

ANNUAL REPORT 2024



GIRL GUIDES
AUSTRALIA
VICTORIA



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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

It is a privilege to report to you as Chair for Girl Guides Victoria, and to reflect on the significant progress our organisation has made over the past year. The 2024 operational cycle has been one of purposeful execution, underpinned by strong governance, strategic clarity, and a deepening commitment to equity, innovation, and impact.

This year marked a critical point in our Strategic Plan 2022–2027. We have continued to act as a steward of reform, a convener of voices, and a trusted advisor across a system facing both challenge and transformation. Our role in governance has never been more vital, ensuring that our strategic decisions are robust, transparent, and centred on community value.

Under the leadership of our CEO, Amy Timoshanko and with the oversight of the Executive Committee, we maintained clear accountability against our six strategic goals. Of particular note was our continued evolution in data governance. The rollout of our data strategy, including the new Guide Hub, our improved website and the appointment of a Data Governance Lead has laid a critical foundation for future planning. This advancement signals our shift toward an evidence-informed governance model, this will ultimately help us to be more agile, informed, and forward-looking.

We have continued to collaborate and engage in discussions with Girl Guides Australia and the other State organisations to plan strategies for sustainability for Girl Guiding in Australia. As an organisation we are all facing the same challenges and it will only be through collaboration with our sister state organisations that we will gain efficiencies, cost savings and the ability to genuinely plan for the future.

Our Finance Audit and Risk Committee led by Glenn Kruithoff are focused on assessing the ongoing financial sustainability, ensuring financial control in all areas of the organisation, managing our risk appetite and will be incorporating the property strategy into their work going forward.





We have seen a pause in our Policies and Procedures Committee following the retirement of the chair of the committee however the gap was purposefully addressed utilising the staff team to refresh and update some of our critical policies notably in Child Safety.

As we look ahead to 2025 and the final years of our current Strategic Plan, the focus will be on deepening what we've built: enhancing integration, strengthening digital systems, and sharpening our impact measurement. We will continue to evolve our governance practices to ensure they are fit-for-purpose in an environment of complexity and change. In preparation for this we embarked on a refresh and update of our constitution to reflect the changing requirements, which will be available for member review at the next AGM.

To our volunteers, members, staff, and Executive Committee members—thank you. Your dedication and stewardship continue to drive our collective success.

Together, we remain committed to empowering girls and young women.

Thank you.

Michèle Stokes
Governance Chair





Embracing Change and Championing Girls

MESSAGE FROM OUR CEO

In 2024, Girl Guiding in Victoria continues to reflect on how we stay relevant in a world where girls face increasing academic pressure, mental health challenges, and a crowded landscape of after-school options. Many families are also navigating economic hardship, and our volunteer-based model is under strain as fewer adults have the time or capacity to commit. At the same time, shifts in gender identity – particularly among younger generations – are prompting important conversations about how we deliver a girls-only experience that is inclusive and affirming. These challenges are real, but so is our commitment to evolving with clarity and care, ensuring that Guiding continues to offer a space where every girl can grow with confidence, resilience, and purpose.

Based on our strategic imperatives – thriving people, impactful experiences, and organisational sustainability – our 2024 operational plan focuses on transformation and building what is needed for GGV to shape the future of Guiding. We're rolling out a refreshed theme, transitioning to better technology and systems, improving safe practices, and blending traditional with modern experiences.

My team at head office – Alex, Brett, Jaydine, Joe, Karen, Kyah, Marisa, Megan, Myall, Nicole, Paula, Rose, Sophia, Suan, Tayla, Tina and Tracey – have been amazing to work with, and I would like to acknowledge their hard work and commitment. While responding to 13,333 calls and over 60,500 emails, and supporting 70 events for around 3,000 registrants, we also delivered over 90% of the goals set out in our 2024 operational plan.

Some of these include:

Key Achievements and Priorities

1. Program Participation

- Retention and increase of Guides joining in 2024 has been a focal point. A paid recruitment campaign in Term 3 across various regions resulted Youth membership growth to 4,087 this year and a stronger profile for Guiding. Our programs have seen significant engagement, reflecting the dedication of our volunteers and staff.
- This year, 500 more Guides participated in outdoor camping compared to 2023. Additionally, there has been an increase in outdoor training and qualifications, led by Tayla and the State Outdoors Team. This will be an ongoing strategic initiative next year with the launch of the Adventure Guides Program.

2. Engagement

- Supporting local engagement by our Guiding community was a top priority this year through the delivery of new PR materials to each Region and developing partnerships and projects with key community organisations such as Alannah & Madeline Foundation, Escabags, VACCA, and Yellow Ladybirds. Guides once again took to the skies for the Birdman Rally, supporting State School's Relief.

3. Compliance Mindset

- Compliance and risk management have been cornerstones of our





operational plan this year. We have focused on creating a new policy register, uplifting policies and processes to foster accountability, and embedding a culture of safe practice across our organisation.

- GGV achieved Cyber 8 certification, demonstrating our commitment to maintaining high standards of cybersecurity, and we also commenced the Australian Childhood Foundation Certification.

4. Digital Transformation

- A major highlight of this year has been the Digital Transformation Project. It has been a tremendous amount of work to uplift our digital capabilities and methods of operating across the organisation. This has included the rollout of a new LMS (Topclass), an upgrade to our membership database (IMIS), and a new GGV website. We also onboarded everyone onto the M365 platform with the M365 Unlocked Badge to support streamlined access to Guiding resources and direct communication on the new Guide Hub. Our end goals are to enhance privacy compliance and end-customer experience.

