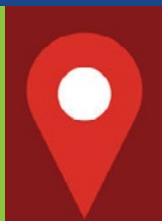




2025 ANNUAL REPORT



GIRL GUIDES
AUSTRALIA
VICTORIA



CONTENTS

Message from our Board Chair	4
Message from our CEO	6
Message from our State Commissioner	8
Message from our Chair, Finance and Risk Committee	10
Message from our Inclusion and Diversity Team	12
Message from the Victorian Trefoil Guild State Adviser	14
Message from our Olave Program Manager	16
Our Work	18
Our Guiding Community at a Glance	20
Outdoor Activity Numbers at a Glance	21
Guiding In Action	22
Local Highlights	32
Recognition of Girls	34
2025 Awards	38
Years of Membership	39
Our People	40
Gone Home	41



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 BOARD CHAIR



It is both an honour and a privilege to present my first report as Chair of Girl Guides Victoria, having commenced in the role in December 2025.

I am immensely proud to lead the Board of such a respected and values-driven organisation, one with a long-standing legacy of empowering girls and young women across Victoria.

I acknowledge the outstanding leadership of my predecessor, Dr Michèle Stokes, and the dedication of our CEO, Dr Amy Timoshanko. Together, they have laid a strong foundation for Girl Guides Victoria, and I am committed to building on this work to ensure the ongoing sustainability, relevance, and growth of our organisation into the future.

Over the past year, Girl Guides Victoria has continued to demonstrate significant progress, with an annual operational cycle characterised by purposeful execution, strong governance, and strategic clarity. Our work has been underpinned by a deepening commitment to equity, innovation, and measurable impact.

As we reach the fifth year of the Strategic Plan 2022–2027, we recognise this as a marker point in our journey, signalling progress, not completion, in delivering on the mission of Girl Guides Victoria. Throughout this period, we have acted as a steward of reform, a convener of diverse voices, and a trusted contributor within a broader system experiencing both challenge and transformation. The role of the Board in providing robust, transparent, and community-centred governance has never been more important.

Under the leadership of CEO Dr Amy Timoshanko and with oversight from the Board and its committees, we maintained clear accountability against our six strategic goals. A key achievement this year has been the continued evolution of our data governance capability. The rollout of our data strategy included the introduction of Guide Hub, enhancements to our website, and the appointment of a Data Governance Lead, establishing a critical platform for future planning. This represents a meaningful shift towards a more evidence-informed governance model, enabling greater agility, insight, and forward planning.



We have also strengthened our collaboration with Girl Guides Australia and our sister state organisations. As we collectively navigate a complex and evolving environment, this partnership approach is essential to achieving efficiencies, ensuring financial sustainability, and positioning Girl Guiding for long-term success across Australia.

The Finance and Risk Committee, aptly led by Glenn Kruthoff, has continued to focus on financial sustainability, strong financial controls, and effective risk management. This includes advancing work on our property strategy within a broader long-term sustainability lens. While the Policies and Procedures Committee paused following the retirement of its Chair, this gap was proactively managed through the staff team, who undertook a targeted refresh of key policies, most notably in the area of Child Safety, reinforcing our unwavering commitment to safeguarding.

As we look ahead to 2026, our focus will be on deepening and embedding the foundations we have established, including strengthening system integration, continuing to enhance our digital capability, and sharpening how we measure and communicate our impact. We will also continue to evolve our governance practices to ensure

they remain contemporary, responsive, and fit-for-purpose in an increasingly complex environment. 2026 will be a year of analysis and making key decisions to support Girl Guides' future.

To our volunteers, members, staff, and fellow Board members, I extend my sincere thanks for your hard work, determination and passion. Your commitment, leadership, and belief in the purpose of Girl Guides Victoria are what enable our organisation to thrive.

I also thank you for the warm welcome I have received. It is this spirit of inclusion that makes Girl Guides the vibrant and connected community it is. Together, we remain steadfast in our mission to empower girls and young women to discover their potential and make a meaningful contribution to the world.

Natalie Glenton

Natalie Glenton
Board Chair



MESSAGE FROM OUR CEO



Stepping into the role of Interim Chief Executive Officer in February 2026 provided an opportunity to pause, reflect and recognise the many hands and hearts that have shaped Guiding for more than a century.

It is a responsibility I carry with respect for our history, appreciation for the work that brought us to this point, and optimism and excitement for what lies ahead.

2025 marked the final full year of Dr Amy Timoshanko's five-year tenure as Chief Executive Officer, with Amy concluding her time in the role in February 2026. Amy's leadership has been thoughtful, steady and future-focused, guiding the organisation through periods of change while strengthening the foundations on which Guiding stands. In her final year as CEO, this commitment to clarity, systems and sustainability continued to be felt across the organisation. We congratulate Amy on her move into a national leadership role with Girl Guides Australia and look forward to continuing to work with her in this new capacity within the broader Guiding community.

Throughout 2025, Girl Guides Victoria continued to build and refine the structures that support our work. Progress in systems, data governance and digital capability has not always been visible, but it has been essential. These improvements strengthened our ability to understand participation, support volunteers and staff, and plan with confidence. Each step forward added another thread to the rich tapestry underpinning Guiding today, weaving together heritage, learning and a contemporary way of working.

The year also reinforced that Guiding is not just relevant, but increasingly important in the lives of girls and young women. In a world that can feel noisy and fast-moving, the need for places where girls can belong, be curious and grow into themselves is clear. Guiding offers time and space to build confidence, resilience and leadership through lived experience. Whether sharing stories in a Guide Hall, learning new skills outdoors, participating in community events or simply spending time together, these moments help girls develop their voice and shape the path ahead.

None of this work happens without people. The dedication of our staff team throughout 2025 was evident across the organisation. Working within a

demanding environment, they showed professionalism, care and adaptability, grounded in purpose. Our volunteers continue to be the heart of Guiding. Their commitment ensures girls across Victoria have access to safe, welcoming and empowering experiences. Our ongoing commitment to child safeguarding underpins everything we do, and we remain focused on ensuring volunteers are well supported, well equipped and confident in creating environments where girls feel safe, respected and able to thrive.

As we move into 2026, our focus is on building momentum while staying anchored to the strong foundations established over the past five years. We will continue to collaborate across the Guiding network and with partners who share our commitment to girls and young women. Strengthening community connection will be central to this work, increasing our presence across Victoria, reconnecting with communities where ties may have shifted, and ensuring Guiding remains visible, accessible and welcoming. Alongside this, we will continue to improve our systems and processes to support effective governance, resilient operations and a more seamless experience for families and volunteers. Financial sustainability remains a key priority, recognising that strong and stable foundations enable Guiding to continue to flourish well into the future.

I also wish to acknowledge the significant contribution of outgoing Governance Chair Dr Michèle Stokes. Michèle's stewardship, insight and commitment have helped guide the organisation through an important period of growth and change, and her leadership has left a lasting mark on Girl Guides Victoria. I am excited to be working alongside our new Chair, Natalie Glenton, as we look ahead with shared purpose, strong governance and a clear focus on the future.

