



GIRL GUIDES  
AUSTRALIA

# Annual Report 2008



Discover Your

Potential





**GIRL GUIDES  
AUSTRALIA**

**Africa Region**

Benin, People's  
Republic of  
Botswana  
Burkina Faso  
Burundi  
Cameroon  
Central Africa  
Republic  
Chad  
Congo  
Congo, The  
Democratic Republic  
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  
Jordan  
Kuwait  
Lebanon  
Libya  
Mauritania  
Oman, Sultanate of  
Qatar  
Sudan  
Syria  
Turisia  
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  
Singapore  
Solomon Islands  
Sri Lanka  
Taiwan  
Thailand  
Tonga

**Europe Region**

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



*World Association of Girl Guides and  
Girl Scouts - 145 Countries*



*Discover Your*

*Potential*



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AUSTRALIA





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AUSTRALIA

# World Association of Girl Guides and Girl Scouts - 145 Countries

## Africa Region

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

## Arab Region

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

## 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
- Singapore
- Solomon Islands
- Sri Lanka
- Taiwan
- Thailand
- Tonga

## Europe Region

- Armenia
- Austria
- Belarus
- Belgium
- Cyprus
- Czech Republic
- Denmark
- Estonia
- Finland
- France
- Georgia
- Germany
- Greece
- Hungary
- Iceland
- Ireland
- Israel
- Italy
- Latvia
- Liechtenstein
- Lithuania
- Luxembourg
- Malta
- Monaco
- Netherlands
- Norway
- Poland
- Portugal

## Western Hemisphere Region

- Romania
- Russian Federation
- San Marino
- Slovak Republic
- Slovenia
- Spain
- Sweden
- Switzerland
- Turkey
- Ukraine
- United Kingdom
- Armenia
- Australia
- Belarus
- Belgium
- Cyprus
- Czech Republic
- Denmark
- Estonia
- Finland
- France
- Georgia
- Germany
- Greece
- Hungary
- Iceland
- Ireland
- Israel
- Italy
- Latvia
- Liechtenstein
- Lithuania
- Luxembourg
- Malta
- Monaco
- Netherlands
- Norway
- Poland
- Portugal
- Romania
- Russian Federation
- San Marino
- Slovak Republic
- Slovenia
- Spain
- Sweden
- Switzerland
- Turkey
- Ukraine
- United Kingdom
- 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 Vincent & the Grenadines
- Surinam
- Trinidad & Tobago
- United States of America
- Uruguay
- Venezuela



## GIRL GUIDES AUSTRALIA

Our mission is to enable girls and young women to become confident, self-respecting, responsible community members.

Girl Guides Australia is a founding member of the World Association of Girl Guides and Girl Scouts, formed in 1928 and now active in 145 countries world wide. Girl Guides Australia is involved in the Asia Pacific Region.

The World Association of Girl Guides and Girl Scouts (WAGGGS) is a Movement providing non-formal education, where girls and young women develop leadership and life skills through self-development, challenge and adventure. Girl Guides and Girl Scouts learn by doing.

Members of Girl Guides Australia are the seven State Girl Guide organisations, one in each state and the Northern Territory. The Chief Commissioner and the seven State Commissioners form the Board of Girl Guides Australia.

Girl Guides welcomes youth members from the age of five years up to eighteen years. Guides participate in the Australian Guide Program, enjoying opportunities to select, plan, implement and evaluate their choice of activities. Adult members and Trefoil Guild members are women from the age of eighteen years.

The Australian Adult Leadership program provides Leaders and other members with leadership skills and opportunities for further development. Members have the option to work towards nationally accredited workplace qualifications in leadership and frontline management.

In 2008 the Annual General Meeting of Girl Guides Australia was held in Perth.

In December 2008 the Board of Girl Guides Australia adopted a new 2009-2012 Strategic Plan that will see WAGGGS strategic objectives implemented Nationally and by all States.



*Board , Asst. Chief Commissioner, Managers, National Executive Officer, Honorary Treasurer and Vice President*

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## CHIEF COMMISSIONER'S REPORT



*Lynne Price, Chief Commissioner.*

In 2008 Girl Guides Australia adopted the theme of the World Association of Girl Guides and Girl Scouts (WAGGGS) - 'Discover your Potential' - providing opportunities for tens of thousands of girls and women to experience personal development through their involvement in Guiding. Girl Guides Australia is committed to encouraging and supporting each girl and young woman to reach her potential in a safe, supportive and non competitive environment.

"Guiding is a Movement not an organisation".

These are the words of the Founder, Lord Baden Powell who recognised that the future of Guiding relied on its continued relevance to the girls and women who embrace its values. The year 2008 was, for Girl Guides Australia, the 'year of the review'.

Reviews of the Australian Guide Program, the Australian Adult Leadership Program and the Australian Training for Trainers Program were conducted during 2008. Recommendations from these reviews are currently being considered by the Australian Program Committee and the Australian Training Committee.

