



**GIRL GUIDES  
AUSTRALIA**

**2013**





# Girl Guides and water Royal Adelaide Show

2013

Guides



Water  
2013 ANNUAL REPORT



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ROYAL ADELAIDE SHOW

GIRL GUIDES SOUTH AUSTRALIA

# STATE COMMISSIONER'S REPORT

Welcome to the Girl Guides SA Inc Annual Report for the year 2013. This annual report is a combination of all the Senior Management Teams efforts over 2013 to cover the Operational Plan for Girl Guides South Australia. The Girl Guides Australia Strategic Plan was reviewed by the Girl Guides Australia Board in 2013 and the new Strategic Plan to 2015 was adopted and adjusted to become the Girl Guides SA Operational Plan which is set to deliver some measureable outcomes for Guiding. The Strategic Plan headlined six main areas. These are High Quality Leadership; Reinvigorated Brand; Redesigned Program experience; Unified, strong, National organisation; Sustainable funding with new commercial model; and disciplined change management and project management.

This year was the year for the Regions, Districts and Units to run activities and continue to grow Guiding. It was the year for our Learning and Development Team to roll out the new Adult Learning Qualification Program through the Learn Develop Explore program, research and trial the Management Qualification Program and expand on the trials of the Outdoor Leadership Qualification. 2013 was the year to review the further development modules and the volunteer appraisal system. It was also the year to research new technology options nationwide with the decision to commit to a new national web based database and website system. This system will allow better protection of the data and reduce Leader administration time. State events were the Australia Day Parade, Douglas Scrub Activity Day, Anzac Day Youth Vigils, Biscuit Day, the Royal Show and camps such as Camp Amity and Earthkeeper's Camp.

All of the Senior Management of Girl Guides SA including the Board, State Management Team (and the State Managers teams), Region Manager Team and the Staff worked to fulfil the needs for Guiding in 2013. All members have been kept informed of progress, activities and changes through the State Newsletter and electronic media, Region Leader teams and directly via mail or email. Our triple bottom line is vital to the success of the organisation. Financially our income levers are membership, biscuit sales, property bookings and investment dividends. 2013 saw an increase in membership over the year of 14.89% which we are very proud of the community engagement of our volunteer Unit Leaders and District and Region Teams that is the basis for this increase. Our biscuit sales had a small improvement from 2012 and we hope to continue to build



this program. The skills that the Guides, Leaders and Managers develop from this program are life skills in sales and marketing, entrepreneurship, business and in business ethics. Our property bookings continue to need improvement especially at the Douglas Scrub Campsite and as part of our Operational Plan in 2010 we have continued to progress the Douglas Scrub Campsite redevelopment to the stage that we achieved development approval in mid 2013. The later half of 2013 saw the finalisation of plans, discussion on the stages of the building and material selection for the project. We have been unsuccessful with grant funding at this stage but continue to improve our knowledge base and consultant networks to this end. Our expenses are to allow us to provide our volunteers with the services they need to provide quality Guiding to their Guides.

Our volunteer Leaders and Managers are the lifeblood of the organisation. I would like to personally thank all the members of the organisation who have put their spare time into Guiding. I would like to thank the Staff for their efforts over the year. I would like to thank the supporters of all our Leaders and the parents of the Guides who assist their girls to become the best they can be. I would especially like to thank the Leaders who are enthusiastically assisting the girls and young women they mentor and lead to become the confident, self-respecting and responsible community members we aim for them to be. Our Leaders and Managers are great volunteers who believe that mentoring and leading the next generation of girls and young women will result in a better global community for us all. As a member of the World Association of Girl Guides and Girl Scouts all our Guides are one of 10 million members.

I commend this 2013 Annual Report to you as we have fun today and lead the World tomorrow. I ask you also to join us as we move through 2014 and imagine more!

Dr Michelle Stone  
State Commissioner.





OUR M

To enable girls and young women to become confident, self-respecting, and active members of their community

2015 ASP

Australia's leading organisation for young women in leadership and development

2015 C

Sustainable surplus with diversity of income

Growing membership

What we want  
Girls and young women learn by doing through engaging, practical activities  
Life Skills, Confidence, and Leadership

NATIONAL  
REVITALISING

High quality leadership, with increased support and flexibility

Reinvigorated Brand

Redesigned program experience (including outdoors)

GIRL GUIDES  
AUSTRALIA



## MISSION

Helping women to grow into  
effective, responsible  
members.

## INSPIRATION

Organisation for girls and  
leadership and personal  
development.

## GOALS

Help and active alumni

National "top of mind" as the leadership  
development organisation for girls and young  
women

Will deliver:

Practical, fun activities: Values-based Leadership and Advocacy,  
Confidence and Self-esteem

## STRATEGICAL PRIORITIES: DRIVING THE MOVEMENT

Unified, strong national  
organisation

New commercial model  
and sustainable funding

Disciplined change  
management and project  
management

# HIGH QUALITY LEADERSHIP, WITH INCREASED SUPPORT

- Provide best practice nationally consistent learning and development to support ar
- Implement effective Performance Management process including performance eval
- Dedicated resource to attract, select, allocate and retain volunteers in the right rol
- Establish and utilise more flexible adult volunteer roles

## Australian Learning & Qualification Program

2013 saw the launch of the new Australian Learning & Qualification program, based on recommendations from the Learning and Development Review.

In response to extensive consultation with the membership, the new qualifications:

- have increased use of technology, including webinars,
- have a more flexible approach to assessment.
- include increased opportunities for prior experience and qualifications to be recognised.

