



**GIRL GUIDES**  
**AUSTRALIA**  
**VICTORIA**

# **ANNUAL REPORT** 2022



[guidesvic.org.au](https://guidesvic.org.au)





# WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

## ASIA PACIFIC REGION

Australia  
Bangladesh  
Brunei Darussalam  
Cambodia  
Cook Islands  
Fiji  
Hong Kong  
India  
Japan  
Kiribati  
Korea  
Malaysia  
Maldives  
Mongolia  
Myanmar  
Nepal  
New Zealand  
Pakistan  
Papua New Guinea  
Philippines  
Singapore  
Solomon Islands  
Sri Lanka  
Taiwan  
Thailand  
Tonga

## EUROPE REGION

Albania  
Armenia  
Austria  
Azerbaijan  
Belarus  
Belgium  
Cyprus  
Czech Republic  
Denmark  
Estonia  
Finland  
France  
Georgia  
Germany  
Greece  
Hungary  
Iceland  
Ireland  
Israel  
Italy  
Latvia  
Liechtenstein  
Luxembourg  
Malta  
Monaco  
Montenegro  
Netherlands  
Norway  
Poland  
Portugal  
Romania  
Russia  
San Marino  
Slovak Republic  
Slovenia  
Spain  
Sweden  
Switzerland  
Turkey  
Ukraine  
United Kingdom

## WESTERN HEMISPHERE

Antigua and Barbuda  
Argentina  
Aruba  
Bahamas  
Barbados  
Belize  
Bolivia  
Brazil  
Canada  
Chile  
Colombia  
Costa Rica  
Curaçao  
Dominica  
Dominican Republic  
Ecuador  
El Salvador  
Grenada  
Guatemala  
Guyana  
Haiti  
Honduras  
Jamaica  
Mexico  
Nicaragua  
Panama  
Paraguay  
Peru  
St Kitts and Nevis  
St Lucia  
St Vincent and the  
Grenadines  
Suriname  
Trinidad and Tobago  
United States of America  
Venezuela

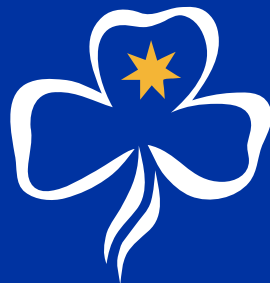
## AFRICAN REGION

Benin  
Botswana  
Burkina Faso  
Burundi  
Cameroon  
Central African  
Republic  
Chad  
Congo  
Brazzaville  
Côte d'Ivoire  
DR Congo  
Eswatini (formerly  
Swaziland)  
Gambia  
Ghana  
Guinea  
Kenya  
Lesotho  
Liberia  
Madagascar  
Malawi  
Mauritius  
Mozambique  
Namibia  
Niger  
Nigeria  
Rwanda  
Senegal  
Sierra Leone  
South Africa  
South Sudan  
Tanzania  
Togo  
Uganda  
Zambia  
Zimbabwe

## ARAB REGION

Algeria  
Bahrain  
Egypt  
Jordan  
Kuwait  
Lebanon  
Libya  
Mauritania  
Oman  
Palestine  
Qatar  
Sudan  
Syria  
Tunisia  
United Arab Emirates  
Yemen





# THE AUSTRALIAN GUIDE PROMISE

I promise that I will do my best  
To be true to myself and develop my beliefs  
To serve my community and Australia  
and live by the Guide Law.



GIRL GUIDES  
AUSTRALIA  
VICTORIA

## OUR GLOBAL VISION

An equal world where all girls can thrive.

## OUR AUSTRALIAN MISSION

To empower girls and young women to discover their potential as leaders of their world.

## OUR PURPOSE

We are a brave space for girls and young women to fearlessly shape their own identities, lives and communities.

## OUR IMPACT

We benefit girls, young women and communities by strengthening:

AGENCY

CONNECTION

LEADERSHIP

RESILIENCE

WELLBEING





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## ACKNOWLEDGMENT OF COUNTRY

We acknowledge that we are on the lands of the First Nations people who have lived here for many thousands of years caring for the land, the rivers and the wildlife. We value their wisdom and care in the past, present and future.

# MESSAGE FROM OUR GOVERNANCE CHAIR & CEO

**Dear Members of Girl Guiding in Victoria, it is with great pleasure that we present to you the 2022 Annual Report. This was a year of both successes and challenges as Guiding in Victoria navigated ongoing COVID regulations as well as a changing economic landscape.**

Despite the difficulties, we have seen significant achievements in our organisation, including successful membership retention, increased quality of programming, and strengthened community partnerships. Our mission to empower girls and young women has remained at the forefront of everything we do, and we are pleased to see the impact of our efforts in the growth and development of our members.

We are proud to have provided over 3,850 girls and young women this year with real-life experiences that foster their development as leaders. Our programs and activities have continued to be a highlight of our organization. Our Guides have had the opportunity to participate in a range of activities, from traditional camping experiences, STEM, fire-safety, advocacy to digital activities developed in response to the pandemic. The highlight of this year was our State Camp held at our Britannia Park campsite, our congratulations and thanks to Dani Smith and Tara Anderson as co-LICs for this event. Over 700 Guides took part in the event and many for the first time enjoyed nights out under canvas and days exploring, hiking, caving, and flying high.

We are incredibly grateful for the support we have received from the community and our partners. Over \$90,000 in donations made this year, with over \$5,000 raised to support our flooded Guide halls and 2 bequests gratefully received. We also acknowledge the financial support of the DFFH Victorian Government and other foundation and philanthropic funding with \$398,000 granted this year.



**MICHÈLE  
STOKES**



**AMY  
TIMOSHANKO**

Working with our Executive Committee we have also developed the new GGV strategic plan 2022-2027 and have launched several innovations to achieve updated digital systems and processes that will create an enabling environment for our volunteers. Heather Barton, as Strategic Lead has been instrumental in shaping this work and we thank the Executive members for their efforts this year. Janelle Howell was also an active sponsor of Project Umbrella and developing this vision and we would like to acknowledge her dedication to this and more broadly her significant contribution to GGV in her time as State Commissioner.

The staff team have also been slowly built up over the year, as we have restructured to create new positions that better support property, data management and child safeguarding. All at JPC are to be thanked for their hard work and flexibility in supporting the huge workload and range of what Guiding in Victoria covers. We celebrate their efforts that launched the new camp wear, provided ongoing Covid-19 guidance, managed all the Kids Get Active vouchers and made plans for the national Jamboree, all while delivering ongoing support to parents, carers, community partners, councils and all members.

We look forward to working together towards our collective ambition of realising a fully inclusive and inspiring environment over the coming year for Guides of all backgrounds to reach their full potential. Key to achieving this will be I&D training and leadership development. We will also be working to enhance our



fundraising initiatives and commercialise our assets so that we have the resources to provide the best possible experiences for all of our members. Lisa Berwick, and Julie Humphrey, in the role of Finance Chair, have been dedicated to ensuring GGV has the financial management and resourcing plan in place to best support the organisation to remain in a strong financial position in the coming years.

This year saw us celebrate Her Majesty Queen Elizabeth's Platinum Jubilee but also her sad passing in September. Queen Elizabeth and her late Mother had a long association with Girl Guiding around the world including her role as Patron from 1953. This connection will continue in the name of our Queen's Guide Award.

Thank you for your continued support of Girl Guides Victoria. Together, we can continue to make a positive difference in the lives of girls and young women across our state.

*Michèle Stokes*

**Dr Michèle Stokes**  
Governance Chair

*Amy Timoshanko*

**Dr Amy Timoshanko**  
Chief Executive Officer



# MESSAGE FROM OUR STATE COMMISSIONER



LINDA KORS

**Our mission:** Empowering girls and young women to discover their potential as leaders of their world.

## How do you discover your potential?

Is it by finding a way to hold a State Camp despite the challenges of Covid?

