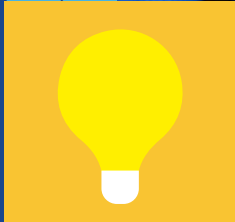


# ANNUAL REPORT 2023



GIRL GUIDES  
AUSTRALIA  
VICTORIA





# CONTENTS

4	Message from our Governance Chair
6	Message from our CEO
8	Message from our State Commissioner
10	Message from our Treasurer
12	Message from the Victorian Trefoil Guild State Adviser
14	Impact of Guiding
18	Jamboree 2023
21	Our Events
23	Spotlight on Olaves
24	Guiding in Action
26	Recognition of Girls
29	Award Recipients
32	Our People
33	Gone Home

## 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



**I am pleased to present an update on the governance activities for Girl Guides Victoria (GGV) for the year 2023.**

As the Governance Chair, having been appointed in December 2020 and re-elected in December 2023, it has been an honor to oversee our progress and initiatives.

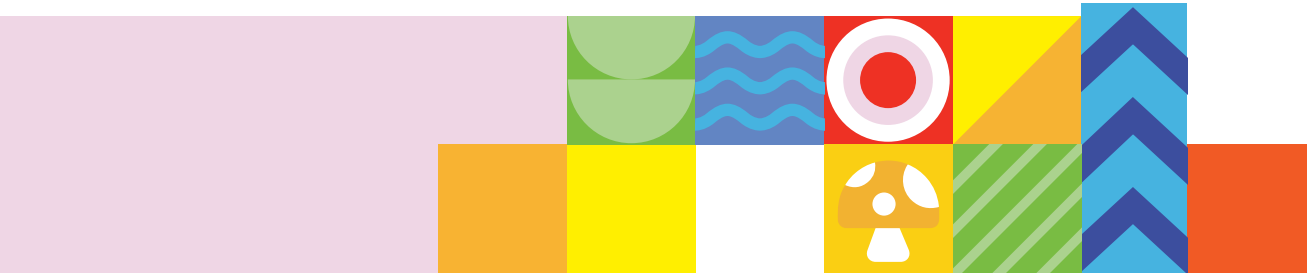
The year commenced with the highly successful Kani-Karrung Jamboree, which brought together Guiding members from across Australia to Victoria. This event not only provided a variety of activities across multiple locations but also underscored the evolution of regulations and the increasing necessity for resilience-building and mental health support within our programs.

Following our 2022-2027 strategic plan, this past year has been one of growth and learning, and we look forward to building on these foundations to ensure a robust and vibrant future for Girl Guides Victoria. In approving the strategic priorities and subsequent budget for 2024, the Executive Committee continue to build on the work of Project Umbrella in order to drive long-term change by enhancing member support, modernising systems

and processes as well as identifying and managing risk. Key strategic projects being led by the Executive committee in 2024 will be to diversify alternative revenue, devise strategies to attract new members and elevate strategic asset management. The disposal of underutilized GGV property, which increasingly poses a financial burden, is an immediate measure to bolster our funds while we develop more sustainable financial solutions.

I would like to welcome the new and express my appreciation to the current and outgoing members of the Executive Committee each of whom has contributed to the successes detailed in this year's annual report. In May 2023, we welcomed Glenn Kruihoff as our Treasurer. With the backing of the Finance and Risk Committee, he has been instrumental in managing our financial standing and providing ongoing risk management oversight. This includes proactively addressing emerging financial liabilities.





Lindsay Tagg has persevered in her role as the nominated Director for GGA, and I would like to acknowledge her contributions in this capacity. Special recognition is due to Ann Cook, who will step down from the Executive Committee and her role as Chair of the Policy and Procedures Committee in May 2024. Ann has completed her full 9-year term on the Executive Committee, and we are profoundly grateful for her dedication and commitment.

Linda Kors and her State Commissioner team have led our volunteers while supporting training programmes, national projects and attending many unit events. Their support along with the Guiding Management Team ensures we have a great programme to offer to our Guides.

Dr Amy Timoshanko, our CEO, continues to provide exceptional leadership to the

organization. The JPC team is expanding its expertise in critical skills necessary to navigate the current challenges we face and to foster growth for the future. I would like to extend my personal gratitude to the team for their relentless efforts this year, which have brought about significant enhancements to our digital landscape, the adoption of our strategic plan and numerous Guiding events.

In conclusion, I extend our heartfelt thanks to all our donors, funders, community partners, volunteers, and members of GGVA for your unwavering support of Guiding in Victoria.

**Dr Michèle Stokes**  
**Governance Chair**



# MESSAGE FROM OUR CEO



## What a huge year 2023 has been for Guiding in Victoria.

Congratulations to Helen Reid (Jamboree Leader-in-Charge), the Kani-Karrung leadership team, and all involved in delivering a HUGE camping adventure enjoyed at a scale that had not been possible for a number of years. Being in nature, encouraging others and finding out what each of us can achieve, while also just having fun is what Guiding is all about. The breath of activity and level of collaboration between all across Guiding in Australia was tremendous. It was my first Jamboree, and with great appreciation I also thank Jackie, Myall, Lauren, Tayla, Megan, Paula, Kerrie and Karen, who went above and beyond in the lead-up and during Jamboree. I recommend reading pages 15-18 of this Annual Report for a summary and number of photos that capture the excitement and joy that was shared over this week.

I have once again enjoyed working closely with Dr Michèle Stokes as Governance Chair, as well as with the broader Executive Committee and subcommittee members. Together, we have navigated updates to governance, as well as changes in Victorian legislation and national policies. Ongoing consultation with the leadership of Girl Guiding in Australia has also been important as we navigated shared national projects and complexities within our federated model.

Acknowledging our strong commitment and shared responsibility to being a Child

Safe Child Friendly (CSCF) organisation, all Adults in Guiding completed CSCF refresher training as well as support updates in fundraising and other initiatives for mental health. Ongoing collaboration with State Commissioner Linda Kors, the Guiding Management Team and other member representatives provided invaluable insight on state projects and Guiding process throughout the year. Please refer to pages 20 and 21, which demonstrate a snapshot of the collective efforts of all at GGV to deliver Guiding adventures through the year.