## Trainings offered

- Learn, Explore, Discover Roadshow
- Archery Training
- Being Safe
- Water Activities
- Asthma Awareness
- Leadership Qualification
- Leader of Adults—District and Region Roadshow
- Guiding Partners and Trainers Workshop
- Training for Trainers
- Development of Training Skills



## ST AND FLEXIBILITY

and retain volunteers

evaluation, succession planning, recognition, reassignment and retirement

e

TRAINING COURSES RUN: 36

TOTAL NUMBER OF PARTICIPANTS: 353

LEADERSHIP QUALIFICATION PARTICIPANTS: 24

LEARN, EXPLORE, DISCOVER PARTICIPANTS: 54

ARCHERY TRAINING PARTICIPANTS: 5

GIRL GUIDES AUSTRALIA TRAINING PARTICIPANTS: 31

OUTDOOR TRAINING PARTICIPANTS: 20

GUIDING ORIENTATION PARTICIPANTS: 31

TOTAL TRAINING HOURS: 2222

# REINVIGORATED BRAND

- Roll out updated Guiding identity internally so that members can “walk and talk” G
- National Brand relaunch - establish ongoing targeted media/advertising/PR campaign encourage them to engage with Girl Guides Australia
- Establish active alumni of friends of Guiding



Support GIRL GUIDES SA Biscuit Drive

## 7 Skills for Girls

### 7 Skills for Girls

- Goal Setting
- Decision Making
- Money Management
- Safety Awareness
- Presentation
- People Skills
- Business Ethics

2013 saw the launch of the 7 Skills for Girls challenge, reinforcing the important business skills learnt by Girl Guides by taking part in the annual biscuit sales campaign. It provided Leaders with useful program resources to use with their girls to develop their business skills, as well as program challenges to extend their skills. The State Biscuit Day gave Guiding a more public presence this year with multiple biscuit stalls on the same day.



### Blue and Gold Society

The objective of the Society is to bring together men and women who appreciate the value of the Girl Guide program and can, through their community involvement, inform others about how our program is designed to help girls, and young women lead, achieve and succeed.

The concept of the Society was well received and there are currently over 60 members, representative of the business world, the public sector and the general community with Guide Leaders and former Guiding members. Members undertake to be 'Ambassadors' for Girl Guides South Australia.

Social functions are held each year at which members learn more about what is happening Guiding with current activities, and have opportunity to network with other interested parties.

Some Blue and Gold members attended the Annual General Meeting in May at the University of Adelaide. In 2013 a Luncheon was held at the Hackney Hotel in September, to which our Patron Mrs Scarce was able to attend and our guest speaker was Ms Sandra Turner, CEO Medic Alert Australia.

Guiding in the 21st century

Guiding to enable external community to understand who we are and what we stand for, and



#### **TREFOIL THINKING DAY**

35 Trefoil members enjoyed the Thinking Day meeting, raising \$229.20 for the World Thinking Day Fund. The Thinking Day theme and message were described with details given about the projects to in Jordan, Malawi, Pakistan and Venezuela.

#### **STATE GATHERING 2013**

A successful State Gathering was held on June 1<sup>st</sup> at Highgate Guide Hall. Fifty Trefoil members attended, including 15 members of the Barwon Trefoil Guild, Victoria. In the afternoon Trefoil members visited Urrbrae House, visited St David's Anglican Church and The Sacred Garden at The Monastery and made decorative gift boxes or did jigsaws. The afternoon concluded with campfire singing.

#### **TREFOIL COACH TOUR**

The visit to "The Pryors" on the Fleurieu Peninsula was an entertaining cabaret show. Morning tea and the BBQ lunch were enjoyed. The group also visited Protea World and bought a number of plants and bunches of cut flowers

#### **GUILD ACTIVITIES**

Individual Guilds continue to enjoy a wide range of social activities, enjoying fun and friendship. Activities include birthday parties and other celebrations, restaurants, cafes and hotel meetings, cultural outings (including speakers, films, art galleries, museums, and historical walks) craft activities and participating in or attending Carry on Guides, Comedy Capers and Gang Show.

#### **SERVICE TO GUIDING**

As a state service, funds were raised for the Trefoil Outreach Fund, which gives donations to Guides and leaders, to assist with Girl Guide camp or event fees. Funds raised in 2013 were \$3,362.62 and \$350 was donated to 5 Leaders. Individual Guild activities included assisting at the Anzac Vigil, Earthkeepers Weekend, GGSA Archives, Involvement with the Royal Show, selling Girl Guide biscuits and folding Magpie ready for posting

#### **SERVICE TO COMMUNITY**

Trefoil members helped with the Anzac Day Service in Adelaide and the parcel minding service at the Royal Show. Trefoil Guilds help the "Girls on Track for Life" program, which is run by Girl Guides SA in partnership with Anglicare. Toiletries and some cash donations were given by Trefoil members to help the program. One Guild helps on a regular basis to pack the toiletries for the girls participating in the programme. As a state service at Christmas time a donation was given to Heart Kids



# REDESIGNED PROGRAM EXPERIENCE

- Implement learning and development strategy to enable high quality and inclusive
- Develop and roll-out relevant program resources, and expand community engagement
- Introduce flexible delivery of approved Guide programs e.g. short term Guiding, Sui
- Utilise WAGGGS initiatives, toolkits and resources

## Youth Leadership Skills Weekend training

35 keen and enthusiastic Guides attended the Youth leadership Skills Weekend, the National accredited weekend training for their Queen's Guide training.

