

GGQ2019

ANNUAL REPORT



100

YEARS STRONG

1919 - 2019



GIRL GUIDES
AUSTRALIA
QUEENSLAND



GIRL GUIDES
AUSTRALIA



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

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 • Lithuania • Luxembourg
- Malta • Monaco • Netherlands • Norway • Poland
- Portugal • Romania • Russian Federation • 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,
- Republic of Paraguay • Peru • Saint Kitts and Nevis
- Saint Lucia • Saint Vincent and The Grenadines
- Surinam • Trinidad and Tobago
- United States of America • Venezuela

ARAB REGION

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

AFRICA REGION

- Benin • Botswana • Burkina Faso • Burundi
- Cameroon • Central Africa Republic • Chad • Congo
- The Democratic Republic of Congo • Gambia • Ghana
- Guinea • Ivory Coast • Kenya • Lesotho • Liberia
- Madagascar • Malawi • Mauritius • Namibia • Niger
- Nigeria • Rwanda • Senegal • Sierra Leone
- South Africa • South Sudan • Swaziland • Tanzania
- Togo • Uganda • Zambia • Zimbabwe

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A message from our **PATRON**



It is a great honour to be Patron of Girl Guides Queensland, and it was especially so during the organisation's historic centenary year in 2019.

Paul and I greatly enjoyed recreating a slice of history in November 2019, when we hosted current Guides in the very same Drawing Room at Fernberg where Lady Coold-Adams convened the organisation's foundation meeting a century earlier almost to the day.

I was also very proud to address the Centenary Dinner at the Royal on the Park in October. I vividly recall so many happy, smiling faces, of Guides past and present, beaming back at me. I was particularly pleased to meet so many young girls, whose outlooks have been broadened and whose confidence has swelled from being a Guide.

I congratulate everyone involved in these centenary celebrations. I further thank the Board, management, administrative staff and, importantly, the volunteers, who ensure this organisation continues to provide fun, friendship and adventure to so many Queenslanders.

Bravo!

Yours in Guiding,

A handwritten signature in black ink, which appears to read 'Kaye de Jersey'.

Government House Queensland



A message from our STATE COMMISSIONER

Velia Nicholls

Girl Guides Queensland celebrated 100 years of Guiding in Queensland. Our theme highlighted it would be a year of celebrations.

OUR CENTENARY YEAR



We certainly met our goal to CELEBRATE!

Congratulations to all the Centenary Committees consisting of Members and State Office. BRAVO! It was an amazing year of activities and events.

Happy Birthday Girl Guides Queensland – 100 years young.

Here is a recap of some of our wonderful events:

- Brisbane ANZAC Day march where our 160 strong contingent lead the youth organisations in recognition of our centenary
- Trail Blazers Centenary Camp in July at PGL Kindilan with over 800 Guides enjoying traditional outdoor adventures
- Centenary Dinner at the Royal on the Park Hotel in Brisbane 19 October – over 400 attendees
- Lookout 100 Festival on the Gold Coast in November – approx. 800 Guides had a fantastic action-packed day of Guiding activities
- Guides on the Green – an afternoon tea on the lawn of the Parliamentary Annex in Brisbane in recognition of Guiding's valuable community contribution over 100 years. This event included the launch of 'The Friends of Parliament' initiative
- In September, Guides on the Green was repeated in Townsville
- The Governor and Mrs Kaye de Jersey hosted a birthday afternoon tea at Government House
- The Brisbane Lord Mayor hosted a special reception in recognition of Guides contribution to the greater Brisbane community over 100 years

What a tremendous year of Centenary celebrations. Memories and friendships celebrated and renewed; new memories and friendships made.



The Guiding spirit is alive and well

We were presented with some major challenges and through it all, the true Guiding spirit shone brightly. Firstly, north Queensland was devastated yet again by torrential rain and flooding. Bluewater Campsite and Training Centre and District huts at Ross and Southern Townsville were severely impacted. A group of devoted volunteers and families mustered the energy to clean our Guiding properties – along with their own homes and businesses. We are indebted to this group for their dedication and hard work.

It quickly became obvious that the Guiding community in Flinders Region was struggling to deal physically and mentally with the destruction of their area. To help 're-energise' our Members, families and supporters, Kim (CEO), Julie (Assistant Commissioner) and I flew to Townsville to hold a special one-day event of leadership team activities at the Bluewater Campsite. It was a great positive distraction and provided lots of laughter – a break from the long road to recovery as they rebuild their lives.

Later in the year, we saw bush fires encroach on many communities in central Queensland and the Sunshine Coast. At these times, we can all have a sense of helplessness, but we can be proud of the way our Guiding Members simultaneously stood up as one to support and encourage the Guiding communities negatively impacted by both these 'weather events'. We can also feel proud of the strong, collective heart at the core of our organisation.

The ramifications from the floods are still being felt – so many people are not back in their homes, businesses are slowly being re-built, communities supporting one another. From an insurance point of view, we are grappling with massive increases in insurance premiums right around our State. This will be a serious challenge in the coming year.



Support Group Forum – with a difference

This is such a critical area of support for our Districts. We set a goal to make the forums more effective, more accessible and less costly. In May, we trialled a new initiative incorporating a different format. A small team comprising Margaret Blake, (Support Group Adviser) Rhonda Whiteley, (Property Manager) together with the Kim Harrington (CEO) and my team, worked hard to update the information to reflect the legislative changes across property and finances.

The feedback was excellent. Improvements were made. A face-to-face forum was held in Cairns with the final forums held as a series of ZOOM meetings. As a result, a training package with fact sheets was developed and will be uploaded onto the GGQ web page early in 2020. This will ultimately provide immediate assistance to our valued Support Groups and District Management Teams and also help ensure consistency of information and processes across the state.

Casual vacancies were filled with Dr Natasha Monteslavo (Region Manager John Oxley) and Grace Munro (2018 Olave Manager).

In September, GGQ Board Member, Debra Jakes was appointed as our GGA Board Director. Feedback has been excellent, and Debra is enjoying her new appointment.

State Council meetings with a difference

When the Constitution was changed in 2016, every adult Member became a State Council Member, (not 80 elected Members as previously). On this basis, every adult Member, regardless of their location in the state, must have the opportunity to participate in State Council meetings, hear debates and discussions about changes to the Constitution. Making this a reality, i.e. achieving a quorum, has become more onerous than expected.

This was compounded in the latter half of the year as we held more State Council meetings than usual, to resolve Constitutional changes.



GGQ Board

2019 was an extremely busy year for our Board. Apart from the increasing number of governance issues, many other challenges added to the workload. We consequently experimented with new formats, new technologies and different venues for our meetings. Towards the end of 2019, the Board was holding short teleconferences on an 'as needs' basis to fast track the processing of requests and for holding shorter focused discussions on immediate matters. The larger discussion items such as risk, fund generation, finance (investments and budgets) and policy matters were saved for our four-hour quarterly, face-to-face meetings on a Saturday afternoon. This has proven to be a more productive and efficient way of working.

Two Board Members resigned in June – Helen Lauder and Jessica Spence. We thank them for their service and wished them well in their future endeavours.

From August, State Council meetings were moved from State Office to Brisbane City Council libraries that have larger facilities to allow State Council Members, who were unable to attend in person, to phone in or use the ZOOM facilities. Meetings were held at Kenmore, Garden City and Wynnum libraries. Feedback from Members clearly indicates that the change of venues has been well received.

