victoria on property management.



**Annette Swaffield**

Board member since 2002. Annette has held many positions within Guiding both nationally and internationally over 40 years and is currently a National Trainer. Annette is a retired Teacher Librarian. Annette was awarded an AM in 2004 for her services to Guiding.



**Anne Watt**

Board member since 2004. Anne has over 40 years experience as a volunteer for Guides as well as other community organisations. She has a wealth of knowledge in Guiding, having held numerous positions over the years.



**Kathy Webb**

Elected to the Board in 2006. Kathy is the State International Manager and has previously been a member of a Support Group, held leadership positions, been involved in the Lone Region and travelled extensively overseas with Guiding.



**Barbara Young**

Board member since August 2005. Barbara has a statistical and financial background. Her skills span leadership, management, strategic planning, marketing and market research.



**State President**  
*Mrs Jan De Kretser*  
(May 2006 - current)



**Life Members**  
*Lady Price*  
OBE CMG



*Senator The Hon Kay Patterson*

## State Executive Committee Meetings

The following table sets out the scheduled number of meetings a member of the State Executive was eligible to attend during the period 1 January 2006 – 31 December 2006.

Member	Scheduled	Attended
Elizabeth Adnams #	5	2
Sally Alston	10	8
Sally Bethune #	5	4
Ellen Boyd	10	10
Wendy Cutler	10	6
Margaret Devlin	10	8
Penny Ferris	10	6
Margaret Fitzgerald	10	9
Jill Jeffery ^	10	10
Jeanne Lee **	8	5
Jan Lineker	10	3
David McDowell	10	6
Corinne Ong *	5	3
Jane Pennington ^	10	5
Alecia Rathbone #	5	5
Helen Reid	5	4
Sharon Roxburgh *	5	3
Lisa Stankiewicz #	5	5
Annette Swaffield	10	6
Annmarie Tracey *	5	5
Shelley Van der Werff ^	10	7
Anne Watt	10	8
Kathy Webb #	5	4
Sue Wilson *	5	2
Barbara Young	10	7

\* Retired at AGM – 26 May 2006    \*\* Resigned 9 October 2006    # Elected at AGM – 26 May 2006    ^ Non-voting member

## Sub-Committees of the State Executive

### HR Committee

Jane Pennington (Chair)  
Margaret Devlin  
Kathy Webb  
Christine Croft  
Jill Johnstone  
Cas Roche

### Strategic Planning Committee

Shelley Van der Werff (Chair)  
John Adnams  
Helen Reid  
Penny Ferris  
Sally Bethune  
Annmarie Tracey  
June Hope  
Barbara Young

### Finance Committee

David McDowell (Chair)  
Jan Lineker  
Alecia Rathbone  
Margaret Fitzgerald  
John Payne

### Structures and Procedures Committee

Jill Jeffery (Chair)  
Elizabeth Adnams  
Jeanne Lee  
Tess Davies  
Lisa Stankiewicz

### Property Advisory Committee

Wendy Lewis (Chair)  
Sally Alston  
Anne Watt  
Wendy Cutler  
Carolyn Parker



The State Commissioner and CEO are ex-officio members of all of the sub-committees.

In August 2006 State Executive decided that the State Executive Committee would meet on a bi-monthly basis and allocated each member of State Executive to a sub-committee. Each sub-committee meets in the alternate month to the State Executive Meeting.

# Chief Executive Officer's Report



**Wendy Lewis**

General Manager since 2004, re-classified as CEO in 2006. Wendy has worked in a variety of organisations over the last 30 years. She has a Bachelor of Business (Acc.), Master of Education and an MBA.

Guides Victoria commenced a process in 2003 of developing a strong governance and management framework for the organisation to ensure clear and transparent boundaries for its operation.

In 2006 we have moved a long way down this path though there is still more work to do. One of the areas that changed in the area of governance and management was the upgrading of my title of General Manager to Chief Executive Officer. This change was made by the State Executive to reflect the dimensions of the role and the importance of reflecting the current role with a title that is more easily recognised in the wider business community. But what does this mean for Guides Victoria? Well I hope it means that I can attract more funding support to expand our operations and connect with more businesses to talk up the benefits of Guiding. A restructuring of the operations of Guides Victoria during 2006 will enable me to focus more of my time developing these relationships.

Our core business is stated in our mission statement: **"Helping girls and young women grow into confident, self-respecting, responsible community members."**

What does this mean? Does it mean providing girls and young women with opportunities and experiences which will help them develop a sense of self and be leaders? And what do we mean by leaders? Do we believe that Guides Victoria exists to develop leadership skills and qualities in our girls?

Being a leader and providing leadership from a Guiding perspective can mean providing girls and young women with the confidence to speak up in a group, or to take a leadership role within their local community to being a leader in business either as an employee or running their own business. It is about providing our girls and young women of today with the opportunities and skills they need to become the successful women of tomorrow.

To ensure that we are able to develop and deliver Guiding in a way that appeals to girls and young women, we need to ensure that we build a culture of philanthropic support from the wider community. This will enable us to grow Guides Victoria without exclusively relying on the revenue generated through membership fees.

## THE YEAR IN REVIEW

The following areas are some of the initiatives of 2006:

### Market Research

- Focus of the research - Girls who had left Guiding (sample size 398)
- Information gathered and results presented

The research found that:

- The essentials Guides "offer" appeals
- Girls (and their Mothers) look upon Guides as providing fun and exciting activities and the opportunity to make and form new friendships
- Guides appears to attract the more "hands on" orientated girl rather than passive observers.

The challenge for Guides Victoria is to ensure that it manages to deliver on the Guides offer. The primary reasons for leaving Guides were:

- It got boring/stopped being fun
- Guides clashed with other activities.