Sessions included: SACE cross crediting, governance, communication skills, team building, succession within Guiding, Duke of Edinburgh Award and governance.

## Technology infrastructure

The online Girls' eNews was emailed out to youth members once a term, advertising upcoming events. There was continued utilisation of Facebook, social media and websites for promotion of youth events and communication with members, parents, supporters and members of the public.

## Youth Leadership Opportunities

Three youth leadership development training sessions were conducted for Guides aged 7 to 11

14 Guides from Naracoorte, Millicent and Mt Gambier attended the session at Bordertown

26 Guides attended Elizabeth Park session

39 Guides attended Flagstaff Hill session

All had sessions on communication skills, teaching skills, new handbooks, planning and goal setting.

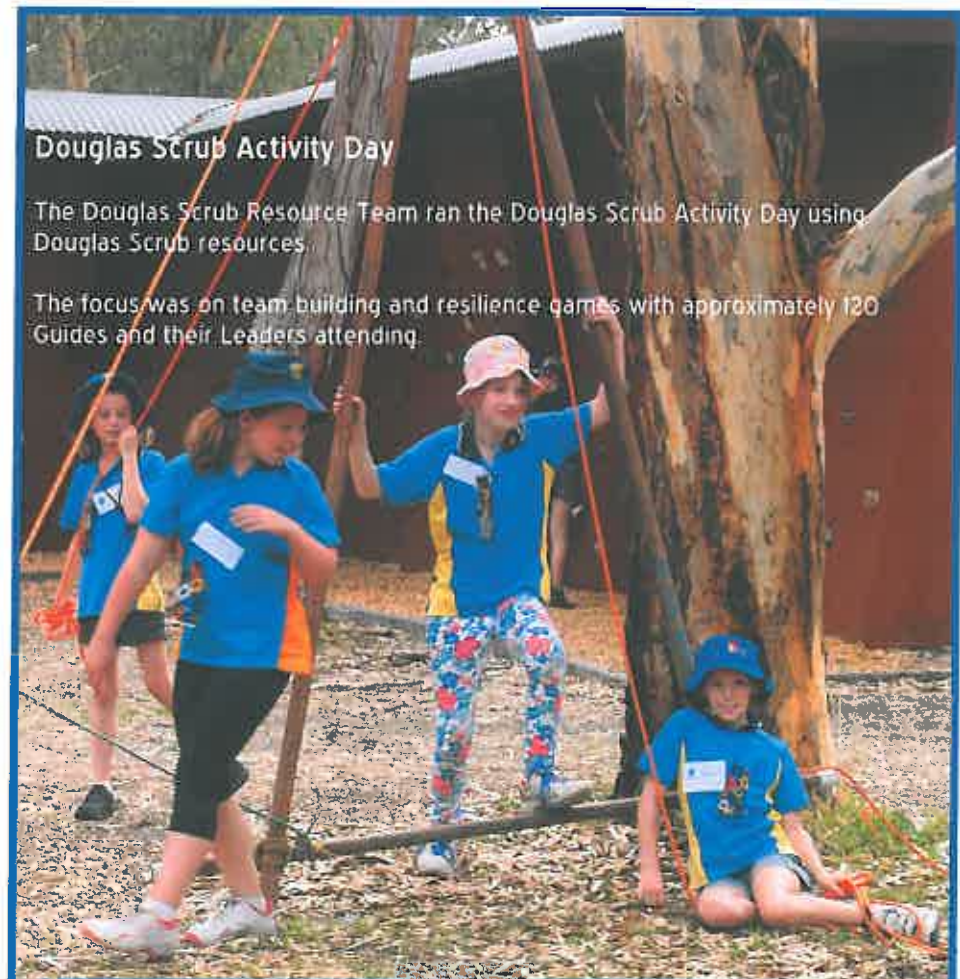
## Leading Edge

Two young women attended Leading Edge, which is a National high level leadership and learning opportunity for women aged 16 to 20.

## Governance + Succession Planning

A governance session delivered at the Youth Leadership Skills weekend training provided information on Governance within Girl Guides Australia.

Guides were encouraged to consider how to participate at a state and national level.



delivery of youth programs  
ent activities and partnerships  
summer camp Guiding, etc

### Resources for Leaders and Guides

This year has been the year to consolidate the use of the handbooks as a tool for quality Guiding and program ideas for Leaders and Girls alike.

### Olave Pathways

The Olave Pathways award was officially launched in June 2013. The award uses the Olave Framework as with the Olave Baden Powell Award and Olave Challenge but instead of exploring multiple aspects, focuses on one. On completion of the award participants will receive a certificate and a badge.

### Olave Program Review

The Olave Program Review was launched in November 2013

The Olave Program Review will take place over the next 12-15 months and aims to understand the way the Olave Program is currently operating, to learn what is working well in the Olave Program, and to identify where there is room for improvement. Its goal is to ensure that the Olave Program is relevant, flexible and engaging