By the end of the year, State Council approved amendments to the 2016 Constitution. These involved the splitting of the State Commissioner role from one to three separate roles – State Commissioner, Chair of the GGQ Board and the GGA Board Director. Further work is to be completed in 2020. These three roles have grown in volume and expectations. The Board recognised that it was no longer reasonable to expect a Volunteer to take on those three roles.

GGA

Girl Guides Australia required significant time and resources as GGQ participated in many national projects. A new Chief Executive Officer – Trish Manten, was appointed in March.

In June, GGA Board and Leadership meetings were held in Sydney. Matters discussed included:

- Focus on our brand and to raise our profile Australia wide
- Review and update of the 2010 Memorandum of Understanding
- Review of current national strategic plan
- Update on the national review of our Child Safe practices
- Revised Code of Conduct to reflect the findings from the Royal Commission into Institutional Responses to Child Sexual Abuse
- New national governance structure
- Progress on a new online training program for Leaders – EGuiding

The November meeting covered:

- 2020 Biscuit campaign
- Memorandum of Understanding progress
- Insurance
- Funding
- Cyber-bullying
- Merging Girl Guides New South Wales and ACT with Northern Territory

Achievements in 2019

Much was achieved in the areas of change management, performance standards, property management, policy and procedures, risk and the election process for the State Commissioner and Board Members.

Managing long-term behavioural issues has been extremely challenging for our leadership team. The crippling impact of poor behaviour on our organisation is loss of Members and damage to our brand and reputation.

Gradually, our Leaders are feeling more confident to call behaviour that is unacceptable, recognising, as managers, they are accountable for managing these issues. I am very proud of the way in which my team has responded and how the Leaders are bravely stepping up and seeking our support to manage these behaviours.

This stronger leadership is both encouraging and rewarding as there is much to be done to change our culture. I am also pleased that the Board has taken the lead by approving a Culture Audit in 2020 as the first step towards building a healthy environment.



Now for the next chapter

As this is my last report, I find it difficult to explain the mixed emotions that I am feeling after six years as your State Commissioner. I have had so many wonderful experiences and made so many friendships. I thank those who have worked closely with me and supported me through the trials and tribulations, joys and celebrations. Please know how appreciative I am of your guidance, mentoring, trust and friendship. I have learned so much.

The role of State Commissioner is daunting and challenging. It is also an opportunity to work with the best and richest resources ever. I am humbled by the work we do together in Queensland and the Volunteers that I meet. I love to spend time with parents and hear the stories about their girls' growth and development. But most of all I am happiest when I spend time with our girls – the heart of Guiding. The reason we do what we do is to help build a better world by empowering girls and young women.

I am so very proud of all that we have achieved together. A special heartfelt thanks to my Assistants:

Term 1: Robyn Hulbert, Heather Pettigrew, Holly Hardstaff

Term 2: Heather Pettigrew, Amanda Nicholls, Julie Black

I cannot put into words my gratitude for the commitment and support of our Chief Executive Officer, Kim Harrington and her small team.

Finally, I am confident that Kathryn Pearson – our 16th State Commissioner – will absolutely shine in this role. She has the skills, knowledge and passion to confidently lead GGQ forward. She has my full support. She is one very amazing lady.

It has been an honour to have provided service and leadership in this role and I thank you for your support and trust. I remain ever passionate and dedicated to Guiding.

From my heart to yours, I wish Girl Guides Queensland every success as we begin the next century.

Velia Nicholls

State Commissioner



A message from our CHIEF EXECUTIVE OFFICER

Kim Harrington

What a privilege to be a part of Girl Guides Queensland in our 100th year of operation – we are 100 Years STRONG.

I acknowledge the GGQ Board, Finance Audit and Risk Committee, State Commissioner Team, Queensland Management Committee and Property Working Group for the open and constructive manner in which we have worked together in this very busy year.

We have worked through many complex issues, which in the majority of instances, directly challenged long traditions and habits of 'Guiding practice' as we began the journey of our three-year strategic realignment of Girl Guides Queensland's priorities.

I remain absolutely convinced, that together, we will continue our progress to:

- Deliver our Mission
- Act in accordance with the Promise and Law
- Be accessible to any person connected with Girl Guides Queensland
- Offer a quality, current and realistic Program for our girls and all our Volunteers
- Reduce workload
- Fulfil our guardian and governance duties for State Council Members

2019 has been about reconnecting with Membership and Leadership teams to:

- Acknowledge that change is difficult, takes time and requires leadership at every level
- Share information to improve decision making, ownership and accountability
- Find effective communication channels – sharing the good, the bad and the not so good channels to share the myriad of Guiding information
- Increase opportunities for engagement to utilise skills and wisdom
- Learn from our mistakes
- Make informed, fair and where necessary, tough decisions respectfully and timely

As your inaugural CEO, I have had the challenge and delight to develop and deliver the Board approved 2019 Operations Plan with my small, responsive and ever flexible team!

My team has supported Volunteers directly and indirectly with each Pillar of the 2019 – 2021 Strategic Plan.

Our top priorities were Pillars One and Three (Efficiency and Brand). These strategies provide a platform for organisational change and a momentum to elevate the amazing story of a 100-year legacy in a crowded charity and media space.

I would like to highlight some of the critical changes implemented to strengthen and reposition our organisation (more actions are provided in the Strategic Pillars section):

- 2019 Communications Plan – a celebratory year capturing, sharing and promoting 100 years of Guiding history through a respectful and rewarding media partnership with Quest Community Newspapers
- Knowledge Management Framework – enhancing the capacity and useability of our database, reviewing policies and processes to improve compliance, IT upgrades and new systems to reduce work load and risk
- Restructured State Office – the roles of Property Manager, Grants Officer, Compliance Officer and Brand Development Advisor have delivered greater support to our volunteers, improved risk management, grants for maintenance costs, enhanced brand position and contributed to Membership growth

I would like to thank everyone. Each individual, family, Member, Volunteer, employee, intern, business, government representatives and community who have supported our girls, Leaders and ultimately our one hundred year old organisation.

A final thank you – I appreciate your valuable time, financial contributions, resources, friendship and support. I understand the juggle that is necessary to make this happen.

I look forward to working with you, our Members, as we move into year two of our Strategic Plan.

Thank you for being part of this exciting journey.

Kim Harrington

Chief Executive Officer

A message from our CHAIR OF FINANCE

Stephen Greene



I am pleased to provide the Finance Chair report to the members of Girl Guides Queensland (GGQ) for the year ended 31 December 2019.

Overview

Firstly, I would like to thank all of our financial supporters, volunteers, donors and members who have supported GGQ in the 2019 financial year. The impact you continue to have is invaluable.

The 2019 financial year continued to be a financially challenging year for GGQ, with the Board's key financial strategic goal to reduce the long term financial sustainability risk that many charities are currently facing. The term 'not-for-profit' is sometimes confused with 'continuously generating a deficit', which is the path GGQ has travelled down in most recent years against increasing cost pressures.

It is important that GGQ moves towards a 'profit for purpose' model, to ensure Guiding in Queensland continues many years into the future.

This change process starts with reviewing operating expenses and trimming all costs as far as practicable. A full review was performed at the start of 2019 which has seen some reductions in key operating costs in the 2019 financial year.