More than 25% of Guides and Leaders responded to the uniform review conducted towards the end of 2008. This response is significant and has indicated that changes to the uniform are required and has enabled the Board of Girl Guides Australia to make informed decisions based on both the qualitative and quantitative results of the survey.



*The Hon. Linda Burney, Minister for Community Services, receiving the 'Australian Guides Say' report.*

The Board appointed a Working Party to consider a more appropriate structure for Girl Guides Australia as well as to make recommendations regarding best practice models for governance and management based on the 'Options in Structure' report provided earlier in the year. We are most grateful to Jan MacIntyre who prepared this report and then chaired the Working Party, and to all the members who have provided their expertise and considerable time to this project. The final report is to be presented to the 2009 May Board Meeting,

A highlight for the year was the World Conference in Johannesburg in July, where the Global Action Theme (GAT) was launched. 'Girls worldwide say... together we can change our world' is a most powerful message and with WAGGGS having positioned itself to be the voice of girls and young women globally, the theme of the World Conference is certainly achievable – that by 'Joining In' and 'Reaching Out', together we can 'Change Lives'. As a Member Organisation of WAGGGS, Girl Guides Australia supports the objective of the United Nations to eradicate poverty by 2015 utilising the eight Millennium Development Goals.

Girl Guides Australia is dedicated to advocate on the issues that its members have identified as being of importance to them and to provide the skills and the opportunities for its members to speak out on these issues whether they are matters that are of concern at a global level, in their communities, or matters that affect them in Guiding.

self-respecting, responsible community members. It will involve assessing how we deliver this Mission Statement to ensure we are meeting the needs of the 5000 adult members who volunteer to deliver the Australian Guide Program as well as making sure that every girl and young woman across Australia has the chance to be involved in Guiding if they choose.



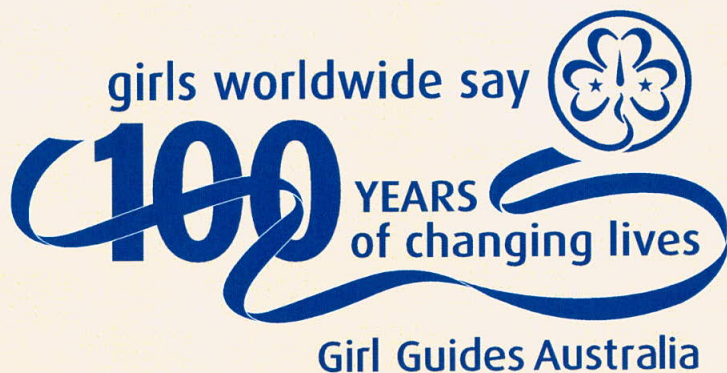
*Mary McPhail, Chief Executive of WAGGGS, visited in February*

Although tradition is important, it cannot stand in the way of progress and we must identify the changes that are necessary to continue to meet the needs of our members.

This report of Girl Guides Australia has been prepared recognising the six ways of work of WAGGGS, these being Membership, Educational Program for Girls, Training for Adults, Relationship to Society, Structure and Management and Finance. WAGGGS has determined that these six areas support each Member Organisation to measure its growth and the effect it has on the community, the quality of the service it offers and the quantity of those who receive the service.

The theme for the Centenary of Guiding world wide was also launched at the World Conference. "Girls worldwide say...100 years of changing lives" communicates most convincingly that Guiding is a movement that has remained relevant and viable from a Victorian era to the one we enjoy today. Girl Guides Australia also recognises that to continue to be a growing movement, we must review our practices and operations regularly.

I commend this report to you as an overview of the activities and achievements of Girl Guides Australia in 2008. I sincerely thank the members of the Board, the Managers, the Assistant Chief Commissioners, other national personnel and our Staff at National Office, for their ongoing support and commitment to enabling Girl Guides Australia to continue to be a modern and viable movement for girls and women, and that we can be confident that we move into another 100 years of changing lives.



A handwritten signature in black ink that reads "Lynne Price".

This will include reviewing the purpose of Girl Guides Australia as expressed in the Mission Statement: To enable girls and young women to become confident,

## MEMBERSHIP

Girl Guides Australia is dedicated solely to girls. In an accepting and nurturing environment, girls build character and skills for success in the real world. In partnership with committed adult volunteers, girls develop qualities that will serve them all their lives. These include leadership, strong values, social conscience, and conviction about their own potential and self-worth.

Girl Guides Australia is pleased to note that total membership has remained almost stable in 2008, following a number of years of progressively declining numbers. The total national membership for 2008, including youth, adult and Trefoil Guild members stands at 28,362, a fall of 1.1% from

2007. The number of youth members was 21,399, a fall of just 0.34% from 2007. Analysis of the youth age profile shows an increase in numbers of ages 5, 6, 11, 12, 13, 14, 15 and 16; a decrease in ages 7, 8 and 10; and steady numbers for ages 9, 17 and 18 compared with 2007. Whilst there was an overall decrease in adult members of 4.6%, the number of adults under 30 increased by 1.8%.

