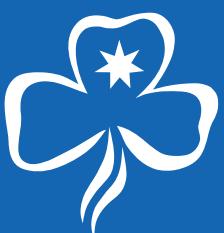


Girl Guides Victoria

2011 Annual Report



GIRL GUIDES
AUSTRALIA

girls worldwide say

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



With ten million Girl Guides and Girl Scouts from 145 countries across the world, the World Association of Girl Guides and Girl Scouts (WAGGGS) is the largest voluntary movement dedicated to girls and young women in the world.

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

Arab Region

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

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

Western Hemisphere Region

Antigua and 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 and The Grenadines • Surinam • Trinidad and Tobago • United States of America • Uruguay • Venezuela

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

Girl Guides Victoria

2011 Annual Report

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Introducing the President of Girl Guides Victoria

In 2011 Elizabeth Chernov accepted the role of President of Girl Guides Victoria. Mrs. Chernov follows on from Mrs. Jan de Kretser who previously held this role for five years.

The following is a brief biography about Mrs. Chernov:

Elizabeth Mary Chernov was born in Melbourne and was educated at the University of Melbourne where she completed her LLB. After graduating, she practised as a Solicitor for some fifteen years, for most of that period on a part-time basis.

Elizabeth served for many years on the board of the Royal Women's Hospital and became its Deputy

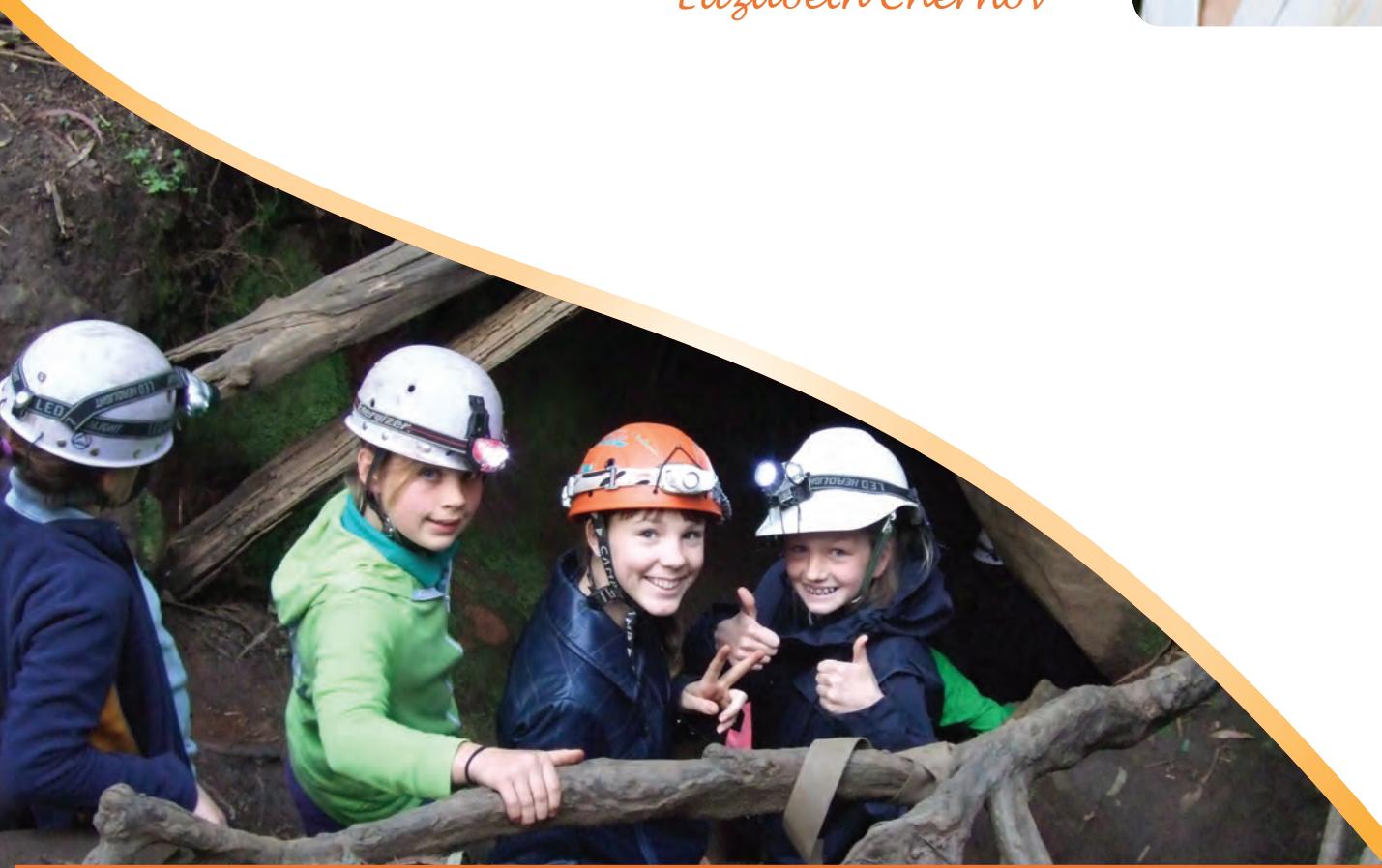
President and then Director and Deputy Chair of the Women's and Children's Healthcare Network. She was also Deputy Chair of the Royal Women's Hospital Research and Ethics Committee and a Director of the Victorian Hospital Association. She was also a member of the Court Network.

Elizabeth married Alex Chernov in January 1966 and they have three children and seven grandchildren.

We are delighted that Mrs. Chernov has accepted the position of President and look forward to her involvement with Girl Guides Victoria during her term.

“Since its inception in 1911, Girl Guides Victoria has provided many unique opportunities and experiences to young women across our State. In doing so, the organisation continues to provide wonderful service to our community and indeed to our young people. I look forward to supporting the work of Girl Guides Victoria in the times ahead.”

Elizabeth Chernov



State Commissioner's Report

This, the Annual Report of the State Commissioner of Girl Guides Victoria (GGV) for 2011, is both special and different from previous reports in many regards.

It is special in that it marks the Centenary of the commencement of Girl Guides in Victoria, with the formation of the 1st Hawthorn Baden-Powell troop on 6 February 1911. The particular occasion was marked by a celebration for East Metro members, held a short distance from the original meeting place, behind an umbrella shop, from which was hung a red and white umbrella to indicate the place to those first Victorian Girl Guides. The red and white umbrella featured prominently on logos, materials and at events.

This report is different in that it is the only Annual Report by a State Commissioner appointed for a one year term. This decision was made due to impending changes to the Constitution of Girl Guides Australia (GGA) and the introduction of a Memorandum of Understanding between GGA and the State Associations which would impact on our Victorian Constitution.

These changes meant that GGV could no longer have a Chairman and a State Commissioner. We thank Elizabeth Adnams, who filled the role of Chairman, for her tireless commitment and dedication to Guiding in Victoria and we thank Noella Kershaw, the previous State Commissioner, for her contribution to Guiding in our State and Australia. Our congratulations to Noella on her subsequent appointment as Assistant Chief Commissioner of GGA.

The report also differs in that it contains less about our members and its focus is largely about the governance and business of our Association. This is because at the end of the year, a new initiative, the Girl Guides Victoria Yearbook was published, which reports on the events



and activities in which our members were involved and awards made to them. Having stated this however, there are some items on which I wish to report.

Firstly, our President Mrs. Jan de Kretser resigned due to the conclusion of her husband's term of office as Governor of Victoria. We are indebted to her for her gracious and enthusiastic support of GGV and its members and of the Blue and Gold Society. We were delighted when the wife of the new Governor, Mrs. Elizabeth Chernov accepted our invitation to be our President and we welcome her warmly to this position.

The second of these is about the special Centenary events organised by our wonderful staff and volunteers, led by our outstanding CEO, Wendy Lewis. Congratulations and grateful thanks to those involved in the organisation of the East Metro celebration on 6 February, Thinking Day events and activities at Iluka, Joyce Price Centre and around the State, the Centenary Blue and Gold Dinner and the Annual General Meeting, the Centenary Service at St. Hilary's Church Kew, led by Bishop Barbara Darling, our Centenary Camps, Big Birthday Bash for 5-9 year olds and Groove for 10-17 year olds, Celebrate! 2011 with a Jessica Mauboy concert and much more, held at Caulfield Racecourse and many regional Centenary camps and a large variety of activities held across the State. These made for a memorable and extremely enjoyable year for members present and past.

A number of special Centenary awards were presented to adult and youth members and to supporters of Guiding in Victoria, in addition to the usual achievement awards to youth and Olave members and the long service and good service awards to adult members. Whilst these are listed in the Yearbook, a number of these warrant mention in this report.