5. Future Sustainability

- We designed a new membership model with differentiated fees for youth and adult members. This is a foundational change to ensure that GGV can explore offering different activities and events with greater connection with Guides

throughout the year to address one term participation. There will also be different payment options such as direct debit and new automated discounts being implemented to best support our Guiding families. Another change being implemented is a reduced Adult Membership fee of just \$15 for active unit volunteers. This change aims to remove barriers for new volunteers and recognise the invaluable contributions of our existing volunteers to the delivery of Guiding.

Looking Ahead

This year has laid a strong foundation as we continue to grow and strengthen Girl Guides Victoria for the future. In 2025, we'll keep refining how we work – focusing on building a culture that truly reflects our values through support, collaboration, and accountability. Our goal is to ensure Guiding remains responsive, inclusive, and ready for what's next. Thank you to our members, volunteers, community partners, donors, and the Victorian Government for your ongoing support and belief in what we do. Together, we're empowering girls, young women, and communities to become confident, resilient, and purposeful leaders – and shaping a future where every Guide can thrive on her own terms.

Dr Amy Timoshanko
Chief Executive Officer



MESSAGE FROM OUR STATE COMMISSIONER

**We started 2024 with the theme of Flourishing Together!
Connecting to energise, grow, and volunteer with purpose.**

Being friendly to others and living with courage and strength. Coming together to share our joy and energy to bring out the best in each other. And we did! (although I have to say I never had any doubt)

Guided by the four elements of Physical, People, Practical and Self and in line with the seven fundamentals of our Australian Guide Program, our Leaders and Guides delivered another amazing and fun year of activities and events. Girl Guides actively supported the community participating in Clean Up Australia Day, Midsumma Pride, Tree planting, Anzac Day, Share the Dignity campaign and many more. Celebrating World Guiding, it was exciting this year to have a contingent join the Essex Jamboree, one of our young women be selected as a volunteer Program Manager at Sangam in India, and another selected to participate in the Juliette Low Seminar. Embracing the outdoors, we hiked, camped, slept under the stars, cycled, canoed, and abseiled; while others kept their adventures indoors, on stage at Gang Show and Showtimes across the state. Someone once told me achievement and adventure sometimes lie beyond your comfort zone, and Girl Guides provides a safe space to step out and try new things.

On International Day of the Girl, our Guides shared with us what it's like to be a girl, and to be a Girl Guide. The importance of creating a space where girls and young women can discover their potential as leaders of their world came through clearly in their words. Celebrating friendship; providing a space "where I can be myself" and "others understand me"; building resilience to not give up, but to "get up the next day and keep trying"; and building confidence.

Whether it be a Unit meeting, a Region camp, a State event, a Trefoil gathering, a campsite committee – they are all successful because our Guiding community of volunteers, staff, parents and youth come together to plan, prepare and participate in the spirit of Guiding. Thank you to everyone for the passion you bring, the time you give, the smiles you have and the smiles you create.

Yours in Guiding,

Linda Kors
State Commissioner







MESSAGE FROM OUR TREASURER

2024 has been a year of consolidation for service provision and a steady increase in operating and investment revenue.

I would like to extend a huge thank you to our Finance Audit and Risk Committee in 2024 who were instrumental in governing the financial position of the organisation. A special thank you to our external members Georgina Cox and Katherine Hinton, the latter retiring from the committee after serving her term. This also 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 \$1,704,328, which was 9% up on prior year. This result was improved by better than anticipated investment income and additional income generated from property holdings, which raised revenue to \$1,728,010, bringing total revenue from all sources to \$3,432,338. Despite the positive increase in operational revenue, membership income decreased by \$28,245 (3%), although the result was still above the 3 year average following COVID.

Total expenses from ordinary activities of \$3,703,038 decreased by 16% compared to 2023. 2023 is almost entirely attributable to the recognition of Jamboree costs and, net of these, operating expenses were comparable to prior year.

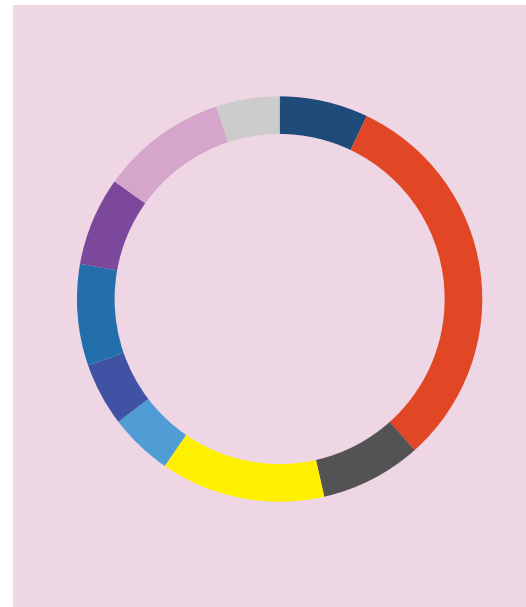
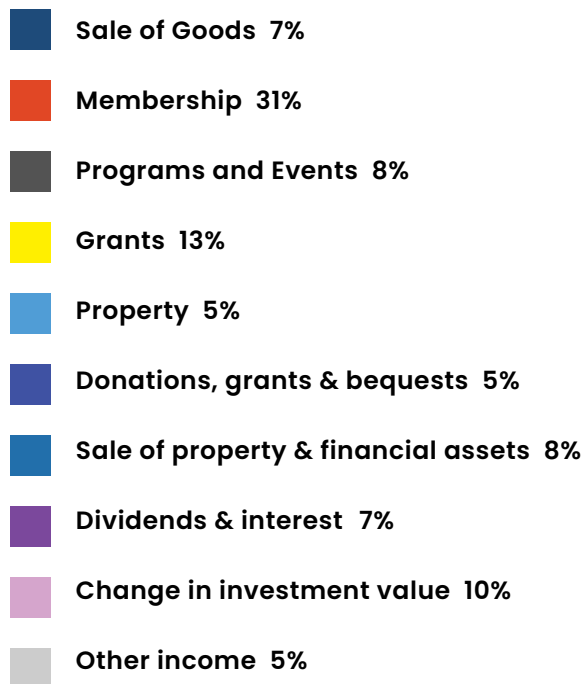
Employment expenses also increased by 19% to reflect filling of vacant positions during the year. Total expenses have not risen proportionally to the movements in revenue as GGV has continued to manage discretionary spend in a disciplined manner, and employment expenses have not risen as anticipated due to the tight labour market and constraints in filling advertised positions.