Meeting organisational requirements to deliver a quality Guiding experience can only be achieved through a collaborative effort marked by continuous adaptation. This dynamic approach has been central to our second-year initiatives within the 2022-2027 Strategic Plan. I am proud to highlight some of the key operational projects delivered this year:

- Launch of Britannia Park Tower as a new adventure experience and program of work to improve the Brit Park Campsite.
- Piloting of new revenue raising initiatives, including Holiday Programs and new Guide Shop merchandise.
- Our GGV owned properties were transitioned to a new safety and maintenance program.

- Significantly greater reach of GGV content through social media campaigns and advertising.
- A higher number of Guides participating in our programs compared to 2022, as well as more young adults volunteering.

Enhancing digital infrastructure was also a strategic imperative in 2023, with technology upgrades to deliver **secure, user-friendly, and accessible** systems through Phase 1 of our Digital Transformation plan. This led to:

- Over 85% of Guide leaders migrating to Microsoft 365, allowing for more efficient document sharing and collaboration.
- Consolidated email management across GGV which protects sensitive information and ensures compliance with regulatory standards.
- Launch of Guide Hub to streamline communication and improve information access for members.

A huge thank you to all our valued funders, partners and donors for your support that helps us to make a real difference to the

lives of girls and young women. I also am deeply grateful for my JPC team, who are a small but mighty professional team. At a time when girls are feeling disconnected, less confident and reporting higher levels of mental ill health, the impact of Guiding and our purpose has never been stronger.

As we look towards 2024, it's clear that Girl Guides offers a unique environment where girls and young women engage in authentic experiences that foster connections and cultivate skills for resilience and confidence. I am excited for another busy year that promises to make a significant impact by elevating the Girl Guides' Voice, and delivering further progress through Phase 2 of the Digital Technology Project and other strategic projects to achieve targets set out in our strategic vision for 2027.



**Dr Amy Timoshanko**  
Chief Executive Officer





# MESSAGE FROM OUR STATE COMMISSIONER



## A year that starts with a Jamboree is always going to be amazing, and 2023 did not disappoint!

Adventure was experienced, fun was had, and friendships were formed. Over just one week in Ballarat, the best of Guiding was on show.

Congratulations to the amazing Leadership team who organised this huge event, to the Leaders and volunteers who supported our Guides to fundraise, set up camp and enjoy activities, and to our Guides who approached every activity with fun and enthusiasm.

After a well-earned (although short) post-Jamboree rest, we were soon into the full swing of Guiding action. In 2023, our Guiding program expanded with abseiling adventure days, robotics, drones, hiking, and water activities at the Guide & Scout Water Activity Centre, complementing the existing activities offered by our Canoe Team, Caving Team, Program Team, Gang Shows, Showtimes and Unit and Regions. Our girl-led program offered many diverse opportunities for Guides to discover their potential.

During 2023, we progressed our Digital Transformation with the first step of transitioning to M365 – Improving our information security for our volunteers and Guiding families. Change can be difficult, but we proved we were up to the challenge and have almost finished our migration. Well done!

I'd like to acknowledge our Guiding Management Team (GMT) of Region Managers, Department Managers, Advisors, and our Assistant State Commissioners for all their work and support throughout the year. In 2023, we thanked Louisa Watts (Learning & Development), Tara Anderson (Youth Patrol Leader) and Vicki Cameron (Eastern Region Manager) who all concluded their volunteer management terms in 2023, and we have since welcomed new members to the team. Please take some time to look at the list of our GMT members at the end of this report, and give them a little thank you when you



see them. Alongside our Staff and Executive Committee, these volunteers provide key leadership, direction and programming for our organisation. They model our Promise and Law every day, in all that they do.

Working with and meeting inspiring role models is one of the most rewarding aspects of being the State Commissioner. In April, we proudly celebrated 7 Queen's Guide Award recipients as they were presented their awards in a Ceremony at Government House. 26 Adult Volunteers were also recognised with Good Service awards and celebrated in ceremonies across the State, and 5 members were awarded the Order of Australia Medal in the Australia Day and King's Birthday Honors list. Doing our best to serve our community and Australia. Bravo!

Our organisation is made up of pockets of brilliance, and when we come together we

shine as brightly as the Promise badge we each wear. We created lots of memories in 2023, and ended the year looking forward to our 2024 theme of "Flourish Together". Connecting to energise, grow, and volunteer with purpose. Being friendly to others and living with courage and strength. Through the coming year I encourage you to reach out, welcome and connect with another Unit, District, Region, Executive or staff member. Let's aim to Flourish Together in 2024.

Yours in Guiding,

**Linda Kors**  
State Commissioner



# MESSAGE FROM OUR TREASURER



**2023 has been a year of challenges and change for GGV, but also a year of great success, starting with the organisation hosting the national Jamboree in January.**

I would like to extend a huge thank you to Julie Humphrey as the outgoing Treasurer and congratulate her on her incredible contribution to the financial governance and management of GGV over so many years. Julie continues to support the Finance and Risk Committee, and I would like to begin this report by thanking her and the whole committee for their ongoing support and guidance to Guiding in Victoria. This includes the enormous work of Jacki McAvenna and her team to manage the day-to-day financial records and reporting.

Total revenue and income from ordinary activities (not including investment and property income) was \$1,565,489, which was 8% down on prior year. This result was improved by significant increases in investment income and additional income generated from property holdings, which raised revenue to \$2,754,345 – a 60% increase over the prior year. In addition revenue of \$1,598,366 from the Jamboree was also recognised in this financial year bringing total revenue from all sources to \$4,352,711. Pleasingly, membership income increased by \$225,780 (33%) with a full year of Guiding program after the several years of COVID related interruptions.

Total expenses from ordinary activities of \$4,491,655 increased by 37% compared to 2022. This is almost entirely attributable to the recognition of Jamboree costs and, net of these, operating expenses were comparable to prior year. This is most notable in

administrative expenses, which increased by 79% due to the inclusion of Jamboree costs. Employment expenses also increased by 22% 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 employment expenses have not risen as anticipated due to the tight labour market and constraints in filling advertised positions. In addition, an impairment charge for the reduction in asset value for the Springvale Guide Hall was also recognised, raising total expenses to \$4,821,791.

