



100
YEARS STRONG

1919 - 2019



GIRL GUIDES
AUSTRALIA
QUEENSLAND

ANNUAL REPORT 2023

YOUTH SERVING
IN THE COMMUNITY



www.guidesqld.org



WORLD ASSOCIATION OF GIRL GUIDES AND GIRL SCOUTS

ASIA PACIFIC REGION

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

ARAB REGION

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

EUROPE REGION

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

WESTERN HEMISPHERE REGION

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

AFRICA REGION

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



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ACKNOWLEDGEMENT

Girl Guides Queensland acknowledges the Country and people of Queensland's First Nations. We pay our respect to Elders, past, present and emerging. We acknowledge the continuous living culture of First Nations Queenslanders - their diverse languages, customs and traditions, knowledges and systems. We acknowledge the deep relationship, connection and responsibility to land, sea, sky and Country as an integral element of First Nations identity and culture. This Country is sacred. Everything on the land has meaning and all people are one with it.



GOVERNOR OF QUEENSLAND

MESSAGE FROM OUR PATRON THE GOVERNOR OF QUEENSLAND

As Governor and Patron of Girl Guides Queensland, I congratulate this iconic organisation on another year of rewarding activity to the benefit of some 4,000 young Queenslanders.

The efforts of Girl Guides staff and 1,000 volunteer Leaders and adult Members will have had a lasting impact on many young lives and given them the tools to bring about positive changes in their own futures.

Girls Guides Queensland is part of the fabric of Queensland, with units spread throughout the State offering a wide range of girl-led programs that encourage girls and young women to explore their potential and test their physical and mental skills so that they can more confidently step out into the world.

Leadership and personal development are central to the vision laid out in the Girl Guides Queensland Strategic Plan, to empower girls and young women as potential leaders in society.

From personal experience, I know that leadership brings with it immense challenges but also great rewards, and the opportunity to help others achieve their goals and their potential.

No matter how far we go in our careers, or how high we rise in the ranks of our chosen industry, it is important as leaders to recognise that we are all part of something bigger, and that we each have a role to play.

For as much as guiding teaches us about personal achievement and self development, it also encourages us to trust in one another, engage in teamwork and develop a sense of belonging.

I saw much evidence of the courage, kindness and sense of companionship guiding fosters when judging this year's entries for 'Girl Scribes', my Creative Writing Competition for Girl Guides. The entries were of a high standard and gave me great confidence that the future of Queensland is in good hands.

For all of this and more, I am so very grateful to Girl Guides and wish you the very best for the years to come.

**HER EXCELLENCY THE HONOURABLE DR
JEANNETTE YOUNG AC PSM**
Governor of Queensland

REPORT FROM OUR BOARD CHAIR



MICHELLE GRAY

Duly elected by State Council members, the Board continues to responsibly meet the objectives of Girl Guides Queensland (GGQ) in our 114-year journey to achieve our mission.

We are proud to have seen another enriching year of Guiding in Queensland following the strategic pillars (2022-2026) and delivered by members, volunteers and staff with assistance from supporters and funding bodies.

I welcome incoming Directors, and thank outgoing Directors, each of whom will or have contributed to the success as outlined in this year's annual report.

I thank Sarah Page, Finance and FAR Committee Chair, for her service and collaboration as her term comes to an end at the AGM, and Kathryn Pearson, State Commissioner, for stepping into the role of Interim and Co-Chair this year.

A huge thank you to the CEO, Kim Harrington, and Board Secretary, June Lee, for their guidance, technical support and executive administration provided to the volunteer roles of the Board and all Board committees.

In approving the strategic priorities and subsequent budget for 2023, we continue to drive long-term change by identifying and managing risk, enhancing member satisfaction and modernising systems and processes.

The Board allocated significant time to strategic priorities including State Council engagement in revising the Constitution (April/September), Girl Guiding in Australia (GGiA) forums and working groups, strategy sessions and a review of sustainability which influenced the budget commitments for 2024.

Delegated to the CEO, impressive progress implementing the GGA Child Safe Child Friendly Framework continued. We thank

everyone for their contribution to this fundamental requirement of safety, which enables offering a safe space to engage with Guiding. GGiA is a member of the National Redress Scheme, led by our CEO and supported by our Archivist, Guiding family and external expertise, we responded efficiently and respectfully to requests for information.

The global impact of reducing volunteers and increasing responsibilities due to regulatory obligations has led to some volunteer functions transferring to paid functions. A new Volunteer Support Officer role and continued funding for an Events Officer (introduced in 2022) have demonstrated value to Members and minimised organisational risk.

Most importantly, we thank all our tireless volunteers, capably led by our State Commissioner and her leadership team, for putting your time and heart into providing an exceptional experience for our girls and women. Our volunteer network could not run without the dedication and skills of our State Office team and their 'above and beyond' efforts to keep us sustainable, visible and operational.

We have immense appreciation for the leadership and vision of our CEO, Kim Harrington, who throughout her tenure has not wavered in her drive, commitment, and agility leading GGQ.

Our Board could not operate without the invaluable mix of voluntary expertise and commitment, and I thank each Director for your contributions.

GGQ is well positioned for exciting opportunities into 2024.

REPORT FROM OUR STATE COMMISSIONER



KATHRYN PEARSON

In the spirit of gratitude and accomplishment, we extend our heartfelt thanks to our dedicated volunteers who play an integral role in our journey towards meeting our strategic goals of delivering a quality Guide program, supporting our members and volunteers, promoting our brand, and ensuring our financial sustainability.

One of our strategic goals for 2023 was to embrace our digital transformation journey with a focus on our extensive and critical leadership team of District Managers. Working closely with our supportive staff, our volunteers have been active in navigating this transition. It has been a joy to watch the spirit of collaboration amongst our team of members and volunteers as they identified opportunities to streamline our operations, which has positioned us as a more resilient and adaptable organisation in the ever-evolving digital landscape.

As Guides, we lead by the principles of gratitude and respect, and our members and volunteers play a pivotal role in nurturing a positive organisational culture. Their passion for our Mission, coupled with a genuine commitment to making a difference, has created a vibrant and uplifting atmosphere which reaches beyond our Guiding communities. A Guide's dedication to serve the community is inspirational, motivating volunteers, staff and partners alike, to work harmoniously towards our shared mission.

2023 has been a year full of exciting events and opportunities for adventure. We have had Guides fundraising for upcoming overseas trips, camps, as well as hosting a state event that saw us travel the globe together in Brisbane – Guides Grab Your Passport. We continue to deliver a variety of activities statewide that are engaging, develop life skills and build resilience in our members.

This year's report contains inspiring examples of Guides taking initiative across their community, serving with unwavering kindness. The leadership and commitment of our Youth Members have been pivotal in shaping the success of our community focussed initiatives, enriching the experiences of fellow volunteers, and setting a benchmark for excellence and service within our organisation.

Our members and volunteers remain focussed on our 'Child Safe Child Friendly framework' ensuring we continue to feel safe and supported in an environment that encourages growth and empowerment as they make meaningful connections within their communities.

We celebrated the successes of our Guiding community with our Patron, Her Excellency, The Honourable Dr Jeannette Young AC PSM, at the Government House Awards and with the Chief Commissioner at our State Dinner. These events remind us of the ambition and achievements of our Guiding community, giving us time to pause and reflect on the exceptional women that give their time to Guiding.

Finally, our CEO Kim Harrington, continues to steer us as we strive for a sustainable future for Guiding and I express thanks for her unwavering commitment to the organisation. With our dedicated staff, we are well placed as we move into year three of our strategic plan and my final year as State Commissioner.

REPORT FROM OUR CHIEF EXECUTIVE OFFICER



KIM HARRINGTON

I am delighted to present the 2023 Annual Report.

The consolidation plans for 2023 were not simply met, they went full steam ahead despite delays in national projects and shared services.

This is the result of exceptional teamwork with a shared vision, commitment, resources, talent and some good humour to help in those stressful times. To our Members, Leadership teams, volunteers and staff, and particularly, Kathryn Pearson, State Commissioner, I thank you.

Our focus was to embed the significant changes across the organisation since 2020 and I thank the Board for endorsing and funding the Strategic and Operational priorities. This is a prerequisite for enabling a reinvigorated and more relevant charity to support girls and women with leadership and community service opportunities for decades to come.

There has been impressive progress implementing the GGA 'Child Safe Child Friendly Framework' which is fundamental for enabling a safe space to engage with Guiding, and we are leading changes in historical partnership practices at national and state level with Scouts and other partners.

There has been solid progress implementing the inaugural GGQ Equity Statement through the Reshaping Revenue Project. The review and resulting changes are scheduled for completion by 2026.

With 76% of Youth Members aged under 13, we continue to be largest girl voice charity in Queensland. Now with youth waiting lists in many units, we have focused on reshaping the Guiding experience for adults as a precursor for effective recruitment campaigns. In so doing, we value our legacy whilst moving at a pace that does not overwhelm and provides time for infrastructure and supports to be in place.

I am delighted to see growth in the younger demographics of Adult Leaders which reflects the emphasis of our changing practices that are realistic to how women want to volunteer. I am equally proud that mature members remain active and pass on their joy of the Guiding Spirit. This is particularly important for those new to the Guiding journey as we welcome a more diverse membership which is reflective of our society.

The budget allocated to staffing is enhancing member value and the quality of the Guiding experience, whilst reducing pressure on members, staff and key areas of organisational risk.

I am heartened by our transition as the Reshaping Revenue project deepens our shared understanding of, and focuses on, flexible approaches and systems for Guiding. We are adaptative and kind with our precious assets which is reflected in our generous Districts donating funds to State Office to redistribute based on need.

I commend to you highlights of our performance (pages 10-13) and the Social Impact Survey (page 16).

It is with gratitude I acknowledge our partners, grant bodies, individuals, and Play 4 Purpose raffle ticket optimists! Each contribution is making a difference for girls, women and the communities in which we serve, live, recreate and work.

2024 heralds an exciting time as we are well positioned as a 104-year strong organisation, to continue our evolution in line with the 2022-2026 Strategic Plan.

REPORT FROM OUR CHAIR OF FINANCE AND RISK



SARAH PAGE

2023 was another productive year for GGQ, gaining further momentum on our strategic plan objectives, focusing on revenue generation and risk management through improving processes to ensure a safe, connected and accessible organisation for all.

We commend the CEO for exceeding the approved budget for 2023 and the collaborative leadership with the State Commissioner and Members to negotiate the many changes underway to deliver on the 2022-2026 Strategic Plan.

Membership income increased slightly due to the small increase in fees introduced in 2023. Membership numbers dipped as projected however long-term member attraction and retention strategies are expected to begin to be realised in 2024/25 and the Social impact of Guiding in Queensland is a testament to all.

Staff, supported by Members, had great success in obtaining grants in 2023. A key action from the CEO Reshaping Revenue project focused on recalibrating the approach for grant applications and acquittals which has seen an increase in support for program events, learning and volunteer support.

In Q2 2023, we received an Active Clubs Round 3 Grant for \$327,500 from the Department of Tourism and Sport Queensland. This supports the education and training of volunteers and to invest in equipment and facilities to provide increased physical activity opportunities.

Funds have been directed towards volunteer resourcing which is critical to the delivery of our program including: First aid for Leaders;

Uniforms for Leaders; District Managers Conference; Gift vouchers for Districts for use on supplies and transportation; Board leadership training; State Dinner; National Police Checks and Marketing collateral. The balance of funds, \$228k will be expended in 2024 and is captured on our balance sheet.

In May, we received a \$1 million commitment from the Queensland State Government, managed by the Department of Tourism and Sport, to support our properties and spaces to continue to enable quality, accessible, safe and efficient activity. The funds are prioritised as per the delegation authorities set by the Board, in line with the Property Asset Management Strategy via recommendations from the CEO appointed Steering Committee and FAR Committee. This critical injection of funds will provide funds to continue the enormous work required to effectively manage property assets and ensure safety and access for all. We received \$500k with the remainder of funds received and acquitted by June 2025.

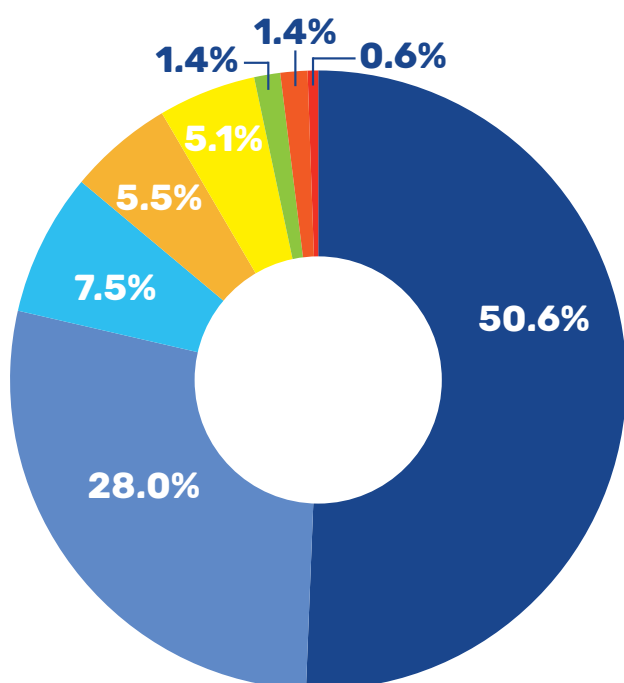
PGL Adventure Camps management of Kindilan is driving strong revenue and event revenue a solid result with smaller scale events providing meaningful, memorable, and well organised events for girls and women across the State.