Our Association's highest honour, that of Life Membership was awarded to Jill Johnstone OAM in recognition of her lifetime of service to Guiding in Victoria, NSW, throughout Australia and internationally. Betty de Marchi's 60 years of outstanding service to GGV and to Guiding in Australia was marked firstly by the presentation of her 60 years Service bar and a Bar to the Emu award and subsequently by the Red Kangaroo award from GGA. Mrs. Margaret Eklund of Maroondah Region was presented with a 70 years Service bar in recognition of her ongoing service within our State.

An enormous thrill was the announcement, at the World Conference of the World Association of Girl Guides and Girl Scouts, held in Edinburgh in July, of an Olave Award for group service to the Eltham Echidna Ranger Guides, girls and Leaders, for their ongoing service to the community of the island of Ra in Vanuatu.

We were delighted that Josephine Munro of Strathmerton and Marion Smith, the Region Leader of Wimmera, received an OAM for their service to Guiding among other things and that a number of our members received intra state civic awards. Special congratulations to all these people.

We were saddened to hear of the deaths of Marguerite Pritchard and of Sophie Wirth during the year. Both had been Leaders of Units for over 40 years and involved in many areas of Guiding. Marguerite had also filled many roles at State level.

The role of State Commissioner exists for members, youth and adult, who are the reason for the existence of Girl Guides Victoria and should be the prime focus of all we undertake with regard to governance and management. Whilst being aware of all the Management team is undertaking, the role of the State Commissioner is also focused on governance within the State through State Council and the Executive Committee and at the National level, through membership of the Board of GGA.

The acceptance by the Australian Securities and Investments Commission of GGA as a Company Limited by Guarantee, early in the year, completed the work done on the Constitution and Memorandum of Understanding. However during the year the Board was given two differing interpretations as to how the State Commissioners should avoid conflict of interest between their two roles. The first was for communication

regarding GGA Board matters to only come from the National Executive Officer to, in our case, our CEO, whilst the second, given later in the year, was that due to the importance of all GGA Board members being as informed as possible prior to making decisions, it was permissible for the State Commissioners to seek advice from within their State. I adhered to the advice as given. GGA Board meetings were held both face to face and by teleconference during the year and for the last two, Robinette Emanson, the State Commissioner Elect, joined in as a listener.

To assist with the implementation of the GGA Strategic Plan, GGV donated up to \$100,000 for the Learning Needs Analysis (for Leaders) and \$15,000 for the Promise and Law Review, both of which had been identified as being of vital importance for the future of Guiding in Victoria. The Promise and Law Review is being led by GGNSW and the ACT and an introductory webinar and follow up online questionnaire were available to all members of GGA to watch and complete. Our CEO is chairing the group involved with the Learning Needs Analysis, which is initially being undertaken by an external consultant. She has visited and spoken to many Trainers and Leaders in all States and an online questionnaire has also been utilised.

In May an Asia-Pacific Partnership visit was held with the Chair of the Asia-Pacific Region and a Region staff member assessing GGA and the State organisations, with a particular focus on the changes made to ensure that GGA is a truly national organisation. They visited NSW, SA and Vic and interviewed all State Commissioners and SEOs, speaking with other members during their visit. They interviewed the Chief and Assistant Commissioners and the NEO and attended a GGA Board and Management Team meeting. They indicated that whilst a great deal of improvement had been made, there was still room for more.

Within Victoria, both the State Council and the Executive Committee were involved with the possible restructure of GGV, with changes to our Constitution and By-Laws, largely to bring these in line with those made by GGA, with the election of members to the Executive Committee and with the consideration and proposal by the Executive and ratification by State Council of the State Commissioner Elect, Robinette Emanson. My thanks and on behalf of all members of GGV, to the delegates from all our Regions, some of whom travelled long distances to attend these meetings.

The Annual General Meeting was extraordinarily well attended. The Annual Reports were heard as well as impressive and interesting addresses by a young Leader and a youth member and awards made were acclaimed.

The Executive committee met on 10 occasions and members also attended sub-committee and State Council meetings and many, many other events and activities. My special thanks to them for their commitment, expertise and passion to continue to move our organisation forward and thanks also to the members of the Executive sub-committees for their contribution to GGV and its members. Early in the year Fiona Bennett, John Payne and Annette Swaffield retired from Executive as did Erica Ferguson at the end of the year. We were delighted to welcome Pam Woodhams and later Holly Bracken and Elise Melican onto the committee.

The Executive Committee considered many reports and recommendations from the State Commissioner, the CEO and Management team, from the Restructure Committee and from the Executive sub-committees - Finance, which includes properties; Appointments, Nominations and Awards; Structures and Procedures, which includes constitution and by-laws changes, Policies and procedures, terms of reference and position descriptions; Strategic Planning and Girls Advisory. A number of interstate and overseas camps and trips were approved, including one by the CEO to the Girl Scouts of the USA Convention.

With the State Government grant mentioned by the Premier and announced in June, both the CEO and Finance Committee had a great deal of extra work in assessing the applications made for particular properties throughout the State.

The Restructure Committee recommended that GGV be restructured in accordance with the DHS model of 8 Regions and 79 Districts, based on Local Government

boundaries, this being a reduction from 28 Regions and 210 Districts. It was determined that the model for the proposed restructure would be communicated directly by the CEO, supported by the State Team, to as many adult members as possible, in all Regions, prior to a vote being open to all adult members and registered volunteers. For their involvement I would like to thank the members of the Restructure Committee, our CEO and staff, our members who attended the presentations for their interest and warm hospitality and for all who voted on the restructure. The vote was passed with a considerable majority and then accepted by the Executive and acted on by Management.

As a State Team, we were involved with the Region Leaders and my thanks to each of them for everything they did throughout an enormously busy and challenging year of Guiding. They were a wonderful support and their friendship and considerable efforts are greatly appreciated. Our thanks also to the Managers and to their committees for the time, expertise and contributions given in the interests of our members.

Whilst our CEO is responsible for the staff, I would like to thank them for their friendship, willing and expert assistance and for their support for Guiding in Victoria. Words are not adequate enough to express my great appreciation, respect and admiration for Wendy Lewis, our CEO. Her breadth of vision, energy, endurance, sheer hard work and passion for Girl Guides Victoria and its members are of enormous benefit and we thank her for this.

The very best wishes of Annette, Belinda and myself to Robinette, Lynne and Rebecca for their term as the State Team of Girl Guides Victoria.

Finally my heartfelt thanks and gratitude to Annette and Belinda who accepted the invitation to join me for a wonderful year as the State Team. It was an enormous honour and a great privilege for us to be your State leaders for 2011. We thank each and every member, youth and adult and our supporters for an incredibly enjoyable year and congratulate and thank our Leaders and all volunteers for their dedication and commitment to our youth members and to Guiding in Victoria.

*Margaret Devlin
Annette Swaffield
Belinda Lacy*



CEO's Report

As I reflect on 2011 I am astounded at everything we managed to pack into the year! It was a significant year for many reasons and I believe it is the year that will pinpoint where some of our most significant changes began. (Only time will tell whether this statement is correct).

We commenced 2011 by farewelling our State Commissioner of three years Noella Kershaw and her team and welcomed in our new State Commissioner Margaret Devlin and her team and we also farewelled the Chair of Girl Guides Victoria Elizabeth Adnams. Our focus for 2011 was celebrating 100 years of Guiding in Victoria. This followed on from the 2010 celebrations which were undertaken around Australia to bring everyone together in a centenary year of celebrations.

During the year we completed some major projects. Of significance was the restructure of the State operations. A committee was formed in 2010 to review the structure, its findings and recommendations (to reduce the number of Regions from 28 to 8 and to reduce the number of Districts from 210 to 79, aligning the Regions to the State Government's Department of Human Services model and to align Districts with the Local Council boundaries) were reported back to the Executive Committee in February for deliberation. The Committee accepted the recommendations and a process was developed to seek the support of adult members of GGV to implement the new structure.

The State Commissioner and I visited every Region over a 3 month period to explain the new model and at the conclusion of all visits a vote of the eligible members was undertaken, resulting in a 67% majority vote in favour of introducing the new model.

The process of visiting all Regions provided an opportunity to engage with people face to face, answer questions, build trust and commence a process of open and transparent engagement.

From a personal point of view I was overwhelmed by the willingness of everyone I spoke with to have an open mind to the model being proposed and to engage and voice their views.

The process was just as important as the result (but the result was fantastic!)

In August the Executive Committee met to consider the outcome of the vote and in turn voted to approve the model. The implementation process began and the planned roll-out was set to commence on 1 February 2012 (and it did).

