



GIRL GUIDES
AUSTRALIA
QUEENSLAND

ANNUAL REPORT

2022

CONNECTING





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



CONTENTS

- 1 Message from our Patron
- 2 Message from our Board Chair
- 3 Message from our State Commissioner
- 4 Message from our Chief Executive Officer
- 5 Message from our Chair of Finance
- 6 Our Guiding Community
- 8 A Message from Chief Commissioner of Girl Guides Australia
- 9 Our Strategic Plan
- 10 Our Commitment to the Safety of Girls
- 11 Social Impact Survey Results
- 14 Events
- 16 Partnerships
- 18 Grants, Bequests & Donations
- 20 Thank you to our Supporters of Guiding in our Communities
- 21 Digital Transformation
- 22 Our Guide Properties
- 24 Awards
- 26 Board of Directors
- 27 State Personnel
- 28 Government House Awards
- 29 Guides Queensland Annual Awards Presentation
– Speech from our Patron

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 Patron of Girl Guides Queensland, I wish to extend my congratulations on another year of supporting women and girls and fostering connections between them.

Guiding aims to encourage girls and young women to be the change in their world. From the outset, I would suggest that any organisation that supports the goals, personal development and wellbeing of girls and young women is already changing the world!

Girl Guides Queensland's theme for this year, 'connecting', could hardly have come at a more important time, considering how difficult it may have seemed in recent times to maintain our connections with others.

Whether it be a once-in-a-generation event, such as the COVID-19 pandemic, or the increasing presence of technology in our lives, young people are constantly challenged to find new ways to connect.

Guiding is all about connecting, with each other and the world around us, be it through regular Unit meetings, Badge work, outdoor activities and events, or community volunteering.

And a focus on the 'physical, people, practical and self' encourages well-rounded individuals with the ability to make meaningful and lasting connections.

These connections will likely improve their lives in ways they may not fully appreciate until they are older and more self-reliant.

Whether together or as individuals, the many girls and women involved in Girl Guides Queensland can look forward to making a positive impact on their communities and in the wider world.

Girl Guides Queensland need to look no further than its 4,000 youth members, and 1,000 volunteer leaders and adult members, to know it is making a difference in the lives of countless people, now and into the future.

You make me very proud to be your Patron, and I wish you continued success in 2023 and beyond.

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

MESSAGE FROM OUR BOARD CHAIR

LISA
DEVEREAUX



We continue to be in awe of the dedication of our Volunteers, Staff, Board Members and CEO Kim Harrington in supporting the delivery of Guiding across Queensland. On behalf of the Board, thank you for your service.

Guides Queensland has been embracing a journey to a sustainable future which saw the refining of processes through the digital transformation project, harnessing technology, and striving to relieve some of the burden on volunteers.

The Board has remained committed to the 'Child Safe Child Friendly' implementation and thanks to all Members for their contributions to ensuring this critical framework is delivered and Guides remain safe to engage in all Guiding has to offer.

The Board focused on the priorities of the Strategic Plan 2022-2026, supporting the CEO and is energised for what's ahead. 2022 saw the beginning of a shift in the approach to grant funding and further development of the commercialisation of Guide properties to increase revenue. The Board updated the Board Charter and was impressed with the number of events volunteers, supported by staff, were able to deliver in 2022. These events are essential to maintaining the visibility of Guides in the community and providing opportunities to empower and inspire girls.

The interim Chair role was ably performed by the State Commissioner (supported by the CEO and Company Secretary) for five months until the Co-opted Chair of the Board, Esther Blest was welcomed to the team. The State Council meeting in September was an opportunity for direct Member engagement. Organisational culture, budget considerations and the constitution were discussed. Thank you to State Council Members for supporting

ESTHER
BLEST



KATHRYN
PEARSON



this event and actively contributing to the governance of Guides Queensland. Being transparent with our Members and ensuring there is understanding of the costs associated with Guiding, plus the value which we place on our volunteers and their capacity continues to be a focus for this Board. It is pleasing to see a positive shift in the culture of the organisation as the recommendations of our Culture Audit held in 2019-2020 have become business as usual for us all.

The Board and CEO have provided feedback to Girl Guides Australia on strategic projects including the Flexible Guiding Framework and Digital Safeguarding policies. Commitment to national projects and collaborative ways of working with other State Girl Guide Organisations remains a priority of the Board.

Thank you to outgoing Board members Penny Worthington, Grace Johnston and Melissa Anderson for their service and valuable contributions through some trying times. Additional thanks to Penny for her service as Nominations Chair.

In conclusion, thank you to Members of Guides Queensland, CEO Kim Harrington, hard-working staff and Company Secretary, dedicated volunteers, supporters and friends of Guiding for all you have contributed in 2022. Guides Queensland is well placed to deliver its strategic goals and continue to empower girls and young women to become leaders of their world.

LISA DEVEREAUX
Board Chair March 2022

KATHRYN PEARSON
Board Chair March-August 2022

ESTHER BLEST
Board Chair August 2022

MESSAGE FROM OUR STATE COMMISSIONER



KATHRYN PEARSON

Community, a sharing of common interests, values, beliefs, goals, or a sense of belonging. My theme for 2022 has been just that, Community. The year saw Guides across Queensland coming together, reconnecting, growing networks for sharing information and support, serving communities and helping those in need – all under a shared vision and with a clear sense of belonging. The positive impact delivered by Guides continues to help shape communities.

Guides Queensland's commitment to being a 'Child Safe Child Friendly' organisation has continued, with every adult in Guiding embracing the requirements of the framework – thank you for putting the safety of girls first. Positive changes have been made to the way adults are screened and recruited, creating the safest possible environment for Guiding in Queensland. These changes bring reassurance to Members and their families.

A delayed start to the year due to COVID failed to dampen enthusiasm for Guide events. 'Guides, Grab Your Passport!' saw outgoing Chief Commissioner, Rosemary Derwin at her final Queensland event. Thank you, Rosemary, for your service and commitment to Guiding as you take on new challenges.

The welcome return of networking and learning events like the District Managers conference reignited the passion for these critical roles and gave Members further opportunities to share ideas and shape the future of our organisation. Listening to Members particularly with reference to managing the compliance requirements across the volunteer pool is critical.

I continued to work with the Board and the CEO to deliver the 2022-2026 Strategic Plan.

A plan that supports Leaders with consistent delivery of the Australian Guide Program and sets Guides up for a sustainable future where girls and young women are empowered to succeed and be heard. Thank you, Heidi McKellar, for your fantastic work and ongoing commitment as you transition away from the demanding volunteer role of Learning and Development.

The Government House Awards presentation, held in August, was once again a highlight on the annual calendar and is featured fully in this report. The opportunities for self-development, leadership and learning are abundant and seeing Members rise to achieve greatness as they take on these challenges is empowering.

The state dinner held in October, thanks to the Honorary Australian Associates (HAAs), was another opportunity to recognise volunteers who go above and beyond in their roles. Supporting volunteers to reach their potential continues to be a strategic focus for Guides Queensland leadership teams.

I extend my deep gratitude to CEO, Kim Harrington, staff, volunteer managers, the GGQ Board and leadership teams and Members. You helped us grow and reach for a sustainable future, rich with opportunities and where the voice of girls and young women is heard. Thank you! I have taken huge pride in being State Commissioner for the last three years and helping volunteers navigate challenging times. I am confident Guides remains relevant and has a place in today's communities.

MESSAGE FROM OUR CHIEF EXECUTIVE OFFICER



KIM HARRINGTON

I am proud to present Guides Queensland's 2022 Annual Report.

2022 was the year that despite some shocking weather activity, saw the return of 'normal Guiding activity'. This has been a huge relief to everyone and the excitement to once again be connecting in person across so many communities and activities was incredible.

Thank you to the efforts of the Board and Committees, Kathryn Pearson, State Commissioner and her wonderful Assistants, Leaders and volunteers, the Girl Guiding in Australia CEO's, CEO Working Group members and of course the agile State Office team.

When you turn the pages of this incredible Guiding family story, you quickly realise that the organisations formed over 100 years ago have deep histories and intense connectivity. Increasing complexity and costs to meet government regulatory obligations, are common challenges but we also have a deep commitment to provide opportunities for all girls and women to connect with Guiding.

At all levels of Guiding in Australia, we have worked collaboratively and candidly to continue to adapt to new ways of working and have identified opportunities to help share the load and celebrate the journey. This is challenging in a complex relationship-based organisation, where the rate and volume of change required to provide a quality Guiding experience, seems to go faster each year – but it is rewarding.

I am delighted to highlight some of the achievements from the first year of the 2022-2026 Strategic Plan:

- Upgrade of the iMIS database and Cloud migration as part of the Digital Transformation Plan
- District Managers Conference – the first in seven years, providing critical opportunities

to connect, share and create agreed priorities for 2023

- Significant engagement with Members through the Reshaping Revenue Project to inform a deeper understanding and approach to support Members and inform fee structures
- Extensive contribution to Girl Guides in Australia operations
- New staff roles to deliver Guiding operations to help reduce volunteer burden and alleviate organisational risk
- Increase in securing external funding with 88% of all funds supporting local Guiding activity and therefore not contributing to State Office budget

I thank every sponsor, partner and individual who has generously supported Girl Guides with cash or in-kind support, be it at District, Region, Trefoil and State Office level.

The breadth of activity, the level of engagement and the collaboration between volunteers and staff to achieve these outcomes, on top of everyday operations, is inspiring. I encourage you to view the summary of the year on pages 6, 7 and 9.

I look forward to working closely with Kathryn Pearson, State Commissioner, and our talented volunteers and staff – 2023 will be a year of consolidating the many changes made this year so we are well positioned to drive the targets for achieving our goals by 2026.

I am optimistic and excited for the year ahead – it will be big, and busy, and full of new opportunities that will enable everyone to empower Guides to discover their potential as Leaders of their world!

MESSAGE FROM OUR CHAIR OF FINANCE



SARAH PAGE

Girl Guides Queensland along with the rest of the world had a false start to 2022 with the effects of COVID-19 and natural disasters influencing the delivery of girl guides activities and events at the beginning of the year.

Thanks to the preparedness of the State Office team, operations moved to the cloud-based Microsoft Office 365 platform and allowed the continued delivery of training, compliance and document management services.