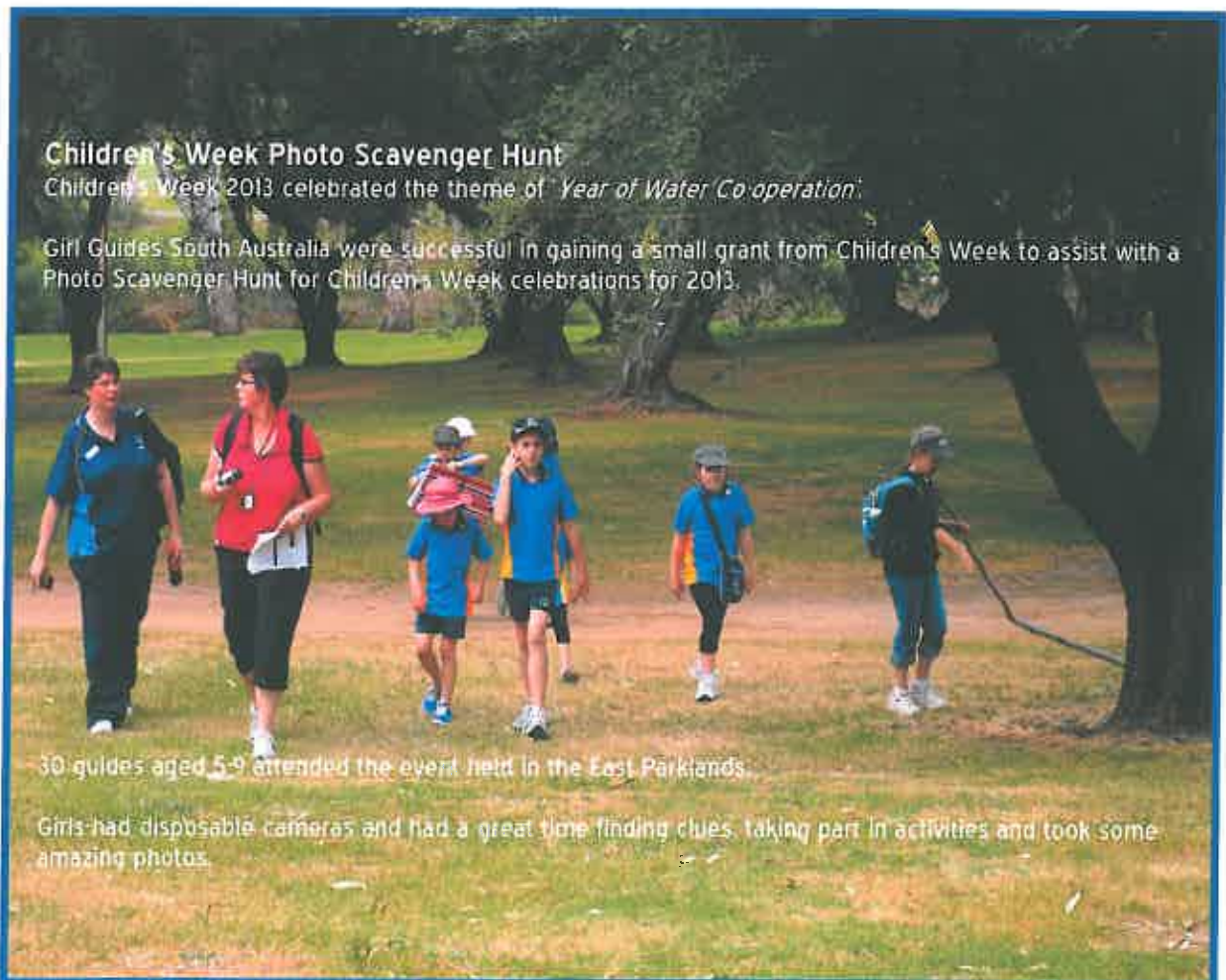
#### Children's Week Photo Scavenger Hunt

Children's Week 2013 celebrated the theme of *'Year of Water Co-operation'*.

Girl Guides South Australia were successful in gaining a small grant from Children's Week to assist with a Photo Scavenger Hunt for Children's Week celebrations for 2013.

30 guides aged 5-9 attended the event held in the East Parklands.

Girls had disposable cameras and had a great time finding clues, taking part in activities and took some amazing photos.



# REDESIGNED PROGRAM EXPERIENCE

## Utilise WAGGGS initiatives, toolkits and resources



### Thinking Day

In 2013 Thinking Day was celebrated in Units, Districts and Regions, using the World Association of Girl Guides and Girl Scouts (WAGGGS) resources and programs centred around the themes for the year, Millennium Development Goal 4 (reduce child mortality) and Millennium Development Goal 5 (improve maternal health). Guides learnt a lot about the situation in countries less fortunate than our own.

### JOTA/JOTI

Over 100 Guides and Leaders took part in the Jamboree on the Air (JOTA) and Jamboree on the Internet (JOTI) at organised events in the Eastern, South Met and Midland regions. There were plenty of international chats with contacts made as far away as Scandinavia. Many Guiding members also took part in the event on their own.

### WAGGGS programs

Two Units explored the activities in the surf smart badge from WAGGGS. These activities are designed to promote cyber safety amongst young girls and women.

554 Guides and their Leaders used the WAGGGS resources for Thinking Day.

74 Guides worked on the WAGGGS Advocacy challenges.

### International Events

Girl Guides South Australia members attended 3 international events in 2013.

Two youth and three adult members attended "Discover your potential" in Sangam, India in January.