We have undertaken some other significant projects during 2011 including:

- a review of our Brand;
- communicating using social media (this will not be completed until 2012);
- aligning the Leader of Youth qualification with a Certificate III in Sport and Recreation and a Certificate III in Community Recreation; and
- Working with the State Government to utilise the funding that they have generously provided to us for infrastructure projects, developing multicultural Guiding and supporting volunteer training.

In September 2011 I was asked to chair the steering committee for the National Learning Needs Review which is looking at the National training program - this project is being funded by Girl Guides Victoria and the findings and recommendations are due to be delivered to the National Board in May 2012.

Our centenary celebrations concluded in October with Celebrate! 2011 - a day to have fun, acknowledge the contribution of many people and to sing along with Jessica Mauboy.

I was extremely fortunate to travel to the 53rd National Convention of the Girl Scout of the USA in Houston, Texas in November. I met numerous people from Girl Scouts USA including Kathy Cloninger, the outgoing CEO and briefly met the incoming CEO, Anna-Maria Chavez. I also met with Mary McPhail, the Chief Executive of WAGGGS, Nadine El Achy, Chairman and Sapreet Saluja one of the Deputy Chairs and I met senior representatives of Guiding from the UK and Canada. This trip provided me with a better understanding and appreciation of Guiding from a global perspective and the role that Australia can (and does) play in this area.

In 2011 we celebrated 100 years as well as putting in place the steps to set the direction for the next 100 years. In 2012 we will continue to implement what we commenced in 2011 - the anticipation, the excitement and a new way forward is waiting for us all. All I can say is - bring it on!

Wendy Lewis

Treasurer's Report

It is a great pleasure to present the report on the Financial Statements for the year ended 31 December 2011.

The Statement of Comprehensive Income shows that Girl Guides Victoria had a net loss from ordinary activities of \$1.5 million for the 2011 year compared to a net loss of \$638 thousand for 2010.

For most organisations in the private sector, profit is their measure of success. We are a “not for profit” organisation. We are not here to make a profit. We are here to enable girls and young women to grow into confident, self-respecting, responsible community members.

Typically a girl stays with Girl Guides for only a short period of time but the experiences she enjoys have a lasting impact on, not only her life, but on the lives of those she touches. In recent times we have stabilized our youth membership against a long term downwards trend. We had 4,743 youth members at the end of 2010. We had 2,127 new members join and 2,051 members leave during the year, resulting in a slight increase to 4,819 youth members at the end of 2011.

Shop and biscuit profit decreased in 2011 compared to 2010 because 2010 included a spike in sales for Australian Centenary Event (ACE) related items, the new uniform and Guide biscuits. Included in 2011 were write downs on remaining ACE items and reduced margins on uniforms. Biscuit sales returned to a more normal level in 2011.

Membership subscriptions were relatively constant. Dividends and interest income increased in 2011 because we were able to participate in the share buyback programs offered by BHP and Woolworths. This is an example of how we proactively manage our investment portfolio. As a defined charity for tax purposes, we do not pay income tax. If we believe the buyback program will be supported by institutional investors (maximizing the price offered) we will purchase additional shares to “sell” back into the buyback.



Property income and expenses relate to our two State campsites. Even with the additional use of Illuka by the Outdoor Education Group, a relationship which commenced in 2009, our income does not cover our costs. These two campsites are part of how we achieve our mission, but they do cost us. We continually review how we use these two properties and are constantly looking at ways to improve their impact on our mission and/or their financial return.

In January 2010, Victoria hosted the successful ACE camp. Included in the revenue line “Program, event, activity and training fee” in 2010 was \$1.5 million of revenue directly related to the ACE camp and included in the expense line “Administration expenses” was \$1.4 million of expenses. The financial result of the ACE camp was a small surplus of \$52 thousand.



Employment expenses have remained relatively constant. The one line over which we have no control is the realised/unrealised gain or loss on our investment portfolio. This is caused by fluctuations in the value of our individual investments. If we sell some shares at a loss during the year (and we try to avoid this), the loss is realised. If the shares at the end of the year are worth less than they were at the beginning, the loss is unrealised.

Excluding the impact of this line, the net loss for 2011 was \$672 thousand compared to a net loss of \$356 thousand for 2010.

The largest portion of our investment portfolio is made up of largely blue chip Australian shares. The most direct benchmark for this part of the portfolio is the ASX 200 accumulation index which returned a negative 10.5% for the 2011 calendar year. Our portfolio performance was better than this, but it was still a negative result.

In 2010 we had two amounts of other comprehensive income relating to changes in the value of land and buildings that Girl Guides Victoria owns. The very large amount of \$8.9 million is a one off amount to get the value of land that our Guide Halls stands on, into our Statement of Financial position. The revaluation of \$170 thousand relates to an increase in the value of our two State campsites.

I said at the start of my report that we are not here to make a profit. While that is true in the short to medium term, we must be profitable in the long term to ensure our long term survival. In the short to medium term, we

have significant financial reserves to support our activities. Our financial portfolio was valued at \$4.5m at the end of 2011.

We have significant resources in our land and buildings. As populations change over time, some of our halls are no longer required. We then have the opportunity to sell the land, which we have done from time to time.

There is no benefit in having an organisation with only a few members and still owning millions of dollars in assets. Equally there is no benefit in having lots of members but no assets to keep us going.

Our challenge is, and has always been, a balancing act between the short to medium term net losses, as we try to adapt ourselves to the new realities of each generation of Girl Guides, and making profits (they can be small) in the long run to ensure our survival. We have a window of opportunity to find that balance. It means we must change and adapt. Some of us will not like it. Some of us will move on as a consequence. But there will always be others who will come on board to help take this organisation into a bright new future.

As always, my 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, my thanks to Wendy and her team, to our investment advisor Mark Stokes and to David Nairn and his team from our auditors HLB Mann Judd and to all the members of my Finance Committee.

David McDowell



Strategic Plan

Overview

In 2011 the Executive Committee adopted a 10 year Strategic Plan. The plan covers 2011 – 2021 which may be considered a long time frame when compared to the three or five year plans developed by other organisations.

Our plan covers ten years as the work we need to do requires a consistent vision and direction to achieve the goals we have set; to be constantly writing a new strategic plan distracts us from actually focusing on what needs to be done.

The Strategic Plan sets out our vision, goals, benefits, priorities and the actions we will take to achieve the plan. The plan is based on the model developed by Girl Guides Australia so that we are aligned with the overall direction for Guiding in Australia any differences between the models reflects the specific focus required by Victoria to achieve the overall outcome.



Our strategic plan sets out our direction and the five priority areas we will be focusing on in order to achieve our Vision.

The following pages outline our performance in 2011 against our strategic plan.

1. **Community**
2. **Girls**
3. **People**
4. **Financial Sustainability**
5. **Evolving Organisation**

I. Community

We will strengthen the community focus of Girl Guides Victoria to ensure the delivery of tangible community outcomes.

Every program, project and operation of Girl Guides Victoria will be aligned to the delivery of community based outcomes.

Through Girl Guides Australia we take the core of the World Association of Girl Guides and Girl Scouts philosophy and elevate it and make it visible through the development of girls and young women within their local communities and as part of the global community. Community will be at the heart of everything we do.

action item	what we did	outcome/measure
Develop new model of State operations for implementation with a focus on Community	Restructure the State Operations by: <ul style="list-style-type: none">• Reviewing current structure• Consulting with members• Members deciding on proposal• Executive Committee adopting outcome of the vote	<ul style="list-style-type: none">• Review Committee formed in 2010 - review completed in February 2011 and a new model developed• Roadshow taken around the State May to August• Vote undertaken in August -2/3rds of members vote in favour of new model• September 2011 Executive Committee agree to implement new model• New Model to commence in February 2012• All Region Managers appointed by 31 December 2011
Develop partnerships with State and Local Governments to strengthen and focus Guiding at the community level	State Government Funding: <ul style="list-style-type: none">• Agreed plans for the roll-out of State Government funding• Timeline for roll-out as planned• Outcomes of plan in line with Government and GGV expectations	<ul style="list-style-type: none">• Discussions on plans to roll-out State Government funding commenced in 2011 and continued all year• The timeline for commencing the roll-out was developed for the infrastructure funding and implemented. The timeline for additional funding will be established in 2012• The outcomes of the plans for the use of the funding have been developed (and continue to be developed) to accommodate the outcomes of both the Government and Girl Guides Victoria

action item	what we did	outcome/measure
<p>Develop partnerships with State and Local Government to strengthen and focus Guiding at the community level</p>	<p>Local Council Engagement:</p> <ul style="list-style-type: none"> • Number of local Councils where there is positive interaction • Implementation of workable model • Partnerships with Council to run programs • Greater access to the community with Council support <p>Business Partnerships:</p> <ul style="list-style-type: none"> • New business partnerships established to support new initiatives <p>Additional funding available to leverage the government funding to support new initiatives.</p>	<p>This area of the action item is linked to the roll-out of the new operating model for Victoria. District Managers will be the link between Girl Guides Victoria and the Local Councils. Some relationships have been established directly with Girl Guides Victoria and discussions are positive but there is much work to be undertaken to create worthwhile partnerships with Local Councils.</p> <p>Girl Guides Victoria is constantly seeking to develop new relationships with a variety of businesses and government: In 2011 we progressed relationships with:</p> <ul style="list-style-type: none"> • the Department of Education • the Department of Youth • the Municipal Council of Victoria • the Lord Mayor's Charitable Fund <p>We have developed partnerships with:</p> <ul style="list-style-type: none"> • NTT (an international IT company) • Royce (a National PR company) • Smart Connection (a registered training organisation) <p>When the roll-out of the funding begins and the work is ready to be undertaken we will be seeking additional support - due to commence in 2012</p>
<p>Undertake research into girls on the benefits of Guiding</p>	<p>Further discussions on how to proceed in area are required.</p>	<p>No progress on this item in 2011.</p>



2. Girls

We will establish Girl Guides Victoria as the leading organisation for the development of girls by ensuring that the programs we offer remain relevant and worthwhile.