The net result for the organisation was a loss of \$469,080, which has resulted in a further reduction of our overall cash holdings. This result, however, is a significant improvement on prior year, helped mostly by strong investment growth. Nonetheless, management continue to implement strategies to replenish these funds and ensure financial sustainability. Net assets are \$26,810,407, down by 2% from prior year, mainly due to the decrease in the current market value of the properties held for sale. Total liabilities have decreased by \$1,373,279 (63%) primarily due to the inclusion of liabilities relating to Jamboree in the prior year accounts.

**Glenn Kruihoff**  
Treasurer







# MESSAGE FROM THE VICTORIAN TREFOIL GUILD STATE ADVISER

As I embark on my second year as the Victorian State Trefoil Guild Adviser, I am delighted to share the progress and highlights of 2023.

My focus throughout 2023 was to support Trefoil Guild members in completing their Child Safe Child Friendly Module. Approximately 80% of members completed this module, mainly via face-to-face sessions delivered around the state. Thank you to these members for taking the time to complete their modules.

My sincere thanks also to Lynne Emblin, Gwen Anderson and Karen Chatto, who presented the Child Safe Child Friendly sessions in their local areas. You have been a tremendous help and saved me many kilometres of travel!

In 2023, Victoria had 48 registered Trefoil Guilds, with 462 members attached to each Guild. I travelled 1472 kilometres around the state, connecting with members and Trefoil Guilds and making amazing memories.

A highlight was the Victorian State Trefoil Guild Gathering, held at Britannia Park in August. Attended by more than 80 Trefoil Guild members, we brushed up on Guiding and volunteering with a workshop, and heard from speakers and guests Sharyn Smith-Anderson, the Australian Trefoil Guild Adviser, and Bec Cartwright, our Assistant State Commissioner. Many members stayed for a great social get-together over dinner, which capped off a marvellous day.

The 6th of May was another memorable day, with a palpable. It was my privilege to knight Lady Travel-a-lot. That afternoon, there were 60 lovely ladies all in their finery, raising the roof with their excited chatter at the North Metro Trefoil Guild's (NMTG) Coronation Celebration.

Prior to Coronation Day, the North Metro Trefoil Guild were at a crossroads, wondering whether they should close, or revive their Guild with a bang. Well, were they ever responsible for a big bang with their Coronation Celebration. Congratulations NMTG, you have shown us the way to revive your Trefoil Guild. We look forward to hearing more about your adventures.



For the duration of 2023, Sharyn Smith-Anderson provided us with a 'Shining Star' badge to wear. Many Victorian Trefoil Guilds took up the challenge to 'Shine' by participating in lots of fun activities. This challenge will now continue throughout 2024, as it was so much fun.

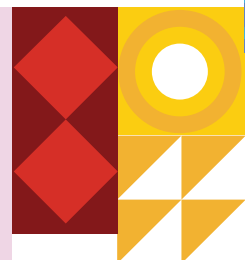
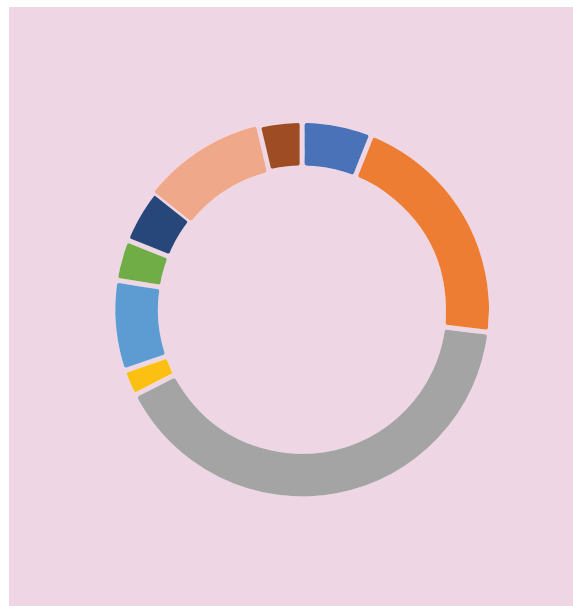
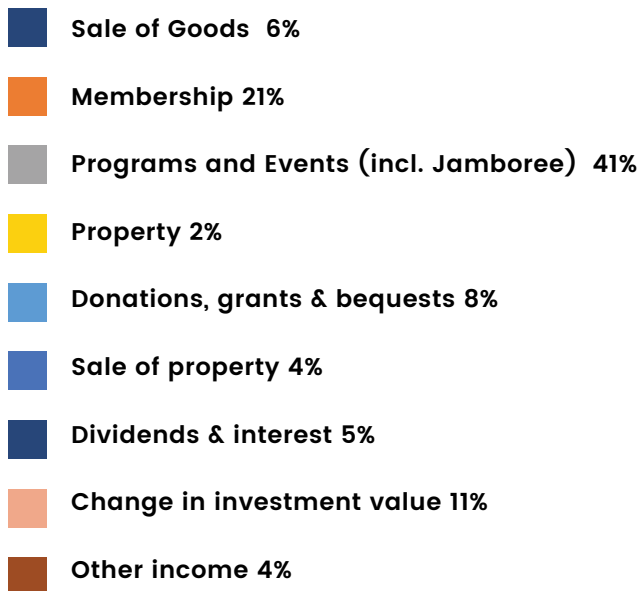
Many Trefoil Guild Members have been part of GGV for many years, and have worn many different hats during this time. It is not too late to nominate members of your Guild for a Good Service Award. Have you ever asked your Guild members about their Guiding History? Try it - you'll be very surprised to hear the many Guiding stories and experiences our members have to share! Numerous Trefoil Guild members were awarded Good Service Awards in 2023, but there could be plenty more.