Our investments saw an increase in valuation of \$106,503 in 2023, with these financial gains contributing to our sustainability.

In 2023, we saw a reduction in our depreciation expenditure as we have reclassified assets on the balance sheet over the last three years. There was a necessary increase in professional fees as we continue to deliver the digital transformation strategy. Management has worked hard to reduce expenditure in a considered manner. On behalf of the Board, I acknowledge the work of the FAR Committee and the strong collaboration between Members and staff as changes are discussed, risks are identified and mitigated, and new ways of work are implemented which benefit all.

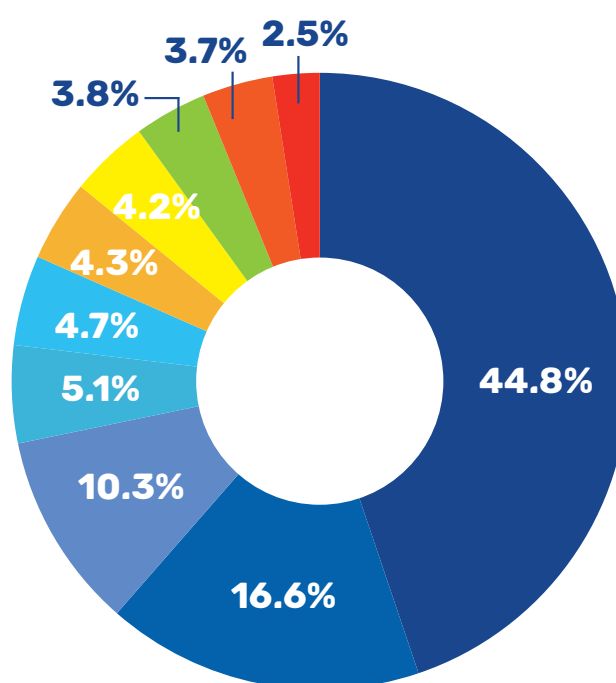
This is my last year as Finance Audit and Risk Committee Chair and as a Director of Girl Guides Queensland. It has been a really rewarding experience gaining insights into such a reputable and historically significant organisation. I have thoroughly enjoyed working with the very knowledgeable and skilled staff, committee and Board members, and personally have grown a lot from this experience and am grateful for the opportunity.

REVENUE AND OTHER INCOME



- Membership
- Other Income
- Rent
- Events
- Grants
- Donations & Bequests
- Other Revenue
- Training

EXPENDITURE



- Employment Expenses
- Property & Insurance
- Operating Expenses
- Levies Quota
- Professional Fees
- Depreciation
- National Redress Scheme
- Communications & IT Expenses
- Activity & Programs
- Volunteer Expenses

OUR GUIDING COMMUNITY

GUIDES QUEENSLAND AT A GLANCE

143 Local Communities

2,416 Families We Support

139 Guide Properties

29 Freehold 95 Leased 15 Rented

324 Guide Units

Successful property grants held
(still to spend) for Districts

\$197,000

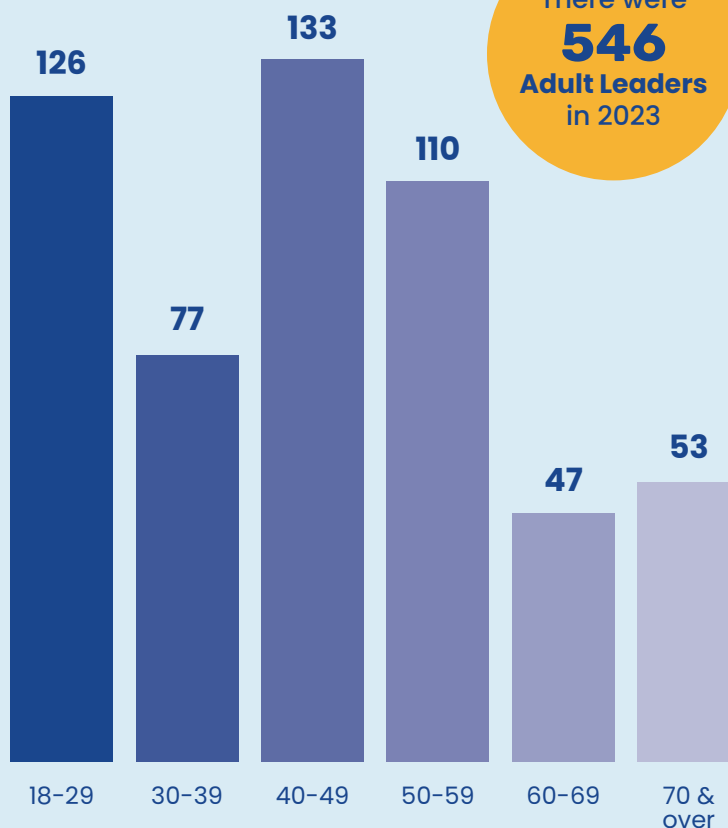
Successful State Office grants

**\$872,500 &
\$715,847**

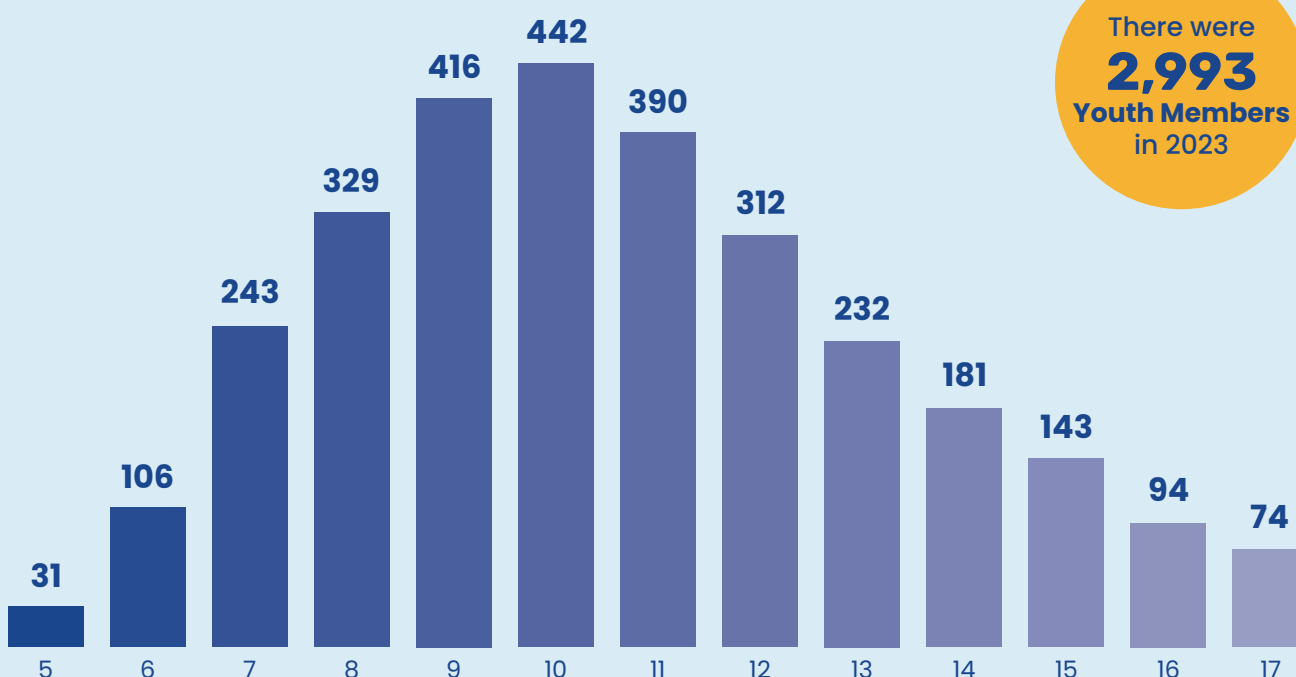
on balance sheet

(Accounting reporting for unspent
grant funds were implemented in 2023
An increase of 115% 2022)