Is it by jumping in the Yarra River to raise money for charity?

Is it by marching in a parade for a cause you support?

Is it by making a promise to yourself, to always do your best?

Is it by cooking over an open fire at a camp which you helped program?

Is it by hiking, canoeing, bike riding, caving, flying drones, tying knots, making paper cranes?

**This year, Guides discovered their potential through all of these things, and more!**

In a year that began still under the influence of Covid, our amazing leaders were challenged again to reschedule the much-awaited State Camp – Camp Together. Finally going ahead in April, the weekend brought together more than 750 Guides and Leaders from all over the state to our Britannia Park campsite. Camping is a great opportunity to have fun and adventure outdoors, and also offers Guides unique learning experiences. In the words of one of our leaders:

**“hearing all our girls talk over one another with excitement telling each other and their weary leaders what adventures they had, what was fun, and who they met, was just amazing.”**

These opportunities are made possible by wonderful work of all our campsite volunteers. Staff, Leaders, Volunteers and families across Victoria come together to share the oversight, financial management and maintenance of our 14 campsites, providing ongoing opportunities for Guides and the general public to enjoy camping in a safe environment. Thankyou to all our campsite committees for the work you do.

Covid had curtailed camping in recent years, along with a number of other Guiding activities. The resilience and creativity to move into the virtual world of Guiding maintained connections and friendships, and helped our units transition smoothly back in to in person Guiding activities this year with great enthusiasm. It is great now to see smiles in person!



Congratulations to the Yarraville Guides who flew high with their giant backpack at the Birdman Rally, raising money for Backpacks 4 Vic Kids, and to all our Units involved in numerous fundraising, advocacy and support activities throughout the year.

On International Day of the Girl 2020, WAGGGS asked Girl Guides and Girl Scouts under 18 from 100 countries what issues they were most concerned about and what they wanted to change about the world. From this data, we learnt that the number one worry is the environment. And so, the World Thinking Day theme from 2022-2024 became Our World, Our Future. In 2022, we explored our local environment and our connection to it, building on our past (and continued) involvement in Clean Up Australia Day, Earth Hour and National Tree Day. Girl-led advocacy, developing leadership through Lead the Way and girl-led programming are all great examples of how we live our mission to empower girls and young women. I give great thanks to our Leaders, Guides, Families and our support staff and volunteers for supporting each other in this mission and these activities.

**It was also terrific to see the World Flag flying high outside the Ballarat Town Hall in July this year, in recognition of 100 years of Guiding in Ballarat. And we look forward to 100 more!**

#### **Guiding for the Future**

2022 saw the launch of our next five year strategic plan. Focused on our priorities of Thriving People, Impactful Experiences and a Sustainable Organisation, we aim to build a connected and resilient future. Project Umbrella is now launched! Named after the umbrella that swung above the unit meeting place in Hawthorn in 1911, this project unites our organisation to turn our ideas into action.

I encourage everyone to get involved!

#### **I promise that I will do my best...**

Discovering their potential as leaders of their world, it was a proud moment for 12 Girl Guides to be acknowledged by the Governor of Victoria in a ceremony at Government House on achieving their Queen's Guide Award, the peak youth achievement award, with a further 15 Girl Guides achieving their Queen's Guide throughout the year. We also acknowledged the outstanding contribution of 30 volunteers with the presentation of 30 adult awards and 279 Years of Membership Badges in ceremonies across Victoria.

As Girl Guides, we make a promise to ourselves, and we aim to live up to that promise each and every day. We all bring our best to that which we do, and I am honoured to have been appointed to the State Commissioner role in September, leading a team of passionate and committed Guide Managers and Leaders. I have great admiration for the State Commissioners who have led us here and we look forward to doing our part to continue to inspire Victorian Girl Guiding into the future.

I would also like to thank and acknowledge our outgoing State Commissioner, Janelle Howell, and her team, for the wonderful job they did leading in very difficult times. Under their leadership, we saw GGTV, I'm a Girl Guide - what's your superpower, State Camp, and the Youth Advocacy Forum, just to mention a few.

This was the year where we all emerged from the shadow of Covid, and quickly returned to normal. The resilience and excitement of Guiding shone through. It was exciting to be back 'under canvas' again at Camp Together in April, and out and about in our Guiding activities. 2022 also saw an enormous amount of work and preparation as we built towards the even bigger experience of the National Jamboree, Kani-Karrung, led and hosted by Girl Guides Victoria in Ballarat in January 2023. Stay tuned to next year's annual report to hear more about the magic of Guiding!



**Linda Kors**  
State Commissioner

# MESSAGE FROM OUR FINANCE CHAIR AND TREASURER



**JULIE HUMPHREY**

**What a year we had in 2022 – returning to face to face Guiding with events being held like State Camp and Snoozefest and adjusting to life with COVID. The ongoing economic impact of COVID is reflected in the financial statements for Girl Guides Victoria (GGV) for the year ended 31 December 2022.**

**The results reflect a 30% decline in total revenue; a 16% increase in total expenses; and a net deficit of \$1,548,540 (increase from a net deficit of \$452,650 in 2021)**

Total revenue and income from ordinary activities were \$1,526,756 and down by 30% compared to 2021. This result was skewed by the \$1.3m decline in revenue from a fair value adjustment to the GGV investment portfolio caused directly by declining global and local economic markets and only offset by an increase to dividend and interest income of \$145,552. Pleasingly, membership income and income from events, training and programs increased by \$523,113 (113%) with the return to normal guiding activity and no lockdowns or fee waivers for COVID and is looking promising to return to pre-COVID income levels. There was also \$107,006 profit from the sale of a property at Poowong in 2022.

Total expenses from ordinary activities of \$3,075,296 only increased by 16% compared to prior year. Administrative expenses increased by 20% due to increased event costs, insurance costs and consulting costs to manage vacancies. Employment expenses also increased by 21% to reflect filling of vacant positions during the year. Total expenses have not risen proportionally to the movements in revenue as GGV has continued to manage discretionary spend in a disciplined manner and secondly, employment expenses have not risen as much as was anticipated due to the tight labour market and constraints in filling advertised positions.

As a result of expenses increasing and revenue decreasing, management have had to continue to draw down on invested funds during the year (\$1.47m in 2022) and is reflected in the reduced total current assets balance. This is not sustainable and GGV are implementing strategies to replenish these funds and ensure financial sustainability.

Net assets are \$27,279,486 and down by 5% from prior year, mainly due to the decrease in the current market value of the investments held by GGV. Total liabilities have decreased by \$186,971 (23%) primarily due to decreases in contract liabilities for unexpended grants and unearned income from State Camp.

I would like to thank Lisa Berwick for her leadership as Treasurer and the members of the Finance, Audit and Risk Committee for their commitment and support during the year.

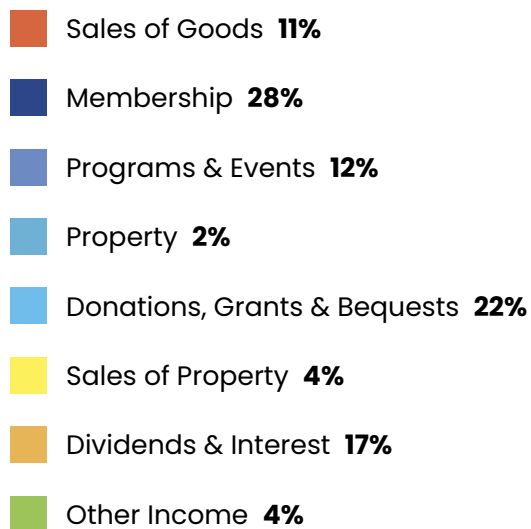
Yours in Guiding,

A handwritten signature in black ink that reads "Julie Humphrey". The script is fluid and cursive.