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

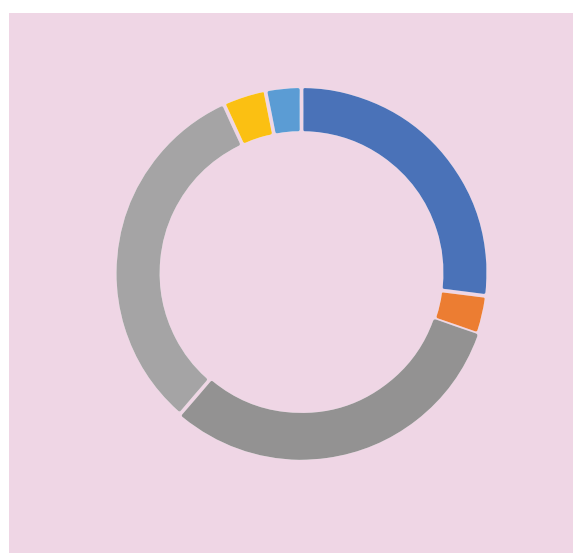
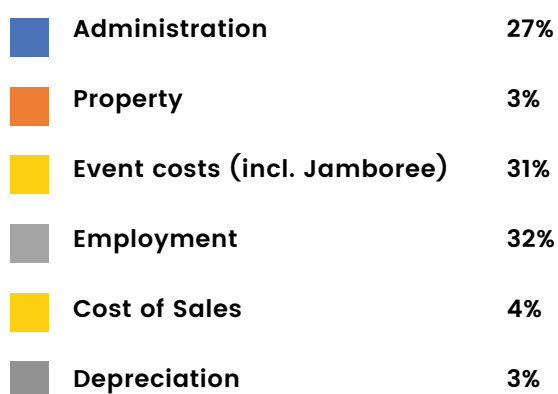




# REVENUE AND OTHER INCOME



# EXPENDITURE



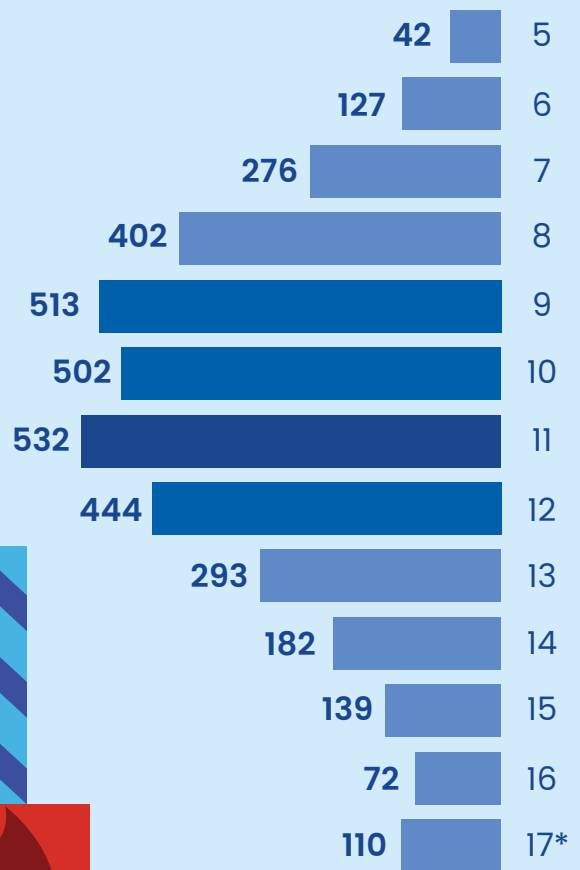
# OUR GUIDING COMMUNITY

## ACTIVE YOUTH MEMBERS

GIRL GUIDES VICTORIA AT A GLANCE	3,634	Youth Members
	291	Guide Units
	10	Regions (plus JPC=1)
	18	JPC team
	12	Executive Committee Members
	22	GMT Members
	27	Owned Properties
	872	Adult Members (with 175 new Adult members)
	226	Associate Members
	48	Trefoil Guilds
299	Trefoil Members	

There were **3,634** Active Youth Members in 2023 across 291 Guide Units.

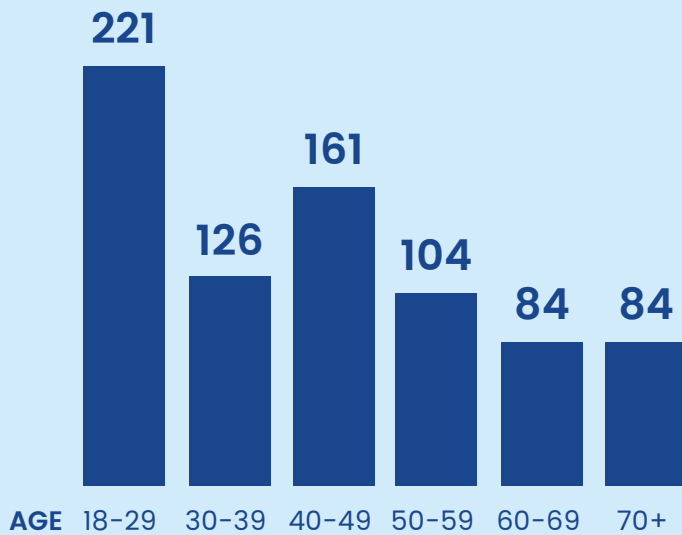
## YOUTH MEMBERS BY AGE



\* Including 35 Guides who turned 18 by December.

GUIDING ACTIVITIES AT A GLANCE		20 Climbing Activities
		360 Participants
		59 Outdoor Camps
		962 Participants
		17 Canoeing Adventures
		400 Participants