The net result for the organisation was a loss of \$270,700 (a 42% decrease on prior year). Despite this, our cash and investment holdings actual went up by \$333,039 (5%). This result, 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. Total liabilities have decreased by \$143,109 (18%) primarily due to the reduction in grant funds received in advance. Net assets are \$26,539,707, down by 1% from prior year, mainly due to the sale of the Springvale property. Net assets also included a reallocation of reserves to net assets of \$941,227 to reflect the use of long-term reserves.

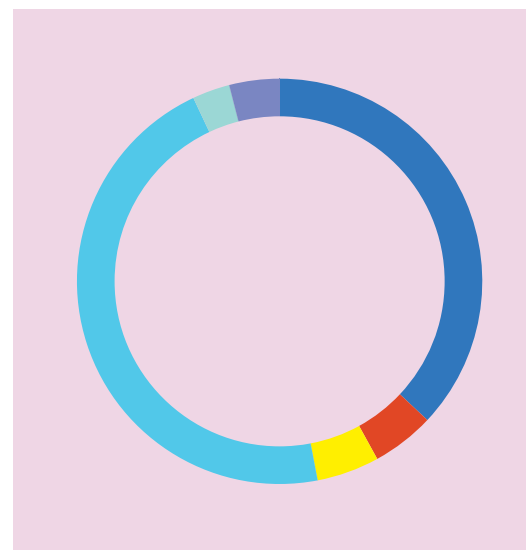
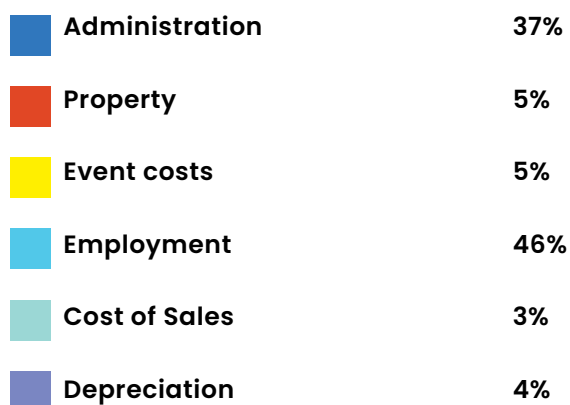
Glenn Kruithoff
Treasurer



REVENUE AND OTHER INCOME



EXPENDITURE





MESSAGE FROM THE VICTORIAN TREFOIL GUILD STATE ADVISER

The Trefoil Guild had a busy 2024, kicking off with the Flourish Together All Adult Gathering at Moonee Valley Racetrack, where members reconnected and discussed the youth program.

The AGM was held the same day, attended by Chief Commissioner Helen Reid, the State Team, and Girl Guides Victoria CEO Amy Timoshanko, concluding with a wonderful dinner.

Victoria hosted the 2024 National Trefoil Gathering, led by co-chairpersons Deb McLaren and Robinette Emonson. The event featured marine biologist Dr. Prue Francis, inspiring young speakers from the Juliette Low Seminar, and discussions on WAGGGS mindsets and sustainability. Saturday night saw 160 members embrace a pirate theme with a lively evening of entertainment, including the Geelong Harmony Choir.

Throughout the year, I visited many Guilds, attended award presentations, and honoured members for their years of service. I have been honoured to hand out many "Years of Membership Awards" often totalling five hundred or more years of service in one Guild alone.

Special thanks to Julie Anderson for managing our finances, Mandy Sawatzki and Sandy McElroy for their work with uniforms, and Sharyn Smith Anderson for her invaluable support.

Being part of the Girl Guides Victoria Management Team has helped raise awareness of Trefoil Guild among Olaves. I also appreciate the Girl Guides Victoria staff for their continued support.

Work continues to ensure new members complete their Child Safe Child Friendly requirements, with thanks to Nicole Hudson for her efforts.

Lastly, I am grateful for all the members of the Trefoil Guild. Without their friendship, support and membership my job would be so much more difficult. I am enjoying doing all that I am doing because of their friendship and support. Thank you.

Jill Livingston
Victorian State Trefoil Guild Adviser





SPOTLIGHT ON OLAVES

Olaves has had an amazing year. We had two people finish their OBP, which is an amazing feat.

We participated in the Share the Dignity Campaign. We have had multiple fun events such as, Campfire, Olave Camp, Olave Balls.

Every year we look forward to how much Olaves enjoy events with peers, push themselves and grow as young adults.

This following year will be amazing and hoping for bigger things!