The highest levels of dissatisfaction related to:

- The type of activities offered
- The variety of activities (repetitious)
- The number of camps (too few)
- The lack of outdoor activities

It was noted that 50% of the girls interviewed did not rule out the idea of rejoining Guides Victoria and 76% would recommend Guides to other girls.

Additional research was undertaken and both the program activities offered and the quality of volunteer leaders in terms of being able to relate to, and stimulate the girls was seen as crucial to the on-going success of Guides Victoria

### Development of new Image

- Design company selected - Three's a Crowd
- Website redesign
- Branding changes commenced
- Stationery redesign

### Communication

- Workshops developed to raise the awareness of what the girls of today are like - workshops to be delivered around the State in 2007
- Conference planned for the start of 2007 - Girls Rock - conference theme "Girls Now and in the Future". High profile guest speakers sought for the conference

### Marketing

- Appointment of a Marketing Consultant
- Introduction of advertising for Guiding on television through Community Service Announcements (CSA's)
- Implementation of Media Release system on a monthly basis

### Technology

- Upgrade of our hardware
- Continued development of our database
- Article written up by Microsoft

### Property

- Sale of Clarke Street
- Search for a new home
- Britannia Park and Iluka upgrade - painting contract undertaken
- Asbestos Review of Guide properties around the State

### New Investment Strategy

- Change of Investment Advisers
- Introduction of a more proactive investment management strategy
- Focus on developing the investment portfolio to support new Guiding initiatives

## STAFF

Through a restructuring of the operations of Guides Victoria and a number of resignations in 2006 the make-up of the staff underwent some significant changes.

The creation of the Deputy General Manager's position was approved by State Executive in mid-2006. Applications were sought from people with an understanding of the operations of Guiding as well as having senior management experience. In October after a lengthy process Mrs Janeanne Lee OAM was appointed to this role and she commenced in October 2006. Her experience and knowledge of Guiding will be invaluable to Guides Victoria.

During 2006 we farewelled Chris Brennan and Felicity Greenland who had provided Guides Victoria with a valuable contribution in their roles but due to a restructuring of staff their positions we were unable to keep them in the new structure. During 2006 in addition to Janeanne we welcomed Debra-Lee Shannon, the Retail Shop Manager They have already made a contribution to work being undertaken by Guides Victoria.

## THANK YOU

I would like to express my appreciation to Janeanne, Noella, Denise, Brenda, Rose, Debra-Lee, Bernie, Joanne, Faye, Angela, Howard, Judy and Briony for the work that they have done during the year.

I would like to thank the State Executive for the wonderful support they provide to me in my role as the Chief Executive Officer. Finally I would like to thank all of the people who share their skills and their time with Guides Victoria, our volunteers, without you we could not have come this far.

## Treasurer's Report

The financial results for 2006 represent a watershed for Guides Victoria. Not only were they good, they were achieved as a direct result of a strategy some years in the making, to put in place some on-going financial stability.

In 2006, we achieved a net surplus of \$298,464. This compares to a net surplus in 2005 of \$1,242,815. But this surplus included very generous bequests from the estates of Laura Gregory of \$1,445,900 and Denise Hargreaves of \$147,500 and one-off expenses of \$327,244, for writing off the amount previously capitalized in relation to the redevelopment of Britannia Park, because we were not proceeding with it in the foreseeable future and \$117,778 for money stolen during the year. The result for 2005 would have been a net surplus of only \$94,437, excluding these items.

The financial results however, are not all good news. Income from operating activities continues to decline and falls well short of covering our normal operating expenses. Income from sales, membership subscriptions, property income and program, event, activity and training fees was \$943,622 in 2006 compared to \$1,044,186 in 2005. I will digress a little before returning to the results for 2006.

At the end of 2003, Guides Victoria had cash assets of \$2,763,805 and investments in ordinary shares and other traded securities worth \$836,179. Cash assets were high in preparation for redeveloping Britannia Park. Our investments were managed internally in a passive rather than proactive manner.

Around this time, we started to appreciate that we did not have the resources to properly redevelop Britannia Park, nor did we want to take on the financial risk of the redevelopment. The risk was that we would be putting all our eggs in one basket. And it was a very substantial risk. In 2004, we appointed external investment managers First Samuel to manage our investments. Over time, we moved surplus cash assets into the investment portfolio managed by them. We also started to question the value to Guides Victoria of locking up around \$3 million in our Clarke Street land and building. And along the way, we have been very fortunate to be remembered in the final wishes of some very generous ladies. These bequests have been added to our investment portfolio.

In 2005 we took the decision to sell Clarke Street, to allow us to make better use of the funds tied up in it. Clarke Street was sold in late 2006 and settled in March 2007. We made a small loss on the sale of \$172,134 and incurred selling costs of \$56,440. Both are included in expenses for 2006. The proceeds have now been received and are already included in our investment portfolio.

In 2006 we revisited the decision to appoint external investment managers and by way of competitive tender, selected UBS Wealth Management to manage our portfolio. They commenced in late 2006. Even in the short time since taking over this role, we are very happy with the advice they provide, the more proactive approach to managing our now very substantial investment portfolio and in the manner in which they interact with Guides Victoria through the Finance Committee.

	2003	2004	2005	2006
	\$'000	\$'000	\$'000	\$'000
Cash Assets	2,764	2,354	1,321	570
Investments	836	893	3,754	5,377
Proceeds from the sale of Clarke Street				2,975
	<b>3,600</b>	<b>3,247</b>	<b>5,075</b>	<b>8,922</b>

Revenue for 2006 included realized and unrealized gains on our investment portfolio of \$982,542 compared to \$439,885 in 2005 and dividend income received of \$279,624 compared to \$178,391 received in 2005.