I would also like to thank Pam Woodhams for her leadership as State Commissioner since stepping into the role in September. Pam's deep understanding of Guiding, steady presence and thoughtful leadership have provided continuity during a period of transition. Her support of volunteers, staff and governance leaders has been invaluable, and her commitment continues to strengthen the connection between our strategic direction and the lived experience of Guiding across the state.

As I continue in the role of Interim Chief Executive Officer, I do so with confidence in what has been built and a clear sense of possibility for what comes next. Girl Guides Victoria carries a proud legacy, and it remains a living, evolving movement, renewed each day by the girls, volunteers and communities who bring it to life.

This movement has always grown through people who chose to show up and step in. As we look ahead, we invite more hands and hearts to join us, strengthening Guiding in communities across Victoria and helping more girls and young women find a place to belong, lead and thrive.

I thank the Board for its stewardship and support, Dr Amy Timoshanko for her leadership and continued contribution to Guiding nationally, and every staff member, volunteer and supporter who helped shape 2025. Together, we continue to nurture a movement grounded in purpose, connection and opportunity, ensuring that Girl Guides Victoria remains strong, relevant and ready for the future.



Megan Hannan
Interim CEO



MESSAGE FROM OUR STATE COMMISSIONER

Volunteering with Girl Guides Victoria opens new doors for friendship, meaningful experiences, and real personal growth.

As interim State Commissioner for the last four months of the year, it has been a time of learning, inspiration, and excitement, and it has also been a humbling experience to work with so many dedicated volunteers who willingly give their time and talents because of their belief in the Girl Guide movement and the future of Guiding for girls.

It is my honour to reflect on the achievements of the past year and celebrate the extraordinary spirit of our Guiding community. This year has been a testament to the resilience, adaptability, and dedication of our members, volunteers, and supporters.

Our volunteer Leaders give selflessly of their time and energy, facilitating adventurous outdoor activities, camps, and sleepovers in addition to their weekly Unit meetings, so our Guides can experience inspiring, relevant, and Girl-Led programs across all developmental age groups.

Together, we have achieved remarkable success, empowering girls and young women and continuing to make a meaningful impact in our own communities and beyond.

Girl Guides actively supported the community, participating in Clean Up Australia Day, Midsumma Pride, National Tree Planting Day, Anzac Day, and *It's in the Bag* for Share the Dignity.

Jamboree Bush 2 Beach, held in September in Murwillumbah, Northern NSW, included 211 participants: 146 youth and 65 Adults from across our state. The youth members came home with amazing stories of their experiences. NSW presented a brilliant program with lots of fun things for youth members to participate in.



In November, we launched Girl Guides Victoria Alumni Network- Always a Girl Guide. A network of spaces to celebrate Guiding, stay connected, and inspire the next generation of girls to grow with confidence and courage.

On 31 August, we celebrated and farewelled the State Commissioner Team, Linda Kors, Deb Abbs, Rebecca Cartwright, and Billie Tranter with Good Service Awards to acknowledge their hard work over their three-year term.

Thank you to the Guiding Management Team (GMT), which comprises Region Managers, Program, Outdoors, Learning & Development, Awards, Trefoil, International, Inclusion and Diversity, Olaves Program, and the GGV Guiding Manager.

I extend my deepest gratitude to my State Team, Ann Cook, Gemma Johnson and Vicki de Hoedt, as well as to our incredible Leaders, volunteers, families and supporters. Your dedication has created a nurturing and enriching space for our Guides to thrive and grow.

Pam Woodhams

Pam Woodhams
State Commissioner



MESSAGE FROM OUR CHAIR, FINANCE AND RISK COMMITTEE



The Girl Guides Association of Victoria reported a deficit of \$1.35 million for 2025, a deterioration from the \$0.86 million deficit recorded in 2024.

This result was driven by a decline in total revenue to \$1.54 million (2024: \$1.70 million), alongside a significant increase in expenses, particularly employee benefits, which rose to \$2.01 million (2024: \$1.71 million). While administration costs decreased slightly, this was insufficient to offset broader cost pressures.

Other income remained relatively stable overall; however, the composition shifted unfavourably. Gains on financial assets were lower than in 2024, and there were no realised gains on asset disposals, which had contributed positively in the prior year.

From a financial position perspective, net assets declined to \$25.19 million (2024: \$26.54 million), reflecting the operating deficit and a reduction in financial asset holdings.

Cash reserves decreased materially to \$0.81 million (2024: \$1.55 million), indicating ongoing pressure on liquidity despite positive investing cash flows.

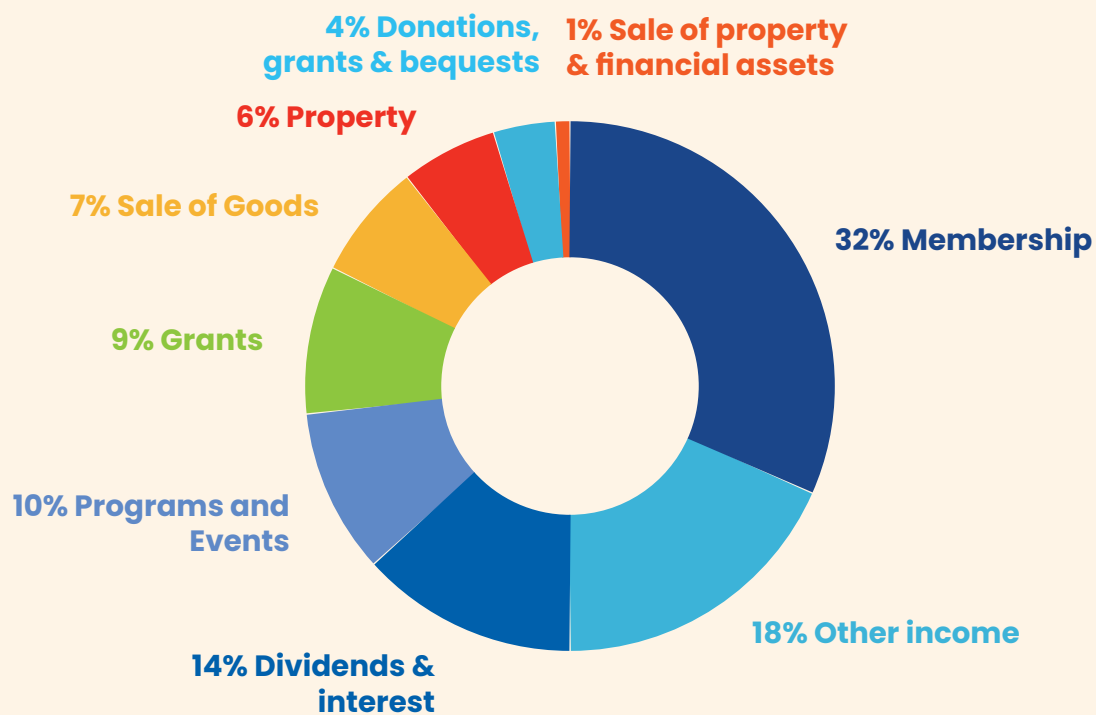
Notwithstanding these challenges, the organisation maintains a strong asset base and remains solvent, with the financial statements prepared on a going concern basis. Overall, 2025 reflects a year of increased cost pressures and reduced financial flexibility compared to 2024.

A handwritten signature in blue ink that reads "Glenn Kruthoff".