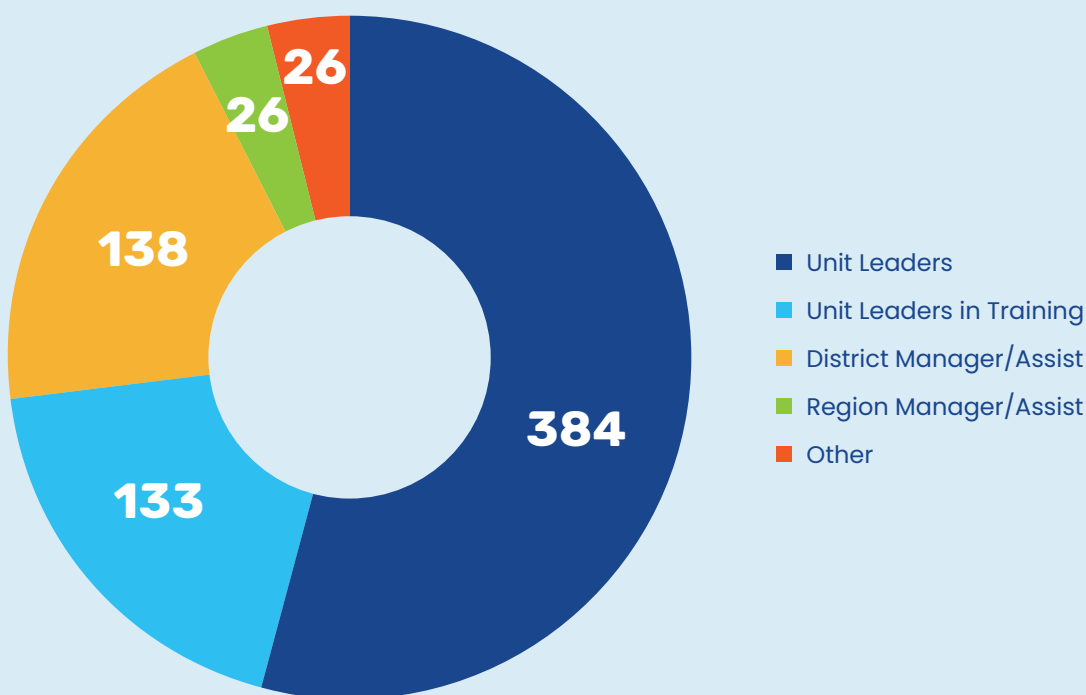
ADULT LEADERS



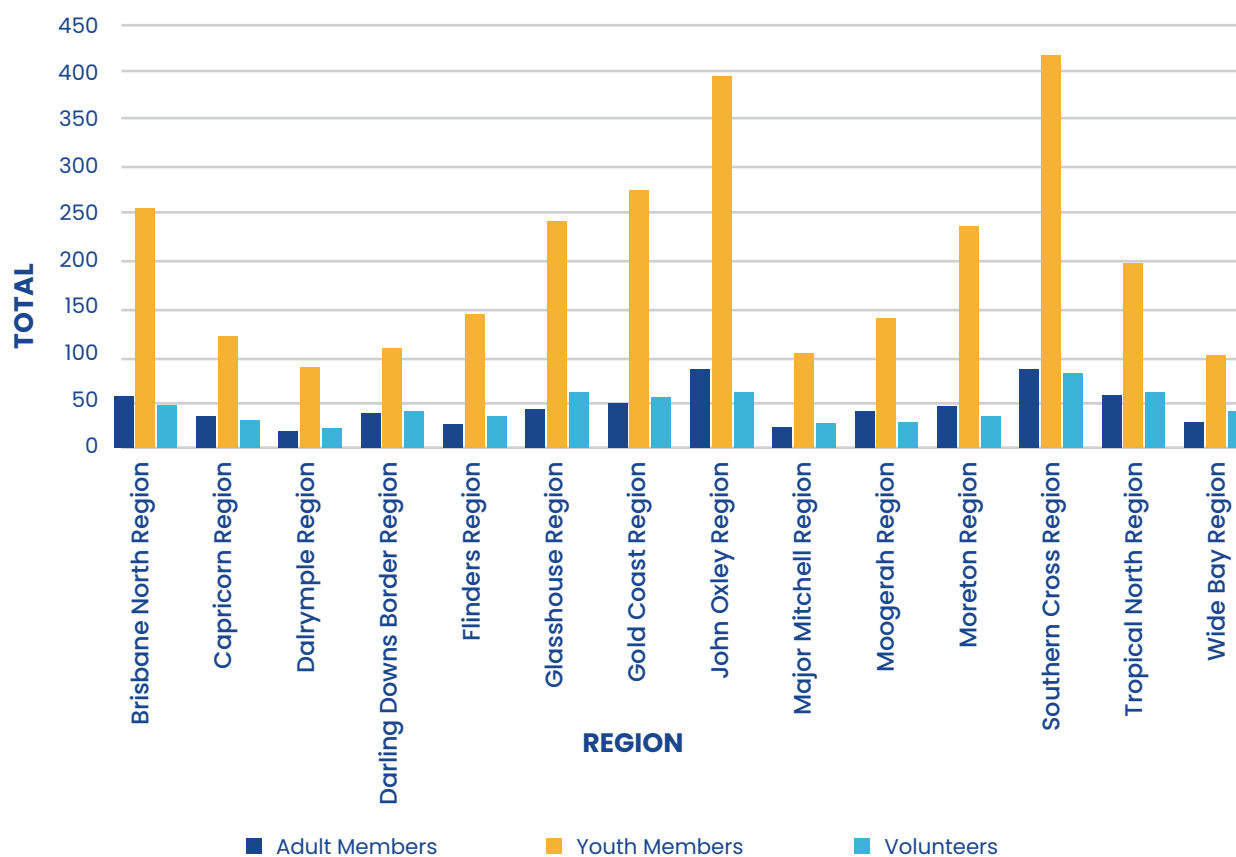
YOUTH MEMBERS



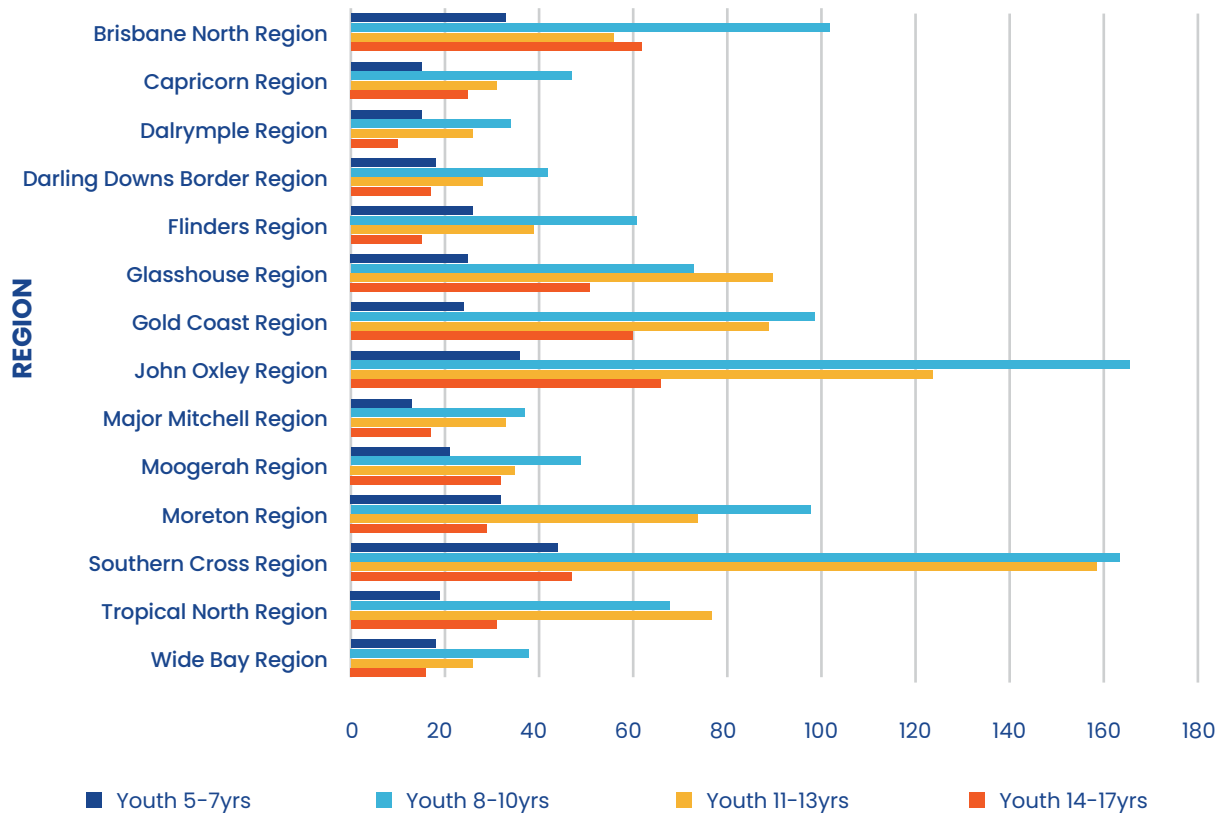
LEADERSHIP POSITIONS (INC MULTIPLE ROLES)



MEMBERSHIP BY REGION



YOUTH AGE BY REGION



GGQ IN THE NEWS



23

News articles
featured
in the media

GGQ SOCIAL MEDIA

Reach has increased by 64.1% on Facebook and 550% on Instagram.



4,968

Facebook Followers
(increase of 7.4%)

17.6K

Facebook Profile Visits
(increase of 256%)



1,196

Instagram Followers
(increase of 7.8%)

1.3K

Instagram Profile Visits
(increase of 322%)



285

LinkedIn Followers
(increase of 11.7%)

GGQ WEBSITE



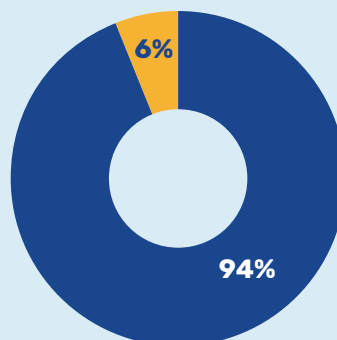
257,675

page views at
guidesqld.org



37,599

New Users
in 2023



■ New User
■ Returning User

ADULT LEARNING SUPPORT

Leadership Qualifications gained	41
Management Qualifications gained	2
Participants in GGQ run First Aid trainings	55
Participants in LQ, MQ and Mentor trainings	24
Participants in Youth Leadership trainings	31

CHALLENGE BADGES

154	61	9	9
Junior BP Award	BP Award	Queens Guide Award	Gold Endeavour

VOLUNTEER TIME



221,614
volunteer hours contributed*
*based on a 10% response rate

\$9.1M
Annual Volunteer
Replacement Cost

*Data will be ready in 2024 to accurately report all volunteer leadership roles—expected to contribute an additional \$4–6 mil

MESSAGE FROM THE CHIEF COMMISSIONER OF GIRL GUIDES AUSTRALIA

2023 began with the Kani-Karrung Australian Jamboree held in Victoria in January. Kani-Karrung means girls and women coming together in Wadawarrung language, the country on which the Jamboree was held. It was a chance, after 5 years, for Guides and adults from around Australia to come together, try new things, make new friends, and have fun. Over 1,600+ guides and volunteers, including over 200 from Queensland, had a week of making memories that will last a lifetime. The next Jamboree in 2025 in NSW will be even bigger as once again Girl Guides and Girl Scouts from other countries will be invited to join the fun.

One of the special aspects of being a Girl Guide member is being a part of a worldwide organisation. The World Association of Girl Guides and Girl Scouts has a vision of an equal world where all girls can thrive. This vision is delivered through providing more spaces where girls feel brave, developing leaders today who are ready for the future and ensuring roles for volunteer and staff that are rewarding and accessible.

Over 9 million Girl Guides and Girl Scouts around the world are focused on this vision, and it is definitely happening here in Queensland. The wonderful volunteers around the State continue to provide a range of opportunities for Guides in spaces where they are empowered and supported to be brave. It is through the weekly meetings, the weekend outings, and the camps that Guides develop confidence, resilience and a sense of community.

When young people feel they are in a safe space they can be themselves, make lasting



friendship, try new and exciting activities, and develop life skills. and isn't that's everything we want for those that engage with our wonderful organisation.

On behalf of Girl Guides Australia, I thank all the Guiding volunteers, staff, and other supporters around the State for facilitating the space and opportunities for Queensland Girl Guides throughout 2023.

HELEN REID
Chief Commissioner
Girl Guides Australia

OUR OPERATIONS PLAN

PERFORMANCE AGAINST STRATEGIC PILLARS

2023 is a year of impressive consolidation of many structural, resource and cultural changes since 2019. These achievements place GGQ in a prime position to deliver results across for the remaining years of our Strategic Plan in 2024-2026.

Go team GGQ!!

1 DELIVER AUSTRALIAN GUIDE PROGRAM	2 SUPPORT MEMBERS AND VOLUNTEERS	3 PROMOTE THE VALUE AND BRAND OF GIRL GUIDES	4 ENSURE A SUSTAINABLE FINANCIAL BASE
<ul style="list-style-type: none"> 32,760 hours of Australian Guide Program delivered face-to-face locally (based on every adult leader meeting for 1.5 hours across each school term). GGIA CEO and State Commissioner Forums collaborating on policy, system reviews and Guiding operations including digital learning platform review. Queens Guide Review provided to 118 members. SES Badge Program engaging with 236 Guides and 11 districts. 707 volunteer Leadership roles supporting 324 Units in rural, regional and metro communities. State Good Turn – donations to Angel Flight. 6 State events for Youth including the highly successful Guides Grab Your Passports. Inaugural Patron's Girl Scribes literacy competition – fees donated to Indigenous Literacy Foundation. Enhancement of event processes and resources. Lead-on training weekends focused on quality Australian Guide Program delivery. Grants funds supporting program delivery: <ul style="list-style-type: none"> \$331k in grant funds directly for Districts/Regions delivering building works and property maintenance, training, events and IT. \$116k in 7 grants from the Gambling Community Benefit Fund. \$119k in 11 grants from the Stronger Communities Program. \$66k in 25 grants through the Federal Volunteers program: <ul style="list-style-type: none"> \$463k in grants directly for Districts and Regions \$327k through Active Clubs 3 and invested in volunteers, events and training. 	<ul style="list-style-type: none"> New staff roles supporting volunteer functions, quality and compliance – 2 full-time and 2 part-time positions. See page 39 for more information. State Commissioner's Team and staff supporting on the ground Guiding. State-wide Leader/Manager support forums – Audits, Property, Technology. State Dinner – Chief Commissioner Asia Pacific Award presentation and State Commissioner Awards. Volunteer State Auditor Team and staff supporting management of vital funds. Diverse learning opportunities i.e. Property & Finance drop-ins, SharePoint & Outlook, Queen's Guide Syllabus Update, First Aid, Risk Assessment, Regional Weekends with Leader & Manager streams, Outdoors Skills, Leader Qualification & Manager Qualification, Go! Digital – Cyber Security, Yellow Ladybugs Conference (neurodiversity). E-Guiding accessible to all Adult Members and Ongoing Volunteers. Godfrey Leadership Fund delivered 2 rounds of funding – Lead On training and District Managers Conference. Fair Play Voucher administration supporting Youth membership. 15 Youth across 9 regions accessed the Membership Support Fund. National Jamboree in Ballarat with 200+ Youth and Adult Members attending. 3 Adult state events – Leaders Day, Scroggin Surf N Turf, State Dinner and 2 State Council meetings. Facilitated safe Guiding practice through completion of CSCF online modules. Trefoil Guild engaged in CSCF training, community service and State gathering in Hervey Bay. District and Region Managers forums, and Hub Coordinator forums. Government House Annual Awards Presentation. 	<ul style="list-style-type: none"> GGQ Social Impact Survey Report 2023 – see page 13. 537 lives saved through Redcross Lifeblood Team donors. Donations and support of charities – see page 25. Queensland Trefoil Guild donation – Care Kits for Kids. Archives Preservation Needs Assessment grant (Year 2) – collections and displays. Participation in Volunteer Australia workshops on National Strategy for Volunteering. Deloitte National Impact Day – AI workshop and Caring for Kindilan heritage trail. Participation in ANZAC Day services. Ekka Show Week – Youth in Agriculture fruit display. Participation in 42nd Agoonoree and 73rd Brisbane Gang Show. Rural community support – Toowoomba Flower Show, Gympie Muster and regional shows. Collaboration with Outdoors Queensland, Volunteering Queensland, SES Week Partners Breakfast, Centre for Social Purpose and Scouts Queensland. Marketing collateral to support Leaders and recruit volunteers. Publications of State Matters to deliver key information to Volunteers and Queensland on the Go, a quarterly e-newsletter, providing news and Guiding community achievements with over 6,000 readers. Improved social media activity, see page 12 Enhanced focus on GGA and GGQ brand management across Guiding operations. 	<ul style="list-style-type: none"> Reshaping Revenue Working Group – extensive review of volunteer and staff processes to support equity of access to Guiding. Excellent progress with implementation of national CSCF Framework: <ul style="list-style-type: none"> Adherences to National Police and Working With Children checks. Additional training support. Digital Transformation and cyber security and data protection remain top priorities with solid progress as per Australian Cyber Security Centre E8 framework and guidelines. Property Asset Management Strategy implementation, see grants & property page 26 & 30 Strong contribution to Girl Guides in Australia (GGIA) – Chairs Forum, State Commissioner Forum, CEO Forum, national Adult Support and Program meetings. Onboarding and support to Board, State Commissioner Team, Sub Committees, State Council. Tight monitoring of budgets, responsible identification of and management of external funds, and data-driven decision making. Constitution updates, Board Charter review, HR policy reviews and Board recruitment.

GIRL GUIDES QUEENSLAND

SOCIAL IMPACT REPORT 2023

Since 2021, Girl Guides Queensland has been measuring our social impact alongside other Girl Guides state organisations. In 2023, GGQLD dove more deeply into our specific cohort of Guides, with the following findings focused entirely on Queensland Guides and incorporating data from all three years of measurement.

Data collection and analysis has been conducted across four measurement groups:

- Young Girls aged 8-12 years
- Teens aged 13-17 years
- Volunteers aged 18-30 years
- Volunteers over the age of 30

These findings provide insights not only into the existing impact of GGQLD, but also how we can best adapt and change to more effectively support the holistic wellbeing of Guides.

*Measurement is undertaken by social impact measurement agency Huber Social.

GIRL GUIDES ACHIEVES POSITIVE OUTCOMES FOR MEMBERS

GIRLS

Self-development

+5%

Strategies and tools to manage one's emotions

Enjoyment

+4%

The opportunity for adventure

"[My daughter] has become more confident. She used to be very shy and didn't like to mingle with new people. After joining Guides, she is better at socialising."