Both the dividends received and capital gains from our investment portfolio are a direct result of the decisions made by your Executive, with your support, to provide some measure of financial stability to Guides Victoria. Those decisions are, employing professional investment management of our investments, moving excess cash into investments and releasing the funds that were locked up in the Clarke Street building.

Our objective is to maintain the real value of the investment portfolio into perpetuity. Each year we have used dividend income and part of the capital gains to invest back into Guiding. (The other part of capital gains is used to maintain the real value of the portfolio). What is different now is the substantial size of our investments. This will provide a measure of financial stability in the long term that we have not enjoyed for many years. Funds generated will not only help cover operating expenses, but more importantly, will be used to help make Guides Victoria a more exciting and relevant organisation to the people that really matter, the girls and young women who are current or potential future members.

It will not always be plain sailing however. We need to appreciate that the share market has its ups and downs. The share market has been very kind to us in recent times and is expected to continue to be so in the near future. But in some years, we will experience losses and decreases in the value of our portfolio. In the long run though, the share market will continue to increase in value.

All this good news of financial stability however does not hide the fact that we are still losing members. It does however provide some financial firepower for us to try new things, to promote ourselves to the girls and young women who are our future and to invest in all of our volunteers and in the infrastructure that supports them. In 2006 we spent \$58,560 on market research, \$127,073 on marketing and redesigning our website and \$84,950 on major maintenance works at Britannia Park and Iluka, over and above our normal maintenance of these two campsites. There were no equivalent expenses in 2005.

From a financial perspective, 2006 was a good year. 2007 and beyond should also be good years. From a membership perspective, our challenge of creating a vibrant, relevant and exciting organisation for girls and young women has never been greater. And now we have some sustainable financial firepower to give it a go.

Finally, a big thanks to all the people involved in preparing the annual financial report and in providing financial support, advice and governance throughout the year. In particular, thanks to Wendy and her team, to our investment managers UBS Wealth Management, to David Nairn and his team at our auditors HLB Mann Judd and to all the members of my Finance Committee.



GUIDES  
AUSTRALIA  
VICTORIA

Girl Guides Association of Victoria

# Financial Statements

for the year ended  
31 December 2006

Girl Guides Association of Victoria

Balance Sheet as at 31 December 2006

	Notes	2006 \$	2005 \$
<b>Current assets</b>			
Cash and cash equivalents	3	569,822	1,320,795
Trade and other receivables	4	2,990,469	40,001
Inventories	5	92,304	86,340
Investments - held for Trading	6	5,377,176	3,753,810
Other assets	7	82,431	18,734
Non current asset classified as held for sale - Clarke Street Building	8 (b)	-	3,147,134
<b>Total current assets</b>		<u>9,112,202</u>	<u>8,366,814</u>
<b>Non-current assets</b>			
Trade and other receivables	4	15,905	10,270
Property, plant and equipment	8 (a)	2,103,480	2,097,639
<b>Total non-current assets</b>		<u>2,119,385</u>	<u>2,107,909</u>
<b>Total assets</b>		<u>11,231,587</u>	<u>10,474,723</u>
<b>Current liabilities</b>			
Trade and other Payables	9	581,845	114,961
Interest bearing liabilities	10	517,775	502,382
Provisions	11	36,840	45,709
<b>Total current liabilities</b>		<u>1,136,460</u>	<u>663,052</u>
<b>Non Current liabilities</b>			
Provisions	11	7,025	3,159
<b>Total Non Current liabilities</b>		<u>7,025</u>	<u>3,159</u>
<b>Total liabilities</b>		<u>1,143,485</u>	<u>666,211</u>
<b>Net assets</b>		<u>10,088,102</u>	<u>9,808,512</u>
<b>Accumulated Funds</b>			
Reserve Funds	12	2,584,826	2,384,705
Dedicated reserves	13	-	-
Asset Revaluation Reserve	14	1,345,529	1,345,529
Retained Earnings	15	6,157,747	6,078,278
<b>Total equity</b>		<u>10,088,102</u>	<u>9,808,512</u>

The above balance sheet should be read in conjunction with the accompanying notes.

## Girl Guides Association of Victoria

## Income Statement for the year ended 31 December 2006

	Notes	2006 \$	2005 \$
Sales revenue			
Shop sales		181,228	236,813
Biscuit sales		91,588	124,538
		<u>272,818</u>	<u>361,351</u>
Cost of Sales		172,200	192,193
<b>Gross Profit</b>		<u>100,618</u>	<u>169,158</u>
Other operating revenue			
Membership subscriptions		594,858	599,017
Property income		163,200	162,969
Program, event, activity and training fee		84,946	113,042
Interest		78,936	94,121
Bequests	16 (b)	2,921	1,592,900
Donations and grants		78,804	64,007
Dividends		279,624	178,391
Cork recycling		8,357	10,456
Unrealised gain / (loss) on investment portfolio		532,982	547,773
Realised gain/(loss) on investment portfolio		449,560	(107,888)
Other		212,471	76,030
		<u>2,486,657</u>	<u>3,330,818</u>
<b>Revenue from ordinary activities</b>		<u>2,587,275</u>	<u>3,499,976</u>
Administration expenses		1,020,286	873,148
Property expenses		270,378	126,758
Employment expenses		696,553	622,145
Depreciation	16 (a)	92,227	170,676
Borrowing costs		37,234	19,412
Other Expenses	16 (c)	172,134	445,022
		<u>2,288,811</u>	<u>2,257,161</u>
<b>Total expenses from ordinary activities</b>		<u>2,288,811</u>	<u>2,257,161</u>
<b>Net surplus/(loss) before income tax</b>	15	298,464	1,242,815
Income tax relating to ordinary activities		-	-
<b>Net surplus/(loss) attributable to the Association</b>		<u>298,464</u>	<u>1,242,815</u>

The above income statement should be read in conjunction with the accompanying notes.