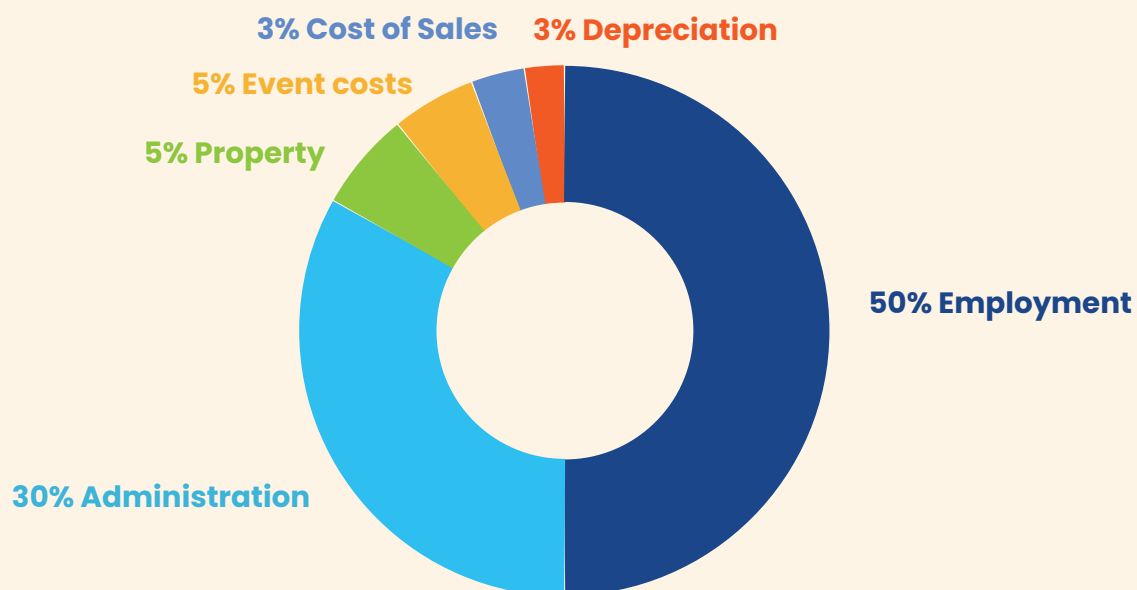
Glenn Kruthoff
Chair, Finance and Risk Committee



REVENUE AND OTHER INCOME



EXPENDITURE



MESSAGE FROM OUR INCLUSION AND DIVERSITY TEAM

The Inclusion and Diversity Team is a state-wide group of adult members who bring both professional expertise and lived experience. The team supports Girl Guides Victoria's strategic commitment to creating safe, inclusive, and welcoming environments for all members. By strengthening leader capability and improving access to information, resources, and professional learning opportunities, the team contributes to embedding inclusion, equity, and wellbeing across all levels of the organisation, including units and state events.

Birdman Rally

The team again played a leadership role in the Moomba Birdman Rally, supporting Girl Guides Victoria's strategic priority of community engagement and social responsibility. In 2025, the team raised over \$1,500 for Days for Girls Australia, reinforcing Guiding values through visible community participation and advocacy for organisations supporting women and children.

Campfire Chats

To further strengthen Leader development and inclusive practice, the Inclusion and Diversity Team established monthly online Campfire Chats. These sessions provide a safe, accessible space for leaders and members to build knowledge, share experiences, and explore key inclusion topics. Planned topics for 2026 include the use of sensory kits, delivering an Acknowledgement of Country, and LGBTQIA+ awareness, supporting increased confidence and consistency in inclusive leadership across the state.

Pride March

Girl Guides Victoria again participated in the Midsumma Pride March in St Kilda, reaffirming its commitment to belonging, visibility, and acceptance. Ongoing participation as an organisation demonstrates active support for LGBTQIA+ members, families, and communities, and aligns with Girl Guides Victoria's strategic focus on ensuring all members feel safe, respected, and valued.

Resources

The Inclusion and Diversity Team continues to develop and curate high-quality resources to support consistent inclusive practice across the organisation, including updated information help sheets on GuideHub and a dedicated resource pack for Reconciliation Week and NAIDOC Week. These resources support Girl Guides Victoria's priority of embedding respect, cultural understanding, and inclusive education into everyday Guiding practice.



Sensory Kits

In collaboration with JPC staff, the Inclusion and Diversity Team has planned the rollout of sensory kits across each district, with additional kits available for state events. These kits support accessibility, participation, and wellbeing, enabling Guides who benefit from sensory regulation tools to more fully engage in activities. This initiative aligns with the strategic commitment to reducing barriers to participation and ensuring diverse needs are recognised and supported.

Yellow Ladybugs Conference

The team supports Girl Guides Victoria's investment in an online group ticket to the Yellow Ladybugs Conference, aligning with the organisation's focus on evidence-informed practice and continuous learning. The conference provides access to leading experts on neurodivergent girls and women, with recordings and resources available to extend learning and share knowledge across the organisation.

Wellbeing Role at State Events

To further strengthen safety, inclusion, and wellbeing, the Inclusion and Diversity Team developed a position description for a dedicated Wellbeing role at state events. With the endorsement of the Guiding Management Team (GMT), this role is now required for all state events. The role ensures that inclusivity and wellbeing considerations are embedded throughout event planning and delivery, supporting positive participant experiences and consistent organisational standards.



MESSAGE FROM THE VICTORIAN TREFOIL GUILD STATE ADVISER



Victorian Trefoil Guilds were active throughout the year, undertaking activities built on the principles of fun, friendship and service. Many Guilds took the opportunity to connect with other Guilds and share in common activities.

They joined the celebration of 80 Years of Australian Trefoil Guild throughout 2025. Across the state, Guilds often took the opportunity to combine their birthday celebrations with this nationwide event, and some even lit 80 candles on their celebratory cakes.



In preparation for the Sangam 60th Birthday celebration, the Friends of Sangam Australia encouraged Guilds to raise funds to support Sangam by hosting an Indian High Tea. They researched recipes for traditional Indian dishes, donned Indian attire, learnt about traditional celebrations and even how to drape and wear a sari whilst raising funds for Sangam. The Trefoil Guilds were challenged to save their 5-cent coins and present them in an interesting way. These activities raised a significant amount of money to be utilised by Sangam in 2026.

In September, the Adviser role was handed over from Jill Livingston to me. Thank you, Jill, for your dedication to this role over your three-year term and for your continued mentoring support as I learn what the role entails. Thanks also to Mandy Sawatzki and Sandy McElroy, who offered to continue managing Trefoil Guild merchandise. The support from the Girl Guides Victoria team and from Aileen Steele at the Australian Trefoil level is greatly valued.

It is quite early in my term, and for me, the best part has been the opportunity to get out and meet with Trefoil Guilds in person. I have met so many amazing women who display their ongoing commitment to Guiding in so many ways. Thank you for making me feel so welcomed, and I look forward to connecting with more Guilds throughout my term.

Robyn Steward

Robyn Steward
Victorian State Trefoil Guild Adviser





MESSAGE FROM OUR OLAVE PROGRAM MANAGER

The Olave Program is all about community, self-development and adventure, and in 2025, Victorian Olaves had many opportunities to engage in all areas of the Olave Program framework.