Two adult members attended Stavanger 2013, the Norwegian international jamboree for Guides and Scouts

Emma Sheard led the Australian contingent to GOLD in the Cook Islands. This is a program aimed at developing Leaders, and therefore Guiding, in this country



Badges	Number awarded
Explore-a-Challenge	641
Create-a-Challenge	2259
Discover a challenge	180
Achieve-a-Challenge 1	378
Achieve-a-Challenge 2	145
Bronze Endeavour	94
Junior BP Award	91
Silver Endeavour	31
BP Award	22
Gold Endeavour	3
Focuses (total)	10
Queen's Guide Award	3

IN 2013, GUIDES WENT:  
CAMPING

- 31 CAMPS AT GTS DOLPHIN
- 38 CAMPS AT DOUGLAS SCRUB

ICEBLOCKING

CANOEING

KAYAKING

ROCK CLIMBING

HIKING

GEOCACHING

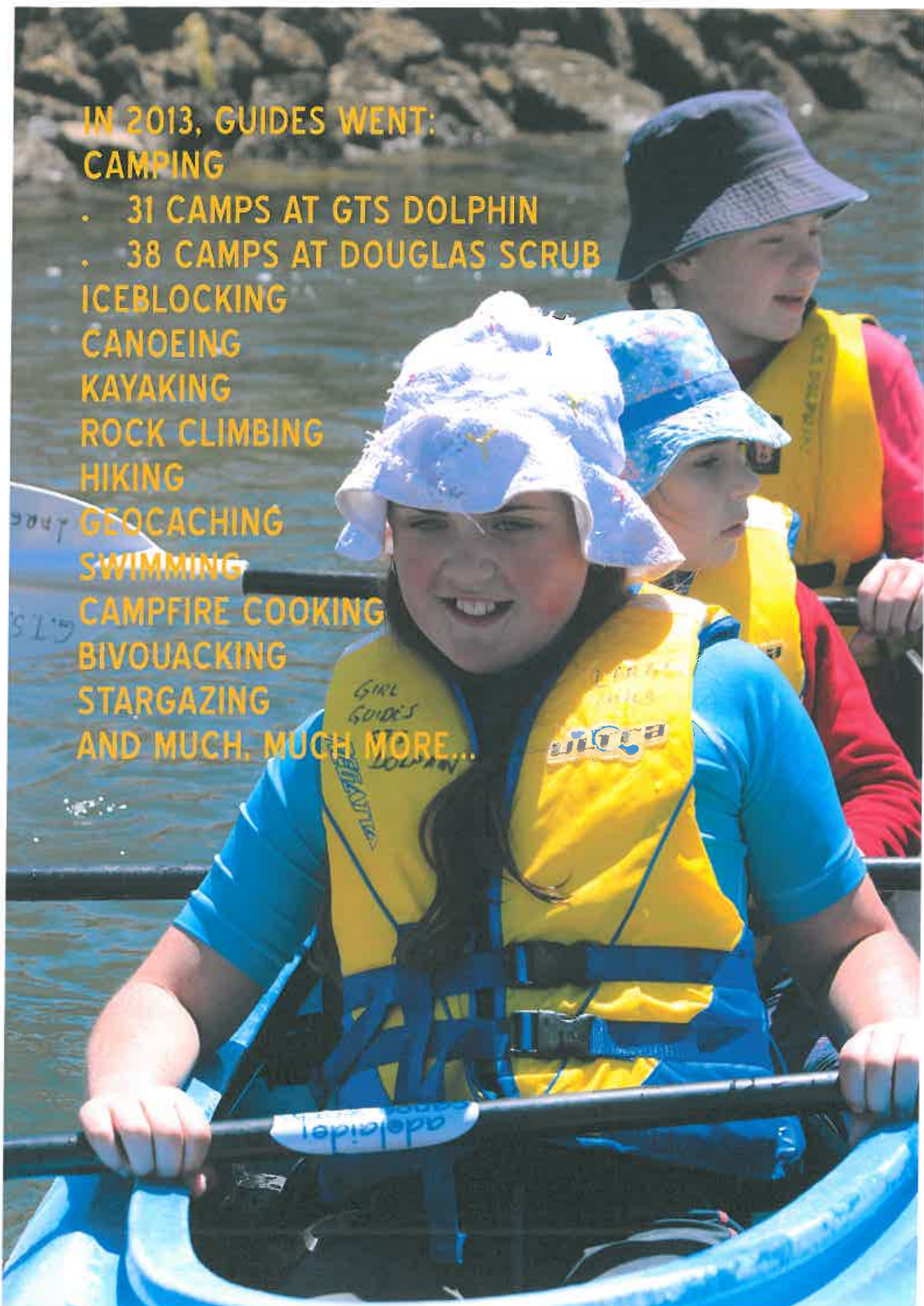
SWIMMING

CAMPFIRE COOKING

BIVOUACKING

STARGAZING

AND MUCH, MUCH MORE...



# REDESIGNED PROGRAM EXPERIENCE

Expand community engagement activities, and extend NGO and corporate partnerships

## Community engagement activities and partnerships

Girl Guides gave service to a variety of organisations throughout 2013, including...

...raising money for UNICEF, Red Cross, Sangam, Breast Cancer Girls Night In, Relay for Life, Guides in Philippines, Animal Rescue, RSPCA, sponsoring animals at Adelaide Zoo, Leukaemia Foundation's paver appeal and Girl Guides Tasmania to help with their Guide House rebuild and relocation.

...at ANZAC Vigils, both in the city and at metropolitan and country services, Guides attended Dawn Service Guards of Honour, carried signs in ANZAC marches, and handed out programs and rosemary at ANZAC services.

...they represented the organisation at Citizenship Ceremonies, handed out programs at Carol Concerts, manned road closures for City to Bay and gave out flags for SA Variety Club at the Bash finish,

...collected goods for shoeboxes of love, collected cans of food for women's shelter, collected bras for breast cancer, gave to the Kmart Wishing Tree, collected goods for Backpacks 4 SA kids, made Christmas goodie bags for Eldercare, Seaford, made trauma teddies and food hampers for Salvation Army.