PARENTS RECOMMEND GIRL GUIDES

GGQLD achieved a Net Promoter Score of **63** from parents (60-80 is an "excellent" score)!

TEENS

Education

+15%

Access to education options that allow one to pursue their interests

Resilience

+12%

The ability to adapt when unexpected events occur

Employment

+13%

Knowledge to find, apply for and secure employment one wants

Leadership

+11%

Resistance to peer pressure

Resilience

+11%

Self discipline to complete tasks despite not wanting to

Purpose

+10%

Feeling one's life is important

VOLUNTEERS 30+

Life skills

+19%

Having the skills to confidently perform one's role at Girl Guides

Confidence

+18%

Belief in oneself helping during difficult times

Purpose

+18%

Feeling a meaningful connection with something bigger than oneself

Life skills

+17%

Setting goals and tracking progress

Giving Back

+16%

Feeling one can make a difference in others' lives

Life Skills

+16%

Effective time management

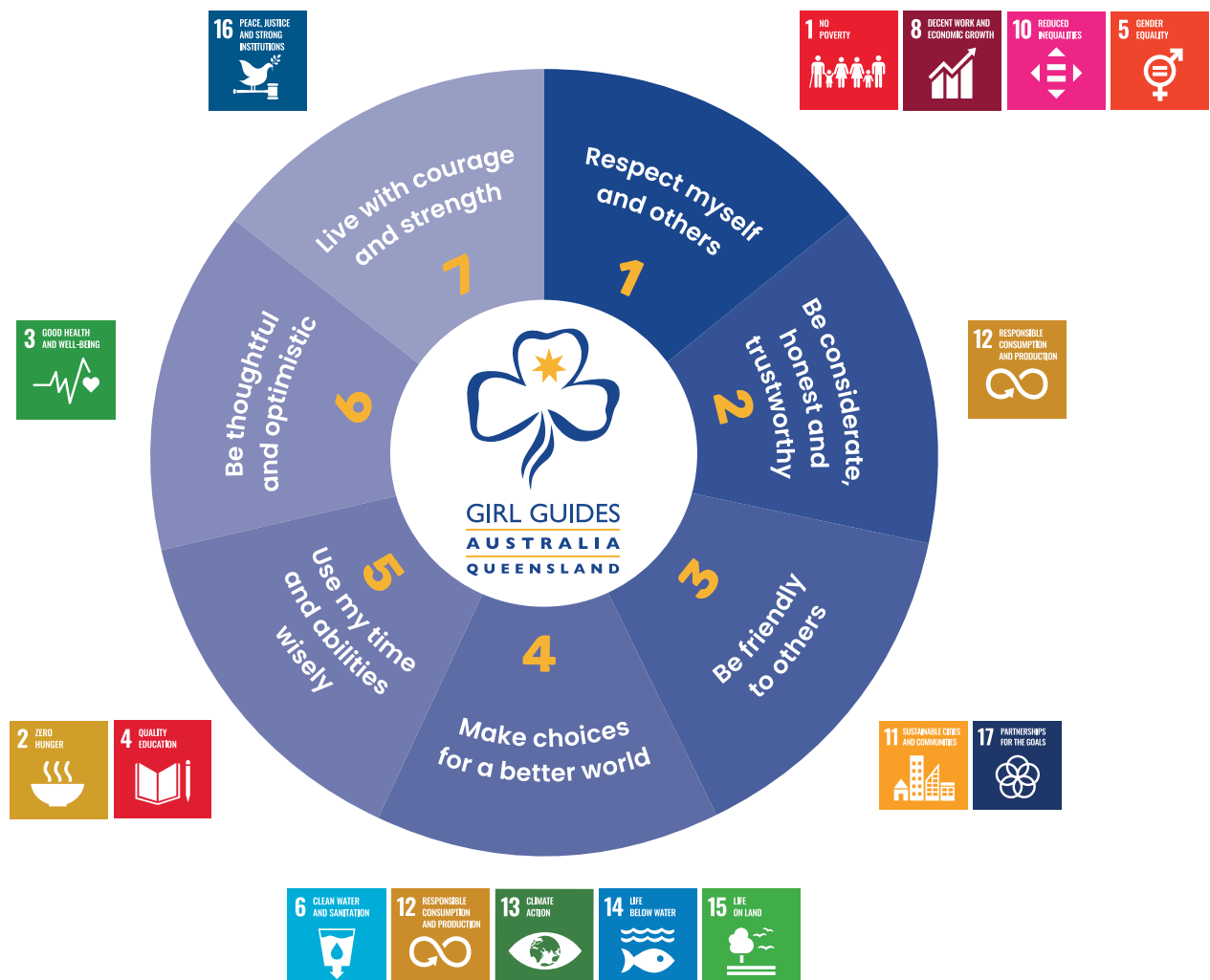
GIRL GUIDES QUEENSLAND AND THE UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGs)

GGQ is committed to tackling issues identified by the United Nation's Sustainable Development Goals. From body confidence and well-being to environmental sustainability and access to a healthy, nutritious diet - we inspire, educate and empower girls and women to make a positive difference.

Aligned to the World Association of Girl Guides and Girl Scouts (WAGGGS), our program follows the methodology of - Learn, Lead,

Speak Out and Volunteer - which enables girls to better understand their rights and gives them a voice and platform to change attitudes in wider society.

As a small organisation with charity and DGR status, we are succeeding in implementing agile business systems and practices across a predominantly volunteer workforce, whilst managing changing regulatory environments and a raft of industry standards.



1. RESPECT MYSELF AND OTHERS (SDGS 1, 5, 8, 10)

- We support programs aimed at women and children living below the poverty line by donating to Share the Dignity, local homeless and women's shelters. GGQ has also developed an Equity Statement to be embedded throughout all aspects of our systems and service delivery by 2026.
- We actively aim to empower girls and young women to be leaders in their world through our Australian Guiding Program by:
 - Offering a remote and flexible workplace for employees with learning and upskilling opportunities through intern and employment programs.
 - Supporting local business and community organisations for improved economic development.
 - Supporting those less fortunate. We aim to empower and promote social and economic inclusion, to build awareness of challenges and offer support to those who require it through active participation in local, national and international events.

2. BE CONSIDERATE, HONEST AND TRUSTWORTHY (SDG 12)

- Wherever possible, GGQ implements sustainable practices across its Guiding operations. There are still challenges to address around the sustainable consumption of materials and further work is required in this area.
- Our work in this area is underpinned by pillars one and two in our strategic plan – Delivering the Australian Guide Program and Supporting Members and Volunteers.

3. BE FRIENDLY TO OTHERS (SDGS 11, 17)

- GGQ received grant funding in 2022 to support resilience in our communities and this program was rolled out in 2023. Additional work on inclusive, safe and sustainable communities will flow out of the Property Asset Management Strategy.
- GGQ is committed to playing its role in strengthening the outcomes of the SDG goals, taking direct action that will positively contribute to its success and remaining transparent regarding where additional action can be taken.

4. MAKE CHOICES FOR A BETTER WORLD (SDGS 6, 12, 13, 14, 15)

- GGQ has access to clean water and sanitation – subject to natural disasters which impact our members and communities annually. During this time, we partner with SES and other community agencies to deliver emergency support.
- To futureproof our property portfolio the Property Asset Management Strategy will explore opportunities for ongoing access to modern, reliable energy.
- WAGGGS is introducing program materials which can be accessed by all Guide units. GGQ will monitor the uptake of such programs. In addition, service programs such as habitat restoration programs and containers for change collection directly contribute to climate action.
- With Guides located near the Great Barrier Reef, it's important that we support programs aimed at its conservation. Our future program and approach will directly address this goal.
- We continue to contribute to these goals through activities including creek restoration and habitat rehabilitation.

5. USE MY TIME AND ABILITIES WISELY (SDGS 2, 4)

- Many GGQ districts all are involved locally with community groups that offer meal support and care. Additionally, we regularly donate our time to volunteering activities that raise funding for local food-based charities.
- Our Guides participate in cooking programs to build skills and understanding of nutrition.
- We encourage all youth and adults to upskill and develop their education. Our strategic plan seeks to build the volunteer experience with training in specific skills.
- In 2023 we offered training and skills development opportunities in areas including youth and adult leadership, outdoors skills and disaster resilience. Our non-formal education program supports girls with learning and augments formalised approaches to the development of numeracy and literacy development.

6. BE THOUGHTFUL AND OPTIMISTIC (SDG 3)

- Our active outdoor lifestyle promotes good health and wellbeing for all.
- Service activities include Zonta Birthing Kits.

7. LIVE WITH COURAGE AND STRENGTH (SDG 16)

- Through the Australian Guiding Program, Guides are encouraged to build positive relationships, be friends to others and live with courage and strength. Through World Guiding activities members are exposed to some of the challenges that are faced by our Guiding sisters.

INSPIRING YOUTH MEMBERS PROVIDING COMMUNITY SERVICE

GGQ plays a vital and multifaceted role in our community, fostering growth, empowerment, and positive change. We contribute to a stronger, more compassionate community by nurturing confident, capable, and caring individuals. With regular service to the community, youth members learn about social responsibility, empathy, and the importance of giving back.

In a world that is more challenging than ever, our Guides experience a real feeling of purpose in their lives, by understanding what it means to be confident and resilient while volunteering in the communities we serve.

GUIDING TO SAVE LIVES



Guide Lara, her mum Jodie, and QAS Miriam Vale Officer in Charge and Region Manager, Maree



Queensland Ambulance Service (QAS)

February 15, 2023

A first-aid training session at the Bundaberg Girl Guides came at the right time for 14-year-old Lara when she was required to put her newly acquired knowledge into action only a month later.

QAS Miriam Vale Officer in Charge Maree, who is also the Region Manager for the Girl Guides, conducted the first-aid training and was proud as punch to hear how Lara retained crucial learnings and demonstrated them in a high stress environment.

Lara was with her mum Jodie at the hairdressers, when Jodie suddenly collapsed and began having a seizure. Jodie said even in a room full of adults, Lara stayed calm and controlled the situation.

"She checked for my breathing, moved things out of the way, and shoved my bag under my head. When I stopped seizing, she directed an adult to help her and she put me in the recovery position keep my heading down in case I vomited," Jodie said.

Lara reflected that previously she wasn't sure how she'd react in one of those situations but was proud that she knew what to do when the time came.

In recognition of her composed actions despite the highly stressful scene, Maree caught up with Lara and Jodie this week and presented her with a number of first-aid related Girl Guide patches.

Lara's story highlights that at any age, having the skills to react in an un-expected emergency can go a long way to keeping your loved ones safe. Don't delay if you need to brush up on your first aid and CPR skills!

Bethany and Abigail Hull have been Guides for 7 years at our Ormeau district on the Gold Coast. When they first joined in 2017, both girls were shy and through Guiding they have built confidence and maturity, leading them to participate in many events and activities, including countless hours volunteering in their local community.

While making sure they attend the camps and activities on offer in their local district, the girls have also travelled extensively in Australia and overseas meeting up with Guide units in Paris and Edinburgh and attending

the Essex International Jamboree in July. They have also been lucky enough to spend time in one of our WAGGSS World Centres – Our Chalet – in the Swiss Alps, for a week!

Their learnings from meeting with international Guides has served them well in their understanding of the importance of Guiding in our communities – here and afar.

When the girls aren't attending Guide events, they spend many hours volunteering in their local community, including tree planting, meals on wheels and supporting other charity groups.

“Girl Guides has been an amazing experience that I would recommend to anyone. I have been going for years and I plan on going until I become a leader, teaching a new generation of leader’s life skills and watching them grow and develop with each other. I would never give up Guides.”

– Bethany Hulls



Marlin Coast Guides supporting the Mossman RSL on Remembrance Day



Gordonvale Guides attend the Anzac Day Service

Gordonvale District includes plenty of opportunities for community service for Guides. From Clean Up Australia Day to supporting Lions events, our Guides are regularly seen out and active in the community.

Ranger-aged Guides decorate the Gordonvale Hospital wards annually and participate in the Anzac Day service and event parades, such as the Sugar Solace. Older Guides regularly collect and make up toiletry packs for the local women’s centre and collect food and bedding items for needy animals via the RSPCA, Yaps and Pet Rescue.

A favourite time for our Guides is when they participate in the Kmart wishing tree appeal and face painting at the Cairns Special Kids Christmas Party.

Marlin Coast District has been a regular participant in community events for many years and always endeavours to maintain a good connection with local groups and visiting organisations.

For this District, an action-packed schedule includes supporting the Cairns 7 Marathon and Cairns Ironman events, proudly volunteering for the local community, interstate and local athletes, not to mention event organisers.

Guides supported a new local event called Crankworx, the world's largest mountain bike festival, providing an opportunity to participate in a family-friendly, world-class event.

We also partner with Bunnings Smithfield's "family activity nights" during Easter, Christmas, and Mother's and Father's Days and support Mossman RSL by selling ANZAC Day and Remembrance Day merchandise on their behalf.

Atherton District had a busy year serving the local community. Guides provided a quality catering service at the quarterly Arts and Crafts Fair, the yearly Book Fair in Yungaburra, and the Tradies Golf Day at Atherton Golf Club. The girls learned essential skills, including hygienic food service and handling, preparation, and managing finances.