**Julie Humphrey**  
CA GAICD FGIA & Acting Treasurer

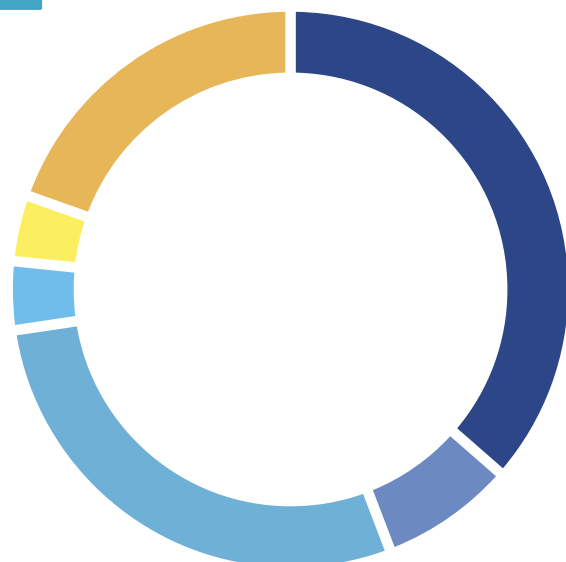
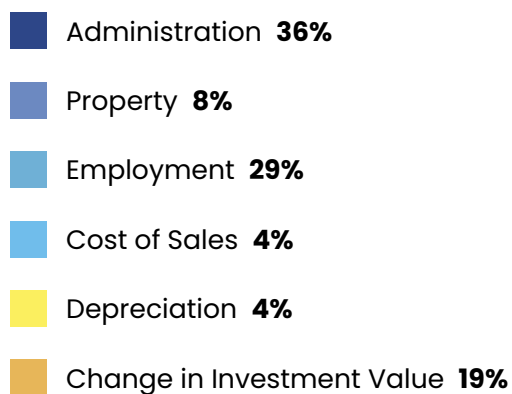


# REVENUE AND OTHER INCOME



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# EXPENDITURE





# MESSAGE FROM GGA CHIEF COMMISSIONER

**Girl Guiding is focussed on giving girls and young women opportunities and space to find their voice, discover their potential, explore possibilities and make a genuine difference in their world.**

Thank you to all those who contribute to making this happen in Girl Guides Victoria.

It has been wonderful to see the return to face-to-face Girl Guiding activities and lots of camping and outdoor adventures during 2022.

For Girl Guiding in Australia to be successful we need strong foundations on which we can all build. The Girl Guides Australia Strategic Plan has laid **five foundations** as our bedrock. These are our values

and are integral to supporting a culture aligned to our Girl Guide Promise.

With strong foundations Girl Guides Victoria will continue to empower girls and young women to discover their potential as leaders of their world.

With every best wish,

*Rosemary Derwin*

**Rosemary Derwin AM**  
Chief Commissioner  
Girl Guides Australia

**Our foundations which are key for all areas of Girl Guiding are:**

**We are a *Child Safe Child Friendly Community***  
**We have *Great People***  
**We have *Good Governance***  
**We have a *Commitment to Evolve***  
**We have *Collaborative Ways of Working***





# MESSAGE FROM THE VICTORIAN TREFOIL GUILD ADVISER

**I'm very honoured to take the reins of The Victorian Trefoil Guild for the next three years. My hope is that together we can grow the Trefoil Guild in terms of the number of Guilds and members.**

I'd also be keen to expand to greater numbers in each age range of our membership. Presently we have members ranging in age from less than 30 years to 95 plus years. However, the bulk of our membership is in the 61 to 90 year age range.

I'm looking forward to lots of FUN over the three years.

In 2022 there are 51 Trefoil Guilds in Victoria with 467 members with 20 of those members belonging to more than one Trefoil Guild.

A big thank you to Sue Viney and her team who lead the Victorian Trefoil Guilds through a very difficult time in our history. Sue introduced many of our members to Zoom calls. Being able to connect with others was a saviour for many members. Despite many days of lockdown Sue and her team travelled many kilometres visiting Guilds around Victoria.

At The Victoria Trefoil Guild Gathering 2022 in Ballarat approximately 120 members joined a program of guest speakers including the Australian Trefoil Guild Adviser Sharyn Smith-Anderson, hotly contested trading tables, a display of Trefoil Guild Banners, followed by a Gala Dinner. Sue Viney bestow Good

Service Awards on her team in recognition of all that they had done. Sharyn Smith-Anderson surprised Sue Viney with a Grey Kangaroo Award. Sue then handed the position of Trefoil Guild Adviser over to Jill Livingston for the next 3 years.

The Ruff Diamonds Trefoil Guild asked us to join in a very moving Guides Own where each person present was asked to pen the name of a person, they were missing from their Trefoil Guild or personal life onto a white stone, a loving tribute followed. These stones were taken to Lingbogol campsite in Creswick where they have been laid in a permanent memorial shaped as a trefoil.

In September 2022 a large contingent of Victorian Trefoil Guild members attended the Australian Trefoil Guild Gathering in Newcastle.

I'm looking forward to spending time with many Trefoil Guilds over the next few years. I particularly want to help all our Trefoil Guild members to successfully complete their Child Safe Child Friendly Module over the coming year.

*Jill Livingston*

**Jill Livingston**  
State (VIC) Trefoil Guild Adviser

# GIRL GUIDES AUSTRALIA

## SOCIAL IMPACT REPORT 2022

In 2021 Girl Guides NSW, ACT, NT, Girl Guides Queensland and Girl Guides South Australia established the inaugural measurement. In 2022 Youth Members and Adult Members from across Australia were invited to participate in the Girl Guides Australia social impact survey.

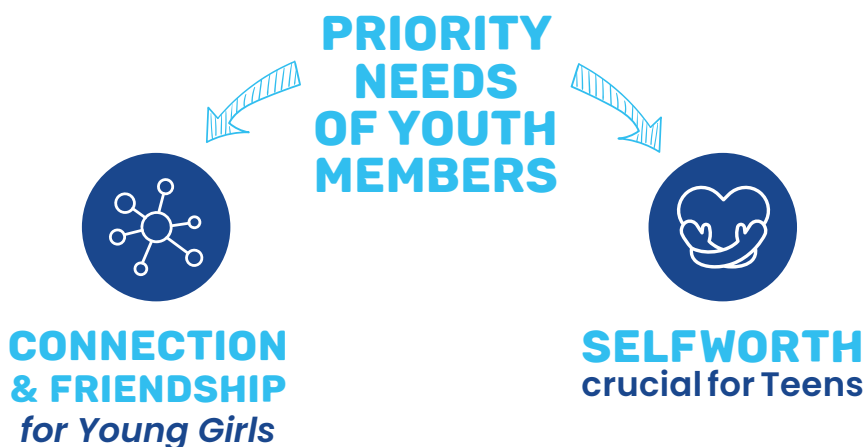
Data collection and analysis was conducted across four measurement groups:

- Young Girls aged 8-12 years
- Teens aged 13-17 years
- Adult Members aged 18-30 years
- Adult Members aged 30 years+

Measuring wellbeing allows Girl Guiding in Australia to better understand the holistic needs of members. Through the measurement approach, opportunities are identified for resource allocation to support enhanced member benefit.

\*The impact report project was supported by Huber Social.