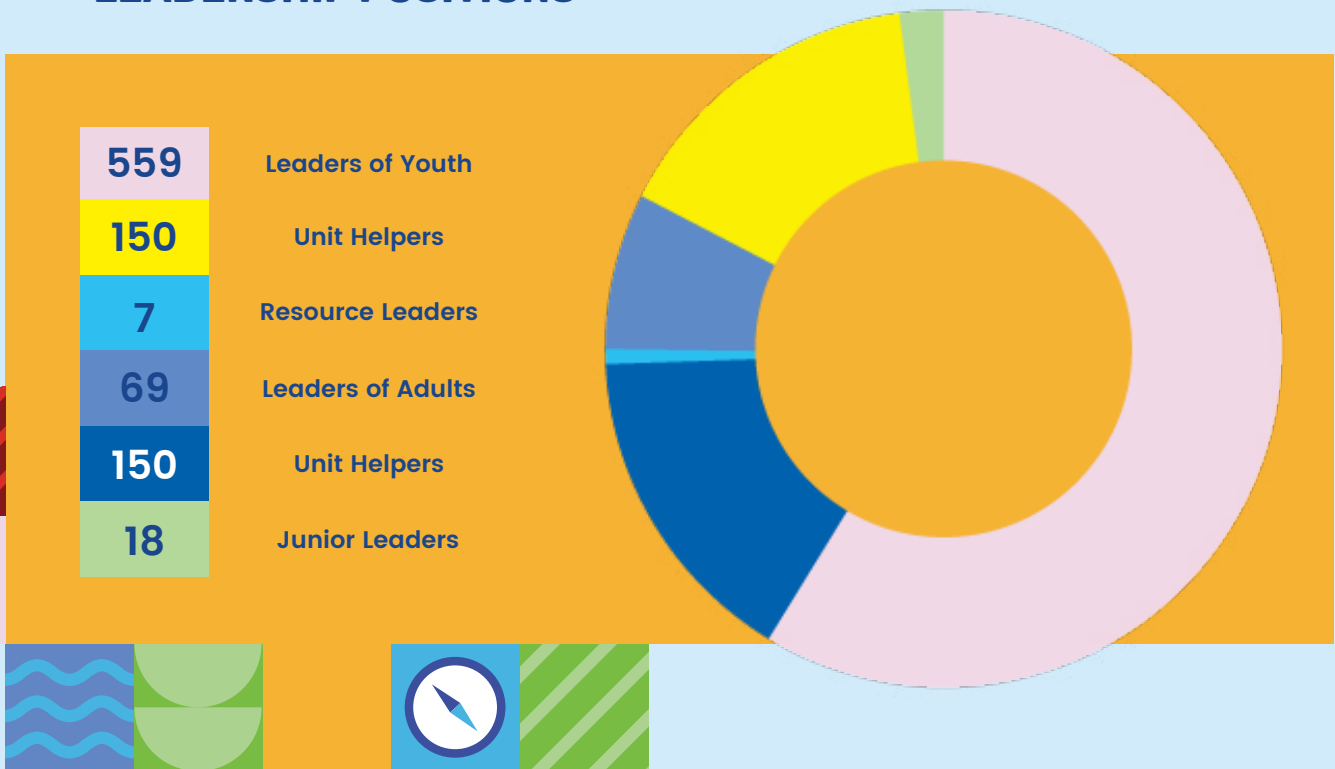
## ADULT MEMBERS IN LEADERSHIP POSITIONS



## LEADERSHIP LEARNING SUPPORT



## LEADERSHIP POSITIONS



# IMPACT OF GUIDING GRANT FUNDS IN 2023

## \$272K

in grant funds received by JPC to support program participation and program development



## \$109K

in grant funds received to directly support district, regions and units for delivering building works, property maintenance, camp and volunteer resources



## \$112K

in donations and bequests



Girl Guides Victoria would like to acknowledge the following organisations for their generous support in 2023:

- Bayside City Council
- Bendigo Bank
- City of Ballarat
- City of Yarra
- Millett Family Community Grants
- When Bee Foundation
- Wellington Shire Council
- Whitehorse City Council
- The Keith Chenhall Charitable Trust
- Trustee for Towong Community Bushfire Disaster Relief Fund (Border Trust)
- VicHealth
- Villawood
- Victorian Government

We would also like to thank the following supporters:

- Those who generously left a gift to Girl Guides Victoria in their will, whether national or local, we are extremely grateful. We acknowledge with heartfelt appreciation bequests from Peter Mackay and Gwenneth Buzzard Jordan.
- The families and friends who supported us in memory of a loved one.
- Everyone who gave their time and energy to raise money for Guiding in Unit or Region fundraising events.
- Regular givers, who donate throughout the year.
- Our generous and loyal supporters who have kindly given donations and wish to remain anonymous.



# JAMBOREE 2023

## We were honoured to host the Kani-Karrung Australian Girl Guide Jamboree 2023 from 15-21 January 2023.

After years of planning and organising, we welcomed over 1,400 participants to Jamboree at the magnificent Victoria Park in Newington, Ballarat.

Together, we laughed, danced, kayaked, climbed, painted, cycled, paddled, cooked, dragon-boated, crafted, adventured, caved, badge-swapped, flew, surfed, hiked and sang our way through an unforgettable week.

Our participants aged 14+ experienced a range of incredible overnight Expedition adventures across the region and state, and our younger participants took part in a diverse range of stream activities.

We were delighted to share our Jamboree fun with their Excellencies, The Governor-General and Mrs Hurley, who joined our participants for a canoe on the beautiful Lake Wendouree.

At a spectacular Closing Ceremony at the end of the week, Girl Guides Australia Chief Commissioner Rosemary Derwin congratulated the Victorian organising committee on delivering Jamboree 2023. She also revealed that the next Australian Guide Jamboree will be held in Northern New South Wales in September 2025.

“You have got a little while to rest, and catch up on sleep, and build your camping experience, because where is our next Jamboree going to be held and when? When we are next going to gather together again under this Southern Cross as Girl Guiding sisters? ... We're off to New South Wales! ... September 2025 ... you don't have long to wait!”