Dayla Allen

Dayla Allen
State Olave Manager

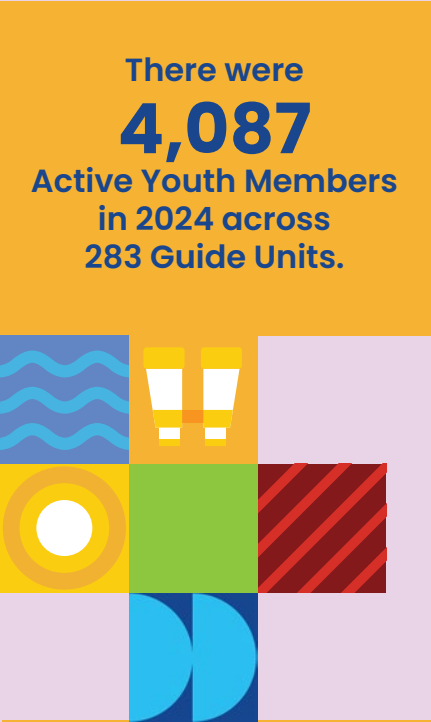


GUIDING MOMENTS



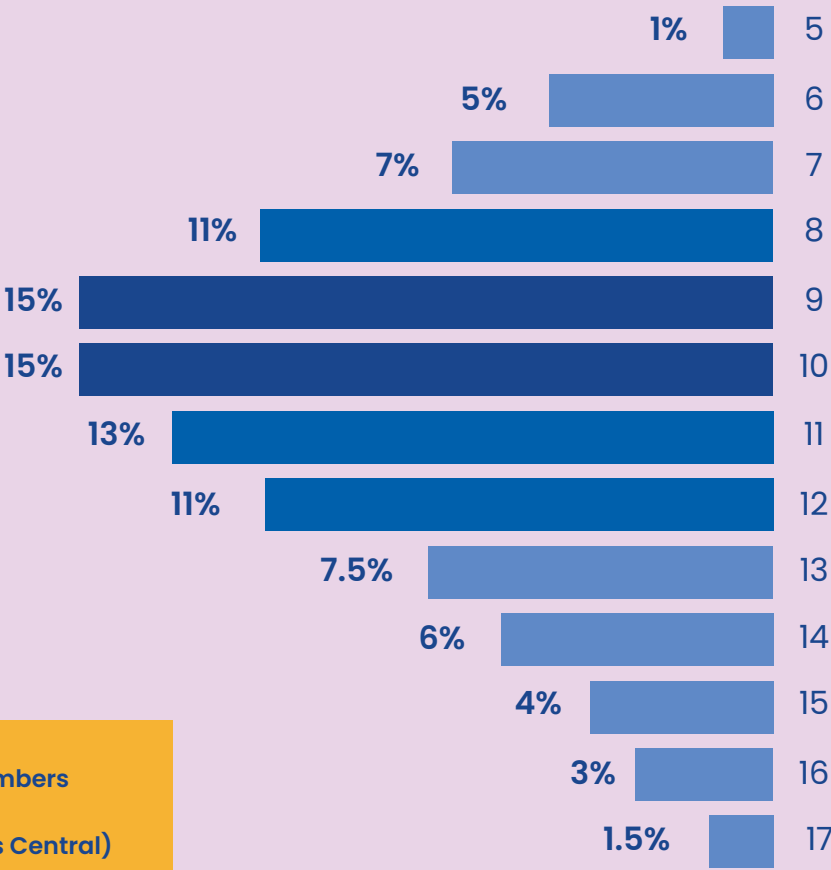
OUR GUIDING COMMUNITY

ACTIVE YOUTH MEMBERS



GIRL GUIDES VICTORIA AT A GLANCE	4,087	Youth Members
	10	Regions (plus Central)
	76	Districts
	283	Guide Units
	17	Head Office Team
	9	Executive Committee Members
	20	Guiding Management Team Members
	812	Adult Members
	219	Associate Members
	46	Trefoil Guilds
	427	Trefoil Members

YOUTH MEMBERS BY AGE



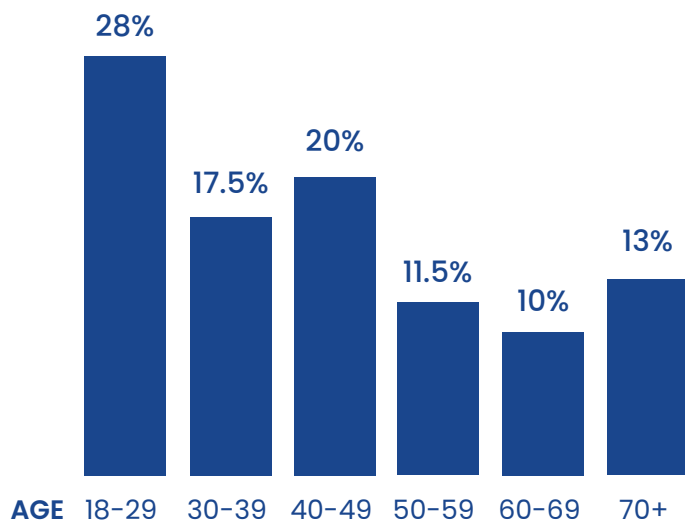
OUTDOOR ACTIVITY NUMBERS AT A GLANCE

TOP4 ADVENTURE ACTIVITIES

- 1** Ropes activities including Abseiling, Crate Stacking, Flying Fox, High Ropes & Possum Flyer
- 2** Climbing including bouldering, Indoor & Outdoor Climbing
- 3** Paddle activities including canoeing, kayaking and SUP
- 4** Swimming