... walked in the Mother's Day Classic, to Cure Diabetes, and at the Relay for Life, slept outside at the Mission Australia winter sleepout, acted as tour guides at the Crafers History and Mystery Day, wrapped Christmas presents for young adults with Down syndrome, assisted with parcel minding at Royal Show, manned the Yellow Brick Road stand at the Royal Show, planted trees with the South East Natural Resource Management Board and worked at a soup kitchen.

## National Council of Women South Australia

National Council of Women Australia is a national non-government umbrella organisation with broadly humanitarian and educational objectives, which seeks to raise the awareness of women and girls to their rights and responsibilities as citizens and to encourage the participation of women in all aspects of community life.



Girl Guides South Australia has been an active member of the NCWSA for many years, and currently is represented with Helen Pointon OAM appointed Treasurer and Margie Berlemon AM being the Youth Adviser. GGSA is also actively involved with the Ruth Gibson CBE Memorial Award.



## Active 8 Future Leaders Program

The program is for Secondary Schools who apply for funding to run a Youth Development Program for students aged from thirteen to eighteen years of age by engaging Community partnerships. In 2013 eight school programs ran throughout the State, with Guides and Scouts being the largest Service Provider.



Girl Guides and Scouts SA run this program in partnership with the assistance of a Development Officer. Every year there is a State Camp run by the management team for all schools. In 2013 the camp was held at Woodhouse. Annually there are about 300 students and staff who participate in a range of activities which includes the students cooking their evening meal on an open fire.

Schools from the metropolitan and rural areas participate – including students with disabilities, students in remand and students who are at risk. In 2013 we were delighted to have the members of the Office for Youth team and the Dukes team visit the camp, and join in the activities.

Currently the Office for Youth Funds 24 programs throughout the State, and Scouts and Guides manage 8 of these. This is a great way to give these students '*a taste of Guiding and Scouting*'. December 2013 saw the end of the Program, with the Government cutting funding for this program – over the thirteen years thousands of students have been engaged in our program, and hopefully have become better community members.



## Girls on Track for Life

The Girls on Track for Life program is a program by the Girl Guides, The Smith Family and Communities for Children. This twelve week program is run for girls aged between 7 and 12 years, from vulnerable families, and are financed by grants and local community support, and has been adapted from the program run by Girl Guides New Zealand. The program aims to develop basic life skills, including healthy eating, body image, responsible decision making, personal safety and socialization skills, as well as developing team work, self confidence and self respect.

In 2013 ten programs were run per term - one in Whyalla, two in the Port Adelaide Enfield Council Area, two in the Onkaparinga Council Area and five in the City of Playford. A total of 155 girls participated in our programs each term.

The program provides a pathway for participants to join Guiding, resulting in 34 new Guides, and increasing school retention rate by 90% for these girls and the peer groups that have been formed have gained strength within the school communities.

The program is run with the support of:

- Metropolitan Fire Service
- Soroptimist International
- Voice Interests Education of Women (VIEW)
- Communities for Children
- Safer Communities
- Community Business Bureau Inc.
- Church Groups
- Kotara YWCA group
- Quilters Guild of South Australia
- Tea Tree Gully Probus Club
- Scouts SA Triple S Group
- Rotary
- Kiwanis
- Melrose Park Sewing group
- Teddy Bear Association
- Mothers Union
- Trefoil

# UNIFIED, STRONG NATIONAL ORGANISATION

- Implement new governance and management structures of GGA, and review regula
- Establish/update technology infrastructure to support members – e.g. national data
- Establish external GGA Advisory Board of experts and business leaders



Girl Guides Australia is based on a federated model with Girl Guides Australia the member of WAGGGS and the State Girl Guides Organisations members of Girl Guides Australia. Girl Guides South Australia has been active within the federation with representation at the National Management Advisory Committee, National Department Manager meetings and the Board of Girl Guides Australia.

Our reporting structure is such that Units programs are reported to the District and Region Managers who then report to the Region Managers meeting. Information from here goes to the State Management Team meeting and the Board of Girl Guides South Australia. This grassroots information is what State decisions are based on. The multidisciplinary State information are forwarded via the State Manager or Acting State Manager or the State Commissioner to the appropriate National Department Team, Management Advisory Committee and/or Girl Guides Australia board. Hence decisions at the National level have had input from the State and active discussion by the State participants. All executive and manager positions at a State Level were filled during most of the year.



During 2013 one national discussion topic was on Australia wide infrastructure to enable all States to be on the same data base platform and website design. The discussion was wide ranging and a tender process was constructed with interested parties having the opportunity to tender for the project. The project group recommended the IMIS program that Girl Guides Victoria had already implemented to the National Management Advisory Committee and Girl Guides Australia Board. All State Girl Guides Organisations in the federation agreed to be part of the project. 2014 will see the implementation of this project.

As part of this process new National application forms were discussed to mirror the data entry requirements of the new data base. The National Learning and Development Team began the research into the Leaders of Adults cohort now that the new Leadership and Qualification Program was being implemented across the federation. The research was forwarded to the Girl Guides Australia Board where the recommendations were accepted.

Work then began on a new Management Skills Training for District and Region Managers (previously known as District and Region Leaders). New National forms were discussed and implemented to mirror the Learning and Development changes.

Across the federation discussion was begun on a National Biscuit Day model to leverage Australia wide media coverage and increase publicity for Guiding in general and sales of biscuits in particular.



irly  
base, finance and accounts, e-learning



## FanTASTic

FanTASTic was the National Jamboree held 6<sup>th</sup> – 13<sup>th</sup> January 2013 at Quercus Park, Tasmania.