Despite the challenges faced in early 2022, the CEO continued to implement the Digital Transformation Project, as part of the strategic plan to facilitate performance improvement and agility. Projects in compliance and data security have advanced significantly during the year and continue to be a key focus for the team.

The financial statement for 2022 indicates the successes of last year. The Financial results for FY2022 were right on budget with a deficit result of \$550, 000. This was only 1% off last year's revenue budget which had included in it the sale of goods, that has now been nationalised.

A very proactive events strategy has reinvigorated opportunities for engagement for girls, and connection with peers and leaders from all over Queensland. In the FY22 financials there has been an increase in event income as more events were provided.

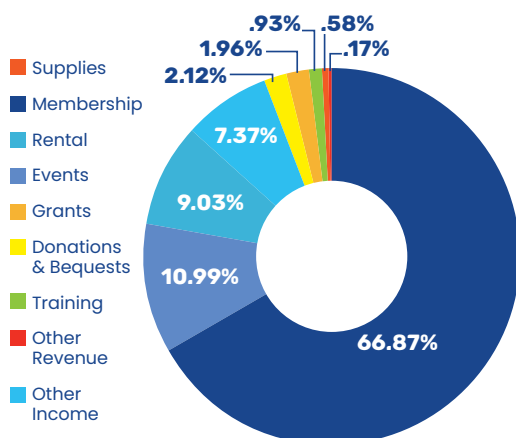
Staffing stabilised in 2022, enabling the execution of many strategic projects, and better service to Members. The State Office team managed to decrease overheads and operational expenditure overall which enabled the redirection of funds into training and projects with direct benefit to the membership.

Over the last two years a thorough review of the balance sheet has been completed, including asset and depreciation management to better represent our asset pool.

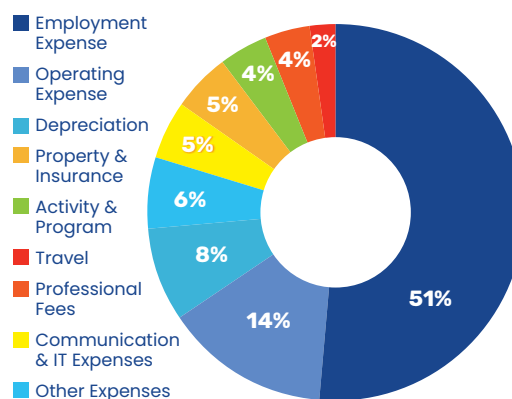
The Finance Audit and Risk Committee welcomed two Members in 2022 – Elanor Mitchell a Guides Queensland Board Director with specialist skills in risk and change management, and Emily Renouf, a solicitor with legal and policy expertise.

Guides Queensland is looking in great shape for an energised 2023 with some return to normality. Thanks to the talented team at State Office led by the CEO, the State Commissioner, incoming and outgoing Board Members, Committee Members, Volunteers, Donors and Members for their effort, contribution, and enthusiasm for Guiding, together we can lead this organisation into a bigger and better 2023.

REVENUE AND OTHER INCOME



EXPENDITURE



OUR GUIDING COMMUNITY

GUIDES QUEENSLAND AT A GLANCE

147 Local Communities

1,968 Families We Support

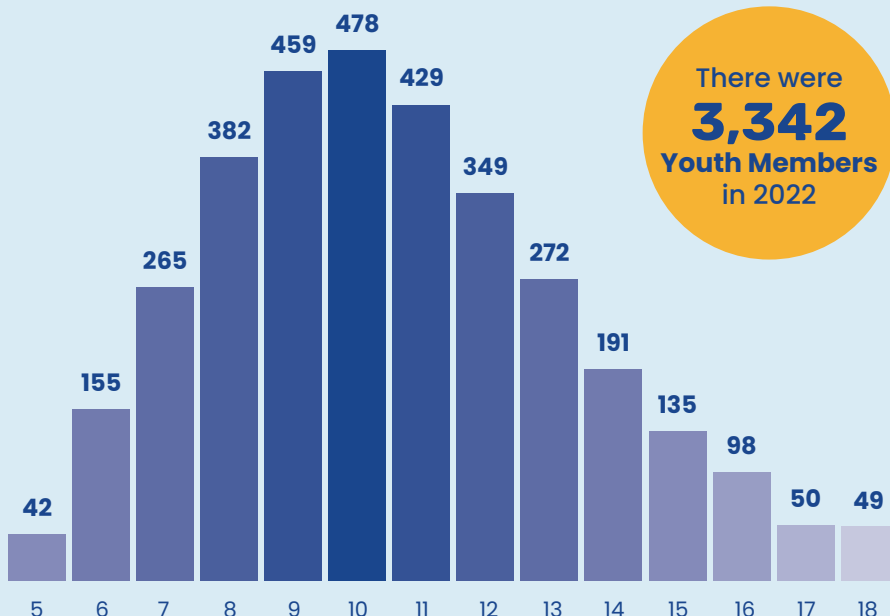
147 Guide Properties

29 Freehold 101 Leased 17 Rented

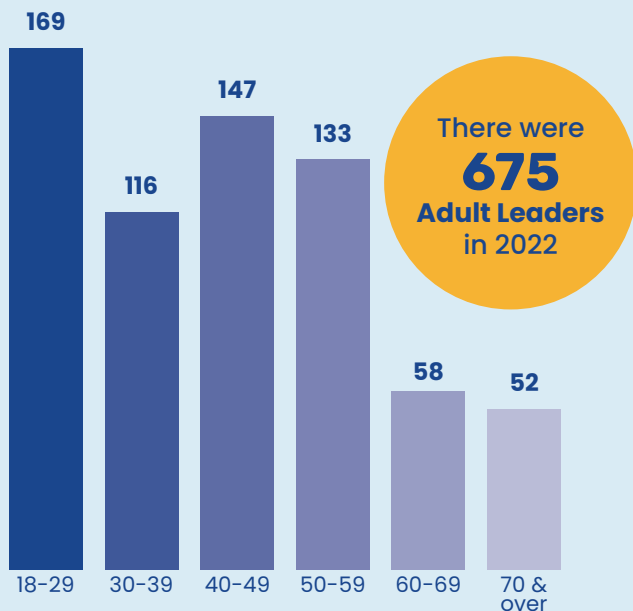
312 Guide Units

Successful Grants
\$405,623
(up 28.5% on 2021)

YOUTH MEMBERS

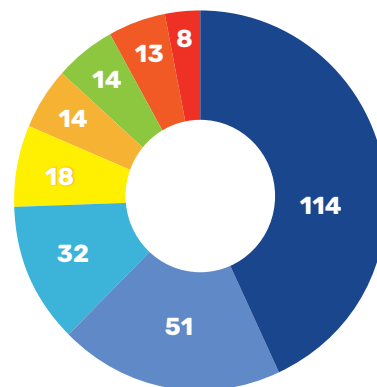


ADULT LEADERS



LEADERSHIP POSITIONS

- Unit Leader
- District Manager
- Support Group
- Team Member
- Region Manager
- State Position
- Olave
- Other



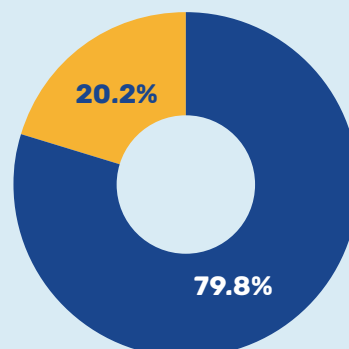
f
4,623
Facebook Followers
(an increase of 13% in 2022)

in
255
LinkedIn Followers
(an increase of 32% in 2022)


147,692
page views at
guidesqld.org


15,305
New Users
in 2022

New Visitor
Returning Visitor



ADULT LEARNING SUPPORT

55	8	56	67	9
Leadership Qualifications gained	Management Qualifications gained	Participants in GGQ run First Aid trainings	Participants in LQ, MQ and Mentor trainings	Participants in Youth Leadership trainings

CHALLENGE BADGES

Junior BP Award	125
BP Award	42
Queens Guide Award	13
Gold Endeavour	13

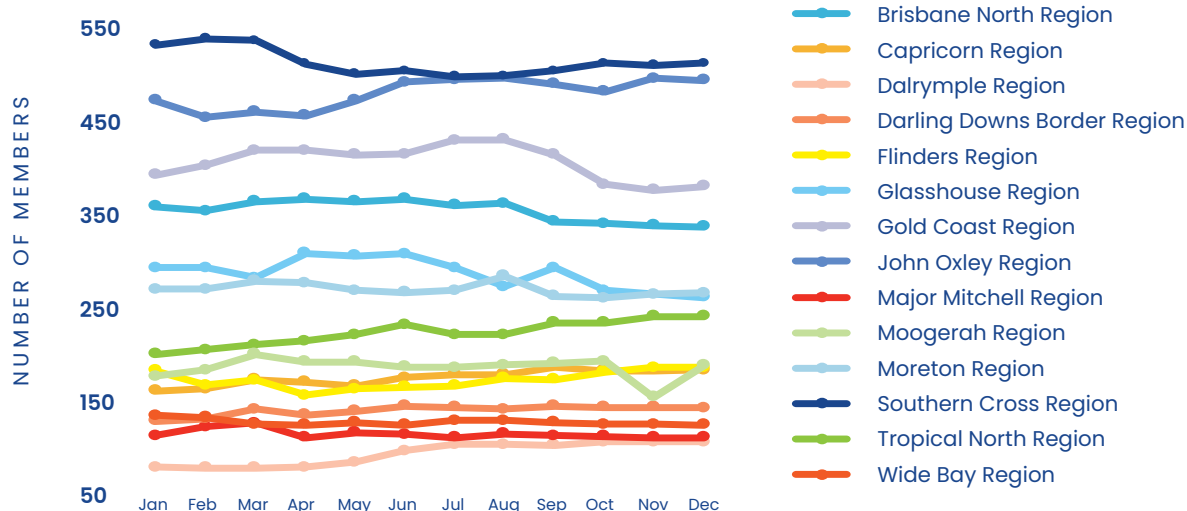
OUTDOOR ACTIVITIES

Our Guides took part in 47 different types of outdoor activities in 2022. From abseiling and archery to water crafts and wide games.