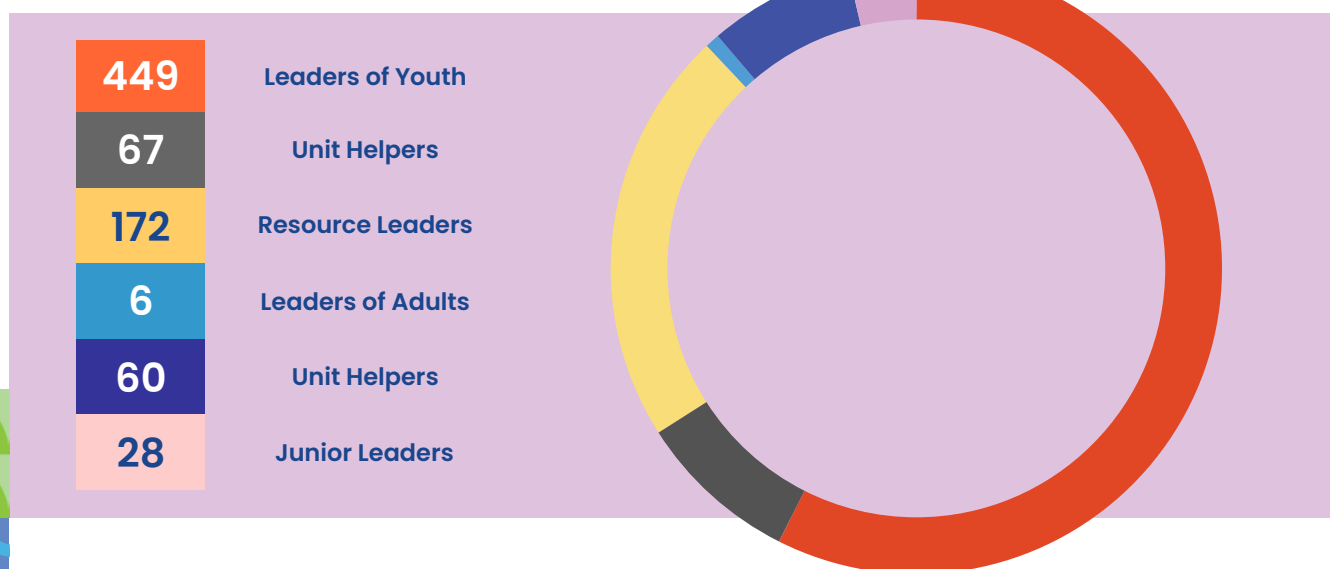
ADULT MEMBERS IN LEADERSHIP POSITIONS



LEADERSHIP LEARNING SUPPORT



LEADERSHIP POSITIONS



2023 TO 2024

Increase of

500+

Guides participating in outdoors camping

2023 TO 2024

Increase of

300+

Guides participating in adventurous activities

OVER

4,500

Guides participated in adventurous activities, sleepover, camps and expeditions.

OVER

1,000

10-13 year olds went on outdoor camps.

OVER

1,600

Guides participated in adventurous activities.

BUSIEST MONTHS

- 1 November
- 2 March
- 3 September



2024 EVENTS





ALL ADULT GATHERING

Moonee Valley

The year began with *Flourish Together*, a special All Adult Gathering at Moonee Valley. Guiding Adults and Trefoil Members came together and reconnected, engaged with Guide Leaders, and discussed all things Guiding and leadership. The event also hosted the Trefoil Guild AGM and was rounded out with celebratory dinner.



NATIONAL TREFOIL GUILD GATHERING

Geelong

Victoria had the honour of hosting the National Trefoil Guild Gathering in Geelong. Planning spanned two years to curate a program showcasing Victoria's strengths. Young leaders who attended the Juliette Low Seminar shared inspiring reflections on their experiences, giving confidence in the future of Guiding in Victoria. The gathering explored WAGGGS mindsets and sustainability, followed by a lively evening where 160 members embraced a pirate theme.

OUTDOOR ADVENTURE DAYS

Across Victoria

Adventure remained at the heart of Guiding in 2024, with Outdoor Adventure Days providing opportunities for Guides to explore nature, develop resilience, and practice leadership skills in different locations throughout the year. Guided by the Outdoor Adventure Team, participants engaged in activities such as hiking, camping, and problem-solving challenges.





DOLPHIN DAY & OARSOME DAY 2024

Sandringham

Guides had the unique opportunity to engage in marine-based activities through our *Dolphin Day* and *Oarsome Day* water events. Dolphin Day, for our younger Guides, focused on marine conservation and wildlife awareness, giving participants the chance to learn about dolphins and their habitats. Oarsome Day introduced older Guides to rowing and water-based adventures, encouraging teamwork and developing new skills.



CONNECT WITH NATURE

Glenalbyn

This special event offered Guides a day of hands-on conservation activities, community engagement, and exploration of local flora, fauna, and geography alongside Traditional Owners. In partnership with the Wedderburn Conservation Management Network, participants immersed themselves in environmental learning and discovery, reinforcing their connection with nature. The day was filled with meaningful interactions, sustainability discussions, and plenty of FUN!



SNOOZERELLA AT TWISTED SCIENCE

Moorabbin

Our annual sleepover for younger Guides, *Snoozerella*, burst into life at Twisted Science. Guides explored hands-on science exhibits and learning before experiencing a unique overnight stay. This interactive program encouraged curiosity, creativity, and scientific exploration in a fun and engaging environment.



SNOOZEFEST AT LUNA PARK

St Kilda

Snoozefest at Luna Park, our annual sleepover under the stars for Guides aged 10-17, was an unforgettable experience! Over 350 Guides and Leaders enjoyed the thrill of the park's iconic rides before settling in for an overnight stay. This one-of-a-kind event blended excitement with camaraderie, creating lifelong memories for participants.