At the beginning of the year, we celebrated at Government House those who had achieved the Olave Baden-Powell Award. We couldn't be prouder to celebrate the achievements of our incredible members on this special occasion.

Our biggest event of the year was the Olave Ball! In August, 30 members gathered in the CBD to celebrate Guiding friendship and connect with friends across the state, old and new. It was a great opportunity to get to know the Olave Committee, who emceed the event.

Something new for the Victorian Olave Program was Snow Camp. This camp allowed Olaves to spend the weekend at our Lonsdale Ski Lodge skiing, snowboarding and tobogganing to their heart's content.

It was also incredible to see many Victorian Olaves attend the national Jamboree in Northern NSW. Olave members gave their time and energy to help support the camp's operations, and we were also lucky to participate in some activities specifically for Olaves, including a trivia night and a linking tent in the Jamboree marketplace.



Our flagship community initiative for the year was once again supporting Share the Dignity's *It's in the Bag* campaign, packing bags of essentials for women impacted by period poverty. Some peer groups amplified their impact by involving their Districts or by fundraising to put together additional bags.

The heart of the Victorian Olave Program is our Peer Groups across the state, who continue to get up to plenty of adventures. In 2025, we saw our Peer Groups road-tripping and connecting with Olaves in Adelaide, going on an exchange to visit Japanese Girl Scouts, going on hiking and camping adventures, and more!

There is no doubt that the Olave Program builds incredible young women, and the achievements of our Olaves continue to showcase that. This year, our member achievements included representing Olaves at the Office for Youth National Youth Forum, being a guest speaker at Share the Dignity's *DigniTea*, taking flight in the Birdman Rally, LiCing state events, producing the International Day of the Girl activity pack for GGV, and more!

One particular Olave I'd like to highlight is Dayla Allen, who, in November, finished her term as the Victorian Olave Program Manager. On behalf of Victorian Olaves, I'd like to thank Dayla for volunteering her time to grow the Olave Program in Victoria.

Looking forward to 2026, I am excited to build on many existing aspects of the Victorian Olave Program and introduce some new events as well. May there be many more Olave adventures to come!

Zoe De Paola

Zoe De Paola
Olave Program Manager





OUR WORK

Child Safeguarding

Our dedication to child safety is unwavering, and we are committed to maintaining a culture of vigilance and care, where the wellbeing of children and young people is always our top priority.

Over the past year, child safety at GGV has continued to strengthen in line with the Child Safe Standards, focusing on improved governance, compliance, and staff capability. An internal audit commenced during the year, alongside key updates including ACF certification of three Child Safeguarding policies, followed by volunteer training across the State.

The Reconciliation Action Plan (RAP)

Our RAP Advisory Group reflects the organisation's strong commitment to embracing, respecting and promoting inclusion, and to valuing the cultures, rights and perspectives of First Nations peoples. We are deeply committed to ensuring Aboriginal and Torres Strait Islander people have meaningful opportunities to participate in Guiding and to be actively involved across our programs and activities.

In 2025, Reconciliation Australia endorsed GGV's Reflect Reconciliation Action Plan. The RAP provides a clear framework for strengthening cultural understanding, building respectful relationships and embedding reconciliation into our organisational practices. Through the delivery of our RAP actions, we aim to further embed inclusion and accountability across all areas of the organisation.



Learning and Development

Learning and development remain central to GGV's mission, with a strong focus on building capable, confident and well-supported volunteers and young women. During the year, we introduced Girl Guides Learning, our new learning management system, providing a streamlined and accessible platform to support volunteer learning and development. More than 80 young women aged 16–25 participated in targeted workshops focused on leadership development, cultural awareness and child safety, while 26 Junior Leaders (aged 15–17) strengthened their leadership skills within Guide Units and mentoring from experienced Guide Leaders.

We delivered more than 30 webinars and online learning activities to support volunteer capability across a broad range of topics, including risk assessment, our Outdoor Approval process (OUT.01s), leadership, child safeguarding, cultural safety, neurodiversity, LGBTQIA+ inclusion, effective use of the M365 environment in Guiding, volunteer management and leadership.

Quality and Development

The Quality and Development team undertook two key pilot projects during the year, with a focus on future sustainability and accessibility of Guiding. Projects included a six-month project in the Gippsland Region to better understand the experiences and needs of volunteers and young people involved in Guiding, alongside the Active Advocates pilot program delivered in partnership with Bayswater Secondary College and Heathmont College, working with Year 8 and 9 students within school settings. Insights from these projects will inform future improvements to volunteer support, engagement pathways, feedback processes and the long-term sustainability of Guiding.

Psychosocial Safety

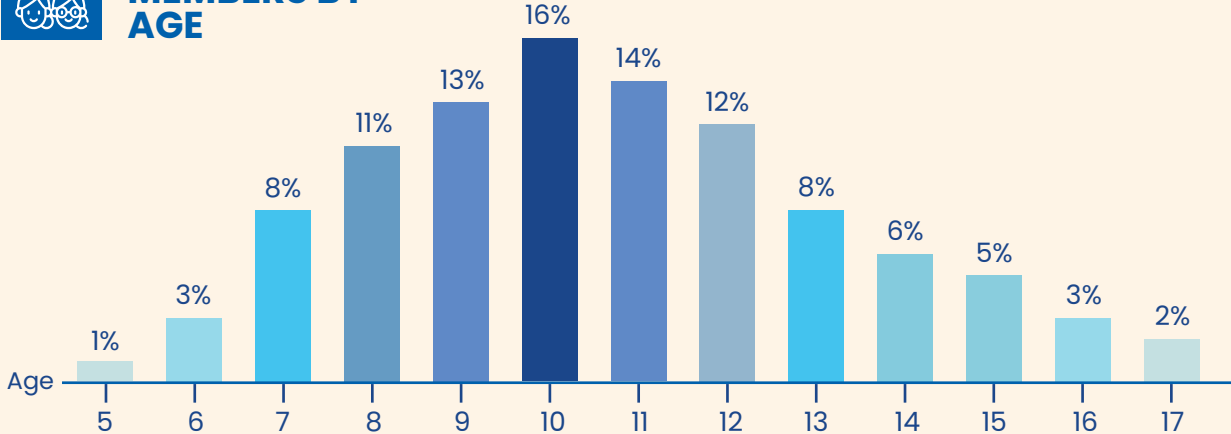
From 1 December 2025, Victorian legislation requires all organisations, including GGV, to actively identify, prevent and manage psychosocial risks in the workplace. This legislation reinforces what we already value: respect, kindness, clarity and safe behaviour between adults and children. The laws apply to everyone working, volunteering, participating and representing GGV. To support our entire Guiding community, we have partnered with WorkSafe Victoria and AP Consulting to develop a tailored action plan for GGV to commence in early 2026. This plan will include the launch of an organisation-wide program and framework, including surveys, a risk assessment, gap analysis, a digital reporting system, support, resources, and training.