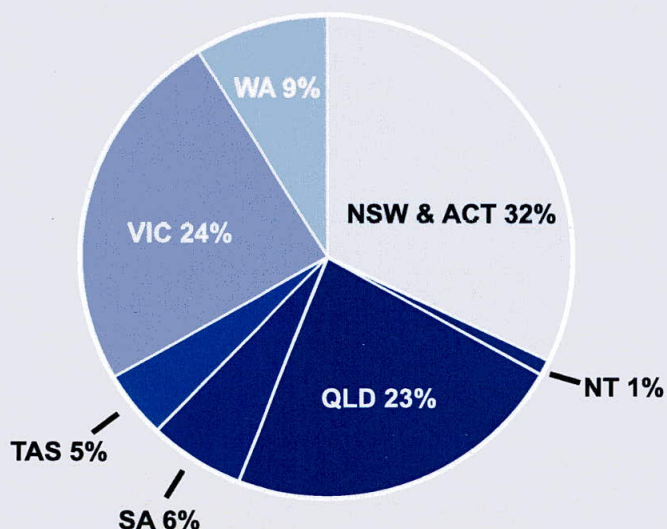
### National Membership Seminar

The Chief Commissioner and State Commissioners met with key membership personnel from all States in September to review membership trends and plan membership strategies. The weekend was facilitated by Anne Smith and Sue Wilson, who represented Australia at a previous WAGGGS Round Table Meeting on Membership. Discussions were based on factual research, including analysis of census figures and financial reports, reviews commissioned by the Program and Training departments, a Volunteering survey and the study of other Girl Guide and Girl Scout organisations by Natasha Hendrick funded by the Churchill Fellowship Grant. This approach ensured that all agreed plans were both fact-based and membership positive.

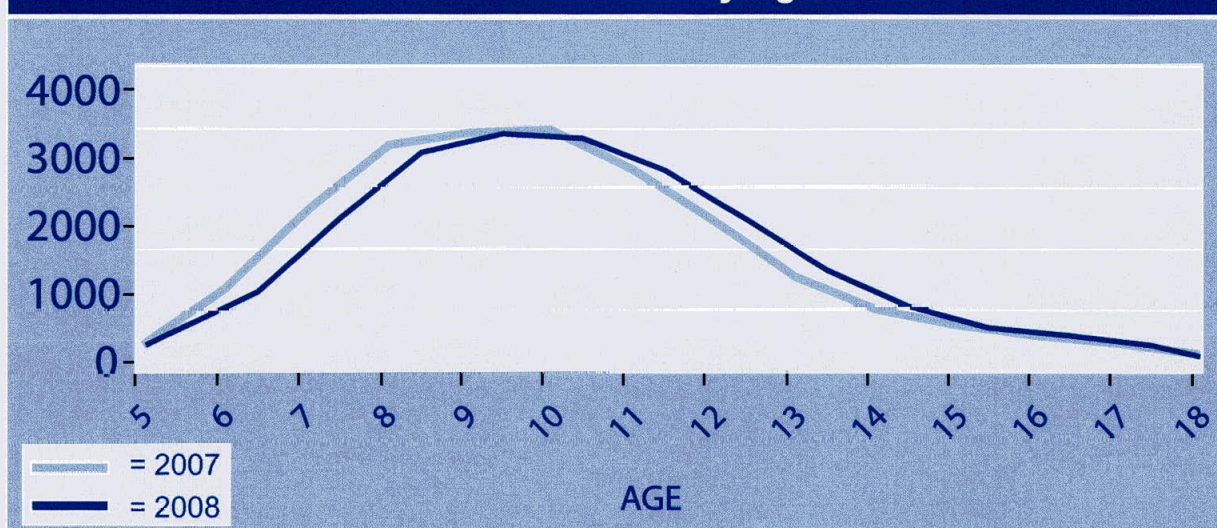
### World Conference

In 2008 the Chief Commissioner, Lynne Price, led the Australian delegation to the 33rd World Conference in Johannesburg, South Africa. Also part of the team was alternate delegate, Miriam Holmes (Assistant

### National Membership



### Youth Census by Age





### **Leading Edge**

Eighteen young women, aged 16 to 20 years, from across Australia and New Zealand were selected to attend the Leading Edge event, hosted by Girl Guides Tasmania at Orana campsite in Hobart over Easter. Participants included a member from Scouts Australia. A leadership skills and personal development program was provided with training sessions, activities, panel discussion and networking opportunities. Each participant planned her own Leader Skills Project, to be completed with support from her own State and local mentors in the six months following the event.

*Participants at Leading Edge.*



*Board race winners at the Guide Scout Regatta.*

## International

A wealth of opportunity is available for Guides to attend international events. During 2008, 114 members were selected for International Events held overseas. This included a contingent of 31 girls and 16 adults, originating from all areas of mainland Australia, who were selected to attend the International Jamboree held in New Zealand for 10 days of January. 1 youth and 10 adult members were selected to attend the different advocating and/or cultural event opportunities at the Sangam World Centre, in Pune, India.