LADY STRADBROKE CUP 2024

Lingbogol & Britannia Park

The prestigious *State Lady Stradbroke Cup* was held at both Lingbogol and Britannia Park across the same weekend, challenging Guides in outdoor skills, leadership, and teamwork. This event continues to be a significant milestone, encouraging participants to develop resilience and confidence in a supportive environment.



OLAVE MASQUERADE BALL

Port Melbourne

The *Olave Masquerade Ball* was a glamorous highlight of the year, bringing Olave members together for an evening of celebration in Port Melbourne. Attendees dressed up to the nines and enjoyed a night of elegance, connection, and Olave fun!

MIDNIGHT LASER TAG

Ballarat

Our *Midnight Laser Tag* event for Guides 14+ and Olaves was a high-energy night filled with games, laughter, and glow-in-the-dark fun, giving Guides a chance to connect and enjoy something a little different.





SUNSHIP EARTH 2024

Britannia Park

Sunship Earth 2024, a unique indoor camping experience at Britannia Park, provided Guides with immersive environmental education, focusing on ecology, sustainability, and conservation. The program encouraged deep thinking about our planet's future, inspiring young leaders to act to preserve our natural world.

SCHOOL HOLIDAY PROGRAMS

Across Victoria

We delivered an exciting range of *school holiday programs* in different locations, giving girls aged 9 to 14 opportunities to explore new skills, build confidence, and connect with other girls their age in a fun, supportive environment. From outdoor adventures like camping, bushwalking and ice skating to creative workshops in STEM, arts, and leadership, to learning about different topics like farming and camping, each program was designed to inspire curiosity and personal growth and share the joy and adventure of Guiding in the school holidays.





GUIDING IN ACTION



BIRDMAN RALLY 2024: PILOT RUTH SOARS HIGH!

Continuing a long legacy, a group of brave Girl Guides took to the skies over the Yarra River for the iconic Birdman Rally, soaring into action with determination, teamwork, and a whole lot of fun – all in support of *State School's Relief*. Our Guide team raised \$4,033 to help provide essential school supplies to students in need.

Fearless *Guide Pilot Ruth* deserves special recognition for her extraordinary bravery. As the youngest jumper in the event, she impressed everyone with her confidence, remarkable public speaking, and, most importantly, her daring leap into the Yarra River. Ruth was supported by a fantastic support crew, who showed incredible spirit, lifting Ruth and each other up and engaging with the crowd during the big jump!

Girl Guides Victoria is proud to have played a role in supporting State School's Relief, and we look forward to continuing our long association with the Birdman Rally to raise vital funds for charities close to Guide's hearts!



ANNUAL ACTION – A SAFER, HAPPIER WORLD

August Action transformed into Annual Action, a year-round initiative running August to July for greater flexibility. The first Annual Action kicked off in August 2024.

Guides embraced the theme “A Safer, Happier World” in partnership with the Alannah and Madeline Foundation, supporting efforts to keep children safe from violence and trauma.

The Activity Pack encouraged Guides to speak up on issues, make positive choices, and support causes aligned with Guiding values.

Guides and Leaders who completed activities from the action pack earned the Annual Action 2024–2025 Badge, a symbol of their commitment to creating positive change.



ANZAC DAY 2024 – HONOURING SERVICE & TRADITION

Anzac Day is a special day on the Girl Guides calendar. Guides across the state joined the solemn remembrance ceremonies, paying tribute to the courage and sacrifice of service members past and present. As part of the day's commemorations, Guides took part in the annual *March to the Shrine* in Melbourne's CBD.

Girl Guides have a long and proud tradition of giving service on ANZAC Day, with members supporting local services for many decades and giving service at the city march since the 1980s. This year was no exception, as Guides right across Victoria gathered to honour the ANZAC legacy. Many participated in dawn services, laid wreaths, and stood in silence as the Last Post echoed through the morning air.





INTERNATIONAL DAY OF THE GIRL 2024 – CELEBRATING STRENGTH, VOICE & FUTURE

Girl Guides Victoria marked *International Day of the Girl 2024* with a tribute to the resilience, leadership, and limitless potential of girls everywhere.

We celebrated the voices, stories, and ambitions of young women, through our International Day of the Girl video project. This creative project amplified the voices of Guides around the state, highlighting their dreams and experiences, and their individual Guiding journeys. From personal stories to messages for the future, the video reflected what it means to be a girl today—and the endless possibilities ahead.

To celebrate the occasion, Girl Guides Victoria introduced a special pin, designed to symbolise Girl Guides commitment to empowering girls and women and amplifying girl voices for a girl future!

Many Guides took part in International Day of the Girl discussions, activities, and projects in their local communities, joining girls and women around the globe in marking this important collective day of action and awareness.

By engaging with their communities, sharing their stories, and celebrating their achievements, Victorian Guides added their voices to a collective movement that championed the rights of girls worldwide.





RECOGNITION OF GIRLS

QUEEN'S GUIDE AWARD

The Queen's Guide Award is the highest achievement for youth members of Girl Guides Australia, recognising outstanding dedication, leadership, and commitment to the Girl Guide Promise and Law.

At Girl Guides Victoria, we are incredibly proud of the resilience and adaptability of our young leaders. This year, we once again celebrate our newest Queen's Guides, acknowledging their remarkable leadership and the profound impact they have on their peers and communities. Their citations reflect the deep appreciation and respect they've earned from fellow Guides and leaders alike.

Congratulations to our most recent Queen's Guides! We also extend our gratitude to their peer Units, Guiding mentors, and families, whose support has been instrumental in their journey.