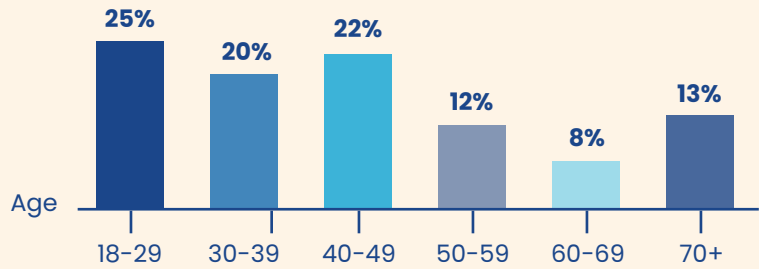
OUR GUIDING COMMUNITY AT A GLANCE



YOUTH MEMBERS BY AGE



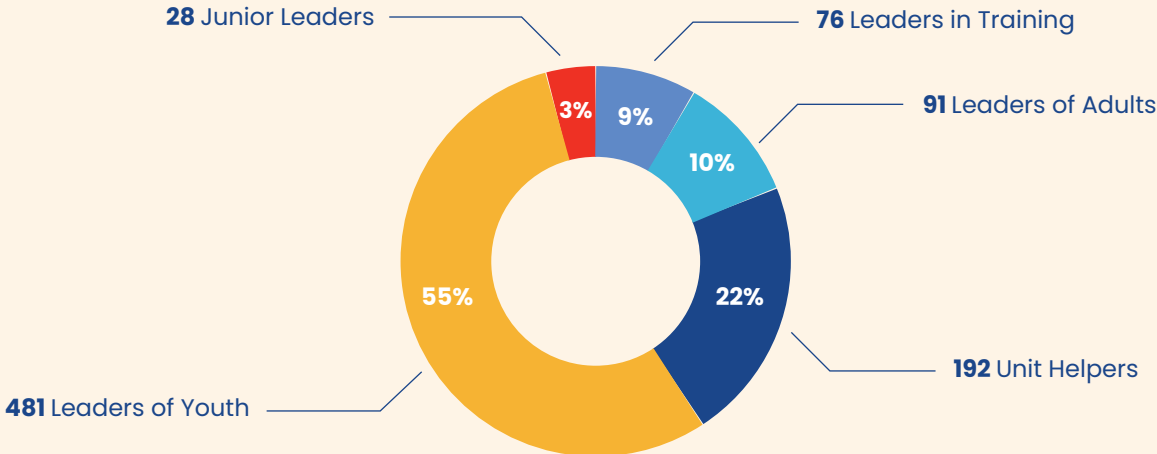
ADULT MEMBERS IN LEADERSHIP POSITIONS



LEADERSHIP LEARNING SUPPORT

26 Leadership Qualifications Gained

5 Management Qualifications Gained



OUTDOOR ACTIVITY NUMBERS AT A GLANCE



TOP 5 ADVENTUROUS ACTIVITIES



1. Climbing

Rock Climbing, Abseiling, Flying Foxes & High Ropes



2. Paddling

Canoeing, Kayaking & Stand Up Paddleboarding



3. Swimming

Swimming, Surfing, Snorkelling & Water Parks



4. Snow & Ice

Skiing, Snowboarding, Tobogganing & Ice Skating



5. Cycling

Trail Rides & Mountain Biking

More than 3,600

registrations were recorded throughout the year across all outdoor adventure activities, sleepovers, camps and expeditions.

Over 1000

Guides went on outdoor camps.

Over 1200

Guides participated in adventurous activities.



BUSIEST MONTHS

1 November

2 March

3 October

GUIDING IN ACTION

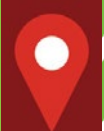


AUSTRALIAN JAMBOREE

In September, Victorian Girl Guides travelled to Jamboree Bush 2 Beach, a vibrant week-long national event bringing together Guides from across Australia and around the world.

Throughout Bush 2 Beach, Guides participated in a wide range of activities designed to challenge, inspire, and build confidence. From horse riding and hiking to surfing and rollercoaster adventures, and from trail rides to overnight hikes, Guides developed new skills while embracing challenge, fun, and discovery. These experiences encouraged teamwork, resilience, and personal growth while fostering lasting friendships.

Jamboree Bush 2 Beach reflected the breadth of opportunities available through Girl Guiding, building on weekly local activities to offer state, national, and international experiences. Girl Guides Victoria is proud to support programs that help girls expand their horizons and discover their potential. Each experience, from local meetings to national events, reinforces the values of adventure, community, and personal development at the heart of Guiding.





BIRDMAN RALLY

Girl Guides Victoria once again took to the skies at the Birdman Rally, proudly representing Girl Guides from across the state at this much-loved Moomba Festival event. Beyond the spectacle of flight and creativity, the Rally reflected community spirit, innovation, and shared purpose. In 2025, our participation also raised \$1,697 for Days for Girls Australia, supporting improved menstrual health education and access for women and girls.

This year's craft, Seize the Day, was piloted by Victorian Olave, Girl Guide Unit Leader, and Greater Bendigo Young Citizen of the Year, Polly Smith. Through her involvement, Polly championed the mission of Days for Girls Australia and highlighted the importance of empowering women and girls. Her leadership reflected both her commitment to Girl Guiding values and to creating positive community impact.

Girl Guides Victoria has a proud history of participating in the Birdman Rally as a platform to raise awareness and funds for causes close to our hearts. Each year, our courageous pilots take the leap not only for the thrill of flight but to serve the wider community. This tradition continues to embody the spirit of adventure, service, and social responsibility that defines Girl Guiding.





SNOOZEFEST

Melbourne Zoo

Nearly 500 Girl Guides and Leaders from across Victoria gathered at the Melbourne Zoo on Saturday, 5 April for Snoozefest. This mega state sleepover was packed with fun, friendship, and one-of-a-kind animal encounters. Guides embraced the adventure, exploring two animal zones, learning from passionate, knowledgeable zookeepers, completing scavenger hunts, and soaking up the zoo's atmosphere at twilight.

Year after year, Snoozefest is one of the most popular events on the Victorian Guiding calendar. It's easy to see why - where else can you sleep under the stars with hundreds of other Girl Guides, make new friends, and spot lions and seals? When girls have space to explore, connect, and step out of their comfort zones, amazing things happen.

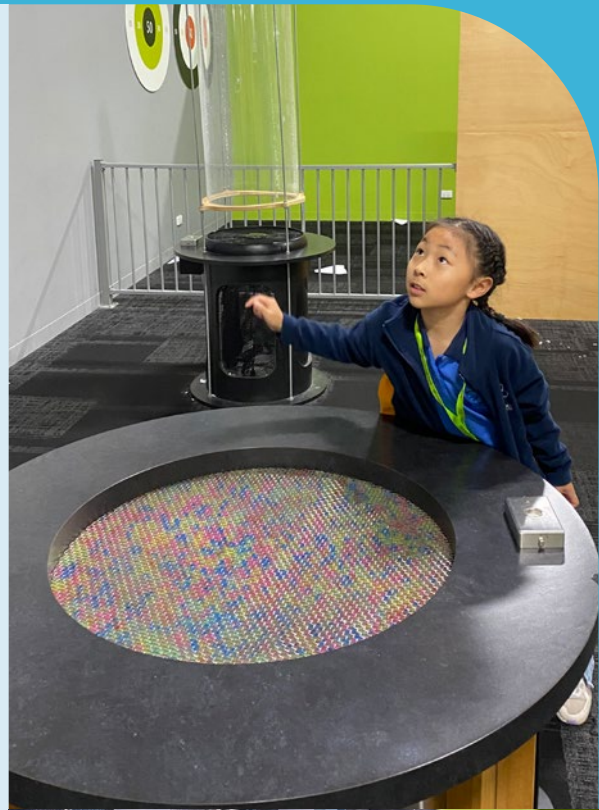




SNOOZERELLA Twisted Science

In June, younger Girl Guides from across Victoria rolled out their sleeping bags for Snoozerella – our beloved annual sleepover for younger Guides, bursting with curiosity, creativity, and connection. This year, we dialled up the excitement with two simultaneous sleepover events held at Twisted Science in Echuca and Moorabbin, making it a truly unforgettable night for our Guides.