Youth members scored  
**4.8 OUT OF 5**  
*for feeling safe at Girl Guides*



"Guides has given me the opportunity to take on challenges that I never thought I could do, **IT HAS BOOSTED MY SELF-CONFIDENCE AND INTERPERSONAL SKILLS.** It has become a whole new group of friends and a community that I love and never knew I needed."

**Parents recommend Girl Guides**



**+7%**  
**ENJOYMENT**  
The opportunity  
for adventure

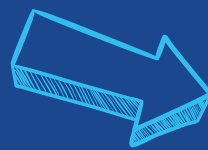
**+4%**  
**LIFE SKILLS**  
Skills to help around the house

**+7%**  
**SELF-WORTH**  
Mistakes do not  
impact selfworth

**+6%**  
**SELF-DEVELOPMENT**  
Strategies and tools to  
manage one's emotions



**+7%**  
**LIFE SKILLS**  
Ability to handle many  
things at one time



*well rounded*  
**+ ADVENTUROUS  
GIRLS**

## YOUTH PROGRAM OUTCOMES\*

**+16%**  
**LEADERSHIP**  
Resistance to peer pressure  
if one doesn't agree with  
friends behaviour

**+18%**  
**LIFE SKILLS**  
Ability to handle many  
things at one time

**+17%**  
**RESILIENCE**  
Self discipline to complete  
tasks one knows are  
important, despite not  
necessarily wanting to



**+18%**  
**RESILIENCE**  
Ability to solve  
problems

**+19%**  
**RESILIENCE**  
The ability to adapt when  
unexpected events occur

**+18%**  
**LEADERSHIP**  
Ability to communicate  
and feelings with others

*resilient*  
**LEADERS**

\*Largest positive shifts that Youth Members experienced between the first year at Girls Guides and after three years.



## PRIORITY NEEDS OF ADULT MEMBERS



### RESILIENCE

Adult Members  
(18-30yo)



### ENVIRONMENTS

*that promote support and respect*  
Adult Members (30yo+)

"Both as a girl and an adult I have enjoyed my time with Girl Guides – **IT GIVES ME A SENSE OF PURPOSE AND HELPS ME BE PART OF A COMMUNITY.** As I have lived in different parts of the world, I have found Guides to be part of a family atmosphere – my first thing on moving to a new country is to contact the Guide Association there!"

Adult Member  
satisfaction  
with Guiding  
program:

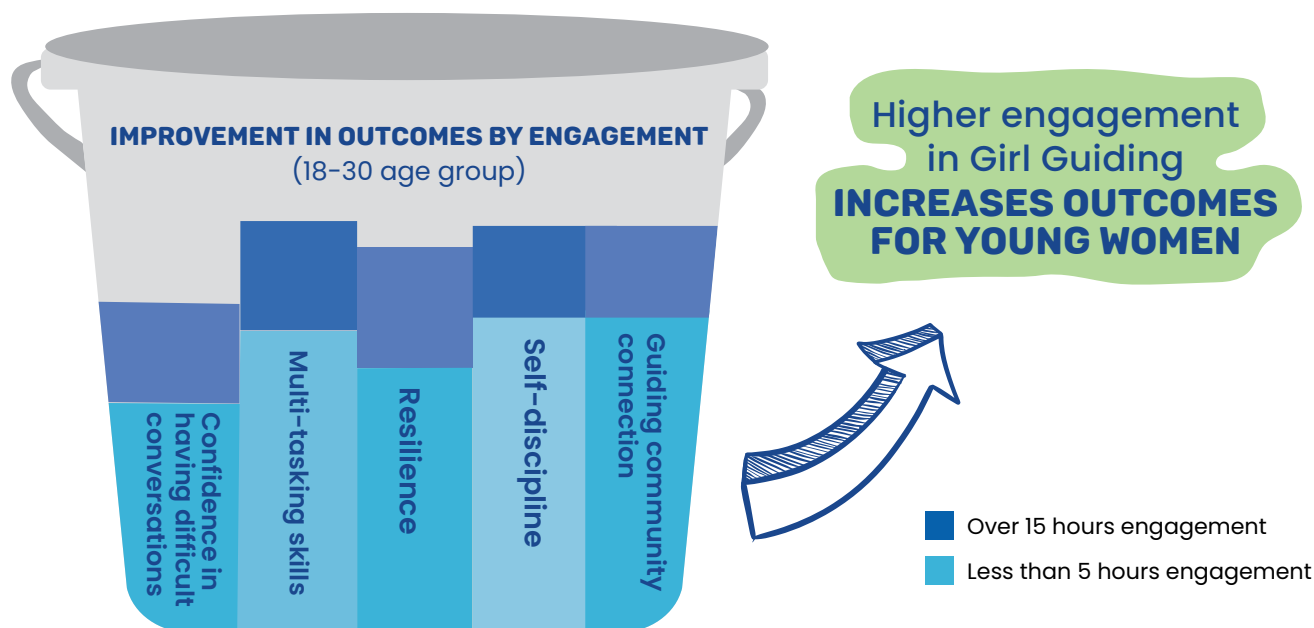


**\* 60-80 =  
Excellent**  
(Bain and Company –  
creators of Net Promoter Score)

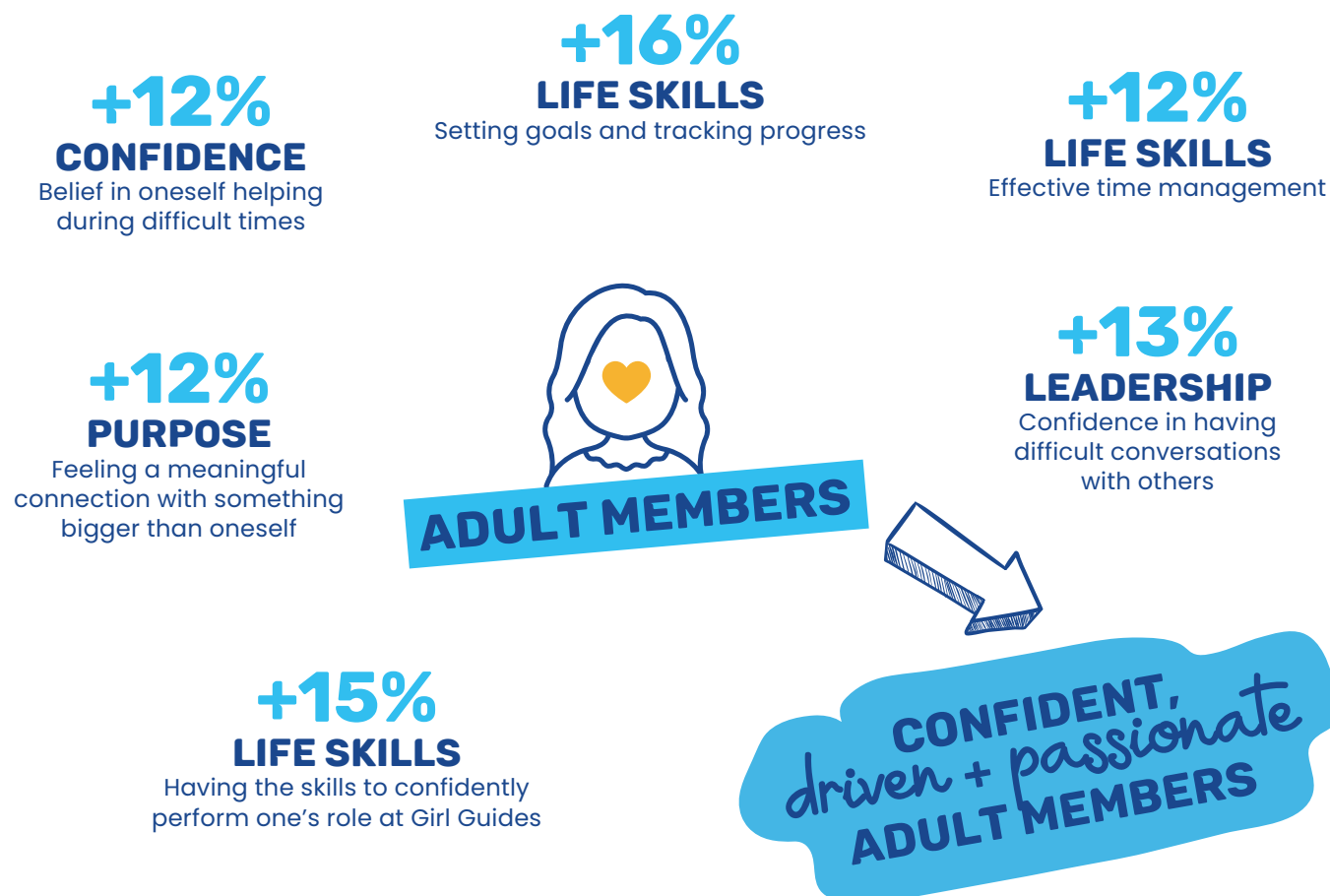
Young women  
**NEED SUPPORT**  
in the transition from  
Member to Leader