*Jet Boating at New Zealand Jamboree.*

With the appointment of an Australian adult member to the position of Deputy World Centre Manager for the World Centre located in Switzerland, 9 Australian members participated in 1 of 3 Our Chalet events, which included the prestigious Juliette Low Seminar.

Osaka, Japan, celebrated their 60th anniversary with 4 Tasmanian Leaders, 4 Tasmanian youth members and 1 New South Wales youth member. Another 2 youth members experienced the wonders of New Zealand's South Island with their Leader and members of Guiding Associations from around the world. Members were involved in activities and

events across South America, South Africa, Canada and Thailand.



*Queen's Guide Awardees*

Although not everyone has the chance to travel to an international event, JOTA/JOTI brings Guides and Scouts together over the radio and internet all over the world for one weekend during October. Guide groups register through Scouts Australia to take part in this annual event.

## Taking the Lead

In 2008 Girl Guides Australia was fortunate to secure funding from the Federal Department of Families, Housing, Community Services and Indigenous Affairs to conduct a forum for 50 young women aged 14 to 30 years. States selected members from diverse backgrounds from a large number of applicants to attend the forum, which will address WAGGGS Global Action Themes, United Nations Millennium Development Goals, the WAGGGS Advocacy toolkit and important issues for Australian Guiding into the future. The Girl Guides Australia Program, Olave Program, Training and Outdoor Activities Managers worked together to design this forum which will be held in January 2009 in Sydney.

## Recognition System Awards for 2008

	NSW & ACT	NT	QLD	SA	TAS	VIC	WA	TOTAL
Junior BP Award	273	6	205	55	26	240	77	882
BP Award	87	7	77	41	11	90	19	332
Queen's Guide Award	14	2	12	5	1	27	2	63
<b>TOTAL</b>	<b>376</b>	<b>16</b>	<b>294</b>	<b>102</b>	<b>38</b>	<b>358</b>	<b>99</b>	<b>1283</b>

## TRAINING OF ADULTS

### Trainer and Leader Development

Thirty five Trainers attended the Australian Training Conference in April 2008 held at Britannia Park in Victoria. Jenny Lalor, Linda Wilkinson, Glenda Vuillermin, Sue Carr and Amanda Doxat-Pratt were appointed as National Trainers and recognised as WAGGGS Trainers.

In 2008 Body Think workshops, a program run by The Butterfly Foundation to build self esteem and body image in young people, were offered to Leaders.



*Training Committee*

### Training Review

The Australian Adult Leadership Program and the Australian Trainer's Training Program were reviewed in 2008 by Jenny Lalor, who undertook the research as part of her PhD studies at Curtin University. The reviews were conducted by surveying statistically valid samples of Leaders, Guiding Partners and Trainers. The resulting recommendations focus the Australian Training Committee on issues including the Guiding Partner role, recognition of prior learning and current competency and defining benchmarks for training consistency.

### Resources

The publication *Guide Patrols and Leadership: Patrol System and Leadership Development* in the Australian Guide Program was published by Girl Guides Australia and sold through State Retail outlets. Three workbooks—*Personal Pathway: Guiding Awareness*, *Personal Pathway: Leadership Development*, *Personal Pathway: Leadership*

*Qualification for Leaders working with adults*—were also published to assist Leaders with progression through the leadership program. Three new Further Development Outdoor modules were released.

### Outdoor Activities

In January 2008 Girl Guides Queensland hosted the Australian Outdoor Convention, Scroggin, at Kindilan Outdoor Education and Conference Centre. Participants experienced a selection of outdoor activities and developed outdoor activity skills from a wide range of options to suit every interest and energy level. Choices included canoeing, expedition planning, camp craft, archery, pioneering, first aid, cycling, environmental activities, orienteering, adventure based activities, high ropes, bird watching and photography.



*Scroggin: Kindilan, Queensland.*

### International

Leaders and other adult members enjoyed opportunities for International Guiding with a total of 75 adults attending overseas events in 2008. In addition to the World Conference in South Africa, destinations included South America, Our Chalet, New Zealand, Sangam, Canada, Japan and Thailand. Positions at the Four World Centres were also advertised to members.

In 2008 four young women travelled to Thailand for the Guiding Overseas Linked to Development (GOLD) project. The team leader was Fiona Miller from Tasmania, who was a member of GOLD in 2007. The team prepared and facilitated leadership and life skills sessions for girls and adults, working with leaders and trainers from Girl Guides Association of Thailand.



*Sangam Event*

### Management of Volunteers

The options for improved management of volunteers in Guiding were discussed at the National Membership Seminar in September. Two research papers provided stimulus for ideas. These were *The Guiding Volunteer 2006-2007* prepared by Linda Wilkinson and the Churchill Fellowship Research Report summarising Natasha Hendrick's findings from her visits to Girl Guide and Girl Scout organisations in the United Kingdom, United States of America and Canada. The need for increased flexibility of volunteer roles was clearly highlighted in both studies. In order to engage with a wider pool of volunteer women, Girl Guides Australia must look to short term or project based volunteering opportunities with appropriate training for those roles.