We will continue to involve girls in the development of the program to ensure that it is focused on the needs of the girls – with a focus on their community.

In addition we will engage community experts to assist and support us in the development of these programs and this will allow us to remain relevant in this area.

How communities relate to the world and the responsibility for being a good global citizen will also be an important part of the learning.

All actions and plans are focused on improved membership of girls and the delivery of relevant programs:

action item	what we did	outcome/measure
2.1 Continued development of flexible ways to deliver Guiding	Develop new Programs <ul style="list-style-type: none">• Introduction of Holiday Programs and Activities Investigate technology <ul style="list-style-type: none">• Explore opportunities to build Guiding through technology	<ul style="list-style-type: none">• 4 Holiday programs were run in 2011 with a total participation of 109 girls – consisting of 103 Guide members and 6 non-Guide members.• 1 Council requested GGV to develop and run community holiday activity <ul style="list-style-type: none">• In 2011 discussions were commenced focusing on opportunities to utilise technology. We will continue to focus on this area in 2012.
2.2 Create State based events for girls and families	Engage girls and families in Guiding <ul style="list-style-type: none">• Development of special events for girls and families	<ul style="list-style-type: none">• The Celebrate! Event and Concert was held in October. Australian singer Jessica Mauboy performed and over 1000 people attended. Survey feedback extremely positive. Family participation limited.
2.3 Develop and implement plans to introduce Guiding to diverse community groups	Utilise State Government Funding <ul style="list-style-type: none">• Greater diversity in membership	<ul style="list-style-type: none">• Funding from the State Government to engage girls (and volunteers) from Culturally and Linguistically Diverse communities will be available in 2012 to develop this area.

3. People

We will support our people at all times to provide an experience that is a valuable opportunity for girls, is personally rewarding and is community focused.

Our people are the most vital and valuable part of our operation. Without the dedication, loyalty and support of our volunteers the organisation could not exist.

Together staff, supporters and friends and volunteers make the organisation great.

We will continue to build on the engagement and inclusion of our people and develop strong leaders at all levels, create clarity and understanding of the organisation and its vision and create an environment that is supportive and inclusive.

All actions and plans are focused on improved participation of volunteers, improved training options and support and opportunities:

action item	what we did	outcome/measure
3.1 Develop a best practice model with nationally consistent standards to support & retain volunteers and staff	<p>Create new operational focus for engaging volunteers</p> <ul style="list-style-type: none">Alignment of operations with Australian Government standardsDevelopment of relevant measurement reporting <p>Develop Career opportunities based on Guide Training</p> <ul style="list-style-type: none">Alignment of Guiding's Leader of Youth qualification with Nationally accredited qualifications <p>Review of National Training Requirements</p> <ul style="list-style-type: none">Support Girl Guides Australia to undertake a Learning Needs Review	<ul style="list-style-type: none">In 2009 Girl Guides Victoria commenced developing an alignment of its operations with the National Volunteering Standards. This work continues to evolve.Development of comprehensive reporting measures will be developed to support the recruitment and retention of volunteers.In 2011 Girl Guides Victoria partnered with Smart Connection Training (a registered training organisation) to map the Leader of Youth qualification with a Certificate III in Sport and Recreation and a Certificate III in Sport and Recreation. This was completed in December with 2 members undertaking the training and being awarded the certificates.Girl Guides Victoria identified in 2010 that a national review of the training requirements for volunteers was a priority and the review. GGV has funded this priority area which commenced in 2011. It is expected that the review and recommendations will be presented to the National Board in May 2012.

action item	what we did	outcome/measure
<p>3.2 Utilise technology to enhance the delivery of Guiding through volunteers, and provide appropriate resources to improve communication and provide access to current resources.</p>	<p>Have a stronger focus on technology</p> <ul style="list-style-type: none"> Develop stronger communication platform through technology Improved participation through technology 	<ul style="list-style-type: none"> The Leader of Adult qualification was released in an online learning format to add to the other modules available online. The online induction module and access to some elements of core training online continue to provide volunteers with flexibility in the way they undertake training.
<p>3.3 Create opportunities for all stakeholders to participate.</p>	<p>Create better participation opportunities</p> <ul style="list-style-type: none"> Survey members for their views and measure improvement (or decline) 	<ul style="list-style-type: none"> A national survey of volunteers and parents was undertaken and will provide a benchmark to report against each year.



4. Financial Stability

We will ensure the long-term financial sustainability of all of our operations to be able to maintain and improve the value of our assets and make meaningful and measurable investment in girls and young women.

It is crucial that Girl Guides Victoria builds on its present financial position.

Financial sustainability provides security and the ability to continue to provide quality programs and opportunities for girls and young women throughout their communities throughout Victoria.

We will achieve financial sustainability through developing new initiatives to utilise our facilities.

We will also keep an open mind to the expansion of what we can provide to support girls and young women regardless of whether they are members of Girl Guides Victoria.

action item	what we did	outcome/measure
4.1 Develop new income streams which align with operations to grow and develop Guiding within the Victorian community	Seek new opportunities to engage business and Government <ul style="list-style-type: none">• Explore new projects and opportunities to engage current and new organisations to support GGV	<ul style="list-style-type: none">• 3 strategic partnerships have been developed in the areas of technology, training and PR in 2011.
4.2 Maximise revenue and control expenditure and implement robust financial control which ensures the viability of our assets in the short and long term	Have strong financial oversight: <ul style="list-style-type: none">• Ensure appropriate expertise and procedures are in place to oversee Girl Guides Victoria's operations	<ul style="list-style-type: none">• The Governance structure of Girl Guides Victoria ensures that the management of the organisation is critiqued through an external annual audit.• Membership of the Finance and Property Committee includes external members who have expertise in financial and property management.
4.3 Implement the GGA Risk management framework and monitor	Meet Government legislation requirements <ul style="list-style-type: none">• Liaise with Girl Guides Australia	<ul style="list-style-type: none">• Girl Guides Victoria is working with Girl Guides Australia in this area to ensure compliance with the Harmonisation of the OHS Laws and to ensure a National approach for Guiding in this area. This will be an ongoing process.

5. Evolving Organisation

We will create a dynamic and flexible organisational structure to provide girls and volunteers with the highest level of service to provide an organisation which has a community focus with a global outlook.

In order to remain relevant we must continue to evolve as an organisation. Girl Guides Victoria will regularly review and evaluate what it does and implement changes where necessary to maintain its prominence within the community.