We participate in Clean Up Australia by cleaning up the area around our hut and a nearby park. Towards the end of the year, Guides collected food items to be distributed by the local Meals on Wheels.

"Being out in the community is important for our Guides and represents an excellent opportunity to be seen by potential future Guides!"

SWIMMERS FOR SANGAM

Congratulations to Hettie and Annie from Moggill Jacaranda Guides who created a service project called "Swimmers for Sangam" where they asked for donations of swimwear for guests to use while visiting the Guiding World Centre in Sangam. With swimwear being difficult to source locally in Pune, India, our Guides are helping local children access the pool and be sun safe!

Hettie and Annie
with their swimwear
donations





Guide House Marsden

OUR EVENTS 2023

CAMP AND EVENT ATTENDANCE

Our Guiding community had plenty of opportunities to attend our day and overnight camps in 2023, as well as attend a significant community event. Guides were keen to get involved and the success of our events was largely due to their passion and commitment.

	Youth	Adults
Guides Grab Your Passport	150	52
The Arts Camp (7 – 11 yrs)	166	24
Anzac Day March	53	10
Discover the Next Challenge 13+	27	6
Night Moves (13+)	42	7
Revels (5 – 11 yrs)	96	33
Jamboree 2023 Contingent	138	64
TOTAL	672	196

ADULT LEARNING SUPPORT 2023

Adult members of GGQ consistently experience higher levels of wellbeing, surpassing those of women in the general population by an impressive 3%. Guiding not only contributes to enhanced confidence and a stronger sense of purpose but also facilitates the development of valuable life skills.

When expressing their appreciation for Guides (see Social Impact Survey 2023 on page 16), members highlighted the following three aspects:

1. Formation of lasting friendships and robust support networks
2. Opportunities for continuous learning and skill development
3. Engaging in outdoor activities that promote both personal growth and a sense of community.

Additionally, adult members find fulfillment in contributing to the growth of young girls, emphasising the positive impact GGQ has on fostering achievement and empowerment. As one member expressed, **"The skills I develop, the amazing women I meet, and the profound sense of accomplishment when girls achieve their goals are what I love about being a part of this organisation."**

Guides have a passion for learning which is facilitated by volunteer trainers and external presenters both in-person and online, including:

- Child Safe Child Friendly modules accessible by every Adult Member and Ongoing Volunteer
- First Aid
- Leader Qualification
- Manager Qualification
- Neurodiversity Yellow Ladybugs Conference
- Outdoors Skills
- Property & Finance Drop-ins, SharePoint and Outlook Inaugural funding from the Queensland Government
- Queen's Guide Syllabus Update
- Regional Weekends with Leader & Manager streams
- Risk Assessment
- Staff planning day including archery team building session at PGL Kindilan
- State Commissioner's Adult Muster at Guide House Marsden
- Youth Voice workshop for State of Volunteering Report – Volunteering Queensland

Working with the PGL Adventure Camps team, we have refined the way opportunities are offered to increase youth and adult participation in outdoor activities. A new approach to delivering Outdoor Adventure Days in 2024, formerly known as Roster Days will provide Guide Units, Regions, and Districts with an opportunity to prioritise friendship, team building, skill development, and personal growth in an outdoor setting.



PARTNERSHIPS



LIVES SAVED IN 2023

We are thrilled to continue our partnership with Red Cross which includes the lifesaving contribution we make formally through Lifeblood, which commenced in our Centenary year and to date has saved 2,439 lives!

The Lifeblood team direct our focus our donations to support times of highest demand and we applaud our GGQ Lifeblood Champions supporting this critical community service.

42
GGQ team
members

179
total
donations,
blood/
plasma/
platelets
537
lives
saved!

GGQ
achieved a
32.6%
YOY increase
in 2022!



STATE EMERGENCY SERVICE (SES)

We continued to work in proud partnership with the SES in 2024, providing us with the opportunity to support and honour the hard work and dedication that the SES provides to the communities of Queensland.

GGQ is committed to working collaboratively with the SES to deliver the SES Badge Program. This program offers Guides the opportunity to expand their understanding of the role of the SES, learn new skills and face challenges, encourage discussion and advocacy for gender equality in organisations and learn about volunteering opportunities the SES offers to young women in Queensland.



OUTDOORS QUEENSLAND

Funded by the Active Industry Fund administered by Department of Tourism, Innovation and Sport, Outdoors Queensland produced the inaugural Outdoors Census Report. This report demonstrates the size and diversity of this sector – identifying that a vast range of outdoor organisations, like GGQ, provide services to almost 1 million participants in an average month.

Our CEO joined the Outdoors Queensland Census Reference Group from April to July. Working with the Executive Officer, Board Director, Queensland Tourism Industry Council and Department of Sport and Recreation and facilitator Way To Be, where insights were shared to guide the scope, design and engagement of this inaugural project.

GGQ has a long history of facilitating and delivering outdoor activities, programs and experiences. We look forward to continuing to offer insight into the important role that charities with large volunteer workforces contribute to achieving national and state policy outcomes.



BUNNINGS

Thanks to our continued national partnership with Bunnings, our Units have raised vital funds through Bunnings sausage sizzles. Bunnings joined the Share the Dignity "It's in the bag" campaign by being a nominated drop off point for community collections. This campaign was a national GGIA project with a target of donating 600 bags of essential goods.

Coordinated by Olaves, GGQ donated a total of 163 bags of essential personal health items: 101 adult bags, 50 teen bags and 12 mum and baby bags. This was a fantastic effort where we contributed an impressive 32% towards GGIA's national donation goal.

Tugun District dropping
Share the Dignity
donations to Bunnings

SUPPORTING CHARITIES AND COMMUNITY ORGANISATIONS

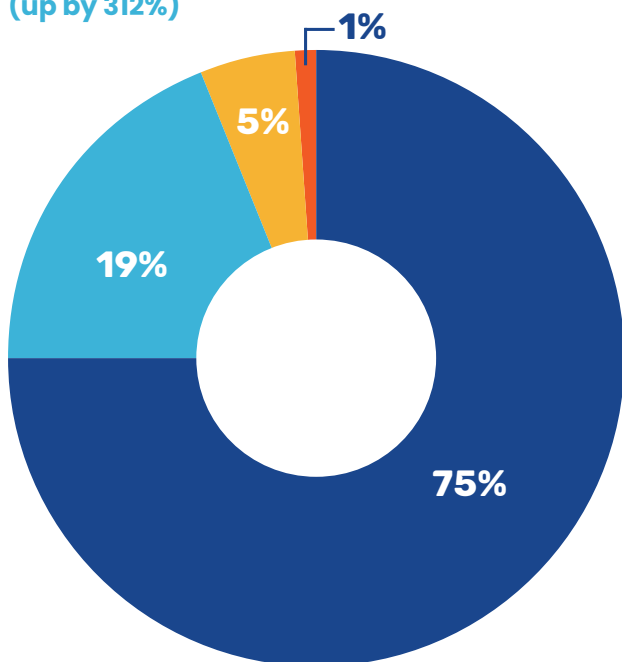
Our Guiding family has a deep commitment to making a difference for others. Age, language and location pose no barrier to a Guide's dedication to serve their community. We acknowledge just some of the recipients of our service across Queensland in 2023.

- Darling Downs Revue
- Feros Care- Notes of Friendship
- Gordonvale Hospital
- Indigenous Literacy Foundation
- Kmart Wishing Tree
- Limestone Revue
- Lions Clubs
- Mackay Animal Rescue
- Make Ways Foundation
- Meals on Wheels
- Nursing Home visits statewide
- Palm Beach Neighbourhood Centre
- PJ Foundation
- Redlands Revue
- Remembrance Day events
- Riding for the Disabled - Mudgeeraba
- Rosies Friends on the Street
- Rotary Clubs
- RSL Queensland
- RSPCA
- Ruths Women's Shelter
- Share the Dignity "It's in the bag"
- The Christmas Party Brisbane
- Thinking Day GGA
- Tully Support Centre
- Uniting Church Food Pantry
- WAGGS World Thinking Day Fund
- Women's Shed
- Zonta

GRANTS, BEQUESTS & DONATIONS

We sincerely thank our supporters for your generous grants, donations, fundraising and bequests. This funding is essential to enable the delivery of our Guiding program and to maintain our facilities, equipment and the tools to connect with our Guides throughout Queensland.

GRANTS \$1.264 MILLION (up by 312%)



■ State Government
■ Federal Government
■ Local Council
■ Industry/Other

2023 saw significant increases in outcomes from competitive grants from the Federal Government and Queensland State Government. We particularly acknowledge the Queensland Government budget commitment of \$1 million over 2 years for Priority Infrastructure Projects managed by the Department of Tourism and Sport and the Active Clubs 3 Program.

State Government	
DTS	\$500,000
Active Clubs 3	\$327,500
Gambling Community Benefit Fund	\$116,823
STATE GOVERNMENT	\$944,323
Federal Government	
Stronger Community	\$119,300
Volunteer Grants	\$66,896
Dept of Communities	\$50,000
FEDERAL GOVERNMENT	\$236,196
Local Government	
Brisbane	\$35,500
Longreach	\$8,700
Logan	\$7,963
Gold Coast	\$6,068
Sunshine Coast	\$5,208
LOCAL GOVERNMENT	\$63,439
Industry/Other	
Aurizon	\$10,000
Variety NSW	\$6,893
North Harbour	\$2,500
Club Beaudesert	\$1,486
INDUSTRY	\$20,879
2023 TOTAL GRANTS	\$1,264,837

DONATIONS CASH \$5,687 (decrease of 48% on 2022)

Donations via online/direct to State Office:
A Baker, K Conrades, J Davidson, A Fletcher, J Goodwin, K Harrington, G Kimber, R Learmonth, C Levers, L Minot, M O'Shea, L Price, E Saunders, C Walker.

Cash was provided to support the archiving of Guiding artefacts and Mudgeeraba District donated to State Office to redirect to Guiding areas of need.

DONATIONS—PRODUCTS

\$613,122

This has been an incredible year of generosity with products donated statewide, predominantly supporting our guiding program focused on active and healthy lifestyles. Particular thanks go to iROCKER, a US-owned company closing their Queensland business, who connected with GGQ via Outdoors Queensland.

iROCKER (paddle Boards and accessories)	\$598,822
Fold Up Kayaks	\$5,400
New Hope Group to Oakey Girl Guides	\$5,000
Elizabeth Gilchrist (archives resources)	\$2,000
Stella Products (gloves for food preparation)	\$1,000
Ferno (protective gloves)	\$500
Rhonda Whiteley (mobile phone/data)	\$400

FUNDRAISING

Our Play for Purpose lottery raised \$1,334 supporting member participation. Though small in revenue, this is an important element of our brand awareness strategy. We encourage supporters and members alike, to spread the word to gain greater momentum in 2024!

BEQUESTS

\$23,054

(decrease of 1% on 2022)

BODEN Trust Fund, Dallas and Marion Langdon Trust Fund, McKimmin Charity Trust Fund and Queensland Community Foundation.

The Godfrey Leadership Fund, established in 2020 by an untied bequest, retains a balance of \$56,700 as grant funds continue to leverage leadership and learning opportunities.

PRO BONO SERVICES

\$195,620

(increase of 1,258% on 2022)

Joanne Muller Solicitor (NRS advice)	\$160,300
Brisbane City Council (Tarragindi hut removal)	\$25,000
Stephen Greene, MGI (audit)	\$3,500
Mazars (HR & IR Consulting)	\$3,000
Little Drum Pictures (video editing)	\$3,000
Miller Harris Lawyers (Native Title)	\$820

PROFESSIONAL SERVICES

Acacia EAP
Advanced Solutions International
AIB Insurance Brokers
Associations Forum
Comclean
Give Now
Hayes Consulting
Henry Reed
K & L Handyman Services
Lifeline Grandparent
Little Drum Pictures
MailPlus
McCullough Robertson
McGees Property
MGI South Qld
Miller Harris Lawyers
Minter Ellison
National Signs
NFPAS – Auditors
Our Community
Paskies
PGL Adventure Camps
Parliamentary Friends of Girl Guides
Pseudo Code
Queensland Gives
Rural Fire Services
Seek
State Emergency Services
The Observership Program
Volunteering Queensland
Westpac
Wilsons Investments

SUPPORTERS OF GUIDING IN THE COMMUNITY

The support and generosity received at grassroots level enables Guides to support girls and women and the communities we serve.