## Girl Guides Association of Victoria

## Cash Flow Statement for the year ending 31 December 2006

	Notes	Inflows/ (outflows) 2006 \$	Inflows/ (outflows) 2005 \$
<b>Cashflows from Operating activities</b>			
Receipts from members and fundraising activities		2,361,750	2,774,916
Payments to suppliers, employees and fund raising activities		(2,968,149)	(1,793,849)
Dividends received		279,624	178,391
Interest received		78,936	94,121
Interest paid/borrowing costs		(37,234)	(19,412)
<b>Net cash flows from (used in) operating activities</b>	18	<u>(285,073)</u>	<u>1,234,167</u>
<b>Cash flows from Investing activities</b>			
Payments for property, plant and equipment		(98,068)	(90,012)
Net proceeds/(payments) for investment portfolio		(640,824)	(2,420,891)
Repayment of Building pool advances		(5,633)	(617)
Net Proceeds into Reserves		(18,876)	243,710
Proceeds on sale of non-current asset held for sale		297,500	-
<b>Net cash flows from (used in) investing activities</b>		<u>(465,901)</u>	<u>(2,267,810)</u>
<b>Net increase/(decrease) in cash and cash equivalents</b>		(750,974)	(1,033,643)
Cash and cash equivalents at beginning of the financial year	2	1,320,796	2,354,439
<b>Cash and cash equivalents at the end of the financial year</b>	2	<u><u>569,822</u></u>	<u><u>1,320,796</u></u>

The above statement of cash flow statement should be read in conjunction with the accompanying notes.

**Girl Guides Association of Victoria**

**Statement of Changes in Equity for the year ended 31 December 2006**

	Net Surplus	Asset Revaluation Reserve	Dedicated Reserves	Restricted Funds	Total Equity
At 1 January 2005	6,743,126	1,345,529	52,017	425,023	8,565,695
Deficit for the year	1,242,817	-	-	-	1,242,817
Amounts transferred to reserves	(1,907,665)	-	(52,017)	1,959,682	-
Revaluation increment	-	-	-	-	-
At 31 December 2005	6,078,278	1,345,529	-	2,384,705	9,808,512
Surplus for the year	298,464	-	-	-	298,464
Amounts transferred to reserves	(218,995)	-	-	200,121	(18,874)
At 31 December 2006	6,157,747	1,345,529	-	2,584,826	10,088,102

The above statement of changes in equity should be read in conjunction with the accompanying notes.

**Girl Guides Association of Victoria**

31 December 2006

**Notes to the financial statements**

**Note 1 Association Information**

The financial report of the Girl Guides Association of Victoria for the year ended 31 December 2006 was authorised for issue in accordance with a resolution of the Executive Committee on 22 March 2007.

**Note 2 Statement of significant accounting policies**

**(a) Basis of Preparation**

The financial report is a general purpose financial report and has been prepared in accordance with applicable Australian Accounting Standards and compliance with the Girl Guides Act 1952.

The financial report has been prepared on an accruals basis and is based on a historical cost basis, except for land and buildings, derivative financial instruments and available-for-sale financial assets that have been measured at fair value.

**(b) Statement of Compliance**

Australian Accounting Standards and Interpretations that have recently been issued or amended but are not yet effective have not been adopted by the Association for the annual reporting period ending 31 December 2006.

The Executive Committee Members of the Association have reviewed the latest Australian Accounting Standards and Interpretations, and have decided that early adoption is not appropriate for the Association.

The financial report is prepared based on the Australian Accounting Standards, which includes Australian equivalents to International Financial Reporting Standards (AIFRS).

**(c) Investments**

All investments are initially recognised at cost, being the fair value of the consideration given and including acquisition charges associated with the investment.

After initial recognition, investments, which are classified as held for trading and available-for-sale, are measured at fair value. Gains or losses on investments held for trading are recognised in the income statement.

For investments that are actively traded in organised financial markets, fair value is determined by reference to Stock Exchange quoted market bid prices at the close of business on the balance sheet date.

Purchases and sales of financial assets that require delivery of assets within the time frame generally established by regulation of convention in the marketplace are recognised on the trade date.

**(d) Revenue**

Revenues are recognised at fair value of the consideration received net of the amounts of goods and services tax.

*Sale of goods* - Revenue is recognised when the significant risk and rewards of ownership of the goods have passed to the buyer and can be measured reliably. Risk and rewards are considered passed to the buyer at the time of delivery of the goods to the customer.

*Interest* - Interest revenue is recognised as it accrues, taking into account the effective yield on the financial asset.

*Membership subscriptions* - income is recognised upon receipt of funds from members and not the date of invoice.

*Programs, events, activity and training fees* - revenue is recognised upon commencement of the program.

*Property income* - revenue is recognised upon occupation of campsites.

*Sale of non-current assets* - The gain or loss is calculated as the difference between the carrying amount of the asset at the time of disposal and the net proceeds on disposal.

*Dividends* - Revenue is recognised when the shareholders' right to receive the payment is established.

*Bequests* - revenue is recognised upon receipt of funds when control is obtained.

**(e) Cash and cash equivalents**

Cash and short-term deposits in the balance sheet comprise cash at bank and in hand and short-term deposits with an original maturity of three months or less.