120 Guides and Leaders from South Australia travelled to Tasmania to take part in the event. Activities included:

- enviroTASTic
- International activities
- Building and sleeping in bivouacs
- Masterchef cooking
- Hiking
- Movie night
- Visiting Launceston
- Cradle Mountain



It was a fanTASTic experience for Guides and Leaders to meet other members from interstate and overseas.

# NEW COMMERCIAL MODEL AND SUSTAINABLE FUNDING

- Royalties, Resources & service costing, Retail Corporate partnerships, New commercial model
- Explore establishment of national "future" fund
- Implement national business/ management information dashboard report
- Establish philanthropic culture

## Guide Biscuits

The Guide Biscuit project continued with the 7 Skills for Girls program, the incentive program and State Biscuit Day driving sales. Administration work began on expanding the Biscuit Challenge Program from the 7 Skills to Business, Financial and Entrepreneurship Challenges to upskill Guides in multiple business skills, including retail skills, business ethics, presentation and safety awareness to name just a few.

## Top 5 Regions for sales per member

Region	Packets per Member
South Met	62.26
Riverland	62.14
Eastern	59.73
Flinders	50.73
West Met	48.06

## Top 5 Biscuit Sellers

Region	Unit	Awardees	Packets Sold
Eastern	Magill Nightingale	Lia L	390
North	Prospect 7-17	Jacinta S	334
West	Plympton/Kurralta Park	Victzua C	279
West	Woodville South	Brianna W	274
South	Colonel Light Gardens	Aysha B	270

## Top 5 Regions for total sales

Region	Biscuits Sold (packets)
South Met	9776
Eastern	9736
North	8972
West	8460
Midland	6192

**PLAIN:**  
22320 PACKETS

**CHOCOLATE:**  
22320 PACKETS

**MINI CHOCS:**  
17724 PACKETS

**TOTAL BISCUITS  
SOLD:**  
62364 PACKETS

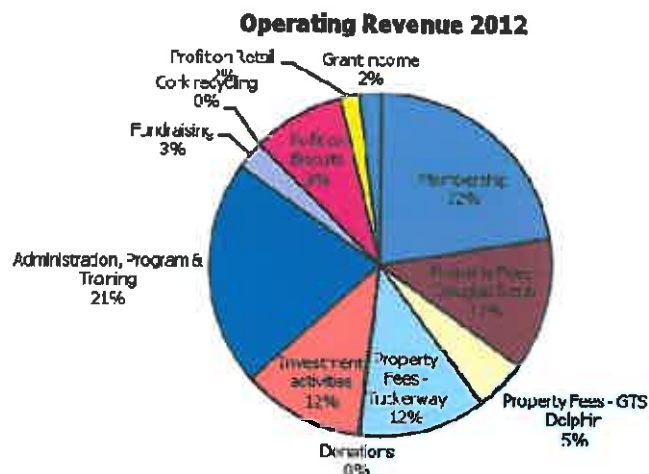


## Treasurer's Report to Members

The financial statements for the year ended 31 December 2013 show that the association incurred an operating loss from ordinary operations of \$98,284.

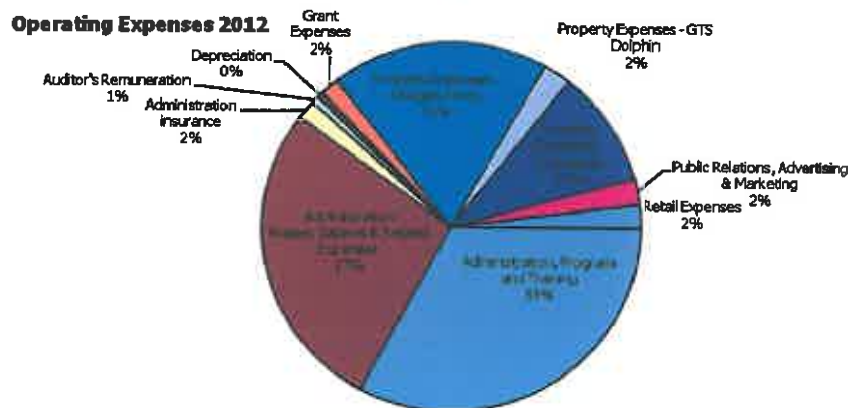
Operating income decreased by 3.85% on the previous year, with the key income items including:

- administration, program and training ↓ 57%
- dividends and interest ↓ 8.6%
- membership income ↑ 9%
- biscuit profit ↓ 2%
- retail profit ↑ 9%
- Douglas Scrub Income ↑ 28.8%
- Dolphin income ↓ 14%
- Tuckerway Income ↑ 33%



Operating expenditure increased by 11% on the previous year, with the key expenditure items including:

- Administration, Program & Training ↓ 5%
- Salaries & Staff expenditure saw no change
- Legal fees for the Douglas Scrub Campsite Redevelopment \$54,329.00
- Douglas Scrub expenses ↑ 1.5%
- Dolphin expenses ↓ 4%
- Tuckerway expenses ↑ 44%



The Guide Development Fund was not used for any project this financial year.

The capital investment in the Douglas Scrub Campsite Redevelopment was \$256,376.00.

A full copy of the financial statements is available to members on request from Guide House.

Dale Ryan  
Treasurer

## Douglas Scrub Campsite Redevelopment

Douglas Scrub Campsite Redevelopment Project continued with the final approval to complete the design and planning approval process given by the Environment, Resources and Development Court in May 2013. The rest of the year was successful in the completion of plans, completion of the model and the beginning of the planning approval stage. We were unsuccessful in obtaining grants for the project but are continuing to improve our grant writing skills and contacts. A Redevelopment Committee has been established to further the project through 2014.