The structure will reflect our ability to adapt and support girls in their communities as they strive to meet the challenges of an ever changing world.

action item	what we did	outcome/measure
5.1 Engage members and align culture, values and behaviours for all projects and change	Improve communication: <ul style="list-style-type: none"> Engage members in face to face discussions 	<ul style="list-style-type: none"> The Roadshow presentations undertaken in 2011 provided an opportunity for members to engage with senior members of Girl Guides Victoria. Around 600 adult members attended the roadshows.
5.2 Ensure the organisation is adaptable and responsive to community needs	<ul style="list-style-type: none"> Support Girl Guides Australia to ensure Guiding values are upheld and remain relevant 	<ul style="list-style-type: none"> Girl Guides Victoria provided funding to Girl Guides Australia to undertake a review of the current Promise and Law. The review is expected to be completed in 2012.
5.3 Engage all members in the initiatives of both the State and Australian offices	Streamline structures <ul style="list-style-type: none"> Simplified structure to empower decision-making Engage with Communities <ul style="list-style-type: none"> Link with Local Councils to understand how Guiding can support girls in local areas Link with Girl Guides Australia to understand how Guiding can support Guides in other States Link with the Asia-Pacific Region and WAGGGS to understand and support the issues that Guides in other parts of the world are facing 	<ul style="list-style-type: none"> The new structure for GGV is expected to assist in creating more motivated and empowered volunteers to deliver Guiding throughout Victoria. The outcome of this action will be measured over the next 3 years. The same statement above applies to this area. Improved working with Girl Guides Australia means that a better understanding of issues affecting other States including natural disasters and how we can support during these times. The appointment of a new State International Manager will assist in developing this area. In 2011 the CEO attended the Girl Scouts of the USA National Convention and gained some invaluable insights into the operations in both the USA and at a world level. This is an area which needs to be developed further.

action item	what we did	outcome/measure
<p>5.3 Engage all members in the initiatives of both the State and Australian offices</p>	<p>Develop a communication strategy:</p> <ul style="list-style-type: none"> • Develop an inclusive communication strategy to engage all members and stakeholder. • Survey all members to seek their opinions and report back on 	<ul style="list-style-type: none"> • In the second half of 2011 a Marketing and PR firm were engaged to look at both our branding and our communication. The results of this work will be rolled out in 2012. • Building on the National survey of parents and volunteers Girl Guides Victoria will continue to survey these groups and will introduce a girls survey to measure satisfaction with Girl Guides Victoria and identify areas for improvement.



State Personnel for 2011

Executive Committee Members

name	commenced	resigned	total eligible meetings	number attended
Belinda Abbott			10	5
Elizabeth Adnams		Chair until 31/1/11	10	8
Holly Bracken	23/06/11		6	3
Tess Davies			10	10
Margaret Devlin	State Commissioner and Chair 1/2/11		10	10
Robinette Emonson			8	8
Erica Ferguson			10	7
Noella Kershaw		27/01/11	1	1
David McDowell			10	10
Elise Melican	23/06/11		6	6
John Payne		27/01/11	1	1
Pam Schafer			10	10
Annette Swaffield		27/01/11	1	1
Pam Woodhams	24/03/11		9	9

Executive Sub-Committees

The State Commissioner is an ex-officio member of all sub-committees.

Awards, Nominations and Appointments

Annette Swaffield (Chair)
Wendy Lewis

Jill Johnstone
Jane Pennington

Jill Jeffery
Pam Schafer

Finance

David McDowell (Treasurer)
Holly Bracken

Natalie James
Wendy Lewis

Carolyn Parker
Alecia Rathbone

Girls Advisory

Belinda Abbott (Chair)

Janeanne Lee

Strategic Planning

Robinette Emonson (Chair)

Wendy Lewis

Structures and Procedures

Elizabeth Adnams (Chair)
Tess Davies
Janeanne Lee
Elise Melican
Claire Moore



State Personnel for 2011

Managers

International

Belinda Lacy - Acting

Olave

Erin Wicking - January to July 2011

Laura Lewis - August 2011 to currently

Outdoors

Penny Ferris - 2012 to June 2011

Jacinta Blencowe - August 2011 to currently

Program

Helen Reid - January to July 2011

Penny Ferris - July 2011 to currently

Training

Lynne Emblin - January to May 2011

Narelle Allison - June 2011 to currently

Advisers

Archives

Jenny Mills

Support Group

Pauline Butler

Queen's Guide

Alex Lewis

Trefoil Guild

Jan Allitt

Region Leaders

Acheron	Melanie Matthews	Ballarat	Astrid Bahr
Barree	Jan Vonarx	Barwon	Lorraine Otway
Baw Baw	Jan Cleverly	Black Forest	Jan Ward
Casinia	Mandy Batten	Dandenong Valley	Jillian Malin
East Metropolitan	Anne Scott	Gippsland	Joy Bennett
Goulburn	Marj Earl	Hume	Sylvia Tyers
Lone	Julie Anderson	Maroondah	Veronica Tute
Mornington Peninsula	Norelle Secoulidis	Murray	Yvonne Stewart
North Central	Pam Bethell	North Metropolitan	Rebecca Chester
Otway/Western Plains	Lorrie Murphy	Outer Eastern	Margaret Brooks
South Metropolitan	Julie Armstrong	State	Gaie Maddock
Sunraysia	Amanda McNab	West Metropolitan	Christine Croft
Western Border	Jan Lineker	Wimmera	Marion Smith
Woorayl	Christine Oliver	Yarra Valley	Ann Cook

Staff

Chief Executive Officer	Wendy Lewis	Chief Operating Officer	Alecia Rathbone
Property Officer	Lili Chang	Membership Database Manager	Kerrie Morton
Receptionist	Louisa Hetrick	Volunteer Co-ordinator	Jane Pennington
Publications Co-ordinator	Rose Kizinska	Holiday Camps Manager	Liz Paolacci
Senior Finance Officer	Denise Lipiarski	Retail Manager	Abby Turville
Admin Support Officer	Anna Maltezos	Retail Assistant	Helen Sully
Campsites Managers: Britannia Park	Bryan and Brenda Price	Iluka	Michael Snelson and Hayley Douglas-Auld

Our thanks to Sheila Meikle former Retail Manager and Angela and Howard Snelson, former Iluka Campsite Managers.

Financial Statements



Girl Guides Association of Victoria

Statement of Financial Position as at 31 December 2011

	Notes	2011 \$	2010 \$
ASSETS			
Current assets			
Cash and cash equivalents	3	93,171	190,746
Trade and other receivables	4	25,304	29,532
Inventories	5	206,740	241,354
Financial Assets	6	4,470,652	5,709,748
Other assets	7	51,568	72,157
		<hr/>	<hr/>
Total current assets		4,847,436	6,243,537
Non-current assets			
Trade and other receivables	4	16,096	12,253
Property, plant and equipment	8 (b)	12,344,804	12,374,340
		<hr/>	<hr/>
Total non-current assets		12,360,900	12,386,593
Total assets		17,208,336	18,630,130
LIABILITIES			
Current liabilities			
Trade and other Payables	9	323,597	177,674
Financial liabilities	10	1,681	7,399
Provisions	11	98,097	74,529
		<hr/>	<hr/>
Total current liabilities		423,376	259,602
Non Current liabilities			
Provisions	11	13,230	30,446
Total Non Current liabilities		13,230	30,446
		<hr/>	<hr/>
Total liabilities		436,606	290,048
Net assets		16,771,730	18,340,082
Accumulated Funds			
Reserve Funds	12	3,279,850	3,330,741
Asset Revaluation Reserve	13	2,415,361	2,415,361
Retained Earnings	14	11,076,519	12,593,980
		<hr/>	<hr/>
Total equity		16,771,730	18,340,082
		<hr/>	<hr/>

The above Statement of Financial Position should be read in conjunction with the accompanying notes.

Girl Guides Association of Victoria

Statement of Comprehensive Income for the year ended 31 December 2011

	Notes	2011 \$	2010 \$
Sales revenue			
Shop sales		314,389	457,879
Biscuit sales		79,937	138,997
		<hr/>	<hr/>
		394,326	596,876
Cost of Sales		<hr/>	<hr/>
Gross Profit		<hr/>	<hr/>
		293,954	380,569
		<hr/>	<hr/>
		100,372	216,307
Other operating revenue			
Membership subscriptions		667,293	613,576
Property income		273,339	179,966
Program, event, activity and training fee		244,751	1,646,903
Dividends & Interest		603,012	370,495
Donations and grants		140,737	172,941
Cork recycling		1,387	3,880
Sale of Asset		4,900	2
Other		98,158	288,077
		<hr/>	<hr/>
		2,033,577	3,275,840
Revenue from ordinary activities		<hr/>	<hr/>
		2,133,949	3,492,147
		<hr/>	<hr/>
Administration expenses		1,448,967	2,545,847
Property expenses		374,985	327,375
Employment expenses		872,807	868,516
Depreciation	15 (a)	109,849	106,682
Realised/Unrealised (gain) / loss on investment portfolio		844,802	281,926
		<hr/>	<hr/>
Total expenses from ordinary activities		3,651,410	4,130,346
		<hr/>	<hr/>
Net surplus/(loss) before income tax	17	(1,517,461)	(638,199)
		<hr/>	<hr/>
Other Comprehensive Income			
Valuation of Land & Buildings	8 (b)	-	8,905,000
Revaluation of Land & Buildings	8 (b)	-	169,876
		<hr/>	<hr/>
Total Comprehensive income/(loss)	17	(1,517,461)	8,436,677
		<hr/>	<hr/>

The above Statement of Comprehensive Income should be read in conjunction with the accompanying notes.