With interactive activities that sparked imagination and discovery, Guides got stuck into everything from coding challenges and science games to meeting fascinating animals and travelling the galaxy inside the Astrodome. Guides embraced the wonder and excitement of science through interactive play and teamwork. Snoozerella is more than a sleepover; it's a celebration of all that makes Girl Guiding bold, brilliant, and bursting with potential!





ANZAC DAY

Guides and Leaders from across Victoria came together in the heart of Melbourne to give service and pay their respects at the 2025 ANZAC Day March, walking from Federation Square to the Shrine of Remembrance. ANZAC Day remains a significant occasion on the Girl Guides calendar, providing an important opportunity to reflect, remember, and honour those who have served and continue to serve.

Girl Guides across the state also took part in local remembrance activities, including dawn services, wreath laying, and moments of silence during commemorative ceremonies. With a proud tradition of service on ANZAC Day spanning many decades, including participation in the city march since the 1980s, Girl Guides Victoria once again demonstrated its enduring commitment to respect, service, and remembrance.





PRIDE MARCH

Girl Guides Victoria took part in the Midsumma Pride March, joining thousands of people and organisations celebrating diversity and inclusion.

We're committed to creating inclusive experiences and spaces where Guides feel confident, supported, and connected, and we're proud to be part of a community that champions every girl.



WORLD THINKING DAY Bendigo

In February, we began the year with a reflection of 'Our Story' during World Thinking Day. This day of international friendship and thought has been celebrated since 1926 and is still observed by Girl Guides and Girl Scouts from across 150 countries. Taking place in Bendigo, our Guides were able to undergo unforgettable adventures and discoveries from historical mines to iconic trams.



DOLPHIN AND OARSOME DAY Sandringham

We were delighted to host these challenging water days again for Guides aged 5-17. Both older and younger Guides had the opportunity to undertake confidence-building water-based activities as well as fun and educational land-based marine games. The key theme for this year was 'Community Connection' and what this meant in the realm of marine conservation. This event was also a great opportunity for our adult volunteers to lend a hand and get involved.





VICTORIAN JAMBOREE CONTINGENT CAMP

Britannia Park

This year's contingent event played an important role in preparing Guides for the official 2025 Australian Girl Guide Jamboree. Guides experienced camping in a more informal setting and had the thrill of conquering the Flying Fox or the Climbing Wall. In addition, this was the perfect opportunity for Guides to work towards their Trefoil Two Camping qualification.



SPROUTS IN THE WILD

Pax Hill South

Our 5–9-year-old Guides enjoyed another memorable overnight experience, this time immersed in nature. Through outdoor activities, games, and plenty of muddy fun, Guides were encouraged to challenge themselves as they explored the great outdoors. Importantly, this camp offered flexibility, allowing Guides to stay overnight if they felt confident, or to participate during the day and return home when it felt right for them.



GIRL GUIDES VICTORIA AGM AND LEADER CONFERENCE Yarraville

A staple for our Membership community, the Annual General Meeting brought together adult Members from across Victoria, both in person and online. The day was a perfect opportunity for Members to have their voices heard, catch up with old friends, and congratulate new Leaders. There was an additional award ceremony and enjoyable afternoon training sessions at the Leader Conference following the AGM.



LADY STRADBROKE CUP Britannia Park and Lingbogol

Our annual competition camp for girls aged 10+ returned across both Britannia Park and Lingbogol. Teamwork was a key feature of this year's camp, with leaders crafting a safe and supportive environment to develop friendships, confidence, and camping skills. Guides participated in their patrols, competing across a range of activities, from menu planning to successfully setting up and managing their own campsites, earning points and building strong patrol spirit throughout the camp.



WYNDHAM DISTRICT CAMP Riddells Creek

Girl Guides and Adult Members in our Wyndham District Region joined a particularly popular camp at the Rowallan Girl Guide Campsite. There was a wide range of indoor and outdoor activities designed to cater to diverse interests and abilities. Some of the more outdoor activities included low ropes, orienteering, and archery, which allowed the Guides to challenge themselves. This camp was also a great chance for Regional Leaders to take charge of running an event and further develop leadership and coordination skills.



LOCAL HIGHLIGHTS







RECOGNITION OF GIRLS



Queens Guide	9
Gold Endeavour	4
Silver Endeavour	25
Bronze Endeavour	82
Junior BP	59
Baden Powell	26
Olave Baden Powell	1

Isabella Rae Delia **Sunbury Ranger Guides**

Issy has been a valued member of Sunbury Rangers and has completed every element of her Queen's Guide journey with enthusiasm and dedication. She led two patrols to Lady Stradbroke, helping her Unit achieve first and second place, and represented Guiding internationally at Essex International Jamboree as a flag bearer. Issy also invited an interstate Guide to share in her Unit's experiences and brought home new ideas to teach others. Through her leadership, communication and willingness to encourage others to try new activities, Issy has become a strong and supportive role model within her Guiding community.



Klara Loie

Whitehorse Nighthawk Ranger Guides

Klara has shown remarkable perseverance throughout her Queen's Guide journey, completing a wide range of challenges that developed her confidence, leadership and personal skills. She volunteered at her school canteen and with Interchange Outer East, strengthening her interpersonal skills through service to others. Klara led an engaging international night on Mauritius Girl Guides, contacting the Chief Commissioner of Mauritius to deepen her research and planning creative activities for Guides. She also challenged herself through coding, crochet, regular gym training and coordinating a successful donation drive that collected ten bags of essential items. Klara has been an inspiring and highly respected member of her Unit.

Quinn Kittelty

Bentleigh Ranger Guides

Quinn has completed the Queen's Guide Award with dedication, determination and a constant willingness to step outside their comfort zone. Quinn undertook regular service with Bailey Reserve Cubs, attended leadership training and ran a variety of Unit activities, including communication games and basic Auslan. Quinn also explored social issues, connected internationally with volunteers at Sangam World Centre, organised Bentleigh Guide Hall's 90th birthday celebrations and balanced new personal milestones such as gaining their learner's permit and starting a casual job. Quinn's strong leadership was especially evident when captaining a Hoadley Hide hiking team, encouraging peers to achieve their best. Quinn's positive attitude and commitment make them an outstanding role model.