Abigail Brown Wyndham Ranger Guides

Abby began her Queen's Guide journey in 2022 with a First Aid and CPR course. In 2023, she planned and led a camp at Lara, complete with a vibrant campfire night. At home, she taught herself to crochet, creating a quilt and wombats for the Unit. She also ran a range of engaging Unit nights and has grown into a strong, passionate leader within her Guiding community.

Lily Anderson Bentleigh Ranger Guides

Lily organised an engaging night about India for the Unit, sharing cultural insights. She earned her brown belt with two black stripes in karate and coached others in the sport. Lily compiled a stress log with management strategies and participated in a creative writing group, sharing her work over three months. She also participated in the Unit camp at Tynong North, where she learned lightweight hiking skills. Lily's dedication and leadership shine through her diverse achievements.

Daisy Carroll Bentleigh Ranger Guides

Daisy challenged herself by learning Auslan and sharing it with the Unit, helping everyone communicate in new ways. She took part in an exciting escape room challenge and explored personality types to better understand herself and others. Daisy also actively participated in camps and orienteering activities, showing enthusiasm and teamwork. Her dedication to learning and engaging with the Unit highlights her growth and strong leadership qualities.



Naomi Fowler **Bentleigh Ranger Guides**

Naomi began her Queen's Guide journey as a quiet member of Bentleigh Ranger Guides. She has since grown into a confident and passionate young leader. Her journey included exploring women in media, Zoom calls with World Centre volunteers in India, organising Bentleigh Guide's 90th birthday, and planning a district sleepover with STEM activities and a tailored menu. Naomi's growth has been inspiring.

Mairead Hamilton **Plenty Guides**

Mairead successfully completed the challenges for her Queen's Guide Award, including the Special Focus and The Arts Focus. She tackled a wide range of topics including leadership, religion, cyber safety, government, debating, and financial literacy. She also worked as part of the technical crew on a production. Mairead presented her work in engaging ways and has certainly grown as an individual completing this award.

Amy Ziebarth **Chiltern Girl Guides**

Amy worked incredibly hard to earn her Queen's Guide Award. She planned and led many fun and challenging activities like the plane crash wide game, STEM nights, and the Christmas wide game. Amy showed strong leadership, organised community service events, and shared cultural experiences like exploring Guiding in Japan. Amy grew in confidence and inspired others. Amy is commended for her positive impact on the Unit.

Isabelle Noble **Chiltern Girl Guides**

Issy worked hard to earn her Queen's Guide Award, planning fun activities like the plane crash game and mini golf carnival. As a Junior Leader, she showed great leadership and helped organise a successful fundraiser for BarbeCURE. She shared French culture with the Unit, inspiring others and growing in confidence. Issy's dedication and positive impact make her truly deserving of this award.



Kiera Di Sario **Whitehorse Nighthawk Ranger Guides**

Kiera challenged herself throughout her Queen's Guide Award while leading and mentoring the Unit. She handmade 13 superhero capes for sick kids, presented a detailed model of a traditional Guiding uniform, and completed a 30km bike ride after months of training. Kiera ran a memorable campfire night, created engaging activities about Girl Guides in Japan, and reflected creatively on the Promise and Law.

Niamh Cornell **Carrum Girl Guides**

Niamh challenged herself with activities like leading horseshoe, teaching camping skills, and organising a Malaysian Guiding night. She completed 30 hours of community service and trained in rugby, coaching and refereeing others. Niamh explored the arts through ceramics and musical theatre, performing in The Little Mermaid. Her dedication to the Queen's Guide Award has greatly boosted her confidence and leadership.

Orla Carrigy **Carrum Girl Guides**

Orla challenged herself with activities like researching Guiding traditions, trekking in Nepal and volunteering at Park Run. Orla learned candle making and small business skills, running a successful candle-making night with the Unit. She excelled in photography and earned a Grade 3 bassoon certificate. Orla's thoughtful planning and presentations highlighted her achievements.

Ruth Littler **Carrum Girl Guides**

Ruth took on challenging activities for her award, researching Guiding history and organising a sleepover. She earned her Bronze Medallion, volunteered 60 hours at Pantry 5000, and starred in South Metro Showtime. For Social Awareness, Ruth attended Can Teen seminars for a year and helped raise \$4,000 for the Australian Alopecia Areata Foundation through her hair donation. She's motivated, creative, and community minded.



OLAVE BADEN-POWELL AWARDS

We were also proud to honour two exceptional young women who achieved the prestigious Olave-Baden Powell Award, the peak achievement for Olaves aged 18–29.

This special award recognises a strong commitment to self-development, service and personal challenge and honours the legacy of Lady Olave Baden-Powell who played a fundamental role in the growth and development of the Girl Guiding movement.

Louise Van Midde

Louise persevered through the challenges of her OBP Award, enriching her life in the process. Over four years, she demonstrated problem-solving, adaptability, and a drive to push herself further.

She explored government systems, studied international aid through CARE, and launched her own social media campaign. She completed the Women in the Lead Adult Endeavour, took on personal training during pregnancy, and deepened her self-awareness through reflection.

Louise embraced each challenge with determination, gaining lifelong skills and insights. We are incredibly proud of her achievements and all she has overcome to reach this milestone!

Monique Olszewski

Monique has demonstrated exceptional dedication in earning the Olave Baden-Powell Award, excelling across four key challenge areas.

In Community, she showed generosity by supporting Watoto and visiting the Babies Home in Uganda, making a meaningful impact on vulnerable children.

For Adventure, she earned her indoor camping qualification, led a mermaid-themed camp, and contributed to Guiding through the 2019 Snoozefest Committee.