### Recognition of Volunteers

The Silver Kangaroo is the highest award given by Girl Guides Australia for 'sustained and exceptional service to Guiding in more than one capacity with a notable contribution to World Guiding'. This award was presented to Linden Edgell, Deputy Chair of the World Board, and Anne Scott, past President of the Olave Baden Powell Society.

The Red Kangaroo is awarded for 'outstanding service to Guiding in more than one capacity with a notable contribution to Australian Guiding'. This award was presented to Elizabeth Adnams, Margie Berlemon and Prue Carpenter.



*Jane Scarlett and Lynne Price with Linden Edgell at the Annual General Meeting.*

### Adult Awards for 2008

	NSW & ACT	NT	QLD	SA	TAS	VIC	WA	TOTAL
Olave Baden Powell	2	1		1		1	1	6
Boronia	24	7	26	22	0	6	0	85
Banksia	5	1	25	4	7	4	2	48
Bar to the Banksia	0	0	5	0	1	0	0	6
Wattle	3	2	15	4	3	5	1	33
Bar to the Wattle	2	0	5	2	1	1	2	13
Emu	0	0	3	1	2	5	0	11
Bar to the Emu	3	0	1	2	0	1	0	7
Red Kangaroo	1	0	0	1	0	1	0	3
Silver Kangaroo	0	0	0	0	0	1	1	2
<b>TOTAL</b>	<b>38</b>	<b>10</b>	<b>80</b>	<b>36</b>	<b>14</b>	<b>24</b>	<b>6</b>	<b>208</b>

## RELATIONSHIP TO SOCIETY

### WAGGGS Global Action Theme

At the 33rd World Conference in Johannesburg in July 2008, the World Association of Girl Guides and Girl Scouts launched its Global Action Theme: 'Girls Worldwide Say ...together we can change our world'. This encourages girls and young women of all ages to make a personal commitment to change the world around them. It also affirms WAGGGS' commitment to the United Nations Millennium Development Goals (MDGs).

Girl Guides Australia responded enthusiastically to the invitation from WAGGGS to nominate as a regional Global Action Theme (GAT) Champion. In November, Girl Guides Australia was notified of its selection, along with New Zealand, Pakistan and Thailand for the Asia Pacific Region. As part of our ongoing commitment to this project, Girl Guides Australia has begun actively promoting awareness of the MDGs amongst members and the wider Australian community. The Managers and Assistant Chief Commissioner Miriam Holmes have already provided several resource ideas and project reports on activities and events relating to the GAT and MDGs.

### Guides Say...

In 2008 the results of a survey of all youth members conducted in late 2007 were collated into a report 'Australian Guides Say...'. The report identifies issues that are of concern to girls and young women at a local, national and global level. 25% of the youth membership responded to this survey. The "Australian Guides Say report highlights a number of concerns, notably the environment and climate change, but also community harmony, peer pressure, body image and bullying as important to girls.

A copy of the report was presented to Mary McPhail, Chief Executive of WAGGGS, during her visit to Girl Guides Australia in February, and copies were also provided to Federal and State Ministers and leaders of other community organisations. The issues identified by members in this survey will form the basis of an

advocacy strategy for Girl Guides Australia. The girls' magazine Total Girl extended the opportunity for wider discussion of the issues important to girls and provided a forum to contribute to the "Australian Girls Say"... questions via its website and magazine.

### Australian Women's Coalition

The Chief Commissioner, Lynne Price, represents Girl Guides Australia as a delegate to the Australian Women's Coalition, a secretariat of the Federal Office for Women. Board Member Margie Berlemon, as the alternative delegate to the Coalition, represented Guides at the meeting held at Broken Hill in June.

## COMMUNITY PARTNERSHIPS

### Clean Up Australia

Clean Up Australia Day in March was supported by 191 registered Guide Clean Up sites across Australia who undertook a range of local projects to clean up their local environment.



*Cleaning up.*

### Australian Koala Foundation

Girl Guides Australia and the Australian Koala Foundation launched Save the Koala temporary tattoos for sale at \$2 to raise funds in 2008 for the Foundation. Girl Guides Australia is a Gold Sponsor of the Australian Koala Foundation.



Promoting awareness for AKF in September.

### Harmony Day

In 2008 179 Guide Units across Australia joined with Scouts Australia, Woolworths and the Department of Immigration and Citizenship to mark Harmony Day on March 21st by holding barbecues, raffles and displays at Woolworths stores in every State increasing public understanding of the diverse community in which we live.

### National Tree Day

On 27 July 2008 Girl Guides participated in Planet Ark's National Tree Planting Day; planting native plants across Australia in their local communities to protect their local environment.



Environment crusaders.

### Cork Recycling

In 2008 Girl Guides Australia collected 36,529kg of corks for recycling. This was a lower volume than in previous years, possibly reflecting the trend of cork alternatives for wine bottle closures. The income from cork recycling is used by State Guide organisations

to help fund delivery of the Guide program. Girl Guides Australia appreciates the partnership with Logic Australia, the company manufacturing cork products, and also major corporate cork collection partners, including Bank of Queensland which significantly increased its collection commitment during 2008.