Girl Guides Association of Victoria

Statement of Cash Flows for the year ended 31 December 2011

	Notes	Inflows/ (outflows) 2011	Inflows/ (outflows) 2010
		\$	\$
Cash flows from Operating activities			
Receipts from members and fundraising activities		1,824,890	3,504,526
Payments to suppliers, employees and fund raising activities		(2,784,723)	(5,893,313)
Dividends & Interest received		603,012	370,495
 Net cash flows provided by (used in) operating activities	 17	 <u>(356,821)</u>	 <u>(2,018,291)</u>
 Cash flows from Investing activities			
Payments for property, plant and equipment		(80,314)	(136,422)
Net proceeds/(payments) for investment portfolio		394,295	671,531
Repayment of Building pool advances		(3,843)	4,577
Net Proceeds into Reserves		(50,891)	437,523
Proceeds on sale of non-current asset			
 Net cash flows provided by (used in) investing activities		 <u>259,247</u>	 <u>977,209</u>
 Net increase/(decrease) in cash and cash equivalents		 (97,574)	 (1,041,083)
Cash and cash equivalents at beginning of the financial year		190,746	1,231,829
 Cash and cash equivalents at the end of the financial year	 3	 <u>93,171</u>	 <u>190,746</u>

The above statement of cash flows 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 2011

	Retained Earnings \$	Asset Revaluation Reserve \$	Restricted Funds \$	Total Equity \$
Balance at 1 January 2010	4,299,717	1,345,529	2,748,497	8,393,743
Comprehensive Income/(Loss) for the year	8,436,677	-	-	8,436,677
Amounts transferred to/(from) reserves	(142,414)	1,069,832	582,244	1,509,662
Revaluation increment	-	-	-	-
 Balance at 31 December 2010	 12,593,980	 2,415,361	 3,330,741	 18,340,082
 Comprehensive Income/(Loss) for the year	 (1,517,461)	 -	 (1,517,461)	 (50,891)
Amounts transferred to/(from) reserves				
 Balance at 31 December 2011	 11,076,519	 2,415,361	 3,279,850	 16,771,730

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

Girl Guides Association of Victoria

31 December 2011

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 2011 was authorised for issue in accordance with a resolution of the Executive Committee on 26 April 2012.

Note 2 Statement of significant accounting policies

(a) Basis of Preparation

These financial statements are special purpose financial statements prepared in order to satisfy the financial statement preparation requirements in accordance with the *Girl Guides Association Act, 1952*. The Executive Committee has determined that the Association is not a reporting entity because, in the opinion of the Executive Committee, there are unlikely to exist users of the financial statements who are dependent on general purpose financial reports.

The financial statements are the statements for the entity Girl Guides Association of Victoria as an individual entity.

The financial statements have been prepared in accordance with the following:

- the requirements of the Girl Guides Association Act, 1952;
- the measurement and recognition requirements specified by Australian Accounting Standards ("AAS"), Interpretations and other authoritative pronouncements of the Australian Accounting Standards Board ("AASB"); and
- the disclosure requirements of the following AAS:

AASB 101: Presentation of Financial Statements

AASB 107: Statement of Cash Flows

AASB 108: Accounting Policies, Changes in Accounting Estimates and Errors

AASB 110: Events after the Reporting Period

AASB 116: Property, Plant and Equipment

AASB 117: Leases

Compliance with IFRS

As the financial statements are special purpose financial statements, the Executive Committee is unable to make an explicit statement of compliance with IFRS.

Accruals basis and historical cost convention

These financial statements have been prepared on an accruals basis and is under the historical cost convention, unless otherwise stated in these financial statements. Cost is based on the fair values of the consideration given in exchange for assets.

Functional and presentation currency

Items included in the financial statements of the Association are measured using the currency of the primary economic environment in which the Association operates ("the functional currency"). The financial statements are presented in Australian dollars, which is the Association's functional and presentation currency.

Significant accounting policies

The following is a summary of the material accounting policies adopted by the Association in the preparation of the financial statements. The accounting policies have been consistently applied, except for those outlined under the heading of "Accounting Standards not previously applied", to reflect the adoption of the following new and revised accounting standards.

Accounting standards applied

The Association has adopted the following new and revised Australian Accounting Standards issued by the AASB which are mandatory to the current reporting period. Disclosures required by these Standards that are deemed material have been included in these financial statements.

In 2009 the AASB issued omnibus of amendments AASB 2009-4 and AASB 2009-5 to its standards as part of the Annual Improvements Project, primarily with a view to remove inconsistencies and clarify wording. The adoption of these amendments did not have any impact on the accounting policies, financial position or performance of the Association.

Girl Guides Association of Victoria

31 December 2011

Notes to the financial statements

Note 2 Statement of significant accounting policies (Contd.)

(b) Comparative figures

Where required by Accounting Standards, comparative figures have been adjusted to conform to changes in presentation for the current financial year.

(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, are measured at fair value. Gains or losses on investments held for trading are recognised in the statement of comprehensive income in the period in which they arise.

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 reporting date.

Purchases and sales of financial assets that require delivery of assets within the time frame generally established by regulation or 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.

Receipts received prior to commencement of the program are recognised as unearned income in the Statement of Financial Position.

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 cash equivalents in the Statement of Financial Position comprise cash at bank and on hand and short-term deposits with an original maturity of three months or less.

For the purposes of the Statement of Cash Flows, 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 uncollectible 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.

(h) Borrowing Costs

Borrowing costs are recognised as an expense when incurred.

Girl Guides Association of Victoria

31 December 2011

Notes to the financial statements

Note 2 Statement of significant accounting policies (continued)

(i) Property, plant and equipment

Property, plant and equipment does not include halls and properties held jointly by Guides and Scouts.

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).

Plant and equipment is stated at cost less accumulated depreciation and impairment losses.

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 to 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 are recognised in the Statement of Comprehensive Income.

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:

	2011	2010
Freehold buildings and improvements	2.5%	2.5%
Guide-Scout Sailing Centre	2.5%	2.5%
Campsite buildings and improvements	2.5% - 10%	2.5%
Plant, motor vehicles, furniture and equipment	10.0 - 50.0%	10.0 - 33.0%

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 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 a 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 Statement of Financial Position unless it reverses a revaluation decrease of the same asset class previously recognised in the Statement of Comprehensive Income.

Any revaluation deficit is recognised in the Statement of Comprehensive Income 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 reporting date.

Girl Guides Association of Victoria

31 December 2011

Notes to the financial statements

Note 2 Statement of significant accounting policies (continued)

Disposals

An item of property, plant and equipment is derecognised upon disposal or when no further future economic benefits are 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 Statement of Comprehensive Income 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 are 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 that match, as closely as possible, the estimated future cash outflows.

(l) Income tax

The Girl Guides Association of Victoria (Girl 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.

(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 Statement of Financial Position 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 Statement of Financial Position.

Cash flows are included in the statement of cash flows 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

31 December 2011

Notes to the financial statements

Note 2 Statement of significant accounting policies (continued)

(o) Leases

Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are charged as expenses on a straight line basis over the lease term.

(p) Critical Accounting Estimates and Judgments

The Executive Committee evaluates estimates and judgments incorporated into the financial report based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the Association.

(q) New Accounting Standards and Interpretations

Certain new accounting standards and interpretations have been published that are not mandatory for the 2010 reporting period. The Association's assessment of the impact of those new standards and interpretations that are applicable to the Association is set out below:

Amendment	Summary	Impact	Application date of standard	Application date for Association *
AASB 9 Financial instruments, AASB 2009-11 Amendments to Australian Accounting Standards from AASB 9	Introduces new requirements for classifying and measuring financial assets.	Impact to be determined	1-Jan-13	1-Jan-13
AASB 1053	Australian Accounting Standards in relation to differential financial reporting	Unlikely to impact reporting	1-Jan-13	1-Jan-13
AASB 2010-6 Amendments to Australian Accounting Standards - Disclosures on Transfers of Financial Assets	Amendments made to AASB 7 Financial Instruments: Disclosures in November 2010 introduce additional disclosures in respect of risk exposures arising from transferred financial assets. The amendments will affect particularly entities that sell, factor, securities, lend or otherwise transfer financial assets to other parties. They are not expected to have any significant impact on the Associations disclosures. The amendment will become mandatory after 1 July 2013.	The Association does not anticipate early adoption of this Standard.	1-Jul-13	1-Jan-14

The Association does not anticipate early adoption of any of the above reporting requirements and does not expect these requirements to have any material effect on the Association's financial statements.

Girl Guides Association of Victoria

31 December 2011

Notes to the financial statements

Note 3 Cash and cash equivalents

	2011 \$	2010 \$
Cash at bank and on hand	26,534	117,122
Bond	60,500	60,500
Short term deposits	6,137	13,124
	<hr/>	<hr/>
	93,171	190,746

Note 4 Trade and other receivables

Current

Trade debtors	7,950	10,582
Other receivables	17,354	18,950
	<hr/>	<hr/>

25,304 **29,532**

Non-current

Building pool advances	16,096	12,253
	<hr/>	<hr/>

16,096 **12,253**

Building pool advances bear a fixed interest rate of 4% (2009: 4.0%).