Material increases in operating costs that have been unavoidable, painful and two of the key factors in the 2019 deficit include:

- Insurance costs – due to large increases in premiums and increased claims across Queensland;
- Property repairs and maintenance – as our assets continue to age, GGQ experiences accelerated wear and tear costs and associated additional resources to manage property risks; and

The second part of the move towards a surplus equation is income generation. Whilst membership income has increased in 2019 by \$58k (7%), and sales of Guide biscuits and supplies also increased \$50k (8%), this is not sufficient to cover the additional costs the organisation is facing year on year.

GGQ needs to expand its revenue opportunities and look at alternate strategies to generate the additional income needed each year, to reach (at least) a break even position.

As noted in my report last year, GGQ embarked on a corporate biscuit strategy in 2019 as a first phase of investing into social enterprise and revenue diversification. Whilst this campaign did not have the success the organisation had hoped nor budgeted, the process has created introductions to corporate partners who are looking to financially support GGQ through sponsorship, fundraising and pro bono services.

2019 Financial Results

Revenue and other income increased in 2019 by \$415k and \$88k respectively, as a result of increases to sales of biscuits and supplies and increases to membership and events income.

Expenditure increased in 2019 as noted previously, which saw an increase in the final loss to GGQ of \$699k in the 2019 financial year against a loss of \$524k in 2018.

GGQ's balance sheet remains strong with \$11.3M in assets and \$678k in liabilities as at 31 December 2019. GGQ invested \$1M into an ethically focused, risk averse fund in late 2018, which has yielded a return of 26% in the 2019 financial year. Compared to current term deposit rates of 1.2% out in the market, this has been a positive decision and a good result for the organisation.

Looking Forward to 2020

Whilst there are financial headwinds facing all charities in Australia, GGQ has opportunities to leverage its strong asset base to generate additional income opportunities, and move towards a breakeven position in the short to medium term. This is a key objective of the organisation, and the Board is 100% focused in ensuring the long term financial sustainability of GGQ.

Stephen Greene

Chair of Finance



Girl Guides Queensland's Strategic Plan (2019–2021)

2019 Update

2019 was a significant year for Girl Guides Queensland, both in terms of our centenary celebrations and, just as importantly, activity relating to the Strategic Plan's five pillars.

These Pillars focus on our mission, to empower girls and young women to grow into confident, self-respecting, responsible community members, whilst fostering growth and sustainability. 2019's key focus was on Pillars one and three.

Here is a snapshot of what we have been up to:

1

BE AN EFFICIENT & EFFECTIVE ORGANISATION

IT Review & replacement

Development of Income Generation Strategy

Staffing Review

**Implementation of Knowledge
Management Framework**

Database Automation Project

Establishment of Sharepoint Document Library

**Internal Audit Review & Establishment of State
Audit Team**

Creation of Asbestos Register

Property Database Implementation

**Development of Property Asset
Management Strategy**

Board and State Council Support

Budget Review & Key Supplier Tenders



2

DELIVER AUSTRALIAN GUIDE PROGRAM

Nine Come & Try Program Deliveries
Trailblazers Camp Support (Grace Gives)
Guiding Cultural Conversations Project (Logan)

Dedicated State Office Grant Function
Girl Guiding in Australia
National Leadership Team

3

PROMOTE THE VALUE & BRAND OF GIRL GUIDES

Implementation of Communications Plan
Partnership Development
Queensland Women's Week (Your Money Matters)
Establishment of Friends of Parliament Partnership
State Trail Blazers Camp
Centenary Dinner
Lookout 100

Premier's Afternoon Tea
Brisbane City Council Mayoral Civic Reception
Governor's Afternoon Tea
Dora the Explorer Premier Event
Newscorp
– Quest Community Newspapers
– Courier Mail

4

SUPPORT ADULT MEMBERS & VOLUNTEERS

Region Manager Dashboard
District Manager Dashboard
Central Queensland Leadership Conference
Townsville Flood Disaster
Girl Guides Queensland Alumni Launch

District Accounts Trial Project (Darling Downs)
Support Group Forums
Region Managers Conferences
Queensland Management Committee

5

INCREASE ADULT & YOUTH MEMBERSHIP

Come & Try Days
Lookout 100
Centenary Year Public Relations Campaign

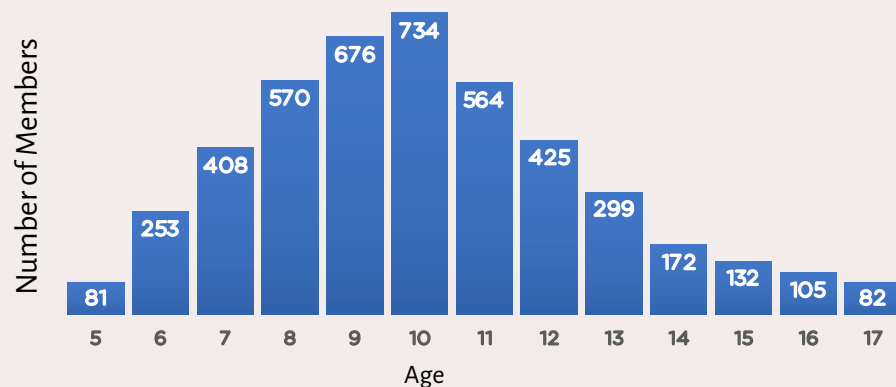
Media Support to GGQ Patrol
Fair Play Voucher Administration

Membership & Participation

Growing Membership

Youth Membership

Number of youth Members by age



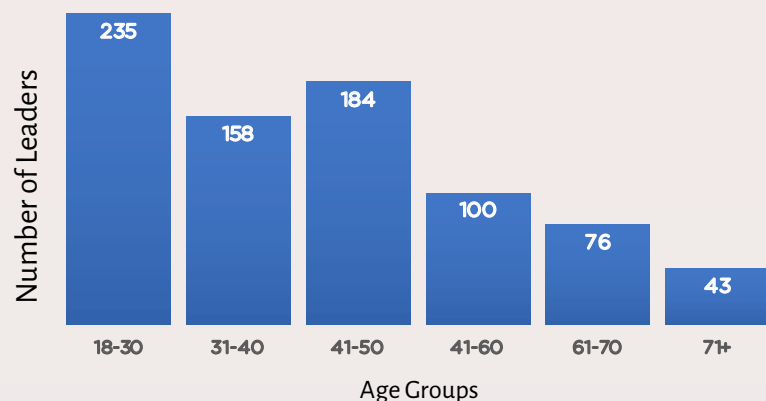
Percentage of growth by age group



The largest areas of growth for youth membership by age were the 9–10 years, 11–13 years and 14–17 years age groups. There were 1643 new youth Members in 2019.