Mary McPhail presented with 'Australian Guides Say' report.

### Community Recognition

A number of members of the Board of Girl Guides Australia were honoured with community service awards during 2008. Margaret Berlemon was recognised by the Australasian Association of Volunteer Administrators with the 2008 Volunteer Administrator Award of Excellence for her leadership of Girl Guides South Australia. Helen Geard was inducted into the Tasmanian Honour Roll for Women and Lynne Price received a Melvin Jones Fellow Award from Lions International.

#### Order of Australia Honours 2008

Ellen Boyd	AM
Mollie Campbell-Smith	MBE, AM
Frances Cleary	OAM
Margo Hebbard	OAM
Beverley Lamotte	OAM
Linda McGillivray	OAM
Joyce Mulligan	OAM
Helen Pointon	OAM
Marie Stubbs	OAM
Rosemary Wilson	OAM



## STRUCTURE AND MANAGEMENT

Girl Guides Australia has been privileged to have Her Excellency, Mrs Marlena Jeffery, as President during her husband's term as Governor General. Her Excellency took a keen interest in Guides throughout Australia and was most supportive of the organisation. The Chief Commissioner, State Commissioner for Queensland and four youth members expressed appreciation on behalf of all members at a function held in Brisbane in July 2008. In September, Girl Guides Australia was delighted that Australia's first female Governor General, Her Excellency Ms Quentin Bryce AC, accepted the offer to become our Patron.

### Personnel Changes

During 2008, Dorothy Lapham completed her term as National Training Manager and Linda Wilkinson was appointed to this role on the National Service Delivery Team. Catherine McKinnon also completed her term as the Olave Program Manager and Jacqueline Siebel was appointed as the National Olave Program Manager. In September the Board ratified the appointment of Natasha Hendrick as an Assistant Chief Commissioner. Natasha has undertaken the task of coordinating the team of managers and will also bring together a team comprising the State Executive Officers from each State with the National Executive Officer.

*Her Excellency, Mrs Marlena Jeffery.*

Chief Commissioner) and observers Liz Butson (State Commissioner for Western Australia) and Alicia Rathbone (Assistant State Commissioner for Victoria) who was the young woman representative for Australia. Prior to the World Conference, the Chief Commissioner met with other Commonwealth Chief Commissioners in Cape Town, and discussed topics including governance, structure and membership.



*33rd World Conference participants: Alecia Rathbone, Elizabeth Butson, Miriam Holmes and Lynne Price.*

At the World Conference the theme for the Centenary of World Guiding was launched – 'Girls worldwide say...100 years of changing lives'.

Six new members of the World Board were elected and Linden Edgell was appointed as Deputy Chair of the World Board for the next triennium. Janis Wittber and Sue Campbell retired from the Four World Centres Committee and the Constitutions Committee respectively. Following the World Conference Australians Judy Harris and Fiona Bennett were appointed to the Four World Centres Committee and the World Finance Committee respectively.

### **Olave Program**

The Olave Program, supported by a national committee and individual State committees, continues to provide a network of friendship and activities for young women aged 18 to 30 years. The Olave Program Manager and committee have worked to strengthen the identity of the Olave Program and have developed a new brochure to effectively market the

Olave Program both internally and externally. They have also revised the Olave Baden-Powell Award which is the peak achievement award for young women. In 2008 the Board agreed to restructure the National Olave Program Committee to include each State Olave Program Chair commencing 2009. This structure will reflect the composition of the national Program and Training committees, who have now successfully operated for two years under a similar structure.

### **Trefoil Guild**

With 2109 members, Trefoil Guilds support local Guiding and the wider community in every State. Yvonne James completed her term as Australian Trefoil Guild Adviser in August 2008 and the Board ratified the appointment of Wendy Smibert who was elected by the State Trefoil Guild Advisers. The National Trefoil Guild Gathering held in Perth was a time of friendship and fun for all participants.



*Trefoil Guild Members*

### **Uniform Review**

Following the format of the Guides Say survey in 2007, a project team led by Belinda Allen conducted a uniform survey of youth members via postcards which were completed after small group discussions by Guide Patrols throughout Australia. Leaders and parents were also invited to comment on both adult and youth uniform options. The survey findings and recommendations will be presented to the Board in early 2009.

## EDUCATIONAL PROGRAM

Girl Guides Australia recognises the importance of encouraging and supporting girls and young women in an all female non competitive environment, to become self confident and to reach their potential as members of the global community and the leaders of tomorrow.

### Program Challenges

In response to the WAGGGS theme, 'Girls Worldwide Say...discover your potential', in 2008 Guides had the opportunity to include activities from the Girl Guides Australia 'Discover Your Potential' Challenge in their Unit programs. A challenge was set and taken up by girls of all ages who had access to a wide selection of suggested activities that encourage individuals to explore their strengths and weaknesses and try new activities.

Guides across Australia enthusiastically participated in the WAGGGS Olympia badge, encouraging girls to explore Chinese culture as well as participate in activities relating to the Olympic Games.