Harriet Throughgood

Maryborough Butterfly Ranger Guides

Harriet has shown steady commitment and leadership throughout her Queen's Guide journey. She supported younger members of her multi-aged Unit by planning and delivering a range of activities, including Biodiversity Challenge tasks, Free Being Me sessions, marble runs and flag ceremonials. A standout achievement was Harriet's leadership during an overnight hike in the Brisbane Ranges, where she prepared participants for the experience, assisted with menu planning and confidently helped lead the hike itself. Harriet's calm organisation and willingness to support others have made her a valued member of her Guiding community.

Zoe Frankensteiner

Whitehorse Nighthawk Ranger Guides

Zoe has shown outstanding perseverance and leadership while completing her Queen's Guide Award. As College Captain, she developed exceptional interpersonal and organisational skills while ensuring students felt welcomed, safe and included. Zoe facilitated a memorable debate night for her Unit, confidently leading respectful discussions on both serious and light-hearted topics. She also pursued personal goals through gym training, learning the saxophone, sport and team captaincy in hockey, where she helped foster an empowered and inclusive team environment. Through planning large school community events and balancing many responsibilities with enthusiasm, Zoe has proven herself to be an inspiring and admired leader.

Lucy Schilling

Warracknabeal Blooming Girl Guides

Lucy completed her Queen's Guide journey with impressive dedication, effort and thoughtful planning. Presenting her work to the Horsham Night Owl Unit, Lucy demonstrated the depth of research and commitment she had given to each of her challenges. She created a wide variety of engaging presentations and activities, incorporating visual displays, speaking tasks and food experiences to involve her audience. Lucy carefully considered the ages and abilities of the girls when planning each activity, ensuring everyone could participate fully. Her creativity, preparation and attention to others made her Queen's Guide presentations both memorable and highly successful.

Julia Hastings

Horsham Girl Guides

Julia has shown tremendous growth, organisation and leadership throughout her Queen's Guide journey. She has been a reliable leader for younger Guides, running a STEAM sleepover and a Mexico-themed Unit night, while also supporting another Queen's Guide candidate. Julia explored a wide range of personal challenges, including music research, baking, financial literacy, podcasting, social justice topics and volunteering regularly at Vinnies. She also stepped into new experiences such as school production crew and confidently led her peer Unit camp, adapting plans when extreme weather required relocation. Julia's enthusiasm, resilience and passion for helping others have made her a wonderful role model within Guiding.

Jess Hopgood

Bentleigh Ranger Guides

Jess has completed her Queen's Guide Award with dedication, confidence and a strong commitment to challenging herself. Throughout her journey she developed leadership, communication and time management skills while volunteering in her community through the Brotherhood of St Laurence Op Shop, ANZAC Day commemorations and her local AFL club. Jess also gained first aid qualifications, completed referee courses and pursued new interests including guitar, Spanish and Gaelic football. A highlight of her Award was sharing her passion for Formula One racing through podcasts and presentations, while also extending this interest into driving and basic car maintenance. Jess's hard work and willingness to embrace new opportunities make her an inspiring achiever.

Elizabeth Haynes

Drouin Senior Girl Guides

Libby has shown exceptional dedication in completing her Queen's Guide Award and has undertaken a broad range of challenges with commitment and enthusiasm. One of her standout achievements was visiting approximately thirty-four parks over the course of a year, demonstrating perseverance and a love of adventure. She also led engaging communication activities, learnt to make clothing for the first time and developed practical life skills by learning to drive. Libby's willingness to try new things and complete each challenge to a high standard has made her achievement particularly significant, as she is the first Guide from Drouin to accomplish this Award in twenty-five years.

OLAVE BADEN-POWELL AWARDS

The prestigious Olave-Baden Powell Award is the peak achievement for Olaves aged 18-29.

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

Jessica Butler

Maroondah Evagora Olaves

Jessica, a founding member of Maroondah Evagora Olaves, has completed the Olave Baden Powell Award with remarkable commitment, humour and leadership. Jessica has helped build the Olave peer group from the ground up while also organising statewide Olave events, renewing camp qualifications and undertaking a demanding three-month physical challenge. Jessica also completed the accreditation process to become a foster carer, while extending learning through AUSLAN studies and faith exploration. Throughout the journey Jessica has been the steady, organised and supportive force behind the peer group, always willing to lead, encourage and bring others along. Jessica's warmth, capability and dedication have made Guiding stronger, more connected and more joyful.



2025 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 2025, they were presented with these awards to acknowledge their commitment at local, regional and state levels.



BORONIA

- Elizabeth Adnams
- Hannah Evans
- Angelia Folino
- Belinda Gresens-Harris
- Rose Hopkinson
- Jillian Malin
- Sandy McElroy
- Louise McPhee
- Jane Meehan
- Erin Mutton
- Elizabeth Nezeh
- Angelina Pettolino
- Nerida Thurbon
- Tamara Warden



WATTLE

- Isabella Brehaut
- Samantha Curley
- Rebecca Hoath
- Roslyn Prentice
- Brenda Roberts
- Kris Thornton
- Daphne Womersley

Bar to a Wattle Award:

- Andrew Hosking



FLOWERING GUM

- Karina Dew
- Gwenda Freeman
- Irene Watt



EMU

- Tara Anderson
- Astrid Bahr (now deceased)
- Rebecca Cartwright
- Tara Hicks
- Billie Tranter



GREY KANGAROO

- Deborah Abbs
- Linda Kors
- Louisa Watts



WAGGS ASIA PACIFIC REGION AWARDS

- Dianne McKenna Unit Leader
- Gresley Waklin-King Unit Leader
- Amanda Clark Manager
- Samantha Bourke Manager
- Deborah McLaren Service to Guiding