In Self-Development, she kept Brownies engaged with an online program during COVID-19 and took up yoga to challenge herself personally.

For Further Development, she advanced inclusivity and learning through the Marrung Community of Practice, supporting Indigenous education.

Monique embodies the spirit of Guiding – resilient, determined, and always striving for excellence. Bravo, Monique!



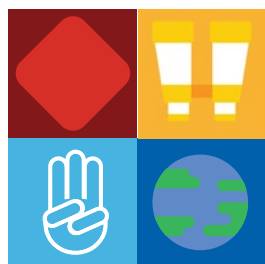
BP AND JUNIOR BP AWARDS

The Australian Guide Program (AGP) is designed to foster leadership and personal growth, encouraging girls to strive for their best. At its core, the AGP supports a process that enables girls to take charge – planning, executing, and reflecting on their own activities. Through this, they build resilience, tackle challenges, and set meaningful goals for themselves.

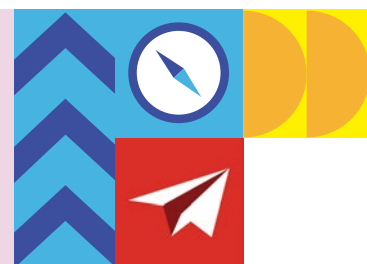
Guides can undertake this journey independently or collaborate within their Patrol or Unit. Additionally, the Girl Recognition System offers further opportunities to engage in challenges and activities, earning badges and Awards that celebrate their achievements along the way.

IN 2024,
54 GIRL GUIDES
earned their
**JUNIOR BP
AWARD
IN VICTORIA**

IN 2024,
35 GIRL GUIDES
earned their
**BP AWARD IN VICTORIA –
BRAVO!**



2024 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 2024, they were presented with these awards to acknowledge their commitment at local, regional and state levels.



BANKSIA

Gayle Chippindall
(Bar to Banksia Award)

Jessica Thompson

Renee Garnett

Sharon Mekken

Kristy Dougheney

Michele Coventry

Olivia Grist

Rosalie A. Thexton

Elizabeth Nehez



BORONIA

Elise Frankland

Sally Yates

Louise Matthews

Zoe Telindert

Esther Kerr

Dorien Gastin

Emily McEwan



EMU

Victoria de Hoedt

Heather Barton



FLOWERING GUM

Jenny Possingham

Lynda Hurford

Linda Harvey

Suzanne Cook



GREY KANGAROO

Ann Cook

Jacqueline Siebel



WATTLE

Cheryl A. Bertrand (Bar to Wattle Award)

Diane Jackson (Bar to Wattle Award)

Leone Walbran

Dayla Allen

Helen Holliday

Robyn Smith

Patricia McCully

Emily Butijn

Nina Cole

Narelle Smith

Jan Hopwood



YEARS OF MEMBERSHIP

The 'Years of Membership' badge recognises adult years of membership to Girl Guiding. In 2024, 189 Girl Guides Victoria members were recognised with a Years of Membership Badge – adding up to a collective 4,219 Years of Service!

YEARS OF SERVICE	1 year	37	35 years	14
	3 years	9	40 years	21
	5 years	23	45 years	14
	10 years	13	50 years	4
	15 years	9	55 years	6
	20 years	14	60 years	8
	25 years	5	65 years	0
	30 years	11	70 years	1

OUR PEOPLE

EXECUTIVE COMMITTEE AT END OF 2024

Dr Michèle Stokes
Chair

Lindsay Tagg
Nominated GGA Board Director

Dani Smith
Deputy Chair

Glenn Kruithoff
Treasurer

Linda Kors
State Commissioner

Femke Berschke
Elected Member

Claire Bickell
Elected Member

Britany Parkes
Elected Member

Mandy Fitzgerald
Elected Member

GUIDING MANAGEMENT TEAM AT END OF 2024

Linda Kors
State Commissioner, Chair

Deb Abbs
Assistant State Commissioner

Gwen Anderson
Region Manager, Hume

Rebecca Cartwright
Assistant State Commissioner

Billie Tranter
Assistant State Commissioner

Sam Bourke
Manager, Program

Belinda Pritchard
Manager, Adventure

Leigh Younger
Region Manager, River
Region Manager, Wimmera

Kate Ferguson
Manager, Learning and
Development

Margaret Devlin
Manager, Adult Awards

Karen Trepte
Region Manager, Barwon
South West

Tara Hicks
Manager, Inclusion and
Diversity

Maree Whitehead
Region Manager, Mallee

Dayla Allen
Manager, Olave

Jan Withers
Region Manager Southern

Jo Wade
Manager, International

Pam Woodhams
Region Manager, North West

Barb Grove
Britannia Park Steward

Karen Chatto
Guiding Manager

Jill Livingston
State Trefoil Guild Adviser

HEAD OFFICE TEAM AT END OF 2024

Dr Amy Timoshanko
Chief Executive Officer

Megan Hannan
Head of Communications

Nicole Hudson
Head of Services and
Engagement

Joe Cerritelli
Head of People and Culture

Marisa De Fazio
Accounts Officer

Brett Dunn
Maintenance Officer

Tracey Egan
Membership & Database
Administrator

Karen Chatto
Guiding Services Manager

Paula Howlett
Retail Shop Administrator

Tayla Hamilton
Outdoor Adventure Officer

Jaydine Rumney
Guiding Development Officer

Rose O'Callaghan
Britannia Park Manager

Kyah Pritchard
Events Coordinator

Alejandro Rejon
Data Governance Lead

Suan Sow
Quality and Development
Manager

Sophia Stokes
Office Administrator

Tina Tsironis
Marketing and
Communications 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 2024

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