Adult Leaders

Number of adult Leaders by age



Media Exposure

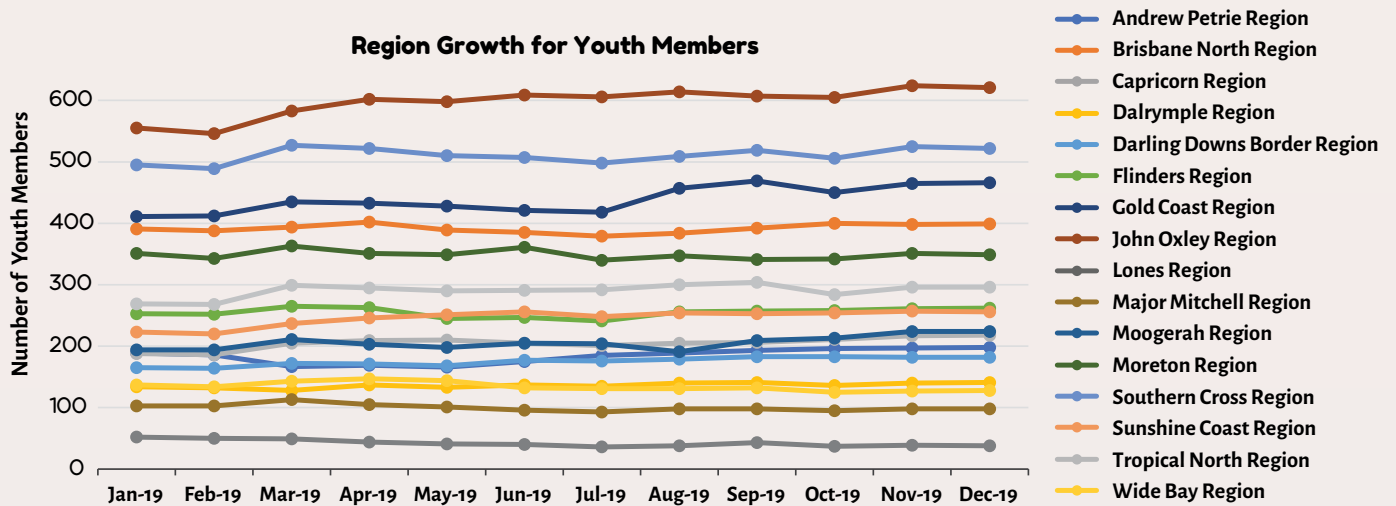


The total number of adult Members for 2019 was 1272.

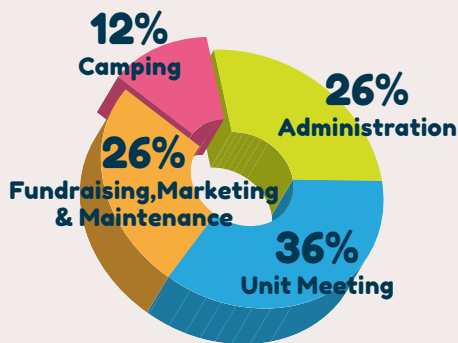
Learning & Development



Growing Participation



Volunteer Hours

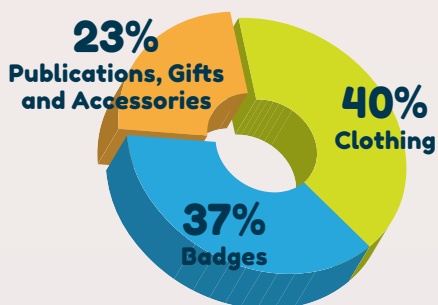


Grants

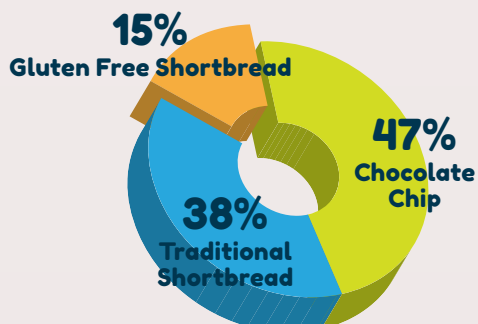


Guide Supplies

Merchandise Sales



Biscuit Sales



Challenge Badges

Create a Challenge	6497
Explore a Challenge	1910
Achieve a Challenge	1117
Discovery Challenge	924
Trefoil 1,2,3 Challenge	282
Bronze Endeavour	278
Silver Endeavour	106
Action Guide	1060
Anzac Day	3441
Jota Joti	800



Arguably one of the most significant years in Girl Guides Queensland's history – our centenary year.

Our theme for the year was 100 Years STRONG.

Over the next pages remember, relive and reconnect with what has been a truly celebratory year for an organisation that continues to have a positive impact on girls, young women, our thousands of adult volunteers and communities throughout the state.

ENJOY, the newspaper headlines and the stories...

MEMORABLE MOMENTS 2019

Girl Guides Queensland celebrates centenary with massive campout.

A hundred years in the planning, seven days in the execution and a life time of indelible memories.

The 2019 Trailblazers Centenary State Camp has been run and won at the spiritual home of Girl Guides Queensland at Kindilan, Redlands Bay, Brisbane.

587 registered participants and 320 special guests for Fiesta Day were the winners. They reconnected, made new life-long friends and challenged themselves in a Guide owned, purpose-built community, that tested even the most seasoned outdoors' practitioner.

From a contact perspective, camp attendees spent the equivalent of two and a half years of weekly two-hour meetings, hour on hour, day on day for 168 hours in total.

The Camp was divided into four distinct Trailblazer themes (gateways) and Guides were asked to research background (who, what and why) about nominated representatives from the following fields of endeavour:

1. The Lab - Sciences
2. The Gym - Sport
3. The Library - Literature
4. The Gallery - Arts

Current 'trailblazers' from each of the themes were asked to share messages of inspiration and these messages were communicated at the Opening Ceremony.

Combined with the theming concept the camp was underpinned by what organisers deemed the 'Spirit of Guiding'. Whilst not readily tangible it can be best exemplified by the Guiding values:

Integrity – we deliver on what we say we can do and will be honest and transparent in our communication.

Empowerment – we challenge girls and young women to realise their potential and make a difference in their world.

Collaboration – we cooperate and share to make the world (at home and abroad) a better place.

Respect – we value diversity of communities and recognise that all have good intentions.

Passion – we are proud, enthusiastic and have belief in our organisation. We see answers not problems.

Initiative – we create new ideas and are responsible for these becoming a reality.

Furthermore, due to the 24/7 nature of the camp, participants formed a sense of community and identity in a somewhat isolated location and experienced first-hand, what it is like to be an integral part of the 'Guiding Family'.

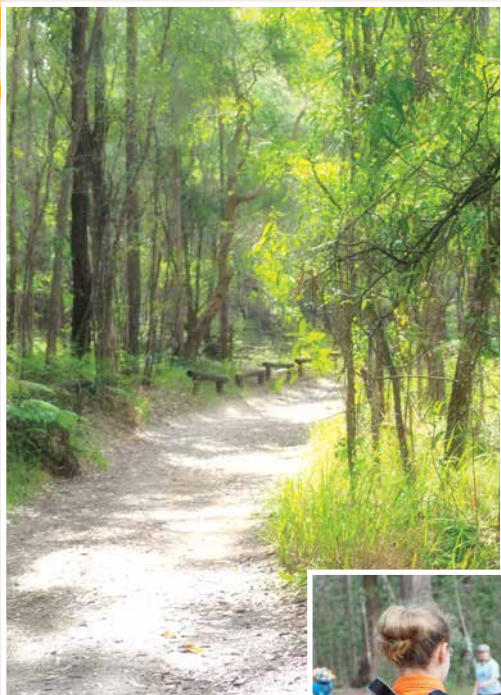
In a safe environment, individuals and teams were empowered, given voice and the opportunity to contribute to the decision-making process.

Learning about resilience and 'what it takes to be successful' were key outcomes and primary objectives of the Trailblazers Centenary State Camp experience.

As in all communities, challenging times are never far away, and as always, the Guiding family came together, provided a 'shoulder to lean on' and a support network that even captured the attention and admiration of our international guest from Cambodia.

Courage can manifest itself in many ways, be it that first-time experience of being away from home; abseiling; canoeing; catapulting down the flying fox; or the unfortunate circumstances of injury and sadness – all life experiences, all part of being a Girl Guide in the 21st century.