**Thank you so much to the Victorian leadership for putting on such an amazing event!**





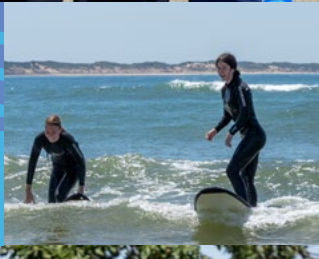
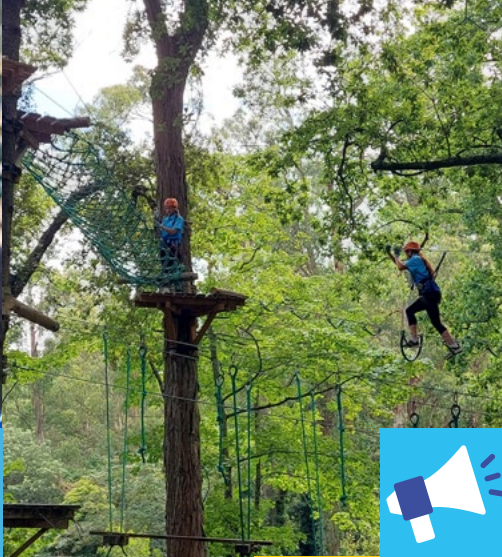
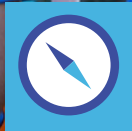
Jamboree Leader-in-Charge Helen Reid told participants “It’s been so exciting to have the Jamboree here in Victoria, it took a few more years than we thought to get down here and actually have our Jamboree, and we are so excited to be able to then pass it on to New South Wales.”

We know the memories made and the friendships forged at Kani-Karrung Jamboree 2023 will last forever, and we can’t wait for the next Jamboree in 2025!

Thank you to Jamboree Leader-in-Charge Helen Reid, our hard-working planning team and volunteers, and the many wonderful organisations and providers who supported the event, including City of Ballarat, and Cr Des Hudson OAM, Mayor of the City of Ballarat. And of course, a very big thank you to the Guides and Leaders from across Australia who made Jamboree 2023 a week to remember.









# OUR EVENTS

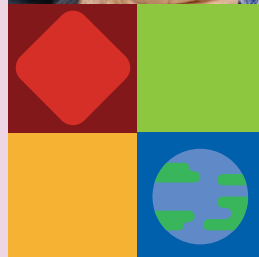
## FARROW CUP

### Britannia Park, March

Despite some challenging weather, our adult patrol competition camp, Farrow Cup 2023, was a wonderful and memorable experience for all 29 Adult members and Trefoils involved. Spirits were certainly high as patrols embraced the 'childhood classics' theme, creating an atmosphere of fun and friendly competition.

Each and every patrol rose to the occasion, demonstrating teamwork, resilience, and sportsmanship throughout the weekend

Congratulations to our winning patrols Camp Care-A-Lot and Alice in Guideland, who lost only 1 point across the entire event, resulting in a draw!



## SNOOZERELLA

### Bendigo Discovery Centre, May

100 of our youngest Guides gathered in Bendigo for two stellar nights at Snoozerella Discovery, our annual state sleepover for Guides aged 5-10. Guides had an awesome time exploring and discovering aspects of STEM through interactive activities, star gazing and enjoying the vertical slide, before bedding down for a mega sleepover – for some Guides, their very first!





## ROBOGUIDES

**Mitcham Guide Hall,  
Term 3**

During Term 3, Guides across Victoria teamed up to build and code their very own VEX IQ robots in our exciting new program, RoboGuides. Each week throughout term, Guides worked together to solve problems and create solutions, resulting in a final showcase where they demonstrated their robotic creations and supercharged STEM skills.

## SNOOZEFEST

**Gumbuya World,  
September**

Over 250 Victorian Guides had a huge night of fun sleeping under the stars at Snoozefest 2023, our annual mega state sleepover for Girl Guides. Guides threw on their limited edition Snoozefest backpacks and headed to Gumbuya World for a night full of fun (and at times spine-tingling!) rides, native Australian wildlife, and connection with Victorian Guiding friends near and far.



## SEPTEMBER SCHOOL HOLIDAY PROGRAM

**Mitcham Guide Hall,  
September**

In 2023, we proudly launched our first School Holiday Program for Guides and non-Guide girls aged 10-14. From shelter-making in the park and a thrilling excursion to Treetops Adventures Belgrave, to special effects makeup fun and Japanese square lashing lessons, it was fabulous to see the program keeping girls active, entertained and relaxed during the first week of the Term 3 holidays.



## LADY STRADBROKE CUP

**Britannia Park, October**

Against the beautiful backdrop of the Britannia Park Girl Guides campsite in Wesburn, 88 Youth and Leaders put on their 'determined camper' hats for State Lady Stradbroke Cup 2023, our annual youth patrol camp.

Split into 15 patrols, Guides set up and took down their tents, cooked all their meals, and drew on their unique strengths to help their patrols thrive, showcasing and strengthening their outdoor camping and teamwork skills in the process. Congratulations to The Hunters of Artemis patrol from who took home the 2023 cup, and the Toast Ghosts patrol from Thornbury for winning the 2023 Rising Star Award.

# SPOTLIGHT ON OLAVES

2023 was an amazing year for Olaves, and they can't wait to keep climbing higher! Olave numbers grew, and new Units were formed. Olaves Online also experienced steady growth, with participants enjoying plenty of fun activities in their monthly meetings.

Victorian Olaves continued to support their local communities in 2023 with plenty of meaningful actions, including donating blood, and participating in Share the Dignity's "It's in the Bag" campaign. As part of this Christmas appeal, they donated 11 bags filled with essential care items to teenage girls in need, and two essential care bags to women in need.

They also welcomed three new members to the Olave State Committee – congratulations to Louise Pennington, Vanessa Park and Eden Snieg! All are very excited and eager to support Olaves over Victoria and reintroduce a healthy roster of Olave state events post Covid-19 lockdowns.

The very first state event for Olaves was held in December 2023 – an end of year gathering where Olaves caught up with old and new friends, voiced things they want to see in the Olave program, and met the new Olave committee.

The Olave Committee are looking forward to delivering more events and activities in 2024, and showing everyone how amazing they are!





# GUIDING IN ACTION



Delacombe Junior Guides marked International Day of Girls and Women in Science with activities related to the Bachelor degrees held by their Leaders. With guidance from 'Vicki the Park Ranger', 'Jess the Phlebotomist' and 'Cherie the Website Builder', they learnt how scabs are formed, created pictures using natural materials, and learnt how to write CSS code for websites.



Sale Girl Guides celebrated a major milestone – their 100th birthday! – at the Sale Guide Hall. The Guides joined Leaders, former Girl Guides and supportive locals for afternoon tea, fascinating historical displays, and some time looking forward to all the fun and adventure in store for the future.