4x4 Superstore Brendale
Advanced Metal Recyclers
Age of Dinosaurs
AKK Karate
Al Anon
Alexander Painting and Handyman Services
Allawah Scout camping grounds
Allen Family
Ann Leahy Member QLD Parliament
Ann Russell @ Gordonvale Markets
Another Flame
Arcadia Life Savers Club
Arts and craft Centre
Atherton District
Atherton Golf Club
Atherton Show Society
Australia Zoo
Australian Electoral Commission
Australian Industry trade College
Auswide Bank
Ava's Sewing Creations, & MJ Candles
Babinda Kayaking
Babinda Munro Theatre
Baconfeast Committee
Balderson Mowing and Tree Services
BAM donation
Barcaldine Show Society
Barcaldine NEWSAGENCY
Bart Mellish MP Aspley
Beauty and Beyond
Becky Jeisman
Beef Section Gatton Show
Beenleigh Fishing Club
Bendigo Bank
Bernie's Pie Shop Rockhampton
Betta Home Living Yeppoon
Bill Robertson Toyota - National
Tree Planting Day donation
BiRite Electrical - Oakley
Black Toyota - Oakley
Blue Fin Fishing Club - Inala
BM Webb Townsville
Bob Katter MP
Boonah Activity Shed
Boonah Patchwork Group
Boonah Show Society - use of photocopier & mowing grounds
Boot "N" All Line Dancing Emerald
Boyne Bakery
Boyne Environmental Centre
BP Guild
Brendon Pearce Painter & Decorator
Brisbane Fire Protection
Brisbane Gang Show
Brisbane Valley Meats
Brisbane Valley Roasters
Brisbricks
Brittany Lauga State MP
Brumby Pottery
Bunning Plainland
Bunnings Acacia Ridge
Bunnings Arundel
Bunnings Ashmore

Bunnings Brendale
Bunnings Bundamba
Bunnings Burleigh
Bunnings Cannon Hill
Bunnings Capalaba
Bunnings Carseldine
Bunnings Domain
Bunnings Fairfield
Bunnings Gladstone
Bunnings Harristown
Bunnings Kawara
Bunnings Keperra
Bunnings Lawnton
Bunnings Loganholme (Ekka)
Bunnings Maroochydore
Bunnings Morayfield
Bunnings Mount Isa
Bunnings Mt Gravatt
Bunnings Nerang
Bunnings North Mackay
Bunnings North Shore
Bunnings Northlakes
Bunnings Oxenford
Bunnings Paget
Bunnings Pimpama
Bunnings Portsmith Cairns
Bunnings Robina
Bunnings Rocklea
Bunnings Smithfield
Bunnings Southport
Bunnings Stafford
Bunnings Underwood
Bunnings Virginia
Bunnings West Ipswich and Bundamba
Bunnings Yeppoon
Bushmans Bakery
Cairns Hardware
Cairns Reef Hotel Casino
Cairns Vet Clinic
Cairns X Golf at DFO
Canegrowers Association
Capricorn Anglican Retirement Village Mens Shed
Capricorn Plumbing and Building Supplies
Care Kits for Kids
Cash for Cans Boonah
Cats vs Dogs @ Gordonvale Markets
Cazalys Cairns
Central Highlands Regional Council
Central Queensland University
Chalk Family
Charleville and District show Society
Charleville School of Distance Education
Chinchilla Creative Centre
Chinchilla Show Society
Circuit Trees Mobiles and Technology
City of Moreton Bay
Classic Car Club
CMR
Coles Worongary
Colour Me Happy, RD Creations
Combie Family

Commonwealth Bank Emerald
Compass Containers
Concept Laboratories
Cr Angela Owen
Cr Bob Whalley
Cr Cheryl Gaedtke
Cr Jason Wendt
Cr Kim Marx
ConocoPhillips
Cooktown Museum
Corina Drew
Cr Helen Brieschke
Cr Peter Young
Cr Sean Choat
Cr Adam Adams Northgate
Cr Andrew Fechner
Cr Andrew Wines Enoggera
Cr Brook Patterson
Cr Donna Gates
Cr Fiona Hammond Marchant
Cr Jared Cassidy Deagon
Cr Julia Dixon Hamilton
Cr Liam Mooney
Cr Mark Hammel
Cr Marlie Doyle
Cr Mick Gilliam
Cr Steve Griffiths
Cr Winston Johnstone
Craigs Bakery
Crank's Worx
Critters Pest Management
CSI
CWA Goombungee
CWA Mareeba
Dalby Singers
Dalby Welcoming Committee
Dan Murphy's
Dani Lee
Danny Bunt
Darcy's Diner
Darling Downs Zoo
David Littleproud MP
Deb's Macrame
Denise Sims
Domigo Coffee
Don Brown MP
Dwyer Family
Eastons Lawyers
Elders Mareeba
Elders Tolga
Elkin Flooring Fernvale
Emerald Committee of Prostrate and Breast Cancer Association of Qld
Emerald Little Theatre
Enso Karate
Epic Skate Tweed
EPMS property maintenance
John Levack
Esk Community Op Shop
Esk Fruit Shop
Esk Grand
Esk Hospital
Esk Nursing Home
Esk Show Society
Essential Fitness
Eva Hope Cairns
Event Cinemas Earville
Brian Martin Music

Face to Face Painting
Family Crust Bakery
Fat Quarter Quilters Group
Fenglehorn Sauces & BBQ Rubs
Cairns
Fernvale Automotive
Fernvale Dental
Fernvale Discount Drug store
Fernvale Landscape Supplies
Flawless Laser, Wax & Tanning
Studio, Stomping Elephants
Friends Who Create
Frozen Wonderland Ice Skating - DFO
Galactic Donuts
Gary & Sharna @ Gordonvale Markets
Gatton News and Stationery
Gatton SPare Parts
Gav's Glass
Gayl St John, FNQ Gifts
Get it Done Training
Gissler's Pies
Gladstone Area Water Board
Gladstone Field Archers
Gladstone Healthy Harbour Partnership
Gleam It Products
Glencore MT ISA mines
Go Bowling
GoCC Rates and water discount
Gold Coast City council
Goodna Police Station
Gordonvale Fire Station
Gordonvale Hospital
Gordonvale Mens Shed
Gordonvale Physiotherapy
Gordonvale Physiotherapy, Helens Hyaluronic Acid @ Gordonvale Markets, Lyn @ Moringa
Gordonvale State High School
Gordonvale Vet
Graceville SS Principal (GGYP)
Graeme Perrett MP
Gray's Furniture Gatton
Graz art sign writing
Grill'd Mt Gravatt
Grill'd Mt Ommaney
Grill'd Springfield
GT Hoses
Happy Cluckers
Harley Davidson Owners Group
Hartley's Crocodile Adventures
Heike Regenber
Helen P.S
Herberton Historical Village
Heritage conveyancing
Hitching Rail
Hogs Breath Cairns
Home Hardware Dalby
Hon Charis Mullen
Hon Curtis Pitt MP
Hon Dr. Jim Chalmers MP
Hon Lance McCallum
Hon Warren Entsch MP
Hospitality Superstore
House of Mojo
IGA - Gatton

IGA -Barcaldine
Inflatable Kingdom – Cairns
Inflatable World Burleigh
Inner Pathways Education
(Rhonda W) Wellbeing Workshop
RRP \$49pp
Innisfail Banana Farming
Company
Ipswich Central State School
Ipswich City Council
Ipswich Little Theatre
Ipswich show society
Ipswich Spinners and Weavers
Iron Man
Itzstein Family
Jade Lee Paint & Sip
Jan McLennan
Japanese Tutor Group
Jason Munchow Painting
contractor
Jennifer Howard MP
Jenny Swadling
Jess Pugh
Jim McDonald Member for State
Judas & Dwyer Families
Kaisercraft DFO
Kapella For HAIR Fernvale
Kathryn Jackson – Nutrimetics,
Earth Turtle Eco-Store, Devine
River Wellness
Ken Frost Home
Kenzo's Barber at DFO.
Keppel Coast Trefoil Guild
Kestral Mine
Kingaroy Show Society
Kingaroy Speedway
Komatsu Emerald
Konnect Fastening Systems
Krazy Kid Kreations by Caryn +
Piefection
Kronk Xcavations
Kuranda Koala Gardens
Kuranda Rainforest station
Kuranda Scenic Railway Tea Rooms
Lake Placid Rainforest Retreat
Lane Orthodontics
Leanne Enoch
Leanne Linnard MP Nudgee
Liesa Gilliland
Life flight
Light Up Your Life
Lila & Co
Lions Club Atherton
Lions Club Cairns Branch
Lions Club Dalby
Lions Club Emu Park
Lions Club Esk
Lions Club Fernvale
Lions Club Golden Valley Keperra
Lions Club Gordonvale Branch
Lions Club Moorooka
Lions Club Mudgeeraba
Lions Club Pine Rivers
Lions Club Thompson River
Lions Club Yeppoon
Little Drum (recruitment video)
Livingstone Shire Council
Local Community Members
Lockyer Race Club
Lockyer Valley Council
Logan City Council
Logan City Council Community
Benefit Fund
Logan Village Pub
Longreach Foodworks
Longreach Men's Shed
Longreach Taven
Lord Mayor Adrian Schrinner
Lowood Mitre 10
Lowood Mowers
Lowood Natural Therapies
Lulubelles Clothing & Accessories
+ Stomping Elephants

Lynette Hewitson
M and K Butcher Lowood
Ma Ma Creek Exhibition
Magnetic Island Rural fire bigrade
Mahjong Player Group
Maloney Electrical
Mamu Tropical Skywalk
Mareeba Leagues Club
Mark Furner MP Ferny Grove
Matt Maher – Buy The Loaf
May's Rag Mats
Mayor Angela Toppin
Mayor Graeme Lehmann
Mayor Teresa Harding
McDonalds Tugun
McMahons Betta Home Living
Meals on Wheels capalaba
Meals on Wheels Carina
Meals on Wheels Dalby
Megan Gerchow
Melissa Marshall
Melonina March
MHR Annika Wells Lilley
MHR Luke Howarth Petrie
MHR Peter Dutton Dickson
MHR Stephen Bates Brisbane
Michael Crandon MP
Mighty Meats Butchery Mt
Sheridan
Milton Dick MP
Mini Body Engineering Pty Ltd
Miriam Spurge Natural Therapies
Mitre 10 – Beenleigh (Ekka)
Mitre 10 Hardware & Hlre
Mitre 10 Longreach
Moorooka Family Fun Day
Morten Bay Regional Council
Mount Cotton Rd Newsagency
Mount Sheridan
MP Julieanne Gilbert
Mr Meats
Mr Pat Weier MP – Oakey
Ms Gwen McMillan
Ms Kerry Bourke
Mt Gravatt Community Centre
Mt Gravatt Mens Shed
Mud 2 Mug
Mudgeeraba Uniting Church Op
Shop
Mulgrave Mill
Mulgrave Q CWA
National parks & wildlife service
Natural Grow Pain Eeze
Nellies Creative Hair Design
New Hope Group
Nextra Newagency Lowood
Night Ninjas
Nika Norman Art group
Ningarna Nursing home
No Drama Lama Crochet Group
NQ Wildlife carers
Nundah Village
O & D House Wash
Officeworks Ipswich
OMG Donuts
Outback Aussie tours
Outridges Maleny IGA CBC Fund
Parkwood International
Party in the Park
Peter Boodle Meats
Rockhampton
Peter Russo MP
Piefection Bakery
PIMS, (Pumping Irrigation and
Machinery Services)
Pine Rivers Show Society
Present and Past Nurses of the
Princess Alexandra Hospital
Assoc
Preston Show Society
Providore Princess (Ekka)
PULSE test and tag
Queensland Emergency Services

QCWA Charters Towers Branch
QCWA Townsville
QCWA Willows Branch
QITE Mareeba
Qld Choice Meats
Qld Feline Council
Qld Police Service Rockhampton
Qld State MP Glen Butcher
QPAC
QPS Capalaba
Railway Hotel
RAOB Ipswich and Amberley
REBEL Sport Ipswich
Redlands City Council
Redlands Revue
Rejuvie Skin Therapy Gordonvale
Relay For Life
Richies IGA Boonah
Rider Family
Ringrose and Button
Rockhampton Region Council
Rockhampton Trefoil Guild
Ronnie's Stockcamp Saddlery
Rosewood Golf Club
Rosie's Ipswich
Rotary Emerald
Rotary Gatton
Rotary Mundingburra
Rotary Ormeau Pimpama
Rotary Port Curtis
Rotary Satellite
RSL – Barcaldine Sub Branch
RSL – Chinchilla Sub Branch
RSL – Gatton
RSL – Ipswich and North Ipswich
RSL – Kingaroy
RSL – Longreach Sub branch
RSL – Sunnybank
RSL – Tamborine
RSL- Charleville Sub Branch
RSL- Esk
RSPCA Wacol
RSPCA Yeronga
Runaway Bay Trefoil Guild
Runcorn Family Fun Day
Ruthenberg Family
Salt House
Sandra Hussey
SAVIGE Pest Control
Scenic rim Regional Council
Scouts Barrabadeen
Scouts Charlville Cub
Scouts Coomera
Scouts Dalby
Scouts Dolphin Sea
Scouts Gordonvale
Scouts Kingaroy
Scouts Port Curtis
Scouts Raceview
Seagrass Rehabilitation Port
Curtis
Sealink Ferries
See Ya @ Sia's, Busy Bee Vintage,
Melissa Marshall
SES Barcaldine
SES Bilinga
SES Brisbane Western Group
SES Holloways beach Jessica
Percy
SES Longreach
SES Pimpama
SES Somerset
Seventynine West
Seville Rd State School
Shane King MP
Share the Dignity
Shayne Neumann MP
She Shed Collective, Jitterbug
Fusions, Piefection, Judas Family
Shop of opportunity
Signature Pies
Sinclair Meats
Skola

Skypark Cairns
Skyrail
Sonia & Ron @ Gordonvale
Markets
Soroptimist International
South Burnett Regional Council
Spur Family
Stager and Lock family
Stanthorpe Garden Club
Star Pharmacy
State Member Meaghan Scanlon
Stilz Atherton
Stirling Hinchliffe MP Sandgate
Suitcase Rummage
Sunshine Coast City Council
Sylvia Jade
Taits Stables Wongabel
Taj on Byrnes
Tamborine Markets.
Tamborine Men's Shed,
Taylor's Upholstery & Canvas
T-Bone Longraech
Teeza Cakes
Tenthill State School
Tentworld
TGT Pty Ltd
The Birdcage Hotel
The Crystal Caves
The Leader Newspaper
The Meat Smiths
The Oakey Alliance Pharmacy
The Plumbing Gang
The Range Hardware and Garden
Centre
The Vale Emporium
Tim Mander MP Everton
Tim Nicholls MP Clayfield
TOCH
Tongan Men's Shed
Toowoomba Repitory Theatre
Town & Country
Townsville & District Beekeepers
Association
Traction
Trefoil Guild
TREKK Advisory Accounting MT
ISA
Trophies 'R' Us
Tropical Iron + Caffein8
Tropical Lawns
True edge designs
Tully Show Society
Twelve Baskets
Unique Mosaic & Leaf
Impressions – Heather Wallace
Wattle Paint (Ekka)
Waynes World Lowood
Wellshot Hotel
West Ipswich Bunnings
Western Downs Regioal Council
Westpac Bank
Westwind Designs
Wild Earth Burleigh
Wild Gypsy Studio
Williams Family Coomera
Willow Hotel
Willowbank Association
Woolworths Acacia Ridge
Woolworths Boyne Island
Woolworths Fernvale
Woolworths Gladstone Valley
Woolworths Rangeville Store
Woolworths Springwood
Woolworths Yeerongpilly
Woongoolba Public Hall
Woongoolba State School
Workshops Rail Museum
Yeppoon Choral Society
Yeppoon Community Markets
Zappulla Family
Zarrafa's West Ipswich
Zarraffa's Coffee

OUR GUIDE PROPERTIES

GGQ manages a portfolio of 139 properties and supports the maintenance of facilities for many of its 331 guiding units. The properties are used regularly by Guides for important ceremonial gatherings, camps and activities.