# DISCIPLINED CHANGE MANAGEMENT AND PROJECT MA

Establish dedicated resources to oversee change management and project manage  
Undertake national roadshow to engage members in case for 2015 vision and six n



## GIRL GUIDES SOUTH

State Commissioner  
Assistant State Commissioner  
Treasurer  
Board Member Finance  
Board Member Business  
Board Member Legal  
Program  
Training  
Board Member  
Board Member  
Board Member  
Board Member  
Auditors  
Patron

## MANAGEMENT TEAM

State Commissioner  
Assistant State Commissioner  
State Manager  
Acting State Manager

Michelle Stone  
Anna Boulderstone  
Wendy Kirk  
Angela Rogers

Program Manager  
Training Manager  
Outdoors Manager  
International Manager  
Olave Program Manager  
Trefoil Advisor

Judy Pointon  
Annie Hyland  
Phyllis Salmon  
Michelle Winn  
Nicole Young  
Ann Lee



# MANAGEMENT

Management for all national projects and for all national changes  
National priorities

## THE AUSTRALIA BOARD

Michelle Stone  
Anna Baulderstone  
Dale Ryan  
Maxine Loewenthal  
Susan Waters  
Allison Harris (until September)  
Judy Pointon  
Fiona Thompson  
Julia McTier  
Michelle Winn (until 31 May)  
Susan Waters (from 1 June)  
Nicole Young  
William Buck  
Mrs Elizabeth Scarce



## REGION LEADERS

Eastern Region  
West Metropolitan Region  
Fleurieu Region  
South Metropolitan Region  
North Metropolitan Region  
Midland Region  
Broken Hill Region  
Flinders Eyre Region  
Riverland Region  
Limestone Coast Region  
Special Interests Region

Michelle Winn  
Chris Sanderson  
Linda Williams  
Lauren MacKenzie  
Mavis Alderton  
Win Nicoli  
Fiona Nash  
Colleen Patingale  
Margie Berlemon  
Phyllis Salmon  
Julia McTier

## OUR SUPPORTERS

### GIRL GUIDES SOUTH AUSTRALIA THANK

**ANGLICARE**  
SA

playford  
communities for  
children +

Funded by the Australian Government Department  
of Social Services

**COMMUNITIES  
FOR  
CHILDREN**  
PERKAPARINGA INITIATIVE

Communities for Children is an Australian Government Initiative

**ANGLICARE**  
HOPE IS HERE. SA.

**UNITING  
COMMUNITIES**



*everyone's family*



**volunteering**sa-nt  
*volunteers are vital*



*royal adelaide*  
**SHOW**



## S THE FOLLOWING FOR THEIR SUPPORT



**Government of South Australia**

**Department for Families  
and Communities**



**Government of South Australia**

**Office for Volunteers**



*the fresh food people*



**International Women's Day**



**Soroptimist International**



**lionsaustralia**

*we serve*



**The Duke of Ed**  
Experiences that last a lifetime



**South Australian  
Metropolitan Fire Service**



**CBB**

*the not4profit people*



Welcome to the  
**Rotary Club of Adelaide Inc.**

**OFFICE FOR  
youth**



**be active**

# AWARDS

## ADULT AWARDS

### BORONIA

Sally Mortimer  
Jennifer Shaw  
Natalie Chomel  
Jessica Hose

### BANKSIA

Jennifer Wood  
Jacqueline Bodycomb

### WATTLE

Lauren MacKenzie  
Joan Cope  
Heather Barnes  
Kerry Patrick

### EMU

Sue Cruickshank  
Lynne Gregory

### BAR TO THE EMU

Trish Pratt

## YOUTH AWARDS

### Queen's Guide Award

Lisa Goldsworthy  
Natasha Payne  
Ellie Hutton  
Julia Wills  
Gemma Connell

Lockleys Second Guides  
Eastern Plains Splash Guides  
Colonel Light Gardens Guides  
Elizabeth Park Soarer Guides  
Mawson Nashwauk Guides

### BP Awards

Dana Poulton  
Heidi Rogers  
Bethany Bennett  
Tayla Skipworth  
Kimberly Milham  
Talea Smith  
Leah Marley  
Sophie Waters  
Mollie Hancock  
Jennifer Heggie  
Olivia Geue  
Sarah Goldner  
Holly Bottroff  
Anna Finster  
Heather Ward  
Holly Taylor  
Claire Janes  
Renee Diprose  
Emily Easton  
Alexandra Roberts-Viney  
Laura McGee  
Allison Easton

Bordertown Guides  
Millicent Shooting Star Guides  
Millicent Shooting Star Guides  
Tea Tree Gully Guides  
Greenwith Shining Star Guides  
Elizabeth Park Glider Guides  
Elizabeth Park Soarer Guides  
Colonel Light Gardens Guides  
Colonel Light Gardens Guides  
Flagstaff Hill Warekila Guides  
Flagstaff Hill Warekila Guides  
Flagstaff Hill Warekila Guides  
Knightsbridge Lightning Guides  
Knightsbridge Lightning Guides  
Knightsbridge Lightning Guides  
Gawler Rivergum Guides  
McLaren Vale Angelfish Guides  
Mawson Nashwauk Guides  
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GIRL GUIDES  
A U S T R A L I A

Our mission is to enable girls and  
young women to grow  
into confident, self-respecting,  
responsible community members.

[www.girlguides.org.au](http://www.girlguides.org.au)