\*Shift in Guiding experience from being a Youth Member to becoming a Leader which has additional responsibilities and administrative duties.

## ADULT MEMBER OUTCOMES 18–30 year olds



## ADULT MEMBER OUTCOMES\* 30 year olds+



\*Largest positive shifts in Adult Members who joined Girl Guides within a year and those who have been volunteering with Girl Guides for five or more years.

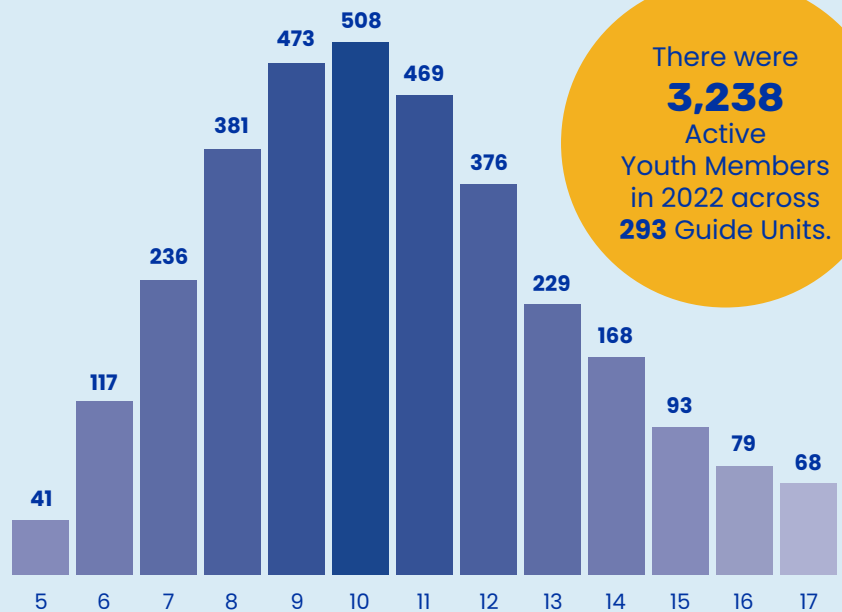
# OUR GUIDING COMMUNITY

\* Snapshot of our Guiding community as at 31 Dec 2022

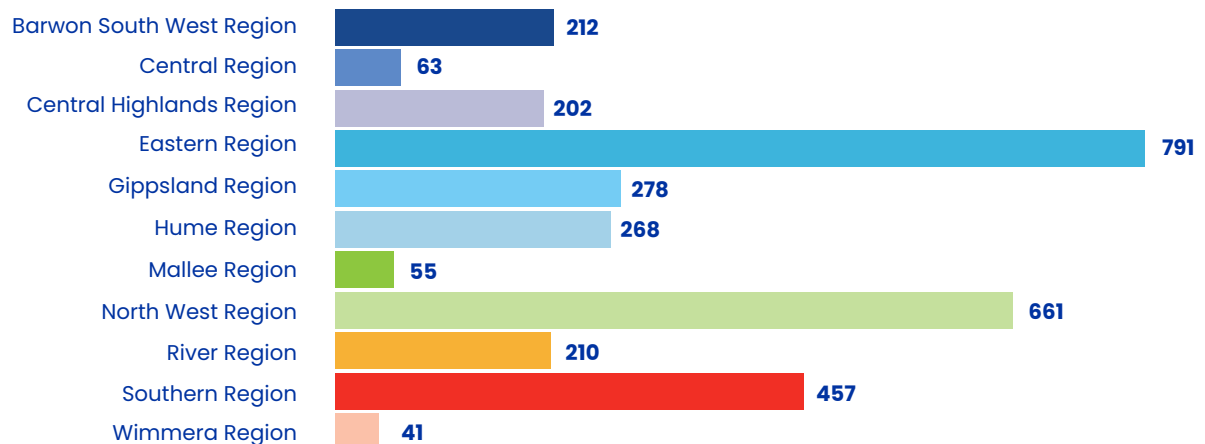
## GUIDES VICTORIA AT A GLANCE

<b>293</b>	Guide Units
<b>3,238</b>	Youth Members
<b>943</b>	Adult Members
<b>222</b>	Associate Members
<b>51</b>	Trefoil Guilds
<b>467</b>	Trefoil Members