Most popular activities for 2022

466	280	260	693	274
Archery	Bushwalking & Hiking	Canoeing	Flying Fox	Low Ropes

MEMBERSHIP BY REGION



VOLUNTEER TIME

90,500+
volunteer hours
contributed*

*based on a 10%
response rate

\$3,814,998
Annual Volunteer
Replacement Cost



*Based on a
40 week year



A MESSAGE FROM CHIEF COMMISSIONER OF GIRL GUIDES AUSTRALIA

Girl Guiding is focused on giving girls and young women opportunities and space to find their voice, discover their potential, explore possibilities and make a genuine difference in their world.

Thank you to all those who contribute to making this happen in Girl Guides Queensland.

It has been wonderful to see the return to face-to-face

Girl Guiding activities and lots of camping and outdoor adventures during 2022.

For Girl Guiding in Australia to be successful we need strong foundations on which we can all build. The Girl Guides Australia Strategic Plan has laid **five foundations** as our bedrock. These are our values and are integral to supporting a culture aligned to our Girl Guide Promise. Our foundations which are key for all areas of Girl Guiding are:

With strong foundations Girl Guides Queensland will continue to empower girls and young women to discover their potential as leaders of their world.

With every best wish,

ROSEMARY DERWIN
Chief Commissioner
Girl Guides Australia

We are a Child Safe Child Friendly Community
We have Great People
We have Good Governance
We have a Commitment to Evolve
We have Collaborative Ways of Working

OUR STRATEGIC PLAN

PERFORMANCE AGAINST STRATEGIC PILLARS

2022 was a year that continued to challenge the traditional form of Guiding and required Members, Volunteers and staff to be flexible and regularly review priorities and timelines.

The priority for the first year of the Strategic Plan was Pillars 1, 2 and 4. Work focused on driving forward the use of SharePoint and Office 365, an upgrade of the database to the cloud and refocusing support to girls and volunteers to deliver the Guiding program.

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"> ■ Apply and deliver grants including Community Gambling Benefit Funds, Redland City Council, 32 Active Club Round 2 (Queensland Government), Brisbane City Council, Australian Government and News Corp ■ Girl Guiding in Australia – CEO and State Commissioner Forums collaborating on policy, system reviews and Guiding Operations ■ Girl Guiding in Australia – meetings with National Coordinator Adult, National Coordinator Youth, Queen's Guide Award Review ■ National Jamboree Committees in preparation for January 2023 ■ SES Badge Program ■ 675 volunteer Leadership roles supporting 312 Units in rural and metro communities ■ State Good Turn – donations for Angel Flight and a range of local charities ■ District and Region Managers forums, Hub Coordinator forums ■ State Events – Guides Grab Your Passport, Heritage Fun Day, Camp Lowanna, Arts Camps – Garradunga and PGL Kindilan, Chain of Cardboard Cities ■ Development of inaugural Girl Scribes – Governor's Creative Writing Competition 	<ul style="list-style-type: none"> ■ New staff roles – full time Adult Learning Support Manager (July) and part time Events Officer (November) ■ Supporting State Commissioner Team ■ State-wide Leader support forums – Audits, Property, Operations, Technology ■ State Dinner facilitated by HAAs ■ Refining support processes through SharePoint and database for Audits, Property, Grants, Blue Card and National Police Checks ■ State Auditor Team support to Volunteers ■ E-Guiding accessible by every Adult Member ■ Creation of Leadership Champions training resource for Members ■ Two rounds of Godfrey Leadership Fund – Region Consultants weekend and District Managers Conference ■ Fair Play Voucher administration supporting membership cost ■ 15 Youth recipients – Membership Support Fund across 8 regions ■ State events – International Women's Day Author event, Queen's Guide Jubilee Celebrations, State Council meetings, State Leader/Board leadership weekend ■ Trefoil facilitated support sessions – Child Safe Child Friendly training and attendance at National Trefoil Conference 	<ul style="list-style-type: none"> ■ 405 lives saved through Red Cross Lifeblood Team donors ■ Participation in national Social Impact Survey Girl Guides in Australia ■ Consistency of key messaging in State Matters, Queensland on the Go and social media ■ Participation in Volunteer Australia workshop leading to development of National Strategy for Volunteering ■ Participation in national conferences including Associations Forum and Fundraising and Philanthropy ■ Participation in ANZAC Day Services ■ Participation in 41st Agoonoree, 72nd Brisbane Gang Show, Darling Downs Revue, Limestone Revue, Redlands Revue and Urban Challenge ■ SES Badge Program ■ Participation in key meetings with Scouts Queensland, Outdoors Queensland, Volunteering Queensland, University of Queensland, National Council of Women Queensland, SES Week Partners Breakfast, Centre for Social Purpose ■ Government House Annual Awards Presentation ■ GGQ Archives Preservation Needs Assessment project commenced funded by Brisbane City Council grant ■ Queensland Trefoil Guild donation to Care Kits for Kids (State Good Turn) ■ Signed Condolence Book following the death of Queen Elizabeth II which was bound and forwarded to His Majesty The King 	<ul style="list-style-type: none"> ■ CEO Reshaping Revenue Working Group – extensive engagement with Members to inform review of membership structure, fees and contribution of volunteers ■ CEO Digital Transformation Working Group – upgrade database/move to the cloud, support District Managers with email and SharePoint and draft Data Governance Framework ■ Monitoring of budget and reallocation of funds to support creation of two new roles to support key volunteer activity ■ Increase in success securing external grants and fundraising – 88% of all funds directly supporting local Guiding activity and therefore not contributing to State Office budget ■ SharePoint implementation – enhancing security and supporting District Managers to store/access data and explore workload efficiencies ■ Property Asset Management Strategy – focus on property utilisation, maintenance and external Campsite Utilisation research. ■ Re-establishment of CEO Property Working Group ■ Active contribution to Girl Guides in Australia – Chairs Forum, State Commissioner Forum, CEO Forum ■ Onboarding and support to Board, State Commissioner Team, Sub Committees, State Council



CHILD SAFE CHILD FRIENDLY 2022

Dedication to the safety of girls and women is evident in our history. Guides Queensland was recognised in the naming of the Queensland Blue Card in 2001, and in 2022, continued contributions were made to a new Child Safe Child Friendly (CSCF) national framework with a key focus on cyber safety and privacy.

As an organisation with a mission to empower girls and young women to discover their potential as leaders of their world, Girl Guiding in Australia is committed to fostering a child safe and child friendly culture where children and young people are safe, respected and protected.

The important role the culture of the organisation plays in keeping children and young people safe is recognised. Guiding worldwide focuses on giving girls and women a voice and an opportunity to build lifelong friendships and networks. These two core elements alone encourage those in Guiding to speak up for themselves and others, an essential part of creating a

child safe culture. Girl Guides Australia has zero tolerance for child abuse and neglect.

In 2022, the CSCF Policy required all Adult Members and Ongoing Volunteers involved in Guides in every State to have a Working with Children Check equivalent (for Queensland this is known as the Blue Card), a National Police Check and two referee checks when joining Girl Guides.

This policy signals the ongoing commitment of GGIA to being Child Safe Child Friendly. The foundations of the Girl Guides Australia (GGA) Child Safe Child Friendly Policy are the National Principles for Child Safe Organisations, as agreed

Girl Guiding in Australia is committed to fostering a child safe and child friendly culture where children and young people are safe, respected and protected.

to by the Council of Australian Governments in February 2019 and the requirements of the World Association of Girl Guides and Girl Scouts (WAGGGS). Child Safe Child Friendly Community is one of the strategic foundations of GGA.

Although this mandate was completely necessary, some volunteers were unsettled by the change of process after years of actively supporting Guides. We thank all volunteers for their understanding regarding these new security processes and their ongoing commitment to maintaining a safe space for girls and women.

Thank you to all volunteers for their time and commitment in ensuring all Adults in Guiding completed eGuiding training.



GIRL GUIDES AUSTRALIA SOCIAL IMPACT REPORT 2022

In 2021 Girl Guides NSW ACT NT, Girl Guides Queensland and Girl Guides South Australia established the inaugural measurement. In 2022 Youth Members and Adult Members from across Australia were invited to participate in the Girl Guides Australia social impact survey.

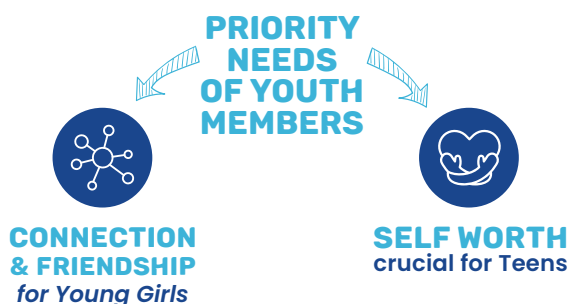
Data collection and analysis was conducted across four measurement groups:

- Young Girls aged 8-12 years
- Teens aged 13-17 years
- Adult Members aged 18-30 years
- Adult Members aged 30 years+

Measuring wellbeing allows Girl Guiding in Australia to better understand the holistic needs of members. Through the measurement approach, opportunities are identified for resource allocation to support enhanced member benefit.

*The impact report project was supported by Huber Social.