The notion of family and the reinforcement of you are not alone, is never stronger than in times of challenge and could not be more readily exemplified than in the seven days past.



The Trailblazers Centenary State Camp and every experience therein, has left a life-long impression on 625 individuals and countless families, a legacy that will be retold and relived for the next hundred years of Girl Guiding in Queensland.

The Final Evening: Question, add 320 guests to 587 residential campers and what do you get? Answer, Fiesta Day at Girl Guides Queensland's Trailblazers Centenary State Camp.

Guides, Guides and more Guides, together with Parents, Grandparents and close family friends celebrated the final day of a camp, a hundred years in the making.

Kindilan, the spiritual home of Girl Guides Queensland, came alive with a day of centenary themed activities, lots of cake eating and of course the traditional campfire finale.

Guides and families not attending the week-long mega camp were invited to join their sister Guides and 'play their part' in commemorating, recognising and rejoicing in 100 years of Guiding in the state of Queensland.

Visitors were treated to a Camp Parade in the colours of the Trailblazers 'Gateways' acknowledging female pioneers in the fields of Science; Literature; Sport and the Arts. Entertainment was at its creative best with the final of the Talent Quest and escorted campsite tours 'capped' off a day of comradery and joy.

Ceremonies to highlight, the outstanding achievements of individual Guides were conducted throughout the day, with Kiara Harvey from Major Mitchell being awarded the peak achievement award for youth Guides, the Queen's Guide Award. This Award acknowledges a documented year-long commitment to community service outcomes that were assessed by an independent panel.



Whilst the day was the culmination of an extended period of learning, taking on new challenges and growth for both Guides and Leaders, time was spent reflecting on what it means to be a Girl Guide in the 21st Century and projecting what it may look like to be a Guide in one hundred years time. The overwhelming consensus was that the 'Spirit of Guiding' that underpins today's Guiding will live on for the next hundred years.

As the embers in the fire began to die down and tired Trailblazers, made their way back to campsites, one final first, for many attendees, was the opportunity to sleep under the stars.

Braving inclement weather, the sounds of the bush and the friendly critters of Kindilan was a fitting end to a week where girls and young women continued to define their identity, make lifelong friends and be the best they possibly can be.



Girl Guides Queensland celebrates 100 years at Parliament House

The Girl Guides organisation has marked a major milestone in its history in Queensland with a reception at Parliament House



THE Palaszczuk Government has hosted a 100th anniversary reception for Girl Guides Queensland at Parliament House in Brisbane today.

Girl Guides past and present attended the 'exciting event' which included a meet and greet with Premier Anastacia Palaszczuk.

Ms Palaszczuk, who was a Brownie and then a Girl Guide when she was a young girl, said Girl Guides taught members invaluable life skills and gave them the opportunity to build lifelong friendships.

She said girl guides did wonderful work in the community and the organisation built connections all around the world.

'It is lovely to see they (girl guides) start so young', she said.

Ms Palaszczuk noted how incredible it was to meet girl guide Margaret Boyle, 96, who had such a wealth of knowledge on the history of the organisation.

Girl Guides Queensland State Commission Velia Nicholls said the representative lifespan of girl guides in Queensland range from five to 96 years old.

She said Girl Guides was an organisation that 'puts women first'.

'Girl Guides supports strong and resilient girls and young women', she said.

In the first year of operation, in 1919, there were 58 girl guides and 20 brownies, and in 2019 there are 4700 girls and young women, with 244 units in Queensland in among 146 districts. from our outback to the Gold Coast.

'Our footprint is truly statewide'.

'Over 900 volunteers are trained every year in Queensland... on a daily basis volunteers are the backbone and the beating heart of Girl Guides'.



Ms Nicholls said the organisation was committed to community service and members were responsive when communities were in need, whether locally, within Australia or internationally.

She said this year Girl Guides would help save 1000 lives through the Australian Red Cross.

Girl Guides Queensland CEO Kim Harrington said Girl Guides helped build strong and courageous women.

She said Girl Guides started from 'a very, very humble beginning'.

'We are a for purpose organisation', she said.

'Passion is what drives us'.

Ms Harrington thanked Quest Community News for its commitment to local communities and for partnering with Girl Guides Queensland for its 100-year anniversary.



Generations celebrate milestone with gala centenary dinner

Generations of Girl Guides gathered in Brisbane to celebrate 100 years of the organisation in Queensland.

At the Royal on the Park Hotel, over 300 people celebrated Girl Guides Queensland's centenary year.

Dressed to impress and in the company of Queensland's Governor, Mr. Paul de Jersey and his wife, Kaye, the Patron of Girl Guides Queensland, generations of Guides reconnected and marked this significant occasion.



The organisation's State Commissioner, Velia Nicholls said, 'We are all privileged to be the custodians of a 100-year legacy. A legacy that continues to flourish in this beautiful state of Queensland. The state's landscapes are as diverse as our membership base. As an organisation we pride ourselves on being inclusive and providing an environment where girls and young women have a voice, develop leadership skills and strive to be the best they possibly can be. In an ever-evolving world our people are better prepared than most, to face life's challenges'.

She continued, 'Recently, I reflected on my short time in Guides, some thirteen years, and recounted the change that has occurred both internally and externally. At the commencement of my tenure Social Media was not a part of the communication equation, nor was the use of real time video conferencing that now connects people across the globe. Women held fewer leadership positions and Girl Guide biscuits were the mainstay of our fundraising.

All that is well and truly in the past'.



'To survive the next one hundred years Girl Guides Queensland will need to be flexible, intuitive and most importantly adaptive. Inherently, as an organisation we must continue to embrace the technological age, remember that people, not personalities are our focus and supporting communities underpins our service pledge.

Most importantly we have community-based outcomes to achieve and young Queenslanders we must help prepare for adult life and the challenges that lay ahead.

In our centenary year, I am immensely humbled to be the State Commissioner of such a fantastic group of people and an organisation that puts women first', she said.

Girl Guides Queensland Patron, Kaye de Jersey, said, 'The mission of Girl Guides is to enable and empower girls and young women to grow into confident, self-respecting, responsible members of the community.

And it is this idea of community that I wish to touch on this evening.

There is a sense in modern society that our close-knit communities are changing – that, despite our 24-hour connectivity, many of us feel more isolated than ever before.

For girls and young women particularly, social media can often 'put down' rather than lift-up.

Rather ironically, technology sometimes leaves us insulated from one another, unaccustomed to the benefits of genuine community engagement.

To that end, I believe the sense of community and outreach at the heart of the Girl Guides is more important now than ever before.

Helping our girls and young women develop an interest in the wellbeing of others is vital, if our society wants future leaders who are both strong and compassionate... leaders like Detective Inspector Melissa Anderson, tonight's guest speaker and one of Paul's Honorary Aides-de-Camp.

I am clearly not alone in recognising the relevance of the Guides in our 21st century lives.

The Girl Guides is now the largest youth organisation for girls and young women in Queensland, with over 4,400 youth members, nearly 1,300 adult members and, vitally, just over 1,500 volunteers.

As its Patron, I could not be prouder of the association, its members and their achievements', she said.

Girl Guides help feed volunteers as emergency services on high alert

For as little as \$12, supporters can help the Girl Guides in a new Pay It Forward Campaign designed to help the SES, Meals on Wheels, Ronald McDonald House, Access Community Services, FareShare and Drought Angels

Girl Guides Queensland has generously donated a whole heap of biscuits to the State Emergency Service.