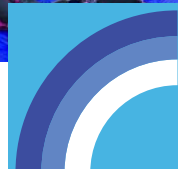
Every year, Knoxfield Girl Guides take part in the Boer War Day Service at the Shrine of Remembrance, and 2023 was no different. The Guides led the march carrying flags, and helped hand out wreaths to attendees.



Horsham Early Birds enjoyed a STEM-themed camp at the Arura Guide Camp in Dimboola. They learnt how to make friendship bracelets and honeycomb, use tealight stoves to whip up meringues, and even how to grow their own crystals.



Boroondara Girl Guides adventured amongst the trees at their 13+ outdoor adventure day in Belgrave. Bushwalking, painting, cupcake decorating, and fun with their Guide-built push-karts made the day one to remember, with a thrilling session at Treetops Adventure topping it all off.



Echuca Girl Guides spent an evening teaching each other all the valuable First Aid skills they learned from their Guide Handbooks.







Greensborough Girl Guides paid their respects at their local Anzac Day Dawn Service in Wollert. Anzac Day 2023 was a busy day for our Greensborough Unit (and the Victorian Guiding community as a whole), with Guides also making the trip into the CBD for the Anzac Day March in the city, where they represented Girl Guides Victoria by marching and carrying flags.



Durt and Milakuk Girl Guides at their Promise Ceremony, shortly after making their Girl Guide Promise. The Guide Promise and Law is the fundamental principle of Guiding, giving shape and purpose to all activities undertaken in Guiding. Making the Guide Promise is an integral part of a Girl Guide's journey – it signals their commitment to the values of Guiding, doing their best and setting an example for others.



Pakenham Rainbow Guides met blonde cow Tiara and golden cow Tulip while working towards their Pets badge. As part of their badge work, the Guides kicked off each of their Unit meetings in Term 3 by meeting each other's pets, and learning how to practice proper pet care for each animal.



Thornbury Gumnuts had a blast attending the North West Region Canoeing Weekend. This was the first time canoeing for many of the young Guides, but judging by their joy and willingness to get out onto the water, certainly not their last!



2<sup>ND</sup> Mildura South Girl Guides stepped up on Clean Up Australia Day by helping to clean up their local environment. Guides from across Victoria grabbed their tongs and rubbish bags on this important day, reducing waste within their communities and demonstrating their care for their environment.



Burswood Discovery Guides spent a picturesque morning kangaroo watching.





# RECOGNITION OF GIRLS



## QUEEN'S GUIDE AWARD

**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 show 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.



### Mimi Gong Whitehorse Nighthawk Ranger Guides

As percussionist for the Whitehorse Showtime band in 2022 and 2023, Mimi had an ideal platform to demonstrate her rhythmic talent. Her passion didn't stop at music, however. Using 1,110 pieces of paper, she crafted an original origami artwork featuring her Unit name and a graceful Nighthawk, cementing her dual passion for, and skillset in, art and music.

### Abby Frankensteiner Whitehorse Nighthawk Ranger Guides

Abby took charge and harnessed her multifaceted theatrical skills to choreograph, cast, star in, and produce three stage productions. Her fellow Unit members were treated to Abby's stellar performances, where they witnessed her shine in her element. Beyond the spotlight, Abby immersed herself further into the arts by learning to play the tuba.

### Grace Croft Wyndham Wombat Ranger Guides

Grace cemented her dedication to learning and community engagement while earning her Boating Trefoil 3; guiding Unit peers through the basics of canoeing and leading a practical session along the Werribee River. She also hosted Wyndham District members for an enlightening evening on England, through which she channeled her immersion in, and appreciation for, World Guiding.



## Aisha Binnie

### Kensington Ancient Girl Guides

With dedication, passion, and a commitment to making an impact, Aisha honed her talents on the saxophone and learned the delicate art of watercolour painting. Beyond her artistic pursuits, Aisha gave back to her community by lending a helping hand at a local animal shelter.



## Erin Allison

### Yarra Glen Senior Guides

Erin mastered the intricate melodies of the Bassoon and showcased her talents on the Oboe in the grand setting of Hamer Hall. Her passion for performance reached new heights as she graced the stage at the Victorian State Schools Spectacular, treating audiences to her talent and artistry.



## Caitlin Cartwright

### Greensborough Guides

Caitlin showcased her baking talents by crafting a meticulous replica of a cake tier from Her Majesty Queen Elizabeth II's wedding cake, complete with an original fruit cake creation and intricate fondant decorations. Beyond baking, Caitlin made a difference to the lives of young people living with cancer through her fundraising efforts for CanTeen, raising \$1426, and donating 47cm of her hair for wig-making.

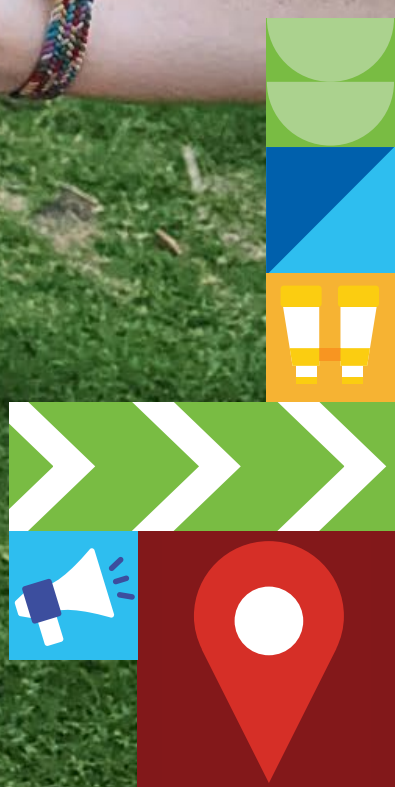
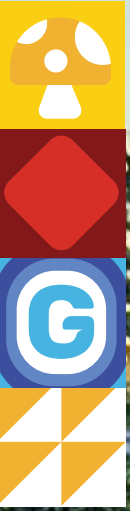


## Ella Prior

### Warragul Girl Guides

Despite reservations, Ella courageously took on roles in multiple school plays, harnessing her resilience and determination at every step. Through months of rehearsals, Ella's confidence flourished, enabling her to not only shine on stage, but to also become capable and self-assured Junior Leader.