Youth members scored
4.8 OUT OF 5
for feeling safe at Girl Guides



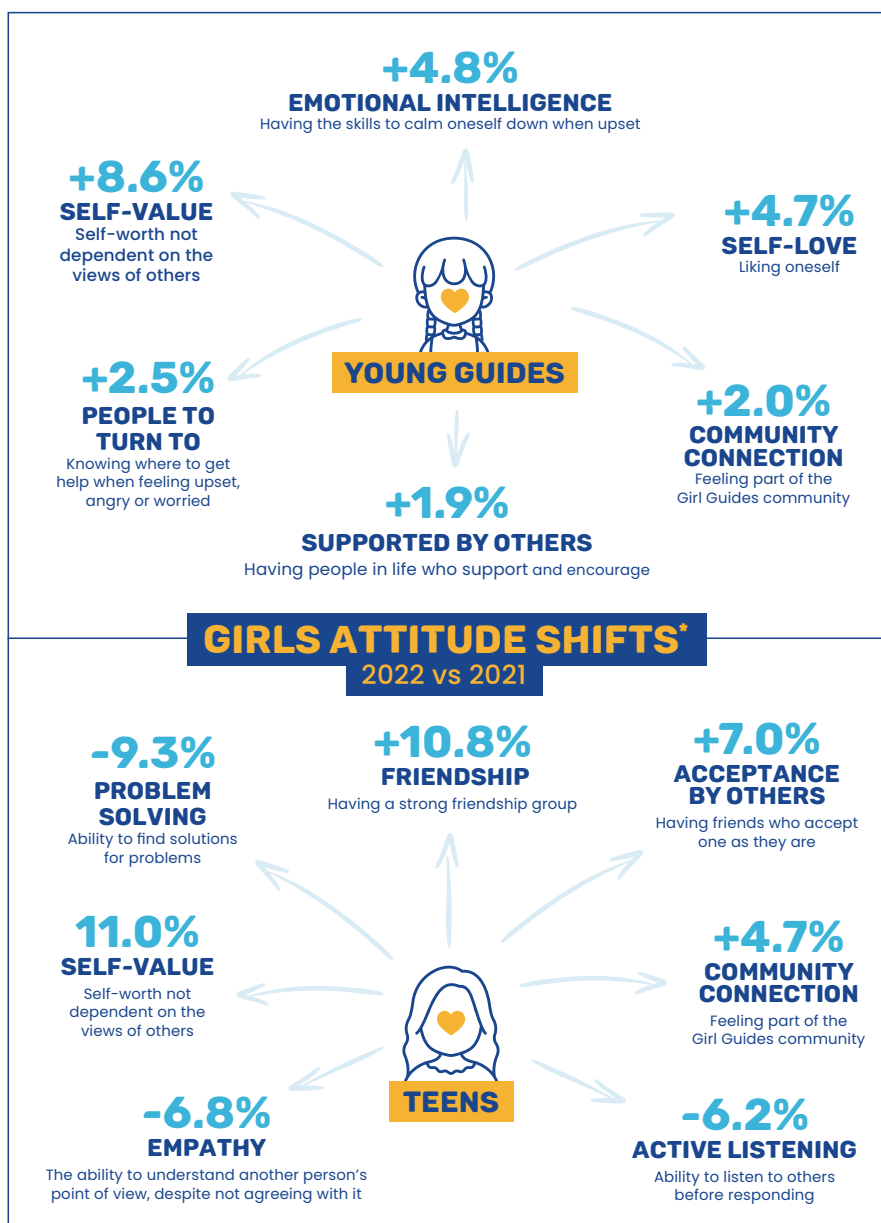
"Guides has given me the opportunity to take on challenges that I never thought I could do, **IT HAS BOOSTED MY SELF-CONFIDENCE AND INTERPERSONAL SKILLS.**

It has become a whole new group of friends and a community that I love and never knew I needed."

Parents recommend Girl Guides

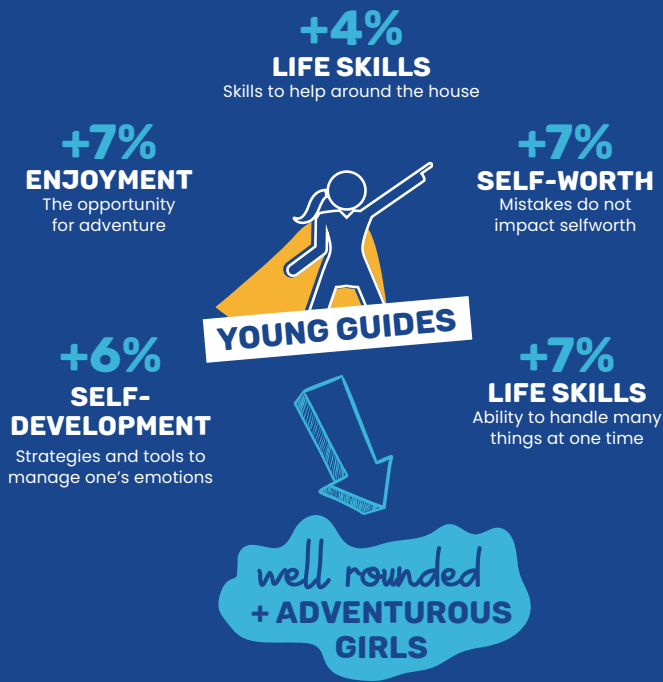


* 60-80 =
Excellent
(Bain and Company – creators of Net Promoter Score)

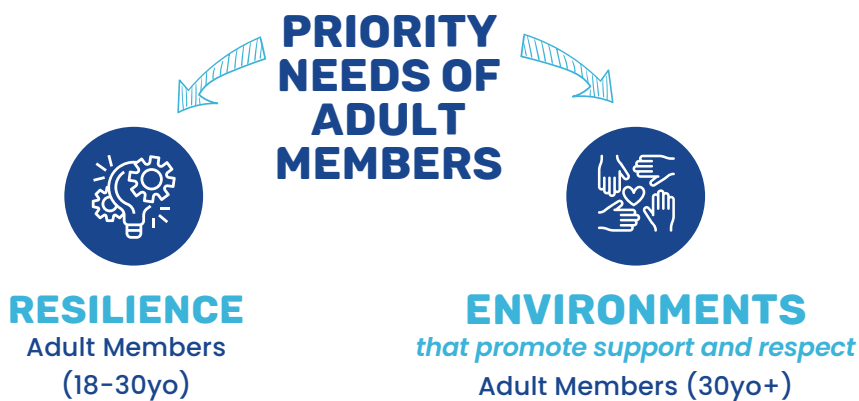


*The data used to produce the above shifts was an average of responses who responded in 2021 and 2022, meaning the comparison is primarily between different individuals. The Young Girls age group experienced no negative shifts, with a number of statistically significant positive changes. The Teen group saw more variability, yet none of their predictors of wellbeing showed a negative result.

YOUTH PROGRAM OUTCOMES*



*Largest positive shifts that Youth Members experienced between the first year at Girls Guides and after three years.



"Both as a girl and an adult I have enjoyed my time with Girl Guides – **IT GIVES ME A SENSE OF PURPOSE AND HELPS ME BE PART OF A COMMUNITY.** As I have lived in different parts of the world, I have found Guides to be part of a family atmosphere – my first thing on moving to a new country is to contact the Guide Association there!"

Young women
NEED SUPPORT
in the transition from
Member to Leader

*Shift in Guiding experience from being a Youth Member to becoming a Leader which has additional responsibilities and administrative duties.

LEADER ATTITUDE SHIFTS* 2022 vs 2021

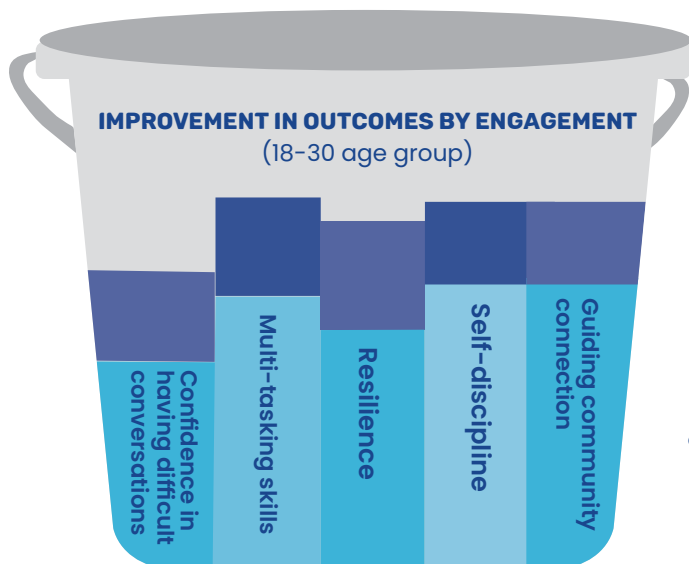


Volunteers feel
GIRL GUIDES PROVIDES THEM WITH A SENSE OF PURPOSE

*The data used to produce the above shifts was an average of responses from Adult Members who responded in 2021 and 2022, meaning the comparison is primarily different individuals. The younger Adult Members saw only one statistically significant shift between 2021 and 2022, in relation to feeling valued in their role with Guides. Encouragingly, the older Adult Members saw a number of positive shifts across a range of Girl Guides program outcomes.

*Predictors of wellbeing, meaning that areas that have seen a positive change are likely to have had an impact on the overall wellbeing of Members.

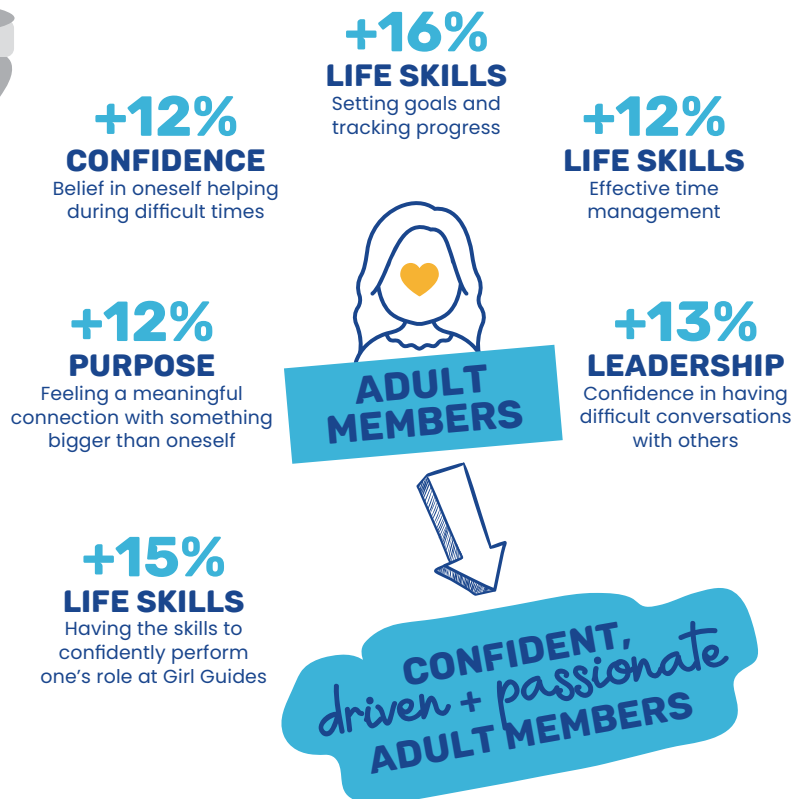
ADULT MEMBER OUTCOMES 18-30 year olds



Higher engagement in Girl Guiding
INCREASES OUTCOMES FOR YOUNG WOMEN

- Over 15 hours engagement
- Less than 5 hours engagement

ADULT MEMBER OUTCOMES* 30 year olds+



*Largest positive shifts in Adult Members who joined Girl Guides within a year and those who have been volunteering with Girl Guides for five or more years.