## ACTIVE YOUTH MEMBERS

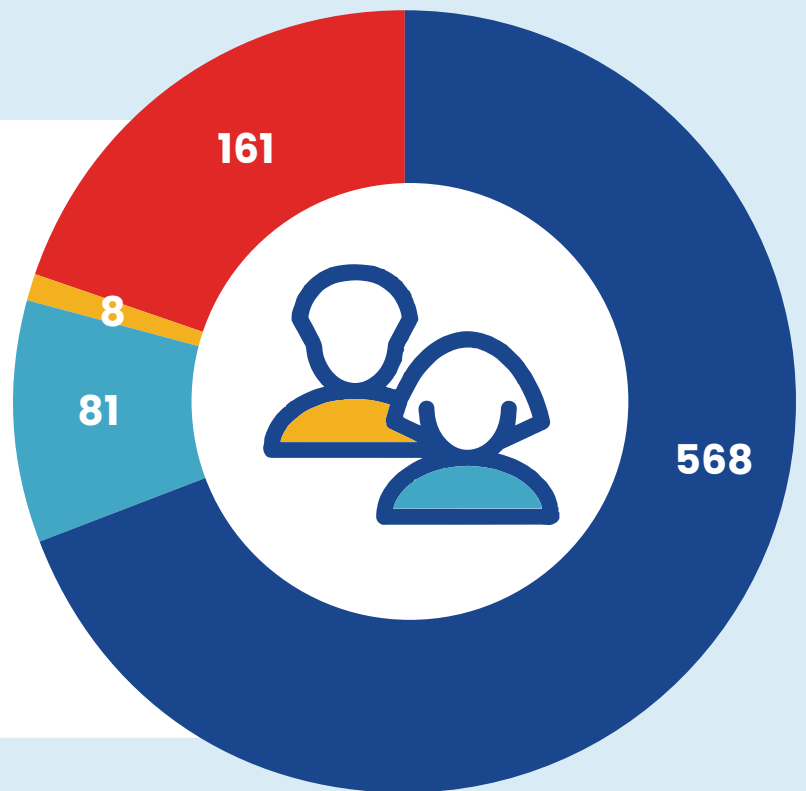


## ACTIVE YOUTH MEMBERS BY REGION

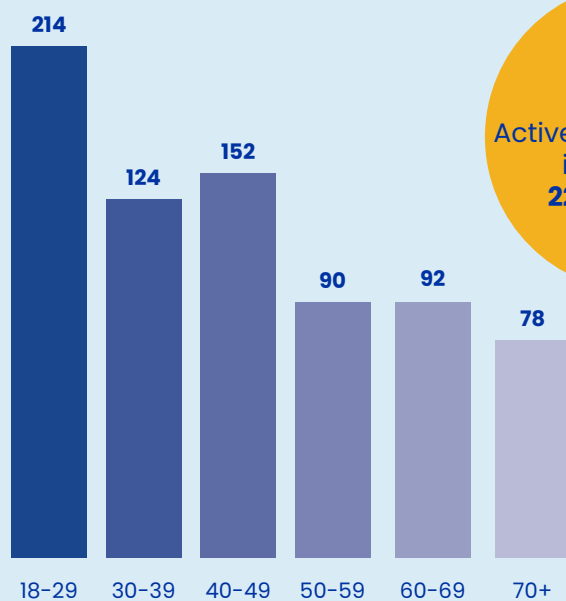




## LEADERSHIP POSITIONS



## ADULT MEMBERS IN LEADERSHIP ROLES



There were **943** Active Adult Members in 2022 and **222** Associate Members.



### TREFOIL GUILD MEMBERS

**467**

Trefoil Guild Members across **51 Trefoil Guilds** in 2022.

## ADULT LEARNING SUPPORT

<b>42</b>	<b>17</b>	<b>75</b>	<b>14</b>
Leadership Qualifications gained	Management Qualifications gained	Participants in LQ, MQ and Mentor Trainings	Participants in Youth Leadership Trainings

# OUR EVENTS

## LEAD THE WAY

Mittagong Campsite, March

In March, the Mittagong Campsite in Lara played host to our dedicated Lead the Way Youth Leadership Weekend. 14 Guides from across Victoria took part in this two-night indoor camp, taking on a series of fun activities and challenges and taking part in a day trip to the Melbourne CBD to hear from some inspirational mentors. The weekend helped the Guides further their understanding of leadership and develop their leadership skills.

## CAMP TOGETHER

Britannia Park, April

Our long-awaited State Gathering, Camp Together, saw more than 750 Guides and Leaders from across the state come together at our Britannia Park campsite in Wesburn for a weekend of camping and adventures.

The program was jam-packed with something for Guides of all ages and interests, from the possum-flyer, fun and messy STEM activities, low ropes, photography, camp cooking and an interactive educational visit from emergency services including Victoria Police, Fire Rescue Victoria and the Australian Red Cross.

It was incredible to see the Victorian Guiding community back together on the same site for a state camp for the first time since February 2020, and to see Britannia Park aglow with happy Guiding faces again.







## SNOOZERELLA DISCOVERY

Bendigo Discovery Centre, May

Some of our youngest Guides came together over two stellar nights at the Bendigo Discovery Centre for our annual Snoozerella Discovery Sleepover, our dedicated state event for younger Guides. Over 85 Guides between the ages of 5 and 10 had an absolute blast exploring and discovering different aspects of STEM through interactive activities, including star gazing in the planetarium and testing physics on the vertical slide.



## SNOOZEFEST

Gumbuya World, September

Over 300 Youth Members and Leaders headed to Gumbuya World for our annual giant Snoozefest sleepover. Despite some wet and windy weather conditions making sleeping under the stars a little challenging, the Guides made the most of the huge event, enjoying exclusive access to the popular Gumbuya World theme park rides and having fun late into the evening!

## LADY STRADBROKE CUP

Lingbogol Campsite, October

Lingbogol Guides Campsite in Creswick was the scene for our annual youth competition Patrol Camp. Over 30 Youth and Leaders took part in the camp, conquering some challenging weather conditions and developing their outdoor camping skills along the way. Congratulations to the Space Cowgirls Patrol from the Sunbury Kamballa Guides who took home the cup as well as earning a Gold Pennant in the red section.







# LOOKING AHEAD TO 2023

## KANI-KARRUNG AUSTRALIAN GIRL GUIDE JAMBOREE

Ballarat, January 2023

After years of planning and organising, Girl Guides Victoria is excitedly looking forward to welcoming over 1,000 Guides and 450 Leaders from around the nation to the Kani-Karrung Australian Girl Guide Jamboree in Ballarat in January.

The Kani-Karrung Jamboree will be the first Australian Girl Guide Jamboree held since COVID, and will provide a supportive and encouraging environment for Guides to make new friends, develop initiative and challenge themselves.

The Ballarat event will offer a range of activities including boating adventures on the picturesque Lake Wendouree, environmental activities, adventures at nearby Pax Hill and lots of messy fun around camp. Guides will also choose their own adventure for two days of camp, and Guides aged 14-17 will head off on overnight expeditions across the region and the state.

We can't wait to welcome all our Guiding friends from around Australia to Jamboree 2023!

## SNOOZERELLA DISCOVERY SLEEPOVER

## SNOOZEFEST SLEEPOVER

## STATE LADY STRADBROKE CUP

# GGV STRATEGY

## 2022-2027

### OUR GLOBAL VISION

An equal world where all girls can thrive.

### OUR AUSTRALIAN MISSION

To empower girls and young women to discover their potential as leaders of their world.

### OUR PURPOSE

We are a brave space for girls and young women to fearlessly shape their own identities, lives and communities.

### OUR IMPACT

We benefit girls, young women and communities by strengthening:

AGENCY	CONNECTION	LEADERSHIP	RESILIENCE	WELLBEING
WE ARE ACHIEVING THIS THROUGH				
CONFIDENCE AND COURAGE	LOCAL AND GLOBAL SISTERHOOD	INCLUSION AND DIVERSITY	ADVOCACY AND COMMUNITY SERVICE	CURIOSITY AND KNOWLEDGE

### OUR PRIORITIES



#### Thriving People

- Increasing synergies through collaboration
- Streamlining our structure and model
- Building capability of volunteers and staff

#### Impactful Experiences

- Being relevant, engaging, accessible and girl-led
- Championing a culture of inclusion and diversity
- Forging meaningful partnerships with relevant stakeholders

#### Sustainable Organisation

- Modernising and enhancing our systems
- Data driven decision making for impact
- Future-proofing our brand, finances and assets





## OLAVES IN FOCUS

2022 was an active year for the Victorian Olive Community, with Olaves taking part in a wide range of events and activities right across the state. Two Olaves were awarded the Olive Baden-Powell Award – congratulations Emma Grigg and Melissa Cugley on this impressive achievement!

Toward the end of the year we welcomed Dayla Allen as our new State Olive Manager. A Leader at Morwell Gemstones Guides, Dayla was inspired to take on the Olive Manager role after seeing a Workplace post about Olaves having a say in conversations about the Program.

2023 will be an exciting time for Olaves, with a new Committee being formed to help drive the expansion of the network. Over the next twelve months the committee plan to bring back the popular OLAVES ONLINE! Program, take part in a range of state events and the planned All Adult Gathering in May and build on the amazing Victorian Olive community and support network.

## GUIDING IN ACTION



▲ Yarraville Girl Guides enjoyed a weekend Snow Camp at our Lonsdale Ski Lodge at Mt Baw Baw.



▲ The Sebastopol Girl Guides supported the Sebastopol RSL Club by selling poppies and collecting for the Poppy Appeal in November. They even made a new friend along the way!