For the purposes of the cash flow statement, cash and cash equivalents consist of cash and cash equivalents as defined above.

**(f) Trade and other receivables**

Trade receivables which generally have 30-60 day terms, are recognised and carried at original income amount less an allowance for any uncollectable amounts. Collectability of trade debtors is reviewed on an ongoing basis. Debts that are known to be uncollectible are written off when identified. An allowance for doubtful debts is raised when there is objective evidence that the Association will not be able to collect the debt.

**(g) Inventories**

Inventories are valued at the lower of cost and net realisable value. Costs are assigned on a first-in first-out basis.

**Girl Guides Association of Victoria**  
**Notes to the financial statements (continued)**

**Note 2 Statement of significant accounting policies (continued)**

**(h) Borrowing Costs**

Borrowing costs are recognised as an expense when incurred.

**(i) Property, plant and equipment**

Property, plant and equipment does not include halls and properties held by Regions, Divisions, Districts or Units in the name of Girl Guides Association of Victoria.

The carrying amounts of all non-current assets have been reviewed and, where appropriate, relevant assets have been written down to their recoverable amount (based on future use and disposal as appropriate). In assessing recoverable amounts, the Executive Committee has elected not to take into account the effect of discounting expected net cash flows to their present value.

Plant and equipment is stated at cost less accumulated depreciation and any impairment in value.

Land and buildings are measured at fair value less accumulated depreciation.

*Impairment*

The carrying values of plant and equipment are reviewed for impairment when events or changes in circumstances indicate the carrying value may not be recoverable.

For an asset that does not generate largely independent cash flows, the recoverable amount is determined for the cash-generating unit which the asset belongs.

If any such indication exists and where the carrying values exceed the estimated recoverable amount, the assets for the cash-generating units are written down to their recoverable amount.

The recoverable amount of plant and equipment is the greater of fair value less costs to sell and value in use. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset.

Impairment losses recognised in the income statement in the cost of sales line item.

*Depreciation*

Items of property, plant and equipment are depreciated using the straight line method over their estimated useful lives commencing from the time the asset is held ready for use. Freehold buildings used in the production of income and which are to be retained are depreciated at rates which vary with the circumstances. Depreciation rates and methods are reviewed annually for appropriateness.

The depreciation rates used for each class of asset are as follows:

	2006	2005
Freehold buildings and improvements	2.5%	2.5%
Guide-Scout Sailing Centre	2.5%	2.5%
Campsite buildings and improvements	2.5%	2.5%
Plant, motor vehicles, furniture and equipment	10.0 - 33.0%	10.0 - 20.0%

*Revaluations*

Following initial recognition at cost, land and buildings are carried at a revalued amount which is the fair value at the date of the revaluation less any subsequent accumulated depreciation on buildings and accumulated impairment losses.

Fair value is determined by reference to market-based evidence, which is the amount for which the assets could be exchanged between a knowledgeable willing buyer and knowledgeable willing seller in an arm's length transaction as at the valuation date.

Any revaluation surplus is credited to the asset revaluation reserve included in the equity section of the balance sheet unless it reverses a revaluation decrease of the same asset class previously recognised in the income statement.

Any revaluation deficit is recognised in the income statement unless it directly offsets a previous surplus of the same asset class in the asset revaluation reserve.

In addition, any accumulated depreciation as at revaluation date is eliminated against the gross carrying amount of the asset and the net amount is restated to the revalued amount of the asset.

Upon disposal, any revaluation reserve relating to the particular asset being sold is transferred to retained earnings.

Independent valuations are performed with sufficient regularity to ensure that the carrying amount does not differ materially from the asset's fair value at balance sheet date.

An item of property, plant and equipment is derecognised upon disposal or when no future economic benefits are expected to arise from the continued use of the asset.

*Disposals*

An item of property, plant and equipment is derecognised upon disposal or when no further future economic benefits are

**Girl Guides Association of Victoria**  
**Notes to the financial statements (continued)**

**Note 2 Statement of significant accounting policies (continued)**

expected from its use or disposal.

Any gain or loss arising on derecognition of the asset (calculated as the difference between the net disposal proceeds and the carrying amount of the item) is included in the income statement in the year the item is derecognised.

**(j) Trade and other payables**

Trade and other payables are carried at amortised cost. They represent liabilities for goods and services provided to the Association prior to end of the financial year that are unpaid and arise when the Association becomes obliged to make future payments in respect of the purchase of these goods and services. The amounts are unsecured and are usually paid within 30 days of recognition.

**(k) Employee Benefits**

**(i) Wages, salaries, annual leave and sick leave**

Liabilities for wages and salaries, including non-monetary benefits, annual leave and accumulating sick leave expected to be settled within 12 months of the reporting date are recognised in respect of employees' services. They are measured at the amounts expected to be paid when the liabilities are settled. Liabilities for non-accumulating sick leave are recognised when the leave is taken and are measured at the rates paid or payable.

**(ii) Superannuation**

Contributions have been made to an approved superannuation fund and the contributions charged as expenses when incurred.

**(iii) Long Service Leave**

The liability for long service leave is recognised and measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date using the projected unit credit method. Consideration is given to expected future wages and salary levels, experience of employee departures, and periods of service. Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currencies that match, as closely as possible the estimated future cash outflows.

**(l) Income tax**

The Girl Guides Association of Victoria (Guides Victoria) is an exempt body pursuant to Sub-division 50-B of the Income Tax Assessment Act 1997.

**(m) Restricted bequest reserves**

Restricted bequests comprise an accumulation of specific donations received over a period of time. They are recognised as revenue initially with a subsequent transfer to reserves. These funds are invested on behalf of the Association in short term deposits at call accounts or ordinary shares and the returns generated are available for use in specified operations of its business.