OUR CAMPS 2022

CAMP ATTENDANCE

2022 was the year Guides got back to enjoying what they love best – camping! With the end of COVID restrictions and bad weather, camp attendance was up 153% for Youth Members and 159% for Adult Members from 2021.

The Guiding community was keen to get involved and the success of camps was largely due to their passion and commitment. Sincere thanks to all the volunteers involved with Guide events no matter how large or small throughout the year.

GUIDES GRAB YOUR PASSPORT (15 MAY)

After a few years of hindered adventures, it was time for Guides to grab a Guide Passport, rediscover the world and reconnect with their Guiding Sisters.

Hundreds of Guides descended on RNA Showgrounds in Brisbane for an exciting day focused on the environmental challenges and

	Youth	Adults
Guides Grab Your Passport	184	130
Heritage Fun Day	195	90
Camp Lowanna – PGL Kindilan	123	46
Arts Camp – PGL Kindilan	102	25
Arts Camp – Garradunga Campsite	26	5
Chain of Cardboard Cities	11	38
Total	641	334



adventures their Guiding Sisters might face across the globe.

Guides learnt about the effects of climate change and how non-recyclable materials are detrimental to the environment. The day culminated in a Trash-ion Show during the closing ceremony, allowing Guides of all ages to strut their stuff using only 100% recycled materials.

According to Mandie Young, Youth Program Coordinator and Leader in Charge of the event, Brisbane City Council's sponsorship enabled Guides Queensland to keep costs down so it was financially accessible to more Guides.

"The day provided a wonderful opportunity to build networks and start new relationships which will facilitate our capacity to develop and deliver a range of programs that can also support Brisbane City Council goals," Mandie said.





CAMP LOWANNA (2-6 JULY) & HERITAGE DAY (5 JULY)

Winter saw us celebrate 70 years of Kindilan with a vibrant, albeit chilly, State Camp – Camp Lowanna.

The camp featured a comprehensive schedule created for Guides aged 10+ with a designated 14+ subcamp.

Heartfelt thanks go to Julie Black and her team for leading this event and delivering a great experience for both adults and youth.

According to Tamsin Roberts, a Guide from Gladstone District, the best things about camp were sleeping in the ‘glamping’ tents and connecting with fellow Guides.

“I enjoyed getting to know a lot of new people from Bundaberg all the way to girls from the Gold Coast,” Tamsin said.

“Everyone tried something new this camp, whether it was releasing the pin from full height on the giant swing or trying stand-up paddle boarding without falling in because the lake was so cold!”

Kindilan’s 70th birthday celebration culminated in a Heritage Day Birthday Party. Guides aged 5+ enjoyed an adventurous and fun filled day outdoors. We thank Kathy Neehouse for organising a delightful Heritage Day afternoon tea where we celebrated this momentous occasion with stories and



memories of 70 years of Guiding traditions and adventures at Kindilan.

Sincere thanks to Redland City Council for their ongoing support of Guides Queensland and the professional team at PGL Kindilan.

ARTS CAMP (14-16 OCTOBER)

Guides from Arts Camps held at Garradunga and Kindilan campsites were invited to run away with the circus for the weekend!

The camps focused on connecting the Guide’s creative sides – drama, art, music, magic, and most importantly...fun!



OUR PARTNERSHIPS

We connect with hundreds of different partners each year to help more girls enjoy their guiding experience. These partners, many of whom are small businesses, ensure we continue to strengthen our capabilities and help communities.

From local partnerships with small community groups to international partnerships via the WAGGGS family or global organisations, we believe that connecting with like-minded partners is essential to our success and a brighter future for all.

Thank you to all partners who provided vital resources, support services and volunteered their time and skills to Guides Queensland.

QUEENSLAND STATE EMERGENCY SERVICES (SES)

In a strategic partnership between the SES and Guides Queensland, we launched the Guides Queensland SES Badge Program in late 2021. Hundreds of Guides have since completed this badge and learnt essential skills in community preparedness. Importantly, they have made a valuable connection with volunteers at local SES units.

Twelve Mackay City Guides completed the Guides Queensland SES badge. According to Guide Leader, Helen Anderson (Euroa), two female local SES representatives visited the unit to explain SES services, discuss opportunities for young women and work through some disaster preparation challenges.

"We invited community representatives and parent helpers to assist with completing first aid and hand tool activities.



"We also held a day camp where the girls made shelters and sandbags with available resources and another where they focused on building first aid skills," Helen said.



SHARE THE DIGNITY & RUTH'S WOMEN'S SHELTER

Many Guide units actively support women and children in vulnerable situations through various community groups.

Gordonvale Rangers made cloth bags and collected toiletries over a six-month period for Ruth's Womens Centre in Cairns. Ruth's Womens Centre provides vital support to women and children affected by domestic violence.

Share the Dignity provide vulnerable women in our community with essential sanitary products. Logan Village Girl Guides were finalists in the 2022 Share the Dignity's Period Pride competition. With the aim of 'fighting to break the stigma of periods' the campaign encouraged more girls to talk honestly about periods and their bodies.

CARING FOR OUR ENVIRONMENT

The Guiding community has a strong connection to the environment and life outdoors. Historically, we have formed many valuable partnerships with local community groups, as well as public and private organisations and environmental groups in order to protect and care for our environment.

When volunteers are needed, our Guides roll up their sleeves and actively contribute to an annual calendar of events and environmental initiatives such

as Clean Up Australia Day and World Environment Day.

In August 2022, Girl Guides Australia launched the Bush Blitz badge inviting Guides to become citizen scientists and explore their environment. This included taking photos of plants and animals and connecting with their Leader to upload their findings to an international naturalist community.

Bush Blitz is Australia's largest nature discovery program – a partnership between the Australian Government



through Parks Australia and the Australian Biological Resources Study, BHP and Earthwatch Australia to document Australian plants and animals.

BUNNINGS

Supporting local communities through fundraising

Bunnings remained one of our biggest supporters in 2022.

All Regions took part in hosting a famous Bunnings sausage sizzle to fundraise for Guide activities and the local community. Our Guides hosted sausage sizzles at more than 30 Bunnings stores across the state. Bunnings remain committed to actively supporting local communities and we look forward to continuing our fundraising with Bunnings to make a positive difference in 2023.

LIFEBLOOD

In 2022, we continued to encourage our community of Members, families and supporters to donate blood and plasma via Australian Red Cross Lifeblood.

Thank you Girl Guides Queensland

In 2022, Girl Guides Queensland Lifeblood Team donors made **135** donations

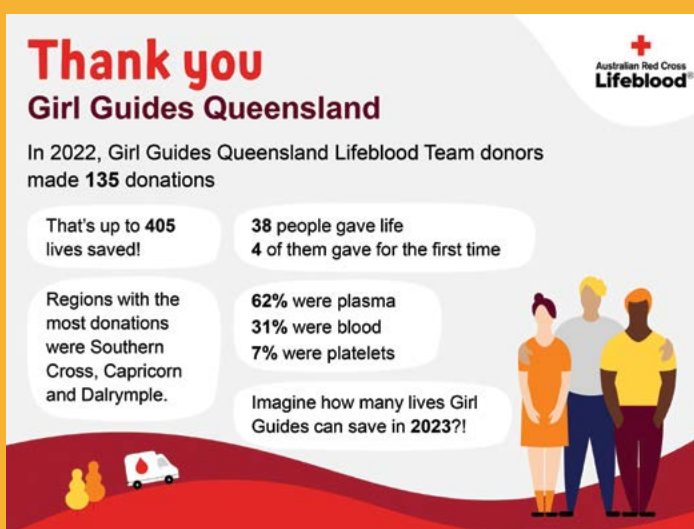
That's up to **405** lives saved!

38 people gave life
4 of them gave for the first time

Regions with the most donations were Southern Cross, Capricorn and Dalrymple.

62% were plasma
31% were blood
7% were platelets

Imagine how many lives Girl Guides can save in 2023?!



GRANTS, DONATIONS & BEQUESTS

In 2022, funding via grants and donations was received from a range of public and private organisations.

These funds not only give girls and women more access to Guiding, they help cover the costs of maintaining facilities, operations and equipment so better connections can be made with local communities.

SUCCESSFUL GRANTS

\$405,623

(up 28.5% on 2021)



2022 GRANTS (by Type)

The Queensland Government was our biggest grants contributor in 2022, providing more than double the funding of the previous year.

Despite a decrease in grant opportunities from the Federal Government and private organisations, Local Government authorities provided a much-needed increase in funding to assist with localised events and facilities maintenance.

State Government	
Gambling Community Benefit Fund	\$263,502
COVID SAFE Active Clubs Kickstart	\$62,450
Federal Government	
Dept of Social Services – Volunteers Grant	\$21,187
Dept of Industry, Innovation & Science – Stronger Communities	\$18,145
Local Government	
Brisbane City Council	\$27,100
City of Gold Coast	\$7,415
Logan City Council	\$1,579
Moreton Bay Regional Council	\$1,500
Ipswich City Council	\$1,000
Industry/Other	
Sundale	\$1,750

DONATIONS

\$10,906

(up 35.8% on 2021)

Donations via digital platforms continued to increase in 2022. The Good2Give and GiveNow CMS platforms gave the opportunity to connect with the broader community to raise funds and spread the value of Guiding. The Play for Purpose charity lottery system provided another platform for donors.

PRO BONO SERVICES

\$14,250

We thank the many partners who provided pro bono services to Guides Queensland in 2022.

Minter Ellison (Caretaker arrangements)	\$7,000
Stephen Greene, MGI	\$3,500
Miller Harris Lawyers (Native Title claims)	\$1,650
Stephen Rudz Lawyers (General property legal matters)	\$1,200
Mills Oakley (General property legal advice)	\$900

PROFESSIONAL SERVICES

- Advanced Solutions International
- AIB Insurance Brokers
- Amaysim Australia
- Associations Forum
- Badgeworks
- Best Work Electrical
- Boss Compliance
- Bunnings Group Limited
- Business Action Centre
- Cash's Apparel Solutions
- Code Two
- Comclean Australia
- Compass Institute
- Computer System Innovations
- Connecting Up
- East Coast Coaches
- Equifax Australasia Workforce Solutions
- Express Coach Lines
- Governance by Design
- Hayes Consulting
- HENRY REED
- Hunter Promotional Products

KOYALEE CAMPSITE

Thanks to a generous donation from the Yeppoon International Women's Day Committee, an additional sun safe shelter for outdoor Guiding activities was erected in late 2022 at Kooyalee Campsite.