In recognition of the importance giving service is to our organisation, the Program Committee designed the Service Flash. This challenge has 3 levels – each requiring a different level of time commitment.

The Program Committee has also designed a "Build a Better World" Challenge for implementation in 2009 together with an Environment Challenge, in response to priorities identified by girls in the Guides Say project.

In addition Girl Guides were also invited to contribute their voices to the 2008 WAGGGS volunteering survey which sought to find out about girl's and young women's understanding of volunteerism and what motivates young people to join organisations and Mission Australia's 2008 National Survey of Young Australians.

### Program Review

In 2008 a formal review of the Australian Guide

Program was conducted by a Victorian company, DDR Research Pty Ltd. The review used focus groups and interviews with parents, Junior Leaders and Leaders from cities, regional and rural areas. Findings were presented to the Australian Program and Training Committee meetings held in early August. The results of a parallel on-line survey designed by the Program Committee were also consistent with the research conclusions. The Program Committee has developed an action plan to address the major issues raised by the review.

### Junior Leaders and Guide Helpers

A project to formalise the roles of Junior Leaders and Guide Helpers within the program structure has been implemented, complete with recognition and development of draft resources and support mechanisms. States are setting up appropriate support for youth members who choose to develop leadership skills as a Junior Leader, aged 14 to 18 years, or a Guide Helper, aged 10 to 13 years, working with a Unit of younger girls.



*Junior Leader helping out.*

### Resources

The Australian Program Committee has reviewed the material currently available in all States to support the Australian Guide Program (AGP), to identify opportunities to improve consistency, adapt existing resources and develop new ones. The Committee identified that Guides and Leaders would appreciate a handbook and a project team has been established to address this need. A new AGP brochure was also released for girls new to Guides who are working towards making their Promise.

Margaret Berlemon completed her term as State Commissioner for South Australia and the Board has welcomed Patricia Pratt as the new State Commissioner for South Australia and Board Member. The Board regretfully accepted the resignation of Karen Ballantyne as National Executive Officer in September. A new National Executive Officer, Fiona Krautil, has been recruited to commence in January 2009 and for the interim three month period Helen Stoddard returned to the position.

on the strategic priorities

### **Program Committee**

In October 2008 the Board agreed to implement the trial structure of the National Program Committee (Program Manager, Assistant Program Manager, State Program Advisers) introduced in January 2007. Despite initial concerns that the new structure might overload already busy volunteers, feedback from all stakeholders has been positive and the committee has been very productive.

### **Training Committee**

In October 2008 the Board implemented the structure of the national Training Committee (Training Manager, Assistant Training Manager, State Training Advisers) that had been trialled since May 2007. Under the leadership of new Training Manager, Linda Wilkinson and Assistant Jane Boroky, this structure has been immediately effective in addressing aspects of national training policy and resources.

### **Archives**

After six years, the Archivist, Margaret Williams, and her loyal helper, Jenny Bennett, complete their term of service to Girl Guides Australia. Prior to finishing, Margaret organised the conservation and framing of the original Chief Commissioner's Standard, funded by generous donations from Honorary Australian Associates, Trefoil Guilds and Marylyn New, one of Girl Guides Western Australia's Women of Note. The standard is now displayed at the National Office.



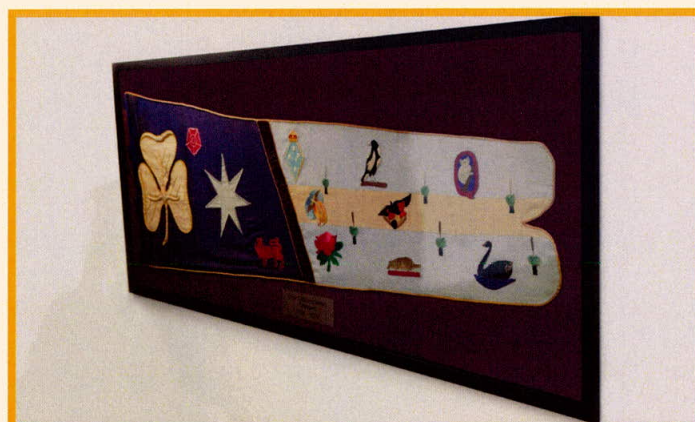
*Margaret Berlemon receiving the Australasian Association of Volunteer Administrators Award of Excellence.*

### **Structure Review**

During 2008, the Board established a Working Party with the brief to review the structure of Girl Guides Australia and recommend an appropriate governance and management structure to take Guiding into its second century. The Working Party is chaired by Jan MacIntyre, formerly a Development Executive with WAGGGS Asia Pacific Region, and members include experts from outside the organisation as well as representatives of the Board and Managers. The Working Party conducted interim reporting sessions with key stakeholders in each State in November 2008, with the goal of delivering a final report and recommendations to the Board meeting in May 2009.

### **Strategic Plan**

A new strategic plan for the period 2009 – 2012 was developed by the Board in 2008. This plan will see WAGGGS strategic objectives implemented by Girl Guides Australia and all State Girl Guide organisations. The National Managers have met to develop the operational plan which contains the plans and actions that will be undertaken to deliver



*The Chief Commissioner's Standard at National Office.*

## FINANCE

The National Office of Girl Guides Australia operated within its approved 2008 budget.