THANKS BADGES

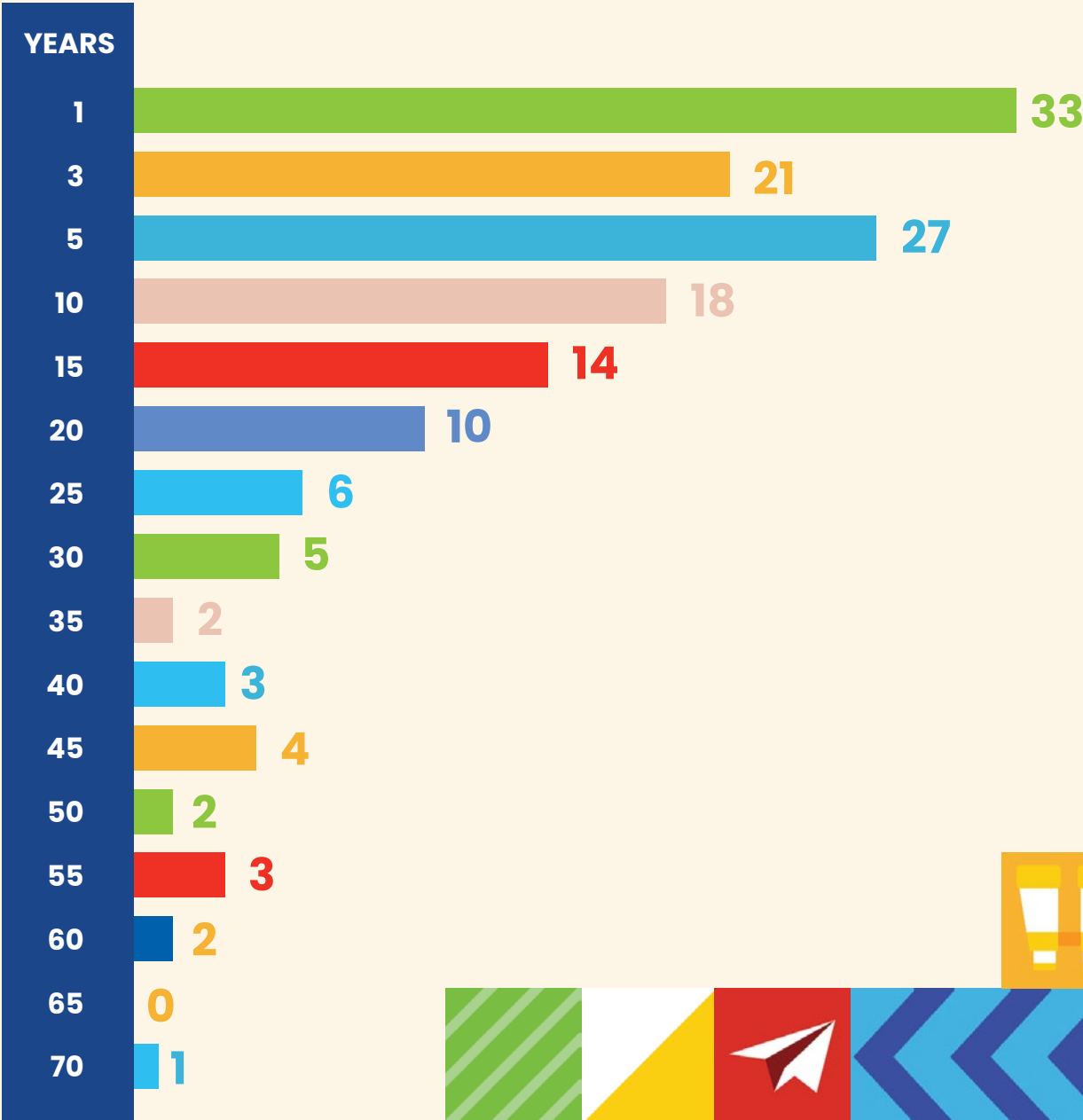
- Andrew Hosking
- Lyn Urquhart
- Patricia Powell (Trefoil Guild Thanks badge and Certificate)



YEARS OF MEMBERSHIP

The 'Years of Membership' badge recognises adult years of membership to Girl Guiding. In 2025, 151 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



OUR PEOPLE



HEAD OFFICE TEAM AT END OF 2025

Dr Amy Timoshanko
Chief Executive Officer

Megan Hannan
Head of Communications

Gaye Wealthy
Head of People, Culture, Safety
& Operations

Brett Dunn
Maintenance Officer

Jaydine Rumney
Guiding Development Officer

Karen Chatto
Guiding Manager

Kritika Sharma
Property Officer

Lizzy Gordon
Communications & Marketing
Coordinator

Marisa De Fazio
Finance Officer

Paula Williams
Retail Shop Administrator

Rose O'Callaghan
Britannia Park Manager

Sophia Stokes
Office Administrator

Suan Sow
Quality & Development
Manager

Tayla Hamilton
Outdoor Adventure Officer

Tracey Egan
Membership & Database
Administrator

GUIDING MANAGEMENT TEAM AT END OF 2025

Linda Kors
State Commissioner (until 31
August)

Deb Abbs
Assistant State Commissioner
(until 31 August)

Rebecca Cartwright
Assistant State Commissioner
(until 31 August)

Billie Tranter
Assistant State Commissioner
(until 31 August)

Pam Woodhams
State Commissioner (1
September onwards)

Ann Cook
Interim State Commissioner
Team (1 September onwards)

Gemma Johnson
Interim State Commissioner
Team (1 September onwards)

Vicki De Hoedt
Interim State Commissioner
Team (1 September onwards)

Karen Trepte
Region Manager, Barwon South
West

Sarah Charles
Region Manager, Eastern

Helen Holliday
Gippsland representative

Gwen Anderson
Region Manager, Hume

Maree Whitehead
Region Manager, Mallee

Pam Woodhams
Region Manager, North West

Leigh Younger
Region Manager,
River and Wimmera

Jan Withers
Region Manager, Southern

Tara Hicks
Manager, Inclusion and Diversity

Samantha Bourke
Manager, Program

Robyn Steward
State Trefoil Guild Adviser

Karen Chatto
Guiding Manager

Belinda Pritchard
Manager, Outdoors

Kate Ferguson
Manager, Learning
and Development

Dayla Allen
Manager, Olave
(until November)

Zoe De Paola
Manager, Olave
(November onwards)

Marg Devlin
Adult Awards Chair





**EXECUTIVE
COMMITTEE
AT END OF 2025**

Dr Michèle Stokes
Governance Chair

Dani Scott (Smith)
Deputy Chair

Glenn Kruthoff
Treasurer

Lindsay Tagg
Nominated GGA
Board Director

Pam Woodhams
State Commissioner

Claire Bickell
Member

Emily Blackwell
Member

Mandy Fitzgerald
Member

Natalie Glenton
Member

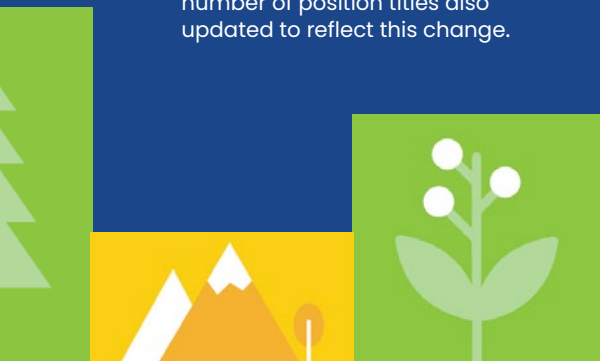
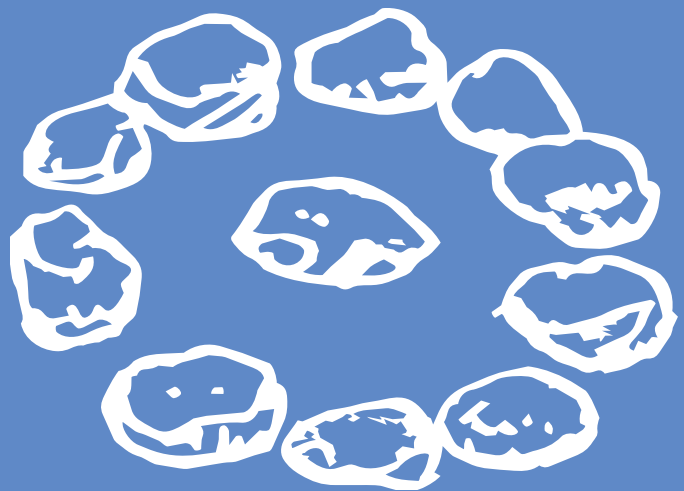
Krista Seddon
Member

Gillian Víctor
Member

Note: Following constitutional updates in February 2026, the Executive Committee is now known as the Board, with a number of position titles also updated to reflect this change.

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 2025

© Copyright 2026 Girl Guides Victoria