▲ 1st Mansfield Girl Guides hit the ground to help plant over 500 trees and native grasses around a camping ground on the banks of Lake Eildon for National Tree Day in August.



▲ Knoxfield Girl Guides took part in the Boer War Day Service and March at the Shrine of Remembrance in May. This was the third consecutive year that the Knoxfield Guides provided service at this special march.



▲ Mooroolbark Dragon Girl Guides learnt valuable life skills to help in emergencies thanks to a special visit from the Chirnside Park CFA. The Guides got to test out their firefighting skills with the CFA's VR training equipment and learnt how use a fire extinguisher.



▲ Greensborough Girl Guides were one of many Units who supported their communities on Anzac Day. The Greensborough Guides took part in the Dawn Service and wreath laying at Lyndarum Lifestyle Village in Wollert.



▲ Warragul Girl Guides enjoyed a fun day out in Gippsland, bouncing at the local trampolining centre before cheering on their fellow Guides in a Strzelecki Showtime performance at the Gippsland Performing Arts Centre.





▲ Narre Warren North Senior Guides and Narre Warren Northern Light Rangers had a fabulous summer camping experience at their Aussie Bush Christmas Camp in December. They camped indoors at Tynong North and enjoyed activities at Mill Valley Ranch.



▲ Echuca Girl Guides celebrated a big year of Guiding with a mini golf party.



▲ Kew Girl Guides explored their “up in the air” theme with a trip to the Melbourne CBD. This included visiting Melbourne Skydeck at Eureka Tower to see Melbourne from “up in the air”, going to the Australian Music Vault where music is transmitted through the ‘airwaves’ and finding ‘air related’ artwork in the NGV.



▲ Wyndham Girl Guides reached new heights with an indoor climbing night. The Guides aimed high and welcomed new girls and adults who made their Girl Guide Promise.



▲ Swan Hill Girl Guides came together at the Country Explore Camp in November to enjoy patrol lunches, outdoor tea, and camping in tents. The theme for the weekend was ‘family.’

# RECOGNITION OF GIRLS



## QUEEN'S GUIDE AWARDS

**The Queen's Guide Award is the highest attainable achievement for youth Members of Girl Guides Australia.**

The resilience and adaptability of our young leaders remains a source of great pride for GGV. We celebrate our most recent Queen's Guides and acknowledge their leadership capabilities and commitment to the promise and laws. Their citations shows us just how much they are appreciated by their peers and leaders.

**BRAVO** to our most recent Queen's Guides and a huge congratulations to you, your peer units, guiding mentors and families.

### **Abigail Bates** Coburg Girl Guides

With a focus on creative design Abigail created a café design and 3D model whilst completing her Leadership Focus and sharing her skills as a Junior Leader.

### **Eleanor Bates** Coburg Girl Guides

With an interest in STEM activities Eleanor developed an astronomy website, kept a weather diary and applied experimentation to producing vegetables in her home garden.

### **Amy Bell** Melton Thoroughbred Guides

Focusing on the outdoors, Amy gained her Trefoil 3 Camping and meticulously planned and ran her Hunger Games Camp which was hugely enjoyed by her whole unit.

### **Charlotte Le Guier** Sunbury Bluebell Ranger Guides

Camping was also the flavour of the day for Charlotte. She undertook first aid qualifications, ran a Hogwarts Camp and completed her Leadership Focus.

### **Emily Reaburn** Sunbury Bluebell Ranger Guides

The Lost Dogs Home benefited from Emily's service as she sewed dog toys and pet blankets. She turned her hand to kayaking and developing her skills, strength and speed.



## **Ashlee McQueen**

### Wodonga Belvoir Girl Guides

Ashlee explored a love of the arts by creating a music composition, learning the violin, delving into the world of digital art and writing poetry.

## **Flora Campbell-Wright**

### Maryborough Butterfly Ranger Guides

The Share The Dignity Project benefited from Flora's social awareness work. She worked with the CWA & ZONTA to raise money and awareness of period poverty.

## **Hannah Lanfranchi**

### Maryborough Butterfly Ranger Guides

Hannah had some exciting times gaining her Air Activities Trefoil 3, extending her musical theatre experience and hiking the Great Ocean Road with her unit.

## **Jasmine Pole**

### Carrum Ranger Guides

Giving service to the Uniting Church, sharing her knowledge of guiding in Japan and Victorian guiding history, whilst earning her Outdoors Trefoil 3 (Campfire) have all extended Jasmine's leadership skills.

## **Kiamah Dowling**

### Carrum Ranger Guides

Kiamah's STEM focus led her to the Engineering Student at work challenge with Monash University and Akorn. She extended her leadership capabilities and gained her Outdoors Trefoil 3 (Air Activities) with the Australian Air Force Cadets.

## **Olivia Snieg**

### 1st Deer Park Guides

Gaining the Outdoors Trefoil 3 (Campfire), accepting the One Thousand Cranes challenge and providing service as a gymnastics coach shows great versatility by Liv in completing her challenges.

## **Pollyanna Smith**

### Bendigo Wonderland Ranger Guides

Working with FREEZA to help engage local youth and being involved in the GGV Reconciliation Action Committee were just two ways that Polly gave back to her community.

## **Sarah Wallace**

### Rosebud Senior Guides

Sarah's demonstration of her Colour Guard skills whilst on exchange at an American high school were a great highlight. Participating in a Girl Scout Troop and bringing back this knowledge to her local unit is a true focus on World Guiding.

## **Teah Dorman**

### Cranbourne One'n'Only Ranger Guides

Teah's public speaking skills and confidence were greatly enhanced by her interest in debating. Learning to sew on her great grandmother's sewing machine allowed Teah to create clothing art.

## **Zahara Harrison**

### Monash Kanyaka Yakkana Guides

The whole District enjoyed Zahara's "Leadership 110 Years of Adventure" wide game to celebrate Thinking Day. Participating in a Student Parliament Leadership Camp and creating a sustainable garden were great highlights.





# BP & JUNIOR BP AWARDS

The Australian Guide Program (AGP) focuses on leadership and personal development, empowering girls to do their best. The process helps girls to plan, implement and evaluate their own activities to help overcome challenges and set goals for themselves.

This can be done by Girl Guides themselves or with their Patrol or Unit and the Girl Recognition System provides opportunities to complete challenges and activities while also earning badges and Awards to recognise those achievements.

To achieve the Junior BP Award, **two challenges** must be completed from the Look Wide Suite's Aim High book.

To achieve the BP Award, **three challenges** must be completed from the Look Wide Suite's Aim High book.

In 2022, **59** Girl Guides earned their Junior BP Award in Victoria.

In 2022, **15** Girl Guides earned their BP Award in Victoria. BRAVO!

# 2022 AWARDS



## ASIA PACIFIC LEADERSHIP AWARDS

Kerrie Morton  
Melissa Reoch

## GOOD SERVICE AWARDS

Girl Guides Victoria recognises that Members make significant contributions to Girl Guiding and acknowledge this through the Adult Award System. The following Members have contributed above and beyond that which is expected of them in their leadership roles. They have been presented with these awards to acknowledge their commitment at local, regional and state levels.