According to former Committee Spokesperson, Trish Holland, the group had funds they wanted to use for their original intended purpose of providing sun protection for young people.

"We were well aware of the fabulous initiatives offered to our youth by Yeppoon Girl Guides and decided unanimously this would be the perfect fit for our final donation," Ms Holland said.

GODFREY LEADERSHIP FUND

Dr Joan Godfrey OBE and her sister Aileen 'Kim' Godfrey OAM were devoted long term members of our Guiding community. They dedicated their lives to the advocacy and education of girls and women.

In October 2020, the Godfrey Leadership Fund was established as the result of a generous bequest from the estate of Dr Joan Estelle Godfrey OBE.

The Fund's mission is to improve the consistency and quality of delivery of the Australian Guiding Program in Queensland by providing essential leadership training to all volunteer leaders.

Under the direction and according to the priorities set by the State Commissioner,

- Issuu
- MailPlus
- McCullough Robertson
- MGI South Queensland
- Numera
- NFPAS
- PGL Adventure Camps
- Pseudo Code
- RACQ
- Rural Fire Service
- Savage Pest Control
- Settlement Services International
- Signature Roofing and Guttering
- Springbrook Bus Service
- State Emergency Services
- Stephen Greene - MGI
- The Charming Squire
- Wilsons Investments
- Westpac
- Willemsen Photography
- Wilsons Investments

the Godfrey Leadership Fund has two rounds per year commencing in 2022. It provides critical funds to assist the development of amazing volunteer leaders and members.

This year the fund supported adults in Guiding attend training at PGL Kindilan and a Region Consultants and a District Managers Conference held concurrently at PGL Kindilan, Garradunga and Kooyalee. Both events gave an opportunity to share ways to collaborate and support vital functions and key leadership roles that are the backbone of Guiding in Queensland.

The Board and CEO continue to work diligently to ensure this significant act of generosity will benefit all girls and women in Guides throughout Queensland.

GIVING GUIDES

Guides Queensland proudly supports many charities across the state. For over a century, our thousands of volunteers have used their skills, teamwork and voices to help shape a better Queensland through their commitment to volunteering and community action.

CHARITIES & COMMUNITY GROUPS

- Access Community Services
- Agoonoree
- Angel Flight
- Australia Red Cross Lifeblood
- Australian Koala Foundation
- Biggest Morning Tea, Cancer Council
- Brisbane Gang Show
- Care Kits for Kids Qld
- Clean Up Australia Day
- Darling Downs Revue
- In the Bag
- Limestone Revue
- Lions Group
- Meals on Wheels
- Men's Shed
- RSPCA
- Redlands Revue
- Rosies - Friends on the Street
- Rotary Clubs
- RSL Queensland
- Rural Fire Brigades
- Share the Dignity
- Salvation Army
- Women's Shed

THANK YOU TO OUR SUPPORTERS OF GUIDING IN OUR COMMUNITIES

To each and every one of our Supporters – thank you. Your contribution makes an enormous difference to each Guide community and it wouldn't be the same without you!

1st Concept Salon	Elite School of Dance	Lions Club Queensland	Rotary
360 Fitness	EMOS	Little Butcher	RSEQ
ACS Engineers	Epic Skate Tweed	Live Life Pharmacy Yeppoon	Runaway Bay Trefoil Guild
Agrotrend	Esk Hotel	Livingstone Shire Council	S.B Andersson's Fruit Market
Aldi	Events Brian Martin Music	Lockyer Valley Council	S.B Mountain Bike Association
Anderson Carpets	Face to Face Painting	Lowes	S.B Toastmasters
Anna's Hair	Family Tree Care	MacDonald Family	S.B Woodturners
Arts & Craft Centre	Fassifern Lighting & Electrical	Maleny Auto Spares	Sandie Lee's Kitchen
At the Beach Real Estate Capricorn Coast	Fat Quarter Quilters Group	Maleny Cheese Cafe	Savage Butchery
Atarashi Karate	Foodworks	Maleny Credit Union	Scenic Rim Pest Management
Atherton Golf Club	Footes Pharmacy	Maleny Show	Scouts Australia
Atherton Show Society	Frank Ringma	Maleny Veterinary Services	Seed of Self Care
Awoonga Dam Archery Club	Friends Who Craft	Mareeba Nextra Newsagent	Scenic Rim Glass
Awoonga Dam Scout Camp	Furniture Court	McDonald's Australia	Shane King MP
B.A.M Markets Tannum	G.J Walsh	Meaghan Scanlon MP	Shane Kunuth MP
Barrabadeen Scout Camp	Galactic Donuts Rockhampton	Meals on Wheels	Signal Flare
Bellezza Beauty Bar	Garden City Trefoil Guild	Mechanics in Boonah	Signature Pies
Betta Home Living Yeppoon	Gateway Hotel	Mens Shed	Skyrail
BF Savage Butchery	Get it Done Training	Merino Bakery	Southern Cross Bus Company
Billy G's Cookie Dough	Gladstone Regional Council	Michael Crandon MP	St Vinnies
Binderee Aged Care	Gladstone Sea Scouts	Mitre 10	Star Community
Bi-Rite	GM Mechanical	Moreton Bay Regional Council	Statix Hair Salon Yeppoon
Birkdale Cub Scouts	Gold Coast City Council	Multi purpose	Strybos
Boonah Business supplies	Gordonvale Family Dental	Ms Terri Butler	Sunshine Coast City Council
Boonah Carpet Cleaning	Graham Perrett MP	Mungulli Creek Diary	Tannum Fish & Chips
Boonah Floor Covering	Grill'd	Murweh Shire Coucil	Tannum Meats
Boonah Jewellery and Gifts	Gympie Country Muster	Nellies Creative Hair Design	Taste Buds Spice Fundraisers
Boonah Real Estate	Hair @Yahni	Night Ninjas	Teeza Cakes
Boonah Sheds	Hartley Creek Crocodile Farm	North Ipswich RSL	Termimesh
Boonah Show Society	Heli Engineering	Northside Flower Market	Terry Andrews Plumbing
Border Studios Photography	Hon Anika Wells MP	Our Lady of Southern Cross College	The Range Hardware and Garden Centre
Boyne Tannum RSL	Hon Warren Entsch MP	Paddington Then and Now	TOC H Australia
Bundaberg Masonic Lodge	Hon Craig Crawford MP	PCYC	Toowoomba Trefoil Guild
Brittany Lauga MP	Hon Curtis Pitt MP	Peak Pool Performance	Top Spa and Nails Yeppoon
BP	Hon Milton Dick MP	Peter Dutton MP	Trefoil Guild
Bribie Island Bowls Club	Hope in a Suitcase	Peter Kolb Pharmacy	Tropical Lawns
Bricks 4 Kids	Inflatable World Burleigh	PHO Services	True Edge Designs
Brisbane Fire Protection	Ipswich Classic & Muscle Car Club	Power Doctors	Tully Show Society
Bulimba Community Centre	JBs Barber Yeppoon	Providence Ripley	Two Sisters Art
Envirocom	Jessica Pugh MP	Queensland Police Service	TyrePower
Cowgirl Country	Jim Hayes Electrical	QANTAS Founders Museum	Veschetti-Crompton Financial Advisers
Cr Donna Gates	Jindalee Rotary Club	Queensland Ambulance Service	Village Arts Association Yeppoon
Cr Kara Cook	Jo Richardson	Queensland Fire Service	Ward Angels Australia
Cr Sarah Hutton	Julieanne Gilbert MP	Queensland State Emergency Service	Wellshot Hotel
Cr Wendy Boglary	Kaiser Craft Yeppoon	Quality Veterinary Care Centre Yeppoon	Wild Earth Burleigh
Cr Winston Johnstone	Ken Frost Homes	Queensland Country Bank	Willowbank Area Group
Cr Tracy Davis	Keppel Bay Ice Cream Cafe	Queensland Uniting Church	Woolworths Australia
Cranxworks	Keppel Bay Pies	RSPCA	Woongoolba Public Hall
Critters Pest Management	Keppel Bay Sailing Club	Redlands Animal Shelter	Yeppoon Aquatic Centre
Cup of Kindness Chinchilla	Keppel Coast Trefoil Guild	Redlands Revue	Yeppoon Choral Society
David Janetzki MP	Kerry Mather Plumbing	RSL Queensland	Yeppoon Cinemas
Day & Night Pharmacy Yeppoon	Kingaroy Showgrounds	Richard Moore	Yeppoon Community Centre
Deb Frecklington MP	Kingaroy Speedway	Riverhills Bakery	Yeppoon Community Markets
Diamond Jubilee Jones Trefoil Guild	Kings 4x4 Superstore	Robogals Brisbane	Yungaburra Book Fair
Dogbiz	Kaisercraft	Rockhampton Regional Council	Zappulla Raw Materials
Dover and Sons	Lake Barrine Teahouse	Rockhampton Trefoil Guild	Zonta
Eastons Lawyers	Leanne Linard MP	Rosco's Pizza Yeppoon	
ECO Ripley	Lift Functional Fitness Tannum Sands	Rosie's	

DIGITAL TRANSFORMATION

Digital transformation in 2022 centred on reducing the organisation's security risks, modernising and consolidating data and systems, and ensuring the use of modern solutions.

Led by the CEO, the Digital Transformation Working Group and MGI South Queensland (our external IT provider) remained aligned to our fourth strategic pillar **4.2 Continue to deliver a safe Guiding environment**. By providing the right training and technology we have enabled leaders, volunteers and staff to deliver a safe guiding experience.

Every person involved with Girl Guides Queensland understands how important it is to keep our data and girls safe. Work already well established continued, ensuring our District Managers utilised available technology to maintain safe data storage. Although this process was challenging for some, these changes were necessary to ensure Guides Queensland's digital information remains protected and we applaud our Volunteers for stepping into, and in many instances, supporting others with this important new learning.