# BP AND JUNIOR BP AWARDS

The Australian Guide Program (AGP) focuses on leadership and personal development, empowering girls to do their best. Embedded within the AGP is a process that enables girls to plan, implement and evaluate their own activities to help them overcome challenges and set goals for themselves.

This process can be undertaken by Girl Guides themselves, or with their Patrol or Unit. The Girl Recognition System provides further opportunities for girls to complete challenges and activities and in the process, earn badges and Awards to recognise those achievements.

IN 2023,  
**92** GIRL GUIDES  
earned their  
**JUNIOR BP**  
**AWARD**  
**IN VICTORIA**

IN 2023,  
**36** GIRL GUIDES  
earned their  
**BP AWARD IN VICTORIA** –  
a 140% increase from  
**2022.**  
**BRAVO!**





# 2023 AWARDS

## GOOD SERVICE AWARDS

Our Members make significant contributions to Girl Guiding, which we acknowledge and celebrate through the Adult Award System. The following Members have contributed above and beyond what is expected of them in their leadership roles. In 2023, they were presented with these awards to acknowledge their commitment at local, regional and state levels.



### BANKSIA

Samantha Curley  
 Jenice Coots  
 Robyn Fitzpatrick  
 Heather Gwosdezki  
 Elyse Schoch  
 Victoria Sinton



### BORONIA

Cheryl-Anne Courtney  
 Mandy Sawatzki  
 Jessica Thompson  
 Kathleen Walker



### EMU

Sarah Hopkins  
 Margaret Littlehales  
 Belinda Pritchard



### FLOWERING GUM

Julie Anderson  
 Amanda Clark  
 Faye Monkhouse



### GREY KANGAROO

Erin Widdison



### WATTLE

Sandra Ballard  
 Julie-Anne Evans  
 Valerie Dawn Fischer  
 Pheobe Finegan  
 Emma Grig  
 Judith Lyall  
 Jaydine Rumney  
 Jane Sinton  
 Patricia Worthington

# YEARS OF MEMBERSHIP



The 'Years of Membership' badge recognises adult years of membership to Girl Guiding. In 2023, 229 Girl Guides Victoria members were recognised with a Years of Membership Badge – adding up to a collective 3,858 Years of Service!

## YEARS OF SERVICE

<b>1 year</b>	47	<b>35 years</b>	6
<b>3 years</b>	27	<b>40 years</b>	11
<b>5 years</b>	30	<b>45 years</b>	6
<b>10 years</b>	29	<b>50 years</b>	7
<b>15 years</b>	13	<b>55 years</b>	9
<b>20 years</b>	18	<b>60 years</b>	3
<b>25 years</b>	9	<b>65 years</b>	3
<b>30 years</b>	10	<b>70 years</b>	1

# OUR PEOPLE

## GGV EXECUTIVE AT END OF 2023

**Dr Michèle Stokes**  
Chair

**Julie Humphrey**  
Deputy Chair/Acting Treasurer

**Glenn Kruihoff**  
Treasurer

**Linda Kors**  
State Commissioner

**Dr Amy Timoshanko**  
Chief Executive Officer

**Claire Bickell**  
Executive Member

**Ann Cook**  
Executive Member

**Emma Birch**  
Executive Member

**Lindsay Tagg**  
Executive Member

**Britany Parkes**  
Executive Member

**Melissa Reoch**  
Executive Member

**Danielle Smith**  
Executive Member

**Femke Bertsche**  
Executive Member

## GUIDING MANAGEMENT TEAM AT END OF 2023

**Linda Kors**  
State Commissioner

**Deb Abbs**  
Assistant State Commissioner

**Rebecca Cartwright**  
Assistant State Commissioner

**Billie Tranter**  
Assistant State Commissioner

**Linda Kors**  
Region Manager, Barwon South  
West

**Karen Chatto**  
Region Manager, Central  
Highlands

**Vicki Cameron**  
Region Manager, Eastern Region

**Amanda Clark**  
Region Manager, Gippsland

**Gwen Anderson**  
Region Manager, Hume

**Maree Whitehead**  
Region Manager, Mallee

**Pam Woodhams**  
Region Manager, North West

**Leigh Younger**  
Region Manager, River

**Jan Withers OAM**  
Region Manager, Southern

**Leigh Younger**  
Region Manager, Wimmera

**Sam Bourke**  
Department Manager, Program

**Belinda Pritchard**  
Department Manager, Outdoor

**Heather Barton AM**  
Department Manager, Strategic  
Projects

**Kate Ferguson**  
Department Manager, Learning &  
Development

**Tara Hicks**  
Department Manager, Inclusion &  
Diversity

**Dayla Allen**  
Department Manager, Olave

**Jo Wade**  
Manager, International

**Margaret Devlin AM**  
Manager, Adult Awards

**Jill Livingston**  
Trefoil Guild Advisor

**Barb Grove OAM**  
Brittania Park Steward

## JOYCE PRICE CENTRE STAFF AT END OF 2023

**Dr Amy Timoshanko**  
Chief Executive Officer

**Megan Hannan**  
Head of Communications

**Jacki Manser**  
Head of People, Culture and  
Safety

**Rose O'Callaghan**  
Brittania Park Manager

**Karen Chatto**  
Guiding Services Manager

**Paula Howlett**  
Retail Shop Administrator

**Lauren Stannard**  
Events Support Officer

**Tracey Egan**  
Volunteer Coordinator/Database  
Administrator

**Myall Quint**  
Property Officer

**Tayla Hamilton**  
Outdoor Adventure Officer

**Tina Tsironis**  
Marketing and Communications  
Coordinator

**Elizabeth Pritchard**  
Guides in Schools Program  
Leader

**Jessica Folly**  
Assistant Program Leader –  
Fintona Girls School

**Pooja Sharma**  
Accountant

**Brett Dunn**  
Maintenance Officer

**Sophia Stokes**  
Office Administrator/Personal  
Assistant

**Jacinda Erich**  
Community Engagement Officer

**Allison Kayler-Thompson**  
Volunteer Support Coordinator



# GONE HOME

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





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

**ANNUAL REPORT 2023**

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