**(n) Goods and services tax**

Revenues, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST is not recoverable from the Australian Taxation Office (ATO). In these circumstances, the GST is recognised as part of the cost of acquisition of the asset or as part of the expense.

Receivables and payables in the balance sheet are shown inclusive of GST.

The net amount of GST recoverable from, or payable to, the ATO is included as part of receivables or payables in the balance sheet.

Cash flows are included in the cash flow statement on a gross basis and the GST components of cash flows arising from investing and financing activities which are recoverable from, or payable to, the ATO are classified as operating cash flows.

**Girl Guides Association of Victoria**  
**Notes to the financial statements (continued)**

**Note 3 Cash and cash equivalents**

	<b>2006</b>	<b>2005</b>
	<b>\$</b>	<b>\$</b>
At bank and on hand	271,485	1,320,795
Short term deposits	298,337	
	<u>569,822</u>	<u>1,320,795</u>

Cash at bank bears an average floating interest rate of 6.5% (2005: 5.0%)  
Short term deposits comprise of Bank Bills that bear an interest rate of 6.36%.

**Note 4 Trade and other receivables****Current**

Trade debtors	15,469	40,001
Other receivables	2,975,000	
	<u>2,990,469</u>	<u>40,001</u>

**Non-current**

Building pools advances	15,905	10,270
	<u>15,905</u>	<u>10,270</u>

Building pools advances bear a fixed interest rate of 7% (2005: 6.75%).  
Trade Debtors are non interest bearing and are generally on 30-day terms.  
Other receivables represent total sale proceeds in relation to the sale of the Clarke Street property. 10% of the total proceeds, are held in trust account, with the balance due in March 2007.

**Note 5 Inventories****Current**

Finished goods at cost	92,304	86,340
	<u>92,304</u>	<u>86,340</u>
Current inventories	<u>92,304</u>	<u>86,340</u>

**Note 6 Available-for-sale Financial Assets****Current**

At fair value shares - listed	5,377,176	3,753,810
	<u>5,377,176</u>	<u>3,753,810</u>

Available-for-sale financial assets consist of investments in ordinary shares, and other traded securities and therefore have no fixed maturity date or coupon rate.

**Note 7 Other assets****Current**

Prepaid expenses and accrued revenue	82,431	18,734
	<u>82,431</u>	<u>18,734</u>

**Girl Guides Association of Victoria**  
**Notes to the financial statements (continued)**

**Note 8(a) Property, plant & equipment**

	2006 \$	2005 \$
Land at independent valuation	1,410,000	1,410,000
at cost	-	-
	<u>1,410,000</u>	<u>1,410,000</u>
Guide Scout Sailing Centre at cost	64,812	64,812
less accumulated depreciation	(43,748)	(42,128)
	<u>21,064</u>	<u>22,684</u>
Campsites buildings & improvements at independent valuation		
at cost	584,012	576,782
less accumulated depreciation	(51,165)	(25,486)
	<u>532,846</u>	<u>551,296</u>
Plant, furniture & equipment at cost	711,473	620,635
less accumulated depreciation	(582,132)	(530,196)
	<u>129,341</u>	<u>90,439</u>
Motor vehicles at cost	145,770	145,770
less accumulated depreciation	(135,540)	(122,549)
	<u>10,230</u>	<u>23,221</u>
Total Property, Plant & Equipment	<u>2,103,481</u>	<u>2,097,640</u>

**Note 8(b) Non Current asset classified as held for sale**

On 24 November 2005 the Executive Committee ratified the proposal to dispose of the Clarke Street property. The property was sold 2 August 2006, for consideration receivable of \$2,975,000.

Land at valuation	-	510,000
Buildings & improvements at cost	-	2,637,134
	<u>-</u>	<u>3,147,134</u>

**Girl Guides Association of Victoria**

Notes to the financial statements (continued)

Reconciliation of the carrying amounts of each class of property, plant and equipment at the beginning and end of the current financial year are set out below:  
Year ended 31 December 2006

	Land	Guide Centre buildings & improvements	Guide Scout Sailing Centre	Campsites buildings & improvements	Plant, furniture & equipment	Motor vehicles	Total
Opening balance at 1 January 2006 net of accumulated depreciation	1,410,000	-	22,684	551,297	90,438	23,220	2,097,639
Additions				7,230	90,838		98,068
Depreciation charge for the year			(1,620)	(25,680)	(51,936)	(12,990)	(92,226)
Closing balance at 31 December 2006 net of accumulated depreciation	<u>1,410,000</u>	<u>-</u>	<u>21,064</u>	<u>532,847</u>	<u>129,339</u>	<u>10,230</u>	<u>2,103,480</u>
Balance 31 December 2006 Cost or fair value	1,410,000	-	64,812	584,012	711,472	145,770	2,916,066
Accumulated depreciation and impairment		-	(43,748)	(51,165)	(582,133)	(135,540)	(812,586)
Carrying amount at end of year	<u>1,410,000</u>	<u>-</u>	<u>21,064</u>	<u>532,847</u>	<u>129,339</u>	<u>10,230</u>	<u>2,103,480</u>

**Valuation of land and buildings**

The independent valuation of land and buildings carried out as at 31 December 2004 on the basis of open market values for existing use resulted in a valuation of land of \$1,920,000 and campsite buildings of \$570,000.

This valuation does not include halls and properties held by Regions, Divisions, Districts or Units in the name of Girl Guides Association of Victoria as they are not included in property, plant and equipment of the Association.