In December, we migrated to a secure cloud-based iMIS environment. With only a handful of minor issues which were resolved post go live, this process had minimal impact on the Guiding community in comparison to the enormity of the project. To achieve this milestone was a proud moment. Continual upskilling of staff and volunteers in this area will allow digital automation and free up resources for other Guiding needs.

Every person involved with Girl Guides Queensland understands how important it is to keep our data and girls safe.

A migration to Office 365 delivered before the close of 2022 saw the upgrade of SharePoint security – a known risk with regards to sharing links. Aside from mitigating a longstanding risk, this migration helped embed more secure information sharing across the organisation.

The migration to iMIS and Office 365 platforms support strategic pillar **4.3 Implement digital transformation to facilitate performance improvement and agility**, improving workflow, security and delivering new functionality.

Much needed structural, functional and aesthetic improvements to the Guides Queensland website began in 2022 supporting strategic pillar **2.2 Enhance Member and Volunteer experience**. Enhanced user security for all digital communications will remain a focus for 2023.

Guides Queensland's determination to ensure digital security issues are managed proactively will continue to view technology as an enabler and connector across the vast Queensland community.

These recent changes in our digital transformation are driving positive change throughout the organisation – helping us pinpoint previously implemented poor solutions, identify new issues and move towards industry best practice.

We will continue to develop and evolve our IT, systems and solutions to maintain a strong and secure cyber posture, leveraging technological opportunities for a safer and more effective Guides Queensland.

OUR GUIDE PROPERTIES

Guides Queensland manages a portfolio of 147 properties (freehold and leased) across the state and supports the maintenance of facilities for many of its 312 units. The properties are used regularly by Guides for important ceremonial gatherings, camps and activities.

A wide range of community groups call the properties home and rely on these facilities to connect with and offer valuable support to local communities.

Thousands of young people have visited Guide campsites across Queensland, just as their parents and grandparents did for more than one hundred years. Schools and other education providers have continued to value the experience of outdoor adventures and Guiding values.

District and Region Managers and Campsite Committees have dedicated time, resources and effort to providing a safe Guiding experience. Property retention is subject to increasing compliance costs, aging properties and the under utilisation of some facilities. Guides Queensland's Property Asset Management Strategy has supported the more effective utilisation of these facilities and focused on optimising maintenance costs over the lifecycle of the assets.

We are grateful that many Districts received funding from Federal, State and Local

government agencies and the private sector in 2022. These funds are being used for essential property maintenance such as painting and electrical upgrades, smoke alarm installation, stair replacement and roof repairs. Staff facilitated the funding of these projects in close collaboration with volunteer managers regarding lease arrangements, safety and users experience.

Widespread flooding across south-east Queensland in February and March 2022 caused damage to several Guide facilities. Districts affected in the Brisbane City Council area received funds from Council to assist with flood recovery.

ELOUERA CAMPSITE

In October 2022, Elouera Campsite hosted a community Open Day to highlight major facility upgrades including new amenities for the disabled.

The extensive project was the result of a \$275,000 grant from the Queensland Department of Tourism, Innovation and Sport and was proudly delivered by Guides Queensland on time and on budget.

According to Guides Queensland CEO, Kim Harrington, the successful ongoing development of Elouera is thanks to Campsite president, Katrine Rayner and her hardworking Committee.





Little hut



Kawana roof



Kindilan colleague area upgrade

"Katrine was instrumental in the application and management of this grant," Kim said.

"Her passion for Elouera saw Katrine tirelessly work with her local connections to fundraise for improvements."

Elouera's upgrades included a new amenities block with four toilets and showers, a wet room and a disabled amenities room, plus another renovated amenities block that included four toilets and five showers.

BLUEWATER CAMPSITE

The campsite received \$20,000 to replace the roof and sheeting of Little Hut.

KAWANA GUIDE HUT

A new roof was completed before the end of 2022 valued at \$33,000.

GUIDE HOUSE, MARSDEN

Opened in July 2021, Marsden Guide House provides a venue for our volunteers to connect. Additional building development planned for 2022/3 will increase the space available for the Guiding community to provide training, meetings and events. A dedicated business meeting space is planned thanks to the donation of demountable buildings from the Gilchrist Family Trust and funding support from the Community Gambling Benefit Fund.

PGL KINDILAN

Kindilan hosted 20,241 bed nights in 2022, despite a delayed start to the school term by a mandate suspending school camps until early March. Girl Guides contributed 2,230 bed nights (11%) of this total.

School groups continued to enjoy Kindilan's facilities, and the feedback was Kindilan is a great camp in a handy location. Although some camps were postponed to later in the year, minimal business was lost, and the year finished strongly.

The 70th anniversary celebration in July was a successful event with 123 youth and 46 adult members attending the week-long camp. Over 190 youth and 90 adult members also joined for the Heritage Day celebrations. Thank you to the tireless members who worked together to create these fantastic opportunities.

The property maintenance program continued in 2022 with the ongoing goal of improving the buildings and grounds. Upgrades to existing facilities included teacher rooms in Kinta, bathroom renovations in Ngulu and new catering equipment.

What's new in 2022:

- Teacher toilets at the platform tents
- Solar lighting at the platform tents
- Electric buggy for housekeeping
- New combi oven
- Second archery activity
- Extra teacher lounge
- Sensory trail activity

Thanks to Simon Pucko, General Manager, and the entire team at PGL Adventure Camp for their dedication to caring for Kindilan and assisting Guides Queensland members who hosted celebrations and activities. We look forward to the continued growth of Kindilan in 2023.

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 Girl Guides Queensland 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

Emma Cross
Fiona Gardner
Jessica Head
Zoe Jones
Natalie Kurz
Tamara Lawson
Amanda Lumley
Brigid O'Brien
Ella Phillips
Mandy Stanger
Alise Fitzpatrick



BANKSIA

Emma Baker
Tania Black-Hucker
Michelle Hardcastle
Holly Livett
Paulie Mallard
Clare Ryan Phillips
Julia Stewart
Donna Streeting
Jodie Van Ansem
Cheryl Walker



WATTLE

Kylie Fry
Cheryl McBride
Karyn Newman
Cathie Phillips
Amanda Ryan



FLOWERING GUM

Elizabeth Hern OAM
(awarded 2021)
Jean Croft
Karen Turner



BAR TO THE WATTLE

Michelle McCann



THANKS BADGE

Gavin Carlson
Adele Hogg
Brendan O'Malley
Aaron Taylor
Kerry Taylor

STATE COMMISSIONER'S COMMENDATION AWARD 2022

Mandie Young
Heidi McKellar
Debbie Lawrence
Cathy Crittenden
Karyn Newman

LEADER RECOGNITION AWARDS 2022

- Vikki Carsburg
Community Impact
- Kimberley Randall
Program Innovation
- Alexandra Walton
Resilience
- Jess Head
Outdoor Challenge
- Sam Owczarek
Change Maker



OLAVE BADEN-POWELL

Kimberley Randall



QUEEN'S GUIDE AWARD

The Queen's Guide Award is the highest attainable achievement for youth Members of Girl Guides Australia.

*All guides on the Queens Guide list below earned their Gold Endeavour Award.

- Kirralee Pringle
Brisbane North Region
- Alanah Phillips
Capricorn Region
- Abi Featherstone
Glasshouse Region
- Olivia van der Pol
Glasshouse Region
- Jessica Stupples
Gold Coast Region
- Taylor Randall
Gold Coast Region
- Sophie Mauracher
John Oxley Region
- Tarah Hayes
John Oxley Region
- Juanita Kirk
Major Mitchell Region
- Molli Chmura
Major Mitchell Region
- Cassie Owczarek
Major Mitchell Region
- Chloe Williams
Southern Cross Region
- Danielle Hussey
Tropical North Region

ADULT VOLUNTEERS

Adult Volunteers are also recognised at the end of 1 year of membership, then at 3 years, 5 years, and at 5 yearly increments. These include acknowledgment of the following groups.

YEARS OF MEMBERSHIP	
1	36
3	40
5	43
10	14
15	8
20	7
25	6
30	8
35	7
40	7
45	1
50	7
55	1
65	1

WAGGGS AWARDS

Asia Pacific Leadership Award for Unit Leaders

Trudie Dodd
Kerrielee Mather

Asia Pacific Leadership Award for District and State Leadership

Debbie Camilleri
Doree Hartley
Lilian Knight
Karen Stokes

Asia Pacific Leadership Awards for Service to Girl Guiding

Elizabeth Gilchrist



BOARD OF DIRECTORS

KATHRYN PEARSON

STATE COMMISSIONER

Member since 2015

GGQ State Commissioner since March 2020
Interim Board Chair (March – 24 August 2022)
Deputy Board Chair from 13 September 2022
Leader, Mudgeeraba Senior Guides 2016–Current
Gold Coast Region, Outdoors Consultant 2017–2020

ESTHER BLEST

BOARD CHAIR

GGQ Board Director (Co-opted) and Board Chair, appointed 25 August 2022
Director Investment Strategy, Queensland Treasury

MELISSA ANDERSON

BP APM

Member since 1980

GGQ Board Director since March 2020
Deputy Board Chair July – September 2022
GGQ Board/Executive Member 1999–2001; 2013–2014; 2014–2015
Keeping Children Safe Committee Chair 2014–2017
State Training Team 1996–Current
Leader of Units including Springwood, Rochedale, Roma, St George, Oxley
Detective Inspector, Queensland Police

GRACE MUNRO

Member since 2002

GGQ Board Director since March 2020
GGQ Board Director (Casual Vacancy) September 2019 – March 2020
Nominations Committee 2021, 2022
Leader Bayview Cairns Guides 2015–Current
Speech Pathologist & Director, Small Sprouts Therapy

PENNY WORTHINGTON

Member since 1977

GGQ Board Director since March 2020
Nomination Committee 2020, 2021, 2022
Leader Oxley District 2017–Current, Parent Support Group Treasurer Oxley District 2015–Current
Leader Jamboree Heights District 1989–2000
State Treasurer & Finance Committee 1997–2001
Trainer 1995–2003, 2018–Current
Head of Department at Queensland Department of Education and Training

SARAH PAGE

GGQ Board Director since June 2020
Chair of Finance, Audit and Risk Committee since June 2020
Chief Finance Officer, Deaf Connect