Note 5 Inventories

Current

Finished goods at cost	206,740	241,354
	<hr/>	<hr/>

206,740 **241,354**

Note 6 Financial Assets

Current

Listed shares at fair value	4,470,652	5,709,748
	<hr/>	<hr/>

4,470,652 **5,709,748**

Note 7 Other assets

Current

Prepaid expenses	51,568	72,157
	<hr/>	<hr/>

51,568 **72,157**

Girl Guides Association of Victoria

31 December 2011

Notes to the financial statements

Note 8(a) Property, plant & equipment

	2011 \$	2010 \$
Land		
at independent valuation	<u>10,949,983</u>	<u>10,949,983</u>
	<u>10,949,983</u>	<u>10,949,983</u>
Guide Centre Building Improvements		
at cost	42,038	42,037
less accumulated depreciation	(15,352)	(11,329)
	<u>26,686</u>	<u>30,708</u>
Guide Scout Sailing Centre		
at cost	64,812	64,813
less accumulated depreciation	(51,850)	(50,229)
	<u>12,962</u>	<u>14,584</u>
Campsites buildings & improvements		
at valuation	1,197,586	1,185,017
at cost	-	2,850
less accumulated depreciation	(39,290)	(0)
	<u>1,158,296</u>	<u>1,187,867</u>
Plant, furniture & equipment		
at cost	1,024,555	962,476
less accumulated depreciation	(827,678)	(771,279)
	<u>196,877</u>	<u>191,198</u>
Motor vehicles		
at cost	93,069	145,770
less accumulated depreciation	(93,069)	(145,770)
	<u>-</u>	<u>-</u>
Total Property, Plant & Equipment	<u>12,344,804</u>	<u>12,374,340</u>

Note 8(b) Valuation of land and Campsite Buildings

An independent valuation of the value of campsite land and buildings was carried out as at December 2011 on the basis of open market values for existing use.

Lands, buildings, plant & equipment held by Guides Groups

An independent valuation of land used by Guide Districts and Regions for Halls owned by the Association was carried out as at 22 October 2010 and for the first time the value is included in land of the Association.

Land for Halls owned jointly by Guides and Scouts has not been recorded in the financial statements as the fair value of the Association's share cannot be measured reliably.

31 December 2011

Notes to the financial statements

Note 8(c) Movements in carrying amounts	Retained Earnings												
	Land	\$	Guide Centre buildings & improvements	\$	Guide Scout Sailing Centre	\$	Campsites buildings & improvements	\$	Plant, furniture & equipment	\$	Motor vehicles	\$	TOTAL
Opening balance at 1 January 2011 net of accumulated depreciation	10,949,983		30,708		14,582		1,187,868		191,198		-		12,374,339
Additions					(4,022)		(1,620)		9,719		70,595		80,314
Depreciation charge for the year								(39,291)		(64,916)			(109,849)
Closing balance at 31 December 2011 net of accumulated depreciation	<u>10,949,983</u>		<u>26,686</u>		<u>12,962</u>		<u>1,158,296</u>		<u>196,877</u>		<u>-</u>		<u>12,344,804</u>
Balance 31 December 2011 Cost or fair value	10,949,983		42,038		64,812		1,197,586		1,024,555		93,069		13,372,042
Accumulated depreciation and impairment					(15,352)		(51,850)		(39,290)		(827,678)		(93,069)
Carrying amount at end of year	<u>10,949,983</u>		<u>26,686</u>		<u>12,962</u>		<u>1,158,296</u>		<u>196,877</u>		<u>-</u>		<u>12,344,804</u>

Girl Guides Association of Victoria

31 December 2011

Notes to the financial statements

	2011 \$	2010 \$
Note 9 Trade and other Payables		
Current		
Trade creditors	142,760	138,537
Other creditors and deposits held	-	(2,924)
Restricted grants, donations and revenue received in advance	180,838	42,061
	<hr/>	<hr/>
	323,597	177,674
	<hr/>	<hr/>

Note 10 Financial liabilities

	2011 \$	2010 \$
Current		
Building pool & other deposits	1,681	7,399
	<hr/>	<hr/>
	1,681	7,399
	<hr/>	<hr/>

Note 11 Provisions

	2011 \$	2010 \$
Current		
Employee benefits	98,097	74,529
	<hr/>	<hr/>
	98,097	74,529
Non Current		
Employee benefits	13,230	30,446
	<hr/>	<hr/>
	13,230	30,446
	<hr/>	<hr/>

Girl Guides Association of Victoria

31 December 2011

Notes to the financial statements

	2011 \$	2010 \$
Note 12 Reserve Funds		
Details of movements		
Opening balance	3,330,741	2,748,497
add: net transfers from Retained Earnings	(50,891)	582,244
 Closing balance	 3,279,850	 3,330,741
 Closing balance comprise:		
Amy Bush Memorial Fund	15,224	15,224
Blackburn Fund	111,127	131,177
Britannia Park Campsite	17,137	17,137
C Caple Fund	4,682	4,682
Charlotte Renshaw-Jones	5,000	5,000
Corks - Region Profit Share	9,864	19,655
Denise Hargreaves	193,754	193,754
Development Account	24,894	24,894
Disaster Fund	51,987	53,997
Dorothy Renard Fund	1,430	1,430
Doris Trippett Bequest	39,583	39,583
Future Fund	462,377	477,771
Gwen Mann Bequest	10,503	10,503
Iluka Campsite	3,221	3,221
Laura Gregory Fund	2,022,076	2,022,076
Margaret Shaw Fund	166,961	166,961
Otway Region Camping Fund	34,715	34,715
Archives	1,314	1,314
TC Lothian Fund	92,681	96,328
Thank you Fund	5,595	5,595
Training Fund	3,325	3,324
100 Club	2,400	2,400
 3,279,850	 3,330,741	

Description of Funds

Amy Bush Memorial Fund	Funds to support the training of adult leaders
Blackburn Fund	Funds to assist girls to pay membership subscriptions
Britannia Park Campsite	Funds to assist in the upkeep of the Britannia Park site
C Caple Fund	Funds to support training
Charlotte Renshaw-Jones	Funds to support disadvantaged girls
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
Disaster Fund	Funds to support members affected by natural disasters
Dorothy Renard Fund	Funds to support Guiding in general
Doris Trippett Bequest	Funds to support the training of adult leaders
Future Fund	Funds to develop Guiding in Victoria
Gwen Mann Bequest	Funds to support Guiding in general
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 travelling interstate/overseas
Otway Region Camping Fund	Funds to assist the girls in the Otway Region
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

Girl Guides Association of Victoria

31 December 2011

Notes to the financial statements

	2011 \$	2010 \$
Note 13 Asset revaluation reserve		
Opening balance	2,415,361	1,345,529
Revaluation movement	-	-
Additions	1,069,832	
Closing balance	<u><u>2,415,361</u></u>	<u><u>2,415,361</u></u>

Note 14 Retained Earnings

Details of movements

Balance at the beginning	12,593,980	4,299,717
Comprehensive Income/(Loss) for the year	(1,517,461)	8,436,677
Aggregate of amounts transferred to reserve funds		(142,414)
Balance at the end of the year	<u><u>11,076,519</u></u>	<u><u>12,593,980</u></u>

Note 15 Revenue and Expenses

(a) Depreciation

. York Street building improvements	(4,022)	(4,022)
. Guide-Scout Sailing centre	(1,620)	(1,620)
. Campsites buildings and improvements	(39,291)	(37,967)
. Plant, motor vehicles, furniture and equipment	(64,916)	(63,073)
	<u><u>(109,849)</u></u>	<u><u>(106,682)</u></u>

Auditors' remuneration

. auditing the financial statements	(21,270)	(19,985)
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Girl Guides Association of Victoria

31 December 2011

Notes to the financial statements

	2011 \$	2010 \$
Note 17 Cash Flow Information		
Reconciliation of cash flow from operations with comprehensive income/(loss)		
Comprehensive Income/(Loss)	(1,517,461)	8,436,677
Non cash flows in income/(loss)		
- Depreciation	109,849	106,682
- Amounts transferred to reserves		(167,571)
- Property valuations		(8,905,000)
- Unrealised (gains)/loses on investments	844,802	281,926
- Realised gain on property sale		
- Movements in provisions	6,352	28,167
Change in assets and liabilities		
- Trade and other debtors	4,229	(8,654)
- Pre-paid expenses	20,589	523,970
- Stock	34,614	(97,803)
- Trade and other payables	140,206	(2,216,686)
Net cash flows provided by/(used in) operating activities	<u>(356,821)</u>	<u>(2,018,292)</u>

Note 18 Commitments & Contingent liabilities

- a) 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.
 - b) Operating Lease Commitments
- Non-cancellable operating leases contracted for but not capitalised in the financial statements.