### Membership Fees

Income from membership fees continues to be the major source of funding for Girl Guides Australia. States paid \$11.00 per member, including members of the Trefoil Guild, to Girl Guides Australia in 2008. Quota payment to WAGGGS based on census numbers at the beginning of each triennium was approximately \$30,000.

### WAGGGS Funds

All donations to WAGGGS funds from Australia are remitted to the World Bureau via Girl Guides Australia. In recognition of the outstanding support by Jan MacIntyre in 2008, Girl Guides Australia and the State Organisations contributed to the Jan MacIntyre Fund.

WAGGGS Funds	
Fund	Amount (\$AUD)
Thinking Day	15736.09
Friends of the World Centres*	3845.73
Sangam	545.00
Our Cabana	85.00
Our Chalet	25.00
Jan MacIntyre Fund for Sangam	700.00
<b>TOTAL</b>	<b>20936.82</b>

\* Friends of the World Centres donations are split 50% to Sangam and 50% equally between the three additional World Centres.

### Investments

With most of its investment funds held in cash in preparation for a new investment strategy, Girl Guides Australia was in a good position to survive the turbulent investment conditions in the second half of 2008. Whilst interest rates have decreased, no significant capital losses have affected the organisation's finances.

Assets held in the Gregory Fellowship Fund have been adversely affected by market conditions, diminishing the capital of this fund which is used to support special projects and applications from members for financial assistance.

### Funds

During 2008, the Gregory Fellowship Fund enabled the Chief Commissioner and Assistant Chief Commissioner (Natasha Hendrick) to attend the 12th National Volunteering Conference at the Gold Coast in Queensland. The fund also assisted with expenses for the GOLD Project team leader Fiona Miller of Tasmania, and provided small grants to enable State Commissioners to meet individual requests for assistance.

No individual allocation was made by the Irene



*GOLD in Thailand.*

Fairbairn Fund in 2008 but States were each given an amount to disburse to eligible State participants attending international events.

### Guide Biscuits

The national office managed the Girl Guides Australia biscuit campaign, coordinating orders from States for Girl Guide biscuits from manufacturer Griffins. The biscuit drive raises awareness of Guiding in the community as well as provides funds for local Units, Districts and State organisations; contributing three cents per packet to the income of Girl Guides Australia. More than 14,000 cartons of biscuits were ordered, with the new line of mini biscuits introduced in 2007 gaining popularity, with approximately 9.5 million biscuits being delivered across Australia.



Promoting Girl Guide biscuits.

# ACKNOWLEDGEMENTS

Girl Guides Australia acknowledges with thanks for the following supporters:

## **President**

Her Excellency,  
Mrs Marlana Jeffery - Until 5 September

## **Patron**

Her Her Excellency,  
Ms Quentin Bryce AC - From 6 September

## **Vice Presidents**

Lady Price CMG OBE (Life)  
Jane Scarlett AM

## **Members of the Board**

### **Chief Commisioner**

Lynne Price

### **State Commissioner, NSW & ACT**

Prue Carpenter

### **State Commissioner, NT**

Jeanette Anictomatis

### **State Commissioner, QLD**

Susan Van Eyk

### **State Commissioner, SA**

Margaret Berlemon

### **State Commissioner, TAS**

Helen Geard

### **State Commissioner, WA**

Elizabeth Butson

### **State Commissioner, VIC**

Ellen Boyd - Until 2 February

Noella Kershaw - From 3 February

## **Australian Office Bearers**

### **Assistant Chief Commissioners**

Miriam Holmes  
Natasha Hendrick

### **International Manager**

Jo-Anne Lees

### **Olave Program Manager**

Catherine McKinnon - Until 31 July  
Jacqueline Siebel - From 1 August

### **Program Manager**

Karen Chatto

### **Training Manager**

Dorothy Lapham - Until 28 February  
Linda Wilkinson - From 1 March

### **Outdoor Activities Manager**

Julie Miller

### **Australian Trefoil Guild Adviser**

Yvonne James- Until 31 August  
Wendy Smibert- From 1 September

### **Australian Web Consulant**

Belinda Allen

### **Chair of the Australian Awards Committee**

Janet Jenkins

### **Chair of the Australian Procedures Committee**

Elizabeth Adnams - Until 7 July  
Barbara Horsfield OAM - From 8 July

### **Chair of the Australian Funds Administration Committee**

Ann Scott OAM - Until 31 October  
Dorothy Lapham - From 1 November

**Honourary Treasurer**

Doug Strugnell

**In-house Legal Adviser**

Joanne Muller

**National Executive Officer**

Karen Balantyne - Until 26 September

Helen Stoddard - Until 31 December

**Archivist**

Margaret Williams

**Public Officer**

Joyce Griffin OAM

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**WOOLWORTHS LIMITED**



Australian Koala Foundation



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**1300 GIRL GUIDES**