In preparation for the SES's busiest period of the year, Girl Guides Queensland has gifted thousands of biscuits to the many who volunteer their time and expertise to keep fellow Queenslanders safe. At a time when teams across the state are in readiness for what lay ahead, a little biscuit respite could be in order.

Girl Guides Queensland's CEO, Kim Harrington said, 'Volunteers are the glue that cements communities together and in times of need are often on the front line. With bush fire and storm season upon us (and the summer cyclones ahead), the least we could do is provide Queensland's State Emergency Service with a little bit of sustenance. Hopefully, our world-famous Girl Guide biscuits will be a small treat for the SES's huge volunteer workforce during the coming months. Many of our regional Guide Leaders and family members are SES volunteers in their local communities and are an integral part of the people power needed to support Queenslanders effected by unfortunate events'.

With little chance of rain in the coming weeks the state's emergency services will be on high alert.

Assistant Commissioner of the SES, Andrew Short said, 'The SES are appreciative of Girl Guides Queensland's donation of biscuits and it will certainly hit the mark with our volunteers. We are expecting an extremely busy season and our men and women will need to have plenty of energy to keep our communities safe. Keeping our crews well fed is an enormous logistic exercise and the addition of a sweet treat will not be lost on our hard-working volunteers'.

Lookout 100 - A Wave of Navy Blue & Gold in 2019

In November 2019 a wave of navy blue and gold cascaded upon the Gold Coast foreshore.

The foreshore and surrounds would never be the same.

Fisherman's Wharf, Broadbeach on the Gold Coast felt the biggest impact.



An impact of almost 1000 Girl Guides Queensland representatives celebrating their organisation's centenary year.

In the last scheduled mass participation event for the year, Guides of all ages came together to share a hundred years of Guiding and remember the underpinning reason of why they all choose to belong to the largest female, membership-based organisation in Queensland.

Quite simply put, 'It is about the Guiding Spirit', said one of the Leaders in attendance.

'The Guiding Spirit is what keeps us together as a Unit, regionally, as a state, as a country and internationally. The sisterhood is very strong among the experienced Guides here and is developing in the youth members every time we have a gathering of this nature', she said.

Kathryn (Kat) Pearson, Leader in Charge said, 'What a fantastic day for a party. We have all had the best time and shared in an experience that will last a life-time. Every time these people get together in the future will be an opportunity to reflect on this our centenary year and on a day where fun was etched on the face of every person in attendance', she said.

'I am so proud to be a part of the Girl Guides family, as I am sure, is everyone else here today,' she added.



Girl Guides proudly flying the flag on their 100-year birthday

The Girl Guides Queensland flag flew strong and proud this week.

Girl Guides throughout Mackay will raise their right hand proudly in a three-fingered salute today as their organisation's colours fly over council grounds.

Mackay Regional Council recently accepted a request to fly the Girl Guides Flag today to commemorate Girl Guides Australia's centenary anniversary.

Girl Guides Dalrymple Region Manager Lilian Knight said she delivered the Girl Guides' official flag to council with great excitement.

'So many times we hear, "I didn't know Girl Guides was still around", so this is wonderful the council is promoting an organisation that has so much more to give the community', she said.

'I've continued on as a leader for so long because I really enjoy what Girl Guides stands for', Ms Knight said.

'The skills we impart to the girls at Guides can be used in all parts of their life.

We encourage the girls to become a part of their community, build the confidence they need to take on any challenge and to respect themselves and others and welcome all – no matter who they are and where they come from'.

Girl Guides Australia has been recognising 100 years of Guiding since September with a host of badge challenges, events and activities taking place across the country.

The organisation operates in each state, and more than one million Australian women have been or are still Girl Guides. Guiding exists in 145 countries with an international membership of more than 10 million and close to 22,000 members in Australia.



'To see the flag fly at a prime place in town is wonderful for everyone in the organisation, from leaders to our youngest members.

It recognises the contributions made by volunteers and shows the girls they are truly part of something important'.

Today the Girl Guides Flag will fly outside the council to commemorate Girl Guides Australia's centenary anniversary.

Ms Knight has given 10 years of service to the unique 'all-girl' organisation, originally becoming a unit leader when her daughter's unit was in danger of closing due to a lack of leaders.



Guiding Properties

2019 has been a busy and sometimes challenging year for property. The year started off with floods in Townsville causing damage to Bluewater Campsite, Southern Townsville Hut, Kirwan Hut and loss of equipment at Ross Hut. It was devastating for the communities to not only have damage to the community buildings but also homes and businesses. We are working through the processes to ensure the campsite and Southern Townsville District are back to operational levels. Kirwan and Ross are now operating as normal.



Grants, donations and community support have contributed to refurbishments, new additions and equipment. Highlights include: Sheds/shade at Springwood and Bluewater; Kitchen upgrades at Sunny Bank, Kingaroy and Longreach. Kitchen upgrades at Sunnybank, Coopers Plains, Kingaroy, Southport and Longreach. Other Districts with property upgrades include Sandgate, Gordonvale, Gladstone, Keppel Coast and many others.

We warmly acknowledge the many hours that volunteers, parents, Members and communities spend on ensuring the properties are kept clean and safe for everyone to use. These hours, many spent at a weekend working bee, create a sense of ownership, pride and ultimately growth in the District and community.

Reporting to the CEO, the Property Working Group continues to share their expertise in the development of procedures and assessment of property matters as they come to the forefront. Members include: Barbara Dean, Steven Rudz, Terrence Byrne, Rhonda Whiteley, Kim Harrington and Georgia Blocksidge (now resigned). Georgia's expertise from the real estate industry has been missed.

The Property Working Group have contributed to the information that is recorded on Guides Queensland properties and this information has become more comprehensive and continues to expand. This information gathering process was integral for the Property Database that has reached the final stages of data import.

Rhonda Whiteley has visited properties, and together with Kim Harrington, have welcomed input from Support Group Forums and Region Managers Conferences in improving our property processes, and reducing risk to our Members.

Lastly, we acknowledge the support and professionalism of PGL Adventure Camps as they care for our spiritual home of Kindilan. Our Members' hearts sang as they created unique memories at the Trailblazer Camp. We look forward to experiencing the planned upgrades in the new year.



Awards

GOOD SERVICE AWARDS

These awards recognise the service and contributions that specific Members of Girl Guides Queensland make above and beyond their appointment. They are presented to acknowledge the contribution of adult Members to Guiding at a local, State, National and International level.



Grey Kangaroo

Frances Chatterton | Wulguru



Emu

Estelle Dempster | Yellaloo



Flowering Gum

Joan Barber | Wulguru
Vikki Carsburg | Gatton
Samantha Owczarek | Charleville
Deirdre Ryan | Wulguru



Wattle

Tamara Alder | Warwick
Ingrid Spoelder | Warramunga
Miranda Haag | Rangeville



Bar to the Banksia

Judy Hartwig | Goombungee
Carolyn Atkins | Rangeville



Banksia

Joy-Anne Andrianatos | Goondiwindi
Casey Carr | Gatton
Joanne Woodcock | Helidon
Irene Woolnough | Everton Park Trefoil Guild
Lorna Riley | Ormeau and Coomera
Samantha Abel | Mt Tamborine



Boronia

Danielle Mather | Atherton
Leah Georgeson | Gordonvale
Karen Rock | Kanyana
Roberta Learmonth | Yellaloo
Bianca Bidgood | Oakey
Glenys Smith | Mt Isa
Maree Creighton | Wulguru
Collette Trembath | Wulguru
Kaara Nixon | Ross
Diane Horsburgh | North Ipswich
Trudie Dodd | Bardon
Rhiannon Bailey | Bardon
Sonya White | Moggill



THANKS BADGE AND CERTIFICATE

The Thanks Badge is awarded by any Member, Region, District or Support Group wishing to recognise the good service of a non-Member individual or group.