Minimum lease payments:	2011 \$	2010 \$
Not later than 12 months	120,928	120,928
Later than 12 months but not later than 4 years	35,790	35,790
	<u>156,718</u>	<u>156,718</u>

The property lease commitments are non-cancellable operating leases contracted for but not capitalised in the financial statements with a five-year term. No capital commitments exist in regards to the operating lease commitments at year end. Increase in lease commitment may occur in line with CPI.

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

Girl Guides Association of Victoria

31 December 2011

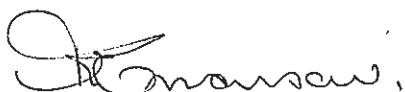
Executive Committee's Declaration

As detailed in Note 2 to the financial statements, the Association is not a reporting entity because in the opinion of the board there are unlikely to exist users of the financial statements who are dependent on general purpose financial report. Accordingly, this special purpose financial report has been prepared to satisfy the Executive Committee's reporting requirements under the *Girl Guides Association Act, 1952*.

In the opinion of the Executive Committee:

1. The attached financial statements are in accordance with the *Girl Guides Association Act, 1952* and give a true and fair view of the Association's financial position as at 31 December 2010 and of its performance for the year ended on that date in accordance with the accounting policies described in Note 2 to the financial statements; and
2. At the date of this report there are reasonable grounds to believe that the Association will be able to pay its debts as and when they become due and payable.

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



Robinette Emanson - State Commissioner & Chairman, Executive Committee
Dated this 26th day of April 2012



David McDowell - Honorary Treasurer



**INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF GIRL GUIDES'S ASSOCIATION OF VICTORIA**

We have audited the accompanying financial report, being a special purpose financial report, of Girl Guides Association of Victoria ("the Association"), which comprises the statement of financial position as at 31 December 2011, the statement of comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information and the executives committee's declaration.

Executive Committee's Responsibility for the Financial Report

The Executive Committee are responsible for the preparation and fair presentation of the financial report and have determined that the basis of preparation described in Note 2 to the financial report is appropriate to meet the requirements of the *Girl Guides Act 1952* and meet the needs of members. The executive committees' responsibility also includes such internal control as executive committee determine is necessary to enable the preparation of a financial report that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Association's preparation of the financial report that gives a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the association's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the executive committee, as well as evaluating the overall presentation of the financial report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Independence

In conducting our audit, we have complied with the independence requirements of the Australian professional accounting bodies.

HLB Mann Judd (VIC Partnership)

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Auditor's Opinion

In our opinion the financial report of Girl Guides Association of Victoria:

- (a) gives a true and fair view of the Association's financial position as at 31 December 2011 and its performance for the year ended on that date and;
- (b) complies with Australian Accounting Standards to the extent described in Note 2.

Basis of Accounting

Without modifying our opinion, we draw attention to Note 2 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist the Association to meet the requirements of the *Girl Guides Act 1952* and for the purpose of fulfilling the executive committees' financial reporting responsibilities. As a result, the financial report may not be suitable for another purpose.

HLB MANN JUDD
Chartered Accountants

DAVID NAIRN
Partner

26 April 2012
Melbourne

Donations from Supporters, Friends and Guides

We are very grateful for the support from so many organisations, groups and individuals.

Donations from Supporters	Assoc of Women on Campus University of Melbourne	Lord Mayor's Charitable Fund	Memory of Hazel Jean Lauder	Shine On Foundation
	State Government Victoria	The Peter Mackay Bequest	The William Angliss (Victoria) Charitable Fund	
1st & 2nd Swan Hill	1st Croydon West	1st Deer Park Brownies	1st Eltham Brownies	1st Mansfield
1st Narre Warren Fairy	1st Tullamarine	2nd Bairnsdale Pack	2nd Camperdown	2nd Dimboola Brownies
2nd Herne Hill	2nd Ormond Brownies	2nd Seaford	2nd Sth Oakleigh	2nd Vermont Brownies
2nd Wantirna Heights	3rd Box Hill Extreme	3rd Frankston	3rd Hamilton Brownie	3rd Hampton Park
3rd Horsham Brownies	3rd Shepparton	3rd Vermont Twistee	7th Brunswick	Adrian Bethell
Alanah Cronin	Ally Barton	Amy Kelso	Andrea Hardwicke	Anne M Smith
Ashburton Girl Guides	Avoca	Bacchus Marsh District	Balwyn Guides	Barb Grove
Barree Region	Barwon Heads C Dragons	Benalla District	Bennettswood Sparkly	Berwick Boomerang
Bessie Morris	Black Forest Region	Camberwell	Camperdown Junior	Canterbury
Cappuccino Trefoil Guild	Cardinia Trefoil Guild	Carine Trefoil Guild	Carolyn Parker	Casey-Rainbow Fairy
Castlemaine	Charlotte Anderson	Cheltenham	Claire Leonard	Cohuna
Coleraine	Corio/Bell Post Hill	Croydon Hills	Croydon West	Dandenong Valley Region
David McDowell	Deer Park	Dimboola	Dimity Hall	Donvale/Nunawading Bluebell
Donvale/Nunawading	Dr Kay Patterson	Drouin	East Metro Region	Echuca Hakea
Echuca Kinkuna	Elaine Johnson	Elizabeth Campbell	Erin Barnard	EV Crohn
Ferntree Gully	Fintona	Fiona Bennett	Frankston	Gaie Maddock
Gisborne	Glen Waverley	Golden Square	Lady Delacombe Cup	Goulburn Region
Grovedale	GV Trefoil Guild	Hamilton	Hampton	Heathmont/Ringwood
Heidelberg	Helen Reid	Herne Hill	Highton	J K & K E Newell
Jadzia Timson-Farrell	Jan McMenamin	Jessica Fitzgerald	Jessica Woolf	Jill Jeffery
Jill Johnstone	Joan Grimwade	Justine Nelson	Kaniva	Kelsey Beecroft
Kerang	Kilmore Kookaburra	Laburnum	Lakes Entrance	Langwarrin District
Leongatha Lizards	Lilian Stoddart	Lilydale	LM Reid	Longbeach
Maggie McInnes	Mansfield District	Margaret Devlin	Maroondah Region	Maryborough Golden
Matt & Penny Wilson	ME Stubbs	Middle Brighton	Mildura Trefoil Guild	Monbulk Gumnuts
Mornington Peninsula Region	Morwell	Morwell Junior	Mrs. Carolyn Spencer	Mt Waverley District
Norm Lewis	Neerim District	Neerim Junior	Newborough	Noble Park
North Metro Region	Oak Park	Olive Hailes	Outer Eastern TG	P & B H Tomlinson
Pam Woodhams	Patanga Trefoil Guild	Pearcedale	Phoebe-1st Tullamarine	Point Cook Fairy
Point Cook	Portarlington	Portland	Portland District	R Cross, E Hines, J Cameron & E Pavia
Rachael Wildie	Ritchies Community Benefit	Robyn Ashmore	Robyn Trainor	Romola Rollaston
Romsey Lancefield Platypus	Rosamund Stobie	Rosebud	Ruth Buckley	S J & J M Evans Pty Ltd
Seaford	Sebastopol	Shelby Neil-Kerang Junior	Shirley Farrow	SM Widdicombe
St Arnaud	Sth Oakleigh	Sth Springvale	Summer Strode-Pearce- dale	Swan Hill Trefoil Guild
The Basin	The Hills Trefoil Guild	Tiffany Ryan	Tongala Junior	Torquay
Town & Country TG	The 100 Club	Trefoil Guild Donations	Tyabb	Upwey
Vermont	Wallace & Rev Beryl Baker	Wantirna Heights	Warracknabeal District	Wentworth
Werribee Adventure	Werribee Teddy	West Metro Region	Whitehorse Trefoil Guild	Winchelsea
Wyndhamvale	Yarra Glen	Yarra Junction	Yoland Sargood	

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F: (02) 9211 5911
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E: gga.act@bigpond.net.au

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F: (07) 3252 4814
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www.guidesqld.org

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www.guidesvic.org.au

Girl Guides Western Australia

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F: (08) 9355 4589
E: info@girlguideswa.org.au
www.girlguideswa.org.au

girls worldwide say

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



With ten million Girl Guides and Girl Scouts from 145 countries across the world, the World Association of Girl Guides and Girl Scouts (WAGGGS) is the largest voluntary movement dedicated to girls and young women in the world.

Asia Pacific Region

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Arab Region

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Africa Region

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