ELANOR MITCHELL

Member since 2016 (Queensland since 2019)

GGQ Board Director since March 2022
Finance, Audit and Risk Committee Member since March 2022
Youth Hub Chair June – November 2020
Hub Chair November 2020 – January 2022
Senior Change and Communications Manager, Griffith University

JACQUELINE MOORE

Member since 2021

GGQ Board Director (Casual Vacancy), appointed 23 March 2022
Junior Guide Leader Camphill August 2021–Current

SARAH DILLON

GGQ Board Director (Casual Vacancy), appointed 25 May 2022
Researcher, Queensland University of Technology

DR LINDALL BRYANT

GGQ Board Director (Co-opted), appointed 25 May 2022
State Property Manager, St Vincent de Paul Society QLD

JUNE LEE

Company Secretary (Non-Board position)

BOARD RETIREMENTS

Lisa Devereaux – Board Chair – Retired 18 March 2022 (2021 AGM)
Debra Jakes – GGQ Board Director and GGA Board Director (GGQ) – Retired 18 March 2022 (2021 AGM)

BOARD APPOINTMENTS

Jacqueline Moore, GGQ Board Director (Casual Vacancy) – Appointed 22 March 2022
Dr. Natasha Montesalvo, GGA Board Director (GGQ appointed) – Appointment from March 2022
Sarah Dillon, GGQ Board Director (Casual Vacancy) – Appointed 25 May 2022
Dr Lyndall Bryant, GGQ Board Director (Co-opted) – Appointed 25 May 2022
Esther Blest, GGQ Board Chair and Board Director (Co-opted) – Appointed 25 August 2022

FINANCE, AUDIT AND RISK COMMITTEE

Sarah Page (FAR Chair), Stephen Greene, Susan Hayes, Elanor Mitchell, Emily Renouf
Appointment: Elanor Mitchell (since March 2022), Emily Renouf (since May 2022)
Retirement: Cathy Crittenden (retired March 2022)

NOMINATION COMMITTEE

Penny Worthington (Chair), Jacqueline Moore, Frances Chatterton, Grace Munro

POLICY AND PROCEDURE SUB-COMMITTEE

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

STATE PERSONNEL

STATE COMMISSIONER TEAM

KATHRYN PEARSON
State Commissioner

SUSAN HAYES
Assistant State Commissioner

AMANDA NICHOLLS
Assistant State Commissioner

NATASHA MONTESALVO
Assistant State Commissioner

CHERELLE STAGER
Assistant State Commissioner

HUB COORDINATORS

ADULT LEARNING SUPPORT
Heidi McKellar
(retired November 2022)

OLAVE
Claire-Marie Pepper
(retired November 2022)
Alise Fitzpatrick
(November 2022 -)

OUTDOORS
Donna Thompson

PROGRAM
Mandie Young

AWARDS
Lynne Price

VOLUNTEER COMPLIANCE
Julie Black

INTERNATIONAL
Heather Pettigrew

LONES
Sam Owczarek

ADVISORS/ COORDINATORS

ARCHIVIST
Jill Hogrefe

ARCHIVES COORDINATOR
Christine Brownridge

TREFOIL GUILD ADVISOR
Margaret Reid

STATE AIDE
Hayley McCann (retired)

BOARD SUB COMMITTEE CHAIRS

FINANCE AUDIT AND RISK
Sarah Page

KEEPING CHILDREN SAFE
Frances Chatterton

POLICY AND PROCEDURES
Susan Hayes

STATE AUDIT TEAM

Julie Black
Debbie Camilleri
Helen Gray
Robyn Hulbert
Jane Sefton

STATE OFFICE TEAM

CHIEF EXECUTIVE OFFICER
Kim Harrington

BUSINESS SERVICES MANAGER
Malinga Senanayake

ACCOUNTS OFFICER
Ellie Sun

MEMBERSHIP MANAGER
Joanne Englefield

MEMBERSHIP OFFICER
Anita Lomas

ADMINISTRATION OFFICER
Rebecca Parry

PROPERTY OFFICER
Daniel Curtin
(resigned 18/3/2022)

PROPERTY MANAGER
Rhonda Whiteley

GRANTS OFFICER
Karen Carter
(resigned 18/3/2022)
Nigel Martin

COMPLIANCE OFFICER
Tracey-Jane Luxford

EVENTS OFFICER
Carla Black
(retired 16/12/2022)
Maree (Ree) Granrose

DIGITAL OFFICER
Gagandeep Kaur
(resigned 16/9/2022)
Ritesh Basnet

EXECUTIVE ASSISTANT TO STATE COMMISSIONER
Joyleen St George

PROJECT MANAGER/ ADULT LEARNING SUPPORT MANAGER
Marie Yamamoto

MEDIA ADVISOR
Rona Hayes
(resigned 6/07/2022)

COMMUNICATIONS MANAGER
Nicole Chapman
(resigned 15/8/2022)
Morganne Kopittke
(resigned 7/10/2022)
Leigh Browne

PROJECT OFFICER
Jill Carter

CEO DIGITAL TRANSFORMATION WORKING GROUP
Candi Chmura
Michael Chan
Matthew Franks

CEO RESHAPING REVENUE WORKING GROUP
Alexandra Wolfer
Debbie Camilleri
Jenny Mirto
(resigned June 2022)
Michelle Gray

INTERNS
University of Queensland
- Data Governance Framework
University of Melbourne -
Drought Initiative Report
Practera Consulting,
Australian National
University - Campsite
Development Research
Queensland University of
Technology - Property
Administration
Kinnect Work Cover -
Grants and Finance
Research Assistance
Kinnect Work Cover -
SharePoint Process
Automation review
Performance Education -
Digital Transformation
TURA - Administration
Support for Volunteers
Westpac Observership
Program - Leyla Dixon
(Policy and Procedures
Sub Committee and
Board) and Matthew
Franks (CEO Digital
Transformation Working
Group and Board)
Fiona Black - Administration
Support to Volunteer
Compliance Functions

REGION MANAGERS

BRISBANE NORTH
Peggy Campbell &
Margaret Nicholas

CAPRICORN
Michelle McCann

DALRYMPLE
Lilian Knight

DARLING DOWNS
Debbie Camilleri

FLINDERS
Doree Hartley
(resigned 26/3/22)
Sue Jennings

GLASSHOUSE
Debbie Lawrence

GOLD COAST
Lorna Riley

JOHN OXLEY
Natasha Montesalvo

MAJOR MITCHELL
Karyn Newman

MOOGERAH
Karen Stokes

MORETON
Jennifer Neilsen

SOUTHERN CROSS
Kathy Neehouse
(retired October 2022)
Antonia Hanlon
(October 2022 -)

TROPICAL NORTH
Kerrielee Mather &
Cherelle Stager

WIDE BAY
Maree Wein

GOVERNMENT HOUSE AWARDS



GIRL GUIDES QUEENSLAND ANNUAL AWARDS PRESENTATION SPEECH FROM OUR PATRON

26 August 2022

Girls Guides Queensland State Commissioner, Mrs Kathryn Pearson; Assistant State Commissioners, Ms Amanda Nicholls, Dr Natasha Montesalvo and Ms Susan Hayes; Deputy Board Chair, Ms Mel Anderson; Chief Executive Officer, Ms Kim Harrington; Awards Coordinator, Mrs Lynne Price; staff; volunteers; supporters; Guides; and of course, award recipients, welcome.

I begin by acknowledging the original custodians of the lands on which Government House stands, the Turrbul and Jagera people, and pay respect to their Elders past and present, and emerging. I would also like to extend my respect to any First Nations people here with us today.

I am delighted to be here with you, both as the 27th Governor of Queensland and as your proud Patron. I am also quite excited to be here to take the Girl Guide Promise, with your State Commissioner. I have been very busy practicing my salute!

I would like to take a moment to recognise that Girl Guides Queensland is the largest youth organisation for girls and young women, with almost 4,000 youth members and 1,000 volunteer leaders and adult members.

Your mission to “empower girls and young women to discover their potential as leaders of their world,” is so important, and one that I wholeheartedly support.

I commend the Girl Guides here today, and across our State, on your commitment to the organisation and to the spirit of guiding and service.

Importantly, I also want to recognise the volunteers of Girl Guides Queensland. Organisations like yours cannot exist without the time and dedication of its volunteers, and I know from personal experience that Girl Guides have some exceptional leaders.

Ms Melissa Anderson, is here today. Mel is a former Honorary Aide-de-Camp for Government House, which formed part of her role as Detective Inspector with the Queensland Police Service. She was a fantastic help to me as I settled into life at Government House, and I know the support she provides to Girl Guides Queensland as a volunteer and now as Deputy Board Chair, is greatly appreciated. Leaders like Mel, set a great example for our girls and young women.

The primary purpose of today’s event is, of course, to congratulate the recipients of Queen’s Guide Awards, the Olave Baden-Powell Award, and the Adult Member Awards of Wattle, Flowering Gum and the Grey Kangaroo.

The setting of personal goals, culminating in the receipt of a badge, is an integral part of Guiding. I congratulate each girl and woman on the milestones she achieves on her personal guiding journey. The Awards that I am proud to present today are in recognition that that journey has been taken to its highest level.

The attainment of the Queen’s Guide Award is an exceptional achievement, and the recipients, their families, their Units and their Patrols can be justly proud.

We also have a recipient of an Olave Baden-Powell Award here today, representing the peak achievement award for Olaves and named in honour of the memory of the World Chief Guide, Lady Olave Baden-Powell, in order to keep alive her belief in the spirit of service.

Looking around the room today, I think it’s fair to say that spirit of service is, indeed, alive and well!

I thank the Award recipients for that service and dedication, and congratulate them once again on their outstanding achievement. Well done!

Now, before I make my Promise, I am proud to present this certificate of Patronage to State Commissioner Kathryn Pearson.



Symbol
Gold on the Blue
The base of the stalk
The outer circle
The three
The two
The vein pointing
upwards through the

OUR MISSION

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

OUR VISION

To be Australia's leading organisation for girls and young women in leadership and personal development.



GIRL GUIDES
AUSTRALIA
QUEENSLAND

CONTACT US

www.guidesqld.org

EMAIL: reception@guidesqld.org

PHONE: (07) 3357 1266

ADDRESS: Guide House, 35 Tamarind Street,
Marsden QLD 4132