Freehold **29**

Leased **95**

Rented **15**

We continued reviewing the utilisation of our properties in line with the Property Asset Management Plan. This involved collaboration with Members, volunteers in Support Groups, District and Region Managers and the State Commissioners Team, resulting in a prudent reduction of the portfolio from 147 to 139 properties.

Some properties offer a secure space for local community groups and provide a small income to offset the costs of operation. Our campsites provide a space for local communities and Members to spend quality time in the great outdoors.

We thank our dedicated District and Regional Managers, Campsite Committees, Leaders and volunteers, and their families, who dedicate their time, resources and efforts to provide a safe and positive experience for our Guiding community.

\$1 MILLION COMMITMENT FROM QUEENSLAND GOVERNMENT

In May 2023, the Queensland Government announced the allocation of \$1 million to GGQ in the 2023/24 state budget for facility improvements under the Priority Infrastructure Project Grant (PIP). Managed by the Department of Tourism and Sport (DTS), it funds support a state-wide audit of facilities to inform refurbishment and upgrades to enhance community sport and active recreation participation through the provision of spaces that enable quality, accessible, inclusive, safe and more efficient activity.

Audit results are expected in March 2024 and projects will be determined in line with the GGQ Strategic Plan 2022-2026 and the Property Asset Management Strategy. The opportunity to leverage funds with other grant opportunities is underway to increase the benefits and span of the funds.

We acknowledge the funds received from Federal, State and Local Government and private bodies which is vital to maintenance works. The fundraising skills of our tireless Members and Support Groups and staff is admirable. However, increases in insurance, weather impacts, energy, labour, and supply costs are driving the imperative for higher investment in property expertise to support the long-term sustainability of Guiding.

In 2023, five districts answered the call to trial new technology to assist with letting. Space to Co is an online booking system to automate the booking of each Hut to our hirers and we are already seeing great results with increases in utilisation and income.

PROPERTY UPDATES

ALGESTER HUT – FUNDED BY BRISBANE CITY COUNCIL

Hut renovations have been completed with a new kitchen and installation of CrimSafe security screens and doors, funded through the Stronger Communities Program.

COOMERA HUT - FUNDED BY CITY OF GOLD COAST

New leased facility – new kitchen, open plan arrangement and facilities.

GUIDE HOUSE MARSDEN – UPDATE

Despite a generous donation of demountable buildings by the Gilchrist Family Trust and the Community Gambling Benefit Fund in 2022, works have been delayed due to a series of compliance requirements of local government and regulatory requirements. The project is under negotiation.

SOUTHPORT HUT – INSURANCE REPAIR

Flood damage repair was required for the hut after a burst water main. This provided an opportunity to rearrange storage layout. Well done to District Managers and volunteers who removed trees from the site.

VICTORIA POINT HUT – FUNDED BY REDLAND CITY COUNCIL

The repair of decking on the access ramp to the Hut and replacing the roof and guttering on the storage shed was funded by Redland City Council and is now complete.



KINDILAN – REPORT FROM PGL ADVENTURE CAMPS

We had a busy start to the year with the first groups arriving from in early January. There was an increase in school bookings this year with many returning after the pandemic and other new schools joining us for the first time at Kindilan.



Weekend groups visits were down on last year, but school holidays throughout the year were all busy with church, family, sporting and charity groups attending.

In 2023, we saw the return of the KoroBoro International School from Papua New Guinea with 120 students aged 13 years old staying with us. This was the first time since 2019 that the school has travelled, and for most of the students, it was their first time on a plane and being away from their home.

In total, the camp had 21,016 bed nights for the year with GGQ contributing 1,400 bed nights (6.6%) of this total. These activities included Low Ropes and Canoeing sessions on the dedicated Girl Guides weekends in addition to a successful Arts Camp held in late May.

Our maintenance program continued this year with the ongoing goal of improving the buildings and grounds. One major project was the building of a second Flying Fox next to the existing activity base.

Some other areas of works include:

- Upgrade to the toilets in Brownie Cottage
- Upgrade to Tilly shelter toilet block
- Gutters replaced on both Round Houses
- Kitchen upgrade in Ngulu and Kintarli
- Both Round Houses had curtains replaced
- Upgrade to the plumbing system under the hall
- Upgrade to the activity equipment

2024 will be another busy year and the PGL team are looking forward to the continued growth of Kindilan and working closely with the CEO and her team to support increased utilisation of this wonderful property.

AWARDS

GOOD SERVICE AWARDS

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



BORONIA

Kelly Anderssen
Rebecca Brettell
Madeline Briggs
Gayle Carroll
Shannon Carter
Rachel Coates
Lauren Dixon
Kelly Dunham
Samantha Dunham
Lisa Featherston
Justine Hall-Gardiner
Cassandra Harvey
Frances Hollywood
Glenys Kemp
Juanita Kirk
Madeline Lawrence
Angela Leitch
Tamara McMaster
Sylvia Milner
Ashleigh Minotto
Jenna Owen
Gail Pearen
Corina Phillips
Antoinette Pollock
Kimberley Randall
Amanda Raymond
Danielle Rossiter
Frances Spring
Debbie Watt
Nancy Wilkinson
Jennifer Wood
Catherine Wyton
Kristin Young



BANKSIA

Susan Cull
Tamara Ernst
Deanna Gardner
Elizabeth Harding
Cat Harvey
Marilyn Large
Amy Milner
Emily Noller
Marney O'Dea
Suzanne Richards
Patricia Walker
Robyn Webster
Susan Westbrook



WATTLE

Helen Silkstone
Michelle Tealby



FLOWERING GUM

Barbara Dean
Margaret Bradburn
Lynette Buckley
Heidi McKellar
Denise Rodwell



BAR TO THE EMU

Sandra White



GREY KANGAROO

Robyn Hulbert
Heather Pettigrew



THANKS BADGE

Girl Guides Australia also recognises the valuable contribution to Girl Guiding by a non-member volunteer. This may be at a local, District or Region level by an individual or an organisation. Recipients may be women, men, groups, businesses or other organisations. During 2023, Thanks Badges were presented to the following recipients:

Jill Austin
Phil Austin
June Avery
William Barber
Ian Chatterton
Suzie Combie
Allen Dean
Meghan Judas
Tania Kearney
Peter Kempe
Stephen Lawrence
Michelle Lawson
Kerry Mather
Kym Rumsey
Rob Seales

GGQ has an additional recognition award – the **‘Golden Friend of Guiding’** which is presented to a person who has supported and encouraged Guiding over a long period of time and who will continue to do so indefinitely. In 2023, this Award was presented to **Eleanor Pollock**.

WAGGGS AWARDS

Asia Pacific Leadership Award for Unit Leaders

Antonia Hanlon
Tricia Pilgrim
Amanda Young

Asia Pacific Leadership Award for District and State Leadership

Kathryn Pearson



ADULT VOLUNTEERS

Adult Volunteers are recognised at the end of 1 year of membership, then at 3 years, 5 years, and at 5 yearly increments. This includes acknowledgment of the following groups:

YEARS OF MEMBERSHIP

1	53
3	18
5	23
10	16
15	9
20	8
25	6
30	9
35	5
40	10
45	7
50	5
55	1
75	1

MILESTONE CELEBRATIONS OF GUIDING DELIVERY

In 2023, GGQ celebrated many significant milestone anniversaries, marking decades of volunteer contributions, community engagement and Girl Guiding in the state.

Sandgate District
100 years

Hamilton Clayfield District
100 years

Lones Region
100 years

1st Ipswich District
100 years

Atherton District
90 years

1st Charleville District
70 years

Mareeba District
65 years

Keppel Coast District
60 years

Goodna Redbank Plains District
50 Years

EXTERNAL RECOGNITION OF GUIDES QUEENSLAND AND MEMBERS

2023 AUSTRALIA DAY HONOURS

Two of our Queensland Guides were selected for the 2023 Australia Day awards, and they received the Medal of the Order of Australia (OAM). The OAM is one way that Australians recognise achievements that benefit or honour the Australian community. It provides recognition for outstanding achievement and service.

Congratulations to Burpengary Jabeeka Girl Guides Unit Leader **Lynnette (Lyn) Buckley OAM**, who has been a volunteer leader for over 30 years. GGQ has previously recognised Lyn with the Region Good Service Award and the Banksia and Wattle Awards for her outstanding contributions to Guiding.

We also congratulate **Eleanor Lydon OAM** from Mt Cootha Trefoil Guild, who is an Honorary Australian Associate (HAA) and a Supporter of Friends of Asia Pacific WAGGGS (FAPW). Recently, Eleanor achieved 50 years of membership with Guides Queensland!

Lyn and Eleanor inspire all of our Guides with their unwavering commitment to the Guides Laws and continual support and dedication to our Members. Well done Lyn and Eleanor!

2024 PREMIER'S ANZAC PRIZE

On 30 November 2023, Holland Park District Guide Eloise Brown was named as a recipient of the 2024 Premier's Anzac Prize.

Eloise will travel to France, Belgium and England with 7 other young students from across Queensland in April 2024 to learn about Australian War History and to visit historic war sites. She will then become an advocate for the Anzac Spirit.



"It's heart-warming to see how the Premier's Anzac Prize continues to inspire Queensland's youth.

"The winning students and teachers will soon embark on a poignant journey to visit war memorial sites in Europe where they will have an unparalleled opportunity to deepen their understanding of Australia's rich Anzac history.

"Experiencing these historical sites firsthand allows the students to immerse themselves in the Anzac tradition, and upon their return they serve as ambassadors for the Anzac legacy within their school communities."

The Honourable Premier of Queensland, Annastacia Palaszczuk

Eloise is a proud Girl Guide and was photographed for her award in her Guide uniform and this photo was issued with the Minister's Statement. She was also the first Guide in Queensland to complete her Gold Endeavour under the 2023 Queens Guide Syllabus. Guides is such a big part of Eloise's life and she looks forward to sharing this exciting upcoming adventure with her guide unit and wider Guiding community.

Congratulations Eloise!



OUTDOORS QUEENSLAND AWARDS 2023

GGQ were proud finalists in the Outdoor Recreation category of the Outdoors Queensland Awards 2023. This award is for an organisation that stands out from all others; has raised awareness about the benefits of outdoor recreation and being outdoors; has increased participation in outdoor recreation; and has made a significant impact on the outdoor recreation sector.

Congratulations to our many talented and skilled volunteers, who are dedicated to making the outdoors a place of learning, excitement, good health and inclusion!



LONE GUIDE ACHIEVES JUNIOR BP AWARD

The Junior BP Award, names after Lord Baden-Powell, the visionary founder of Scouting and Guiding, is for Guides aged 7 – 11 who have completed 2 significant challenges in each of the areas of Promise and Law, Outdoors, Service, World Guiding, Guiding Traditions, and Patrol System.

In 2023, Guide Rebecca Schmierer achieved this remarkable milestone while being part of our Lone Guides section, which caters to members who are unable to attend a local unit. Working remotely from home with her leaders, Rebecca used technology to stay connected while completing challenges to earn this prestigious award.

Congratulations Rebecca!

WINNER OF GIRL SCRIBES 10-13 YEARS CATEGORY

Amelia Hughes is an avid writer at just 11-years-old and has been involved with GGQ at Cleveland for three years.

Under the theme “What makes Queensland great?”, Amelia wrote her poem, ‘The Beauty of Queensland’, which explores the natural wonders of the state, from bustling cities to the amazing environment, and how she, as a Girl Guide, can better the region.

She submitted her poem for Girl Scribes! The Governor’s Creative writing competition for Girl Guides in Queensland and was selected winner for the 10-13 years age group.

Well done Amelia!