**Girl Guides Association of Victoria**  
**Notes to the financial statements (continued)**

	2006	2005
<b>Note 9 Trade and other Payables</b>		
<b>Current</b>		
Trade creditors	275,157	69,666
Other creditors and deposits held	278,243	38,038
Restricted grants, donations and revenue received in advance	28,444	7,256
	581,845	114,960
Trade and other creditors are non interest bearing and are normally settled on 30 day terms		
<b>Note 10 Interest bearing liabilities</b>		
<b>Current</b>		
Building pool deposits at call	517,775	502,382
	517,775	502,382
Building pools deposits at call bear a fixed interest rate of 6.76% (2005: 4.0%)		
<b>Note 11 Provisions</b>		
<b>Current</b>		
Employee benefits	36,840	45,709
	36,840	45,709
<b>Non Current</b>		
Employee benefits	7,025	3,159
	7,025	3,159
<b>Note 12 Reserve Funds</b>		
<b>Details of movements</b>		
Opening balance	2,384,705	425,023
add: net transfers from net surplus	200,121	1,959,682
Closing balance	2,584,826	2,384,705
Closing balance comprise:		
Amy Bush Memorial Fund	14,100	13,501
Blackburn Fund	157,109	151,107
Britannia Park Campsite	12,854	1,763
Corks - Region Profit Share	25,978	22,659
Denise Hargreaves	184,484	170,549
Development Account	23,303	21,775
Doris Trippett Bequest	41,082	38,199
Iluka Campsite	1,087	405
Laura Gregory Fund	1,812,653	1,671,268
Margaret Shaw Fund	170,423	160,337
Otway Region Camping Fund	34,673	32,704
Restricted Grant	1,252	1,156
TC Lothian Fund	101,624	97,475
Thank you Fund	2,332	1,157
Training Fund	1,872	650
	2,584,826	2,384,705

## Girl Guides Association of Victoria

## Notes to the financial statements (continued)

## Description of Funds

Amy Bush Memorial Fund	Funds to support the training of adult leaders
Blackburn Fund	Funds to assist youth members to pay membership subscriptions
Britannia Park Campsite	Funds to assist in the upkeep of the Britannia Park Campsite
Corks - Region Profit Share	Funds from Cork Recycling to assist regions
Denise Hargreaves	Funds to assist Guides in the 14+ age group
Development Account	Funds to assist Regions in opening new units
Doris Trippett Bequest	Funds to support the training of adult leaders
Iluka Campsite	Funds to assist in the upkeep of the Iluka Campsite
Laura Gregory Fund	Funds to support Guiding in general
Margaret Shaw Fund	Funds to assist members in travelling interstate and overseas
Otway Region Camping Fund	Funds to assist the Otway Region Campsite
Restricted Grant	Funds to assist Archives
TC Lothian Fund	Funds to assist in national and international travel
Thank you Fund	Funds to assist members travelling overseas
Training Fund	Funds to assist in the training of Leaders

2006  
\$2005  
\$

## Note 13 Dedicated reserves

## Details of movements

Opening balance	-	52,017
less: transfers from/(to) reserve funds	-	(52,017)
Closing balance	-	-

## Note 14 Asset revaluation reserve

Opening balance	1,345,529	1,345,529
Revaluation movement	-	-
Closing balance	1,345,529	1,345,529

## Note 15 Net surplus

## Details of movements

Net surplus at the start of the year	6,078,277	6,743,126
Net surplus/(loss) for the year	298,464	1,242,817
Aggregate of amounts transferred to reserve funds	(218,994)	(1,907,665)
Net surplus at the end of the year	6,157,747	6,078,278

## Note 16 Revenue and Expenses

## (a) Depreciation

. Clarke Street buildings and improvements	-	(88,102)
. Guide-Scout Sailing centre	(1,620)	(1,620)
. Campsites buildings and improvements	(25,680)	(25,485)
. Plant, motor vehicles, furniture and equipment	(64,927)	(55,469)
	(92,226)	(170,676)

## Auditors' remuneration

. auditing the financial statements	(8,000)	(8,000)
-------------------------------------	---------	---------

## Girl Guides Association of Victoria

## Notes to the financial statements (continued)

	2006 \$	2005 \$
<b>Note 16 Revenue and Expenses (cont)</b>		
Individually significant items included in the operating surplus from ordinary activities:		
(b) Bequests		
· Laura Gregory Bequest	-	1,445,400
· Denise Hargreaves Bequest	-	147,500
· Miscellaneous	2,921	-
	<u>2,921</u>	<u>1,592,900</u>
(c) Other Expenses		
· Loss on Sale of Clarke Street	172,134	-
· Britannia Park costs	-	327,244
· Defalcation	-	117,778
	<u>172,134</u>	<u>445,022</u>

**Note 17 Commitments & Contingent liabilities**

There are approximately 200 units with lease rentals of halls averaging \$150 pa with local community and government bodies with rental commitments for a period of up to 10 years.

	2006 \$	2005 \$
<b>Note 18 Cash Flow Information</b>		
<b>Reconciliation of cash flow from operations with profit from ordinary activities after income tax</b>		
Profit after income tax	298,464	1,242,817
Add/(subtract) non-cash items		
- Depreciation	92,227	170,676
- (Profit)/loss on disposal of investments	(449,560)	107,888
- Provision for doubtful debts charge	-	(1,395)
- Provision for stock obsolescence	-	(3,886)
- Provision for (appreciation)/depreciation in investments	(532,982)	(547,773)
- Provision for Britannia Park redevelopment	-	327,244
- Loss on Sale of Clarke Street	172,134	-
- Movements in provisions	(5,002)	(21)
Change in assets and liabilities		
- trade and other debtors	(272,968)	(26,469)
- pre-paid expenses	(63,697)	(3,140)
- stock	(5,965)	4,935
- trade and other payables	482,276	(36,709)
Net cash flows from/(used in) operating activities	<u>(285,073)</u>	<u>1,234,167</u>

**Girl Guides Association of Victoria**  
**Notes to the financial statements (continued)**

**Note 18 Financial instruments****Net fair values**

The listed shares are traded in an organised financial market.