Simone Poulsen | Blackstone

Lisa Stephen | Blackstone

Susie Probert | North Ipswich

Natasja Stokes | North Ipswich

Shannon Philip | North Ipswich



GOLDEN FRIEND OF GUIDING

Recognition by a District or Region to a person who has supported and encouraged Guiding over a long period.

Patricia Damaris Parker | Amberley

STATE COMMISSIONERS CERTIFICATE OF RECOGNITION

Lenore Chambers | Darling Downs Border

Collette Trembath | Wulguru



QUEEN'S GUIDE AWARD

The Queen's Guide Award is the peak achievement award for youth Members of Girl Guides Australia and provides Members with an opportunity for extraordinary personal development and greater self-awareness. These awards are presented at our annual Government House Award Ceremony.

Madeline Rorie | Mudgeeraba (Awarded 2018)

Soraya Houghton | Gordonvale District

Shreya Tekumalla | Lones Region

Zoe Green | Lones Region



LONG SERVICE AWARDS

Long Service Awards, awarded in five-year increments, recognise the length of time a Volunteer has supported or been involved in Guiding in Queensland.

These awards included the acknowledgement of the following groups:

Years of Service	Number of Members
5	50
10	24
15	13
20	8
25	16
30	10
35	12
40	9
45	9
50	2
55	5
60	2
65	2
70	1



BP AWARD

38 Earned



JUNIOR BP AWARD

154 Earned



GOLD ENDEAVOUR AWARD

10 Earned



SILVER ENDEAVOUR AWARD

106 Earned



BRONZE ENDEAVOUR AWARD

278 Earned



ASIA PACIFIC AWARDS

Leaders Achievement Award for Unit Leaders

Beverley Lloyd | Gold Coast Region

Janet Mitchell | Southern Cross Region

Leadership Award for SERVICE to GIRL GUIDING

Margaret Reid | Trefoil Guild

Leadership Award for DISTRICT and STATE LEADERSHIP

Denise Wheeler | Moreton Region

Frances Burns | Moreton Region

Heidi McKellar | John Oxley Region

Jennifer Nielsen | Moreton Region

Roslyn Diachkoff | Moreton Region

Yvette Morgan | Moreton Region

Board Directors



VELIA NICHOLLS (CHAIR AND STATE COMMISSIONER)

Member since 2009
GGQ Board Member (Chair) and
State Commissioner since 2014
GGA Board Director 2014 – Aug 2019
Australian Sponsor, GGA Voices Against Violence
Director, Courage To Speak



LISA DEVEREAUX

GGQ Board Director (Co-opted)
since February 2019;
Mother to Guides since 2015
Marketing and Communications Manager
Luina Bio Pty Ltd



SUSAN HAYES

Member since 1969
GGQ Board Director, 2011 – 2016
(as Constitution Chair) & since August 2016
State Council 2004 - 2007 & 2011 – 2016
Assistant RM Moogerah Region since 2016



DR. NATASHA MONTESALVO

Member since 2011
GGQ Board Director (Causal Vacancy)
since September 2019
Leader Jindalee Junior Guides since 2011
Region Manager, John Oxley Region.
Policy and Research Manager,
Queensland Tourism Industry Council



ROBYN HULBERT

Member since 1986
GGQ Board Director 2011 – 2014 & since April 2018
Nomination Committee, 2019
Assistant State Commissioner, 2013 – 2018
Finance Committee 2014 – 2018
DM Goodna Redbank Plains since 2005
Training Manager 2007 – 2012; Trainer since 1999



GRACE MUNRO

Member since 2002
GGQ Board Director (Causal Vacancy)
since September 2019;
Leader Bayview Cairns Guides since 2016
Leader Bayview Cairns Ranger Guides
since 2020
Tropical North Region consultant for
Adult Awards, Events and Olave
Speech Pathologist, Mission Australia



STEPHEN GREENE

GGQ Board Director since November 2018;
GGQ Board Director (Co-opted)
September to November 2018;
Chair of Finance since November 2018.
Director MGI, specialist in NFPs



RHIANNON BAILEY

Member since 2011
GGQ Board Director since March 2019
Nomination Committee, 2019
Leader, Bardon Brownie Guides 2nd
Manager, Technology Delivery, BHP



DEBRA JAKES

Member since 1996
GGQ Board Director since March 2019
Nomination Committee (Chair), 2019
GGQ Board Director (Co-opted)
Oct 2018 – March 2019
GGA Board Director since August 2019
Assistant Region Manager
(Tropical North) 2015 – 2017
District Manager (Freshwater) 2014 – 2018

Board Retirements

Helen Lauder, GGQ Board Director – retired on 7 June 2019
Jessica Spence, GGQ Board Director – retired on 7 June 2019
Annalise Taylor, GGQ Board Director – retired on 29 March 2019
Heather Watson, GGQ Board Board Director (Co-opted)
– retired on 29 March 2019

Company Secretary (Non-board position)

Alison Maher, Company Secretary retired in January 2019
Sandra Salvitti, Company Secretary retired in March 2019

Board Appointments

Lisa Devereaux was appointed as GGQ Board Director (Co-opted),
effective from 12 February 2019

Rhiannon Bailey was appointed as GGQ Board Director,
effective from 29 March 2019.

Debra Jakes was appointed as GGA Director,
replacing Velia Nicholls, effective from 31 August 2019.

Natasha Montesalvo was appointed as GGQ Board Director
(Causal Vacancy), effective from 23 September 2019.

Grace Munro was appointed as GGQ Board Director
(Causal Vacancy), effective from 23 September 2019.

Company Secretary (Non-board position)

Sandra Salvitti was appointed as Company Secretary,
effective from 12 February 2019

June Lee was appointed as Committee Secretary, Finance,
Audit and Risk Committee, effective from 12 February 2019.

June Lee was appointed as Company Secretary,
effective from 11 April 2019

State Personnel

STATE COMMISSIONER'S TEAM

State Commissioner
Assistant State Commissioner
Assistant State Commissioner
Assistant State Commissioner

Velia Nicholls
Julie Black
Amanda Nicholls
Heather Pettigrew

MANAGERS

Events
Julie Black
Learning and Development
Kathy Neehouse
Olave
Bronte Snowdon
Outdoors
Donna Thompson
Program
Marie Yamamoto

COMMITTEE CHAIRS

Finance Audit Risk Committee
Stephen Greene
Keeping Children Safe Committee
Frances Chatterton

ADVISERS

Archives
Jill Hogrefe
Awards
Margaret Nicholas
Support Group
Margaret Blake
Trefoil Guild
Joan Gleeson

STATE OFFICE INTERNS

Accounts	Lyn Dau
Accounts	Rupinder Kaur
Compliance	Nurpoor Jajin
Compliance	Gil Olsen
Income Generation	Kassandra Soo
Income Generation	Hana Stanley
Policy	Simon Wells
Program Development	Sarah Dillon
Property Database	Leeann Lillicrap
Property Valuations	Isuri WenaKoon
Property Valuations	Leili Zhao
Sharepoint	Anukrit Gaur
Systems Mapping	Eden Wang
Website Mapping	Chang-An Chu
Website Mapping	Priya Metha
Website Mapping	Sumair Singh