ARCHIVES

The GGQ Archives are an important part of maintaining the history of Guides and our legacy in Queensland for over 100 years. The archive includes the story of our members, their service, historical photos and memorabilia.

We celebrated a number of significant anniversaries (page 33) which are moments in time to celebrate the contributions made over the years by hundreds of girls and women.

We acknowledge the immense contribution of Jill Hogrefe, Archivist. For many years, Jill has been the guardian for retaining an accurate and preserved account of GGQ. This contribution is felt in Queensland, Australia and internationally.

A review of the sustainability of this critical work is underway and will be reflected in 2024 actions.

HERITAGE IN ACTION —TARRAGINDI HUT FINDS A PERMANENT HOME

In July 2023, Brisbane City Council asked if GGQ would like to relocate the Tarragindi Girl Guide Hut while the existing site was redeveloped. This relocation was important to maintain the Hut's history as the first Guide Hut in Queensland, officially named the Marjorie Grimes memorial hut, after the founder of Guides in Queensland, Marjorie Grimes in November 1956.

The Hut was successfully relocated from Tarragindi to Kindilan and will undergo updates in 2024/25 (pending funding) for use as a public display GGQ history for visitors. This initiative would not have been possible without \$25,000 of funding from Brisbane City Council for relocation and permit costs, and the co-operation and expertise of the PGL team coordinating its safe delivery.



DELOITTE NATIONAL IMPACT DAY— CARING FOR KINDILAN

In October, staff from Deloitte's Brisbane office, joined Simon Pucko General Manager, PGL Kindilan, Kathryn Pearson, State Commissioner and Donna Thompson, in a day of reshaping Kumanka Trail, a historic guide track in need of some extra love.

Under Simon's direction, tools were activated and hats and gloves in place, Donna and Kathryn ensured trail markers were accurate and we took great joy in sharing our Guiding history and the wonderful campsite assets with the Deloitte team, who can now share our story across their professional network.



ARCHIVE DONATIONS

Thank you to the kind supporters who provided valuable Guiding memorabilia or funding for our archive collection for future Guides to enjoy. Donors provided everything from logbooks, guide uniforms, furniture, handbooks and photos to memorabilia, badges, pennants, newspapers, newsletters and journals! Particular thanks to Elizabeth Gilchrist for funding \$2,000 of much-needed equipment for the archives.

Andrew (name withheld)	Jane Pennington
Ann Pritchard	Jane (surname withheld)
B Dean	MAGS
Beryl Ward on behalf of sister Margaret Connolly	M Boyle
Cathy Petersen	M Blake and I Woolnough
C Brownridge	M Paris
C Crump	Nancy Norris
Celia Baker	Nina Brooks
Closed Trefoil Guild	Patricia Brennan on behalf of her mother M Blake
Denise Cohen-Cramp	Sandra Lingard
Donor (name withheld)	Val Hayward
Elizabeth Gilchrist	Vera Redman
G Mitchell donated Anne's Lone Olave	Wendy Litwinowicz
I Burrows	Yolanda Langston

BOARD OF DIRECTORS

MICHELLE GRAY

BOARD CHAIR

Member since 2012

GGQ Board Director (Casual Vacancy), 24 March 2023 – Current

GGQ Co-Board Chair (23 May to 5 September 2023), Board Chair (5 September 2023 – Current)

District Manager, Emerald, 2017 – Current

Learning Partner, 2017 – Current

Emerald Volunteer Group, 2013 – Current

Associate Lecturer and Unit Coordinator, CQ

University Australia

KATHRYN PEARSON

STATE COMMISSIONER

Member since 2015

Interim Board Chair (24 March to 23 May 2023)

GGQ Co-Board Chair (23 May to 5 September 2023)

GGQ State Commissioner since March 2020

Leader, Mudgeeraba Senior Guides 2016–Current

SARAH PAGE

GGQ Board Director since June 2020

Chair of Finance, Audit and Risk Committee since June 2020/Finance Chair

Chief Finance Officer, Deaf Connect

EMILY LARKIN

Member since 2020

GGQ Board Director (Casual Vacancy) 18 October 2023 – Current

Unit Leader, Gympie Aurelia Guides, 2022 – Current

Chief Executive Officer, Weeroona Association

ELANOR MITCHELL

Member since 2016 (Queensland since 2019)

GGQ Board Director since March 2022

Finance, Audit and Risk Committee Member since March 2022

Senior Change and Communications Manager, Griffith University

JACQUELINE MOORE

Member since 2021

GGQ Board Director since March 2023

GGQ Board Director (Casual Vacancy), 23 March 2022 – 24 March 2023

Nomination Committee Member (2022/23)

Nomination Committee Chair (March 2023 – Current)

Junior Guide Leader Camphill, August 2021–current

DR LYNDALL BRYANT

GGQ Board Director (Co-opted) since May 2022

Finance, Audit and Risk Committee Member since October 2023

Assistant Professor (Property Valuation),

Queensland University of Technology

SARAH DILLON

Member since 2022

GGQ Board Director (Casual Vacancy) since 25 May 2022

Policy Committee Member since May 2022

Researcher, Queensland University of Technology

ROBYN GIBBS

Member since 1999

GGQ Board Director since March 2023

WAGGGS Asia Pacific Region Digital Capacity

Building Team Lead

JUNE LEE

Company Secretary since April 2020 (Non-Board volunteer position)

BOARD RETIREMENTS

Grace Munro, GGQ Board Director – Retired 24 March 2023

Penny Worthington, GGQ Board Director – Retired 24 March 2023

Melissa Anderson, GGQ Board Director – Retired 24 March 2023

Esther Blest GGQ Board Director (Co-opted) and Board Chair – Resign from 24 March 2023

BOARD APPOINTMENTS

Jacqueline Moore, GGQ Board Director – Elected and appointed 24 March 2023

Robyn Gibbs, GGQ Board Director – Elected and appointed 24 March 2023

Sarah Dillon, GGQ Board Director (Casual Vacancy) – Re-appointment commences 24 March 2023

Michelle Gray, GGQ Board Director (Co-opted) – Appointment commences 24 March 2023

Dr Lyndall Bryant, GGQ Board Director (Co-opted) – Re-appointment commences 24 May 2023

Emily Larkin, GGQ Board Director (Casual Vacancy) – Appointment commences 18 October 2023

FINANCE, AUDIT AND RISK COMMITTEE

Sarah Page (FAR Chair), Steve Greene, Susan Hayes, Elanor Mitchell, Emily Renouf, Dr Lyndall Bryant (from October 2023)

NOMINATION COMMITTEE

Jacqueline Moore (Chair), Frances Chatterton, Grace Munro

POLICY COMMITTEE

Susan Hayes (Chair), Emily Renouf, Sarah Dillon, Leyla Dixon

STATE OFFICE PERSONNEL

14 FULL TIME EQUIVALENT (FTE)

CHIEF EXECUTIVE OFFICER
Kim Harrington

ACCOUNTS OFFICER
Ellie Sun

ADMIN OFFICER
(appointed July 2023)
Lauren McPherson

ADULT LEARNING SUPPORT (ALS) MANAGER
Marie Yamamoto

BUSINESS SERVICES MANAGER
Malinga Senanayake

DIGITAL PROJECTS MANAGER
(Revised role August 2023)
Leigh Browne

DIGITAL OFFICER
Ritesh Basnet

EVENTS OFFICER
Maree Granrose

GRANTS OFFICER
Nigel Martin

MEMBERSHIP MANAGER
Joanne Englefield

MEMBERSHIP OFFICER
Anita Lomas

PROPERTY GRANTS OFFICER
(appointed September 2023)
Sarah Duck

PROPERTY OFFICER
(appointed November 2023)
Bon Ryan

SOCIAL MEDIA OFFICER
(appointed August 2023)
Brooke Sheahan

VOLUNTEER SUPPORT OFFICER
(appointed November 2023)
Penny Beer

RETIREMENTS/ RESIGNATIONS

ADMINISTRATION OFFICER
Rebecca Parry
(resigned 14/07/2023)

VOLUNTEER ADMINISTRATION OFFICER
Joyleen St George
(retired 17/08/2023)

COMPLIANCE OFFICER
Tracey-Jane Luxford
(resigned 18/08/2023)

PROPERTY MANAGER
(retired November 2023)
Rhonda Whiteley

CEO PROPERTY WORKING GROUP
Lyndall Bryant
Frank Stevens
Steve Rudz Lawyers

CEO STATE AUDIT TEAM
Julie Black
Leisa Cleary
Robyn Hulbert
Jane Sefton

VOLUNTEERS
Margaret Nicholas
CSCF compliance
Heather Pettigrew
CSCF compliance
Carla Black
CSCF compliance

INTERNS
Sabin Adhikari
CSCF digital compliance
Diana Atkins
Kinnect Workcover
Property compliance/
Grant admin
Rebecca Corcoran
Property compliance

VOLUNTEER STATE POSITIONS

REGION MANAGERS & ASSISTANTS

BRISBANE NORTH
Margaret Nicholas & Peggy Campbell

CAPRICORN
Michelle McCann

DALRYMPLE
Lillian Knight

DARLING DOWNS BORDER
Debbie Camilleri & Vikki Carsburg (Assistant)

FLINDERS
Sue Jennings

GLASSHOUSE
Debbie Lawrence & Barbara Dean (Assistant)

GOLD COAST
Lorna Riley

JOHN OXLEY
Tania Fennell

MAJOR MITCHELL
Karyn Newman

MOOGERAH
Karen Stokes, Susan Hayes, Annette Thorpe & Penny Beer (Assistants)

MORETON
Jennifer Neilsen & Barbara Hodgkinson (Assistant)

SOUTHERN CROSS
Antonia Hanlon

TROPICAL NORTH
Kerrilee Mather & Cherelle Stager, Andrea Boric & Leah Georgeson (Assistants)

WIDE BAY
Maree Wein & Julie Keig (Assistant)

HUB COORDINATORS

AWARDS COORDINATOR
Lynne Price

ADULT LEARNING SUPPORT MANAGER
Marie Yamamoto (staff)

COMPLIANCE COORDINATOR
Julie Black

INTERNATIONAL COORDINATOR
Heather Pettigrew

LONES COORDINATOR
Sam Owczarek

OLAVE PROGRAM COORDINATOR
Alise Fitzpatrick

OUTDOORS COORDINATOR
Donna Thompson

PROGRAM COORDINATOR
Mandie Young

STATE AIDE TO STATE COMMISSIONER

Bryadee Courtney

STATE COMMISSIONER TEAM

STATE COMMISSIONER
Kathryn Pearson

ASSISTANT COMMISSIONER
Amanda Nicholls

ASSISTANT COMMISSIONER
Natasha Montesalvo

ASSISTANT COMMISSIONER
Cherelle Stager

ASSISTANT COMMISSIONER
Susan Hayes

TREFOIL ADVISOR

TREFOIL GUILD ADVISOR
Rhonda Brodie

ARCHIVIST

Jill Hogrefe

GOVERNMENT HOUSE AWARDS





GUIDES QUEENSLAND ANNUAL AWARDS PRESENTATION RECEPTION FOR THE ANNUAL GIRL GUIDES QUEENSLAND AWARDS PRESENTATION

8 August 2023

State Commissioner, Mrs Kathryn Pearson; Assistant State Commissioner, Ms Amanda Nicholls; Assistant State Commissioner, Dr Natasha Montesalvo; Assistant State Commissioner, Ms Susan Hayes; Chief Executive Officer, Ms Kim Harrington; Ladies and gentlemen; Children.

I begin by acknowledging the Traditional Owners of the lands around Brisbane, the Turrbal and Jagera people, and pay my respects to Elders past, present and emerging, and to all First Nations people here.

I am delighted to be with you to acknowledge the incredible dedication and hard work of those receiving Queen's Guide Awards here at Government House. Your achievements are, in a word, outstanding.

Girl Guides Queensland is a member of Girl Guides Australia and of the World Association of Girl Guides and Girl Scouts, all told a huge organisation that continues to encourage and challenge girls and young women to gain skills that enable them to take on dynamic roles in their communities.

We have all heard the phrase 'Be the change you wish to see in the world', and being a Girl Guide certainly equips you to both embrace change and to make change where and when needed.

The building of one's strengths and personal skills translates into the potential to actively engage in a positive manner in what is happening around you.

With almost 5,000 youth Members and 1,000 volunteer Leaders and adult Members, Girl Guides Queensland is a thriving organisation.

Around me I see many strong individuals who all share the belief that through service, many positive outcomes can be realised.

Through guiding, countless young girls and women have learned so much about themselves, and in so doing they have also found ways to support and promote fellow citizens or groups in need. This is to be applauded.

I am thrilled to be the Patron of such an active organisation, and I commend all who generously volunteer their time and leadership to ensure the ongoing success of the guiding movement.

To those receiving awards this afternoon, a hearty congratulations to you all. We will see awards of the highest order being presented.

You truly are role models, not just within the organisation but to all with whom you come into contact.

Your dedication to personal growth and your service to others are to be admired. Girl Guides Queensland is immensely proud of you, as am I.

<https://www.govhouse.qld.gov.au/the-governor-of-queensland/speeches/reception-for-the-annual-girl-guides-queensland-awards-presentation>



GGQ EQUITY STATEMENT

Girl Guides Queensland is committed to equitable practice so as not to perpetuate bias or disadvantage through ability, health, economic security, religion, identity, culture, language, geography, education, training and life experience

NOVEMBER 2022



OUR MISSION

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



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QUEENSLAND

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