



2024 MEMBERSHIP FEE UPDATE: FREQUENTLY ASKED QUESTIONS (FAQS)

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WHAT ARE THE 2024 GGT MEMBERSHIP FEES?

The membership fee increases will take effect on 17 January 2024.

| Renewing members | | New members | |
|------------------|-------|-------------|-------|
| Youth | \$200 | Youth | \$230 |
| Adult | \$110 | Adult | \$140 |
| Olave | \$110 | Olave | \$140 |
| Trefoil | \$62 | Trefoil | \$62 |

Members who require support to pay their membership fees should contact office@guidestas.org.au to discuss options.

WHAT DO I DO IF I HAVE MORE THAN ONE CHILD WHO ATTENDS GUIDES?

For families, discounts for third and fourth sisters were discontinued in 2023.

WHAT PAYMENT OPTIONS EXIST FOR FAMILIES WHO REQUIRE FINANCIAL ASSISTANCE?

GGT is proactive in supporting members who are affected by financial hardship to pay their membership fees. This assistance may be through the Finlay Boomerang Fund, support to access Ticket to Play via Communities Tasmania and other options.

Please contact office@guidestas.org.au for a confidential application.

GGT Board have approved the addition of a Buy Now Pay Later option for members to pay their membership fees via Afterpay which will be introduced in 2024. Further information will be provided about this later.

WHY HAVE THE MEMBERSHIP FEES INCREASED?

The increases have been driven by sustained cost increases across GGT's operations, which have made the existing membership fees unsustainable. The Board and management have worked hard to avoid passing on costs, however, this is no longer possible. The decision to increase membership fees is never taken lightly.

Membership fees contribute towards costs such as our WAGGGS per membership contribution; GGA per membership contribution; Child Safety compliance; eGuiding, insurance; grants; property management; events; accounting; fundraising and state operations including the "behind the scenes" statutory, business, and administrative functions required to retain Charity status and adhere to the Constitution and legal requirements.

WHERE DOES MY MEMBERSHIP FEE GO?

The membership fee contributes to the following costs to operate Guiding:

- Worldwide Association of Girl Guides and Girl Scouts (WAGGGS) contribution.
- Girl Guides Australia (GGA) contribution.
- Child Safety compliance (including access to eGuiding learning modules).

- Other compliance and regulatory requirements (e.g. financial, audit and operational recording and reporting, asset management).
- Volunteer Personal Accident & Cyber Insurance.
- Guiding Experience support (for example – grants, facility support, events, accounting, membership, communications, volunteer support).
- Guide House operations to support all the above.

WHO IS RESPONSIBLE FOR THE DECISION TO INCREASE MEMBERSHIP FEES?

The responsibility and decision making for setting the membership fees are that of the Board.

The Finance, Audit and Risk Committee provided internal advice on the draft budget prepared by the CEO, and Management Accountant. The Board and CEO have legal obligations to ensure the financial stability of the organisation.

A budget review was undertaken mid-year as the 2023 to ensure the decision-making process was sound and as the impacts to increased expenses such as insurance were incurred. The impact of CPI is felt throughout our budget. This year's fee increase reflects the indexation impacts to membership fees and GGT Board will always use its discretion to absorb as much of these costs as possible. The Strategic Plan 2023–2025 aspires to reduce membership fees over time and GGT Board is committed to this approach.

Financial scenarios for fees in 2024 were prepared taking into consideration the Strategic Plan objectives for GGT. The recommended fee increase is part of a strategic approach to meet both the operational requirements of the organisation and to assist in supporting the delivery of the Strategic Plan.

These are tough decisions to make, and are not made lightly, or without stakeholders' input.

The Board fully acknowledges the impact of increased membership fees and your further suggestions going forward in a sustainable manner, are welcomed.

WHEN WAS THE DECISION MADE TO INCREASE MEMBERSHIP FEES?

Board meetings are held every six weeks in accordance with the Constitution and the meeting to discuss the budget is held in November with approval over two meetings in December. Prior to this, the Finance, Audit and Risk Committee reviewed and held robust conversations about the 2023 budget. The Board continuously reviews the financial complexities of GGT's organisational requirements throughout the year and the operational and strategic budgets commenced review in mid-2023.

A rigorous discussion was held about ways in which we can further enhance GGT's revenue streams, what the fees contribute towards, and why the increases were required.

WHEN WERE MEMBERS INFORMED ABOUT THE INCREASES?

The Board has written directly to members in early January notifying them of the membership fees, which will commence on 17 January 2024.

DOES THIS MEAN GGT IS IN FINANCIAL DIFFICULTY?

No.

The Board has a statutory responsibility to make decisions that are in the best interests of meeting its obligations, which necessitate making difficult choices to ensure a viable future. Acting now enables us to make controlled choices to minimise any potential negative impact on Guiding in Tasmania.

WHAT IS GGT DOING ABOUT FINANCIAL SUSTAINABILITY?

The GGT Strategic Plan's implementation is focused on activities to support the growth and improvement of the financial stability of the organisation. This is remit of the GGT CEO.

Although we are continually looking for ways to save on costs to support the financial sustainability of the organisation, we need to focus on income generation. This is because there are many compliance costs that are fixed and increasing, and we have little ability to reduce them.

Grants, fundraising, sponsorships, partnerships, memberships, and bequests are areas in which funds can be attained.

GGA continues to focus its resources on addressing membership challenges at a national level.

WHY CAN'T I PAY MY TERM FEES ONLINE?

Annual membership fees due to GGT can be paid through the GGT website via EFT or a credit card.

Term fees are payable direct to the Unit, via direct deposit to their bank account. GGT strongly discourages the use of cash in Guiding activities.

GGT has received annual feedback from Crowe- GGT's appointed auditor that Guiding activities including Term Fees should be consolidated and managed centrally. GGT's Financial Consolidation Project will finalise its implementation in 2024 with all Districts and Units to be consolidated prior to the end of 2024. Once this project is complete, all Term Fees will be paid to a central bank account.

WHERE CAN I GIVE MY FEEDBACK?

GGT is committed to continuing to provide you with quality Guiding across the state, while ensuring membership fees are sustainable for all members. As always, your feedback is important to us. Any ideas you may have about how GGT can enhance its revenue streams are welcome. Please reach out to the State Commissioner sc@guidestas.org.au or the CEO ceo@guidestas.org.au or contact the Board Chair by emailing chair@guidestas.org.au. Your valuable feedback with frequently asked questions added to this pack where appropriate.