### BORONIA

Thelma O'Keefe  
Laura J. Shearer  
Jennifer Whincup  
Stephanie Goodger  
Brenda Roberts  
Penelope Stefanatos  
Veronica Sayers  
Robyn Argent  
Heather Crosbie  
Beryl Bebbington  
Melanie Matthews  
Josephine Munro  
Roxanne Purvis  
Barbara Handson  
Chantelle Jeffers  
Maree Peters  
Suzanne J. Damen  
Erin Widdison



### BANKSIA

Pollyanna Porter  
Veronica Sayers  
Bonnie Vella  
Janis Elliott



### WATTLE

Laura Coshan  
Louise Marshall



### EMU

Christine Oliver



### GREY KANGAROO

Erin Wicking  
Eileen Gunther, OAM  
Barb Grove  
Julie Armstrong  
Margaret Brooks

# YEARS OF

# MEMBERSHIP

The 'Years of Membership' badge recognises adult years of membership to Girl Guiding. In 2022, 279 Girl Guide Victoria members were recognised with a Years of Membership Badge – **adding up to a collective 5,324 Years of Service!**

## YEARS OF SERVICE

1 year	39	35 years	13
3 years	40	40 years	18
5 years	41	45 years	5
10 years	31	50 years	13
15 years	16	55 years	5
20 years	17	60 years	5
25 years	16	65 years	5
30 years	25		



# STATE PERSONNEL

## GGV EXECUTIVE AT END OF 2022

### Dr Michèle Stokes

Chair

Executive Member since 2018

### Julie Humphrey

Deputy Chair/Acting Treasurer

Executive Member since 2020

### Linda Kors

State Commissioner

Executive Member since 2022

### Helen Reid

GGA Director

Executive Member since 2019

### Claire Bickell

Executive Member since 2021

### Ann Cook

Executive Member since 2015

### Emma Birch

Executive Member since 2022

### Femke Bertsche

Executive Member since 2022

### Lindsay Tagg

Executive Member since 2022

## PAST EXECUTIVE MEMBERS IN 2022

### Tess Birch

### Lisa Berwick

### Sarah Hill

### Janelle Howell

### Tina Kuek

### Lisa Pratt

### Lynda Sanders

### Amanda Hickey

## STATE PRESIDENT

Her Excellency the Honourable  
Linda Dessau AC CVO,  
Governor of Victoria

## GUIDING MANAGEMENT TEAM AT END OF 2022

### Linda Kors

State Commissioner

### Gwen Anderson

Region Manager, Hume

### Vicki Cameron

Region Manager, Eastern Region

### Karen Chatto

Region Manager, Central Highlands

### Amanda Clark

Region Manager, Gippsland

### Lyn Curry

Region Manager, River

### Linda Kors

Region Manager, Barwon South West /  
Adult Patrol Leader

### Maree Whitehead

Region Manager, Mallee

### Janet Withers

Region Manager, Southern

### Pam Woodhams

Region Manager, North West

### Marion Smith

Region Manager, Wimmera

### Tara Anderson

Youth Patrol Leader

### Belinda Pritchard

Department Manager, Adventure

### Heather Barton AM

Department Manager, Strategic Projects /  
Strategic Projects Patrol Leader

### Margaret Devlin

Department Manager, Adult Awards

### Louisa Watts

Department Manager, Learning and  
Development

### Tara Hicks

Inclusion and Diversity Manager/  
Youth Patrol Manager/ Youth Patrol

### Barb Grove

Britannia Park Steward

### Dayla Allen

Department Manager, Olave

### Suzanne Hill

Department Manager, Growth

### Helen Reid

Jamboree 2023 Leader in Charge /  
Jamboree Patrol Leader

## JOYCE PRICE CENTRE STAFF AT END OF 2022

### Dr Amy Timoshanko

Chief Executive Officer

### Megan Hannan

Head of Communications

### Jacki Manser

Head of People, Culture and Safety

### Kerrie Morton

Membership Services Manager

### Karen Chatto

Guiding Manager

### Rose O'Callaghan

Britannia Park Manager

### Paula Williams

Retail Shop Administrator

### Tracey Egan

Volunteer Coordinator

### Tayla Hamilton

Outdoor Adventure Officer

### Lauren Stannard

Events Support Officer

### Myall Quint

Property Officer

### Laura Bunting

Child Safety and Compliance Officer

### Claire Hegarty

Communications Coordinator

## CASUAL/FIXED TERM STAFF

### Leigh Younger

Guides Online

### Janine Wallace

Leader -Eastbourne Primary School

## LIFE MEMBERS

Elizabeth Adnams OAM

Betty De Marchi

Margaret Devlin AM

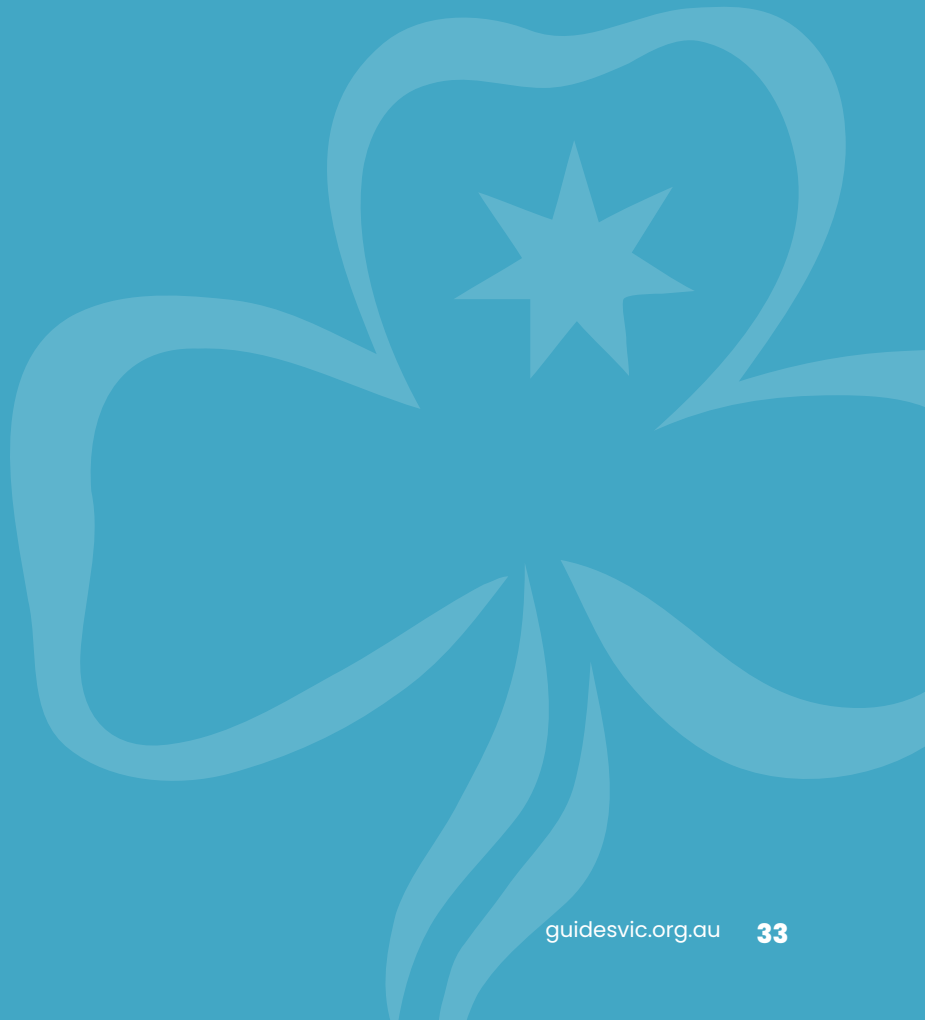
Jill Johnstone OAM

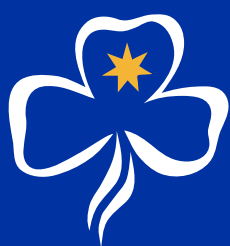
Kay Patterson AO



# **GONE HOME**

Our thoughts are with the families and friends  
of those in our Guiding Community who have  
recently “Gone Home.”





GIRL GUIDES  
AUSTRALIA  
VICTORIA



## ANNUAL REPORT 2022

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