STATE AIDES

Brooke McCormick
Bronte Snowden

REGION MANAGERS

Andrew
Leiza Dunlop
Debbie Lawrence
Brisbane North
Peggy Campbell (retired 3/2/2019)
Peggy Campbell (acting 27/07/2019)
Margaret Nicholas (acting 27/07/2019)

Capricorn
Michelle McCann

Dalrymple
Lilian Knight

Darling Downs
Debbie Camilleri

Flinders
Doree Hartley

Gold Coast
Joy Ord
John Oxley
Natasha Montesalvo

Lones
Sam Owczarek

Major Mitchell
Kathy Crump

Moogerah
Karen Stokes

Moreton
Jennifer Neilsen

Southern Cross
Kathy Neehouse

Sunshine Coast
Aly McCall

Tropical North
Kerrielee Mather
Cherelle Stager

Wide Bay
Maree Wein

STATE OFFICE TEAM

Chief Executive Officer
Kim Harrington

Office Manager
Trudy Bonelli

Grants Officer
Karen Carter
Caitlin Knapper (resigned 30/06/2019)

Compliance Officer
Carla Black

Fundraising
Diana Hassett (end contract 11/08/2019)
Shannon McCloskey (resigned contract 22/11/2019)
Mimmi Hetorp (resigned contract 12/06/2019)

Accounts Assistant
Ellie Sun
Lyn Dau (end contract 31/12/19)

Retail Manager
Joanne Englefield

Guides Supplies Volunteer
Bev MacGregor

Database Coordinator
Kirby Gardner

Reception
Lauretta Lekakis (end contract 30/06/2019)
Rebecca Parry
Marie Madzar (resigned 11/08/2019)

Communications Manager
Lisa Konig (resigned 2/06/2019)

Membership Administrator
Gabby Vella
Millicent De Michelle (resigned 5/06/2019)

Support Officer
Anita Lomas

Engagement Officer
(Role merged into Support Officer)
Kristina Marsh (resigned 11/07/2019)
Nicole Livingstone (resigned 20/12/2019)
Talia Paz (resigned 17/05/2019)

Cultural Coordinator
Rasha Shammoni

Property Manager
Rhonda Whiteley

Communications Coordinator
Jason Li (resigned end of F/T contract 20/12/2019)

Brand Development Advisor
Greg Howe

Grants

As evidenced by the infographics on page 11, 2019 has been an outstanding year for successful grant applications.

Units throughout the state have put monies to great use and enhanced the Guiding experience for both youth and adult Members.

Whether it is the purchase of new cooking equipment, water craft or hut improvements, all monies enhance our program delivery.

Girl Guides Queensland sincerely appreciates and recognises the incredible support of our funding partners and their role in keeping the Guiding Spirit alive.

2019 SUCCESSFUL GRANTS

Aurizon	\$13,000.00
Bennelong Foundation	\$28,000.00
Brisbane City Council	\$6,360.00
Buderim Foundation	\$9,349.00
Cairns Regional Council	\$2,553.00
Dept Environment & Science (Fed)	\$3,547.50
Dept of Social Service (Fed)	\$85,000.00
FairPlay (Sport & Rec Qld)	\$101,100.00
Gold Coast City Council	\$6,100.00
Gympie Regional Council	\$1,000.00
Livingstone Shire Council	\$4,434.00
Logan City Council	\$1,922.84
Macrossan Amiet Foundation	\$5,000.00
Moreton Bay Regional Council	\$1,400.00
Newmans Foundation	\$50,000.00
Queensland Airport Limited	\$1,950.00
Qld Dept Child Safety, Youth & Women	\$2,720.00
Qld Dept Communities, Child Safety & Disability Services	\$4,177.80
Qld Dept Sport & Rec	\$10,000.00
Gambling Community Benefit Fund	\$471,680.42
RACQ Foundation	\$6,200.00
Redland City Council	\$1,763.53
	\$817,258.09

Bequests

BEQUEST PAYMENTS

Perpetual Trustee - McKimmin Charity North Queensland	\$13,313.56
The Trust Company Ltd - CH BODEN	\$ 7,724.73
	\$21,038.29

Donations

DONATIONS

Supporters and Friends of Guiding	\$10,902.57
Grace Gives	\$10,000.00
	\$20,902.57

Professional Services

Girl Guides Queensland appreciates the support of the following corporate partners and advisers throughout 2019.

- A B Phillips
- Blueprint Technologies Australia
- Business Action Centre
- Comclean
- MailPlus
- McGees Property
- McCullough Robertson Lawyers
- MGI South Queensland
- Wilsons Investments
- UHY Haines Norton
- Westpac

Partners & Supporters

- Badge House
- Blocksidge Real Estate
- Bunnings Warehouse
- Chloe Kopilovic, FC Lawyers
- Barbara Dean
- Kinnect
- Lifeline – Grandparent Respite Scheme
- Parliamentary Friends of Girl Guides
- MGI South Queensland
- National Council of Women Queensland
- Navitas Professional
- NSW Government Office of Sport
- Quest Community Newspapers
- Terrence Byrne
- PGL Adventure Camps
- Office for Women
- Queensland Youth Alliance
- Queensland Outdoor Recreation Federation
- Readygrad
- River City Labs
- Scouts Association of Australia – Queensland Branch
- Sport & Recreation Department of Housing & Public Works
- Stephen Rudz Lawyers
- UN Women Australia
- Volunteering Queensland
- Work Cover Queensland
- 96. Five Radio Station
- Corporate Biscuit Supporters
 - AB Philips
 - Alloy Doctors
 - Aura Holdings
 - Canstruct International Pty Ltd
 - David Weatherall
 - Hyundai Windsor
 - McGees Property

Charities & Community Groups

- Access Community Services
- Australia Red Cross Lifeblood
- Beach Care
- Buy a Bale
- Canteen
- Cancer Council
- Clean Up Australia Day
- Country Women's Association
- Drought Angels
- Drought Relief
- Earth Hour
- FareShare
- International Women's Day
- Meals on Wheels
- One Woman Project
- Ronald McDonald House
- Rotary Club of Cleveland
- Share the Dignity
- Soul Soup
- State Emergency Services
- World's Greatest Shave

In late 2018, an extensive consultation process was conducted with Guides of all ages and stages in their Guiding journey. The end result was a centenary year Communication Plan and a 'tag line' that underpins our family – 100 Years STRONG. The process also provided the ingredients for the creation of a Centenary Creed, a Creed that was a part of many Girl Guide gatherings in 2019.

Centenary Creed

What it means to be part of Girl Guides Queensland in our Centenary year.

It is more than a sense of belonging, it's emotional connection, for life.

*A sense of family, even though we are spread across the state of Queensland,
a sense of community, an integral cog of a world-wide movement.*

*Our identity is encapsulated by our values of
integrity, empowerment, collaboration, respect, passion and initiative.*

We are not just celebrating a 100-years strong, we are all, strong, individually.

*Our greatest legacy, is empowering young women to be leaders, about giving our Members' voice,
embracing diversity and supporting stronger communities at home and abroad.*

100
YEARS STRONG

1919 - 2019



GIRL GUIDES
AUSTRALIA
QUEENSLAND





GIRL GUIDES
A U S T R A L I A
Q U E E N S L A N D

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

www.guidesqld.org

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