The fair value of listed shares are determined by valuing them at the current quoted market bid prices.

Monetary financial assets and liabilities not readily traded in an organised market are valued at the present value of contractual futures cash flows on amounts due to customers (reduced for expected credit losses) or due to suppliers.

The carrying amounts of cash assets, receivables, payables and interest bearing liabilities approximate net fair value.

**Credit risk**

Credit risk is the risk that a debtor or supplier will fail to discharge an obligation and cause the Association a financial loss. The carrying amounts of financial assets included in the financial statements represent the Association's maximum exposure to credit risk in relation to those assets.

**Note 19 Segment reporting**

The Association operates predominately in one business and geographical segment, being in the youth services sector providing services to members of the Association in Victoria.

**Note 20 Association Details**

The principal place of business of the association is:

Girl Guides Association of Victoria

129 York Street

South Melbourne VIC 3205

**Executive Committee's Declaration**

In the opinion of the Executive Committee the financial report which comprises the statement of financial performance, statement of financial position, statement of cash flows and accompanying notes to the financial statements:

1. Presents fairly the financial position of the Girl Guides Association of Victoria as at 31 December 2006 and its performance for the year ended on that date in accordance with Australian Accounting Standards, mandatory professional reporting requirements and other authoritative pronouncements of the Australian Accounting Standards Board.
2. At the date of this statement, there are reasonable grounds to believe that the Girl Guides Association of Victoria will be able to pay its debts as and when they fall due.

This statement is made in accordance with the a resolution of the Executive Committee and is signed for and on behalf of the Executive Committee by:



Ellen Boyd - Chair, Executive Committee  
Dated this 22nd day of March 2007



David McDowell - Treasurer

**GIRL GUIDES ASSOCIATION OF VICTORIA**

**INDEPENDENT AUDIT REPORT TO THE MEMBERS OF  
GIRL GUIDES ASSOCIATION OF VICTORIA**

**Scope**

*The financial report and committee's responsibility*

The financial report comprises the balance sheet, income statement, cash flow statement, statement of changes in equity, accompanying notes to the financial statements, and the Executive Committee's declaration for the Girl Guides Association of Victoria, for the year ended 31 December 2006.

The Executive Committee of the Association is responsible for the preparation and true and fair presentation of the financial report in accordance with the *Girl Guides Act 1952*. This includes responsibility for the maintenance of adequate accounting records and internal controls that are designed to prevent and detect fraud and error, and for the accounting policies and accounting estimates inherent in the financial report.

*Audit approach*

We conducted an independent audit in order to express an opinion to the members of the Association. Our audit was conducted in accordance with Australian Auditing Standards in order to provide reasonable assurance as to whether the financial report is free of material misstatement. The nature of an audit is influenced by factors such as the use of professional judgment, selective testing, the inherent limitations of internal control, and the availability of persuasive rather than conclusive evidence. Therefore, an audit cannot guarantee that all material misstatements have been detected.

We performed procedures to assess whether in all material respects the financial report presents fairly, in accordance with the *Girl Guides Act 1952*, Accounting Standards and other mandatory financial reporting requirements in Australia, a view which is consistent with our understanding of the Association's financial position, and of its performance as represented by the results of its operations and cash flows.

We formed our audit opinion on the basis of these procedures, which included:

- examining, on a test basis, information to provide evidence supporting the amounts and disclosures in the financial report, and
- assessing the appropriateness of the accounting policies and disclosures used and the reasonableness of significant accounting estimates made by the Executive Committee.

While we considered the effectiveness of management's internal controls over financial reporting when determining the nature and extent of our procedures, our audit was not designed to provide assurance on internal controls.

Our audit did not involve analysis of the prudence of business decisions made by the Executive Committee or management.

**Independence**

In conducting our audit, we followed applicable independence requirements of Australian professional ethical pronouncements.



**Audit Opinion**

In our opinion, the financial report of Girl Guides Association of Victoria presents a true and fair view in accordance with Accounting Standards, the *Girl Guides Act 1952* and other mandatory professional reporting requirements in Australia, the financial position of the Association as at 31 December 2006 and the results of its operations and its cash flows for the year then ended.

*HLB Mann Judd*  
HLB Mann Judd

A handwritten signature in blue ink, appearing to read 'D Nairn', with a horizontal line underneath.

**DAVID NAIRN**  
Partner

Melbourne  
22 March 2007

# Appreciation & Thank You

As a volunteer organisation we are reliant on the time and effort that our volunteer Leaders and supporters give each year this includes the families of our volunteers. Guides Victoria could not exist without this support.

In addition to the support of our volunteers we receive donations from a cross-section of the community; individuals and businesses alike donate funds which enable Guides Victoria to strengthen and expand the opportunities for the girls as well as enhancing our position within the broader community.

We would like to acknowledge and thank everyone for their support throughout 2006 and we hope that they will continue to support us in the future.

## 2006 Annual Gift Program Donors

*The people listed below generously contributed to our Annual Giving program in 2006.*

Miss Helen Adair  
Mrs Hazel Adams  
Miss S Alston  
Rev Elizabeth Alfred  
Ampak Consulting Group Pty Ltd  
Ms Robyn Ashmore  
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Helping girls and young women **grow** into **confident, self respecting, responsible** community members.



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